

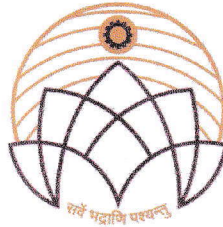
# SHRI MADHWA VADIRAJA INSTITUTE OF TECHNOLOGY AND MANAGEMENT

(A unit of Shri Sode Vadiraja Mutt Education Trust ®)

VISHWOTHAMA NAGARA, BANTAKAL, UDUPI

Affiliated to VTU, Belagavi, Approved by AICTE, New Delhi

Accredited by NBA (BE -CSE, ECE) and NAAC with A Grade



## SMVITM

## GENDER AUDIT REPORT

JULY 2023

Principal  
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Vishwothama Nagar, Udupi Dist.  
BANTAKAL - 574 115

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# 1. Gender Audit: An Introduction.

## 1.1. Preface

In today's world, pursuing equality and inclusivity is a fundamental pillar of progress and justice. Despite significant strides, disparities persist, sometimes unnoticed beneath the surface of seemingly equitable structures. The Gender Audit Report is presented in this context. This report is not just a collection of statistics or observations. It is a testament to our commitment to understanding, evaluating, and rectifying the imbalances that exist in our social, economic, and political landscapes. Through meticulous analysis and thoughtful reflection, the Gender Audit Report aims to uncover the nuanced realities of gender dynamics within our organization. As we embark on this journey, we must acknowledge that achieving gender equality is not a destination but a continuous voyage. It requires unwavering dedication, collective action, and a willingness to confront uncomfortable truths. This report serves as a compass, guiding us toward a future where everyone, regardless of gender, can thrive and contribute fully to our shared endeavors. We extend our deepest gratitude to all those who have contributed to the development of this report, from the individuals who participated in surveys and interviews to the dedicated team who meticulously analyzed the data. Your insights, perspectives, and unwavering commitment to equality have been instrumental in shaping this document. May this Gender Audit Report catalyze meaningful change, inspiring us to redouble our efforts in the pursuit of a more just and equitable world for all.

## 1.2 Gender Policy

Our institution is committed to upholding gender equality and ensuring a discrimination-free environment. We pledge to:




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- Provide equal opportunities for individuals of all genders.
- Respect the freedom of expression and ensure fair treatment of opinions for everyone.
- Establish a grievance redressal cell that is accessible, impartial, and maintains confidentiality.
- Implement effective measures to ensure the safety and security of all individuals, regardless of gender.

The objectives of the Gender Audit exercise are as follows:

- Assess the gender distribution within the college.
- Understand the perception of gender on campus and develop a roadmap for gender-focused initiatives.
- Implement effective measures to ensure the safety and security of individuals of all genders.
- Establish a Grievance Redressal Cell that is accessible, active, unbiased, and maintains confidentiality.
- Ensure zero tolerance for gender-based discrimination.
- Enhance the self-confidence and self-esteem of female students, women faculty, and staff.
- Organize personality development programs aimed at fostering confidence among all members of the institution.
- Combat eve-teasing by displaying awareness posters at strategic locations within and around the college.
- Invite certified consultants to facilitate personal development and confidence-building among students.
- Arrange programs focused on building confidence and nurturing leadership qualities among female students.

  
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- Collaborate with IQAC, Anti-ragging Committee, Discipline Committee, and Internal Complaint Committee to promote gender sensitization.
- Raise social awareness about women's issues and gender discrimination

### 1.3. Gender Audit Committee

Sl. No	Name	Designation
1	Dr. Thirumaleshwara Bhat	Principal, SMVITM
2	Dr. Ganesh Aithal	Vice Principal, SMVITM
3	Dr. Deepika B V	Coordinator of Women Empowerment Cell
4	Dr. Lolita Priya Castelino	Chairperson of College Internal Complaints Committee
5	Dr. RaviPrabha K	Student Welfare Officer
6	Ms. Vani V Rao	Advocate and Member of NGO

*Anscop*

**Principal**

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## 2. Gender Audit Survey

### 2.1 Gender Audit Analysis

#### Student Details

The graph illustrates the annual gender distribution of male and female student enrollment. It indicates a decline in the number of female students during 2020-21, followed by a marginal 2% rise in 2021-22, and a subsequent increase of 4% in 2022-23.

