

Gender Audit Report

2015-16

St. Joseph's College of Commerce

Introduction

A gender audit is a participatory process and tool for identifying challenges in integrating gender in an organization's policies and programs. St. Joseph's College of Commerce is an institution that believes in providing equal opportunities to people of all gender. Opportunities and rewards are merit based. This gender audit seeks to identify as to whether that objective is being achieved successfully or not.

Objectives

1. To compare the performance of girls vis-à-vis boys across all areas.
2. To identify areas where integration is low and find out reasons for the same.
3. To identify areas where integration is high and reasons for it.
4. To ensure that fair and equal opportunities are provided to women across different fields.

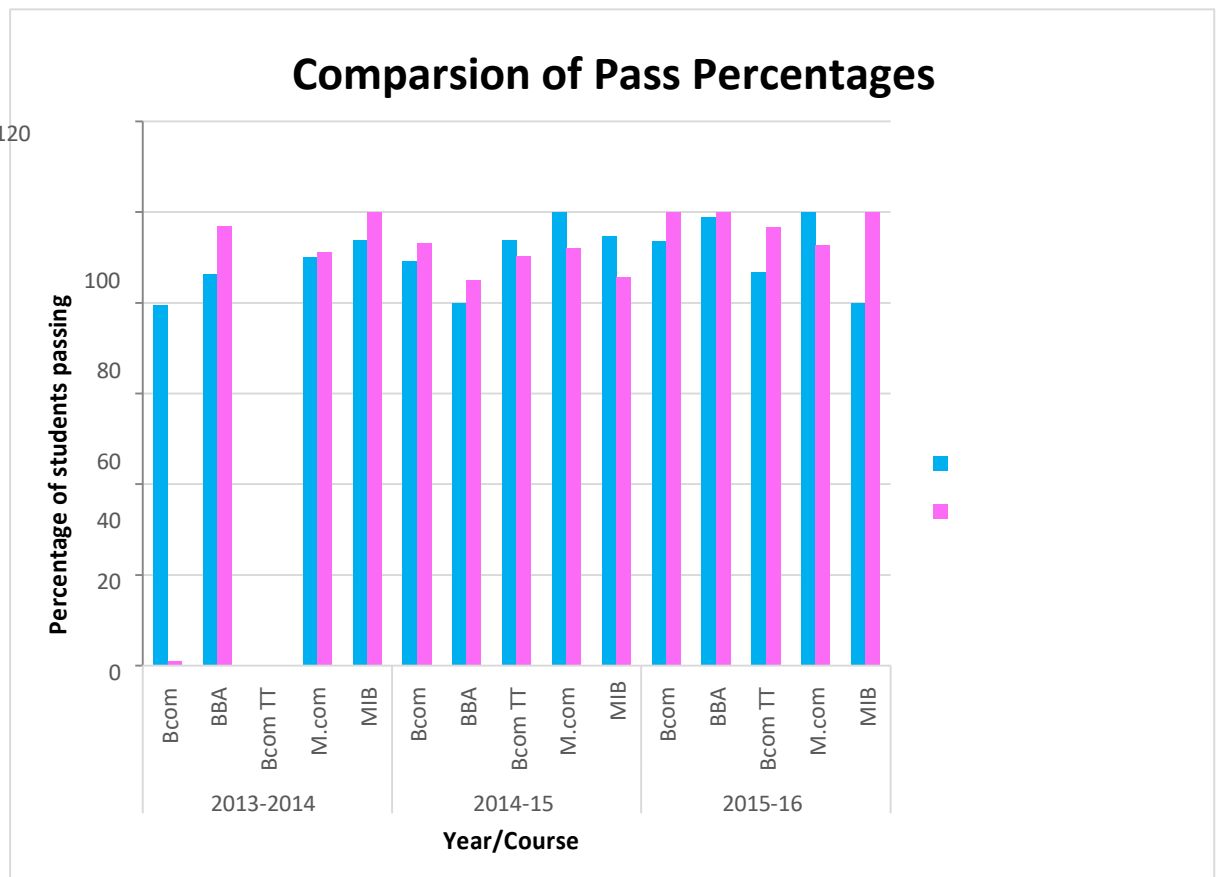
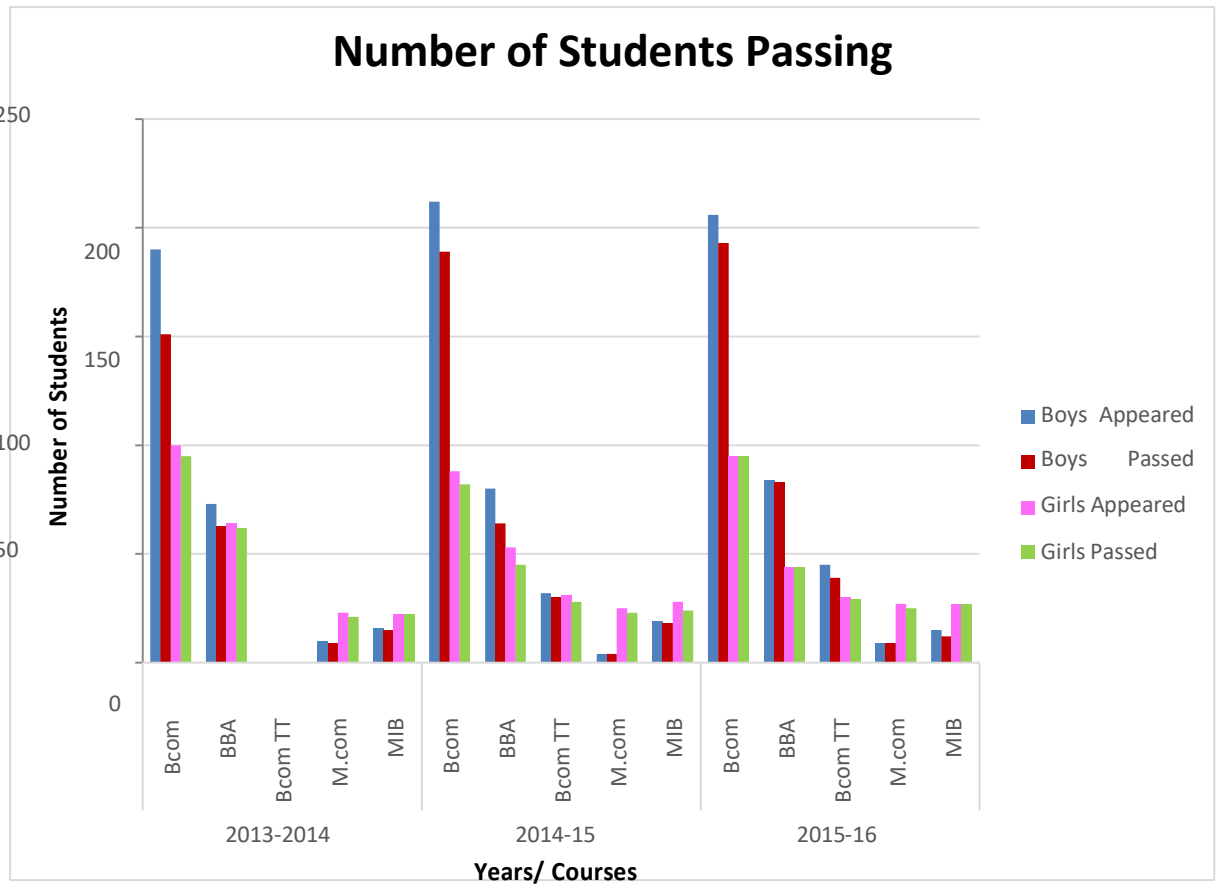
Areas Evaluated

