

# KARNATAK UNIVERSITY, DHARWAD



## Gender Audit

2016-17 to 2020-21

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# Acknowledgement

Gender audit is an essential part of promoting gender equality and women empowerment. Being at the highest helm of higher education, the Karnatak University has made considerable effort in achieving gender balance in academic and administrative wings of the University. Essential facilities are being provided to women and girl students in the campus make it crystal clear that the university has gender orientation in its programmes and policies. In this regard the gender audit report of the university is prepared for the period of five years. We sincerely thank Dr. K. B. Gudasi, Hon'ble Vice Chancellor for his gender specific initiatives and to conduct Gender Audit of Karnatak University for the period 2016-17 to 2020-21.

We also sincerely thank the Registrar and Registrar (Evaluation) of the University for providing required information from their administrative and examination wing respectively.

Thanks are also due to the Deans of all the faculties, Director and Staff of IQAC, Chairpersons of the various Post-graduate Departments, the Director, Students Welfare, Director Equal opportunity Cell for providing necessary data.

Special thanks are also goes to the Chairperson of the Department of Women's Studies and also the chairperson and the members of the Women Grievances Cell of Karnatak University for their academic inputs in preparing this Audit Report.

We thank everyone who helped us directly or indirectly in finalizing the Report.

# **I Introduction**

Karnatak University, Dharwad has a history of one of the oldest Universities of India and the second oldest university of Karnataka state and on the verge of completing Platinum jubilee in the year 2024. When it was established, it had a jurisdiction of entire northern parts of Karnataka as well as North Canara District. Almost 30 years it was the only recognized centre of higher learning including all technical and medical and other professional education. With the establishment of Gulbarga University in the year 1980, Women University at Bijapur in 2003 and Rani Chennamma University in 2010, Belagavi, the jurisdiction of Karnatak university is now is Dharwad, Gadag, Haveri and North Canara Districts of Karnataka. Located in the beautiful landscape with favorable flora and fauna, Dharwad is known for its literary personalities and Carnatic music.

With a committed vision and mission, Karnatak University produced famous literary personalities, Jnana Peetha Awardees, Corporate businessmen, politicians, sport men and women. With its committed teaching and qualitative research, Karnatak University has initiated to make a Gender Audit for fourth accreditation. In its recent policies and activities, Karnatak University exemplified gender justice and gender balance. With girl students outnumbering in almost all the post-graduate departments, special and unique efforts are being carried out for their smooth and healthy living conditions.

It is herculean task for collecting and compiling gender specific activities of various departments, sections and units conducted during the assessment period. Many gender specific activities have gone unnoticed due to improper documentation. Therefore an effort was made to find out gender specific research, workshops, incentives, gender equity measures, syllabus and institutional mechanism of Karnatak University. After compiling

gender specific data, conclusions were drawn and also few strategies were made to correct the limitations and lacunae involved in gender specific programmes. A special survey exclusively on girl students of the campus should have been carried out to find out the aims, aspirations and problems and challenges of girl students. It will be initiated in due course of time. Even then we sincerely hope that the Karnatak University will emerge as one of the gender sensitive institution in near future. Most of the key aspects of pertaining gender issues have been implemented successfully in the campus. Being a public funded University, sincere efforts have been carried out in providing basic facilities to girl students and women employees of the University.

## **II Key Terminologies**

**Gender** is used to describe those characteristics of women and men. Gender characteristics are socially constructed, while sex refers to those which are biologically determined. People are born female or male but learn to be girls and boys who grow into women and men.

**Gender equality** is the nonexistence of discrimination on the basis of a person's sex in opportunities particularly in the allocation of resources and benefits or in access to services.

**Gender equity** refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power. Therefore these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

**Gender budgeting** is a strategy to achieve equality between women and men. It is focusing on how public resources are collected and spent. It is a process restructuring revenues and expenditures in order to promote gender equality.

**A Gender Audit** is an assessment process. This audit would pay attention to different issues such as: the status of gender equality in their policy and decision-making structures, organizational culture and processes as well as to gather staff's perceptions, understanding and behaviors towards the issue. Gender Audit also evaluates to what extent the gender perspective is integrated into the academic policy and programmes, Research, curricula and in the management of work and staff's wellbeing.

### **III Gender Component**

Being located in geographically favorable area, the university till now has done one of the yeomen services of imparting higher education needs of young generation. In fact the establishment of Karnatak University was a turning point in the education attainment of rural, poor, women, marginalized and backward sections of North Karnataka. Spread over 800 acres of land, the Karnatak University has 50 post graduate departments. More than fifty per cent of girls pursue their education in various departments. Therefore Karnatak University is striving hard for gender equality in its policies and programmes. Some of the unique gender-oriented programme are:

1. Karnatak University is having huge campus. Therefore safety of girls in the campus is a big challenge. 24X7 security is provided in the entire campus with CC Camera installed in prime locations. Security of the University is managed by separate security wing with a security officer. None of security issues with regard to girl

students occurred in the campus.

2. The University has 07 ladies hostels including a separate hostel of lady research scholars. These hostels housed more than 2000 girl students in the campus. Provision of ladies hostel helped girls' students from rural students pursue their education comfortably. Extension of hostel buildings and two more ladies hostel have been commissioned during assessment period.
3. All the ladies hostels are well equipped with basic facilities CCTV, Security and solar water heaters and sanitary pads disposal machines.
4. Girl students belonging to Scheduled caste and Scheduled Tribe have been given monthly stipend for their hostel mess.
5. In all the hostels regular health and hygiene programme are being conducted for the benefits of students.
6. Every hostel is provided with Wi-Fi facility.
7. A Strong Sexual Harassment Unit is established for the benefit of girls in the campus.
8. Gender specific annual budget is prepared by the Finance section of the University. This financial grant has helped to start gender sensitive programme in the campus.
9. A day care centre was established. This centre is helping employed women in caring their babies during office hours.
10. A Research Centre for Women studies was established in the campus in the year 1988. In fact this is one of the oldest research centres funded by the University Grants Commission
11. Looking at the growing demand of women students, a separate Women Studies Post graduate studies and Research department was established with the key initiative of Dr. Shakuntala C. Shettar, Professor of Sociology, Karnatak University, Dharwad in the year 2015. At present this department is also offering Post Graduate Diploma in Women's Studies.

12. The Department of Social Work in association with local administration Pink-auto facility for the benefit of girl students in case any emergency.
13. Many social science and humanities departments have taken up women specific research leading to higher degrees or diploma.
14. Karnatak University has made a provision for women representation in all the committees formulated on different occasions.
15. Dr. B.R Ambedkar Studies department is regularly conducting programmes in the name of Savitribai Phule, the first woman teacher of India.
16. A Separate programme hall was established in the name of Savitribai Phule in the Department of Dr. B.R.Ambedkar Studies at Karnatak University, Dharwad.
17. In association with Family Planning Association (FPA), the department of Social Work is regularly conducting menstrual hygiene programme in the campus.
18. All the roads of girl's hostel are provided with street light facility.
19. 24x7 university health centre along in-house medical doctor made available to girl students.
20. Availability of ambulance service is also provided in the campus.

#### **IV Profile of Gender Composition: Parity and Progress**

During the assessment period, while the total enrolment has seen a decline, enrolment of girl children has increased; this implies a larger responsibility on the part of the institution to enhance women specific amenities on the campus. Whereas a larger decline in enrolment is observed in respect of Management, Law, Social Science and Arts Faculties; that in Education, Commerce and Science faculties has shown slight increase.



**Table 1 Percentage Change in Enrolment**

<b>Faculty</b>	<b>M</b>	<b>W</b>	<b>T</b>
Arts	-9.16	-8.68	-8.94
Commerce	-29.83	27.00	2.39
Education	-5.56	90.91	4.95
Law	-26.32	-27.27	-26.67
Management	-45.76	-23.29	-37.17
Science	-10.00	7.78	1.77
Social Science	-13.05	-11.75	-12.46
<b>Total</b>	<b>-14.96</b>	<b>1.52</b>	<b>-6.34</b>

### **Faculty-wise Girls enrollment**

The table 2 shows the proportion of girls' enrolment across faculties during the assessment period. The enrolment of girls as a percentage of total enrolment has increased from 52.31% in 2016-17 to 56.70% in 2020-21. However, the absolute number of girls enrolled marginally risen from 2046 in 2016-17 to 2077 in 2020-21.

