



Rashtreeya Sikshana Samithi Trust
R. V. INSTITUTE OF MANAGEMENT
CA-17, 36TH CROSS, 26TH MAIN, 4TH T BLOCK, JAYANAGAR,
BANGALORE – 41

GENDER AUDIT REPORT
2013-14 to 2017-18

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GENDER AUDIT OF RVIM

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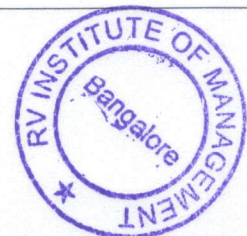
Special thanks to be extended to Dr Purushottam Bung, Professor and Director, R V Institute of Management for his encouragement for conducting Gender Audit of R V Institute of Management, Bangalore.

I express my warm thanks to my colleague, Prof Rashmi Shetty, for her meticulous involvement in completing the Gender Audit.

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November 16, 2018

Dr. Anupama K Malagi , Associate Professor,
R V Institute of Management, Bangalore



1. INTRODUCTION

Genesis

A unique B-School that carries the flag of RV's Academic Excellence and demonstrate it in its every activity.

R V Institute of Management was started in the year 1999 and has completed 19 years of its existence. It is one of the 27 leading educational institutions of national & international repute, managed by Rashtreeya Sikshana Samithi Trust, which is spearheading the cause of education in various fields since 1940. R V Institute of Management offers 2 years full time MBA Programme in the independent, spacious 2700 sq. m custom-designed state of the art campus located at Jayanagar, the most beautiful & centrally located suburb of Bangalore. RVIM offers many value addition programmes along with specializations in Marketing, Finance, HR, Banking & Insurance, Healthcare, Entrepreneurship, etc. RVIM also has international collaborations for extended programmes and research. The current 2 year MBA programme is affiliated to Bangalore University and approved by AICTE, New Delhi and is recognized by Government of Karnataka. In the year 2013 RVIM was accredited by NAAC with 'A' Grade.

The Gender Audit is an attempt to study whether R V Institute of Management has good gender balance. It tries to see out whether Institute follows University rules, policies and actions as it forms a constituent part of Bengaluru Central University. The Gender Audit tries to access the impact of its current and proposed policies on gender equality.

The Institute always concentrates on students' qualitative performance



along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

The Girls' Hostel always takes safety measurements. Adequate facilities are provided to the girls and motivates girls for their social responsibilities.

The lectures of eminent personalities are held on various topics to develop their personalities.

By organizing various awareness programmes and workshops on Cyber laws and Cyber security, students are „Financial Education Workshop“ the girls are made aware of savings and investments. Through such workshops girls are cautioned of pseudo-advertisements. Workshops are held on “Women and Human Rights” and Women and Laws” to make the girls aware of their rights and responsibilities. Most of the resource persons expressed their views on social, political, economical and moral rights of women and various laws and by-laws made for security of them.

Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers etc. “Anti-ragging Committee” and Grievance Redressal Committee” are formed in the college.

Objectives

The Gender Audit of R V Institute of Management has the following objectives:

- To find out the areas where gender balance exists and the factors behind the



gender balance.

- Take active steps to establish good gender balance in decision-making processes in all areas of the college activities.
- To examine the policies of the college rules / actions toward the needs and interests of both males and females.
- Suggest measures for bridging the gender gap.
- Foster gender equality in all aspects of college life and throughout the college community.
- To see the work and capacity for prevention of sexual harassment at the college.

GENDER SENSITIVE FEATURES AT RVIM

The Institution works with the prime motto of promoting gender equality and providing equal opportunities.

A campaign was organized to understand from the student community as to the importance of gender sensitization and behavioural issues. Various video show programmes related to women and sexual harassment has been organized. Debates and focused group discussions have been organized for the students on topics like, women in male dominated jobs, work life balance, women entrepreneurship, etc.