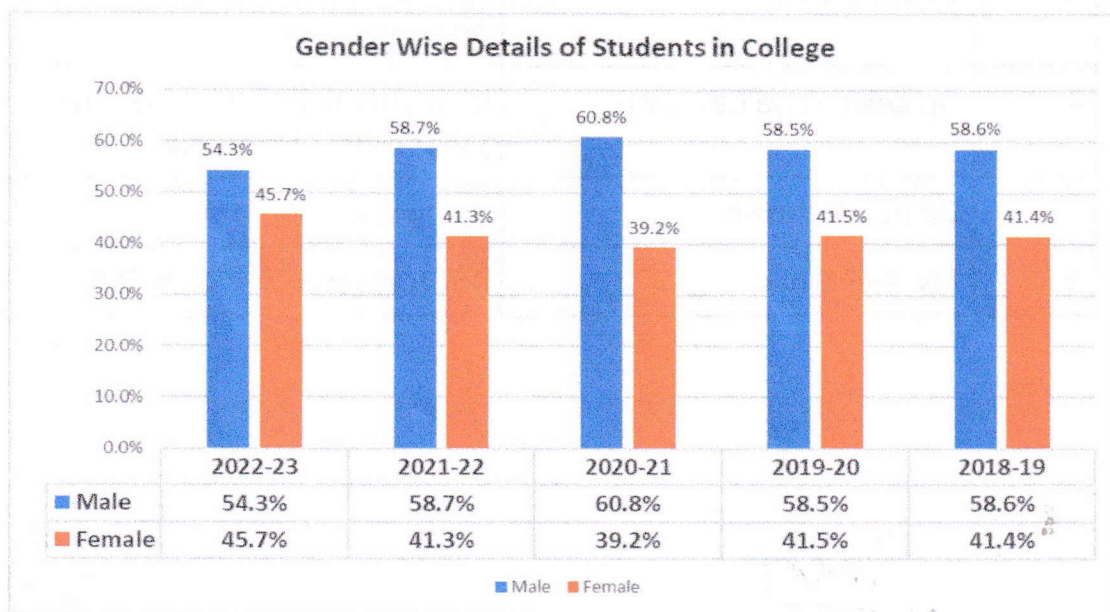


Fig 1: Gender-Wise Details of Students in College

#### Teaching Faculty & Non-Teaching Staff

Although the college faculty continues to be predominantly male, the disparity is diminishing. In 2018-2019, male faculty comprised 53.6%, while female faculty constituted 46.4%. However, by 2022-2023, the distribution shifted to 48.3% male and 51.7% female.

  
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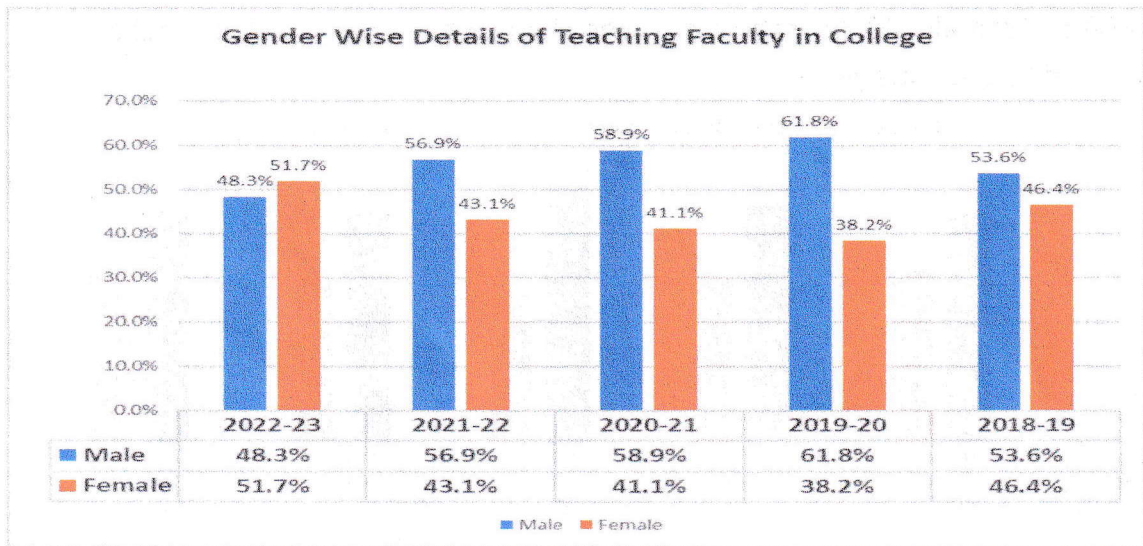