1. Academics
2. Sports
3. Admissions
4. Caste
5. Placements
6. Teachers and Administration

Academics

Exam Information							
Years	Course	Boys			Girls		
		Pass			Pass		
		Appeared	Passed	Percentage	Appeared	Passed	Percentage
2013-2014	Bcom	190	151	79.47	100	95	95.00%
	BBA	73	63	86.3	64	62	96.87
	Bcom TT	0	0	0	0	0	0
	M.com	10	9	90	23	21	91.3
	MIB	16	15	93.75	22	22	100
2014-15	Bcom	212	189	89.15	88	82	93.18
	BBA	80	64	80	53	45	84.9
	Bcom TT	32	30	93.75	31	28	90.32
	M.com	4	4	100	25	23	92
	MIB	19	18	94.73	28	24	85.71
2015-16	Bcom	206	193	93.68	95	95	100
	BBA	84	83	98.8	44	44	100
	Bcom TT	45	39	86.66	30	29	96.66
	M.com	9	9	100	27	25	92.59
	MIB	15	12	80	27	27	100

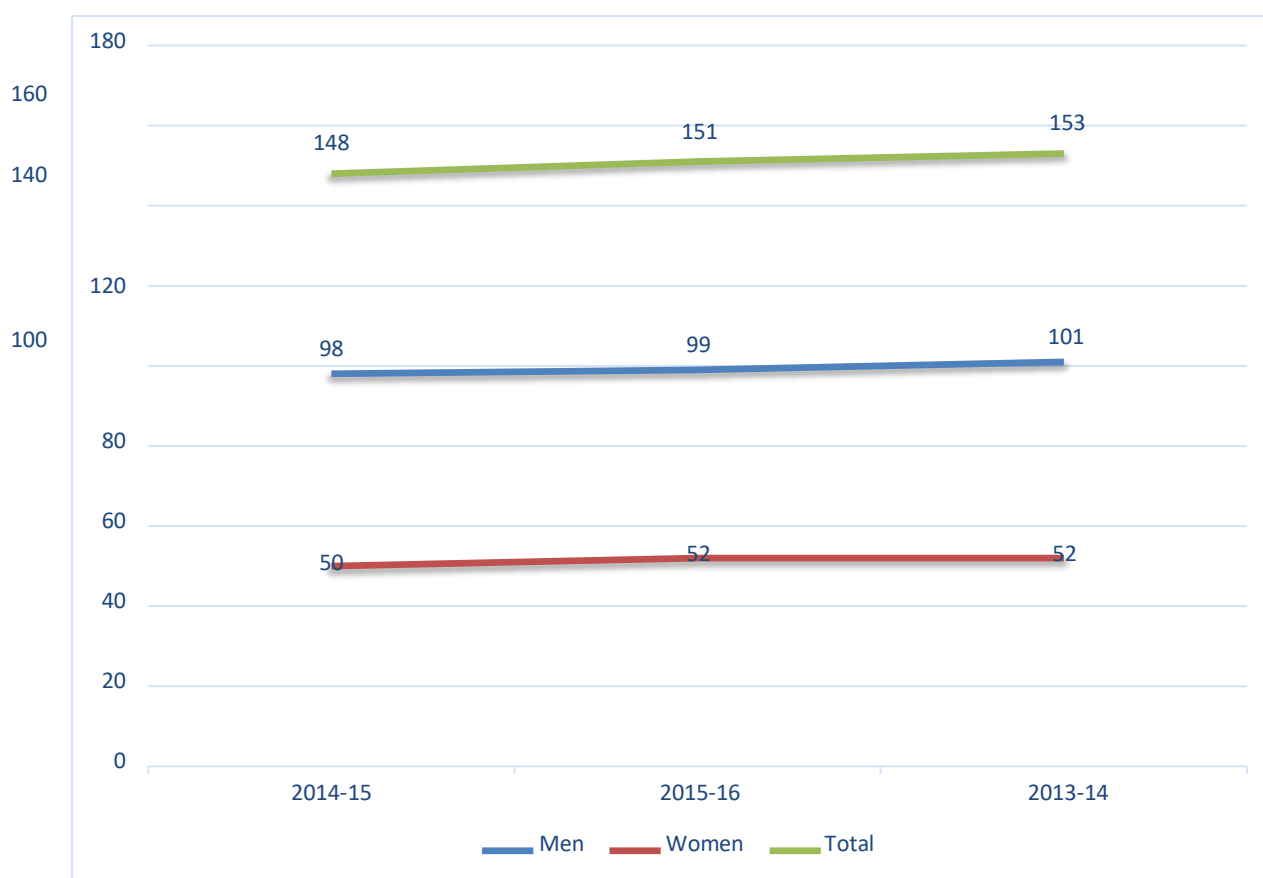
The table displays the absolute and percentage figures for the number of students passing exams in the last three years from each course. It is evident girls have almost consistently had a higher pass percentage as compared to boys. Also, a higher proportion of girls have appeared for the exams as compared to boys. Thus one can conclude that a higher proportion of girls appear and pass the examinations as compared to boys. Thus girls have a better academic track record and display more potential.