**Table 2: Percentage of Girls in Total Enrolment by Faculty**

<b>Faculty</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>
Arts	45.26	45.01	48.70	45.73	45.39
Commerce	56.70	64.78	71.91	71.08	70.33
Education	10.89	10.98	13.75	18.00	19.81
Law	36.67	52.50	32.43	45.71	36.36
Management	38.22	37.66	36.67	43.38	46.67
Science	66.18	69.97	70.35	68.15	70.09
Social Science	45.85	49.30	49.30	45.69	46.22
<b>All</b>	<b>52.31</b>	<b>56.10</b>	<b>58.05</b>	<b>55.45</b>	<b>56.70</b>

While the proportion of girls has continuously increased in Commerce, Science, Management and Education faculties, that in Arts and Social Sciences has almost stagnated. The tendencies also suggest that the teachers should look into the causes for declining enrolment and initiate steps to raise the overall enrolment and that of girls, in particular. This is necessary for achieving the expected increase in GER by the NEP 2020.

The diagram depicts these tendencies, across faculties and over the years.

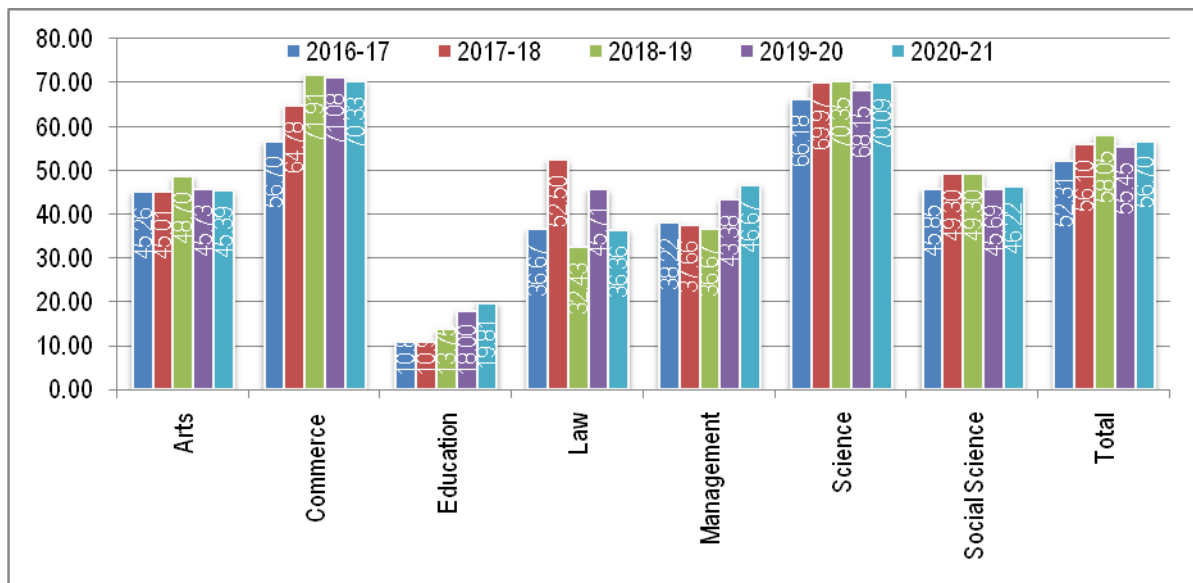
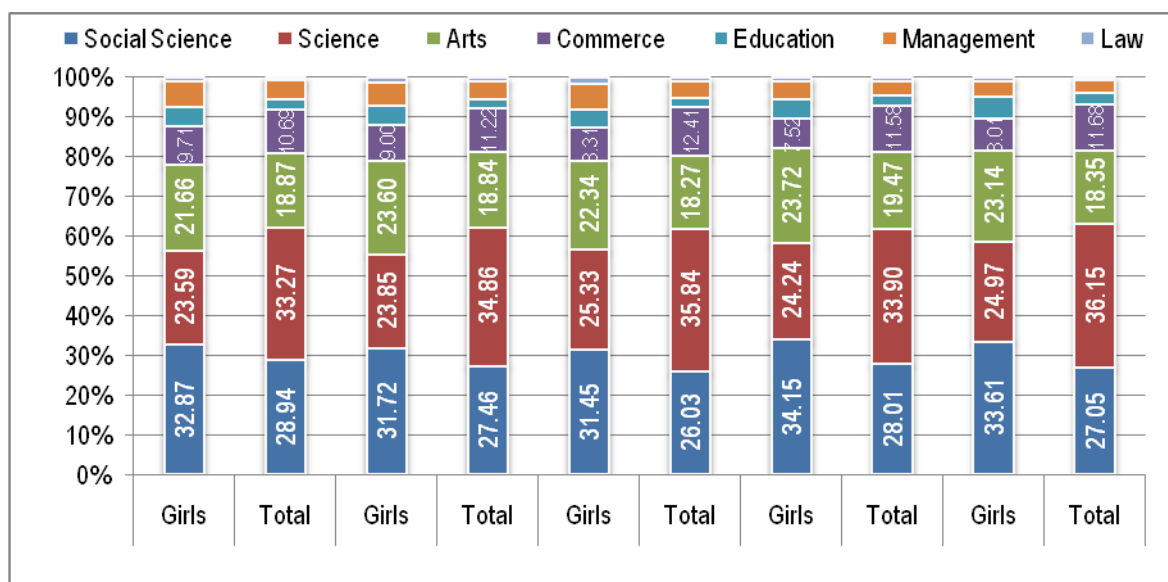


Figure: Percentage of Girls' Enrolment by Faculty Over the Years



It is to be noticed that more than 90% of girls prefer to enroll in Social Science, Science, Arts and Commerce faculties. Girls' enrolment is proportionately higher in Social Science and Arts faculties. However, a further disaggregated analysis at the departmental level could throw more light on which departments need to focus on attracting more number of girl children.

### Women Administrators

Table 3 provides information about women in various administrative positions in the University from 2016-17 to 2020-21

**Table 3 Women Administrators (2016-17 to 2020-21)**

Designation/Position	Number
Registrar	01
Finance Officer	01
Chairpersons of Departments	13
Directors/Co-ordinators	03
Deputy Registrar	02
Assistant Registrar	01
Academic Council Members	12
Syndicate Members	03

Membership on Committees	20
Senior Assistants	23
Junior Assistants	10
Wardens	05
Office Superintendents	11
D Groups employees	31

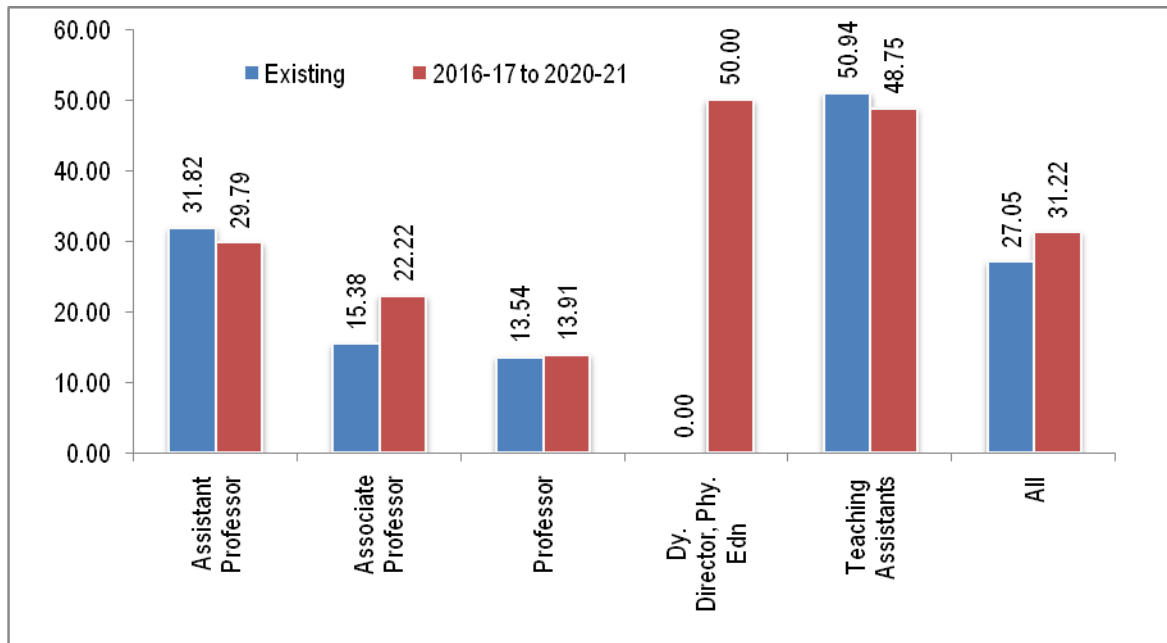
### Women Teachers:

Information provided in the Table 4 is about number of women teachers working in the university. For the assessment period, out of the total 308 teachers, 118 or 31.22% were female teachers. Similarly, as of 2021, out of the total 207 teachers, 56 or 27.05% are female teachers. The percentage of female teachers is relatively higher among the Teaching Assistants and Assistant Professor cadres.