- a. **Safety and Security:** The Institution has taken significant steps in ensuring the safety of students by putting in place fool proof mechanism and a high standard of safety. The campus is RFID enabled whereby, no outsiders can enter the campus without permission. This ensures safety of the students in



campus. Institution has conducted programmes on gender equity for the students. These programmes have emphasized on safety issues of women, self-defense for women, women assault awareness, and sensitization about the severity of such issues.

Hygienic health and safety of women in the campus has been ensured by way of installing the sanitary napkin vending machine and the incinerator in the ladies restrooms. Workshops on Cyber security emphasizing on dangers involved in Social Media have been organized.

b. **Counseling:** The institution has put in place a broad based 'Student Counseling System' for the effective management of problems and challenges faced by students. It is a unique , interactive and target oriented system, resolved to address common student concerns ranging from anxiety, stress, fear of change, homesickness and a whole range of academic worries. The institution has identified lady faculty member as student welfare officer for the girl students. The officer counsels and redresses grievances of the girl students. The institution has also tied up with a qualified psychological counselor in case of extreme need or requirement of the students. The counselor regularly visits the institution every week and the students can directly seek an appointment to meet the counselor. The mentors are also advised to refer any of their mentees for counseling in case of extreme need. As an initiative from the Student Council, the institution has allocated the girl students to specific lady faculty members for guidance on any gender based issues.

c. **Common Room:** A common room has been identified for the girl students to use by them. This common room has all the facilities for discussions with comfortable seating arrangements. The girl students can use this place as a



reading room also. News papers, magazines and periodicals are made available in this common room.

Gender Equity initiatives:

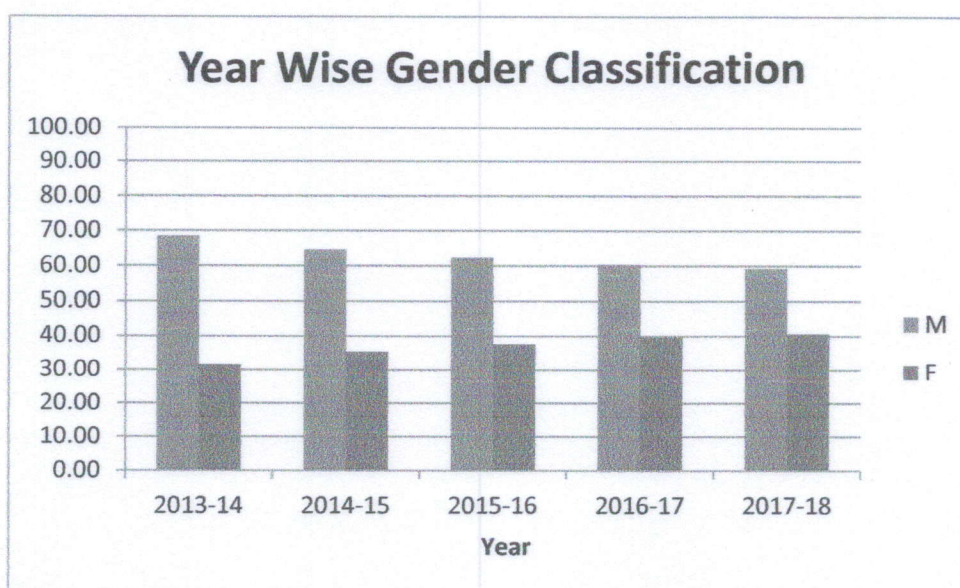
In order to promote gender equity among the students the institution has brought in a policy of flexible seating arrangements in the classes without any discrimination between girls and boys. The institution encourages and promotes equal opportunities to girl students in all the college activities and placement drives. Equal representation of girl students is made for the Institutes Student Council Body. A gender audit is conducted on regular basis.



