



WAYANAMAC EDUCATION TRUST®

DON BOSCO

INSTITUTE OF MANAGEMENT STUDIES COMPUTER APPLICATIONS

Mysore Road, Kumbalagodu, Bangalore -560074



Approved by AICTE

Affiliated to Bangalore University



Internal Quality Assurance Cell (IQAC)

GENDER AUDIT REPORT



[Signature]
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GENDER AUDIT: AN INTRODUCTION

I. INTRODUCTION OF THE INSTITUTION



DBIMSCA - Innovative B-School focused on the businesses of tomorrow. 21 Years of Academic Excellence

Don Bosco Group of Institutions (DBGI) was established in 2001, with the aim to provide quality education in technology and Management. It is located on a sprawling 29 acres' campus in the southwest of the city of Bangalore-Mysore National Highway.

The institution which had its inception in the year 2000 under the banner of Dolphin Institute of Information Sciences has spread its wings far and wide and has developed its various institutions such as Don Bosco Institute of Technology (DBIT), Don Bosco Institute of Management Studies and Computer Applications (DBIMSCA), Don Bosco Institute of PU College, etc.

Established in the year 2008, DBIMSCA is one of the best MBA Colleges in Bangalore offering great quality education to empower students. It is among the leading AICTE-approved MBA College in Bangalore. The college is designed to meet the increasing demand for quality education management experts.




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DBIMSCA has grown to be the best college for MBA in Bangalore. The MBA program focuses on giving sound theoretical knowledge as well as practical experience in the relevant areas.

The institution has an excellent and impressive infrastructure. The institute is committed to delivering its promise and helping students to excel not only in academics and co-curricular and extra-curricular activities.

II. WHAT IS GENDER AUDIT?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society.

The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. Although there is no standard approach for carrying out a gender audit, it usually includes;

Internal audit: The extent to which an organization promotes gender equality internally through its internal work, managerial structure, and organizational structure, as well as whether these factors support gender equality within the organization, is the subject of this dimension. An internal gender audit helps to strengthen institution learning about gender, builds organizational capability, and tracks and evaluates the relative progress made in gender mainstreaming. It also helps to foster collective institutional responsibility for gender equality programs.




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III. CONSTITUTION OF GENDER AUDIT COMMITTEE

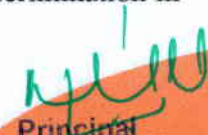
Sl. No.	Name	Department
1	Prof. Subha R	HOD, Department of Commerce
2	Prof. Mamatha P	Assistant Professor, Department of BBA
3	Prof. Champa T	Assistant Professor, Department of MBA
4	Prof. Nalina Bai	Assistant Professor, Department of Languages

The Gender Audit undertaken by the IQAC, DON BOSCO INSTITUTE OF MANAGEMENT STUDIES AND COMPUTER APPLICATIONS along with internal Committee Members of the **Women Empowerment Cell**. Internal Committee Members, intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

IV. OBJECTIVES OF THE GENDER AUDIT

- The institute will implement practical steps to ensure the protection and safety of all genders.
- Discrimination based on gender is prohibited in all forms.
- To grow and improve female students', faculty members', and staff members' sense of self-worth and confidence.
- Programs for the overall development of personality will be set up, fostering an atmosphere of confidence among the institution's members.
- To prevent female students from being teased at night, and to display the same posters in conspicuous locations across the college.
- To create social awareness about the problems of women and gender discrimination in particular.




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V. Roles and responsibility of Women & Empowerment Cell (WEC)

Empowerment Cell (WEC) in DBIMSCA plays a critical role in promoting gender equality and creating a supportive environment for female students, staff, and faculty. Here are the typical roles and responsibilities of a Women & Empowerment Cell:

1. Awareness and Sensitization

Conduct Workshops and Seminars: Organize educational programs, workshops, and seminars to raise awareness about gender equality, women rights, and issues such as sexual harassment and gender discrimination.