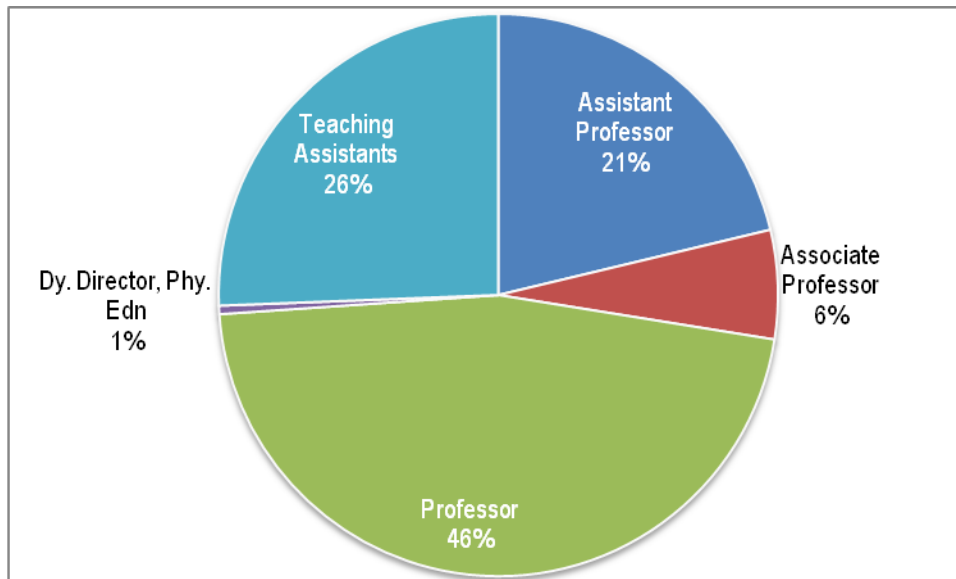
**Table 4 Number of Female Teachers**

Designation	No. of Female Teachers		% Female Teachers to All Teachers	
	Existing	2016-17 to 2020-21	Existing	2016-17 to 2020-21
Assistant Professor	14	14	31.82	29.79
Associate Professor	2	4	15.38	22.22
Professor	13	21	13.54	13.91
Dy. Director, Phy. Edn	0	1	0.00	50.00
Teaching Assistants	27	78	50.94	48.75
All	56 (207)	118 (308)	27.05	31.22

Note: Figures in parenthesis indicate total number of teachers



Cadre wise distribution of female teachers reveals that, nearly half of them are in the Professor's cadre and about a quarter of them are in the Teaching Assistant cadre. A little more than one-fifth are in the Assistant Professor cadre. Thus, Assistant Professors and Teaching Assistants together outnumber the other category of female teachers.



## V The amount of seed money provided by institution to its faculty year wise during the last five years (INR in lakhs)

Name of the teacher getting seed money	The amount of seed money	Year of receiving grant
Dr. Asha K. S.	0.50	2021-22
Dr. Renukadevi S. Dyavanal	0.50	2021-22
Dr. Renuka E. Asagi	0.25	2021-22
Dr. Ningappa N. Halli	0.25	2021-22
Dr. Mallappa Bandi	0.25	2021-22
Dr. Ansuya K. Kamble	0.25	2021-22
Dr. Anita K. Gudi	0.25	2021-22
Dr. Sridevi P. G.	0.25	2021-22
Dr. Shakeela M. Gorikhan	0.25	2021-22
Dr (Smt) Manjula S. R.	0.25	2021-22
Smt. Anita Halamata	0.25	2021-22
Dr. Padmavati M. Singari	0.25	2021-22

## VI Research Grants Received by Women Faculty

Grants for research projects sponsored by the government agencies during the last five years (INR in Lakhs) for women faculty

Name of the Project	Name of the P I	Dept. of PI	Year of Award	Funds provided	Duration of the project	Funding Agency	Total amount of funds received
<b>Year-2016-2017</b>							
Role of Rural women in Water Management: Achieving Towards Gender Equality with Special Reference to Dharwad District Karnataka	Dr. S. C. Shettar	Sociology	2017-18	5,50,000	2018-20	ICSSR	3,85,000
<b>Year: 2018-19</b>							
Molecular mechanism of temperature-dependent sex	Dr. L. S. Inamdar	Zoology	2018-19	37,40,240	2019-22	DST-SERB	17,46,000

Name of the Project	Name of the P I	Dept. of PI	Year of Award	Funds provided	Duration of the project	Funding Agency	Total amount of funds received
determination and differentiation of gonad in the reptile, Calotes versicolore – Are sex steroids a key factor?							

## VII Research projects carried on women issues

Sl. No	Name of the Principal Investigator	Title of the Research Project	Amount & Received Funding Agency	Duration	Department
1.	Dr. G. S. Venumadhava	Masculinity and violence against women in marriage : an Exploratory study in Karnataka	8,00,000/ ICSSR	2015-16	Criminology
2.	Dr. S. C. Natikar	Political Empowerment of different Scheduled Tribe Communities Women in Karnataka	10,00,000 State Govt. Tribal Research Centre, Mysore	2020-21	Sociology

## VIII Details of Gender Budget

2016-2017	
GENDER BUDGET	EXPENDITURE
INTERNATIONAL WOMEN'S DAY	24,000
WOMEN AND CHILD CARE CENTRE	42,361
<b>TOTAL</b>	<b>66,361</b>
<b>DIPLOMA IN WOMEN'S STUDIES</b>	
CONTINGENCIES	6,509
PRINTING & STATIONERY	7,987

DISCRETIONERY CONTINGENCIES	800
FIELD WORK	11,015
TEACHING AIDS/MATERIALS	3,998
GUEST FACULTIES	3,03,405
REMUNERATION	11,300
<b>TOTAL</b>	<b>3,45,014</b>
<b>WOMEN'S STUDY CENTRE</b>	
DISCRETIONERY CONTINGENCIES	1,600
SEMINAR/CONFERENCE/TRAINING	11,467
CONTINGENCIES	3,450
GUEST FACULTIES	3,64,489
<b>TOTAL</b>	<b>3,81,006</b>
<b>GENDER BUDGET TOTAL</b>	<b>7,92,381</b>

	2017-2018	
<b>30000</b>	<b>GENDER BUDGET</b>	<b>EXPENDITURE</b>
30001	UNIVERSITY SCHOLARSHIPS & FELLOWSHIP (PG & CONSTI. COLLEGE)	15,29,017.00
30007	INTERNATIONAL WOMEN'S DAY	50,000.00
30008	WOMEN AND CHILD CARE CENTRE	30,239.00
1916	SPORTS SCHOLARSHIP FOR STUDENTS	-
	<b>TOTAL</b>	<b>16,09,256.00</b>
<b>5600</b>	<b>DEPARTMENT OF WOMEN STUDIES</b>	
5604	DISCRETIONERY CONTINGENCIES	800.00
5605	FIELD WORK	11,649.00
5606	TEACHING AIDS/MATERIALS	6,608.00
5608	REMUNERATION	11,500.00
5609	SPECIAL LECTURES	-
	<b>TOTAL</b>	<b>30,557.00</b>
<b>8600</b>	<b>RESEARCH CENTRE FOR WOMEN STUDIES</b>	



8602	PRINTING/STATIONERY/PUBLICATION	7,970.00
8603	DISCRETIONERY CONTINGENCIES	1,590.00
8605	SPECIAL LECTURES	4,000.00
8609	CONTINGENCIES	3,117.00
10701	CONTINGENCIES/UTENSILS	4,838.00
10702	MAGAZINES/NEWS PAPERS	-
	<b>TOTAL</b>	<b>21,515.00</b>
<b>10300</b>	<b>AKKAMAHADEVI HOSTEL</b>	
10302	CONTINGENCIES/UTENSILS	4,900.00
10304	MAGAZINES/NEWS PAPERS	3,800.00
	<b>TOTAL</b>	<b>8,700.00</b>
<b>10400</b>	<b>RANI KITTUR CHENNAMMA HOSTEL</b>	
	<b>GENDER B.H TOTAL</b>	<b>16,70,028.00</b>

