



KMM COLLEGE OF ARTS AND SCIENCE
THRIKKAKARA



GENDER AUDIT
2023-2024



GENDER AUDIT SUMMARY REPORT 2023-2024

Prepared by

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KMM COLLEGE OF ARTS AND SCIENCE

THRIKKAKARA

INTRODUCTION

Human beings are born free and equal in dignity and rights. Equality ensures that every individual has an equal opportunity to satisfy their lives and desires. It is also a belief that no one should have bad life situations and discriminations based on race, gender, caste, colour, disability, etc.

The fundamental right of human being is Gender Equality which focuses on the equal treatment of all people all around based on their rights, responsibilities and opportunities. It impacts people of all ages and backgrounds and also prevents violence against all.

The college established a Women Cell to promote gender equity among students and make them aware of its importance in society. The Women Cell motivates students to perform their social responsibilities and empowers them through various programs that boost the strengths and capabilities of women students. The Women Cell is not just limited to girls but also includes and educates boys. It provides a platform for female students to voice complaints, which are treated with absolute confidentiality through the sexual harassment redressal committee.

To create a safer college campus for women, a gender audit was conducted. This involved selecting the audit sites, choosing participants, orienting them to the process, preparing checklists, conducting a walkabout, recording the findings, and presenting the results to the college principal for implementation of recommended changes.

GENDER EQUITY POLICY

To fulfil its mission and vision the college is committed to gender equity with in the institution. The College adheres to the standards of international ethics, beginning with the Human Rights Declaration of 1948 and related agreements like CEDAW. It also respects constitutional ethics. The College's policy aims to enhance gender equity with in the institution by adhering country's laws, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, The Protection of Children from Sexual Offences Act, 2012, Equal Remuneration Act, 1976, Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989, Protection of Children from Sexual Offences (POCSO) Act, Information Technology Act, 2000 and any new laws introduced for the welfare, protection, empowerment, and rights of women and transgenders. The College will incorporate the essence of both national and state-level policies, such as the Gender and Empowerment Policy 2010-2020 and the Kerala State Women's Policy.

The organisation incorporates gender equity in all operations through gender awareness among students, faculty and staff. Gender-related conversations will be promoted in all academic and extracurricular endeavours in the college to raise awareness of gender issues among all stakeholders.

The organisation recognises gender equity in all academic and administrative areas such as nominations, elections, admission and appointments to advisory and decision-making bodies. The organisation shall implement activities that foster an environment that supports and rewards the full contribution and productivity of both women and men.

The college creates and maintains a gender sensitive work environment. Every kind of gender barrier would be identified and eliminated. Our policy is "Zero tolerance for gender-based violence" encompasses economic, verbal, emotional, and physical forms of violence motivated by a person's gender. There will be monitoring, identification and correction of common place instances of gender-based violence and sexism.

The gender-based obstacles that prevent students from participating in extracurricular and academic activities will not be encouraged in the college. College ensures career development opportunities which are afforded to both women and men. The introduction of gender-sensitive and gender-empowering psychological counselling would address the challenges related to gender that affect staff and students.

In order to study the gender dimensions of the relevant courses and start a conversation in this direction, KMM College will ensure gender equity and train the teachers and students. College is dedicated to enhance gender equity with in the institution by managing human resources and by improving organizational culture. It aims to promote gender equity through programmes that serve the community. By 2025, the College will develop a centre for gender studies and research to oversee these kinds of projects.

The gender parity of the KMM College and its operations will be promoted through the procedures and structures already in place such as the internal complaints committee, women's cell, annual orientation programme and periodic gender audit.

GENDER AUDIT

“Freedom cannot be achieved unless women have been emancipated from all kinds of oppression.” Nelson Mandela

An effort to research gender balance is made with the Gender Audit. Additionally, since it is a component of the UGC norms, it seeks to determine whether the college complies with all university policies and rules in this area. This Gender Audit aims to assess how its current and proposed policies affect gender equality. The college focuses on each student's overall development as a person. The girls receive a variety of amenities and particular attention while upholding gender equity. The college's policies and programmes can be analysed and evaluated using the audit, which also evaluates how the institution incorporates the perspective into all of its operations. Ensuring that the gender policies are appropriately followed is the primary goal of this audit.

OBJECTIVES OF GENDER AUDIT

1. Identify areas in which gender equality is present and the underlying factors contributing to it.
2. To ensure a balanced representation of genders in all decision-making processes related to college activities.
3. To promote gender equality throughout the institution.

DATA ANALYSIS

TABLE NO. 1 GENDER WISE DETAILS OF TOTAL STUDENTS IN THE INSTITUTION

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	1779	768	1011	43	57
2	2023-24	1885	886	999	47	53

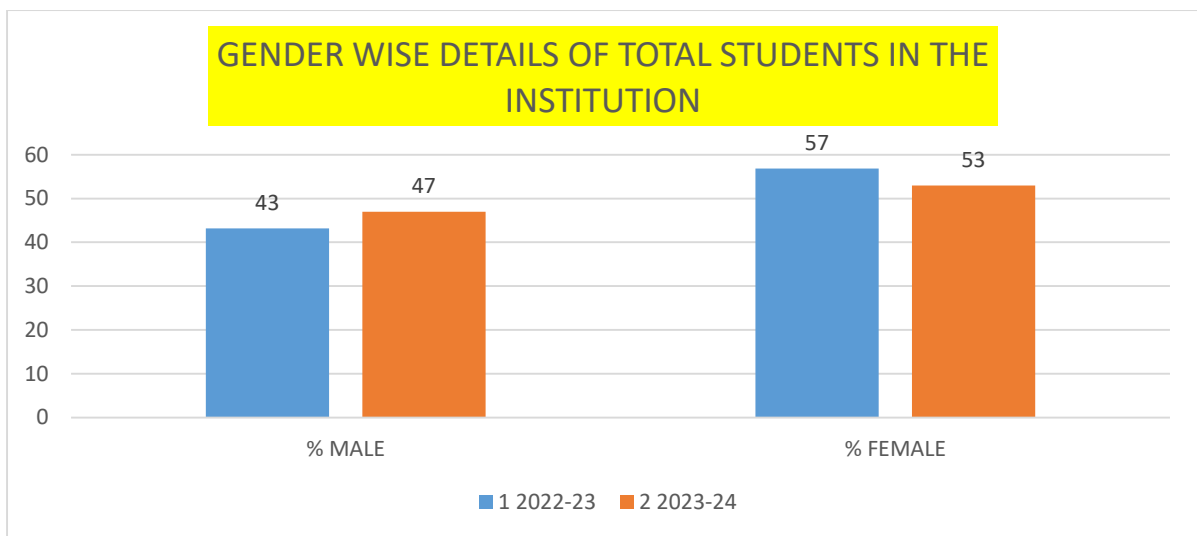


TABLE NO. 2. GENDER WISE DETAILS OF STUDENTS IN COMMERCE

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	778	354	424	46	54
2	2023-24	722	367	355	51	49

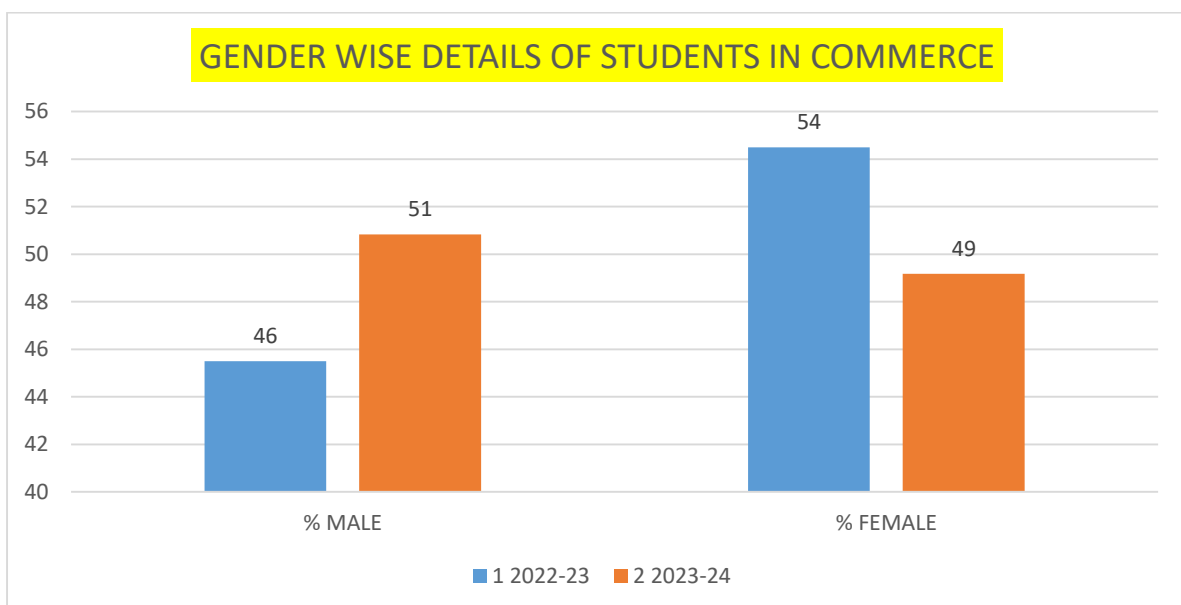


TABLE NO. 3 GENDER WISE DETAILS OF STUDENTS IN ENGLISH

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	100	25	75	25	75
2	2023-24	103	25	78	24	76

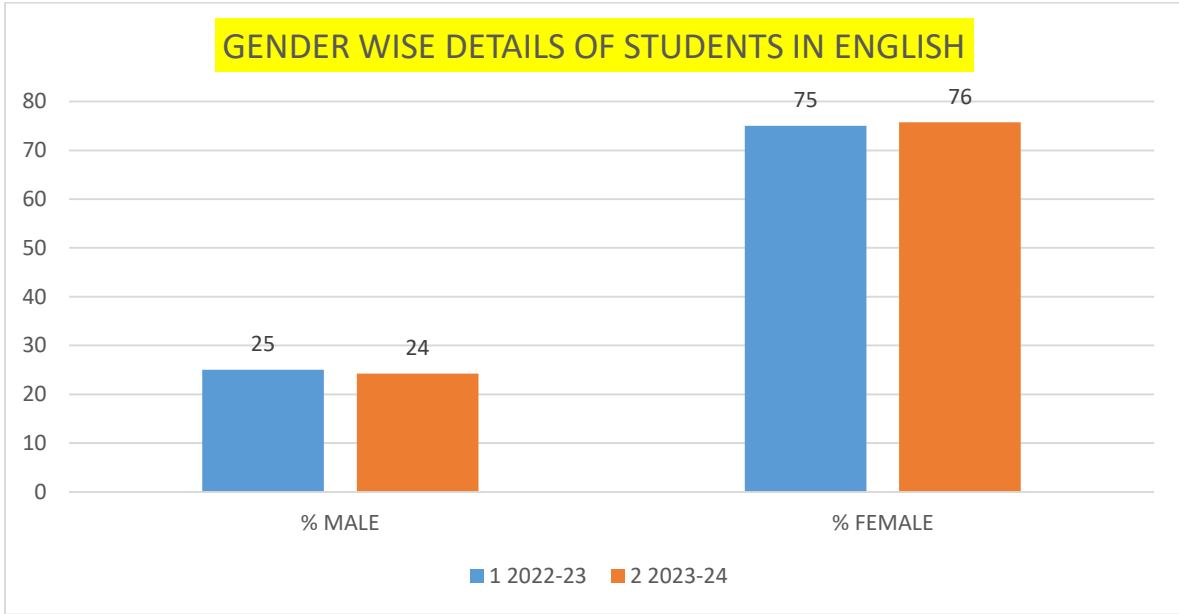


TABLE NO. 4 GENDER WISE DETAILS OF STUDENTS IN BBA

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	159	105	54	66	34
2	2023-24	212	136	76	64	36