Campaigns: Launch awareness campaigns within the institution to promote a culture of respect and equality.

2. Support and Provide Counselling Services: Offer counselling and support services for female students and staff facing personal, academic, or professional challenges.

Support Groups: Establish support groups where women can share their experiences and support each other.

3. Addressing Grievances:

Grievance Redressal Mechanism: Set up a formal mechanism to address complaints and grievances related to gender issues, including sexual harassment, and ensure timely and fair resolution.

Confidentiality: Ensure confidentiality and sensitivity in handling complaints and issues.

4. Skill Development and Training

Workshops for Skill Enhancement: Organize training programs and workshops aimed at enhancing skills such as leadership, communication, self-defence, and professional development.

Entrepreneurship Programs: Facilitate entrepreneurship programs and provide resources to encourage women to start their own ventures.




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5. Policy Advocacy

Policy Formulation: Advocate for and contribute to the formulation and implementation of gender- sensitive policies within the institution.

Implementation Monitoring: Monitor the implementation of these policies to ensure they are effectively addressing the needs of women in the institution

6. Mentorship and Leadership

Mentorship Programs: Establish mentorship programs where experienced female professionals and alumni can guide and support students and junior staff.

Leadership Opportunities: Encourage and facilitate opportunities for women to take on leadership roles within the institution.

7. Health and Safety

Health Awareness Programs: Conduct health awareness programs focusing on women & health issues, including mental health, reproductive health, and hygiene.

Safety Measures: Ensure the institution has adequate safety measures, such as well-lit campuses, safe transportation options, and emergency contact services.

GENDER BALANCE WITHIN THE INSTITUTION

I. Specific facilities provided for women in terms of:

a) Safety and Security

- CCTV cameras are placed all over the campus for safety and security purpose.
- Well-trained women security guards hired across the college campus.
- Security check-points at campus entry and exit.
- Allocation of rotational work to all teaching faculty members for monitoring discipline and security in the campus.
- Following strict policies and monitoring on anti-ragging, anti-smoking and mobile free campus.
- Distinct hostel facility for boys and girls with responsible wardens.




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b) Rest Rooms:

In most of the departments, rest rooms have been allocated separately for girls and boys.

c) Other Measures

- Gender Sensitization programs included in curriculum activities.
- Gender Sensitization programs included in co-curricular activities.

II. Gender Sensitization Programs

Sl. No.	Year	Program Title	Date
1	2022-23	Guest Lecture on Women Health Matter – her capital	15/03/2023
2	2022-23	Guest Lecture on Female Health and Menstrual Hygiene	10/04/2023
3	2022-23	Special Lecture on Gender Sensitization in Educational Institution	23/12/2022
4	2022-23	Guest Lecture on Gender Awareness and Gender Sensitization	24/11/2022
5	2022-23	Special Lecture on Women Empowerment with respect to Gender Equity	12/08/2022
6	2022-23	Special Lecture on Women Equality Sensitization	05/08/2022
7	2019-20	Self Defense Awareness Programs	18/09/2019
8	2019-20	Mother's Day Celebration	11/05/2019
7	2018-19	Women's Day Celebration	08/03/2019





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III. List of Committees:

Sl. No.	Committee Name
1	IQAC
2	Time Table Committee & annual Calendar of Events Committee
3	Extra-Curricular & Co-Curricular Committee
4	Cultural Committee
5	Physical Education Committee
6	Internal Examination Committee
7	Grievances Redresses
8	Library Committee
9	Sexual Harassment Elimination Committee
10	Placement Committee
11	Alumni Committee
12	Faculty Development Committee
13	Research Development & Sustenance Committee
14	Anti-Ragging Committee
15	Parents Teachers Committee
16	Human Rights Protection Cell
17	SC/ST Committee
18	Internal Complaint Committee
19	Women Empowerment Cell
20	Institution Industry Cell
21	Website Committee
22	Extension Activities Committee
23	Feedback Analysis Committee




