



S.P.V.V.S'S

**G.P.PORWAL ARTS, COMMERCE AND V.V.SALIMATH SCIENCE
COLLEGE, SINDGI – 586 128 (Dist : Vijayapur. Karnataka State)**

Affiliated to Rani Channamma University, Belagavi

E-mail: gppprincipal@gmail.com Web: www.gppvvs.ac.in Ph: 08488-221244 Mobile: 9611032604

Annual Gender Sensitization Action Plan for the Year [2023-24]

Introduction:

G. P. Porwal Arts, Commerce & V. V. Salimath Science College is committed to promoting gender equality, diversity, and inclusion within its academic community. As part of our ongoing efforts to create a more inclusive and respectful environment, we are implementing this Annual Gender Sensitization Action Plan. This plan outlines specific initiatives, strategies, and activities aimed at raising awareness, addressing gender-based discrimination, and empowering all members of the college community students, faculty, and staff.

Objective:

The main objectives of this action plan are:

1. To raise awareness about gender issues and promote an inclusive environment.
2. To sensitize students, faculty, and staff about gender-based violence and discrimination.
3. To create a supportive atmosphere where individuals feel safe and respected, regardless of gender.
4. To provide resources and avenues for addressing gender-related concerns and complaints.
5. To foster the overall personal and academic development of students, free from gender bias.

Strategies and Key Initiatives:

1. Gender Sensitization Workshops and Seminars:

- Organize regular workshops, seminars, and guest lectures on topics related to gender equality, sexual harassment, gender stereotypes, and women's empowerment.
- Engage experts and professionals in the field of gender studies, law, and psychology to conduct these sessions.
- Organize gender-specific awareness programs for both students and faculty, ensuring that all members of the college are sensitized to the importance of gender equality.

2. Student-Focused Initiatives:

- Establish student-led gender sensitization clubs or committees, where students actively participate in organizing events, discussions, and campaigns on gender-related issues.
- Develop peer-to-peer education programs where students can raise awareness among their peers about gender equality and respectful behavior.
- Organize cultural and art-based activities (like debates, plays, and short films) to depict gender-related issues and engage students creatively.

3. Faculty and Staff Training:

- Conduct regular training programs for faculty and staff on how to handle gender-related issues sensitively, including sexual harassment, gender-based discrimination, and inclusive pedagogy.
- Provide orientation on the legal aspects of gender equality, such as the Sexual Harassment of Women at Workplace Act (Prevention, Prohibition, and Redressal)



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ANNUAL GENDER EQUITY SENSITISATION ACTION PLAN 2023-24

Sl. No.	Activity	Participants	Action Plan
1	Gender Sensitization Orientation Programme	New Admissions both Boy and Girl students	<ul style="list-style-type: none">➤ Sensitize the Students about gender sensitiveness and create a positive values that supports the girls and their rights➤ Creating an enabling environment of gender justice➤ Gender issue Awareness
2	Power of Voice	Students and staff	<ul style="list-style-type: none">➤ To bring stage courage➤ To know how to speak in public programmes,
3	Soft Skill Development	Students and staff	<ul style="list-style-type: none">➤ To bring awareness on various soft skills.
4	International Women's day	Students and staff	<ul style="list-style-type: none">➤ To bring awareness about the Celebration of International Women's day➤ To know about women leadership
5	Workshop on Currier Guidance	Students	<ul style="list-style-type: none">➤ To bring awareness about future job opportunity.
6	Soft Skill Training Programme - Make over Competition	Students	<ul style="list-style-type: none">➤ To bring awareness about women Self employment.
7	Savitribai Phule Birth Anniversary	Students	<ul style="list-style-type: none">➤ To bring awareness about the importance of women education in society.
8	Special Lecture	Students	<ul style="list-style-type: none">➤ To bring awareness about women Self employment, and Govt opportunities.

