

**ANNUAL GENDER SENSITIZATION ACTION
PLAN AND RELATED ACTIVITIES**



Affiliated to Bangalore North University, Approved by Government of Karnataka
Accredited by NAAC with 'A' Grade, Recognized under section 2(f) of the UGC Act, 1956
The Trust is a Recipient of Prestigious Rajyotsava State Award 2012 Conferred by Government of Karnataka

Annual gender sensitization action plan 2020-2021

Introduction

Women's empowerment and gender equality are one of the primary concerns at New Horizon College. We practice to bring a positive change in the attitude and support equity among genders within the institute and in our outreach.

The Institute's mission is to develop the professionals both men and women, having basic and technical competencies so that they can serve the Society and Industry and face the global challenges. Our future success is dependent on attracting and retaining the best people to support our vision of imparting education with training, skill up gradation and research in futuristic technologies and niche areas. By empowering all staff, the Institute can better achieve its aim of creating innovative and entrepreneurial professionals.


NHC takes a leading role in recognising and valuing the diversity of its workforce. The Institute's performance in relation to gender equality in particular shows significant room for improvement towards women empowerment and representation in senior academic and executive ranks and in certain occupations and disciplines. However, this situation is not unique to NHC.

The institutional data reveals a slight imbalance in terms of an inclusive and gender equitable workplace culture for both male and female members of the institution. The benefits of providing an inclusive workplace have now been well documented. Inclusive workplace cultures, where all employees are valued and included, result in a more engaged, motivated and productive workforce. Diverse and inclusive teams are also more innovative, able to draw upon a wider set of experiences, approaches and resources to produce creative solutions. It is evident that when an educational workforce mirrors the diversity of its students, it can more effectively understand and anticipate the needs of those students.

In addition to these arguments, rapidly changing workforce demographics mean that organisations will increasingly be challenged in the search for staff and will need to draw from and retain candidates from diverse backgrounds. Also, the inclusion of gender equity promotion as an aim of the institution would support the efforts of government towards women empowerment and upliftment in regards to the staff, as well as, the students.

Objective

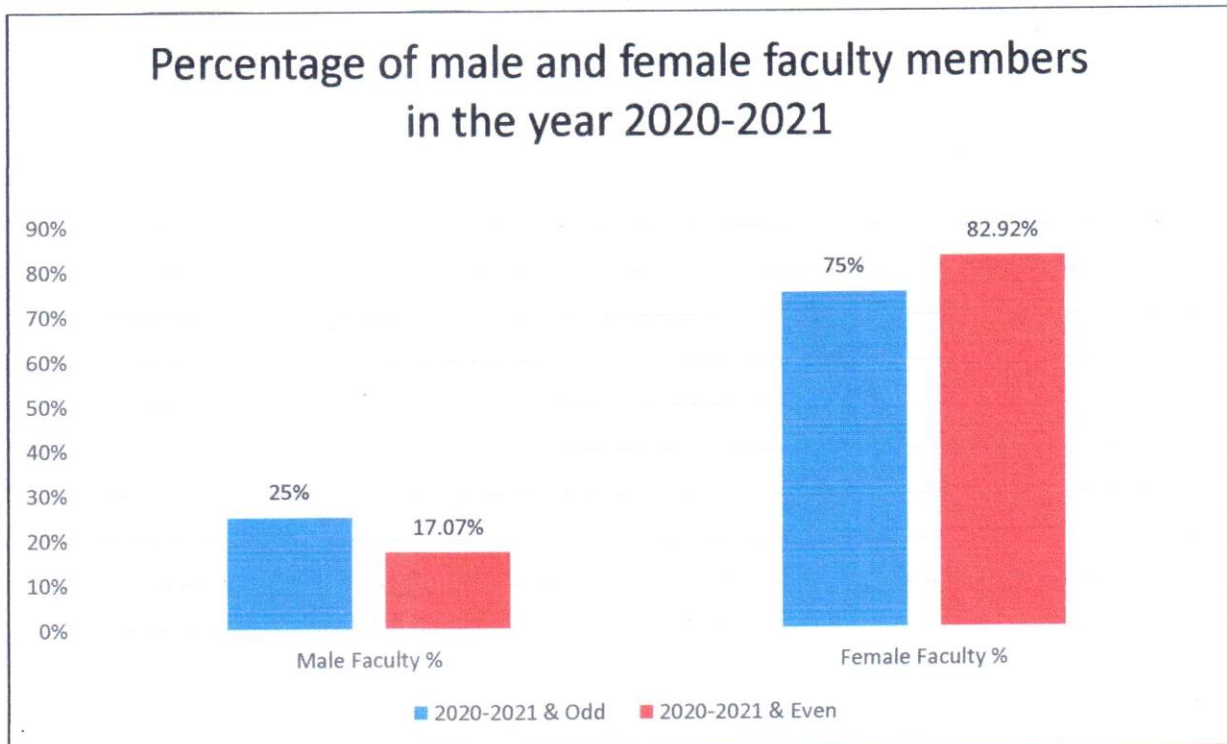
To promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff.


