KMM COLLEGE OF ARTS AND SCIENCE, THRIKKAKARA
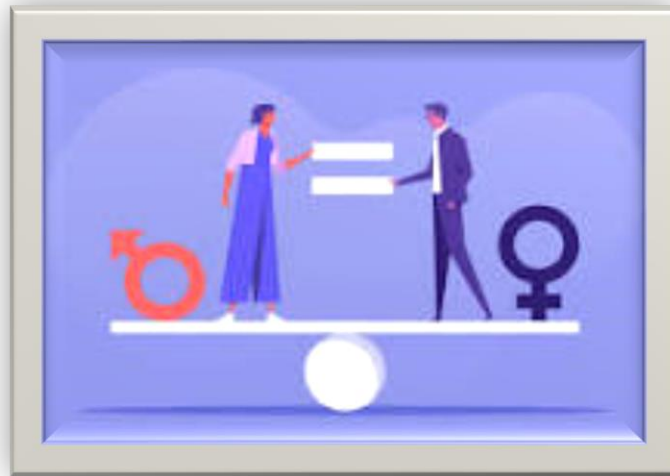
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GENDER AUDIT

2022-2023

GENDER AUDIT SUMMARY REPORT 2022-2023

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.

TABLE 1 GENDER WISE DISTRIBUTION OF STUDENTS ENROLLED IN THE COLLEGE

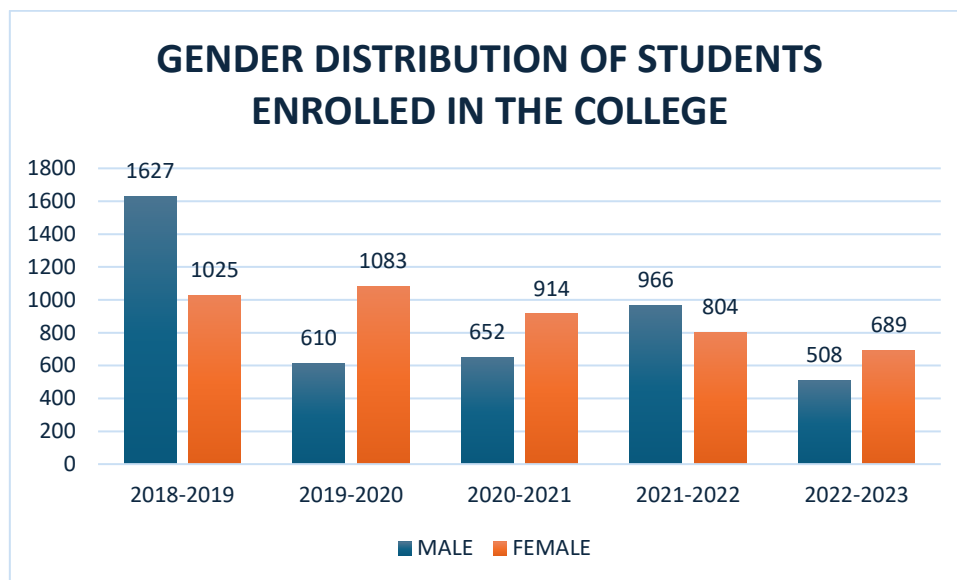| GENDER WISE DISTRIBUTION OF STUDENTS ENROLLED IN THE COLLEGE					
GENDER	**2018-2019**	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**
MALE	1627(61%)	610(36%)	652(42%)	966(55%)	508(42%)
FEMALE	1025(39%)	1083(64%)	914(58%)	804(45%)	689(58%)

Table1 depicts the gender wise distribution of male and female strength of students. The proportion of female was comparatively higher than male in 2019-2020 and 2020-2021, the proportion of females to the number have decreased in 2021-2022 and again increased in the year 2022-2023.

TABLE 2: GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN MBA DEPARTMENT

	GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN MBA DEPARTMENT									
	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
CATEGORY	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Male	11	11 (100%)	3	3 (100%)	7	7 (100%)	16	14 (88%)	25	16 (64%)
Female	3	3 (100%)	13	11 (85%)	9	9 (100%)	40	39 (98%)	34	30 (88%)

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN MBA DEPARTMENT

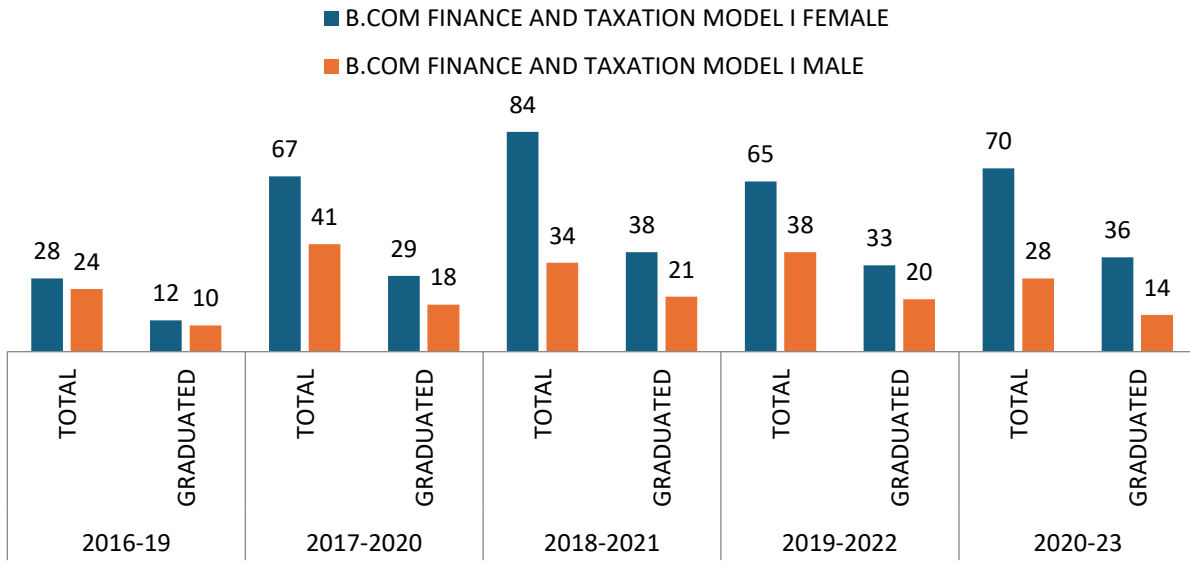|	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Male	11	11	3	3	7	7	16	14	25	16
Female	3	0	13	11	9	9	40	39	34	30
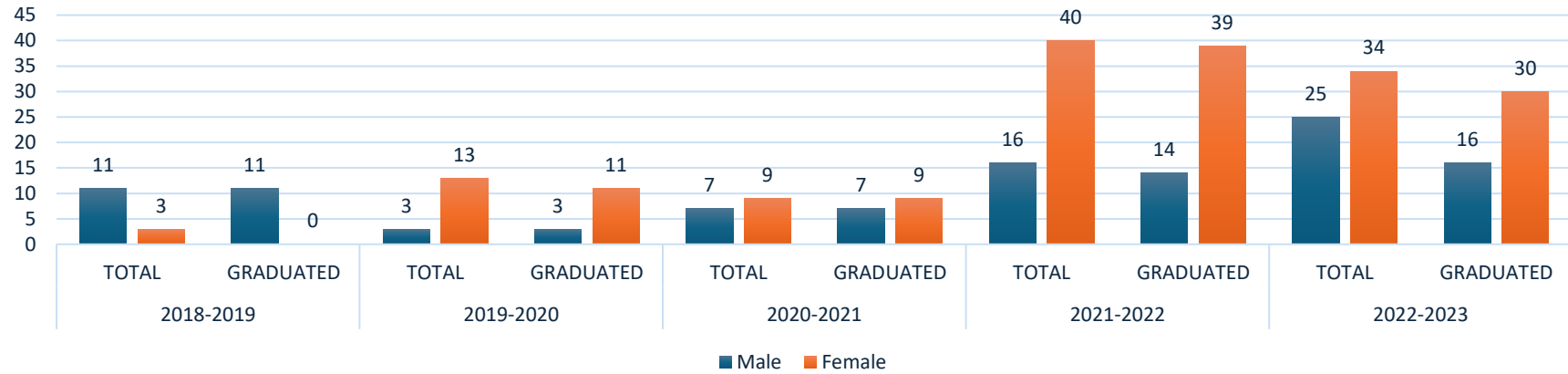
TABLE 3