Co-ordinator IQAC

G. P. Porwal Arts, Comm & V. V. Salimath
Science College, SINDGI-586128. Dt:Vijayapur

Principal,

G. P. Porwal Arts, Comm &
V. V. Salimath Sc. College
SINDGI-586128. Dt:Vijayapur



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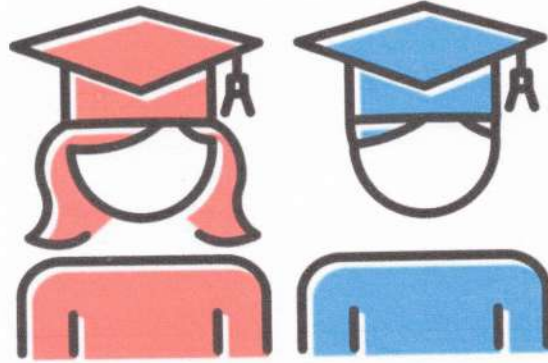
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GENDER AUDIT REPORT

2023-24



**To
The principal
G P Porwal Arts Commerce
and V V Salimath Science College
Sindgi**

Dear Sir

The efforts G. P. Porwal Arts Commerce and V. V. Salimath Science College Sindgi to strengthen the process of gender equality by implementing the concept of gender audit in colleges is commendable.

Your College is implementing various innovative initiatives for girls. Such activities promote girls' education. With the expectation that such activities for gender equality will continue in your college.

Thank you very much for your participation and cooperation in the gender audit

Yours sincerely



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Declaration

The Gender Audit presented here is an attempt to analyze whether the college bears A fair gender balance. This is also an attempt to assess the impact of policies on gender equality followed by college. The college always has the student centric policies in academic and co. Academic as well as special measures for girl students. This Gender Audit tries to assess the impact of its current and proposed policies on Gender Equality. This Gender Audit Report prepared by the college and database used in the report is truthful

Place : Sindgi

Audit Coordinator

26/07/2024

**Auditor
Head**

Dept. of Economics
G.P.P. Arts, Commerce & V.V.S. Science
College, SINDAGI-586128.

Principal

Principal,

G. P. Porwal Arts, Comm &
V. V. Salimath Sc. College
SINDGI-586128. College Code: 5234



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Acknowledgement

I am most thankful to Principal, G. P. Porwal Arts Commerce and V V Salimath Science College Sindgi for giving us an opportunity to carry out gender audit. I express our deep sense of gratitude to Principal of the College Shri- D. M. Patil for his constant support and encouragement.

I am thankful to IQAC, all the Heads of the Departments for providing the valuable information and data as and when required. I am also thankful to the teaching and nonteaching staff of college. I am highly indebted to the office staff for providing the relevant data. The entire work is an outcome of mutual co-operation, eventual execution and constructive efforts.

Place: Sindgi

Date: 26/07/2024

Audit Coordinator
G P Porwal College

GENDER AUDIT

The College conducted Gender Audit in 2023-24 to create awareness about respect for every gender and also to identify ways to make college campus safe for women. The Women Empowerment Cell of the College ensures awareness about their objectives throughout the year by conducting various seminars, self-defense workshops and motivational lectures about women empowerment. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College with an objective to Prevent Sexual Harassment of any gender at the college. Various seminars, Guest Lectures and workshops are organized throughout the year to teach the students about their rights and laws and to fight against any kind of sexual harassment. A gender audit is a tool to check and assess the institutionalization of gender equality into organizations, including in their policies, programs, projects and/or provision of services, proceedings etc. The basic assumption of gender audit in an educational institution is that public policy impacts differently on female and male learners. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular?

UNICEF says gender equality *"means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike"*. On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, femicide, wartime sexual violence, gender wage gap, and other oppression tactics.

, I Gender Policy of the College

- Safe learning ambiance.
- Guarantee of fairness and equal opportunities.
- Promotion of girls' participation in sports, N.C.C, N.S.S. and Cultural activities.
- Encouragement to students to take advantage of facilities available in the college.
- Counseling of girl students in respect of laws for women, health, diet and self defence.
- Preparation of girls to face placement procedure with equal weightage as boys.
- Develop leadership among girls through sports, N.C.C and N.S.S.
- Holistic development of girls' and boys'.

Executive Summary

Gender equality is the state of equal ease of access of resources and opportunities regardless of gender including economic participation and decision making and the state of valuing different behaviors and aspirations. This report aims at making a gender audit after studying various aspects to check the impact of its current and proposed policies of gender equality. The purpose of audit was to ensure that the practices followed in the campus are in accordance with the gender policy adopted by the institution.