GENDER BALANCE IN ENROLLEMENT AT POST GRADUATION LEVEL (2013-17)

1. Year wise Gender Classification:

Year	M	F	Total	M	F
2013-14	113	52	165	68.48	31.52
2014-15	99	54	153	64.71	35.29
2015-16	110	66	176	62.5	37.5
2016-17	107	70	177	60.45	39.55
2017-18	102	70	172	59.31	40.69



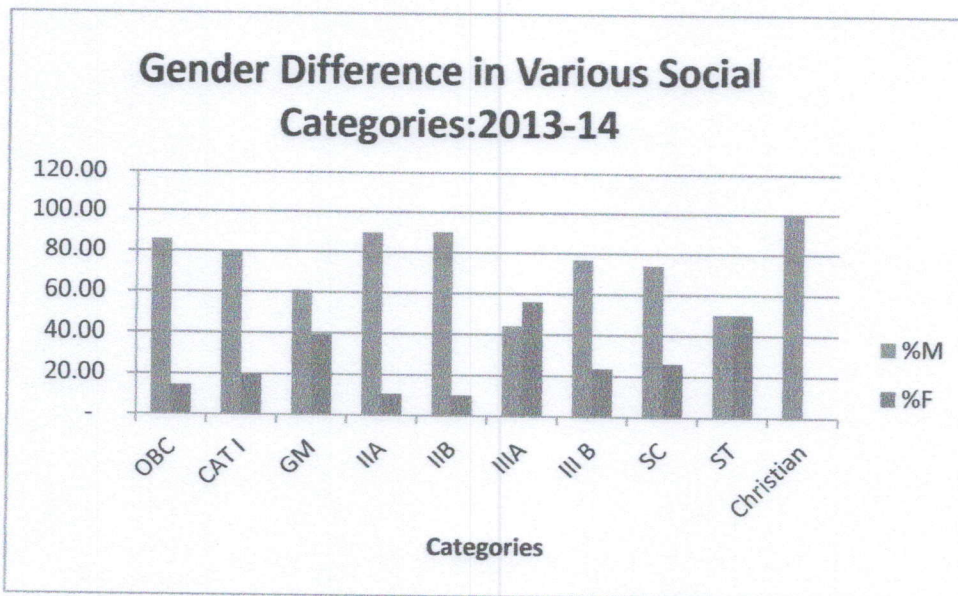
The table shows year wise gender classification of male and female Percentage of students and the total number of admissions to the college. It appears that since the year 2013-14 to 2017-18 the percentage of gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give important data of year wise gender classification. The percentage of male and female student can be easily viewed at a glance with the help of graph and table.



2. Gender Difference in Various Social Categories

2013-14

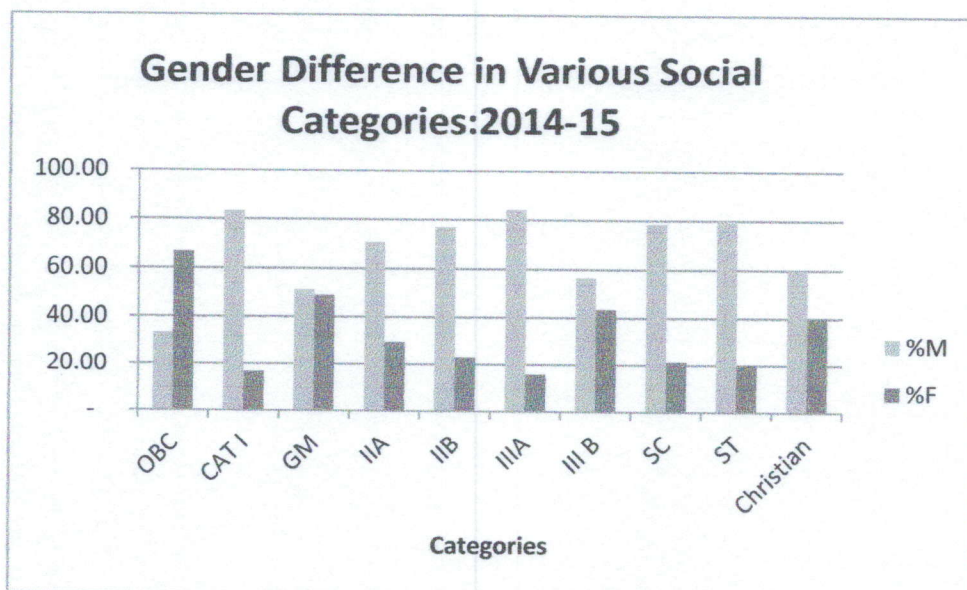
SL.No	Category	M	F	Total	%M	%F
1	OBC	6	1	7	85.71	14.29
2	CAT I	4	1	5	80.00	20.00
3	GM	34	22	56	60.71	39.29
4	IIA	17	2	19	89.47	10.53
5	IIB	9	1	10	90.00	10.00
	IIIA	11	14	25	44.00	56.00
6	III B	13	4	17	76.47	23.53
7	SC	17	6	23	73.91	26.09
8	ST	1	1	2	50.00	50.00
9	Christian	1	0	1	100.00	-
Total		113	52	165		