Fig 2: Gender-Wise Details of Teaching Faculty in College

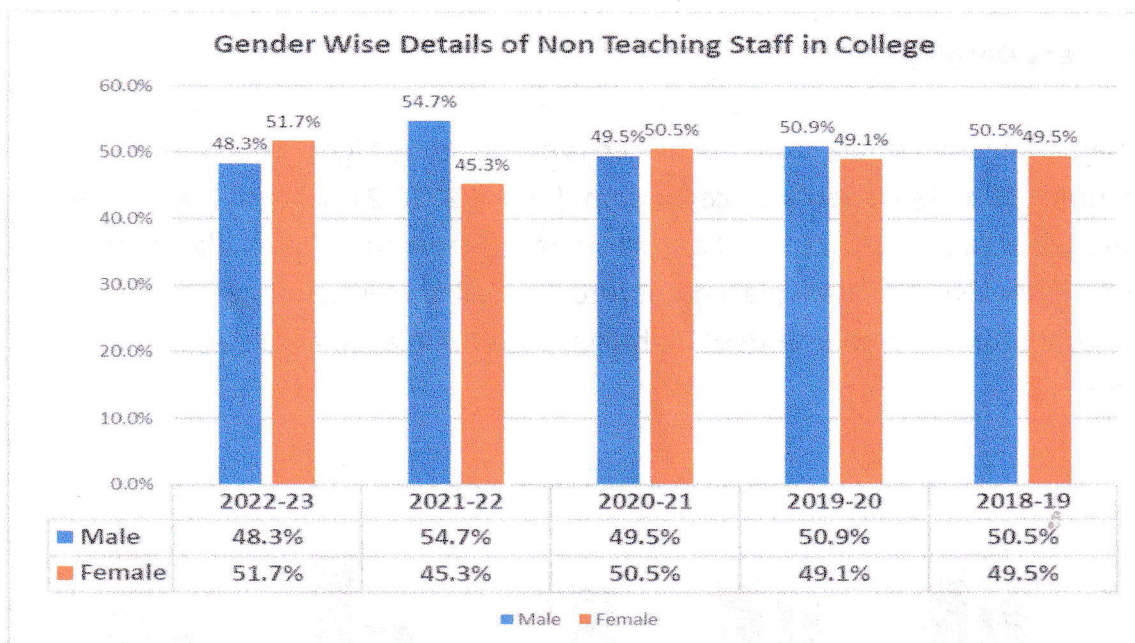


Fig 3: Gender-Wise Details of Non-Teaching Staff in College

**Scholarship Details**

Though the graph displays a consistent trend of more male students receiving scholarships, the gender gap is narrowing. In 2023-24, the gap between male

  
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(56.8%) and female (43.2%) scholarship recipients was 13.6%, which is smaller compared to previous years.