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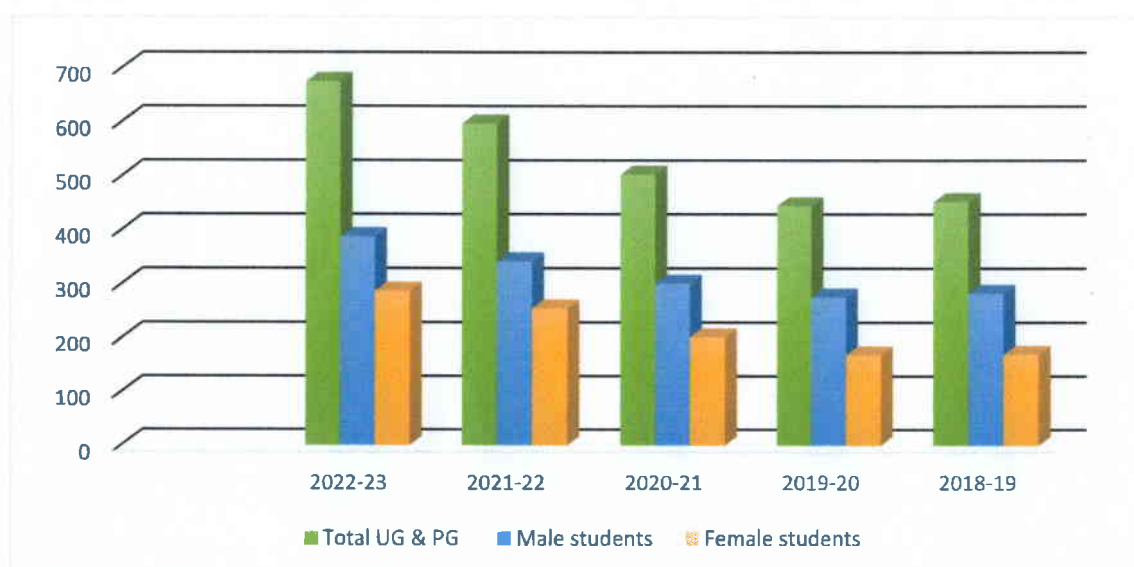
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IV. Table 2.1 - Gender wise details of total students in the college;

Sl. No.	Year	Total (UG & PG)	Male students	Female students	% of Male students	% of Female students
1	2022-23	675	388	287	57%	43%
2	2021-22	597	342	255	57%	43%
3	2020-21	503	301	202	60%	40%
4	2019-20	445	276	169	62%	38%
8	2018-19	453	283	170	62%	38%



The above table giving gender wise details of students in the college provides the information regarding growth of students' strength in the last five years. In the year 2020-21, out of 503 total students 40% were female students as compared to 38% female students in the year 2018-19. The further years shows continuous increase in female students that is from 38% to 43% during the last five years. This gives a clear idea and real interpretation that the institution is moving towards female empowerment.