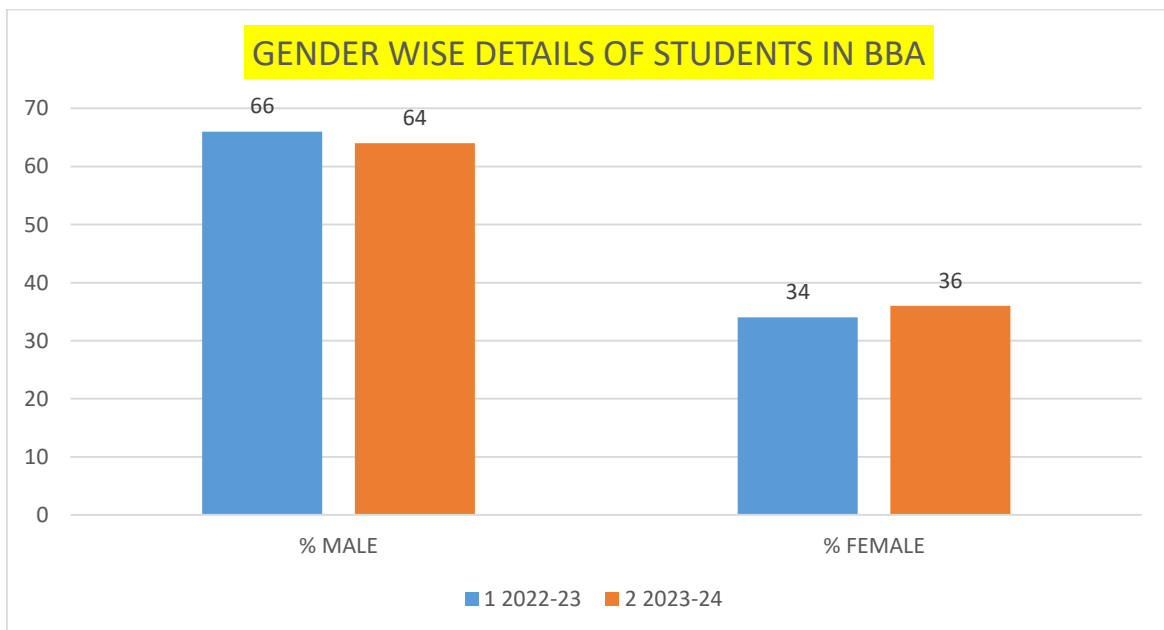


TABLE NO. 5 GENDER WISE DETAILS OF STUDENTS IN MATHEMATICS

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	31	11	20	35	65
2	2023-24	15	4	11	27	73

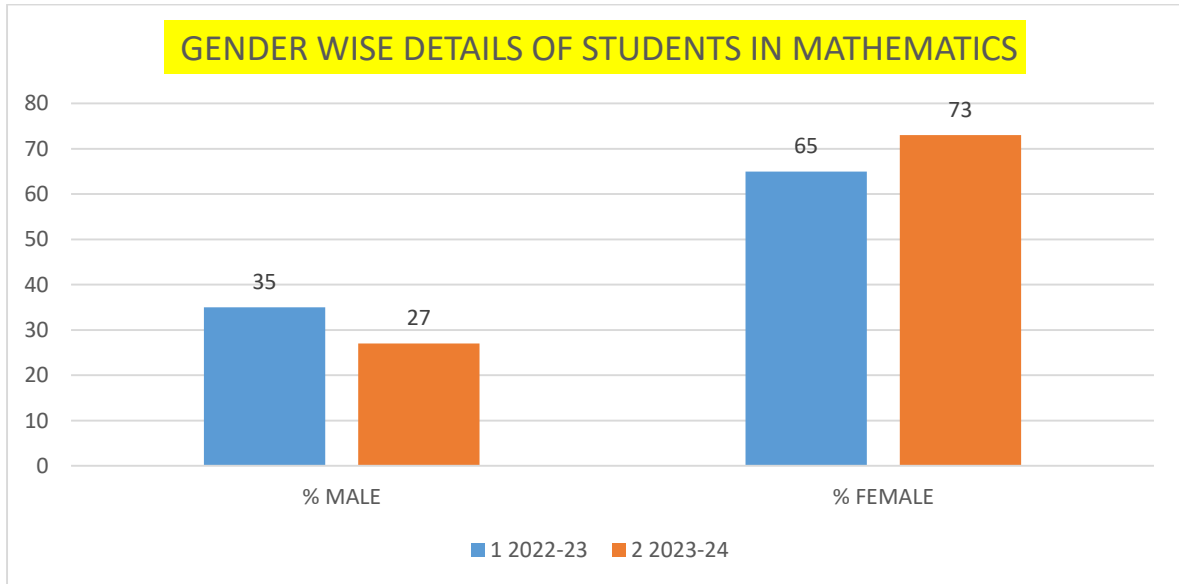


TABLE NO. 6 GENDER WISE DETAILS OF STUDENTS IN COMPUTER SCIENCE

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	324	185	139	57	43
2	2023-24	417	241	176	58	42

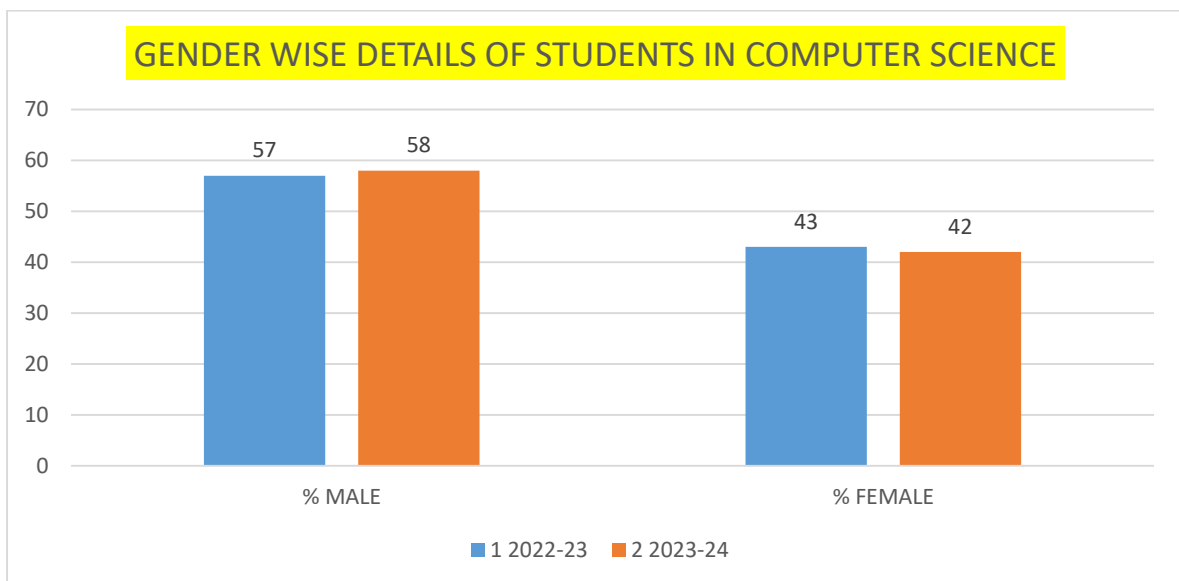


TABLE NO. 7 GENDER WISE DETAILS OF STUDENTS IN PSYCHOLOGY

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	147	18	129	12	88
2	2023-24	137	19	118	14	86

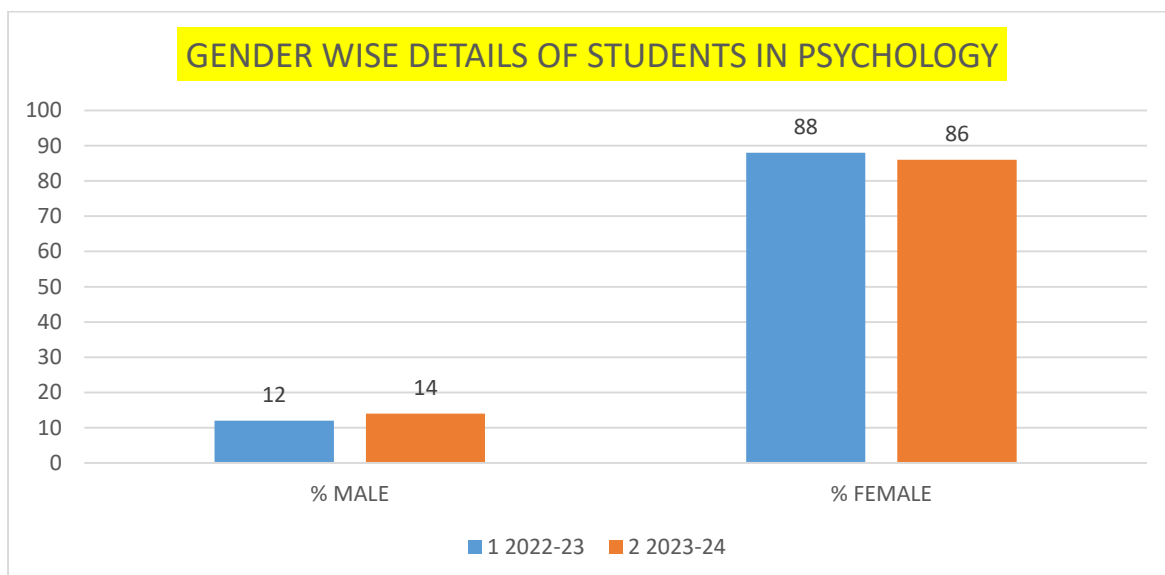


TABLE NO. 8 GENDER WISE DETAILS OF STUDENTS IN SOCIAL WORK

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	0	0	0	0	0
2	2023-24	17	11	6	65	35

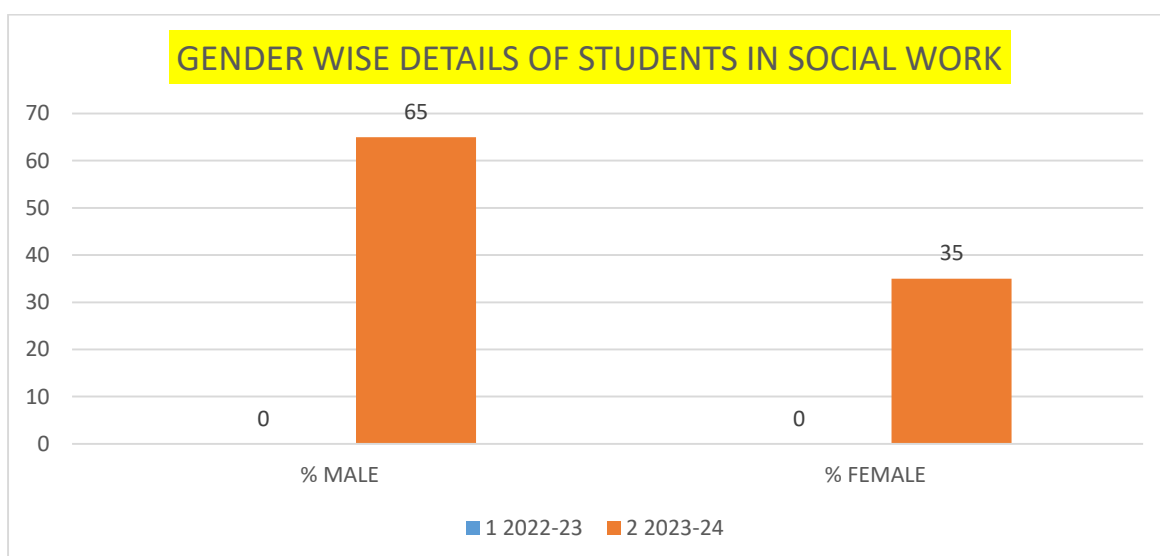


TABLE NO. 9 GENDER WISE DETAILS OF STUDENTS IN FASHION DESIGNING

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	85	3	82	4	96
2	2023-24	87	4	83	5	95

