



7.1.1

**Measures initiated by the Institution
for the promotion of GENDER
EQUITY during the year.**



**CRITERION-7
AQAR
2022-2023**



NEW HORIZON COLLEGE MARATHALLI

Permanently Affiliated to Bangalore North University, Recognized by the Govt. of Karnataka
Recognized under section 2 (f) of the Utd. Act, 1956
Accredited by NAAC with 'A' Grade

Annual gender sensitization action plan 2022-2023

Gender Equality and Women's empowerment are two of New Horizon College's top priorities. The institution'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. As a result, one of the key components of our institution is the requirement for a secure work place for faculties and students on campus.

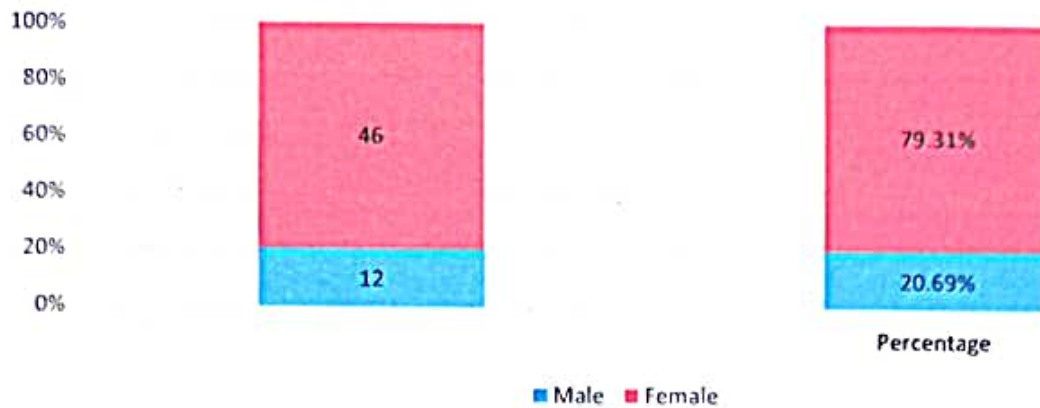
Through extracurricular activities like workshops, seminars, guest lecturers etc., the institution promotes gender sensitization. Periodically, awareness campaigns are held about gender equity, pride parade, menstrual hygiene, logo making competition and celebrated International Men's & Women's day. Safety for women is one of the primary concerns of the college and therefore multiple CCTV cameras are installed. The institution includes a mentoring program to look after the academic, emotional, social and cognitive growth of the students. As a result, gender equity cell plays a crucial role in fostering an educational environment where all individuals have the opportunity to learn, engage, and excel without facing discrimination or unequal treatment based on their gender.

Analysing Present Scenario

A) The following table list the Percentage of Male and Female faculty Members in 2022-23

Teaching faculty		Percentage
Male	12	20.69%
Female	46	79.31%
Total	58	100%

Percentage of male and female faculty members in the year 2022-2023



From the data provided, we can observe the following:

Gender Distribution: The data shows that the majority of the teaching faculty is female (approximately 79.31%) while the percentage of male faculty is notably lower (approximately 20.69%).

Gender Imbalance: The analysis indicates a gender imbalance among the teaching faculty, with female faculty members significantly outnumbering their male counterparts.

Diversity Consideration: It's important for educational institutions to aim for a balanced representation of genders among their faculty members. A more balanced distribution can provide diverse perspectives and role models for students, contributing to a holistic learning experience.

Encouraging Male Participation: Institutions might consider initiatives to encourage more male participation in teaching roles. This can involve targeted recruitment strategies, providing mentorship opportunities, and addressing any potential biases that might dissuade males from pursuing teaching careers.