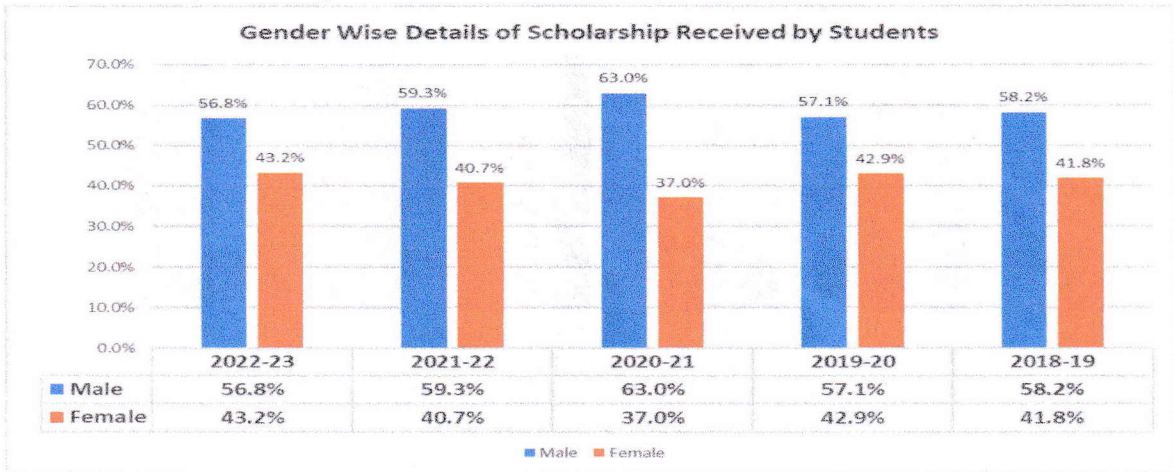


Fig 4: Gender-Wise Details of Scholarship Received by Students

### Placement Details

The percentage of female students placed is consistently higher than the percentage of male students placed, except for the 2020-21 academic year. The largest gap is seen in the 2018-19 academic year, where the female placement rate is 23% higher than the male placement rate. Overall, the graph suggests that the placement rate for female students is higher than the placement rate for male students.

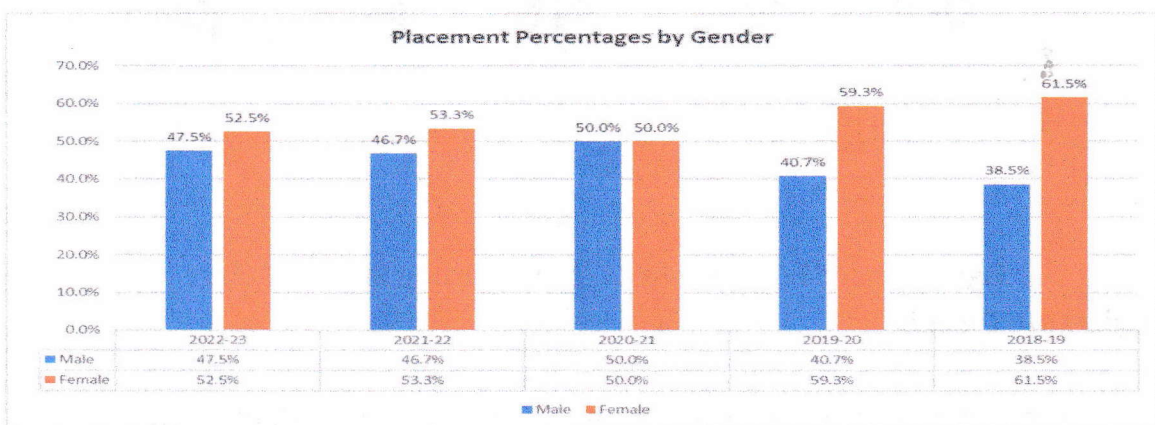


Fig 5: Placement Percentages by Gender

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## Participation in NCC & NSS

The National Cadet Corps, a youth development program has a majority of male students. The National Service Scheme, another Indian youth program, has a significant number of female students participating. There is good involvement from girls in NSS.