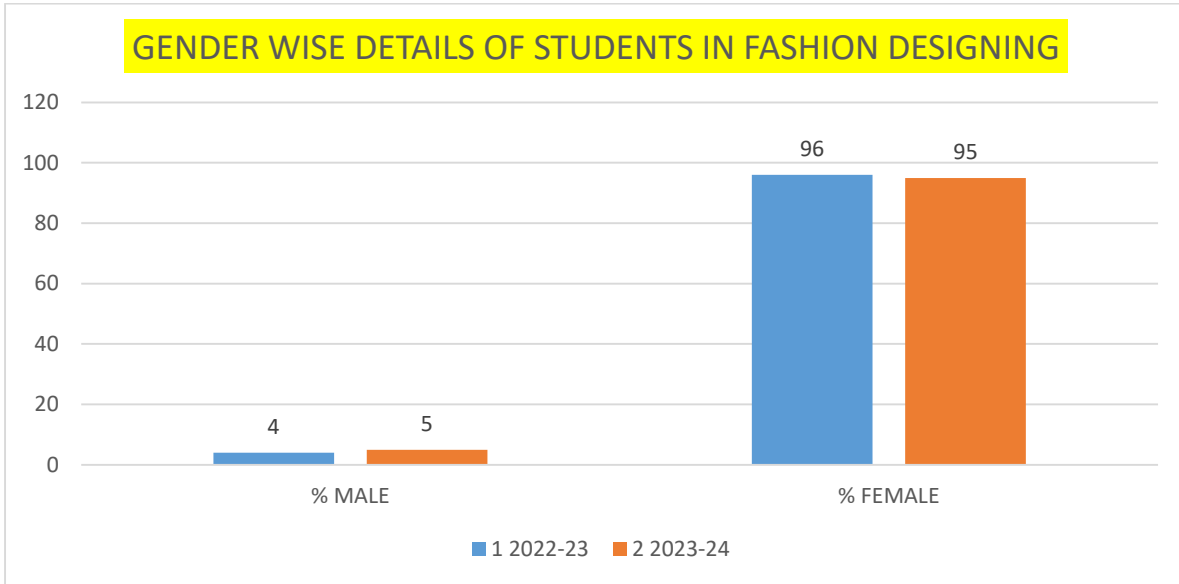


TABLE NO. 10 GENDER WISE DETAILS OF STUDENTS IN MBA

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	115	49	66	43	57
2	2023-24	133	55	78	41	59

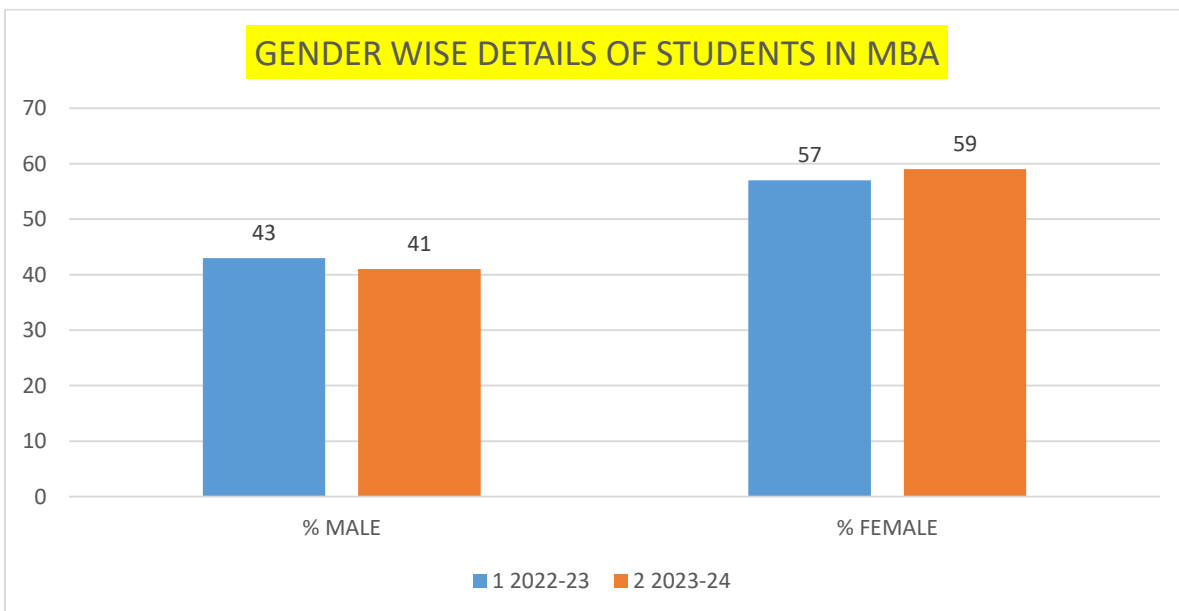


TABLE NO. 11 GENDER WISE DETAILS OF STUDENTS IN MCA

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	40	18	22	45	55
2	2023-24	42	24	18	57	43

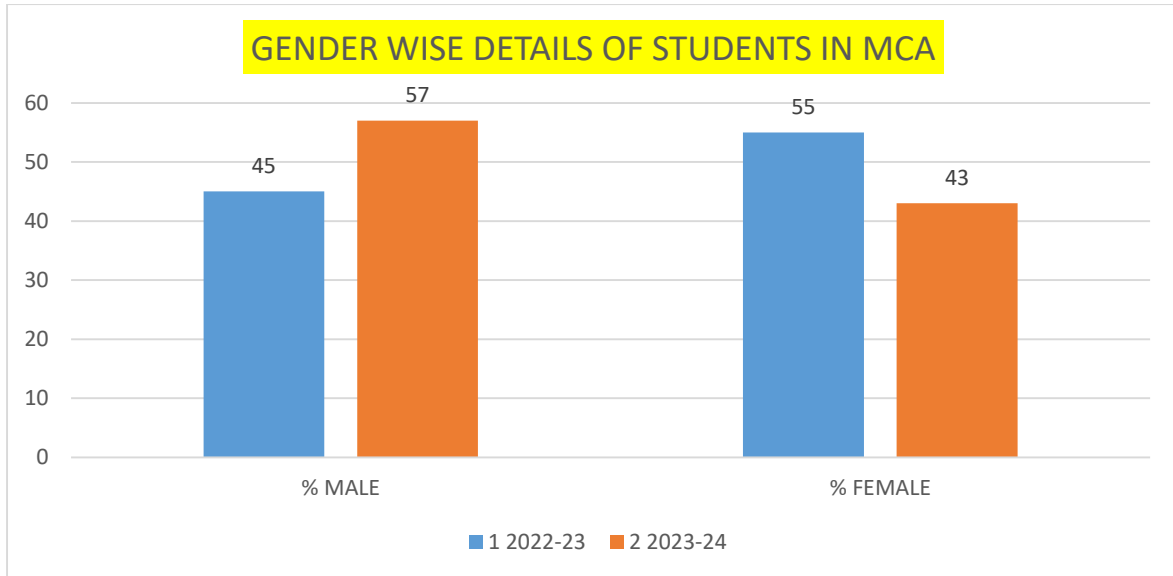


TABLE NO. 12 GENDER WISE DETAILS OF TEACHING STAFF IN THE INSTITUTION

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	87	7	80	8	92
2	2023-24	93	11	82	12	88

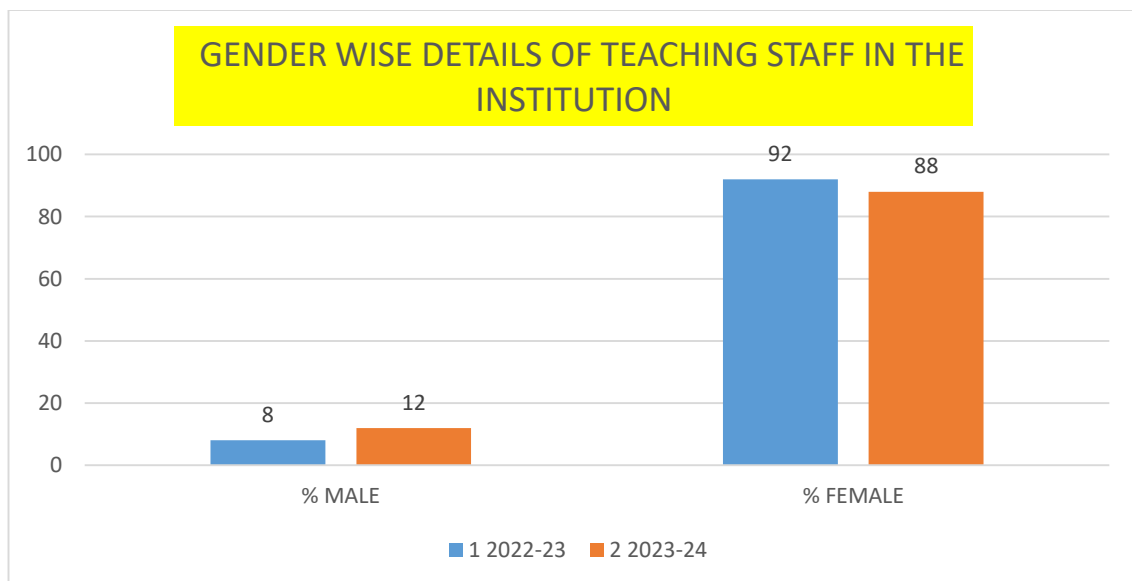


TABLE NO. 13 GENDER WISE DETAILS OF FACULTIES IN COMMERCE

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	24	1	23	4	96
2	2023-24	22	2	20	9	91

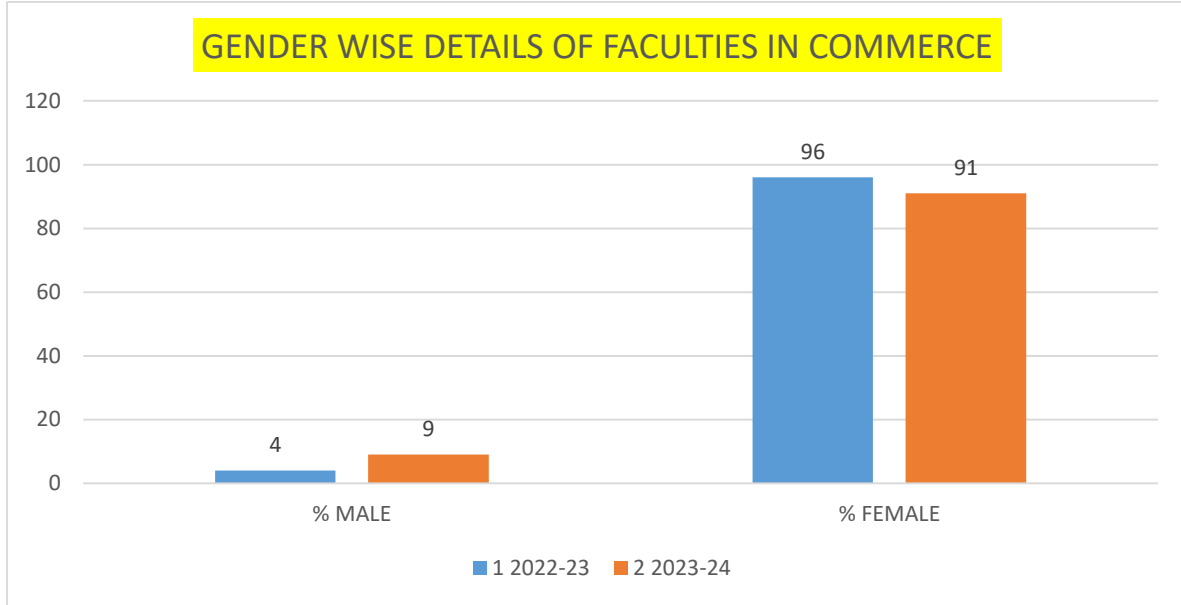


TABLE NO. 14 GENDER WISE DETAILS OF FACULTIES IN ENGLISH

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	14	2	12	14	86
2	2023-24	14	2	12	14	86

