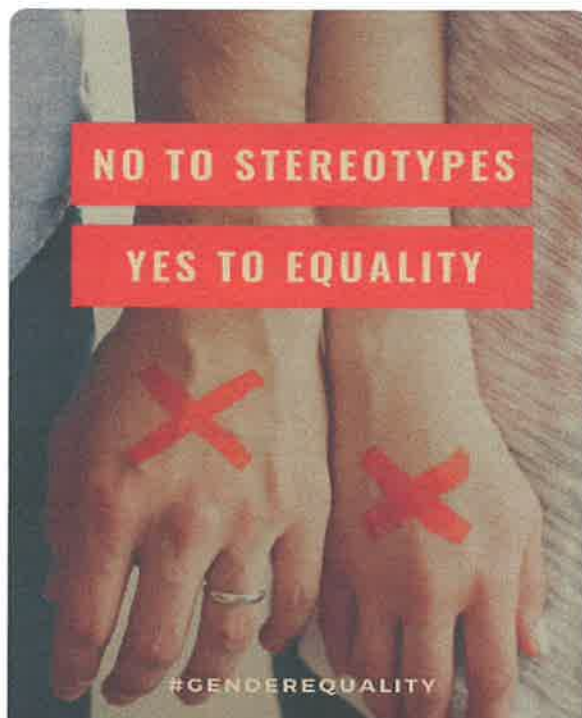


GENDER AUDIT REPORT - VESIMSR

2021-22



Gender equality is when people of all genders have equal rights, responsibilities, and opportunities. Everyone is affected by gender inequality - women, men, trans and gender diverse people, children, and families. It impacts people of all ages and backgrounds.

We at VESIM always have always tried our level best to teach and treat gender equality to our students and staff members. We are staunch believers of common rights for both male and a female.

Gender Equality is a global issue, and discussions on women's emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously act against women's oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions.

The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

Gender Policy

- Achievement of equal pay for work of equal value.
- Prevention and elimination of violence and harassment.
- Creating a harmonious work-life balance for both women and men
- Equal representation of women in business and management roles

GOALS AND OBJECTIVES

VESIM promotes an organisational culture which highly values equity and inclusiveness and believes strongly in social responsibility and transformation. The Institute strives to provide a vibrant and inclusive intellectual community, including a safe and supportive working and learning environment for people of all genders. To realise these objectives, the Institute implements a range of measures to prevent gender-based discrimination and adopts flexible provisions for employees and students. The Institute is dedicated to improving and promoting gender



equality and diversity in the workplace through improving recruitment and retention practices to encourage a high-quality workforce thoughtful of the gender diversity and promoting gender inclusive and sharing decision making.

CURRICULUM DEVELOPMENT AND LEARNING ENVIRONMENT

The Gender Equity Policy in campus is expected to result in:

- Provision of a curriculum which, in content, language and methodology meets the educational needs of students of both genders
- Acknowledges and respects positive cultural values and individual differences of genders.
- Provision of a curriculum which challenges unfair cultural practices and recognizes the contribution of women to society
- Encouragement in the development of the correct attitude, conduct and behaviour in all students which focuses on social responsibility, empathy, and sensitiveness, equal and non-abusive relationships.
- Provision of a challenging learning environment which is socially and culturally supportive and physically comfortable for students of both sexes
- Preparing all students to understand their rights to personal respect and safety and provision of an environment that is safe and free from all forms of harassment and violence.
- Provision of learning skills and support facilities in the campus to ensure that the capabilities of all students are fully and equally realized.
- Making effective changes and lasting improvements on the campus whereby there is a high degree of awareness, understanding and acceptance of the educational needs of girl students by involving all the stakeholders i.e., students, parents, faculty, support staff and the management.

VESIM conducts Gender Audit every year. By conducting the gender audit, we get to identify and understand gender patterns within our composition, structures, processes, organisational culture and management of human resources, and in the design and delivery of policies and services.

Constitution of Gender Audit Committee

Sr	Name of the member	Designation	
1	Dr Satish Modh	Director	Chairman
2	Dr Seema Sant	Associate Dean – HR	Member
3	Dr Pradip Kumar Mitra	IQAC	Member Secretary
4	Mrs. Sonali Choudhary	Manager – HR	Member

Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration.

These four elements are political will, technical capacity, accountability, and organizational culture.

The Political Will: Means the initiatives in which the leadership within the Institute at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the Institute.



Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a Institute determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs, and codes of behaviour in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviours are rewarded.

Gender Wise Distribution of Staff:

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioural models related to gender.

Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views. The institution was established long year back when the issue of gender was not much of a concern. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies / Boys Common Room provided in the building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the library and major gates, corridors, and cabins
- There is a Women's Forum that conducts Gender Sensitization programmes regularly for the students/staff members /faculty members.