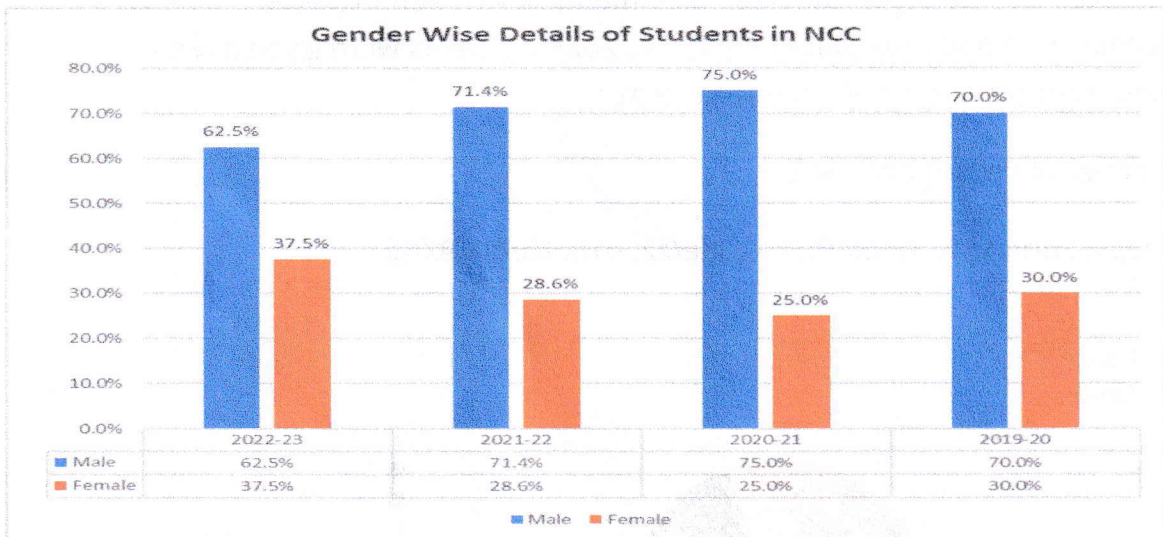


Fig 6: Gender-Wise Details of Students in NCC

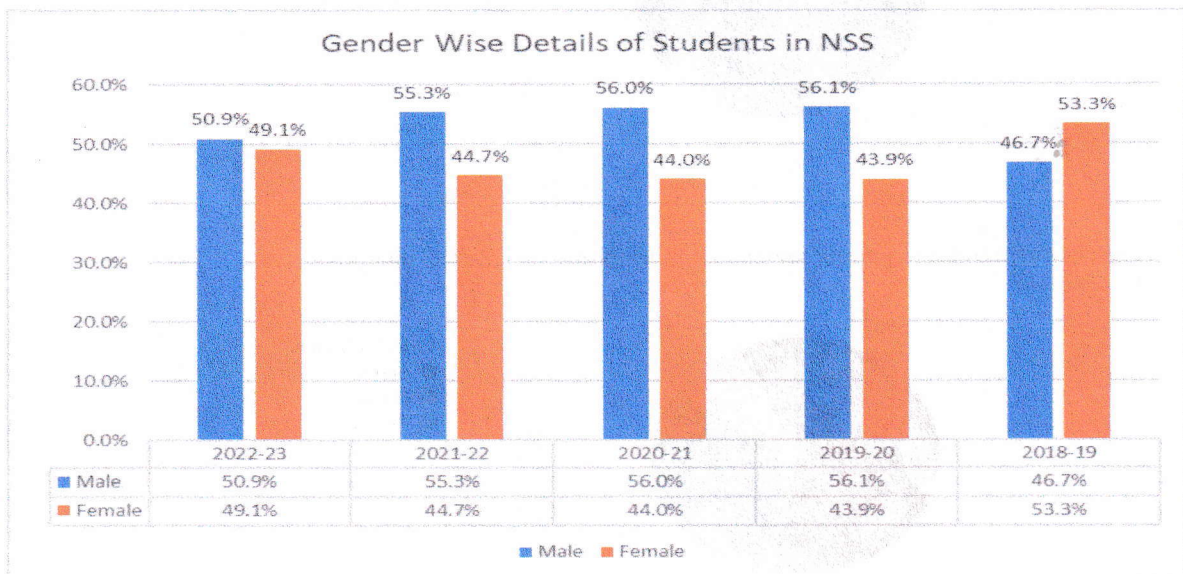
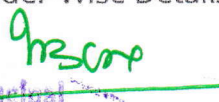