An analysis was conducted so as to study, identify, evaluate and validate the aspects associated with gender issues. The principle of gender equality is enshrined in Indian constitution in preamble, fundamental rights, fundamental duties and directive principles. The constitution not only grants equality to women but also empowers the state to adopt measures of positive discrimination in favor of women

3. Introduction

Our College was established in 1972 by visionary founder Late H. H. Poojya Channaveer Swamiji Sarangamatha Sindgi aims at imparting education to the rural students. The Padmaraj vidyavardhaka samsthe Sarangamath runs college for higher education in rural area

The College was established in 1972 with the arts faculty. Now, more than 1300 students are availing the facility of quality education in streams as Arts, Commerce and Science. The college is recognized under 2f and 12B by U.G.C. and honored with permanent affiliation status .



The gender audit is aimed to study for gender balance. It also encompasses to observe whether the rules, policies and action plans are followed and implemented in accordance with university rules and regulations. The gender audit is focused on gender equality. The college always concentrates on the overall personality development of the students.

There is always emphasis on imbibitions of feeling of social responsibilities among students and empowerment of women via gender equality, which is the main aim.

The girls' hostels in this college facilitate adequate care and safety measurements for girls. There is provision of participation in National Cadet Corps (N.C.C.) for girls, an attempt to develop and nurture qualities like discipline, leadership and adventure spirit. The girls are made aware of their rights by imparting lectures and programmes like workshop, seminars on various related current issues by Internal Complaints Committee of the college.

Features of the College: 2023-24

- **Website:** www.gpp.vvs.ac.in
- Contact email: gppprincipal@gmail.com
- Teaching Staff: **Permanent = 24; Temporary = 19**
- Non-teaching Staff: 10
- Students: 1277 (Boys -642, Girls - 635)
- The college is spread over campus measuring 26 acre area.
- Well developed running track and well-equipped gymnasium and sports complex.
- Sufficient classrooms are available for classes.

- Well-furnished and equipped laboratories for science and a Language lab
- Adequate number of toilet blocks.
- Central library with more than 53000 reference book, text book, journals, periodicals, e-books and magazines well developed Digital library.
- Fully furnished and adequately built ladies hostel with basic amenities.
- Parking lots for staff, girls and boys.
- N.S.S., N.C.C., Cultural activity.
- Facility for competitive examinations guidance.
- Career counseling and placement cell.
- Traditions of excellent university results, rankers.
- Internal Quality Assurance Cell.

4. Scope of gender audit

The purpose of the gender audit is to ensure that the gender policy is followed and implemented in the college campus, all the departments, ladies hostel, canteen, administrative bodies and related areas. Based on gender equality the girls are always made feel secure and free to perform their academic and extracurricular activities.

5. Objectives of gender audit

- To examine and confirm the gender balance in different areas and factors affecting the gender balance.
- To examine the policies of the college and thereby the implementation of the rules which can meet the interests of students and especially women.
- To establish good gender balance in decision making
- To build confidence among girl students thorough various activities
- To promote gender equality in all aspects,
- To prevent and prohibit sexual harassment at the work place
- To provide better facilities and amenities in the girls' hostel
- To organize expert guest lectures and counseling sessions to enhance awareness of girls regarding their health and hygiene.
- To address the complaints through Internal Complains Committee.
- To organize counseling sessions regarding ragging.
- To provide platform for the girls to participate in events like debate, group discussion, elocution, rangoli etc.

6. Methodology

In the right pursue of gender audit, an attempt is made to analyze, check and detect any gender bias in aspects of girls and women at the workplace and dwelling and also to *cooperate* the same so as to create a socially healthy community. A gender policy is followed, across all departments and administrative office, sports complex, etc. In order to meet the objectives, the gender audit was carried out through physical inspection, a review of relevant documentation and also discussions/interactions with the girls on the campus and ladies hostel.