**2018-2019**

<b>30000</b>	<b>GENDER BUDGET</b>	<b>EXPENDITURE</b>
30001	UNIVERSITY SCHOLARSHIPS & FELLOWSHIP(PG & CONSTI. COLLEGE)	30,06,897.00
30007	INTERNATIONAL WOMEN'S DAY	40,000.00
30008	WOMEN AND CHILD CARE CENTRE	11,950.00
	<b>TOTAL</b>	<b>30,58,847.00</b>
<b>5600</b>	<b>DEPARTMENT OF WOMEN STUDIES</b>	
5602	CONTINGENCIES	4,850.00
5603	PRINTING & STATIONERY	7,990.00
5604	DISCRETIONERY CONTINGENCIES	1,600.00
5605	FIELD WORK	12,166.00
5606	TEACHING AIDS/MATERIALS	4,307.00
5608	REMUNERATION	3,300.00
5609	SPECIAL LECTURES	
	<b>TOTAL</b>	<b>34,213.00</b>

<b>8600</b>	<b>RESEARCH CENTRE FOR WOMEN STUDIES</b>	
8602	PRINTING/STATIONERY/PUBLICATION	4,799.00
8603	DISCRETIONERY CONTINGENCIES	1,670.00
8605	SPECIAL LECTURES	7,900.00
8609	CONTINGENCIES	3,141.00
	<b>TOTAL</b>	<b>17,510.00</b>
<b>10300</b>	<b>AKKAMAHADEVI HOSTEL</b>	
10302	CONTINGENCIES/UTENSILS	4,904.00
	<b>TOTAL</b>	<b>4,904.00</b>
<b>10700</b>	<b>WORKING WOMEN'S HOSTEL</b>	
10701	CONTINGENCIES/UTENSILS	4,997.00
10702	MAGAZINES/NEWS PAPERS	0.00
	<b>TOTAL</b>	<b>4,997.00</b>
	<b>GENDER BUDGET TOTAL</b>	<b>31,20,471.00</b>

**2019-2020**

<b>30000</b>	<b>GENDER BUDGET</b>	<b>EXPENDITURE</b>
30001	UNIVERSITY SCHOLARSHIPS & FELLOWSHIP (PG & CONSTI. COLLEGE)	16,26,391
30003	SEMINAR, SYMPOSIUM, WORKSHOP & CONFERENCE TO P.G. DEPTS.	63,548
30007	INTERNATIONAL WOMEN'S DAY	40,000
30008	WOMEN AND CHILD CARE CENTRE	14,443
	<b>TOTAL</b>	<b>17,44,382</b>
<b>5600</b>	<b>DEPARTMENT OF WOMEN STUDIES</b>	
5602	CONTINGENCIES	3,540
5603	PRINTING & STATIONERY	9,595
5604	DISCRETIONERY CONTINGENCIES	1,600
5606	TEACHING AIDS/MATERIALS	5,015
	<b>TOTAL</b>	<b>19,750</b>
<b>8600</b>	<b>RESEARCH CENTRE FOR WOMEN STUDIES</b>	

8602	PRINTING/STATIONERY/PUBLICATION	11,964
8603	DISCRETIONERY CONTINGENCIES	1,455
8609	CONTINGENCIES	6,642
	<b>TOTAL</b>	<b>20,061</b>
<b>10300</b>	<b>AKKAMAHADEVI HOSTEL</b>	
10302	CONTINGENCIES/UTENSILS	0
10304	MAGAZINES/NEWS PAPERS	2,400
	<b>TOTAL</b>	<b>2,400</b>
<b>10400</b>	<b>RANI KITTUR CHENNAMMA HOSTEL</b>	
<b>10700</b>	<b>WORKING WOMEN'S HOSTEL</b>	
10701	CONTINGENCIES/UTENSILS	4,870
	<b>TOTAL</b>	<b>4,870</b>
	<b>GENDER BUDGET TOTAL</b>	<b>17,91,463</b>

### 2020-2021

<b>GENDER BUDGET</b>	<b>EXPENDITURE</b>
UNIVERSITY SCHOLARSHIPS & FELLOWSHIP (PG & CONSTI. COLLEGE)	29,91,719
INTERNATIONAL WOMEN'S DAY	32,000
WOMEN AND CHILD CARE CENTRE	9,848
SPORTS & CULTURAL ACTIVITIES	0
INFRASTRUCTURE IMPROVEMENTS	32,000
SCHOLARSHIPS FOR MERITORIOUS STUDENTS	0
PROTECTION OF WOMEN AGAINST SEXUAL HARRASSMENT/WOMENS WELFARE BOARD	0
<b>TOTAL</b>	<b>30,65,567</b>
<b>DEPARTMENT OF WOMEN STUDIES</b>	
CONTINGENCIES	3,531
PRINTING & STATIONERY	6,400
DISCRETIONERY CONTINGENCIES	1,200
FIELD WORK	0
TEACHING AIDS/MATERIALS	9,600

REMUNERATION	0
SPECIAL LECTURES	0
<b>TOTAL</b>	<b>20,731</b>
<b>RESEARCH CENTRE FOR WOMEN STUDIES</b>	
PRINTING/STATIONERY/PUBLICATION	9,598
DISCRETIONARY CONTINGENCIES	880
SEMINAR/CONFERENCE/TRAINING	0
SPECIAL LECTURES	0
PURCHASE OF BOOKS	7,864
CONTINGENCIES	2,690
<b>TOTAL</b>	<b>21,032</b>
<b>Grand total</b>	<b>31,07,330</b>

## IX PhDs carried on Gender Issues in the University

Sl. No	Name of the Department	Name of the Guide	Name of the Research Scholar	Year of Award	Title of the Title
1.	Economics	Dr. (Smt) Mukta S. Ad	Smt. Madiwalappagol Shakuntala Irappa	31.08.2015	“Feminization of Ageing and Their Income Security –A Study in Belgaum District”
2.	Economics	Dr. R.R.Biradar	Sri. Paragund P.M.	04.02.2016	“Empowerment of Women Through Self Help Groups in Karnataka : A Comparative Study of NGO and Government Self Help Groups”
3.	Anthropology	Dr. K.C. Tarachand	Smt. Gandigawad Sapana Ninganagouda	15.12.2015	“Women Farm Labourers and Their Reproductive Health with Special Reference to Soundatti Taluk of Belgaum District”
4.	Psychology	Dr. (Smt) R.N.Kenchappan avar	Smt Manjula G.B.	13.04.2015	“Depression, Loneliness and Aggression of Commercial Female Sex Workers and

					Gays (Homosexual Men)”
5.	Psychology	Dr. V.A. Aminabhavi	Smt. P. Suneetha Rani Francis Xavior	15.05.2015	“A Study of Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Men and Women”
6	Anthropology	Dr. C.G.Hussain Khan	Smt. Ashwini Arjun Dandappanavar	08.02.2017	“Maternal Health – Seeking Behaviour and its Impact on Safe Motherhood in A Resource – poor Setting : An Anthropological Study of an Urban Slum in Dharwad, Karnataka”
7.	Criminology and Forensic Science	Dr. G. S. Venumadhava	Smt. Mayuri Sahay	24.03.2017	“A Criminological Study on Women Victimization in Domestic Violence: Special Reference to Lucknow City of Uttar Pradesh”
8.	Social Work	Dr. (Smt.) V.B.Pai	Smt. Pai Rashmi	31.08.2016	“Women and Leisure- A Study from Gender Perspective”
9.	Law	Dr. R.R.Bharamgoudar	Smt. Sharada Gurunathagouda Patil	18.01.2017	“A Critical Study Relating to Legal Aspects of Surrogacy in India”
10	History and Archaeology	Dr. S.K. Kallolikar	Smt. Halli Chandrakala Siddappa	16.03.2018	Women Laws After the Hindu Code Bill
11	Psychology	Dr. Pramod R. Shivacharan	Sri. Vijayakumar K.S.	28.12.2017	“A Study of Stress, Coping Strategies and Job Satisfaction Among Nurses in Relation to Gender, Work Experience and