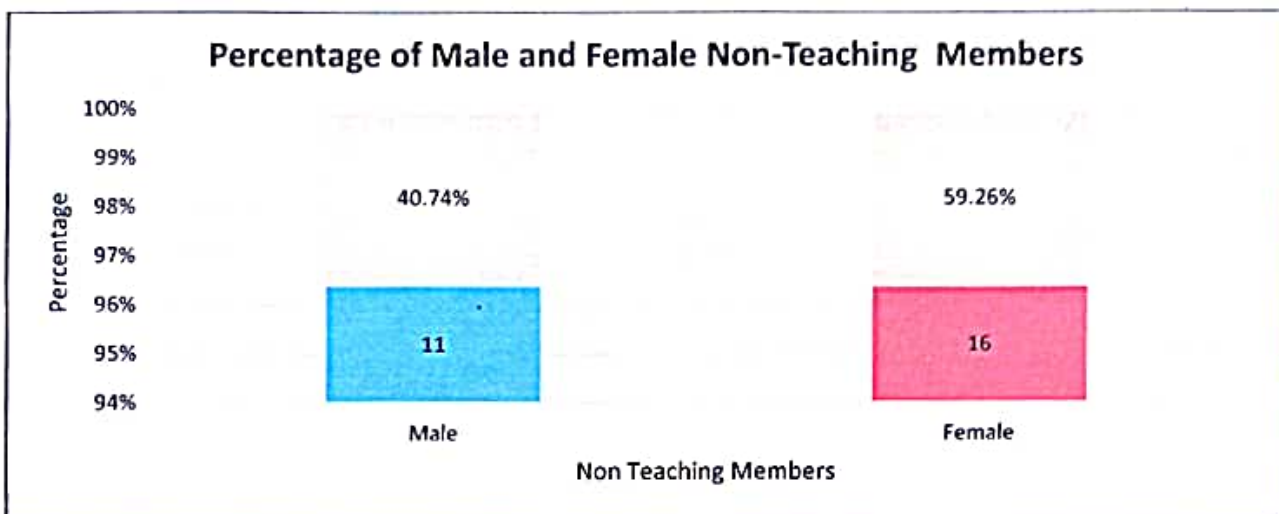
Women Empowerment: While gender balance is important, it's also worth acknowledging the positive aspect of having a significant number of female faculty members. This can promote gender diversity, empower female students, and provide strong female role models in various academic fields.

Long-Term Trends: It would be interesting to track this data over several years to see if there are any changes or trends in the gender distribution among teaching faculty. It might reveal patterns in recruitment, retention, and promotion that can be addressed proactively.



B) The following table list the Percentage of Male and Female Non-Teaching Members in 2022-23

Non Teaching Members		Percentage
Male	11	40.74%
Female	16	59.26%
Total	27	100%



From the data provided, we can observe the following:

Gender Distribution Among Non-Teaching Members: The data indicates that there are more female non-teaching members (approximately 59.26%) than male non-teaching members (approximately 40.74%).

Similar Gender Imbalance as Teaching Faculty: Just like in the teaching faculty, there seems to be a gender imbalance among non-teaching members as well, with females constituting a larger portion of the workforce.

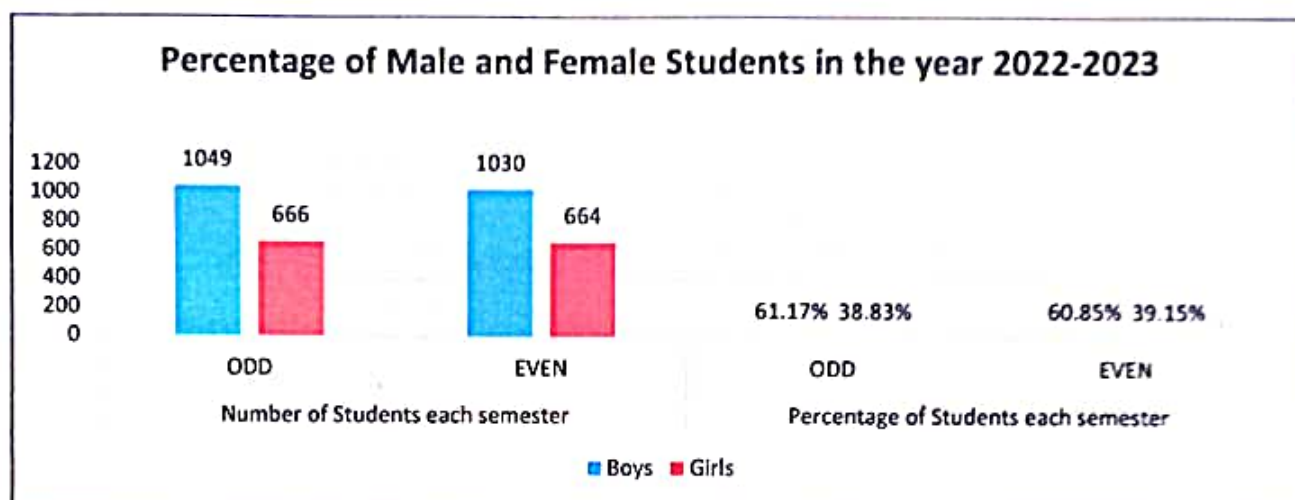
Gender Balance: When considering both teaching and non-teaching members together, the institution seems to have more female members in both categories.