- **Physical inspection:** The audit team conducted an inspection in the college. The discipline committee is always on the lookout for good behavior and good environment for boys and girls to make the campus a better place for study and work.
- **Review of documentation:** To make an analysis of the gender polices, the documents related to various activities held for students were studied and the relevant data was analyzed.
- **College assures safety of students:** The entire college campus is protected with the compound wall. There is only one entry gate where guard is appointed to keep check on entry. C.C.tv cameras are installed in campus and library provided with all amenities.
- **Discussions/interactions:-** The students including boys with more emphasis on girls were interviewed verbally for the purpose of gender bias and adopted policies.
- **NAAC guidelines:-** The NAAC guidelines are followed in the entire administrative mechanism.
- **Best gender balance norms:** - The existing norms and regulations of government, legislation, semi-government bodies etc. are taken into account.

Gender sensitive features & related recommendations

With the view in mind regarding gender audit, based on the various methods of observations and analysis, gender sensitive features are observed in every corner of the system. Various aspects starting from the enrolment of students at the graduate level, category-wise admissions, anti-raging committee, Prevention of sexual harassment cell act, girls' hostel, etc. are discussed.

Girls Hostel

For a girl two things are important: who and what she wants". The right place where girl can be given the chance to blossom and conquer the world is at home and school. Girls' Hostel is one type of residential care service which provides out-of-home care for the youth either at school or at work.

The objectives of Girl's Hostel are:

- To provide substitute care for the youth in stable and group living environment to provide a residential programme with supported living, guidance and supportive counseling services on residents' problems while undertaking education.
- To nurture life skills like friendship, co-operation, sense of belongingness, mutual understanding, etc.
- To take care in the form of small-group living within the hostel to facilitate individual contact, attention and closer relationship between residents in the hostel.
- To provide guidance and supportive counseling to the residents on their personal problems.
- To encourage to participate in social and recreational activities
- To provide quality food health related amenities and other facilities like electricity back-up, solar heaters for hot water sources etc.

Considering the qualitative performance of the college, the students from remote and rural places seek dwelling in vicinities of the college. Our college has a well-built girl's hostel with financial support from University Grants Commission (UGC). This hostel has an intake capacity of 250

students. Every room has 3 beds. There is separate mess for girls. All measures of cleanliness are observed. The girls are provided with healthy food, water purifiers are also installed in the hostel premises. Periodically, yoga and self-defense trainings are also organized for girl.

Electricity generation from solar energy

Solar panels are installed as non-conventional energy source and as a green practice. The capacity of installed solar system to generate electricity power 100 units per day



Solar panel photo and inverters

Health awareness:

Various awareness programs about health awareness and hygiene are conducted in girls hostel premises Hostel mess facility and watchman room for enquiry and outgoing-incoming record for the safety of girls.



Girls Hostel Mess



Rest Room

Hostel Entrance



WARDEN IN HOSTEL OFFICE

Gender balance in enrollment:

The enrollment of girls and boys is accomplished as per the guidelines of the government and University.

Gender comparison of enrollment of students

Year	Male	Female	Total	% Male	% Female
2023-24	709	604	1313	53.99	46.001

Gender-wise Details of Teaching staff in the College

Year	Male	Female	Total	% Male	% Female
2023-24	28	15	43	65.11	34.88

Gender-wise Details of Non-Teaching staff in the College

Year	Male	Female	Total	% Male	% Female
2023-24	10	06	16	62.5	37.5

Gender-wise Details Students Participated in N.C.C.

Year	Male	Female	Total	% Male	% Female
2023-24	31	22	53	58.4	41.5

Gender-wise Details Students Participated in N.S.S. (2 Units)

Year	Male	Female	Total	% Male	% Female
2023-24	100	100	200	50	50

Gender-wise Details Students Participated in Sports

Year	Male	Female	Total	% Male	% Female
2023-24	316	246	562	56.22	43.77

Gender-wise Details Students Participated in Scouts and Guides: Introduced during 2022-23

Year	Male	Female	Total	% Male	% Female
2023-24	12	12	24	50	50

Gender-wise Details Students Participated in Cultural Activities

Year	Male	Female	Total	% Male	% Female
2023-2024	26	44	70	37	63


Audit Coordinator


Auditor Head


Principal

Dept. of Economics
G.P.P. Arts, Commerce & V.V.S. Science
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G. P. Porwal Arts, Comm &
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SINDGI-586128. College Code:

Definitions of gender equality and gender main streaming

Gender equality - Gender equality refers to both, the recognition that men and women have different needs and priorities and the feel that women and men should experience equal conditions for reading their full human rights and have the opportunity to contribute to and benefit from national, political, economic, social and cultural development.