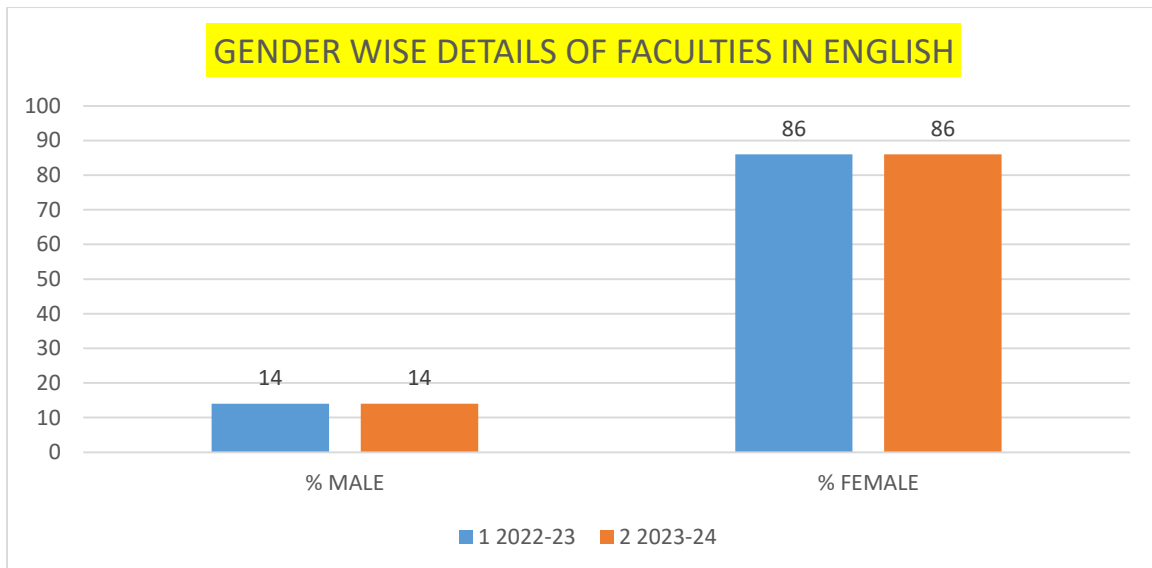


TABLE NO. 15 GENDER WISE DETAILS OF FACULTIES IN BBA

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	5	2	3	40	60
2	2023-24	7	3	4	43	57

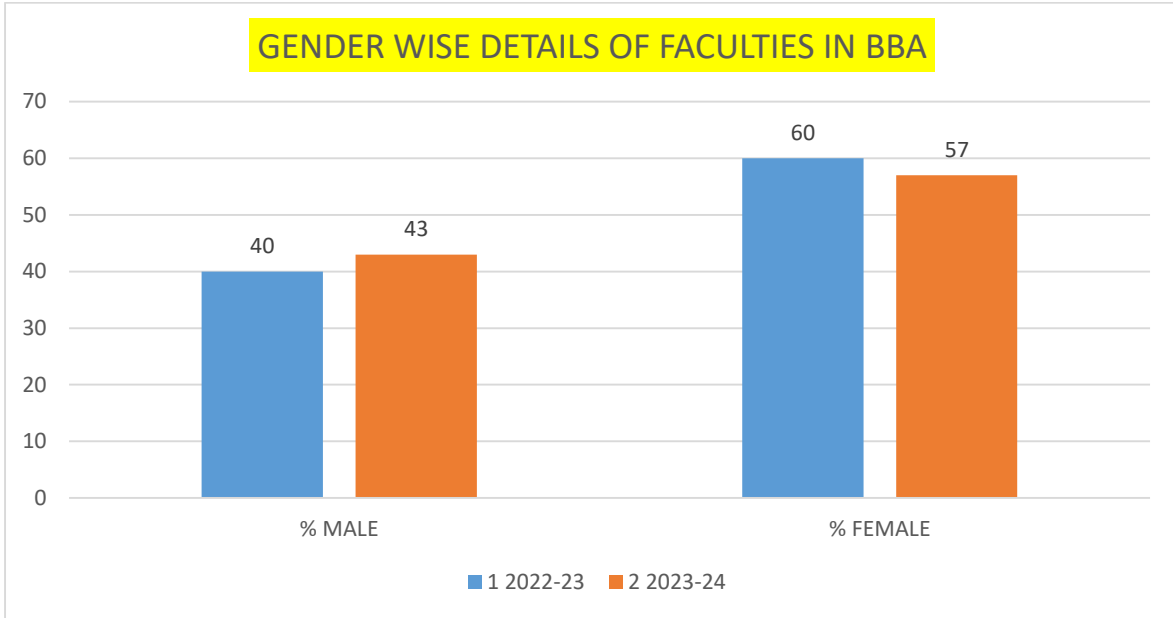


TABLE NO. 16 GENDER WISE DETAILS OF FACULTIES IN MATHEMATICS

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	10	0	10	0	100
2	2023-24	10	0	10	0	100

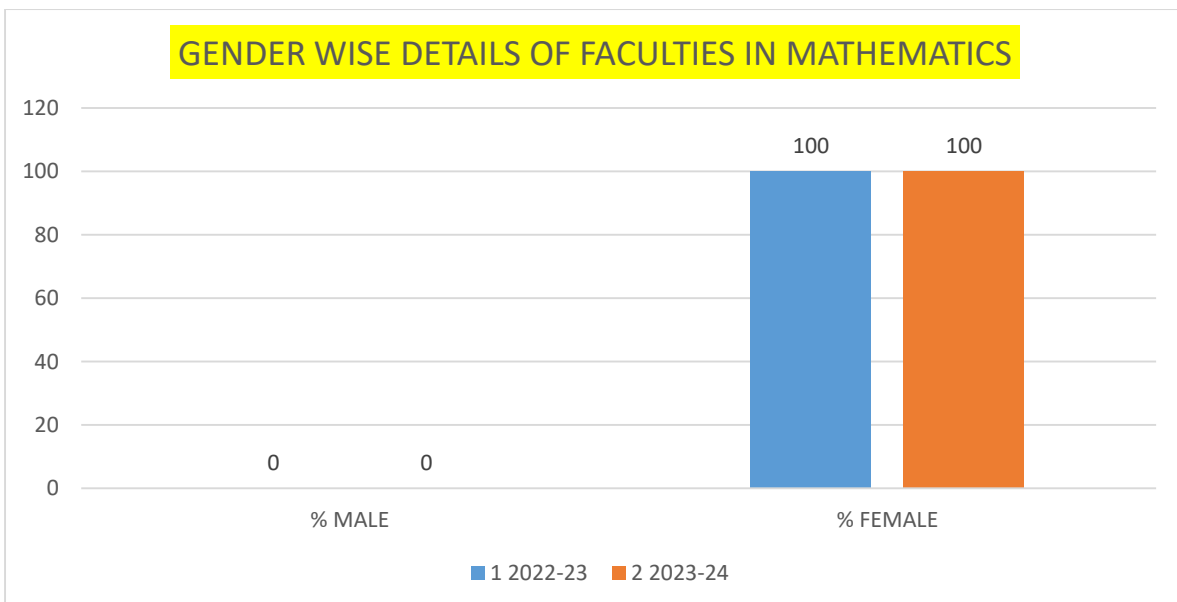


TABLE NO. 17 GENDER WISE DETAILS OF FACULTIES IN COMPUTER SCIENCE

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	13	1	12	8	92
2	2023-24	16	2	14	13	87

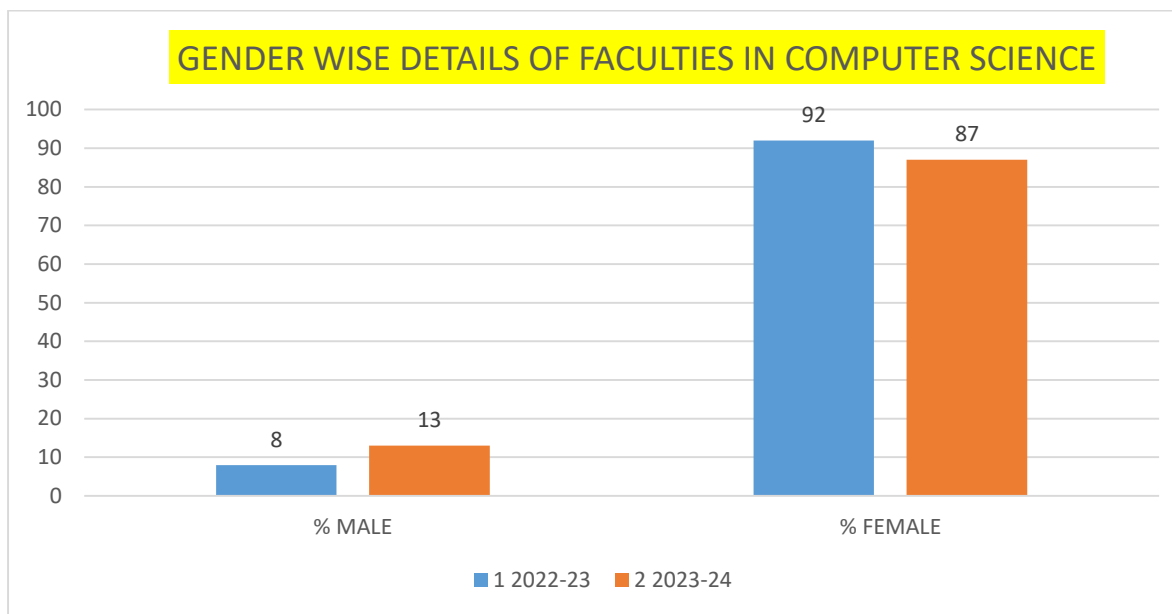


TABLE NO. 18 GENDER WISE DETAILS OF FACULTIES IN PSYCHOLOGY

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	5	0	5	0	100
2	2023-24	7	1	6	14	86