2. Gender Difference in Various Social Categories

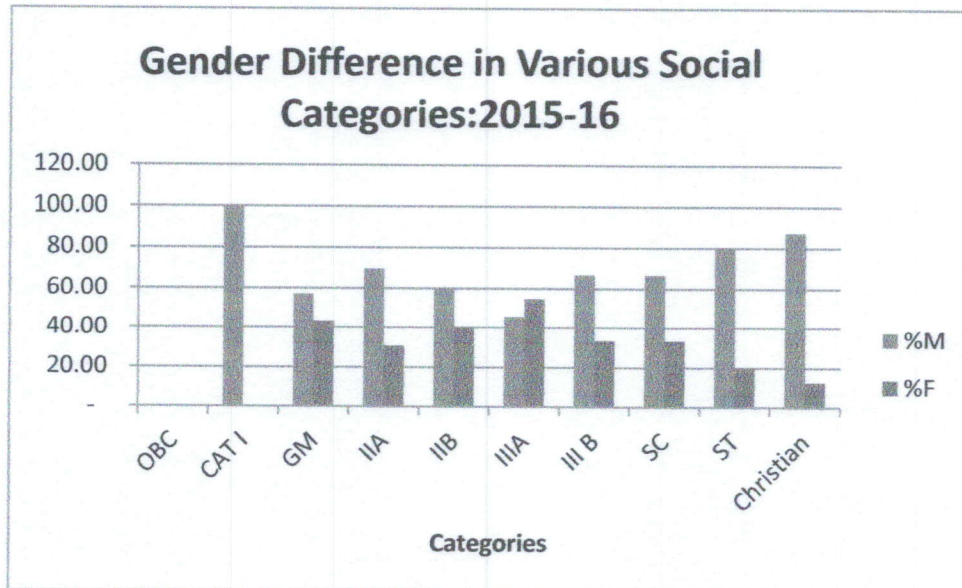
2014-15

SL.No	Category	M	F	Total	%M	%F
1	OBC	2	4	6	33.33	66.67
2	CAT I	5	1	6	83.33	16.67
3	GM	23	22	45	51.11	48.89
4	IIA	12	5	17	70.59	29.41
5	IIB	10	3	13	76.92	23.08
	IIIA	16	3	19	84.21	15.79
6	III B	13	10	23	56.52	43.48
7	SC	11	3	14	78.57	21.43
8	ST	4	1	5	80.00	20.00
9	Christian	3	2	5	60.00	40.00
Total		99	54	153		