					Work Sector"
12	Sociology	Dr. (Smt) Jayashree S.	Sri. Malin Prakash	30.06.2017	"Prevalence of Malnutrition Among Adolescents: A Case Study of Raichur District, Karnataka State"
13	English	Dr. Mallikarjun Patil	Sri. Banashankari Lakkappa Bhimappa	03.05.2017	Women Laws After the Hindu Code Bill
14	English	Dr. Mallikarjun Patil	Sri. Banashankari Lakkappa Bhimappa	03.05.2017	The Theme of Protest in Taslima Nasreen's Fiction
15	English	Dr. Shamala M. Ratnakar	Sri. Santosh Aladakatti	02.08.2017	"Feminist Issues in Anita Nair's Novels : A Critical Study"
16	English	Dr. Shamala M. Ratnakar	Sri. Sachin Uppar	10.03.2018	"The Themes of Gender and Identity in Mahashweta Devi's Fiction"
17	Criminology and Forensic Science	Dr. R.N.Mangoli	Smt. Tanushri Anchan	29.08.2018	"A Study of Psycho-Social Perspective on Issues of Women Police of Bengaluru City"
18	Psychology	Dr. S.G.Jadhav	Smt. Anuradha Sajjan	06.10.2018	"Self-Concept Anxiety and Subjective Well-being of Pregnant Job Holders and Home Makers"
19	Psychology	Dr. S.G.Jadhav	Sri. Suresh Anandappa	23.11.2018	"Self-Concept, Self-Control, Adjustment and Academic Anxiety of Adolescents of Working Mothers and Home makers"
20	Psychology	Dr. S.G.Jadhav	Smt. Vaniprabha G.V.	23.11.2018	"A Comparative Study of Beginners and

					Established Commercial Sex Workers: Alcohol Use, Personality Factors and Suicide Attempts”
21	Sociology	Dr.C.A.Somashekharappa	Smt. Neeta Biradar	15.05.2018	“Health and Nutritional Status among Urban Housewives : A Study in Sociology of Health and Wellness”
22	Sociology	Dr. (Smt) Chandrika K.B.	Smt. Pushpalata Kanbarkar	11.07.2018	“Health Care Seeking Behaviour of Rural Women- A Sociological Study in Belgaum District”
23	Sociology	Dr. Shaukath Azim	Smt. Shaikh Shabanayasmeeen Mohammedshafi	20.10.2018	“Health Status of Muslim Women :A Sociological Study”
24	Sociology	Dr. Shaukath Azim	Smt. Shreemani	21.12.2018	“Health Status of Women in Coastal Karnataka :A Sociological Study”
25	Sociology	Dr. S.C.Natkar	Sri. Hebbal Mahabubasab Husenasab	21.12.2018	“Marginalization of the Marginalized : A Study of Third Gender in North Karnataka”
26	English	Dr. Shamala M. Ratnakar	Smt. Nayak Vijayalakshmi Ramakrishna	02.05.2018	“Articulation of Subaltern Issues in Dalit Women’s Writings”
27	English	Dr. Shamala .M. Ratnakar	Sri. Sachin Uppar	10.03.2018	“The Themes of Gender and Identity in Mahashweta Devi’s Fiction”
28	English	Dr. (Smt) Chandrama S. Kanagali	Smt. Indira Rathod	29.01.2019	“Dalit and Afro-American Women: A Comparative Study”

29	Law	Dr. I. Sharath Babu	Smt. Sudhamani P.M.	27.02.2018	“A Critical Study Into the Implementation of ILO Conventions Pertaining to the Working Conditions of Women Workers in India with Special Reference to the Selected Industrial Establishments in Karnataka”
30	Law	Dr. I. Sharath Babu	Smt. Pankaja T.C.	02.08.2018	“A Study of Implementation of Various Social Security Measures for Women Workers in the Unorganized Sector with Reference to the Selected Employments in Davangere District”
31	Law	Dr. Vishwanath M.	Smt. Byadagi Shilpa Shankar	02.03.2019	“Victimology in India : With Special Reference to Women Offended by Rape, Acid Attacks & Sexual Harassment At Work Places”
32	Anthropology	Dr. T. T. Basavanagouda	Smt. Ashwini Pujar	05.04.2019	“A Study of Nutritional Status Among the Koraga Tribe of Udupi District, Karnataka”
33	Anthropology	Dr. T. T. Basavanagouda	Sri. Praveen Hoogar	14.06.2019	“A Study of Health Seeking Behaviour among the Halakki Vokkalu Community of Uttara Kannada District, Karnataka”
34	Economics	Dr. L.D.Vaikunthe	Smt. Math Andanemma Kalakayya	12.07.2019	“Socio-Economic Conditions of Women Agricultural Laborers in Karnataka



					: A Study of Dharwad District”
35	Economics	Dr. Honnappa S.	Smt. Savadi Manjula Nagappa	26.09.2019	“Economic Empowerment of Women Through Micro Credit : A Case Study of Dharwad District”
36	Economics	Dr. (Smt) H.H.Gadawale	Smt. Manjula Basappa Gudimani	27.11.2019	“Empowerment of Women Through Micro Finance : A Study of Koppal District”
37	Library and Information Science	Dr. C. Krishnamurthy	Smt. Soubhagya Arali	06.05.2019	“Reading Habits and Use of Public Library Resources by Urban Women in Karnataka :A Study”
38	Social Work	Dr. Vineeta B. Pai	Smt. Lakshmi Mallik D M.	11.02.2020	“The Implementation and the Efficacy of Kishori Programme – A Case Study of Dharwad City”
39	Sociology	Dr. Hanamagouda C.	Smt. Malini Revanka	05.02.2020	“Women in Agriculture : A Sociological Study in Western Ghats of Karnataka”
40	Kannada	Dr. N.Y.Mattihal	Smt. Suma S.	24.06.2019	“Adhunika Kannada Mahila Kavyadalli Pratibhataneya Nelegalu”
41	Commerce	Dr. S.G.Hundekar	Smt. Pattanshetti Indrayani Irappa	18.04.2019	“Women Self -Help Groups in Karnataka”
42	English	Dr. Sukanya A. Jalihal	Kanavi Manjula Parashuram	21.01.2021	“Struggle for Existence in Indian Women’s Autobiographies in English : A Study of Selected Works”

43	Anthropology	Dr. V. Jagadeesh	Sri. Motila Ramaswami Lamani	25.06.2020	“An Anthropological Study of Female Offenders in Karnataka”
44	Sociology	Dr. Hanamagouda C.	Sri. Mallayya S.	03.03.2021	“Displacement and Women in Upper Krishna Project”

## X Gender Component in various Post-Graduate Courses

Sl. No	Programme Code	Department	Paper Title
1	DP007	Health Management	Population Studies and Reproductive Health
2.	DP 15	PG Diploma in Yoga Studies	P. III Human Biology & Psychology
3.	PG 32	Anthropology	Basics of Anthropology
5.	PG32	Anthropology	Gender Anthropology
6.	PG 33	Criminology	Criminology
7.	PG 33	Criminology	Criminal Justice System
8.	PG 33	Criminology	Introduction to Police Science
9.	PG 33	Criminology	Forensic Psychology
10.	PG 33	Criminology	Crime against Women and Children
11.	PG 33	Criminology	Victimology and Victim Assistance
12	PG 50	Political Science	Contemporary issues in International Relations
13	PG 35	English	Gender studies
14	PG 42	History and Archaeology	Social Movements for the Upliftment of the Oppressed
15	PG 43	Kannada	Mahila Sahitya
16	PG 43	Kannada	Adhunika Kannada Sahitya
17	PG 43	Kannada	Karnataka Sanskriti
18	PG 43	Kannada	Janapada Sahitya
19	PG 43	Kannada	Lexigraphy
20	PG 43	Kannada	Karnataka Ranghabhumi Adhyana
21	PG 51	Psychology	Health Psychology
22	PG 51	Psychology	Child Development
23	PG 53	Sociology	The Study of Indian Society
24	PG 53	Sociology	Social Demography
25	PG 53	Sociology	Sociology of Health and Wellness