Fig 7: Gender-Wise Details of Students in NSS

  
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## 2.2 Gender Sensitization Programs

The WEC works to promote gender sensitivity in the college and conducts diverse programs to educate, and sensitize both male and female members and produce a harmonious atmosphere on the campus. It works for the welfare of the students and faculty towards preparing them into competent professionals to take up greater challenges in the academic sphere.

Aiming at intellectual and social upliftment of the female students and staff, the cell stands for facilitating women's empowerment through guest lectures, seminars, awareness programs, and other welfare activities.

The Women Empowerment Cell, along with other cells like the College Internal Compliance Cell, organizes several programs focusing on women's rights, gender equality, and gender sensitization. These initiatives include talks on women's rights and gender equity. Additionally, the cell conducts self-defense programs for female students, empowering them to protect themselves from potential attackers.

These initiatives contribute to the enhancement of women's self-confidence in constructing their self-identity. They also involve examining safety and security measures for female employees and students on campus, promoting a culture of respect, equality, and freedom for women, and fostering an entrepreneurial mindset among female students.

Figure 8 provides an overview of the various activities conducted by the WEC related to gender sensitization.

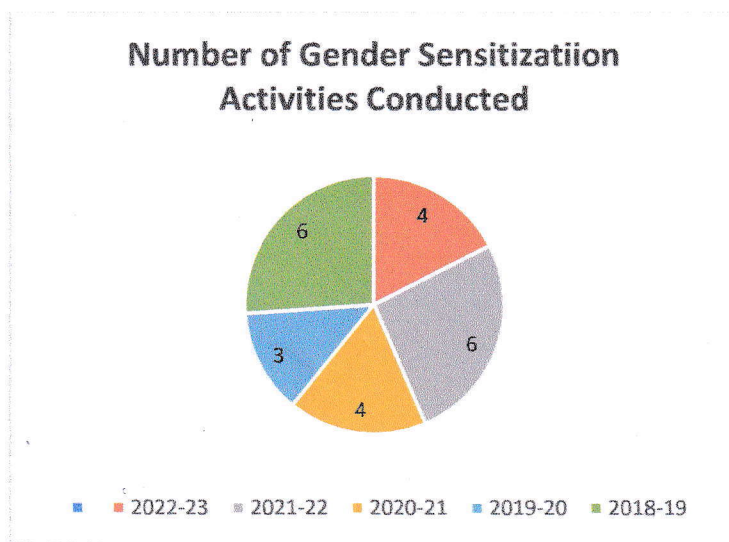
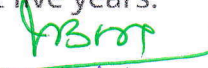
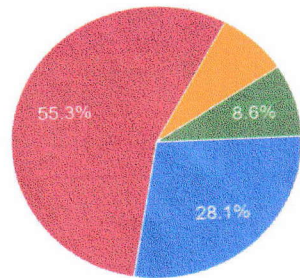


Fig 8: Number of Gender Sensitization Activities conducted in the last five years.