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN COMMERCE DEPARTMENT (UG) 2016-19 TO 2020-23

CLASS	GENDER	2016-19			2017-2020			2018-2021			2019-2022			2020-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
B.COM FINANCE AND TAXATION MODEL I	FEMALE	28	12	42.86	67	29	43.28	84	38	45.24	65	33	50.77	70	36	51.43
	MALE	24	10	41.67	41	18	43.90	34	21	61.76	38	20	52.63	28	14	50.00
B.COM FINANCE AND TAXATION MODEL II	FEMALE	10	5	50.00	24	9	37.50	20	12	60.00	32	19	59.38	36	12	33.33
	MALE	16	5	31.25	21	11	52.38	33	18	54.55	30	16	53.33	16	8	50.00
B.COM COMPUTER APPLICATION MODEL II	FEMALE	16	6	37.50	56	28	50.00	44	22	50.00	68	38	55.88	33	11	33.33
	MALE	42	11	26.19	56	18	32.14	57	20	35.09	38	20	52.63	47	8	17.02
B.COM LOGISTICS MANAGEMENT	FEMALE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
	MALE	0	0	0	0	0	0	0	0	0	0	0	0	11	1	9.09

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN B.COM FINANCE AND TAXATION MODEL I

■ B.COM FINANCE AND TAXATION MODEL I FEMALE

■ B.COM FINANCE AND TAXATION MODEL I MALE

	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
FEMALE	28	12	67	29	84	38	65	33	70	36
MALE	24	10	41	18	34	21	38	20	28	14

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN B.COM FINANCE AND TAXATION MODEL II

■ B.COM FINANCE AND TAXATION MODEL II FEMALE

■ B.COM FINANCE AND TAXATION MODEL II MALE

	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
FEMALE	10	5	24	9	20	12	32	19	36	12
MALE	16	5	21	11	33	18	30	16	16	8

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN B.COM COMPUTER APPLICATION

■ B.COM COMPUTER APPLICATION FEMALE ■ B.COM COMPUTER APPLICATION MALE

	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Female	16	6	56	28	44	22	68	38	33	11
Male	42	11	56	18	57	20	38	20	47	8

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN B.COM LOGISTICS MANAGEMENT

■ B.COM LOGISTICS MANAGEMENT FEMALE ■ B.COM LOGISTICS MANAGEMENT MALE

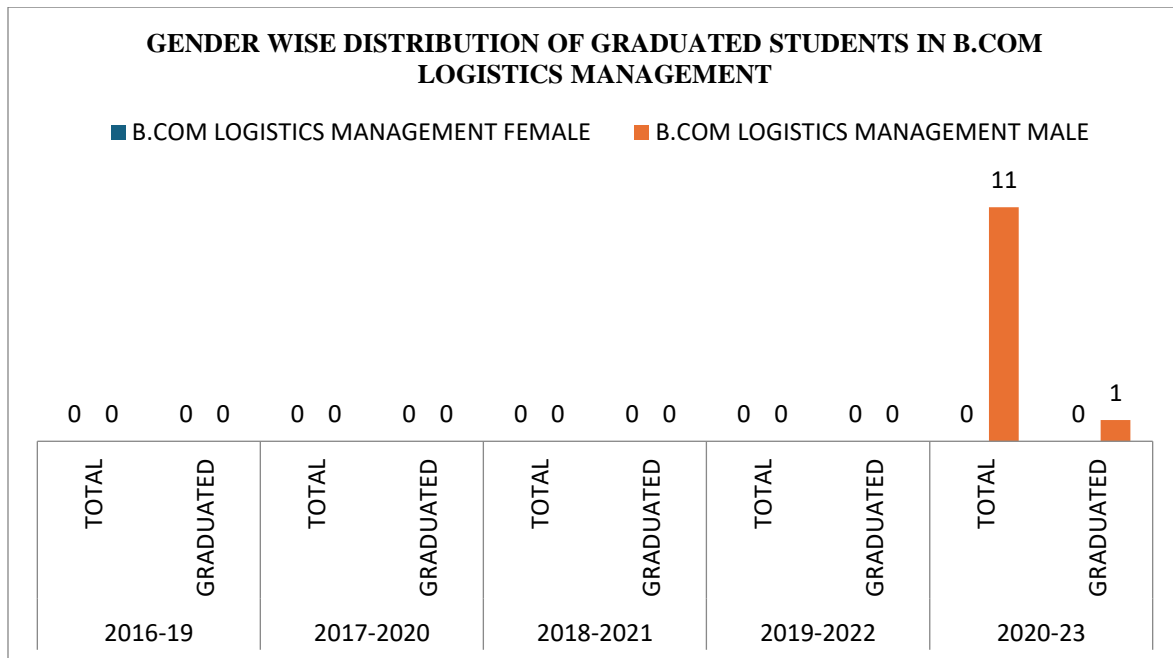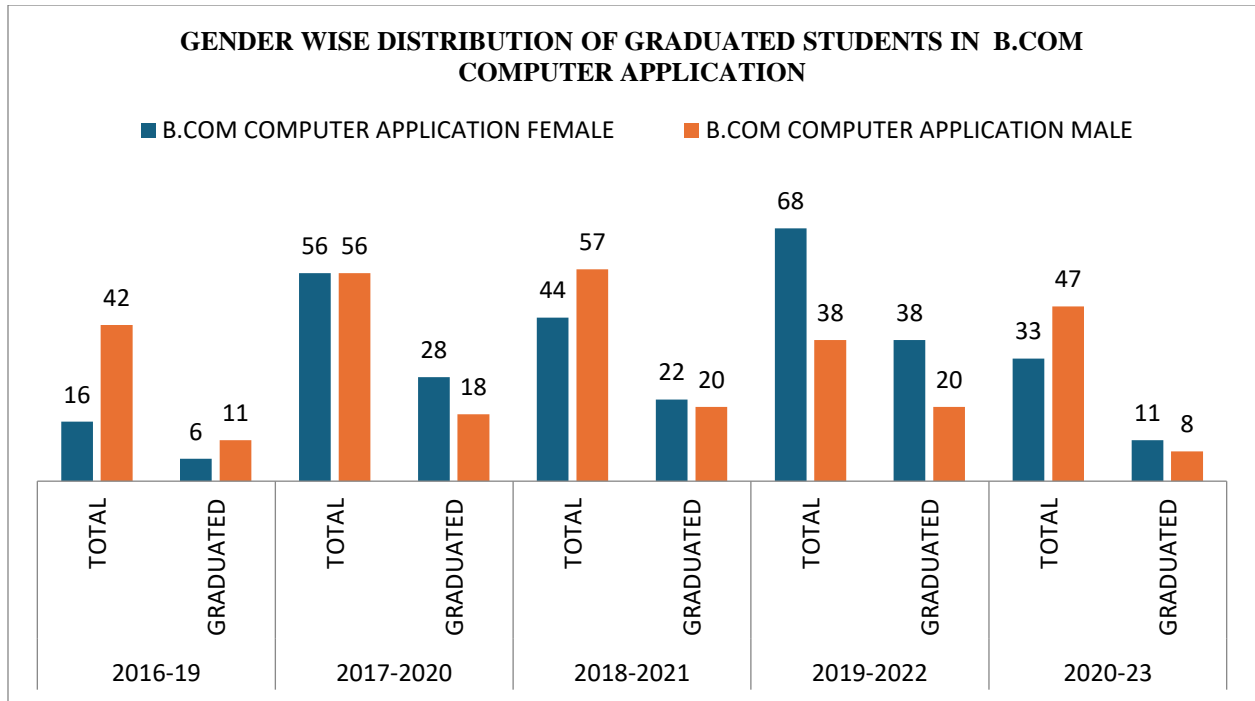|	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Female	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	11	1