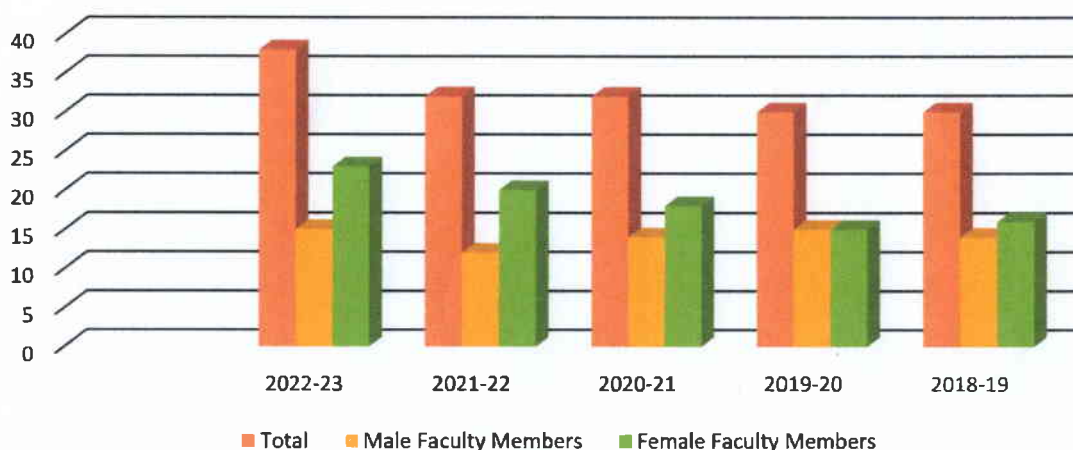



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V. Table 2.2 - Gender wise details of total teaching faculty members in the college;

Sl. No.	Year	Total	Male Faculty Members	Female Faculty Members	% of Male Faculty Members	% of Female Faculty Members
1	2022-23	38	15	23	39%	61%
2	2021-22	32	12	20	37.5%	62.5%
3	2020-21	32	14	18	43.7%	56.3%
4	2019-20	30	15	15	50%	50%
5	2018-19	30	14	16	46.6%	53.4%



The table on gender wise details of total teaching faculty members in the college provides the information and growth of teaching faculty members in the last five years. In the year 2022-23, out of 38 faculty members, 15 (39%) were males and 23 (61%) were females. The further years shows continuous increase in female faculty members that is from 53.4% to 61% during the last five years. This gives a clear idea and real interpretation that the institution is moving towards female empowerment.



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VI. Table 2.3 - Gender wise details of total non-teaching faculty members in the college;

Sl. No.	Year	Total	Male	Female	% of Male	% of Female
1	2022-23	11	09	02	81.8%	18.2%
2	2021-22	11	09	02	81.8%	18.2%
3	2020-21	11	09	02	81.8%	18.2%
4	2019-20	11	09	02	81.8%	18.2%
5	2018-19	11	09	02	81.8%	18.2%

The table on gender wise details of total non-teaching faculty members in the College provides the information in the last five years. This gives a clear picture that the institution is maintaining consistency and efficient administration in recruiting the no. of non-teaching faculty members.



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SUMMARY AND CONCLUSION

I. Progress towards Gender Equity

"Gender equality, or the equality of men and women, does not imply that men and women must become the same; rather, it means that men and women's rights, duties, and opportunities are independent of their gender at birth. Gender equality refers to treating men and women equally in accordance with their unique requirements. This could involve receiving the same treatment as well as treatment that differs but is deemed comparable in terms of opportunity, rights, obligations, and benefits. The organization acknowledges that there are needs and power differentials between men and women, and that these differences should be recognized and treated in a way that balances the power disparities between the sexes.

Either equal treatment or treatment that differs but is deemed comparable in terms of rights, rewards, obligations, and opportunities might be examples of this. The institution works to inspire female students and staff to live honourably and with appropriate self-respect, in addition to planning various events to raise awareness of gender sensitization. We discover that in both UG and PG programs, student strength—especially that of girls—is rising. The variations in their enrolment are also visible. More females are registering for college courses. They have a rather high level of strength. Additionally, it has been noted that female students have a higher success rate than male students. They are showing enthusiasm in being involved in all extracurricular and co-curricular activities.




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II. Conclusion:

The research demonstrates that all of the college's policies and activities include aims and objectives related to gender equity. Additionally, the faculty members stated that they have no issues with the gender criterion. The Gender Audit Team found that the college's administration and employees support gender equality and gender sensitivity, and they exhibit gender-sensitive behaviour. The college is considered to have many advantages and chances for creating a positive gender balance. Changes in value structure might be made gradually to address the vulnerabilities. There are undoubtedly more girls enrolling from all societal segments, and complaints about gender issues are non-existent. With its strong resolve and dedication to gender equity, the College would undoubtedly leave its imprint.

III. Recommendations:

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students

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Prof. Nalina Bai

Assistant Professor, Department of Languages

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