As it is evident from the above graph, girls have a higher passing rate than boys. Over the years girls have consistently outperformed boys. In B.Com there has been commendable improvement with regard to the performance over the years. In BBA, the proportion has remained constant over the years. It has decreased in M.Com over the years and has increased significantly in MIB.

Sports

Sports			
Years	Men	Women	Total
2014-15	98	50	148
2015-16	99	52	151
2013-14	101	52	153



As it is evident from the table and the graph above, the number of male athletes is more than that of female athletes. The rise in the number of athletes in each category has increased slowly for boys over the years whereas it has plateaued for girls. Therefore, the situation demands an investigation to find out the reason behind this lack of progress and

the ways in which more women can be encouraged to join sports.

Count of Students

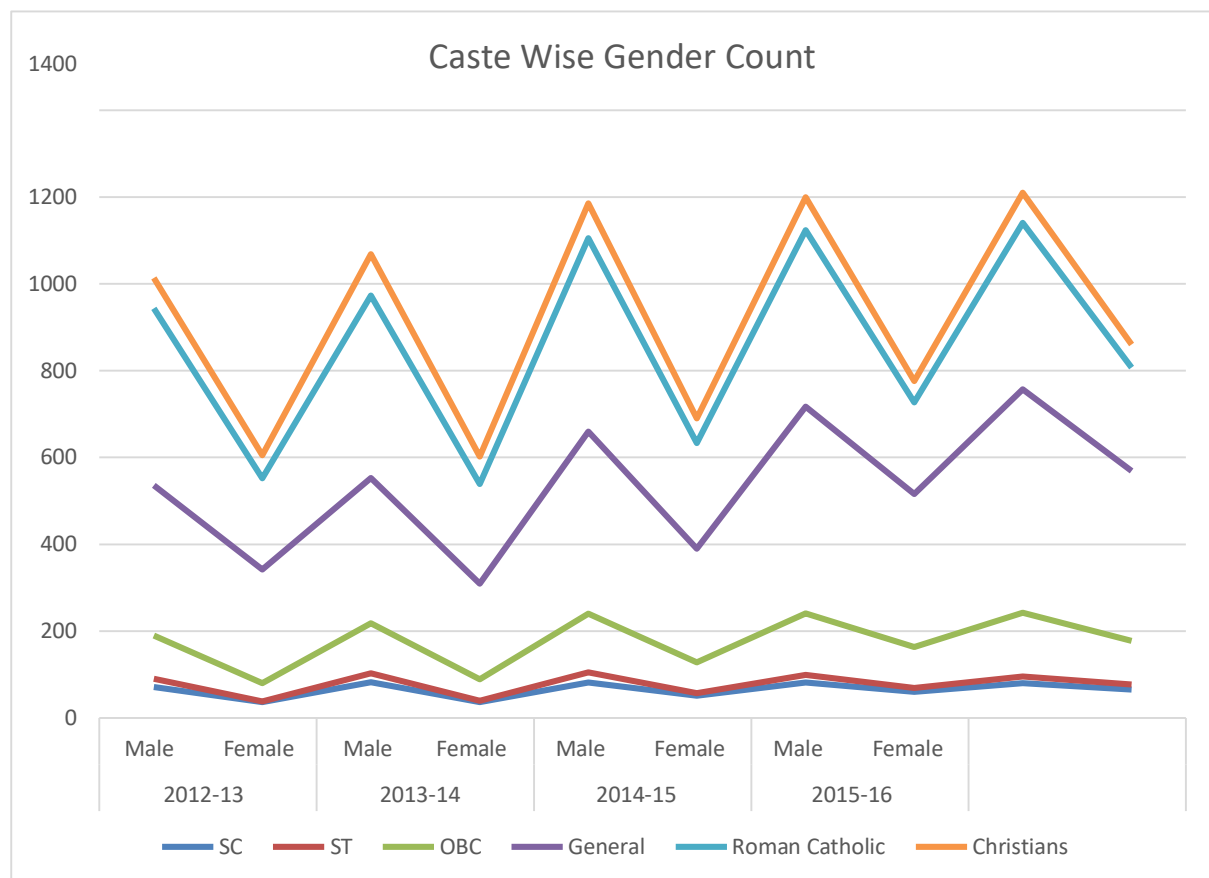
Count of Students from 2013-2014 to 2015-2016