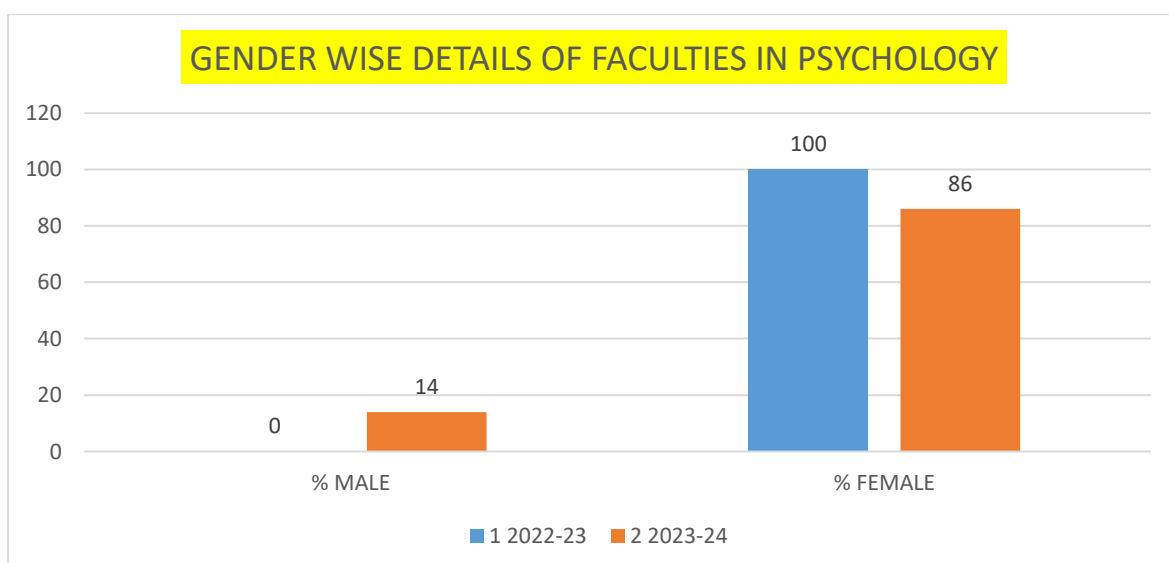


TABLE NO. 19 GENDER WISE DETAILS OF FACULTIES IN SOCIAL WORK

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	0	0	0	0	0
2	2023-24	2	0	2	0	100

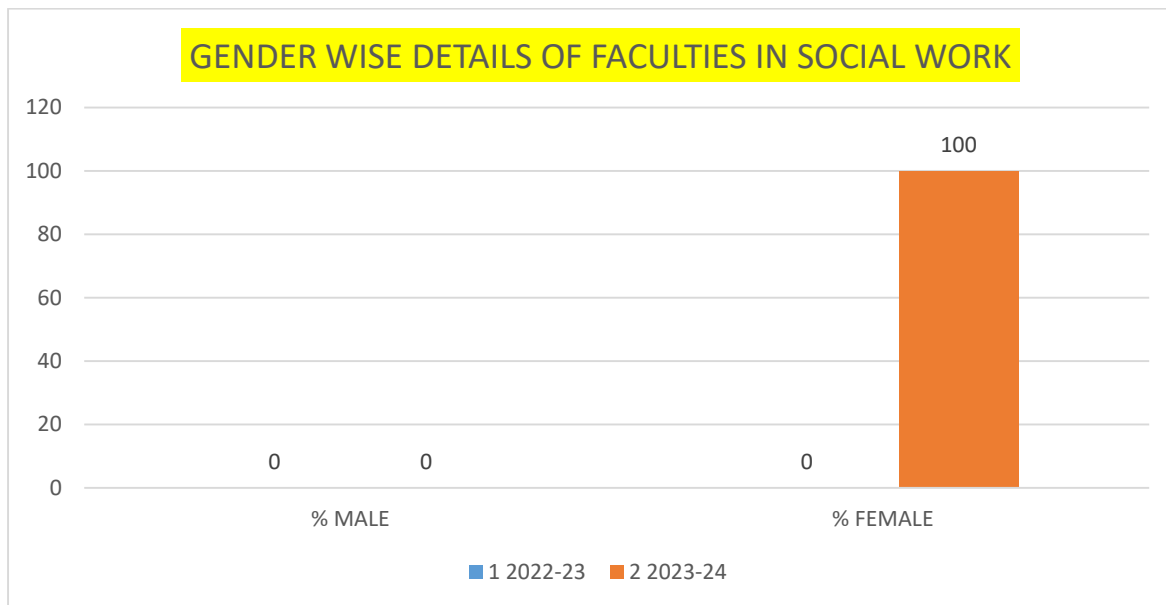


TABLE NO. 20 GENDER WISE DETAILS OF FACULTIES IN FASHION DESIGNING

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	5	0	5	0	100
2	2023-24	5	0	5	0	100

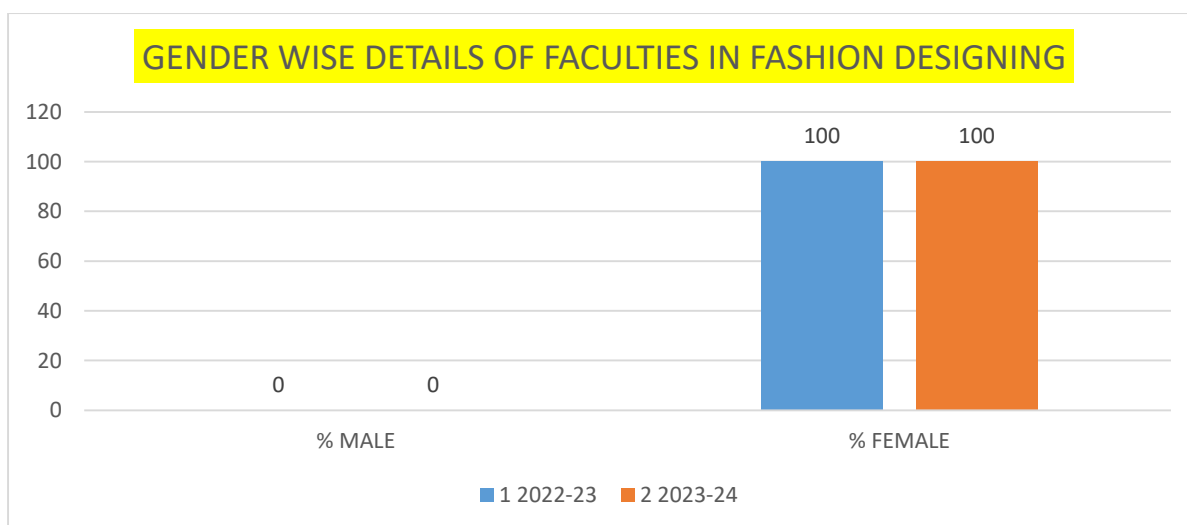


TABLE NO. 21 GENDER WISE DETAILS OF FACULTIES IN MBA

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	5	1	4	20	80
2	2023-24	6	1	5	17	83

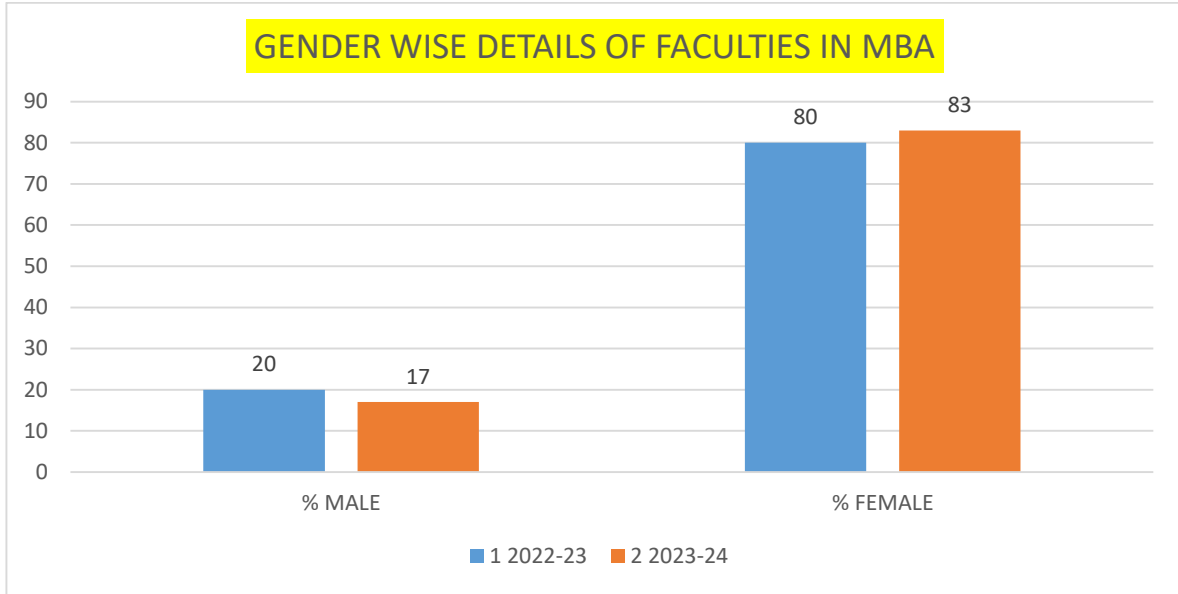


TABLE NO. 22 GENDER WISE DETAILS OF FACULTIES IN MCA

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	6	0	6	0	100
2	2023-24	4	0	4	0	100

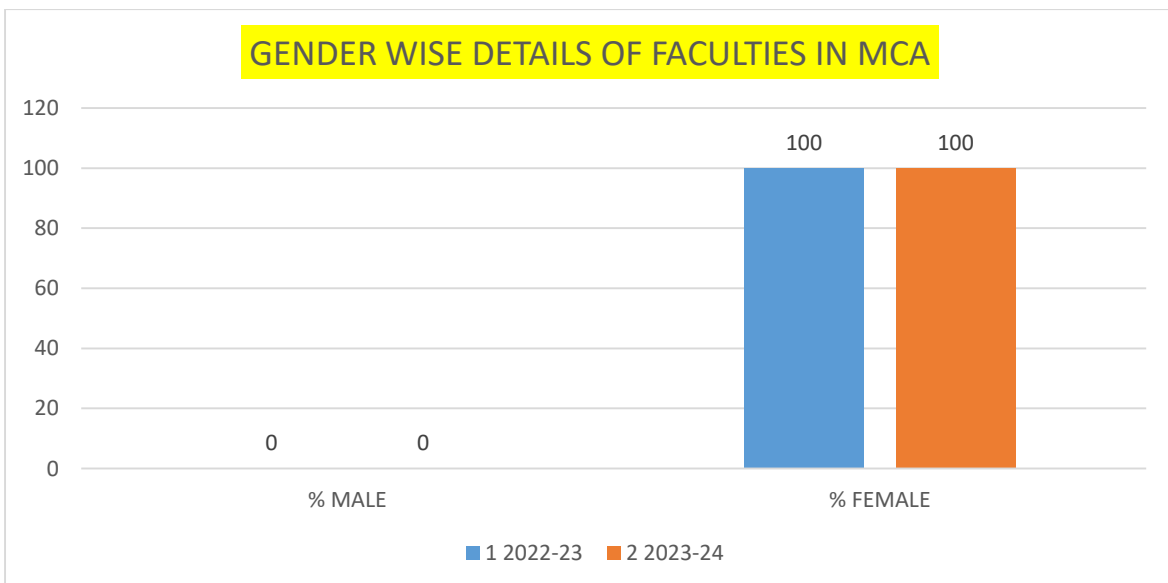


TABLE NO. 23 GENDER WISE DETAILS OF NON TEACHING STAFF IN THE INSTITUTION

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	28	6	22	21	79
2	2023-24	32	8	24	25	75

