

**JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE**  
Ooty Road, Mysuru – 570 025

**THE REPORT OF  
GENDER AUDIT**

**2021-22**

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CHAPTER 2	Observation and Findings
CHAPTER 3	Recommendations

## Gender Audit

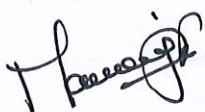
### Prelude

Gender equality involves prioritizing the rights, responsibilities, and opportunities of individuals without bias based on gender. It ensures fair treatment regarding rights, benefits, obligations, and opportunities tailored to the needs of each gender. This global concern chiefly emphasizes empowering women and advocating for their rights through various formal and informal campaigns worldwide. As society grows more conscious of human rights and gender-related issues, women transcend traditional stereotypes and rigid gender roles.

A gender audit serves as a vital tool to gauge an organization's incorporation of gender equality in its policies, programs, projects, and services. In educational settings, it recognizes the differential impact of public policy on male and female students and teachers. Its aim is to influence policy changes that enhance gender equality. UNICEF defines gender equality as ensuring women, men, girls, and boys have equal rights, resources, opportunities, and protections.

Institutes of higher education play a pivotal role in promoting gender equality, particularly due to the higher maturity level of students. By implementing policies that challenge inequalities and foster equal opportunities across genders, Article 15 of the Indian Constitution, guaranteeing gender equality, can be upheld. The University Grants Commission has emphasized these aspects, mandating various gender-positive initiatives for institutes to implement and periodically evaluate gender balance, intervening to rectify and improve where necessary. Consequently, all institutes must conduct gender audits to ensure gender-neutral facilities and monitor programs for gender sensitization.

As part of this commitment, a gender audit was conducted at JSS College of Arts, Commerce, and Science, Ooty Road, Mysuru – 570 025, for the year 2021-22. The purpose was to identify strategies to enhance the safety of the college campus for women and cultivate mutual respect among all genders within the college.



## About the College

Established in 1964, JSS College of Arts, Commerce, and Science (JSSCACS) on Ooty Road, Mysuru, stands as the inaugural First Grade College of JSSMVP, founded by the 23rd Pontiff of Sri Suttur Math, Jagadguru Dr. Sri Shivarathri Rajendra Mahaswamiji. This institution, a private, aided, co-educational, and multi-faculty College, prioritizes serving society through value-added, skill-based education in Arts, Commerce, and Science disciplines.

Recognized under UGC's 2f & 12(B), JSSCACS has achieved notable milestones. Accredited with a '4-Star' Grade by NAAC in 2001, the College secured Autonomous status in 2005, expanding across various domains. Receiving an 'A' Grade re-accreditation by NAAC with a CGPA of 3.03 in 2008, the same year witnessed UGC sanctioning the College as the 'Buddha Study Centre'. Subsequent NAAC assessments in 2014 and 2018-19 reaffirmed the institution's excellence, re-accrediting it with 'A' Grade and CGPAs of 3.04 and 3.21, respectively.

Acknowledged as a 'College with Potential for Excellence' by UGC in 2010, JSSCACS delved into interdisciplinary research activities, leading to further endorsement with a second-phase scheme sanctioned from 2015 to 2020. Recognized as the 'Biotechnology Finishing School (BTFS)' by the Government of Karnataka in 2011, it progressed to BiSEP for the period 2017-2022 after a successful initial cycle. Additionally, in 2015, UGC sanctioned the 'Deen Dayal Upadhyay Kaushal Kendra (DDU KAUSHAL Kendra)' for offering B.Voc, M.Voc, and PhD programs.

Spread across 7.08 acres, the campus encompasses the College building, Women's Hostel, Sports and Indoor Grounds, Generator Rooms, Rainwater Harvesting, and other essential facilities. The institution boasts 30 Staff Rooms, 69 Classrooms, and 42 state-of-the-art Laboratories. It also houses a Principal Chamber, Administrative Room, and Common Room.