Gender Balance within the Institution:

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

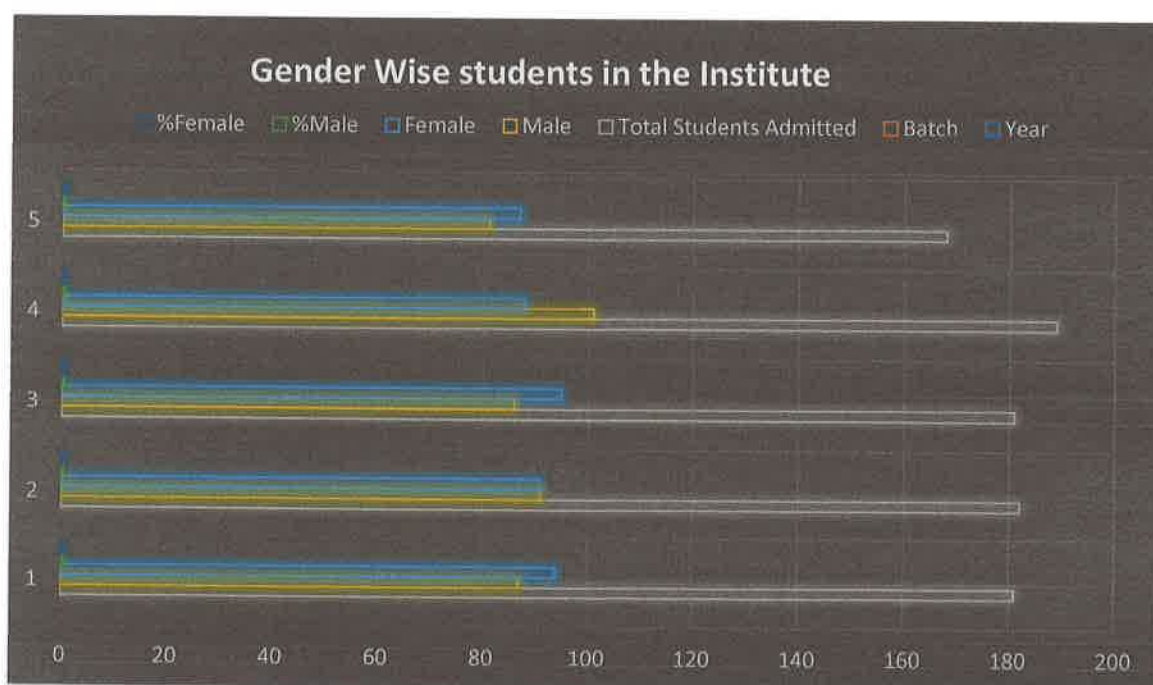
Gender Audit Team reviewed and analysed the operating environment VESIM. From the analysis, the team understood that the Institute is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological, and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests, and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The Institute always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene', 'Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention, and redressal)', etc. Several programs were organized by WDC to make the female students and staff members aware of their rights and responsibilities. Students and staff members are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc.



Anti-ragging Committee and Internal Complaints Committee have been formed in the Institute. Their participation in Youth Festival and various competitions has brought laurels and fame to them as well as the Institute. The analysis of the responses of students regarding programme planning and design in the Institute and its activities revealed that most student members feel that the gender equity in policies, programmes of the Institute is adequate.

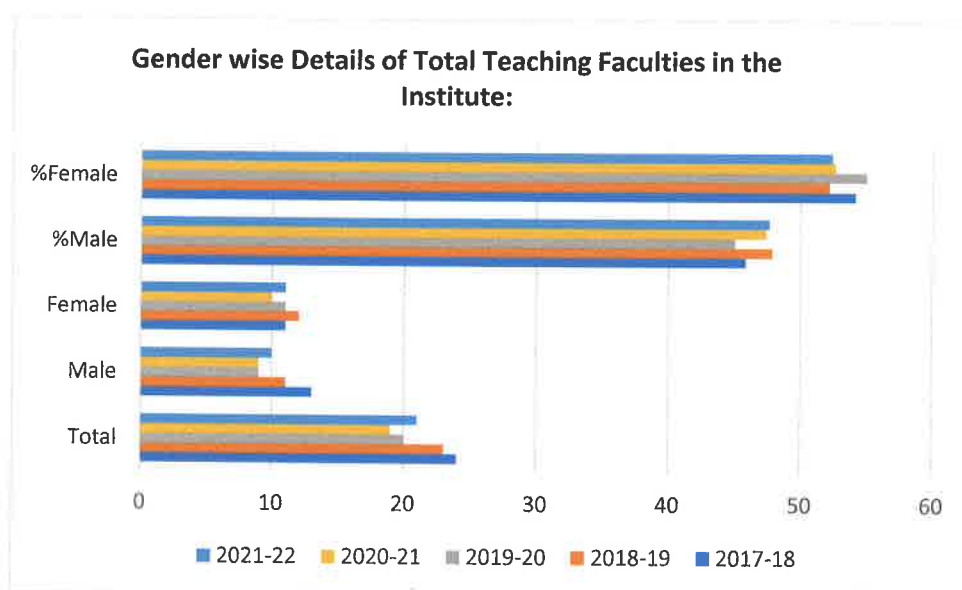
Gender wise Details of Students in the Institute:

Sr No.	Year	Batch	Total Students Admitted	Male	Female	%Male	%Female
1	2017-18	2017-2019	181	87	94	48%	52%
2	2018-19	2018-2020	182	91	91	50%	50%
3	2019-20	2019-2021	181	86	95	48%	52%
4	2020-21	2020-2022	189	101	88	53%	47%
5	2021-22	2021-2023	168	81	87	48%	52%



Gender-Wise Details of Total Faculties in the Institute

Sr. No.	Year	Total	Male	Female	%Male	%Female
1	2017-18	24	13	11	45.83333333	54.16666667
2	2018-19	23	11	12	47.83	52.17
3	2019-20	20	9	11	45	55
4	2020-21	19	9	10	47.37	52.63
5	2021-22	21	10	11	47.62	52.38



Gender wise Details of Total Non-Teaching Staff in the Institute:

Gender-wise Details of Total Non - Teaching Staff in the Institute

Sr. No.	Year	Total	Male	Female	%Male	%Female
1	2017-18	43	22	21	51.16	48.84
2	2018-19	33	17	16	51.51	48.49
3	2019-20	33	19	14	57.58	42.42
4	2020-21	31	18	13	58.06	41.94
5	2021-22	36	20	16	55.56	44.44

Gender-wise Details of Total Non - Teaching Staff in the Institute



Gender Sensitization Initiatives:

Gender sensitization refers to the raising sensitization of gender equality concerns. It helps people in examining their personal attitudes and beliefs and questioning the realities of both sexes. Gender sensitization make people understand the difference between sex and gender, how gender is socially constructed and the stereotypes around gender roles. It helps them determine which assumptions in matters of gender are valid and which are stereotyped. Need of gender sensitization is to create awareness among the working professionals about the importance of gender sensitivity in organization. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender. Gender is Socially Learned behavior, based on social expectation from Men & Women. The women and children are most vulnerable group of this situation. And it's the undue pressure on Boys & Girls to live up to the established norms of Masculinity & femininity. Girls endure unwarranted social control, discrimination & domination. Boys discouraged from being emotional, gentle, or fearful. Gender Sensitization gives a clear and precise view about Gender and help to understand that GENDER is not about "Women" it's about "People".

The objective is not only the equality and empowerment of male and female but transgender also. It also aims to provide a harmonious and fertile environment for all students to excel physically, mentally, intellectually, and emotionally upholding ethics and values. It is necessary to change their perspective about gender and create safe and secure environment where all three genders coexist harmoniously.

Goal: Gender mainstreaming wants to contribute towards a gender sensitive society where agreement between individuals, united around common goal, opportunities, and responsibilities are shared by women and men in equal measure.

Objectives:

- To establish good gender balance in decision-making processes in all areas of the Institute activities.
- To suggest measures for bridging the gender gap.
- To implement the human values regarding the third gender.
- To inculcate the awareness among the students about the equality of the gender.



The Practice:

Special study room, staircase, two-wheeler parking, Separate Circulation Counters, Reading Rooms, Ladies Room, Washroom Facility, Sanitary Napkin Vending Machine are provided for the girls. Our Institute has Anti-Ragging and Discipline Committee, and Anti-sexual Harassment Cell. The girl students are provided opportunities to express themselves under Women Development Cell, Meditation Sessions are also organized for students and the Staff members. The lectures of eminent personalities are held on various topics to develop their personalities. Various gender sensitization programmes are organized by different committees in the Institute to bring out the overall development of girls and boys and thereby to mould a better society with equality. It is observed that now a day's third gender issue is very sensitive. They are fighting for their identity as a person in society. Society has neglected this race and considered them as an abuse. Focusing on this issue our Institute has taken a step to aware our students about the third gender as well as the importance of the gender equality among the society. The Institute has taken initiatives to make awareness among the society about the Gender Equality, Gender Sensitization, Third Gender etc.

Evidence of Success:

Gender sensitizing programme brought the change in behaviour and instilling understanding the thoughts and the views that we hold about our own and the other genders." It helps people in "examining their personal attitudes and beliefs and questioning the 'realities' they thought they know.

Gender Equality:

Sr	Title of the Program
1	International Woman's Day
2	Workshop on 'Gender Sensitization'
3	Free Medical check-up camp
4	POSH Training
5	Guidance on Competitive Examination
6	Nutrition & Well-Balanced Diet Workshop
7	I- Aspire" - A Life Changing Experimental Programme
8	Training on Stook Market

Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the Institute. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analysed that gender equality and gender sensitivity is encouraged by management and staff of the Institute and they do have gender sensitive behaviour. It is found that the Institute has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the Institute would certainly make a mark in the country.


 Dr. Satish Modh
 Director


 Dr. Pradip Kumar Mitra
 Member Secretary, IQAC


 Mrs. Sonali Choudhary
 Manager - HR