Table 3 shows the gender wise distribution of graduated students (UG) in the Commerce Department. The percentage of graduated female students has increased from the year 2016-19 (42.86%) to 2022-23 (51.43%) and the percentage of male graduated students has also increased

in the year 2022-23 (50%) compared to 2016-19 (41.67%) in B. Com Finance and Taxation Model I.

The percentage of graduated female students has decreased from the year 2016-19 (50%) to 2022-23 (33.33%) and the percentage of male graduated students has increased in the year 2022-23 (50%) compared to 2016-19 (31.25%) in B. Com Finance and Taxation Model II.

The percentage of graduated female students shows an increasing trend from the year 2016-19 (37.50&) to 2019-22 (55.88%). But in the year 2022-23, the percentage of graduated students has decreased to 33.33%. The proportion of male graduated students shows an increasing trend from the year 2016-19 to 2019-22. But in the year 2020-23 it has decreased to 17.02% in B. Com Computer Application Model II.
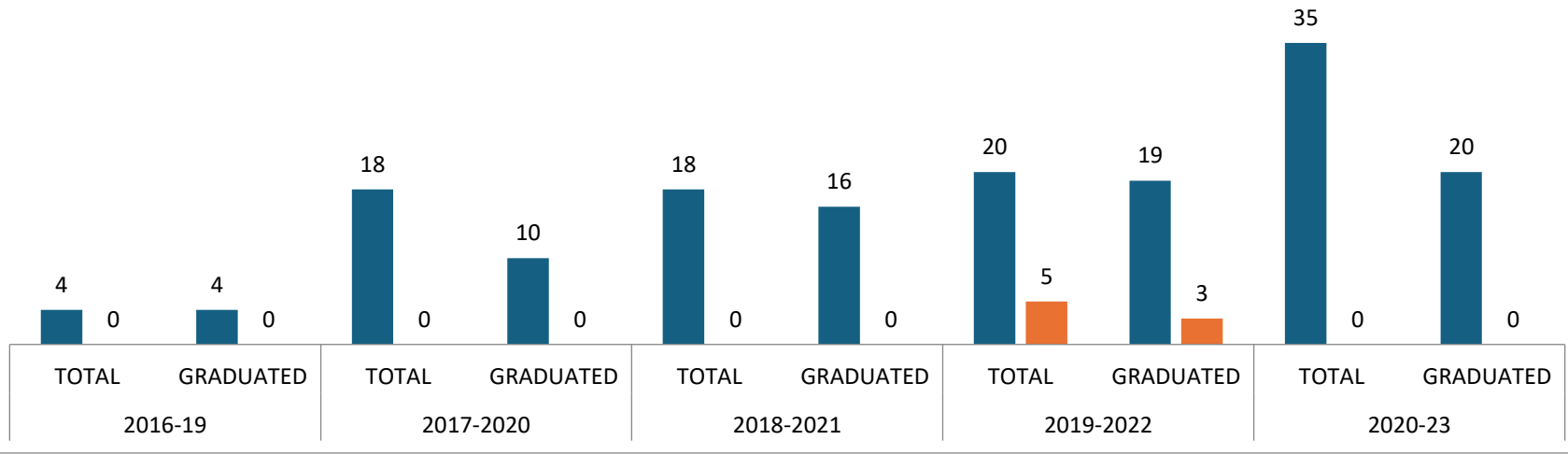
In B. Com Logistics Management, only male candidates were appearing the exam in the year 2020-23 and only 9.09% students had graduated in the same year.

TABLE 4

GENDER WISE DISTRUBUTION OF GRADUATED STUDENTS IN FASHION TECHNOLOGY DEPARTMENT 2016-19 TO 2020-23

CLASS	GENDER	2016-19			2017-2020			2018-2021			2019-2022			2020-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
BSC APPAREL AND FASHION DESIGN Model III	FEMALE	4	4	100	18	10	55.55	18	16	88.88	20	19	95	35	20	57.14
	MALE	0	0	0	0	0	0	0	0	0	5	3	60	0	0	0

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN BSC APPAREL AND FASHION DESIGN MODEL III