Addressing Gender Imbalance: Institutions might want to explore the reasons behind the gender imbalance, both in teaching and non-teaching roles. It could involve reviewing recruitment processes, addressing biases, and providing equal growth opportunities for all genders.

Encouraging Diversity: A balanced and diverse workforce contributes to a more inclusive and enriching work environment. Encouraging more male participation in non-teaching roles might also be a consideration.

C) The following table list the Percentage of Male and Female students 2022-23

	Number of Students each semester		Percentage of Students each semester	
	ODD	EVEN	ODD	EVEN
Boys	1049	1030	61.17%	60.85%
Girls	666	664	38.83%	39.15%
Total	1715	1694	100%	100%



From the data provided, we can make the following observations:

Gender Distribution Across Semesters: In both odd and even semesters, the percentage of boys and girls is relatively balanced, with a slightly higher representation of boys.

Consistency in Enrolment: The number of students remains relatively consistent between odd and even semesters. This could indicate a steady enrolment pattern in the institution.

Slight Gender Imbalance: While the differences are not substantial, there is a slightly higher representation of boys compared to girls in both semesters.

Similar Gender Ratios: The data suggests that the institution maintains a similar gender distribution between odd and even semesters, with the percentage of boys and girls staying relatively close.

Promoting Inclusivity: Institutions can continue to work on creating an inclusive environment where all genders feel welcome and encouraged to pursue their academic goals.

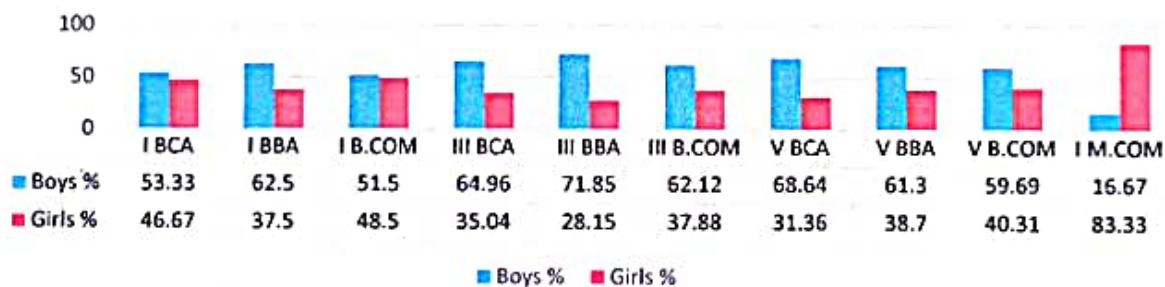
Addressing Gender Disparities: While the differences in gender distribution are not drastic, institutions can still implement measures to ensure equal opportunities, address any potential biases, and promote diversity across all programs and disciplines.



D) a) Lists of percentage of Male and Female Students enrolled in various courses-Odd 2022-2023

Sem/Course	Boys	Girls	Total	Boys %	Girls %
I BCA	96	84	180	53.33	46.67
I BBA	125	75	200	62.50	37.50
I B.COM	103	97	200	51.50	48.50
III BCA	89	48	137	64.96	35.04
III BBA	171	67	238	71.85	28.15
III B.COM	123	75	198	62.12	37.88
V BCA	81	37	118	68.64	31.36
V BBA	141	89	230	61.30	38.70
V B.COM	117	79	196	59.69	40.31
I M.COM	03	15	18	16.67	83.33

Percentage of Male and Female Students enrolled in various courses during ODD 2022-2023