Year	Course	Male	Female	Total
2015-2016	UG	1140	662	1802
	PG	60	114	174
	Total	1200	776	1976
2014-2015	UG	1127	575	1702
	PG	59	115	174
	Total	1186	690	1876
2013-2014	UG	1004	502	1506
	PG	64	100	164
	Total	1068	602	1670

The ratio of boys to girls in the college is “7 to 3”, this ratio is maintained because there are several Catholic/Christian colleges exclusively for girls in Bangalore. It is also visible in the above graphs that the total number of students taking admission in the college has significantly increased from 2013-14 to 2015-16. This change has resulted in the significant increase of the number of girl students in college. The graphs representing the number of male students have been by and large consistent over the years.

Caste Wise Gender Count

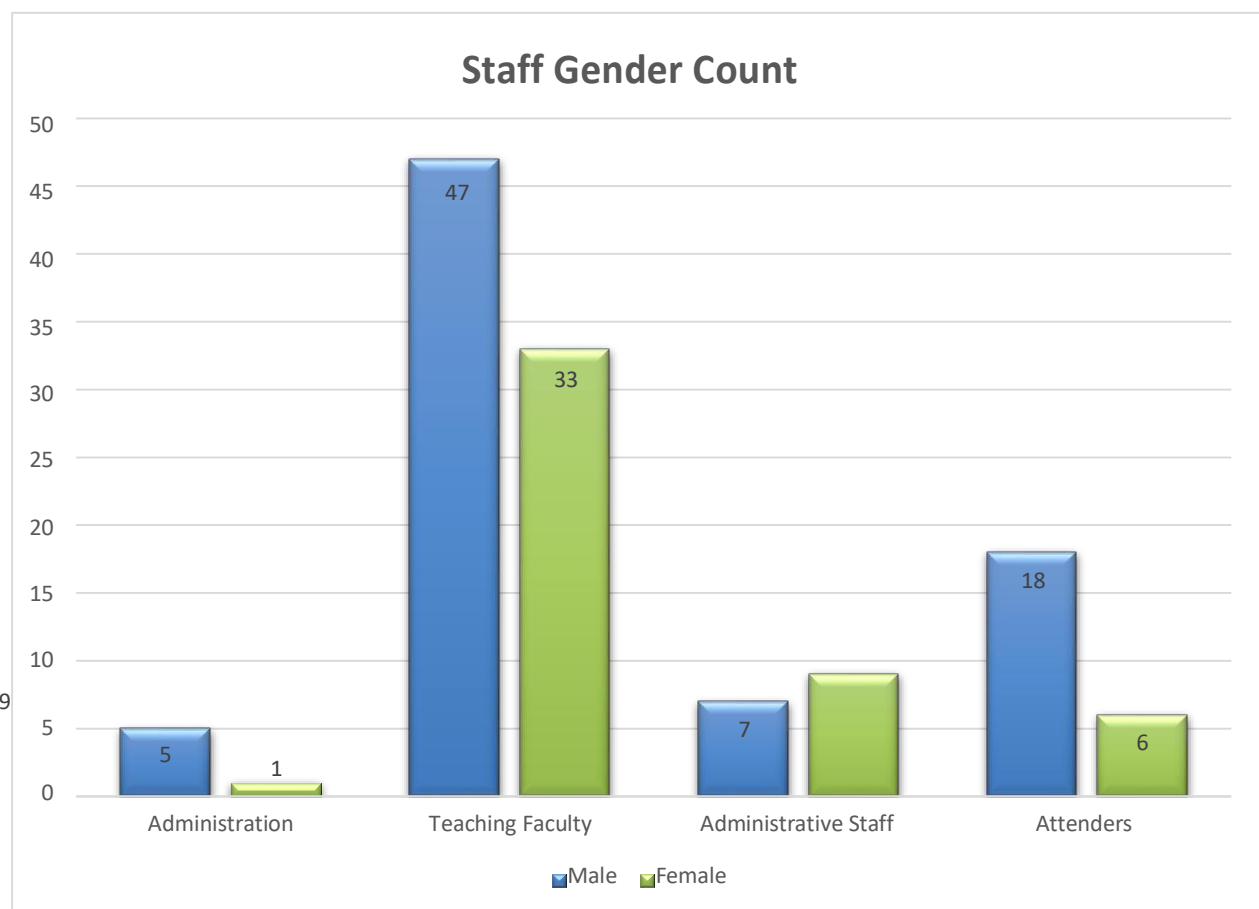
	2012-13		2013-14		2014-15		2015-16			
	Male	Female	Male	Female	Male	Female	Male	Female		
SC	71	36	82	36	81	51	81	60		
ST	19	2	21	3	24	6	18	9		
OBC	100	42	115	50	135	71	142	94		
General	346	262	335	220	420	262	476	353		
Roman Catholic	408	210	420	230	445	243	407	211		
Christians	70	53	95	63	81	57	76	49		