26	PG 53	Sociology	Sociology of Development
27	PG 53	Sociology	Sociology of Marginalized Groups
27	PG 53	Sociology	Sociology of Education
29	PG 53	Sociology	Indian Society: Continuity and Change
30	PG 53	Sociology	Sociology of Gender
31	PG 53	Sociology	Sociology of Law
32	PG 56	Women's Studies	Fundamentals of Women's Studies
33	PG 56	Women's Studies	Gender, Society and Culture
34	PG 56	Women's Studies	Research Methodology
35	PG 56	Women's Studies	Women in India: Perspectives and Problems
36	PG 56	Women's Studies	Women and Education
36	PG 56	Women's Studies	Women and work
38	PG 56	Women's Studies	Feminist Literary Studies
39	PG 56	Women's Studies	Feminism and Feminist Theories
40	PG 56	Women's Studies	Feminist Jurisprudence
41	PG 56	Women's Studies	Statistical Applications in Women's Studies
42	PG 56	Women's Studies	Women and Health
43	PG 56	Women's Studies	Women and Media
	PG 56	Women's Studies	Women and Religion
44	PG 56	Women's Studies	OEC Women' Movement and Social Change
45	PG 56	Women's Studies	Women and Environment
46	PG 56	Women's Studies	Marginalized Women: Issues and
47	PG 56	Women's Studies	Perspectives
48	PG 56	Women's Studies	Fieldwork and Extension Activities Women, governance and leadership
49	PG 56	Women's Studies	HRD
50	PG 56	Women's Studies	Women, Science and Technology
51	PG 56	Women's Studies	Women and Development
52	PG 56	Women's Studies	Feminist Approaches to Psychology
53	PG 56	Women's Studies	Women and Entrepreneurship
54	PG 63	Social Work	Work with Individuals and Families
55	PG63	Social Work	Social Work Profession: Fields of Social work
56	PG 63	Social work	Society and Social Pathology
57	PG 53	Social Work	Wok with groups
58	PG 53	Social Work	Social Justice and Empowerment
59	PG 53	Social Work	Labour Legislations
60	PG 63	Social Work	Correctional Social Work
61	PG 53	Social work	Legal system in India

62	PG 53	Social Work	Counselling Theory
63	PG 53	Social Work	Public Health and Social Work
64	PG34	Economics	Economics of Gender and Development
65	PG 34	Economics	Economics of Health
66	PG 34	Economics	Demography
67	PG 57	Yoga Studies	Yoga Practical I II III
68	PG 57	Yoga Studies	Anatomy and Physiology
69	PG67	Master of Physical Education	Sports Medicine
70	PG 67	Master of Physical Education	Health Fitness and wellness
71	PG63	Master in Commerce	Organizational Behaviour
72	PG63	Master in Commerce	Strategic Human Resource Management
73	PG61	Master of Business Administration	Organizational Behaviour
74	PG61	Master of Business Administration	Human Resource Development
75	PG61	Master of Business Administration	Application of Labour Law
76	PG61	Master of Business Administration	Compensation Management
77	PG61	Master of Business Administration	Emotional Intelligence
78	PG65	Master of Education	Educational Studies
79	PG65	Master of Education	Curriculum Pedagogy
80	PG65	Master of Education	Inclusive Education
81	PG 54	Master of Urdu and Persian Literature	Study of Form of Literature(Afsana): Nazara Darmiyaan Hai
82	PG 54	Master of Urdu and Persian Literature	Study of Biography and Sketch: Aijaz Timapuri
83	PG 54	Master of Urdu and Persian Literature	Urdu Ghazal ka Mutala

84	PG 54	Master of Urdu and Persian Literature	Study of Novel: Aiwan E Gazal and Novelette: Agale Janam Muhe Bitya Na Kijjo
85	PG 69	Master of Law	Law and Social Transformation in India

## XI Achievements by girl students

Year	Name of the award/ medal	Team / Individual	National / International	Name of the Event	Name of the student
2015-16	First Place	Individual	State	Debate	Miss. Vaishnavi S. Joshi
	Second Place	Individual	National	Rangoli	Miss. Anupama Pawar
	Third Place	Team	National	Group Song	Miss Archana Pattar and Group
	Second Place	Individual	State	Debate	Miss. Yellamma G. Padasur
	Second Place	Individual	National	Classical Vocal Solo	Miss. Aishwarya Desai
	Second Place	Individual	National	Rangoli	Miss. Vindhya Hegde
2018-19	First Place	Individual	State	Debate	Miss. Seema Khairi
2019-20	First Place	Individual	National	Rangoli	Miss. Sahana Goankar
	Second Place	Individual	National	Mehandi	Miss. Mohina Kausar Nayak
	First Place	Individual	National	Rangoli	Miss. Sahana Goankar
	Second Place	Individual	State	Debate	Miss. Sikdandar Chauhan

## Sports Achievement by Girls

Sl. NO.	Name of the student	Sport Event	Place	Medal	Year
1.	Taishana Banu Nadaf	South Zone Inter-	University	Participated	2017-18

		University Basketball	Of Calcutta		
2.	Vanishree Badiger	South Zone Inter-University Basketball	University Of Calcutta	Participated	2017-18
3.	Pooja Naik	South Zone inter-university Women's Kabaddi	Bharatiyar University Coimbatore	Participated	2016-17
4.	Rekha Hosamath	South Zone inter-university Women's Kabaddi	Bharatiyar University Coimbatore	Participated	2016-17
5	Sangeetha Math	South Zone inter-university Women's Kabaddi	Bharatiyar University Coimbatore	Participated	2016-17
6	Prema Gouda	All India Inter-University Netball for Women	SRTM University Nanded	Participated	2016-17
7	Pooja Shivalli	All India Inter-University Netball for Women	SRTM University Nanded	Participated	2016-17
8.	Surekha Hosatti	All India Inter-University Netball for Women	SRTM University Nanded	Participated	2016-17
9.	Vanishree Badiger	All India Inter-University Netball for Women	SRTM University Nanded	Participated	2016-17
10	Nikita Bandekar	All India Inter-University Basketball for Women	SRTM University Nanded	Participated	2016-17
11	Poornima Godi	All India Inter-University Gymnastics for Women	Anna University Chennai	Participated	2017-18
12	Sumitra Lingadalli	South Zone Inter-University Hockey for Women	Annamalai University Chidambaram	Participated	2017-18
13	Rekha Hiremath	South Zone Inter-University Kabaddi for Women	Mangalore University	Participated	2017-18
14	Sangeetha Matti	South Zone Inter-University Kabaddi for Women	Mangalore University	Participated	2017-18
15	Yallavva Thashildar	South Zone Inter-University Kabaddi	Mangalore University	Participated	2017-18

		for Women			
16	Yashoda Dholannavar	South Zone Inter-University Kabaddi for Women	Mangalore University	Participated	2017-18
17	Karuna Amrubskar	All India Inter University Netball for Women	Tamil Nadu Physical Education and Sports University, Chennai	Participated	2017-18
18	Soumya Hajeri	All India Inter University Netball for Women	Tamil Nadu Physical Education and Sports University, Chennai	Participated	2017-18
19	Renuka Huyilgol	All India Inter University Netball for Women	Tamil Nadu Physical Education and Sports University, Chennai	Participated	2017-18
20	Soumya Hajeri	South Zone Inter University Badminton for Women	Vellore Institute of Technology	Participated	2018-19
21	Jyothi Gyanagoudar	South Zone Inter University Basketball for Women	SRM University Chennai	Participated	2018-19
22	Apeksha Kulkarni	South Zone Inter University Hockey for Women	Alagappa University Chennai	participated	2017-18
23	Sangeetha Malli	South Zone Inter University Kabaddi for Women	Bangalore North University Bangalore	Participated	2017-18
24	Yashoda Dhoolannavar	South Zone Inter University Kbaddi for Women		Participated	
25	Kumari Susma Ballary	Taekwondo	Punjabi University Patiala	Silver	2019-20
26	Yellamma Itagi	South Zone Chess Meet for women	Acharya Nagarjuna University Guntur	Participated	2019-20
27	Radha Kulkarni	South Zone Chess Meet for women	Acharya Nagarjuna	Participated	2019-20

			University Guntur		
28	Jabeen Taj Jigalur	All India Inter- University Cross Country	Andhra University  vishakapattanam	Participated	2019-20

## **XII Institutional Mechanism Ffr Gender Equity**

Karnatak University has following Centres/Cells which deal with gender equity and gender empowerment

1. UGC Research Centre for Women's Studies
2. Department of Women's Studies
3. Day Care Centre is functioning for taking care of children of below 3 years of women employees of Karnatak University. Separate building with all infrastructure is funded by the UGC, New Delhi.