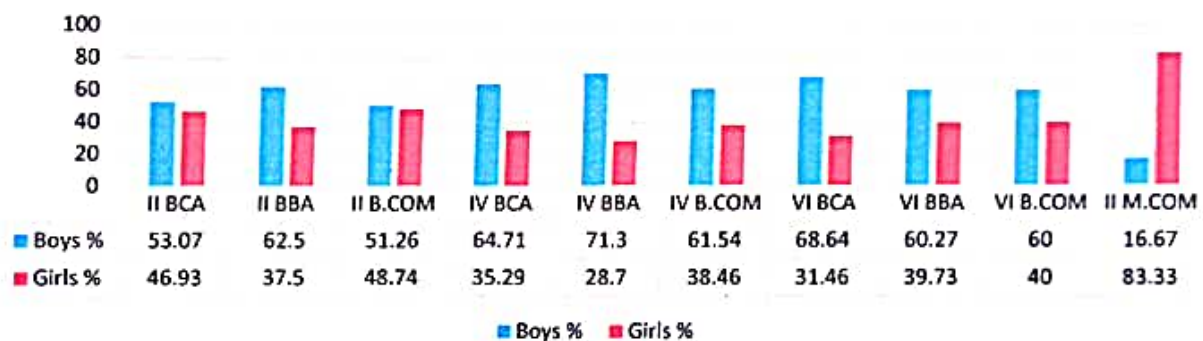
Key Observations

- The gender distribution varies across different courses and semesters.
- Some courses show a significant majority of one gender, such as III BBA (majority of boys) and I M.COM (majority of girls).
- Other courses have a more balanced distribution between boys and girls.
- In some courses, there is a relatively higher percentage of boys, while in others, girls are the majority.
- The percentages emphasize the gender ratios within each course, highlighting potential trends in student preferences or program offerings.
- Encouraging diversity and providing equal opportunities for all genders remains important for fostering an inclusive learning environment.

D) b) Lists of percentage of Male and Female Students enrolled in various courses-Even2022-2023

Sem/Course	Boys	Girls	Total	Boys %	Girls %
II BCA	95	84	179	53.07	46.93
II BBA	125	75	200	62.50	37.50
II B.COM	102	97	199	51.26	48.74
IV BCA	88	48	136	64.71	35.29
IV BBA	164	66	230	71.30	28.70
IV B.COM	120	75	195	61.54	38.46
VI BCA	81	37	118	68.64	31.46
VI BBA	135	89	224	60.27	39.73
VI B.COM	117	78	195	60.00	40.00
II M.COM	03	15	18	16.67	83.33

Percentage of Male and Female Students enrolled in various courses during Even 2022-2023



Key Observations

- The gender distribution percentages in each course and semester provide insights into the composition of the student body.
- Some courses have a fairly balanced gender distribution, while others show a clear majority of one gender.
- Courses like II BCA, IV BBA, and VI BCA have a relatively balanced distribution.
- Some courses, like II BBA and II M.COM, show more boys, while IV BCA and II M.COM have more girls.
- The percentages help identify trends in student enrolment preferences, which could be influenced by course content, societal norms, and career aspirations.



Gender Equality Action Plan 2022-2023

The following action plan outlines our organization's commitment to promoting gender sensitization, fostering an inclusive environment, and ensuring equality for all individuals. This plan encompasses a year-long strategy that addresses key areas for improvement and aims to create lasting positive change.

Goals

- Raise awareness about gender-related issues and biases.
- Foster an inclusive and respectful environment for all genders.
- Provide educational opportunities to empower individuals with knowledge about gender equality.
- Eliminate gender-based discrimination and harassment.

Action Plan

- Awareness Campaign
- Inclusive policies and Practices
- Education and Empowerment
- Community Engagement and Assessment

Ongoing Initiatives

Establish a standing Gender Sensitization Committee responsible for monitoring progress and suggesting improvements.

Include a gender perspective in all internal and external communications, promoting diverse role models and stories.

Regularly update and share resources (articles, videos, etc.) related to gender equality through internal communication channels.

Monitoring and Evaluation

Regular progress reports will be submitted by the Gender Sensitization Committee to track the implementation of action items.

Continuous feedback from employees will be collected to assess the effectiveness of initiatives.

This Annual Gender Sensitization Action Plan represents our dedication to creating a more equitable and inclusive workplace and community. By following this plan and continually evaluating our progress, we strive to foster a culture where every individual, regardless of gender, feels respected, valued, and empowered.

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