The above line graph depicts the caste-wise gender count of the students. All the peaks represent male students and all the troughs represent female students. The various caste categories are SC, ST, OBC, General, Roman Catholic and Christians. It can be seen that the number of Christian Female students are the maximum and the graphs show a consistent pattern due to the 7:3 boys to girls ratio that is maintained by the college. The number of SC and ST girl students are very minimal. However, there has been a steady increase in the number of SC, ST students.

Staff Gender Count

Staff Gender Count				
	Administration	Teaching Faculty	Administrative Staff	Attendees
Male	5	47	7	18
Female	1	33	9	6



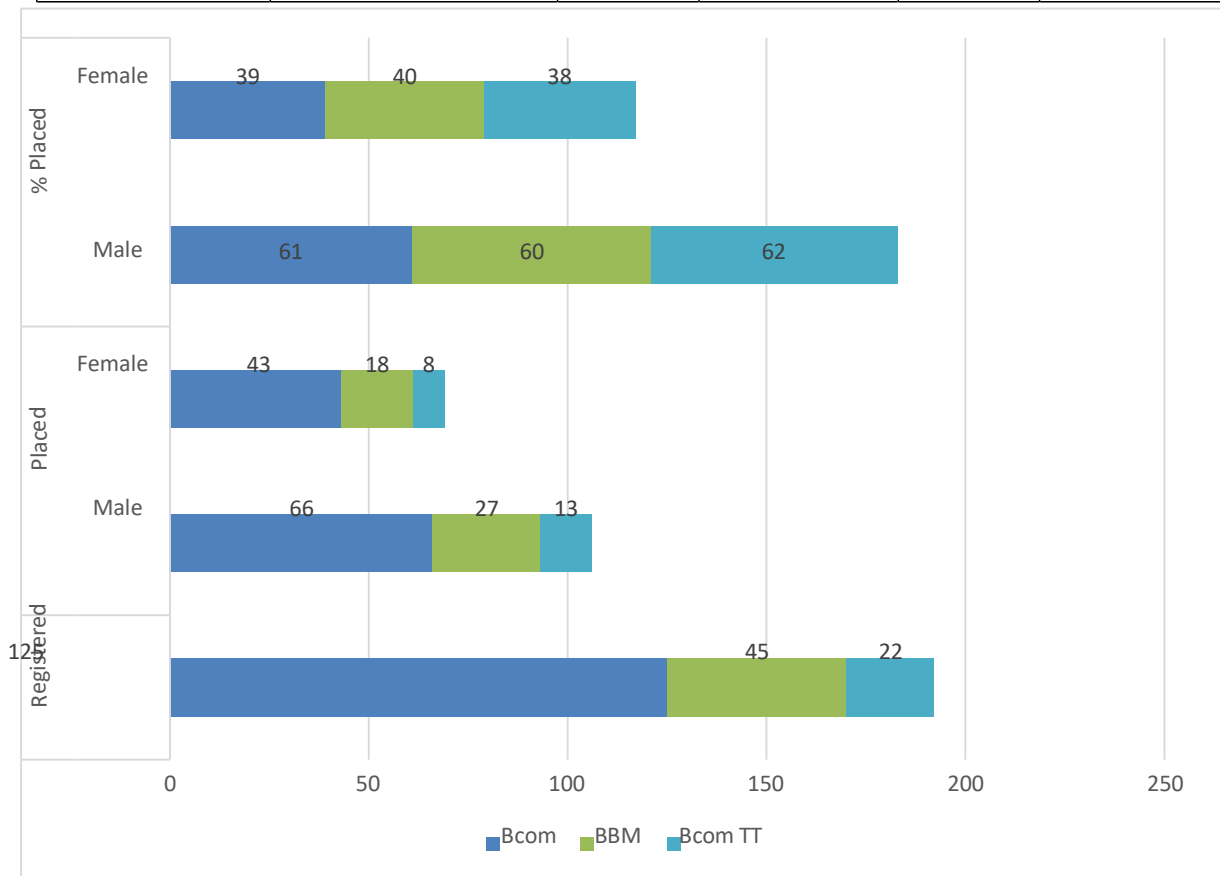
As it can be seen in the table and graph above, in certain areas there exists huge disparity between the numbers of male and female staff.