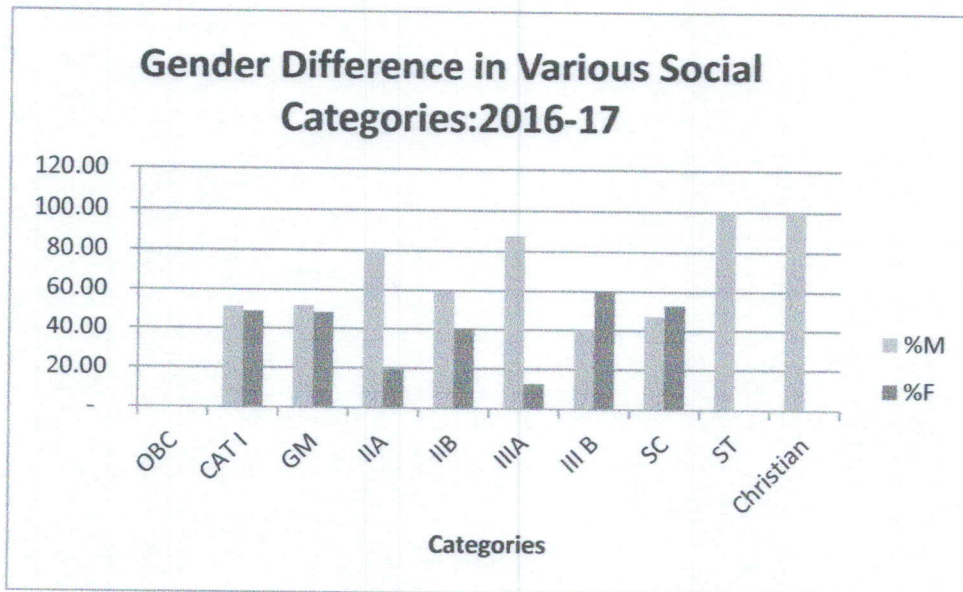
2. Gender Difference in Various Social Categories 2015-16

SL.No	Category	M	F	Total	%M	%F
1	OBC	0	0	0	-	-
2	CAT I	4	0	4	100.00	
3	GM	37	28	65	56.92	43.08
4	IIA	16	7	23	69.56	30.44
5	IIB	6	4	10	60.00	40.00
	IIIA	10	12	22	45.45	54.55
6	III B	18	9	27	66.66	33.34
7	SC	8	4	12	66.66	33.34
8	ST	4	1	5	80.00	20.00
9	Christian	7	1	8	87.50	12.50
Total		110	66	176		



2. Gender Difference in Various Social Categories 2016-17

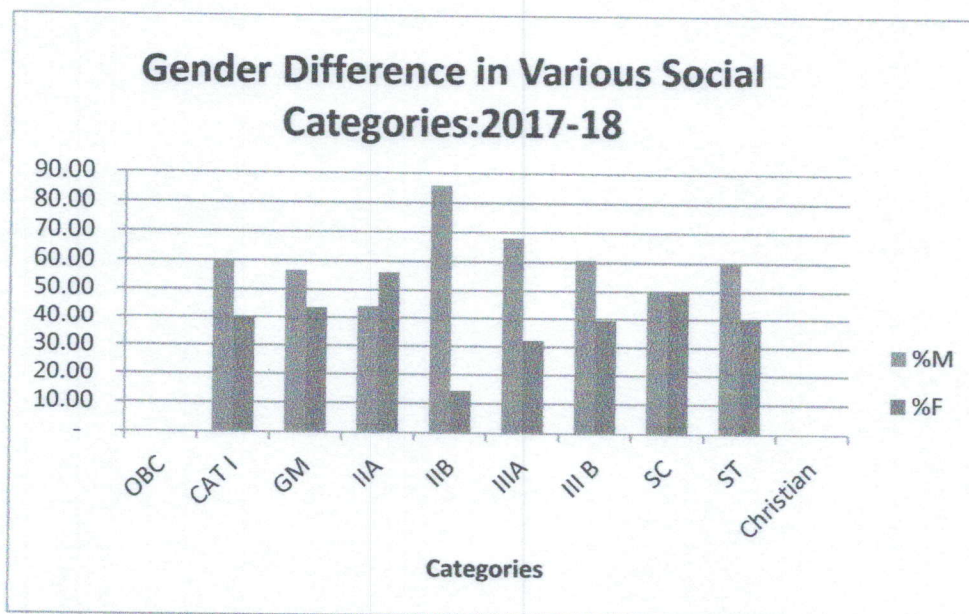
SL.No	Category	M	F	Total	%M	%F
1	OBC	0	0	0	-	-
2	CAT I	24	23	47	51.06	48.94
3	GM	15	14	29	51.72	48.28
4	IIA	21	5	26	80.76	19.24
5	IIB	22	15	37	59.46	40.54
	IIIA	7	1	8	87.50	12.50
6	III B	2	3	5	40.00	60.00
7	SC	8	9	17	47.06	52.94
8	ST	2	0	2	100.00	-
9	Christian	6	0	6	100.00	-
Total		107	70	177		