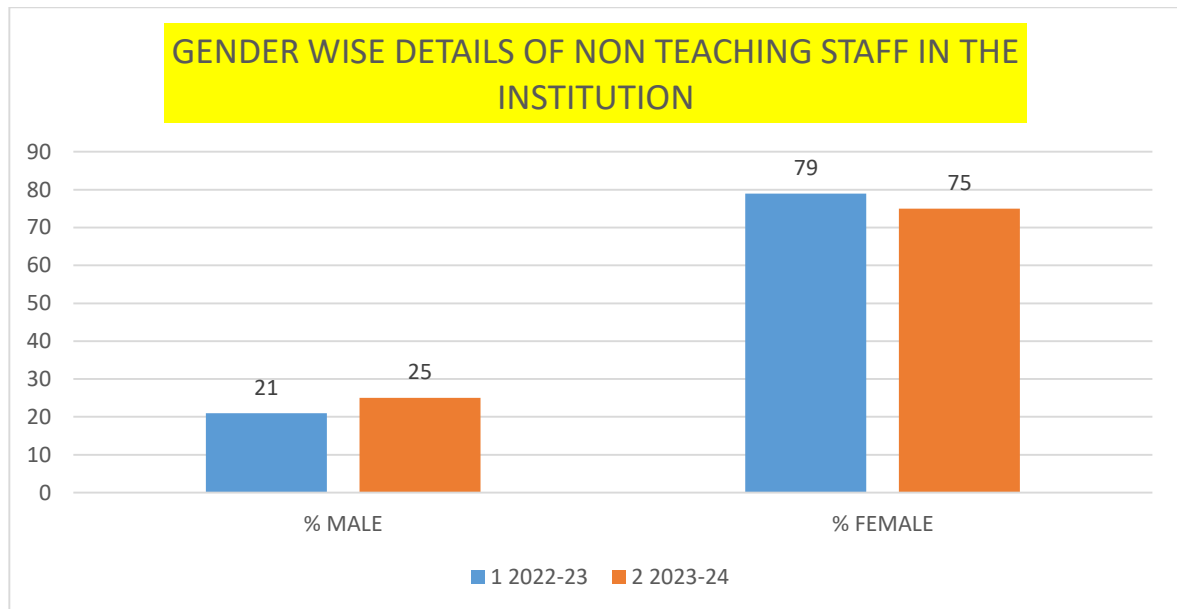


TABLE NO. 24 GENDER WISE DETAILS OF STUDENTS ENROLLED FOR NCC

SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	43	21	22	49	51
2	2023-24	96	45	51	47	53

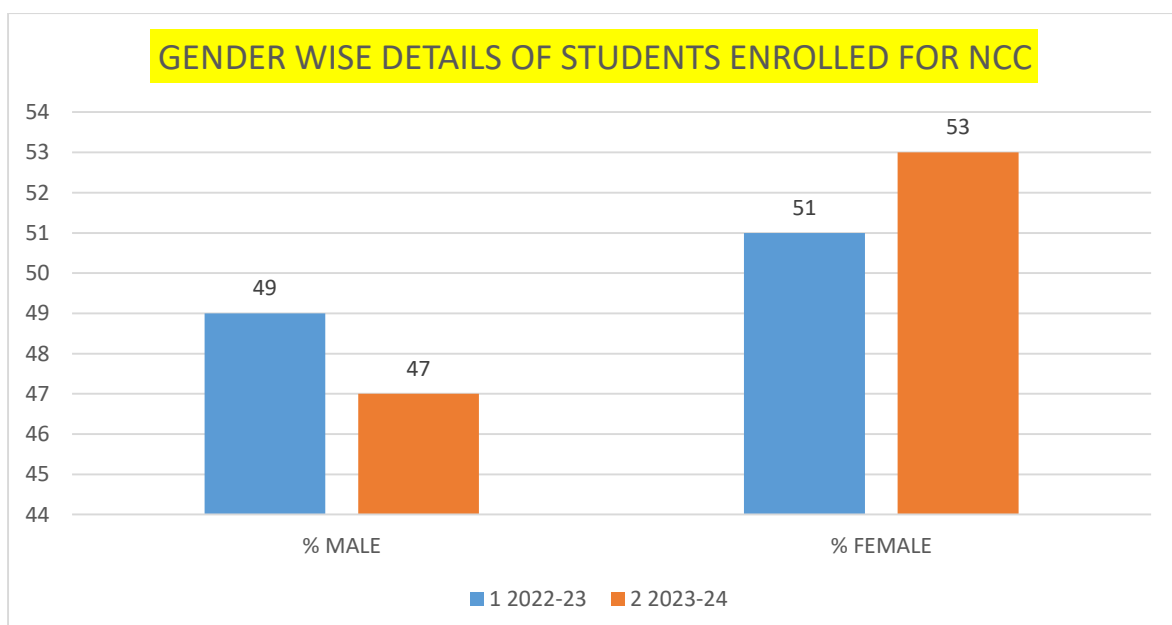
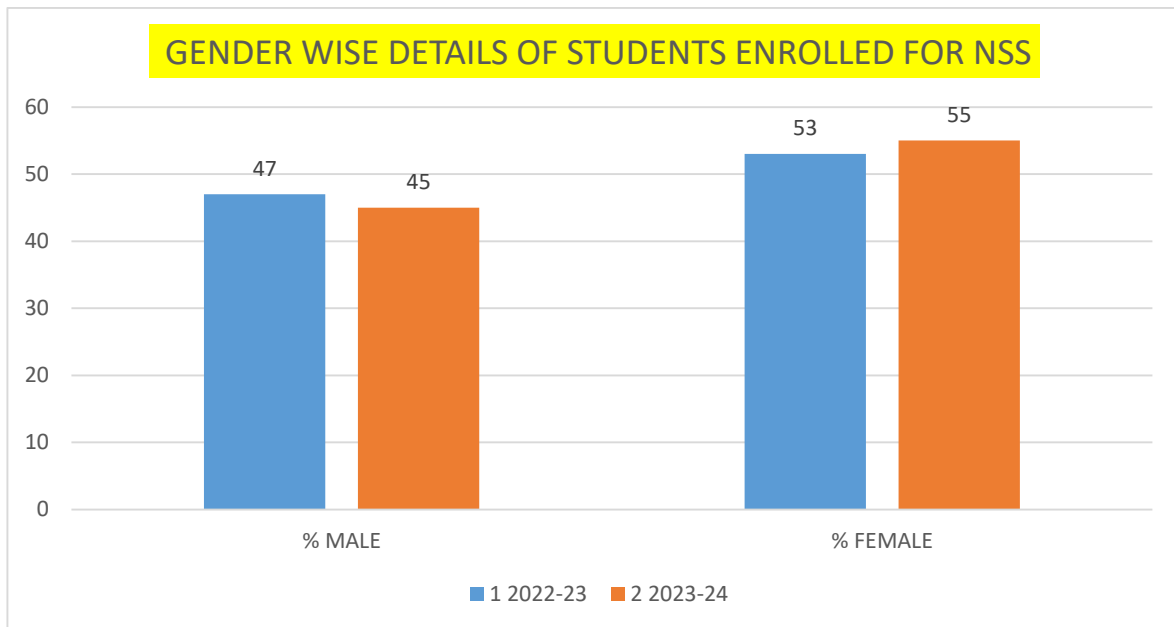


TABLE NO. 25 GENDER WISE DETAILS OF STUDENTS ENROLLED FOR NSS

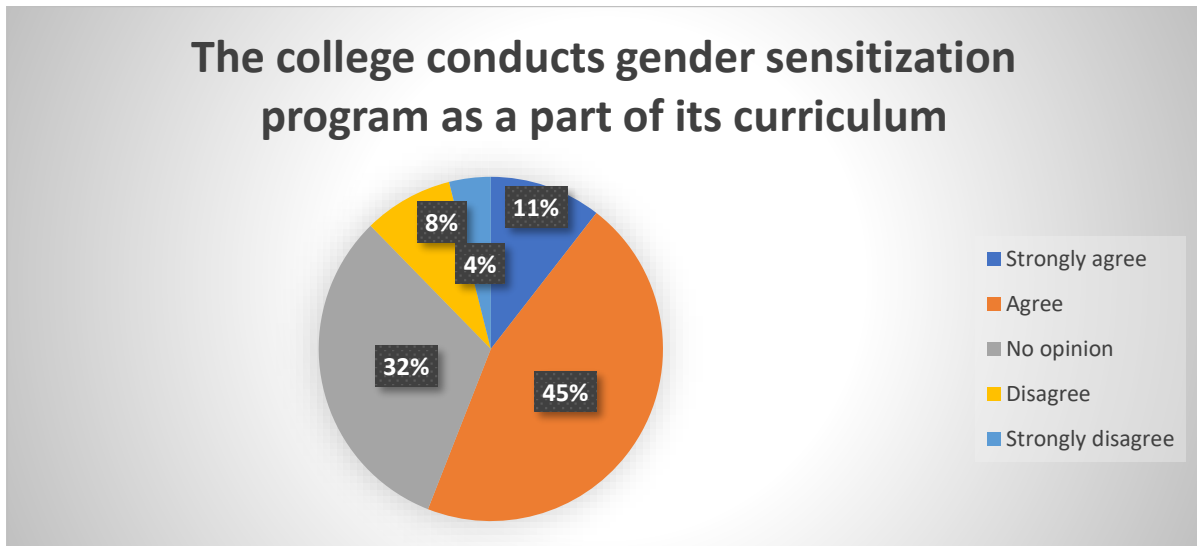
SL.NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2022-23	100	47	53	47	53
2	2023-24	100	45	55	45	55



SURVEY RESULT ANALYSIS

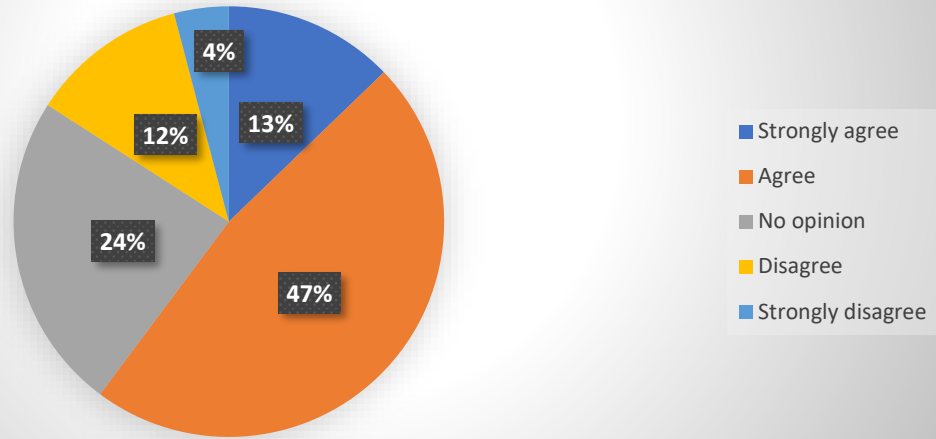
Number of Participants: 442

1.The college conducts gender sensitization program as a part of its curriculum					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	46	199	139	37	17
Percentage	10.5%	45.4%	31.7%	8.4%	3.9%



2 The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	56	208	105	52	18
Percentage	12.8%	47.4%	23.9%	11.8%	4.1%

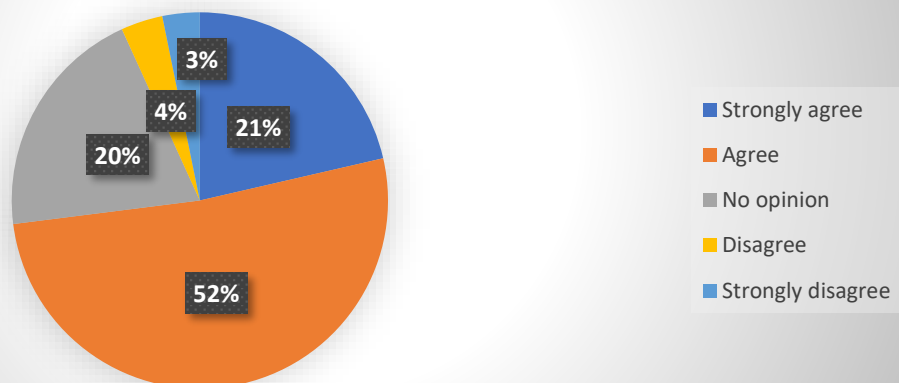
The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.