The Central Library, featuring a spacious reading area, hosts an extensive collection of over 75,000 books, including 45,000 titles, 5,000 e-books, 141 printed journals, 10,000 e-journals, and 61 periodicals. Additionally, the college showcases a well-designed Auditorium, a 260 kVA Power Generator, and a 55 kVA UPS system. An omnipresent 300 Mbps Optic Fiber internet connection with Wi-Fi and Firewall facilities caters to the technological needs across the campus.

Accommodating approximately 278 women in 75 hostel rooms at an affordable fee, the campus also provides a hygienic canteen facility. Recently established, the JSS Radio 91.2 FM Community Radio Centre, supported by the Ministry of Information and Broadcasting, Government of India, airs community-related programs daily.

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The college prides itself on a robust faculty consisting of 171 members, including 56 Doctoral and 11 M.Phil degree holders. Many faculty members have qualified NET/K-SET/SLET examinations. They are bolstered by a team of 63 non-teaching staff dedicated to the continuous development of the institution.

Offering a wide array of programs, the college caters to diverse educational pursuits, including 26 UG Programs encompassing Bachelor of Arts (BA), Bachelor of Business Administration (BBA), Bachelor of Computer Application (B.C.A), Bachelor of Commerce (B.Com), Bachelor of Science (B.Sc), and Bachelor of Vocational Programs in various fields. The institution also presents Career-Oriented Courses and hosts 14 Postgraduate Programs, along with a recent addition, Master of Computer Application (MCA). Additionally, it offers Ph.D. programs across multiple disciplines.

The college's overall strength stands at 3,584 students, including 2,412 in UG, 1,108 in PG, and 64 in Ph.D. programs. Aligned with the National Education Policy 2020 (NEP-20), the institution actively engages in research activities, securing grants from esteemed funding agencies like UGC, CSIR, ICMR, DST, and VGST. The faculty members contribute significantly to academia by authoring textbooks, serving as editorial board members for journals, and frequently publishing articles in prestigious national and international journals.

#### **Objectives of Gender Audit**

- To examine the existing gender based imbalances in the institution
- To analyze the probable causative factors
- To establish good gender balance environment in the college by addressing the identified gaps
- To suggest measures for bridging identified gaps

#### **Methodology**

The audit process involved –

- Survey from students on various parameters
- Presentation from the college authorities
- Spot variations
- Writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

#### **Audit Team**




The Gender Audit Committee is Chaired by Ms. Manjula Manasa, Former Chairman, State Women Commission, Karnataka and the Committee Member being Mr. Prasad B G, Advocate, Mysuru.

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## CHAPTER 2

### OBSERVATIONS & FINDINGS

Following the college's presentation and the on-site assessment conducted by the audit team, specific Gender-sensitive indicators were identified, leading to comprehensive observations and findings that cover interconnected aspects within this Audit.

The college caters to Undergraduate, Postgraduate, and Doctoral education, attracting students not only from Karnataka but also from regions like Himachal Pradesh, Tamilunadu, Kerala, Andhra Pradesh, and also from other countries like France, Tanzania, etc.

An evident commitment to women's empowerment and Gender equality permeates the institution. Notably, a substantial number of female students (747 in UG and 788 in PG programs, out of a total of 3584 students) are enrolled, complemented by a predominant female faculty (94 women compared to 77 male faculty members). This emphasis underscores the institution's dedication to fostering a balanced and inclusive educational environment.

#### **Observations:**

During the physical verification, several notable features were observed, particularly concerning the safety and hygiene of female students:

- Each floor is equipped with adequate washrooms for both female students and faculty, meticulously maintained to ensure the highest standards of hygiene and sanitation.
- Comprehensive CCTV coverage spans all prominent areas of the campus, providing 360-degree surveillance.
- The campus has round-the-clock male security guards in place.
- An established Women's Cell, operational since 2003, focuses on empowering female students and faculty. It aims to enhance their understanding of women's issues, their rights, and responsibilities.
- The Internal Committee under the POSH Act is in place.
- The college conducts specialized lectures, self-defense workshops, and awareness programs aimed at promoting gender equity.
- Classrooms are well-equipped with adequate lighting and ventilation facilities.
- A dedicated Grievance Redressal Cell effectively addresses concerns within the college community.
- Orientation programs are organized for new entrants, fostering an inclusive environment.
- Equal opportunities are extended to students to participate in various clubs and forums, encouraging the free expression of ideas.
- Cordial leave facilities are accessible to all students and faculty.
- Flexible timing arrangements accommodate individual needs and emergency situations.
- The college encourages a friendly atmosphere, welcoming students from diverse states and providing a diverse faculty presence.