  
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The college conducts gender awareness programs such as awareness of sexual harassment, as a part of its curriculum

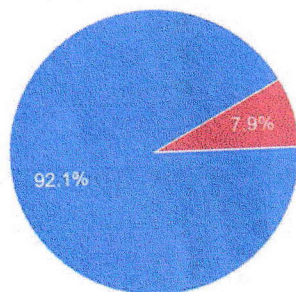
405 responses



- Strongly Agree
- Agree
- Disagree
- Neutral

Adequate disposal bins are available in the toilet

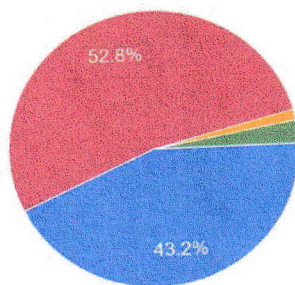
405 responses



- Yes
- No

Adequate security arrangements have been made in the campus during day and night

405 responses



- Strongly Agree
- Agree
- Disagree
- Neutral

*Aramp*  
Principal

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## 2.3 Gender Audit Survey

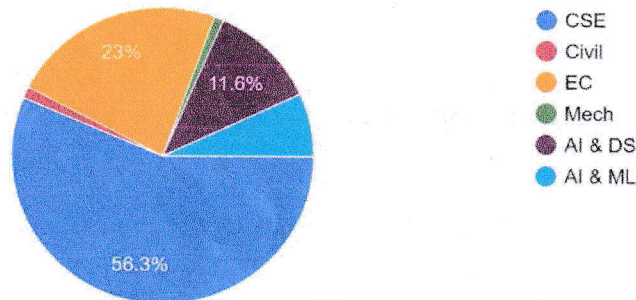
A gender audit survey assesses how well an organization incorporates gender equality into its policies, programs, structures, and culture. It identifies areas of strength and weakness, ultimately helping the organization develop strategies to improve gender balance and address any discriminatory practices.

A survey was conducted to gather input from students and incorporate their perspectives into organizational adjustments. It was administered online via a Google Form and took place on July 1st, 2023. Students were given a two-day window to complete the circulated form.

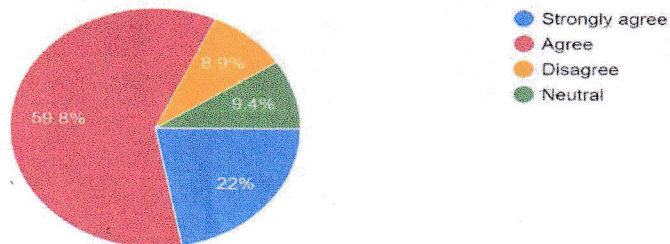
Number of Participants: 405

Google Form Link: <https://forms.gle/z29o1hnNeBj8t9XG8>

Branch  
405 responses



The college conducts gender sensitization program as a part of its curriculum  
405 responses

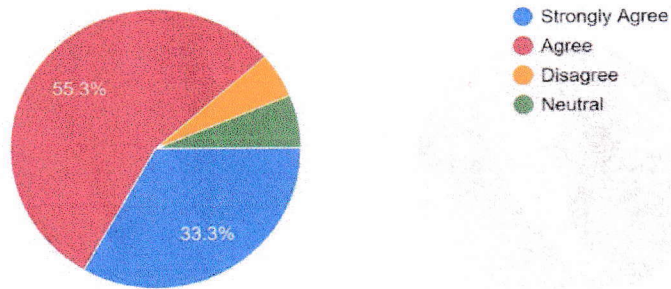


*Amritha*  
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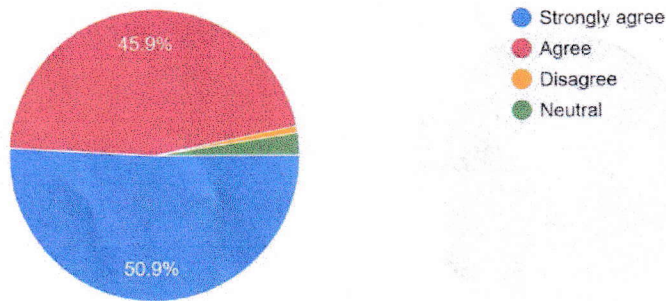
Awareness among Students regarding the Women's Cell