2. Gender Difference in Various Social Categories

2017-18

SL.No	Category	M	F	Total	%M	%F
1	OBC	0	0	0	-	-
2	CAT I	6	4	10	60.00	40.00
3	GM	26	20	46	56.52	43.48
4	IIA	11	14	25	44.00	56.00
5	IIB	12	2	14	85.71	14.29
	IIIA	17	8	25	68.00	32.00
6	III B	20	13	33	60.61	39.39
7	SC	7	7	14	50.00	50.00
8	ST	3	2	5	60.00	40.00
9	Christian	0	0	0	-	-
Total		102	70	172		



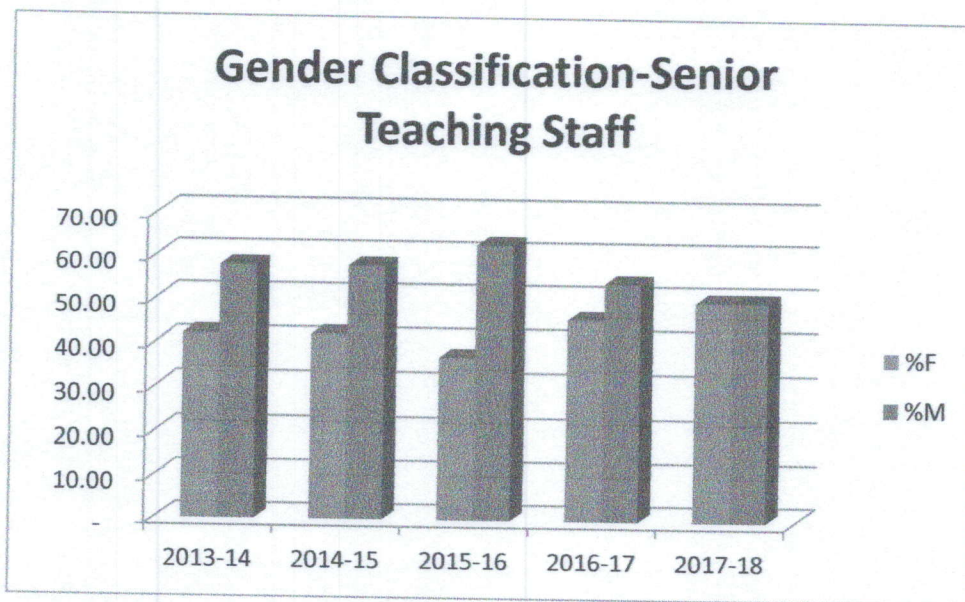
The table very clearly percentage of the gender difference in various Social categories in the years 2013-14 to 2017-18. The social category comprises SC, ST, III B, IIIA, II A, IIB, GM, CAT-1 and OBC. In the year 2017-18 total number of admitted student 172, which includes 102 Male and 70 female students. The maximum percentage of III A Male students is 85.71% while the minimum percentage of III A female students is 14.29%