■ BSC APPAREL AND FASHION DESIGN Model III FEMALE   ■ BSC APPAREL AND FASHION DESIGN Model III MALE
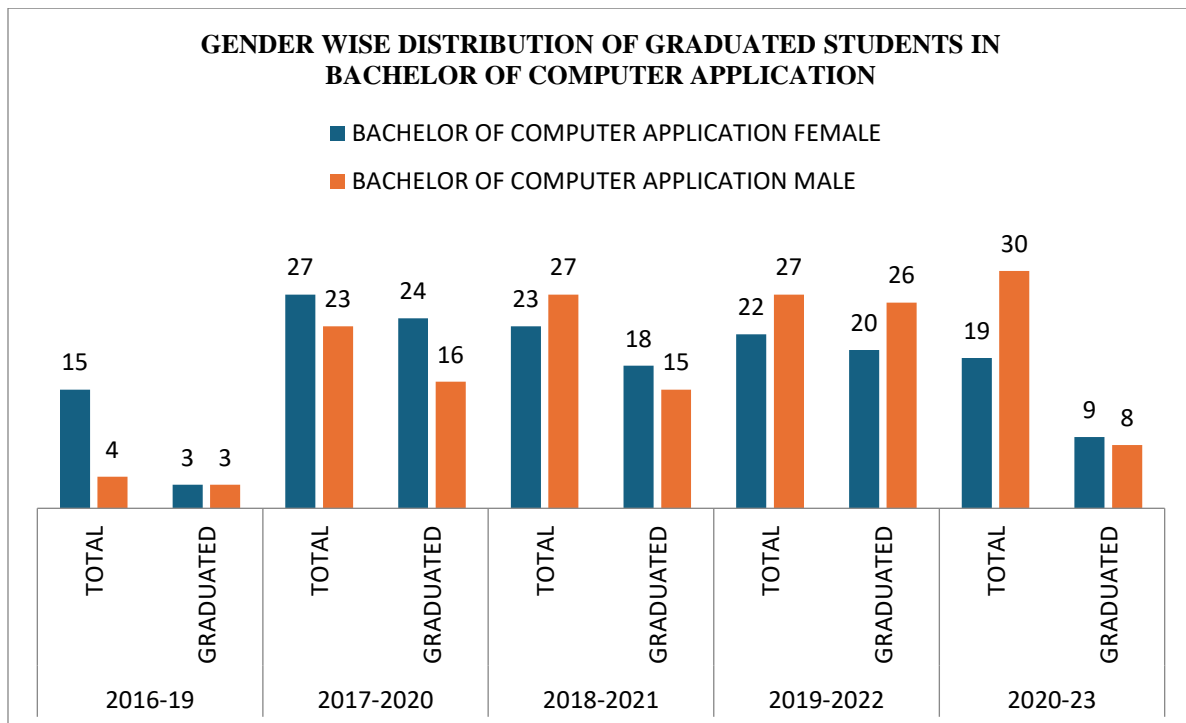
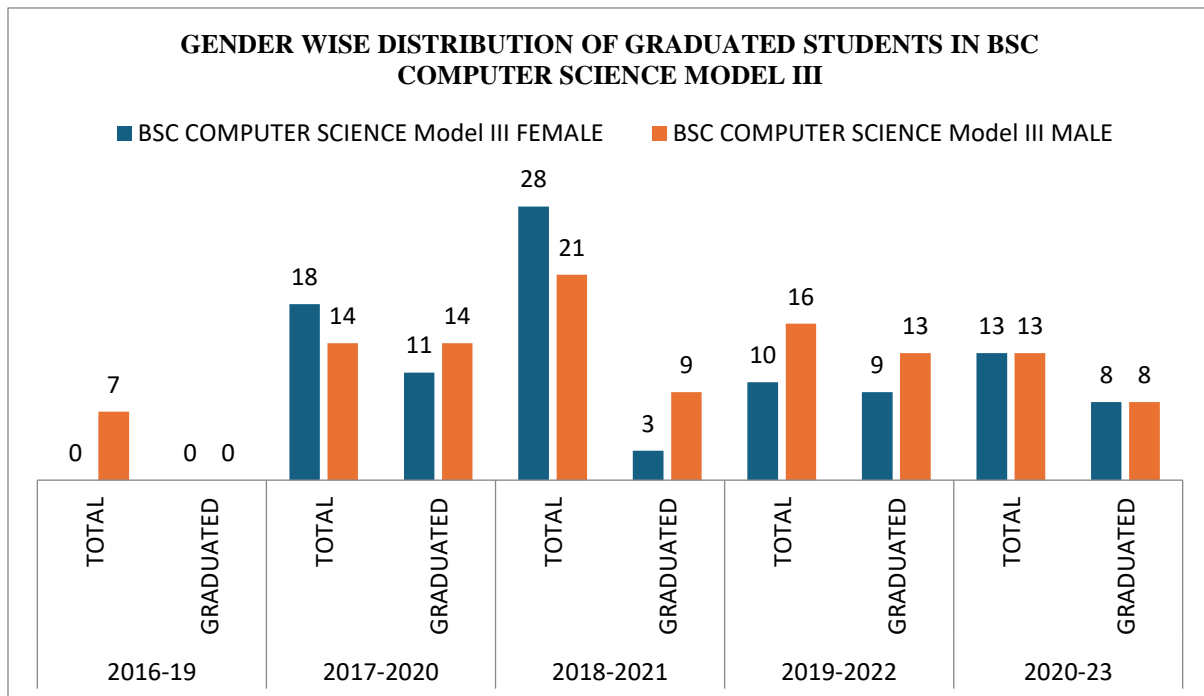|	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
FEMALE	4	4	18	10	18	16	20	19	35	20
MALE	0	0	0	0	0	0	5	3	0	0

The table shows the gender distribution of students who graduated from the BSC Apparel and Fashion Design Model III program between the academic years 2016-19 and 2020-23. The percentage of graduating female has decreased from 2016-19 to 2020-23 and there were no male graduates in the program during the 2016-19 to 2018-21 and 2020-23 academic years. In the year 2020-23, there were 60% male candidates graduated.

TABLE -5

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN COMPUTER APPLICATION DEPARTMENT 2016-19 TO 2022-23

CLASS	GENDER	2016-19			2017-2020			2018-2021			2019-2022			2020-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
BSC COMPUTER SCIENCE Model III	FEMALE	0	0	0	18	11	61.11	28	3	10.71	10	9	90	13	8	61.53
	MALE	7	0	0	14	14	100	21	9	42 .85	16	13	81.25	13	8	61.53
BACHELOR OF COMPUTER APPLICATION	FEMALE	15	3	20	27	24	88.88	23	18	78.26	22	20	90.90	19	9	47.36
	MALE	4	3	75	23	16	69.56	27	15	55.55	27	26	96.29	30	8	26.66

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN BSC COMPUTER SCIENCE MODEL III

■ BSC COMPUTER SCIENCE Model III FEMALE   ■ BSC COMPUTER SCIENCE Model III MALE

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN BACHELOR OF COMPUTER APPLICATION

■ BACHELOR OF COMPUTER APPLICATION FEMALE
■ BACHELOR OF COMPUTER APPLICATION MALE

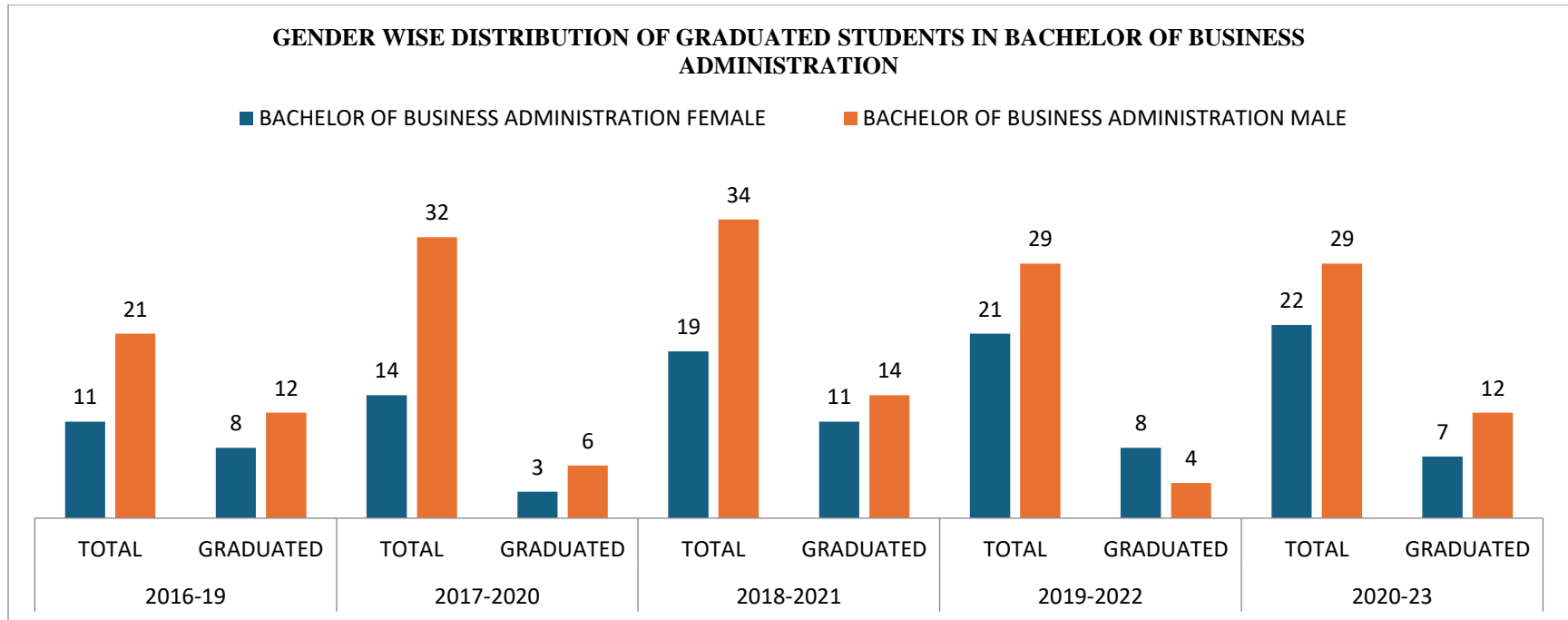The table reveals gender wise distribution of students who graduated from BSc Computer Science and Bachelor of Computer Application during 2016-19 to 2020-23. The percentage of female