405 responses



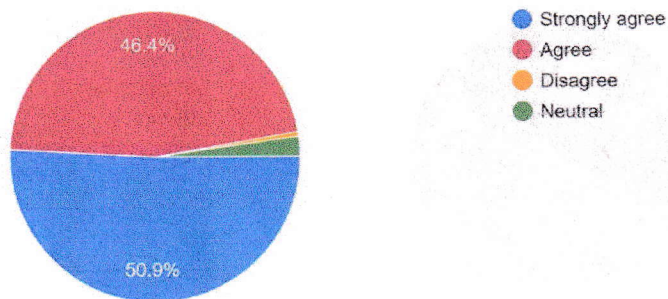
The classroom offers equal opportunities to all genders

405 responses



There is equal opportunities to all genders for free and fair expression of ideas

405 responses

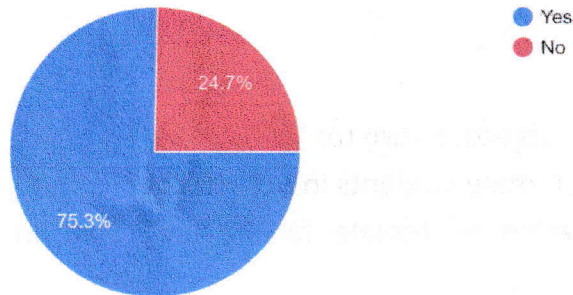


  
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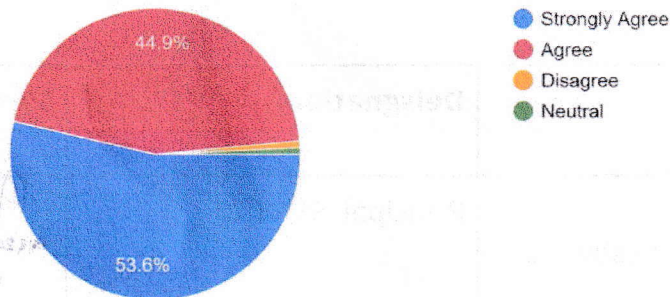
Are you aware about College Internal Complaints Committee that deals with sexual harassment issues in your College

405 responses



Safe environment is available for all girl students in the campus

405 responses



### 3. Summary and Conclusion

#### 3.1 Remarks

The Gender Audit of the College, following a thorough evaluation of all aspects of gender sensitivity and the adequacy of facilities for women, reveals a notably positive and satisfactory situation. Throughout its history, the College has been recognized for fostering a safe and supportive environment for women's education. There exists a culture of healthy interaction between male and female students. Examination indicates that gender equity objectives are integrated into all college policies and

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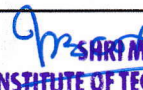
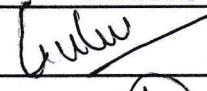



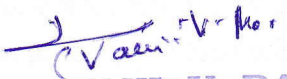


programs, with staff also reporting no issues related to gender criteria. The Gender Audit Team observed that both the management and staff actively promote gender equality and sensitivity, displaying behavior that reflects a commitment to these values.

### 3.2 Recommendations

In the upcoming years, our objectives are to:

1. Boost enrollment of female students in our college.
2. Enhance representation of female faculty and staff in decision-making committees.
3. Expand scholarships available to female students.
4. Foster greater participation of students in NCC and NSS activities.
5. Conduct awareness campaigns on the Legal Rights of Women.
6. Implement self-employment training across various subjects.

Sl. No	Name	Deisgnation	Signature
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2	Dr. Ganesh Aithal	Vice Principal, SMVITM	
3	Dr. Deepika B V	Coordinator of Women Empowerment Cell	
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5	Dr. RaviPrabha K	Student Welfare Officer	
6	Ms. Vani V Rao	Advocate and Member of NGO	 VANI V. RAO B.A., LL.B. ADVOCATE "Rukmini Krishna" Court Back Cross Road, Ajjarkad, UDUPI - 576 101 M: 9845449044 Email: vanivraoadv@gmail.com

  
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