## CHAPTER 3

### RECOMMENDATIONS

Based on the college presentation and the team's observations, the following practical recommendations are proposed to elevate awareness about Gender equality and exemplify gender-neutral practices, ensuring greater visibility and outreach within the college's ongoing activities. The welcoming and supportive campus environment fosters an ideal setting for girls' studies, ensuring minimal disruption or bias.

#### Suggestions

- The number of seminars / awareness programmes on gender equity can be increased in the upcoming years based on the current issues and concerns
- It is suggested to create a students' club to ensure gender equality in the campus involving current students as well as alumni of the college
- The research activities on gender issues can be strengthened by obtaining funding from State / National Women's Commissions
- Special programmes on gender equality for the male students can be organized keeping women empowerment and social responsibilities of men in focus

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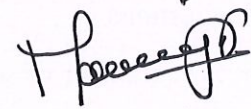
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## Acknowledgement:

The Gender Audit Committee expresses gratitude to the management of JSS College of Arts, Commerce, and Science, Ooty Road, Mysuru, for granting us the opportunity to audit the college's Gender-related aspects. Our heartfelt appreciation goes to Prof. B V Sambashivaiah, Chief Executive, and Prof. M.P. Vijayendra Kumar, Principal, for their instrumental role in organizing this audit. A special thank you to Dr. Kumudini Achchi for presenting the data to the committee and facilitating the audit process.

1. Ms. Manjula Manasa  
Former Chairperson  
State Women Commission  
Karnataka State

Chairperson



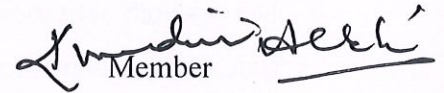
2. Mr. Prasad  
Advocate, Mysuru  
Karnataka

Member



3. Dr. Kumudini Achchi  
Assistant Professor  
PG Dept. of Social Work

Member



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## Gender Audit

### Prelude

Gender equality is a note concept on upholding the rights, responsibilities and opportunities of individuals beyond consideration of gender. This may include equal treatment relating to the rights, benefits, obligations and opportunities for both the genders based on their needs. Gender Equality being a global issue, focuses on women's emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. The increased awareness on human rights and gender issues allowed women to move beyond other conventional gender stereotypes and rigid gender role definitions.

According to guidelines, the 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. UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections.

In order to promote gender equality, as guaranteed by Article 15 of the Indian Constitution, especially in the institute of Higher education where the maturity level of the students is much higher, a greater outreach can be expected by promoting, implementing & monitoring specific policies and procedure that questions inequalities and fosters equal opportunity across gender. In the line, The University Grant Commission has also focused on these aspects and accordingly many Gender positive initiative have been mandated by them to implement and periodically assess the gender balance and make appropriate interventions at the institute level for course correction & improvisation. Accordingly all Institutes of Higher Education have to conduct a Gender audit in their campuses to ensure Gender neutrality of facilities and assess/ monitor programs for Gender Sensitization

*H. Prasad*  
*R. B. P.*

*Dr.*

Accordingly the gender audit was conducted at JSS College of Arts, Commerce and Science, Ooty Road, Mysuru – 570 025 for the year 2022-23 to identify the ways to make college campus safer for women and to create mutual respect among the genders in the college environment.