graduated students has increased from 0% (2016-19) to 61.53%. in the year 2020-23 .The percentage of male graduated students exhibits a fluctuating trend. During 2017-2020, 100% students graduated from BSc. Computer Science.

The proportion of graduated male and female students shows a fluctuating trend. The highest percentage of female (90.90%) and male students (96.29%) graduated in the year 2019-2022 from Bachelor of Computer Application.

TABLE -6

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN BACHELOR OF BUSINESS ADMINISTRATION 2016-19 TO 2022-23

CLASS	GENDER	2016-19			2017-20			2018-21			2019-22			2020-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
BACHELOR OF BUSINESS ADMINISTRATION	FEMALE	11	8	72.73	14	3	21.43	19	11	57.89	21	8	38.09	22	7	31.82
	MALE	21	12	57.14	32	6	18.75	34	14	41.18	29	4	13.8	29	12	41.38

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN BACHELOR OF BUSINESS ADMINISTRATION

The table 6 depicts the gender wise distribution of graduated students from Bachelor of Business Administration. The percentage of female graduates fluctuates throughout the years, ranging from a high of 72.73% (2016-19) to a low of 31.82% (2020-23). The table also shows a decrease in female graduates in the most recent year (2020-23) compared to earlier years. The proportion of male graduated students has decreased from 57.14 % to 41.38% in the year 2020-23.

TABLE 7

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN ENGLISH DEPARTMENT 2016-19 TO 2020-23

CLASS	GENDER	2016-19			2017-20			2018-21			2019-22			2020-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
BA ENGLISH LITERATURE AND COMMUNICATION STUDIES Model III(Double main)	FEMALE	17	9	52.94	23	19	82.61	31	22	70.97	27	14	51.85	13	8	61.54
	MALE	15	6	40	9	6	66.66	14	8	57.14	15	9	60	7	2	28.57

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN BA ENGLISH LITERATURE AND COMMUNICATION STUDIES MODEL III (DOUBLE MAIN)

■ BA ENGLISH LITERATURE AND COMMUNICATION STUDIES Model III(Double main) FEMALE
■ BA ENGLISH LITERATURE AND COMMUNICATION STUDIES Model III(Double main) MALE
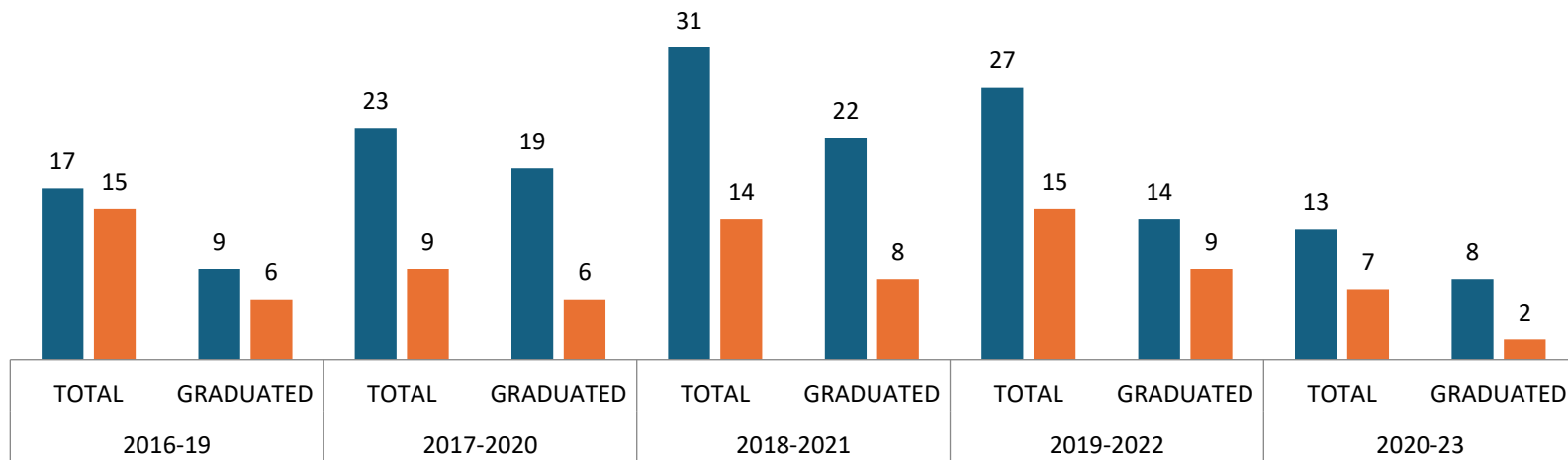
	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
FEMALE	17	9	23	19	31	22	27	14	13	8
MALE	15	6	9	6	14	8	15	9	7	2

Table 7 shows the gender wise distribution of graduated students from BA English Literature and Communication from 2016-19 to 2020-23. The percentage of female graduated students fluctuates throughout the year. The percentage of male graduated students has decreased from 40% (2016-19) to 28.57% in 2020-23.