III. Gender Difference in Teaching Faculty

1. Gender Classification -Senior teaching staff:

Year	M	F	%M	%F	Total
2013-14	8	11	42.11	57.89	19
2014-15	8	11	42.11	57.89	19
2015-16	10	17	37.04	62.96	27
2016-17	11	13	45.83	54.17	24
2017-18	12	12	50.00	50.00	24

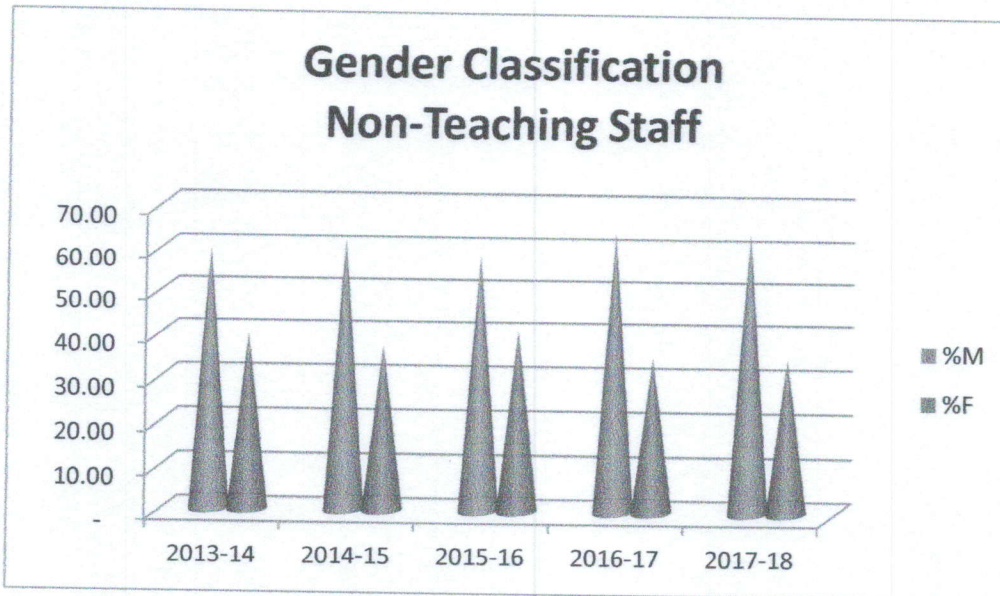


The table shows the year wise classification of Teaching Staff of Senior wing during the academic year 2013-14 to 2017-18. The total number of male teachers is 50% which is greater than the female teacher(54.17%). And the number of male is remained same in the following years i.e.40% and that of female teacher is 60%.



1. Gender Classification Non -Teaching Staff:

Year	M	F	%M	%F	Total
2013-14	9	6	60.00	40.00	15
2014-15	10	6	62.50	37.50	16
2015-16	10	7	58.82	41.18	17
2016-17	11	6	64.71	35.29	17
2017-18	11	6	64.71	35.29	17



Above table gives the information about the gender classification of male and female non –teaching staff of the year 2013 to 2017. The number of male is higher than the female i.e. of 64.71% and the female number is 35.29. The data represents that male staff is more than the female staff.



OUR PRIDE:

At RVIM, we have many achievers in terms of University ranks. The following girl students are the University rank holders :

1. Ms Vedashree C S- 5th Rank, Bangalore University -2013
2. Ms Sushmita C S- 3rd Rank, Bangalore University -2015
3. Ms Kavitha D A- 1st Rank, Bangalore University -2016
4. Ms Suma Meghana J- 3rd Rank, Bangalore University-2016
5. Ms Arpitha Shetty- 5th Rank, Bangalore University-2016

Conclusion:

It is found that R V Institute of Management has lots of strengths and these will undoubtedly contribute towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, the Institution would certainly make a mark even in the areas that need some improvements.