**Further following committee are established for the exclusive benefit of women in the Campus**

1. Internal Complaint Committee and Special Cell for Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students( As per UGC).
2. Women's Grievance Cell
3. Committee for Women' Studies
4. Women's Welfare Board

### **Celebration of International Women's Year:**

Every year Research Centre for Women's Studies and the Department of Women's Studies have been conducting International Women's Day coinciding with an academic event. All the students, teaching and Non-Teaching Staff attend the



celebration. The details from 2016-17 to 2020-21 is given below;

**2015-16**

Sl. No.	Title of Collaborative activity	Name of Collaborating agency with contact details	Source of Financial Support	Year of Collaboration	Duration	Nature of Activity
1.	Workshop on Women and Law and Women and Health	---	KUD Assistance	March 8 <sup>th</sup> , 2016	One day	One day Workshop on Women and Law and Women and Health.

**2016-17**

1	Workshop on Moving towards Gender Equality	---	KUD Assistance	8 <sup>th</sup> March, 2017	One day	On the eve of International Women's Day , one day workshop was conducted on Moving towards Gender Equality.
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**2017-18**

1.	Symposium	--	KUD Assistance	8 <sup>th</sup> March, 2018	One day	One day Symposium on Towards Gender Equality: Think Equal, Build Equal, Innovative for Change.
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**2020-21**

1.	Symposium	-	KUD Assistance	8 <sup>th</sup> March, 2020-21	One day	One day Symposium on Theme "Women Achievers: Combatting COVID – 19 Crisis" in the memory of respect of Prof. Smt. Jayalakshamani,
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						Former Vice Chancellor, KUD.
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### **Women Endowment Programmes:**

- Endowment Lecture instituted in the name of Prof. Sarogini Shintri, a renowned Literary writer and Feminist Scholar conducted by the Department of English, every year.
- The Department of Music instituted Gangubai Hangal Peetha who is renowned Hindustani Classical Musician of Karnataka under this peetha, famous women classical singers are invited.

### **Gender Sensitive Programmes and Workshops conducted by the Department of Women's Studies**

2015-16

Sl.No.	Title of Collaborative activity	Name of Collaborating agency with contact details	Source of Financial Support	Year of Collaboration	Duration	Nature of Activity
1	Field Visits	SDM Trust's "Jyana Vikas Kendra" (JVK) Navanagar, Hubli, Dharwad District	KUD Assistance	16 <sup>th</sup> March, 2016	one day	Non – Government Organization working for the empowerment of women community specially for the marginalized and economically weaker section.

2016-17

1	Training Programme	Deshpande Foundation	KUD Assistance	25 <sup>th</sup> March, 2017	One day	Training programme on Personality Development and Job Opportunity.
2	Field Visit	SDM Trust's "Jyana Vikas Kendra" (JVK) Navanagar, Hubli, Dharwad District	KUD Assistance	16 <sup>th</sup> March, 2017	one day	Non – Government Organization working for the empowerment of women community specially for the marginalized and economically weaker section.

**2017-18**

1	Special Lectures by Dr. K. Gireeson	---	KUD Assistance	22 <sup>nd</sup> March, 2018	One day	Special Lectures on Operationalisation of Women Component Plan: A Microscopic View.
2	Special Lectures by Dr. Shaukath Azim	--	KUD Assistance	27 <sup>th</sup> March, 2018	One day	Special Lectures on Feminist Methodology.
3	Special Lectures by Dr. Sangeeta Mane	--	KUD Assistance	28 <sup>th</sup> March, 2018	One day	Special Lectures on Women Development Programmes.

**2018-19**

1	Workshop	Srujani NGO	KUD Assistance	14 <sup>th</sup> August, 2018	One day	One day workshop
3	Special Lectures on Cancer Awareness and Prevention	--	KUD Assistance	5 <sup>th</sup> March, 2019	One day	Special Lecture was delivered by Shri. Yogesh Jagadish Rout on Cancer Awareness and Prevention.
4	Special Lectures on Feminist Research Methodology	--	KUD Assistance	26 <sup>th</sup> March, 2019	One day	Special Lecture was delivered by Dr. Shaukath Azim on Feminist Research Methodology.
5	Special Lectures on Marginalized Women and Empowerment	--	KUD Assistance	27 <sup>th</sup> March, 2019	One day	Special Lecture was delivered by Smt. Linnet D'Silva on Marginalized Women and Empowerment.
6	Special Lectures on Government Policies and Programmes for Women	--	KUD Assistance	28 <sup>th</sup> March, 2019	One day	Special Lecture was delivered on Government Policies and Programmes for Women.
7	Field Visit	The Association of People with Disability, Belgavi.	KUD Assistance	23 <sup>rd</sup> March, 2019	One day	Field visits organized for the students as a part of the Syllabus of M. A. Women's

						Studies Programme.
8	Field Visit	Women's Welfare Society (Sangaati) Family Counseling Centre, Belgavi	KUD Assistance	2019	One day	Field visits organized for the students as a part of the Syllabus of M. A. Women's Studies Programme.
9	Awareness Programme	Research Centre for Women's Studies and Department of Social Work, Srujani and Diksha Foundation	KUD Assistance	28 <sup>th</sup> March, 2019	One day	Awareness Programme was organized on Violence Against Women.
10	Procession for Awareness on Violence against Women	Research Centre for Women's Studies and Department of Social Work	KUD Assistance	28 <sup>th</sup> March, 2019	One – two hour	Procession for Awareness on Violence against Women.

**2019-20**

1	Workshop	--	KUD Assistance	October 2019	One day	One day Workshop was organized on Necessity of equal opportunity and equality for women.
2	Special Lecture	--	KUD	15 <sup>th</sup> February,	One day	Special Lecture was delivered

			Assistance	2020		by Ganesh N. Devy on Women and Environment.
3	Special Lectures on Feminist Research Methodology	--	KUD Assistance	21 <sup>st</sup> February, 2020	One day	Special Lecture was delivered by Dr. Shaukath Azim on Feminist Research Methodology
4	Special Lectures on Women Psychology	--	KUD Assistance	28 <sup>th</sup> February, 2020	One day	Special Lecture was delivered by Dr. Amminabhavi on Women and Psychology.
5	Special Lectures on Gender and Human Rights	--	KUD Assistance	3 <sup>rd</sup> March, 2020	One day	Special Lecture was delivered by Dr. Sudeshna Mukherjee on Gender and Human Rights.
6	Special Lectures on Women Rights, Women and Education	--	KUD Assistance	16 <sup>th</sup> March, 2020	One day	Special Lecture was delivered by Dr. Shahida Murtaza on Women Rights, Women and

						Education
7	Special Lectures on Women and Development	--	KUD Assistance	5 <sup>th</sup> March, 2020	One day	Special Lecture was delivered by Dr. Shailaja Hiremath on Women and Development.
8	Field Visit	--	KUD Assistance	15 <sup>th</sup> March, 2020	One day	Field Visit to SDM Trust's "Jyana Vikas Kendra" (JVK) Navanagar, Hubli, Dharwad District.
9	Procession for Awareness on Violence against Women	Research Centre for Women's Studies and Department of Social Work	KUD Assistance	5 <sup>th</sup> June, 2020	One – two hour	Procession for Awareness on Violence against Women.

**2020-21**

1	National Webinar	--	UGC/KUD	29 <sup>th</sup> and 30 <sup>th</sup> July, 2020	Two days	National Webinar on Gender Issues and Challenges in Contemporary India.
2	National Webinar	--	UGC/KUD	30 <sup>th</sup> and 31 <sup>st</sup> August, 2020	Two days	National Webinar on Women's Rights in Contemporary India: Issues

						and Challenges.
3	Special Lectures on Feminist Research Methodology	--	UGC/KUD	26 <sup>th</sup> March, 2021	One day	Special Lecture was delivered by Dr. Shaukath Azim on Feminist Research Methodology

### **XIII. GENDER POLICY**

Karnatak University has always been sensitive to the issues of gender in its policies and programmes. Formally written and approved Gender Policy that would ensure the rights and safety of girl students and women employees of the University. The University is trying to address the inequity in its staff pattern. The number of girl students studying in the campus has doubled in a decade. One of the unique characters of female students is that their number is increasing swiftly in Science and Commerce streams. These trends have been considered while framing the gender policy.

Hence the gender policy ensures appropriate gender orientation in working culture in the University campus. It is striving to promote gender equality in its teaching and learning programmes. The current gender policy will serve as guidelines to all stakeholders of Karnatak University.



## **Goal of Gender Policy:**

The main goal of this policy is to provide better facilities for women in University's academic and administrative policies and programme.