3 Adequate number of toilets are available in the campus for girls

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	94	227	89	16	14
Percentage	21.4%	51.6%	20.2%	3.6%	3.2%

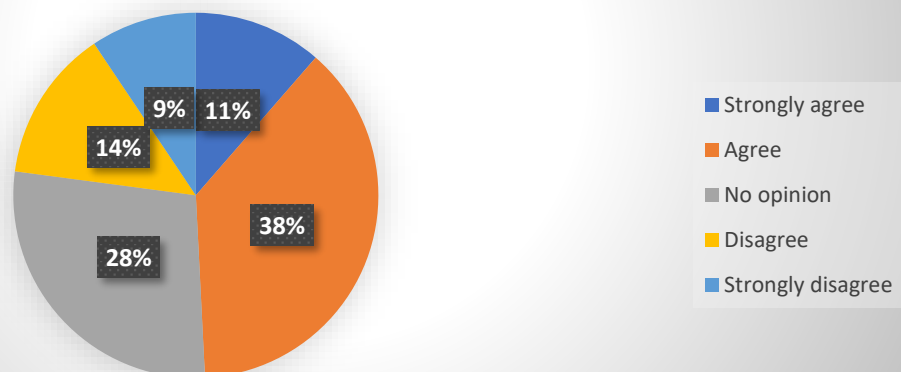
Adequate number of toilets are available in the campus for girls



4 Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	50	165	122	59	41
Percentage	11.4%	37.8%	27.9%	13.5%	9.4%

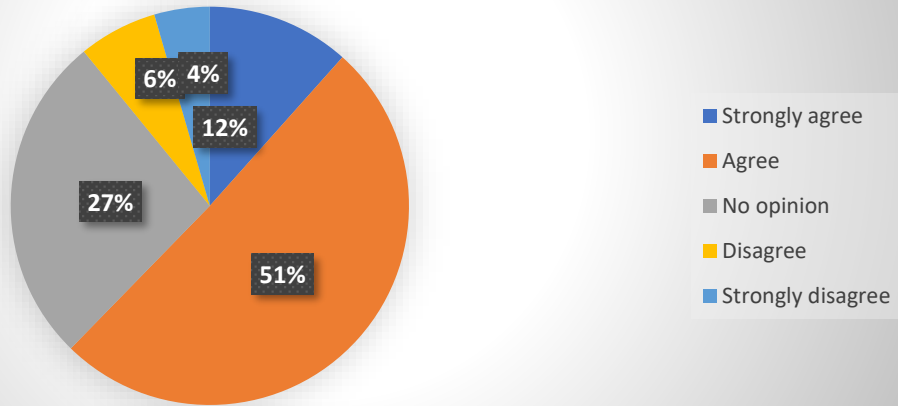
Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.



5. Adequate lighting is available inside the campus

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	51	223	118	28	20
Percentage	11.6%	50.7%	26.8%	6.4%	4.5%

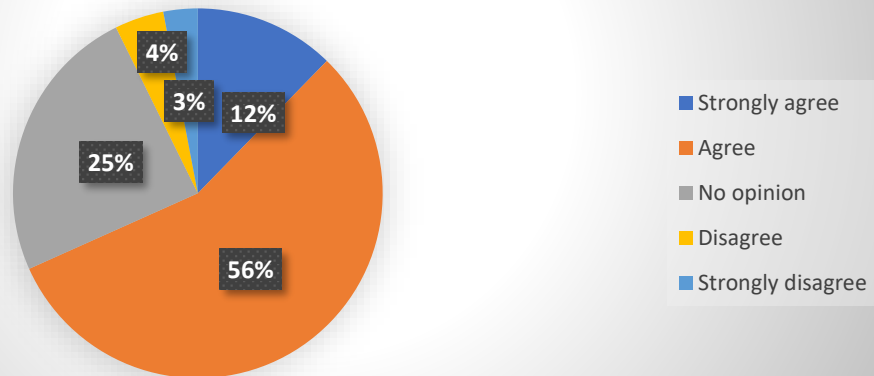
Adequate lighting is available inside the campus



6. Adequate security arrangements have been made in the campus and common areas during day and night.

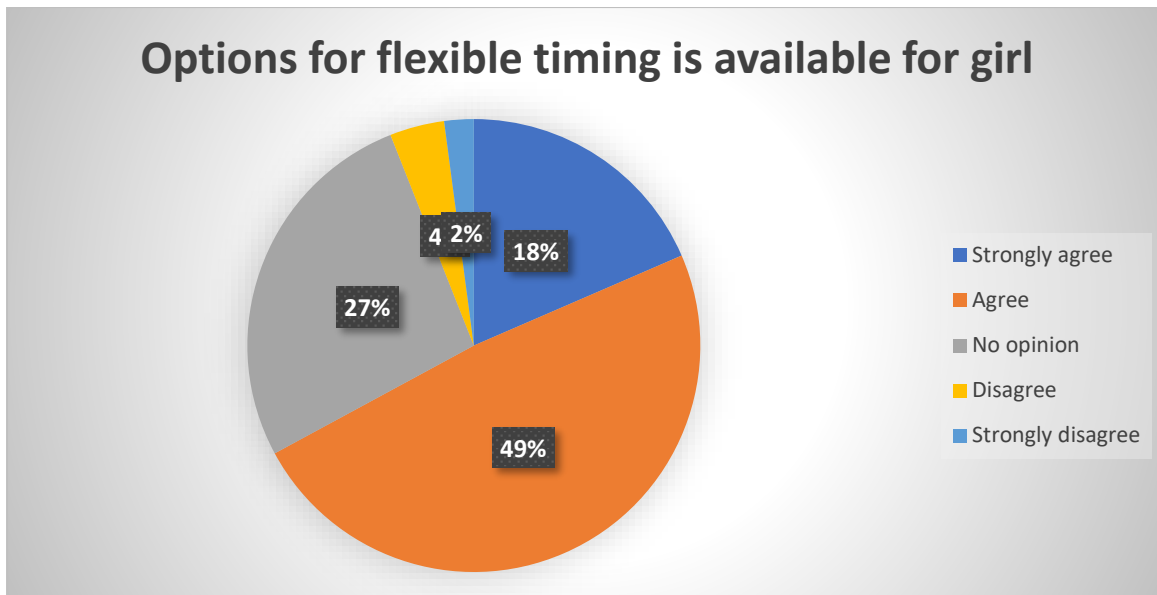
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	54	246	107	19	13
Percentage	12.3%	56%	24.4%	4.3%	3%

Adequate security arrangements have been made in the campus and common areas during day and night.



7. Options for flexible timing is available for girl students

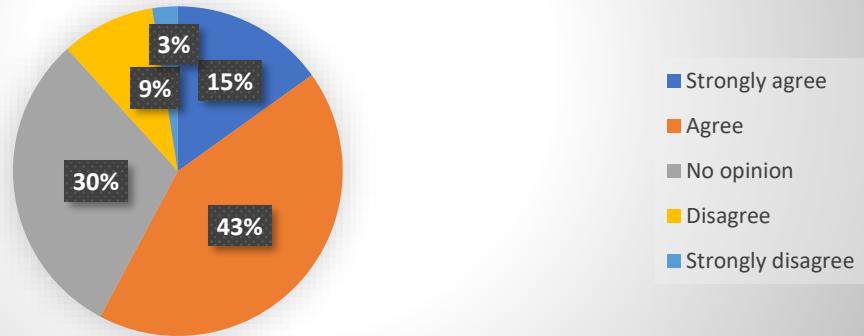
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	81	213	118	17	9
Percentage	18.5%	48.6%	26.9%	3.9%	2.1%



8. A women cell is set up in the college and students are aware Strongly about the women cell.

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	66	186	133	40	11
Percentage	15.1%	42.7%	30.5%	9.2%	2.5%

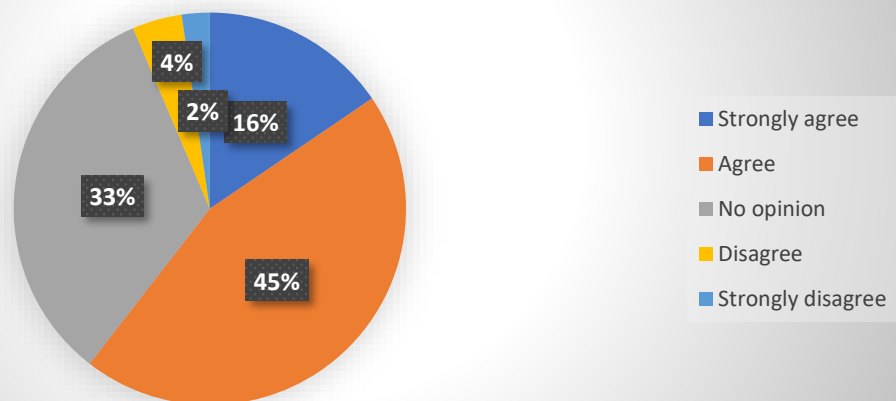
A women cell is set up in the college and students are aware Strongly about the women cell.



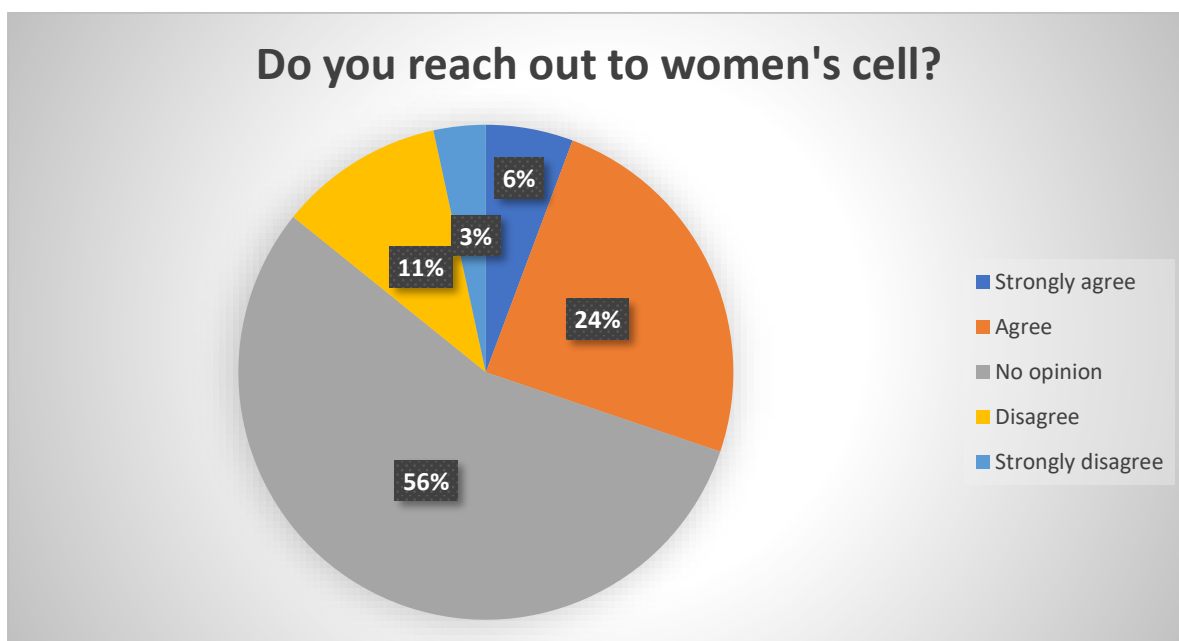
9. There are lady faculties available in the women cell.

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	68	197	145	18	10
Percentage	15.5%	45%	33.1%	4.1%	2.3%

There are lady faculties available in the women cell.