### **About the College**

JSS College of Arts, Commerce and Science (JSSCACS), Ooty Road, Mysuru, started in 1964, is the maiden First Grade College of JSSMVP, which was established by the 23<sup>rd</sup> Pontiff of Sri Suttur Math Jagadguru Dr. Sri Shivarathri Rajendra Mahaswamiji. As a private, aided, co-educational, and multi-faculty College, JSSCACS is serving the society by providing the value added and skill based education in Arts, Commerce and Science disciplines. The college after recognized under 2f & 12(B) of UGC has reached different milestones. The College was accredited with '4-Star' Grade by NAAC in the year 2001. The College with permanent affiliation from University of Mysore strived successfully to get Autonomous status in the year 2005 and has grown in various aspects. As a witness to the development NAAC re-accredited the College with 'A' Grade (CGPA: 3.03) in the year 2008 and in the same year UGC sanctioned the College 'Buddha Study Centre'. The College was subjected to assessment by NAAC in 2014 for third cycle and re-accredited with 'A' Grade with CGPA of 3.04. During 2018-19 the college has undergone assessment by NAAC for fourth cycle and it was re-accredited with 'A' Grade with CGPA of 3.21. The College has been recognized as 'College with Potential for Excellence' by UGC in the year 2010 under which various interdisciplinary research activities were taken up and recognizing the outstanding outcome, the second phase of the same scheme has been sanctioned to the college for the period from 2015 to 2020. The College was identified as 'Biotechnology Finishing School (BTFS)' by the Government of Karnataka, in the year 2011 for a period of 5 years to create skill based and industry ready resources. After successful completion of the first cycle the College has been selected for running the second phase with the synonym of BTFS as BiSEP for the period 2017-2022. In the year 2015, UGC has sanctioned the 'Deen Dayal Upadhyay Kaushal Kendra (DDU KAUSHAL Kendra)' to offer B.Voc, M.Voc and PhD programmes. The campus comprises of College building, Women's Hostel, Sports Ground, In-door Ground, Generator Rooms, Rain Water Harvesting and other facilities in 7.08 acres of area. The college has 30 Staff Rooms, 69 Class Rooms and 42 well equipped Laboratories. It also has Principal Chamber, Administrative Room and Common Room. The Central library with




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out of those articles published is 6.45 and the highest author h-index is 17. The faculty members have actively participated and presented papers in academic events.

### **Objectives of Gender Audit**

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### **Methodology**

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## CHAPTER 2

### OBSERVATIONS & FINDINGS

Based on the presentation made by the college and the spot visit by the audit team, the observations & findings are presented for each specific Gender sensitive indicator identified for clarity and coverage of all independent & yet interlinked aspects of this Audit.

The college, under curricular aspects offers Undergraduate, Postgraduate and Doctoral level education. Besides catering to students from local areas, good number of students come from diverse parts of the South Indian states like Kerala and Tamilnadu. A small number of students from different countries can also be witnessed.

It is observed that women empowerment /Gender equality is given prime importance in the institution. It is overwhelming to understand the large number of female students seen being admitted (771 from UG and 795 from PG programmes out of 3518 total students) along with majority female educators (92 women against 84 male faculty members).

#### Observations:

As part of the physical verification, the following salient features were observed which includes safety and hygiene of female students.

- Each floor has sufficient washrooms for female students as well as faculty members which are maintained with best hygiene and adequate sanitation facilities.
- The CCTV cameras are installed at all the prominent locations of the campus covering 360 degree angles.
- Arrangement of male security guards (24 x7) is made in the campus
- Provision for suggestion box / complaint box has been provided in all the floors of the college which are free from CCTV captures
- Women Cell is found established in the college. Women empowerment cell is active in the college since 2003 to empower female students and faculty to enhance their

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understanding of issues related to women and the cell aims at creating awareness about their rights and duties.

- Constitution of Internal Committee under POSH Act exist
- It is found the special lectures / orientation on self-defense / awareness programmes conducted on gender equity
- Adequate lighting and ventilation facilities are provided in the classrooms
- Grievance redressal cell has been set up in the college
- The organization of induction / orientation programme is done in the college
- The college has extended equal opportunities to all the students to work with various clubs and forums as well as for free and fair expression of ideas
- A cordial leave facilities have been extended to the all the students and faculty members
- Flexi time opportunities are considered based on their needs/ emergency situations
- It is appreciated that the extension of friendly atmosphere to the students from other states as the diversified faculty members are also available in the college
- Convenient facilities have been extended to the disabled female students in the college campus.
- The disciplinary committee and squads of the college protect the college environment safe and cordial
- Mentors have been actively engaged with students (1:20 ratio) to build positive HRD Climate in the college
- The survey report unveils the students satisfaction towards the opportunities given in line with gender equality