## **Objectives:**

1. To promote equity and equality between the gender in teaching and research.
2. To analyse gender issues in planning and implementation of gender specific activities of the university
3. To create gender sensitive and conducive environment in the campus especially for girl students and women employees.
4. To increase gender component in the post-graduate courses and programmes.
5. To implement women specific infrastructural facilities regularly in the campus.
6. To monitor the working conditions, women hostels, rest rooms, day care centres.
7. To execute the capacity building and training programmes to girls and women in the campus.
8. To ensure fairness and equity in every activity undertaken by the university.

**General: This Gender Policy is subjected to necessary amendments as and when required.**

## **GENDER POLICY: THE PRIORITY AREAS**

### **Access to Education**

Education is process of understanding and gaining confidence in one's own life. It

is an act of raising awareness and gaining knowledge about various aspects of life. Though once denied of educational opportunity, today women have opportunity to gain any type of education. In this regard Karnatak University has adopted an inclusive policy of giving education to all the sections of the society irrespective of caste or sex. The university has provided all the basic facilities required for girl students. All the girls and their parents are feeling secured in the campus. Looking at their growing numbers, more and more women oriented facilities like Ladies hostels, Ladies rest rooms, canteen and entertainment centre exclusive for women have extended.

### **Gender Component in the Post-Graduate Syllabus:**

In order to sensitize both girls and boys, gender component is found its relevance in the syllabus of various post-graduate courses. Efforts should be made to enhance the gender component in all the post-graduate departments. Already University is providing post-graduate Diploma and M.A. in Women's Studies. Girls are encouraged to enhance their life skills and language skills particularly in foreign languages. Efforts are being made to gender specialization courses in humanities and social sciences.

### **Gender Sensitization programmes**

Every department is encouraged to conduct gender sensitization programmes and activities regularly in their course structures. Exclusive gender specific courses are to be incorporated into post-graduate courses.

## **Training and Capacity Building Programmes**

Most of the girls who are admitted to various post-graduate courses are hailing from backward social groups and rural places. They are denied of communication and writing skills in English. They lack confidence in exhibiting their inner capacities. Rarely they moved out of their villages during their under graduation. Therefore they need special facilities to improve their life skills. Exclusive training programmes to become self-reliant would be conducted in their respective hostels particularly during weekends or evening time. Equal opportunity Cell would be conducting many more capacity building programmes exclusively to girls.

## **Health and Counseling Centres**

Women's health issue is an important concern for every policy makers. Women's health is essential for the overall development and growth of a nation. Already existing health centre would be strengthened with more lady doctors and councilors. A gynecologist is appointed to serve girls.

## **Yoga and Wellness Centre**

An exclusive yoga and wellness is genuinely required for the girls. The Department of Yoga Studies would be asked to set up a separate yoga and wellness centre of the girls, for the girls and by the girls. Girl students of the Department of Yoga Studies would be encouraged to conduct their practical class in this regard. Further every ladies hostel is encouraged to set up a wellness centre in their respective hostels. Separate budgetary provisions will be started in this regard.

### **Evaluation of Gender Audit:**

Gender audit is an important policy with regard to gender sensitization programmes and their implementation. Every year gender audit would be conducted by the women employees constituted exclusively for the purpose. There should be proper representation from the stakeholders in the process of gender audit.

### **Women's Grievances Cell**

The existing women's Grievances cell will be strengthened with its meetings and programmes. Girls of the campus made aware of this cell. Regular women oriented activities would be conducted under this cell to sensitize about sexual harassment and discrimination. A separate budget would be created under gender budget of the University.

### **Special Provisions for Disadvantaged Sections:**

Number of admissions of girl students belonging to socially disadvantaged sections is increasing every year in the campus. They are to be provided with special incentives to undertake life skills enhancement activities. Further efforts are also made for transgender and women differently students with specific incentives through increased budgetary provisions

### **Representation in women in governance and administrative bodies:**

Efforts will be made to give adequate representation of women in Academic Council, Syndicate and other important statutory bodies of the University. Every provision will be made to given representation of women in various committees formed for different occasions.

### **Extension Activities**

Special extension activities for girls and women employees would be undertaken especially through NSS and NCC. A separate Women NSS Wing would be established in the Campus.

### **Special Cell for the Monitoring and Implementation of UGC provisions on Girls and various government programmes:**

University Grants Commission and Governments regularly make special women specific provisions for women and girl students in the country. However they are not implemented and monitored on time. Therefore a separate cell would be established in this regard with due representation of women teachers and employees of the University.

### **Strengthening of Ladies and Working Women's Hostel:**

Every year the number of admissions of girls in the campus is increasing. All the

ladies hostels are being provided with basic facilities for the comfortable stay. All the hostels are being provided with yoga and meditation room, recreational club, small departmental stores, and hygienic kitchen served with tasty food. All the ladies hostels will be provided with 24X7 CCTV facilities with advanced technologies and software. All the hostels are already provided with solar water heater facilities. Provisions are being made to increase the solar water heaters or installation of more water heaters. Provisions are also made to build more ladies hostels.

### **Recruitment Policy:**

Efforts are being made to appoint adequate women teachers and employees in the university. Women teachers are given special monetary benefits to take up research issues pertaining to women. A separate budgetary provision would be made to provide financial help to women teachers to participate in international conferences/workshops.

### **Women Welfare Fund:**

Many girl students aspiring for higher education are denied due to financial constraints of their parents. Daughters are made to sacrifice their dream of higher education due to financial problems. In order to minimise these hardships, a special provision would be made to financially weaker section group-girls in the University budget. Further efforts would be made to approach any philanthropists or Alumni to contribute to this Fund and to create a Corpus fund in their name.

## **Celebration of International Day for Women:**

Only a few departments of the university staff and students actively participate in this programme. Some departments conduct this programme separately. Therefore efforts will be made to organize this Day as University women's day at Gandhi Bhavan where all the girls, women teachers and women employees will assemble for whole day activities. Every women achiever of the campus and lady Alumni will be honoured on this day.

## **Strategies for the Effective Implementation of Gender Policy**

A committed and devoted planning and monitoring is highly essential in implementing Gender policy. Therefore long term as well as long term Action Plan will be created for the effective implementation of these policies. A separate committee would be appointed to monitor the policy implementation. This committee would be authorized to recommend the problems and challenges of implementing the various provisions of Gender Policy. Annual Plan as well as Five years plans would be prepared for the effective implementation of Policy.

## **XIV Conclusion and Recommendations**

1. Karnatak University is providing all the basic facilities required to girls and women faculty and women employees.
2. Adequate women representation is visible both in academic and administrative wings of the University
3. Girl students outnumber boys in the enrollment.
4. There is steep increase in the girls in science and commerce courses.

5. Campus is well equipped with 24X7 security provisions
6. Entire campus is under 24X7 CCTV Surveillance.
7. All the buildings in the campus have sufficient ladies toilets
8. All the ladies hostels are well equipped with basic facilities.
9. A university health centre is working with 24X& in-house doctor.
10. A provision of Ambulance service is available in the health centre.
11. University is having functional day care centre for children.
12. The entire women grievances cells are working effectively.
13. A vibrant Research Centre for Women's Studies is providing PG Diploma and M.A Courses for the aspiring students irrespective of gender.
14. A separate post-graduate department of Studies and Research was established in the year 2015-16.
15. Many of the Social Science faculty from Sociology, Economics and Social work are involved in gender specific research.
16. Proper representation of women in various committees and programmes is found in the campus.
17. Girl students are adequately participating in the sports, NSS and cultural activities in the University.
18. Equal opportunity Cell is carrying out regularly capacity building programmes for women employees and students.
19. A vibrant Gender Policy is prepared for the successful implementation of women oriented programmes at Karnatak University.
20. A active Students Welfare Section of Karnatak University is monitoring the overall academic and cultural activities of girl students in the campus.
21. Adequate representation of girl students is given in PG Gymkhana of the University.



## **Recommendations:**

No doubt Karnatak University is one of the favourable women friendly campus. It is striving hard to fulfil the basic amenities to girls. Even then there are some areas where the University should pay more attention. If it fulfills these shortcomings, Karnatak University will march ahead in gender justice and gender equality.

1. Gender component in most of the post-graduate courses is either less or missing.
2. There is a shortage of Ladies Rest room in the Campus.
3. Male-female sex ratio in women teachers and employees is minimum.
4. Most of the ladies hostels are overcrowded due to growing demand.
5. A separate building for Women Studies department is not provided.
6. Gender specific projects from funding agencies are to be encouraged.