Principal
NEW HORIZON COLLEGE
Ring Road, Bellandur Post,
Bangalore - 560 107

Analysing Present Scenario

(A) The following table lists the percentage of male and female faculty members in the year 2020-2021

Year & Semester	Male Faculty %	Female Faculty %
2020-2021 & Odd	25%	75%
2020-2021 & Even	17.07%	82.92%



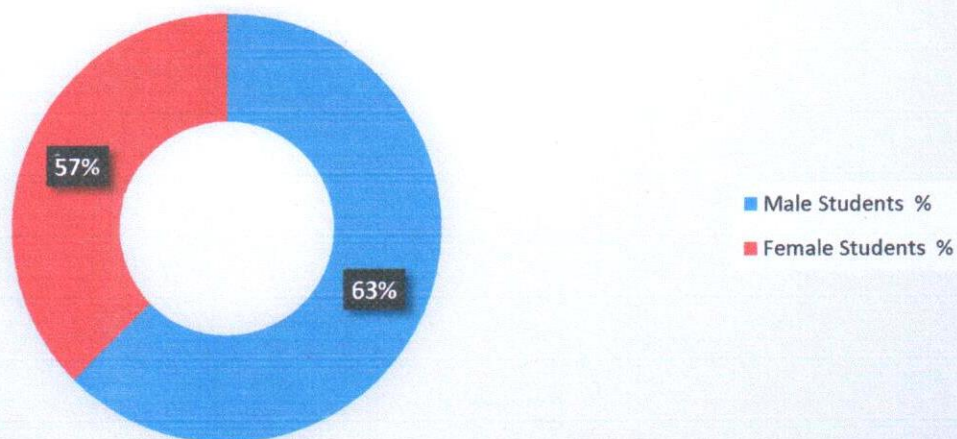
The above bar graph depicts the percentage of male and female faculty members in the year 2020-2021. The number of female faculty during odd semester is 17.07% and during even semester it is increased to 82.92%. It is overserved that there is raise in the number of female faculty appointed during the year.

Principal
NEW HORIZON COLLEGE
Ring Road, Bellandur Post,
Bangalore - 560 103.


(B) The following table lists the percentage of male and female students in the year 2020-2021