TABLE 8

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN MATHEMATICS DEPARTMENT 2016-19 TO 2020-23

CLASS	GENDER	2016-19			2017-20			2018-21			2019-22			2020-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
BSC MATHEMATICS Model II COMPUTER SCIENCE	FEMALE	10	4	40	17	8	47.05	25	6	24	4	2	50	5	3	60
	MALE	2	0	0	19	8	42.1	18	0	0	6	3	50	4	2	50

GENDER WISE DISTRIBUTION OF GRADUATED STUDENT IN BSC MATHEMATICS MODEL II COMPUTER SCIENCE
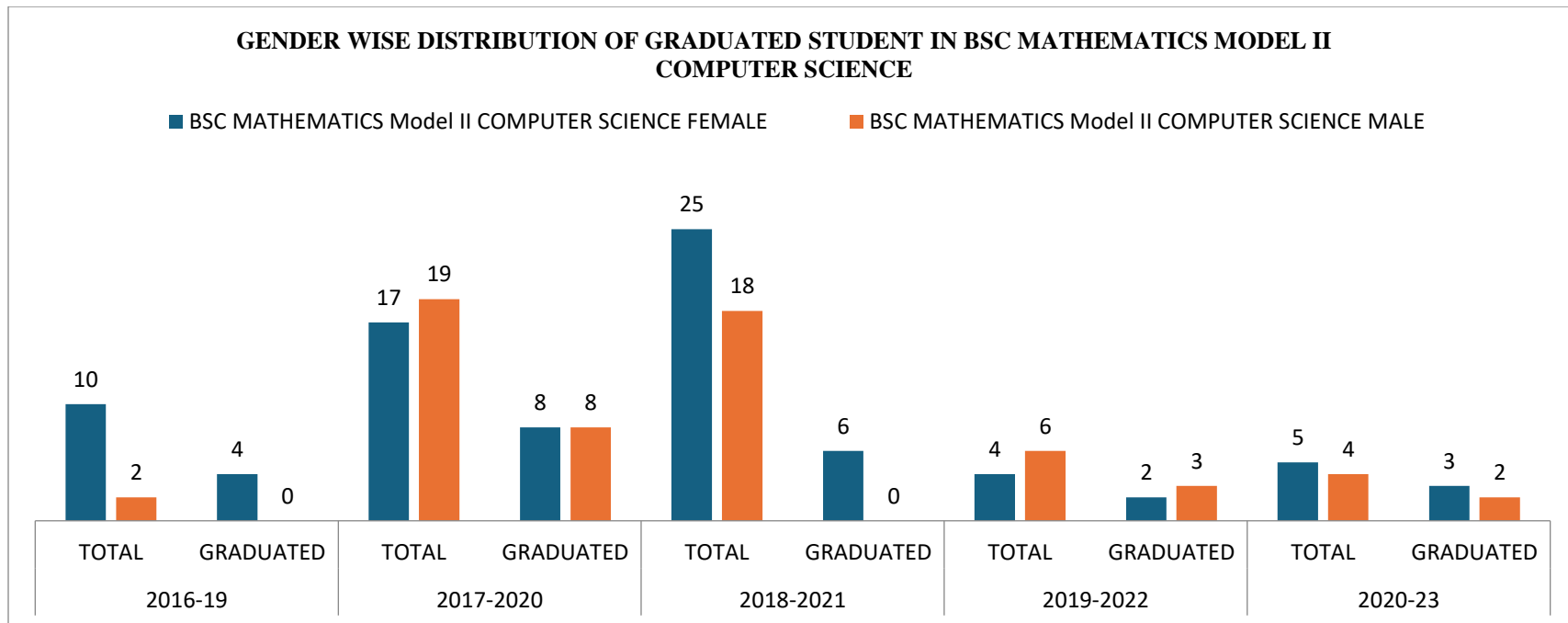
Table 8 shows the gender wise distribution of graduated students from BSc Mathematics. The proportion of female graduated students has increased from 40% (2016-19) to 60% in the year 2020-23. The proportion of male graduated students has also increased from 19% (2016-19) to 50% in the year 2020-23

TABLE 9

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN PSYCHOLOGY DEPARTMENT 2016-19 TO 2020-23

CLASS	GENDER	2016-19			2017-20			2018-21			2019-22			2020-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
BSC PSYCHOLOGY	FEMALE	0	0	0	0	0	0	0	0	0	25	17	68	53	25	47.17
	MALE	0	0	0	0	0	0	0	0	0	0	0	0	5	3	60

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN BSC PSYCHOLOGY

The table 9 depicts the gender wise distribution of graduated students from BSc Psychology. The percentage of female graduated students has decreased from 60% to 47.17% in the year 2020-23. The percentage of male graduated students was 60% in the year 2020-23.

TABLE 10

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN COMMERCE DEPARTMENT (PG) 2016-19 TO 2020-23

CLASS	GENDER	2017-19			2018-20			2019-2021			2020-22			2021-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
M.COM BANKING AND INSURANCE	FEMALE	8	5	62.5	7	4	57.14	0	0	0	0	0	0	0	0	0
	MALE	0	0	0	1	1	100	0	0	0	0	0	0	0	0	0
M.COM E - COMMERCE	FEMALE	7	4	57.14	17	6	35.29	0	0	0	0	0	0	0	0	0
	MALE	3	1	33.33	2	0	0	0	0	0	0	0	0	0	0	0
M.COM MANAGEMENT	FEMALE	7	3	42.86	7	3	42.86	0	0	0	0	0	0	0	0	0
	MALE	2	1	50	4	2	50	0	0	0	0	0	0	0	0	0
M.COM FINANCE AND TAXATION	FEMALE	32	12	37.5	38	18	47.37	40	3	7.5	20	4	57.14	12	6	50
	MALE	5	1	20	6	2	33.33	3	0	0	4	0	0	3	0	0
M.COM MARKETING AND INTERNATIONAL BUSINESS	FEMALE	0	0	0	0	0	0	10	2	20	2	1	50	0	0	0
	MALE	0	0	0	0	0	0	2	0	0	3	0	0	0	0	0
M.COM MANAGEMENT AND INFORMATION TECHNOLOGY	FEMALE	0	0	0	0	0	0	11	1	9.09	9	1	11.11	0	0	0
	MALE	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN M.COM BANKING AND INSURANCE