The administration consists of only one female member, whereas there are four male members. Only 41.25% of the teaching staff is female while 58.75% is male. 25% of the attendees are female whereas 75% are male. The only area where there are more female members than male members is the administrative section. 56.25% of the administrative staff is female.

Totally, out of 132 staff members of the institution (count obtained by excluding those in multiple roles), 78 are male and 54 female. Only 40.9% of the total staff is female.

Placement

Course wise placement statistics					
	Registered	Placed		% Placed	
		Male	Female	Male	Female
Bcom	125	66	43	61	39
BBM	45	27	18	60	40
Bcom TT	22	13	8	62	38



The above stacked chart displays the gender count of the number of registered and placed male and female students according to their courses. The number of Female students placed is lower than the number of male students, this might be because of lesser registration of female students for placements and because the overall student ratio of male to female is 7:3. On an average only 40% of female students get placed as compared to 60% male students.

Conclusion

From the above analysis, we have identified three areas where the gender disparity high like staff, placements and sports. These are the areas where female staff and students need to be given higher representation and opportunities. When it comes to academic performance, the female students have consistently performed better than male students. In the field of admissions and caste representation, a consistent ratio of 7:3 has been maintained.

A few ways to ensure increased participation from women are:

1. Encourage girls to participate in sports by setting up a supportive atmosphere.
2. More companies that offer jobs exclusively to women should be invited for campus placements.
3. Female staff should be given more opportunities and significant responsibilities, so that there is higher representation in administrative positions.

GENDER AUDIT Action Taken Report


Introduction

The Institution conducted a Gender Audit to identify and compare the performance of girls vis-à-vis boys across several parameters in order to identify areas where integration is low or high and reasons for the same and finally to ensure that fair and equal opportunities are being provided to women across different fields in the Institution. The valuable suggestions given were considered and following necessary actions were executed for equality.

Sl. No.	Suggestions	Action Taken
1.	Increased encouragement to girls for participation in sports along with offering benefits for the same.	Special provisions exclusively for women sports students considered and implemented.
2.	More companies that offer jobs exclusively to women should be invited for campus placements.	The Placement Department has taken initiative with Companies to promote more recruitment of women successfully.
3.	Female staff should be given more opportunities and increased responsibility so that there is higher representation in administrative positions.	Implemented

Conclusion

Accordingly, suitable action was taken for the suggestions given by the team for further equality in the institution.


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