Following events have been successfully organized in line with the objectives in the current year:

Sl. No.	Date	Title of the Event	Resource Person/s	Participants
1	25-6-2022	Gender equality and diversity	Prof. T.V. Latha, Dept. of Electronics	Faculty Members
2	18-10-2022	Programme on Gender Sensitization	Prof. J.S. Vidya, Dept. of Chemistry	Faculty members
3	03-11-2022	Session on "Women Safety at Workplace" in the UG students'	Dr. Kumudini Achchi PG Department of Social Work	About 500 UG students

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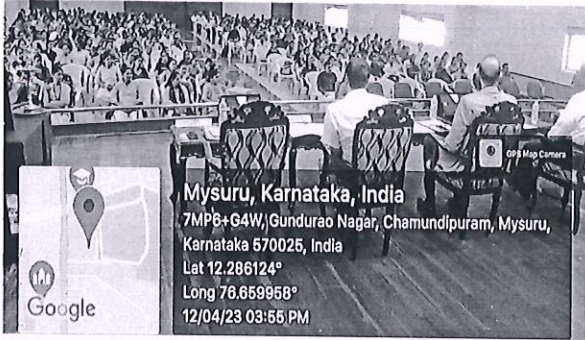
		Induction programme		
4	17-02-2023	Session on Student Welfare Protection Measures and Opportunities for Growth	Dr. Kumudini Achchi PG Department of Social Work	500 PG I year students
5	12-4-2023	Industry-Institute Interaction Programme on DigitALL: Innovation and technology for gender equality On the Occasion of Celebration of International Women's Day 2023	Chief Guests Ms. Savitha Mallappa Convenor, CSR, HR and IR Women Networking Forum CII, Mysuru Zone CEO, rProcess Outsourcing Services Pvt Ltd Mysuru Dr. M. Dharma Prasad Convenor, CII-III & HE Panel, Mysuru Zone CEO & Chief Scientist Prosetta Bioconformatics Pvt Ltd, Mysuru Prof. B.V. Sambashivaiah, Chief Executive Prof. M.P. Vijayendra Kumar, Principal Prof. T.V. Latha, Convenor, Women's Cell	450 from Faculty and PG Students

### Photographs of Events:



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**News Coverage:**



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 2. A signature in blue ink with 'BGP' written below it.  
 3. A signature in black ink.

## CHAPTER 3

### RECOMMENDATIONS

Taking insights from presentation by the college and the observations of the team, following practical recommendations are suggested for enhancing awareness on Gender equality & demonstrating gender neutral practices with greater visibility and outreach in the on-going activities of the college

#### Suggestions

- The number of seminars / awareness programmes on gender equity can be increased in the upcoming years based on the current issues and concerns
- It is suggested to create a students' club to ensure gender equality in the campus involving current students as well as alumni of the college
- The research activities on gender issues can be strengthened by obtaining funding from State / National Women's Commissions
- MOUs with different NGOs working for issues related to women and children can be undertaken to promote community based gender equality knowledge to the students
- Special programmes on gender equality for the male students can be organized keeping women empowerment and social responsibilities of men in focus

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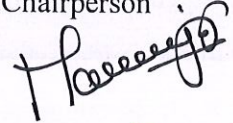
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### Acknowledgement:

The gender audit committee extend a thanks to the management of the JSS College of Arts, Commerce and Science, Ooty Road, Mysuru for providing an opportunity to audit the Gender related facts of the college. Our special thanks to Prof. B V Sambashivaiah, Chief Executive of the College, Prof. M.P. Vijayendra Kumar, Principal of the College for being responsible to organizing the audit. Sincere thanks to Dr. Kumudini Achchi for presenting the data to the committee and facilitating the audit.

1. Ms. Manjula Manasa  
Former Chairperson  
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Karnataka State

Chairperson



2. Mr. Prasad  
Advocate, Mysuru  
Karnataka

Member



3. Dr. Kumudini Achchi  
Assistant Professor  
PG Dept. of Social Work

Member