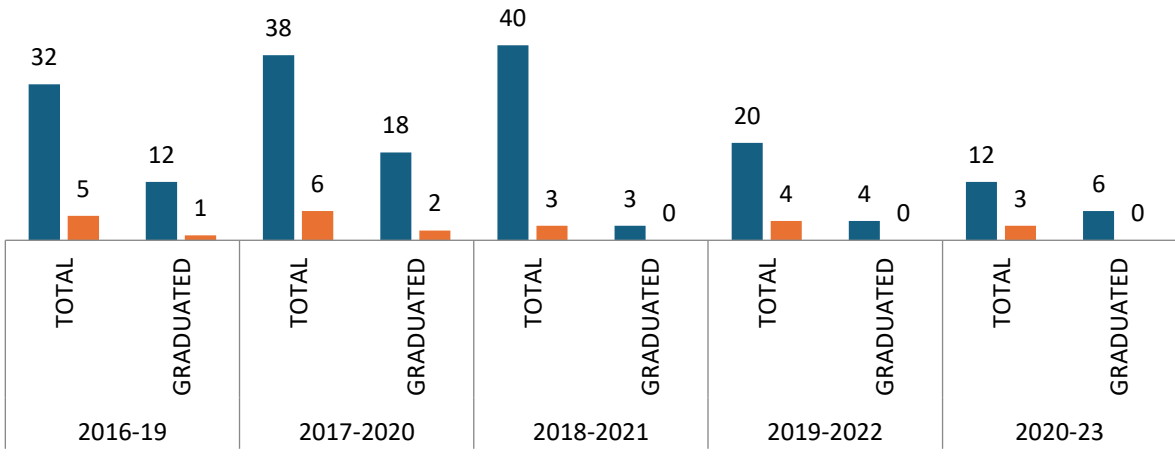■ M.COM BANKING AND INSURANCE FEMALE   ■ M.COM BANKING AND INSURANCE MALE

	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Female	8	5	7	4	0	0	0	0	0	0
Male	0	0	1	1	0	0	0	0	0	0
	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
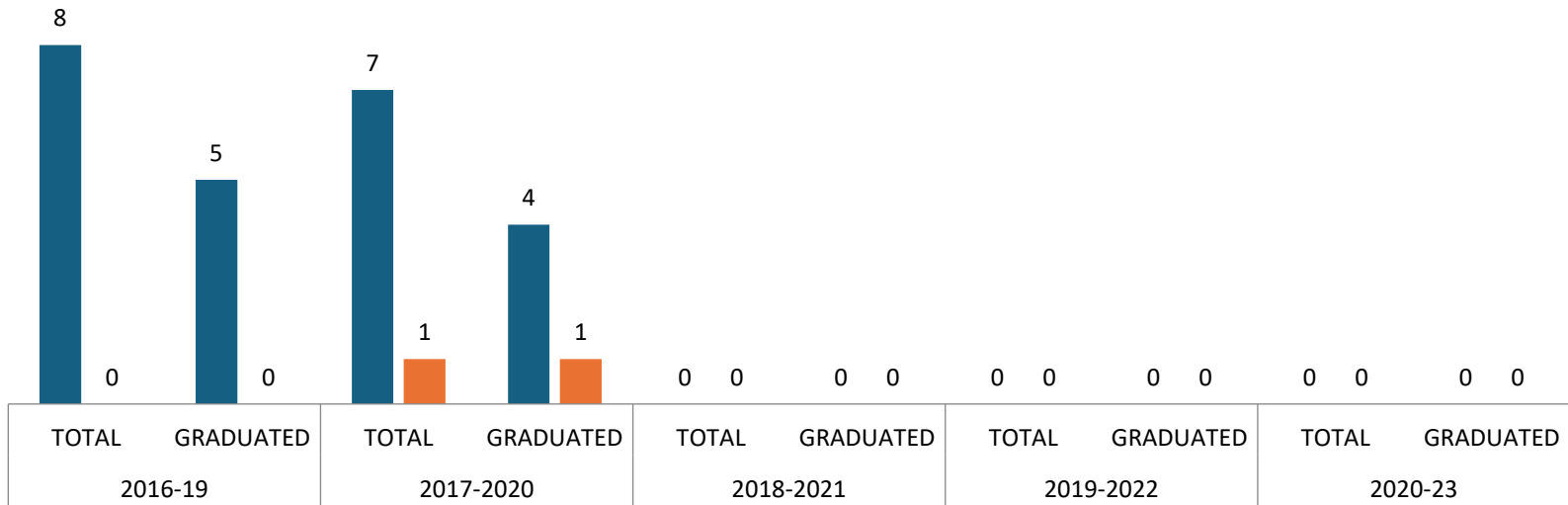
GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN M.COM MANAGEMENT

■ M.COM MANAGEMENT FEMALE   ■ M.COM MANAGEMENT MALE

	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Female	7	3	7	3	0	0	0	0	0	0
Male	2	1	4	2	0	0	0	0	0	0
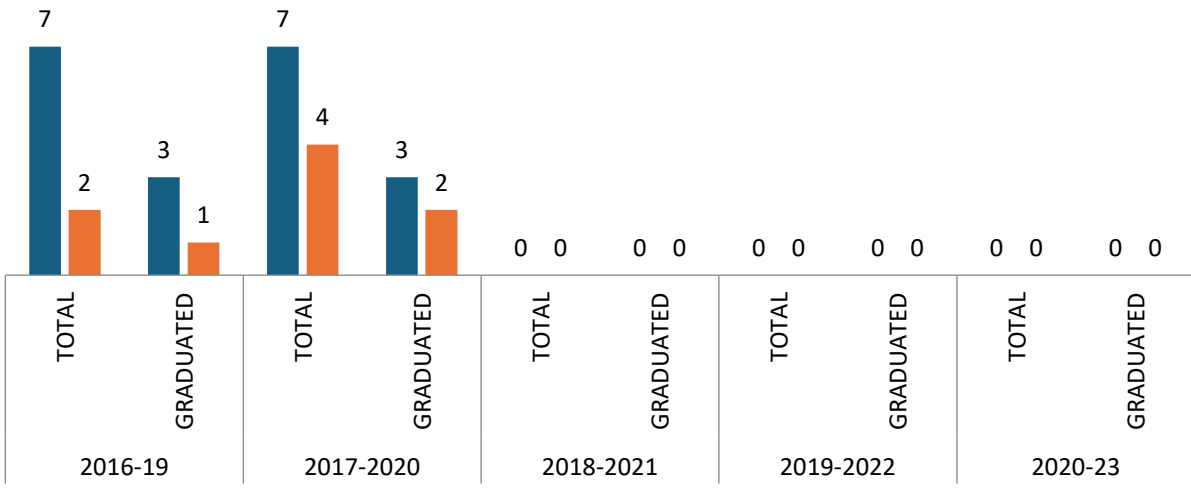
GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN M.COM FINANCE AND TAXATION

■ M.COM FINANCE AND TAXATION FEMALE   ■ M.COM FINANCE AND TAXATION MALE

	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Female	32	12	38	18	40	3	20	4	12	6
Male	5	1	6	2	3	0	4	0	3	0

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN M.COM MARKETING AND INTERNATIONAL BUSIENSS

■ M.COM MARKETING AND INTERNATIONAL BUSINESS FEMALE
■ M.COM MARKETING AND INTERNATIONAL BUSINESS MALE

	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Female	0	0	0	0	10	2	2	1	0	0
Male	0	0	0	0	2	0	3	0	0	0

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN M.COM MANAGEMENT AND INFORMATION TECHNOLOGY

■ M.COM MANAGEMENT AND INFORMATION TECHNOLOGY FEMALE
■ M.COM MANAGEMENT AND INFORMATION TECHNOLOGY MALE

	2016-19		2017-2020		2018-2021		2019-2022		2020-23	
	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
Female	0	0	0	0	11	1	9	1	0	0
Male	0	0	0	0	2	0	1	0	0	0

Table 10 shows the gender wise distribution of graduated students from M. Com specialisations. There are four specialisation such as M. Com Banking and Insurance, M. Com E- Commerce, M. Com Management and M.com Finance and Taxation. The proportion of female graduated students has decreased from 62.5% to 57.14% in the year 2018-2020. 100% students graduated in the year 2018-2020 from M. Com Banking and Insurance.

The proportion of female graduated students has decreased from 57.14% to 35.29% in the year 2018-2020. The proportion of male candidates graduated has also decreased in the year 2018-20 from M. Com E-Commerce.

There were 42.86% female students 50% male students graduated from M.Com Management in the year 2016-18 and 2018-2020.

The percentage of female graduated students has increased from 37.5% (2017-19) to 50% (2020-23). The male students were low in number in each year and the highest percentage of graduated students in the year 2018-20 in M.Com Finance and Taxation.

From the academic year 2019-2021, the specialisation of M. Com had changed to M. Com Marketing and International Business and M. Com Management and Information Technology. The female graduated students from both the courses were increased in the year 2020-22. In the last year 2021-23, students opted M. Com Finance and Taxation and the pass percentage was 50%.