Year	Male Students %	Female Students %
2020-2021	63%	57%

Percentage of Male and Female students in the year 2020-2021



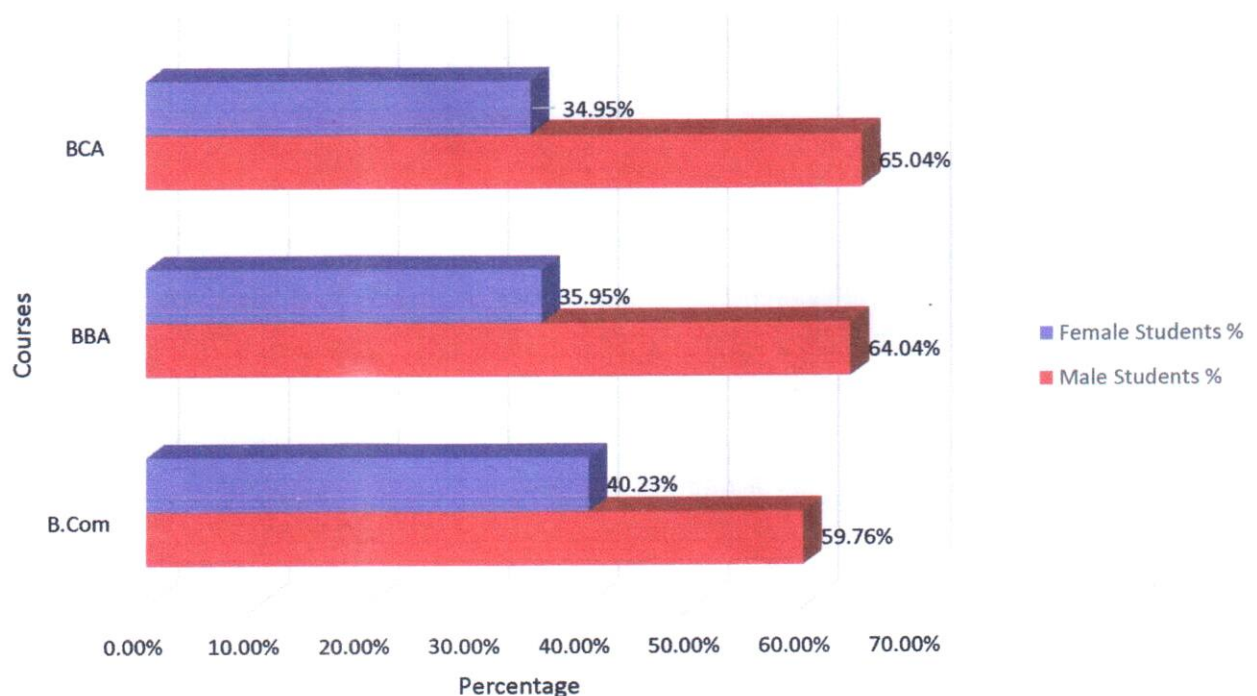
The Scattered Pie chart depicts the percentage of male and female students in the year 2020-2021. The number of female students enrolled during the year is only 57% and the male students enrolled is 63%. The enrolment statics shows a variation of 5%.


Principal
NEW HORIZON COLLEGE
Ring Road, Bellandur Post,
Bangalore - 560 103.

(C)The following table lists the percentage of male and female students enrolled in various courses in 2020-2021

Courses	Male Students %	Female Students %
B. Com	59.76	40.23%
BBA	64.04%	35.95%
BCA	65.04%	34.95%

Percentage of male & female students enrolled in various courses



The graph depicts the percentage of male and female students enrolled in various courses in the year 2020-2021. The Clustered bar graph reflects the percentage of students enrolled in various courses. The number of female students enrolled in B.COM is 40.23%, BBA and BCA with 35.95% and 34.95% each.


Principal
NEW HORIZON COLLEGE
Ring Road, Bellary
Bangalore

Gender Equality Action Plan 2020-2021

- ❖ Conduct activities like Blood donation camp, Aids awareness, female foeticide, dealing with COVID-19 pandemic, etc in order to give back to the society
- ❖ Promoting activities related to health, nutrition, self-defence and entrepreneurship among the female students.
- ❖ Conduct workshops related to cybercrime, safety and security in hotels and career enhancement for female students.
- ❖ Provide professional counselling to the students.
- ❖ Guidance regarding the financial investment for students and staff.
- ❖ Conduct workshops that promote diversity and gender-sensitive communication for students and staff alike.
- ❖ Mentorship in college to be provided where faculty and students can approach in matters of gender-related issues.
- ❖ Monitoring and evaluation mechanisms for implementation and their follow-ups.
- ❖ Conducting regular awareness-raising activities among students and staff
- ❖ Balanced gender quota while recruitment.
- ❖ Student's code of conduct that promotes gender parity at the governance level.



Principal
NEW HORIZON COLLEGE
Ring Road, Bellandur Post,
Bangalore - 560 103.