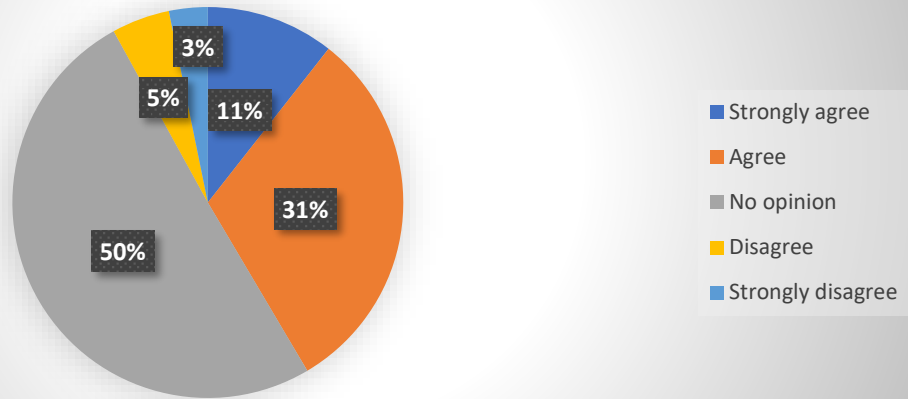


10. Do you reach out to women's cell?					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	25	107	243	47	15
Percentage	5.7%	24.5%	55.6%	10.8%	3.4%



11. A grievance redress cell has been set up.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	46	134	219	21	14
Percentage	10.6%	30.9%	50.5%	4.8%	3.2%

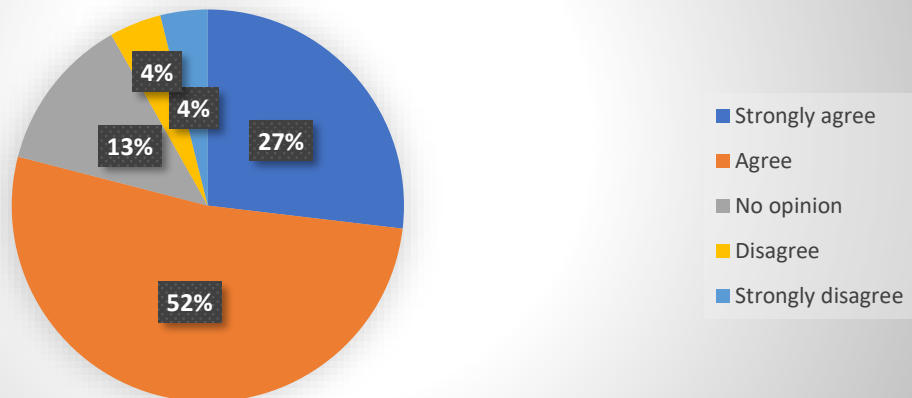
A grievance redress cell has been set up.



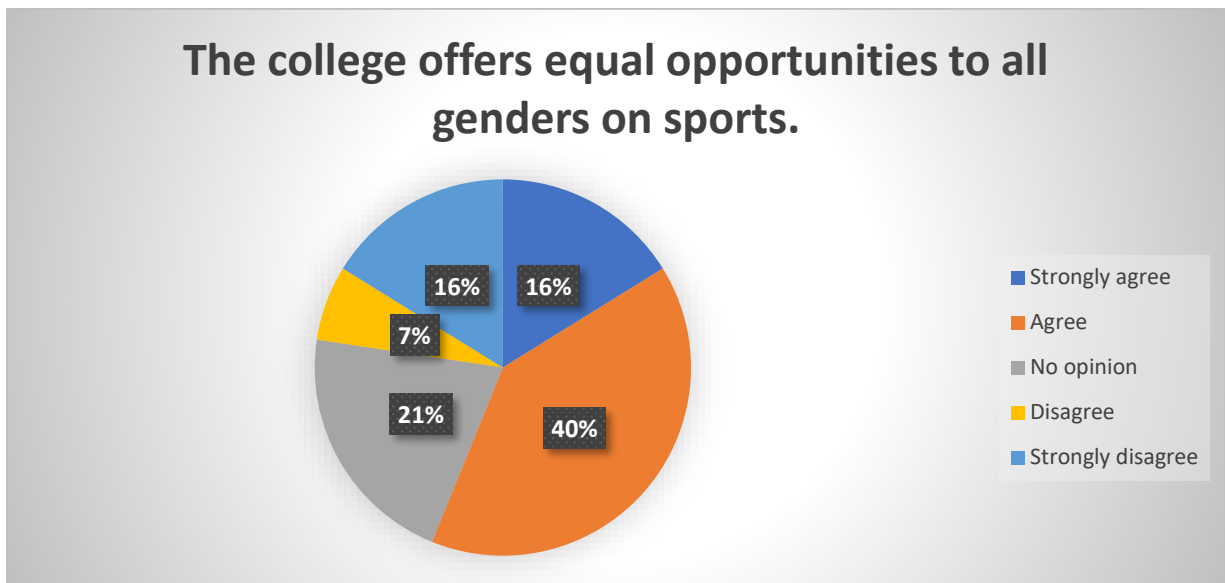
12. The classroom offers equal opportunities to all genders.

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	118	229	56	19	17
Percentage	26.9%	52.2%	12.8%	4.3%	3.9%

The classroom offers equal opportunities to all genders.

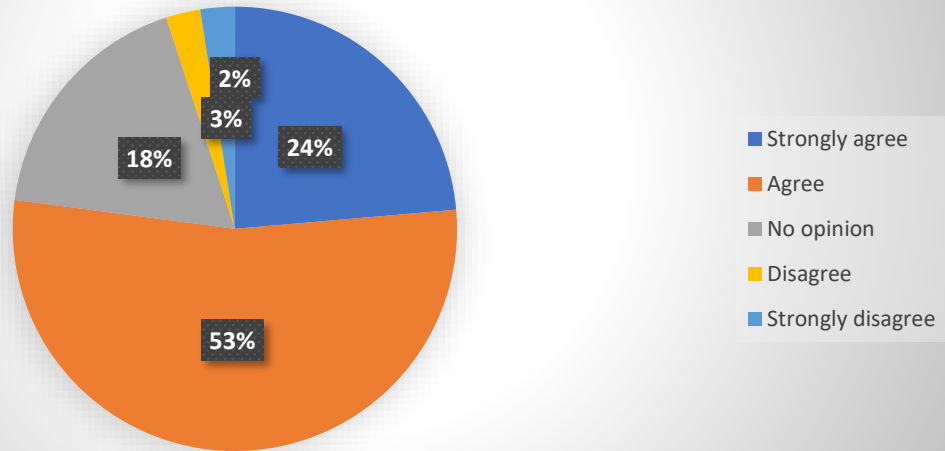


13. The college offers equal opportunities to all genders on sports.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	80	198	105	32	80
Percentage	16.3%	40.2%	21%	7.3%	16.3%



14. There is equal opportunity to all genders to work with various clubs and forums.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	103	233	78	11	11
Percentage	23.6%	53.4%	17.9%	2.5%	2.5%

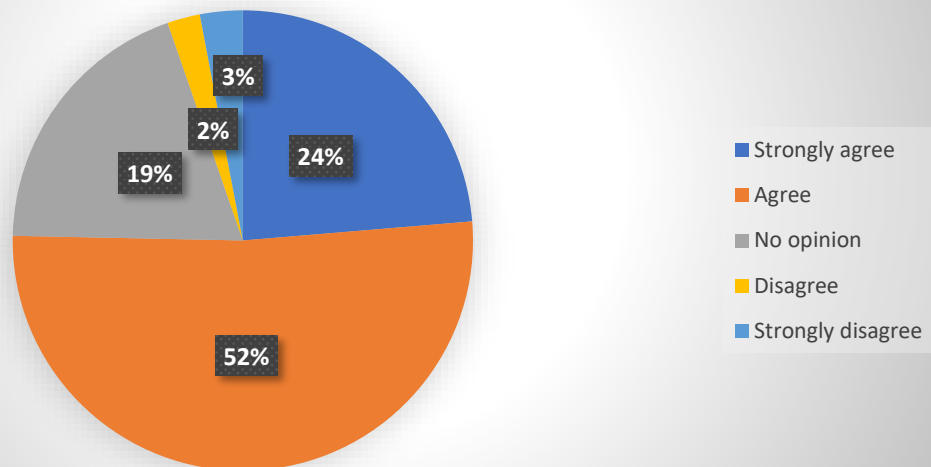
There is equal opportunity to all genders to work with various clubs and forums.



15. There is equal opportunity to all genders for free and fair expression of ideas.

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	104	227	85	10	13
Percentage	23.7%	51.7%	19.4%	2.3%	3%

There is equal opportunity to all genders for free and fair expression of ideas.



Findings

- There is high representation of female students in both undergraduate and postgraduate programs.
- In most classes, there is a greater enrollment of female students compared to male students.
- Majority of the respondents agree that the college conduct gender awareness programs as part of curriculum.
- Majority of the respondents agree that an adequate number of toilets are available for girls in the campus.
- Majority of the respondents agreed that there are adequate facilities inside the toilet for girl students.
- Majority of the respondents agreed that there are adequate lighting facilities inside the campus.
- The classroom is perceived to offer equal opportunities to all, with 26.9% strongly agreeing and 52.2% agreeing.
- The equal opportunities in clubs and forums are also perceived positively, with 23.6% strongly agreeing and 53.4% agreeing.
- The equal opportunity to all genders for free and fair expression of ideas is perceived positively.

Suggestions

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities.
- College should introduce add-on courses in various subjects which can enable every student, especially women, to generate income, even if they are at home.
- The college can work on increasing the awareness of the Women cell and Grievance redress cell by conducting awareness campaigns.
- To promote physical activity and gender inclusiveness, the college could plan and conduct more sports program on a regular basis.
- The administration can continue to encourage and support free and fair expression of ideas among all students.

Conclusions

Overall, the findings suggest that the college is perceived positively in terms of providing equal opportunities to all genders in various areas. Gender equality and creation of safe spaces for all students is taken seriously by the college. It reveals that gender equality objectives are integrated into all policies and programs, and the staff member's reports no issues related to gender discrimination. However, there is still room for improvement in terms of providing adequate disposal bins toilets, increasing awareness of the Women cell, Grievance redress cell and ensuring that equal opportunities are extended to all students. It is extremely heartening that the college has not reported any cases of harassment or any other grievances such as ragging. While the college have several strengths, it also has some weaknesses that can be overcome with gradual changes in its value system. The college can take these suggestions into consideration to further improve the experiences of all its students.

FORMAT OF QUESTIONNAIRE

1. The college conducts gender sensitization program as a part of its curriculum

Strongly agree	Agree	No opinion	Disagree	Strongly disagree
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2. The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.

Strongly agree	Agree	No opinion	Disagree	Strongly disagree
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3. Adequate number of toilets are available in the campus for girls

Strongly agree	Agree	No opinion	Disagree	Strongly disagree
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4. Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.

Strongly agree	Agree	No opinion	Disagree	Strongly disagree
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5. Adequate lighting is available inside the campus

Strongly agree	Agree	No opinion	Disagree	Strongly disagree
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6. Adequate security arrangements have been made in the campus and common areas during day and night.

Strongly agree	Agree	No opinion	Disagree	Strongly disagree
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7. Options for flexible timing is available for girl students				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree

8. A women cell is set up in the college and students are aware Strongly about the women cell.				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree

9. There are lady faculties available in the women cell.				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree

10. Do you reach out to women's cell?				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree

11. A grievance redress cell has been set up.				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree

12. The classroom offers equal opportunities to all genders.				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree

13. The college offers equal opportunities to all genders on sports.

Strongly agree

Agree

No opinion

Disagree

Strongly disagree

14. There is equal opportunity to all genders to work with various clubs and forums.

Strongly agree

Agree

No opinion

Disagree

Strongly disagree

15. There is equal opportunity to all genders for free and fair expression of ideas.

Strongly agree

Agree

No opinion

Disagree

Strongly disagree