Gender main steaming- Gender main streaming is an approach to policy making that takes into account both women's and men's interest and concerns.

Recommendations

In the college, students are enrolled as per the norms, of Government, University guidelines and reservation policy.

- Special emphasis can be given by creating social awareness, counseling to the girls as well as parents.
- Counseling of women and men explicitly and directly about gender equality issues involving families, men and boys and helping girls and women
- Concerns involving NGOs and local governing bodies involving policy makers and educational leaders.
- Development of pedagogies that acknowledge and critically analyses traditional, religious and familial cultures that support gender equality.

Prevention of sexual harassment

The Constitution of India provides the fundamental rights of women under articles 14 and 15, the right to life and to live with dignity under article 21, right to practice any profession to carry any occupation, trade or business which also includes a right to a safe environment free from sexual harassment',. The sexual harassment of women at work place and prevention, prohibition and redressal Act, 2013. As per the rules and regulation "students Grievance Redressal committee" is set up in the college. The work of this committee involves counseling, research and extension. The committee conducts various programs such as counseling on self- defense, yoga, pre-marriage precautions' women empowerment, gender equality etc.. An "prevention of sexual harassment committee" is formed in the college. A complaint box is set to obtain information of any type of issue which are raised and are to be solved under the rules and regulations of 'violation of sexual harassment of women at workplace (prevention, prohibition and redressal) Act.' The committee also made improvements in campus so as to make gender sensitive environment for the girls to live and learn on the premises without fear' Following perceptual measures are taken:

- Strict discipline to be followed at the entrance and moving places in the campus.
- Provide separate study room for girls and boys.
- Conduct awareness Programme'

Some prominent activities conducted by Women Empowerment Cell:

The activities like workshops, seminars, guest lectures, and awareness programs were organized for the girls so that they can impart to meet their personal needs and demands.

HEALTH AWARENESS PROGRAMME



International Yoga Day



National Service Scheme (NSS) :

National Service Scheme (NSS) plays important role in developing all round personality of the students. Especially, leadership, co-operation, understanding each other, social awareness, friendship etc. human values are inculcated among the NSS volunteers.. The girl volunteers also participate in special camps where they work with villagers, understand their problems, involve in various activities like gram swachha. digging of pits for toilets, tree plantation etc. Girls are also encouraged to participate in social activities and rallies like beti bachavo abhiyan, ban- dowry abhiyan ets. Social awareness, friendship etc. human values are inculcated among the NSS volunteers. This helps especially girls in leading the future life.

Girls in NSS Activities



Students Counseling Skills-by Bhujabali Bhogar Happiness Engineer Bangalore



Canteen

In the canteen, a separate section is provided for girls and boys, that they can conveniently enjoy their food and drinks.

Observation and Recommendations

It is found that College has attained the gender balance in its system.

Following are some of the observation and recommendations.

Salient Features

Gender balance in student enrollment is good. Gender balance in ranking and merit scholarships is also good towards female. Gender balance in student enrolment is due to girls' hostel facilities and also counseling of the girls in rural area. Complaint Box to drop complaints is kept in ladies' room. This box is opened every month and complaints are assessed by Grievance Redressal Committee. The girls are trained through self-defense and yoga programmes. Intolerance on gender ground is not accepted in the college. Gender balance in cultural activities and sports is clearly observed, there is overall encouragement for the girls to achieve their maximum in all activities. The college committees allow resources for student activities on a gender-neutral basis. The college female faculty members are encouraged to undertake training professional and development throughout their career.

Recommendations

Women participation may be enhanced in decision making areas of the college.

Conclusion

Gender balance is maintained in every field of educational aspect of this college. The college has lot of strengths, the weaknesses can be overcome with the proper mindset. There is an intention of strong will power and commitment to gender justice. College is always on the strive to become one of the best institutions with gender equality where women are respected and encouraged for what they deserve to be.