TABLE 11

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN ENGLISH DEPARTMENT (PG) 2016-19 TO 2020-23

CLASS	GENDER	2017-19			2018-20			2019-2021			2020-22			2021-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
MA ENGLISH LANGUAGE AND LITERATURE	FEMALE	8	7	87.5	8	6	0	19	9	47.36	16	2	33.33	11	3	27.27
	MALE	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN MA ENGLISH LANGUAGE AND LITERATURE

■ MA ENGLISH LANGUAGE AND LITERATURE FEMALE

■ MA ENGLISH LANGUAGE AND LITERATURE MALE
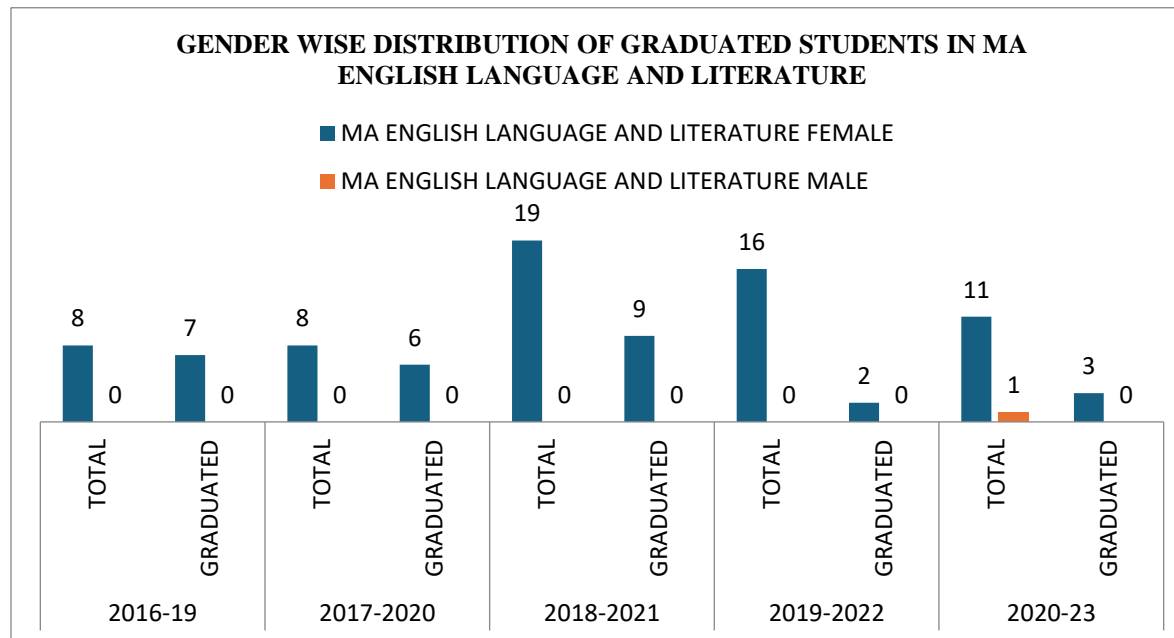
Table 11 depicts gender wise distribution of graduated students from MA Language and Literature. The proportion of graduated students decreased from 87.5% to 27.27% in the year 2021-23. There were no male candidates in most of the years.

TABLE 12

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN MATHEMATICS DEPARTMENT (PG) 2016-19 TO 2020-23

CLASS	GENDER	2017-19			2018-20			2019-2021			2020-22			2021-23		
		TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%	TOTAL	GRADUATED	%
MSC MATHEMATICS	FEMALE	14	13	92.86	25	13	52	23	3	13.04	10	1	10	4	0	0
	MALE	4	0	0	0	0	0	3	1	33.33	2	0	0	3	0	0

GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN MSC MATHEMATICS
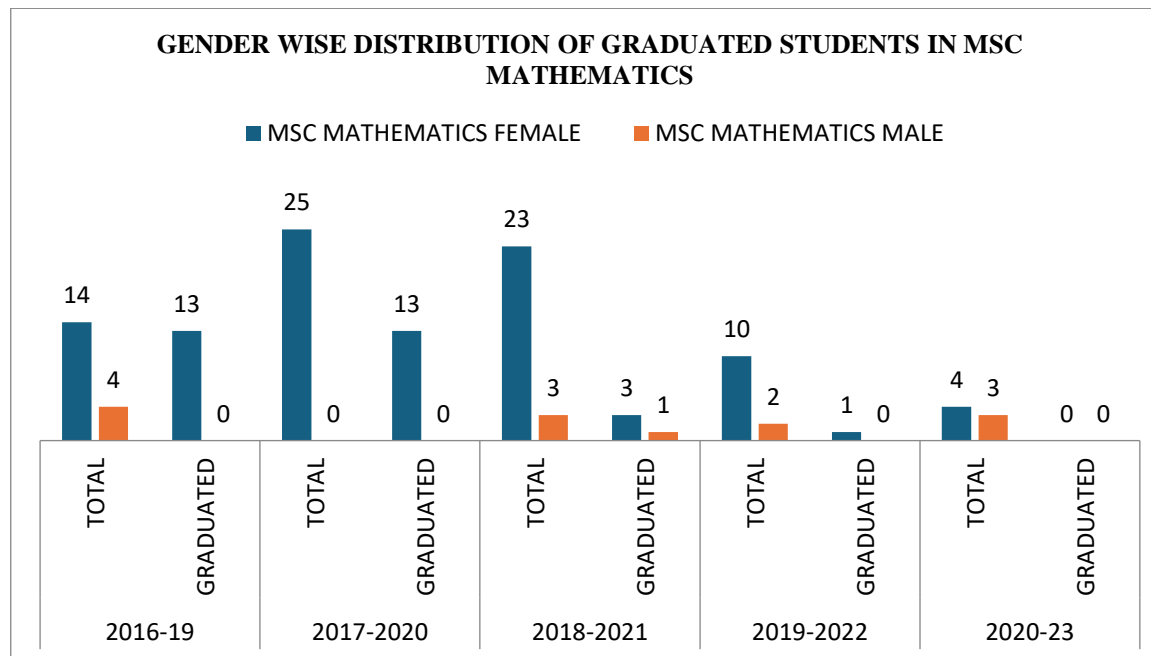
Table 12 shows the gender wise distribution of graduated students from MSc Mathematics. The percentage of students decreased from 92.86% to 10% in the year 2020-22. The highest percentage of male students graduated in the year 2019-21.

TABLE 13: GENDER WISE DISTRIBUTION OF FACULTY IN THE INSTITUTION

DEPARTMENTS	GENDER	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
ENGLISH	MALE	3	4	4	3	3
	FEMALE	6	8	8	7	12
COMMERCE	MALE	4	4	4	3	1
	FEMALE	22	19	20	16	23
PSYCHOLOGY	MALE	0	0	0	0	0
	FEMALE	4	4	8	6	5
COMPUTER SCIENCE	MALE	0	0	0	2	1
	FEMALE	6	7	7	7	13
FASHION DESIGNING	MALE	0	0	0	0	0
	FEMALE	5	6	6	6	9
BBA	MALE	0	0	0	0	1
	FEMALE	4	4	6	6	4
MBA	MALE	1	1	1	1	1
	FEMALE	2	3	3	6	6
MCA	MALE	0	0	0	0	0
	FEMALE	9	9	9	9	8

TABLE 14 : GENDER WISE DISTRIBUTION OF FACULTY IN ENGLISH DEPARTMENT

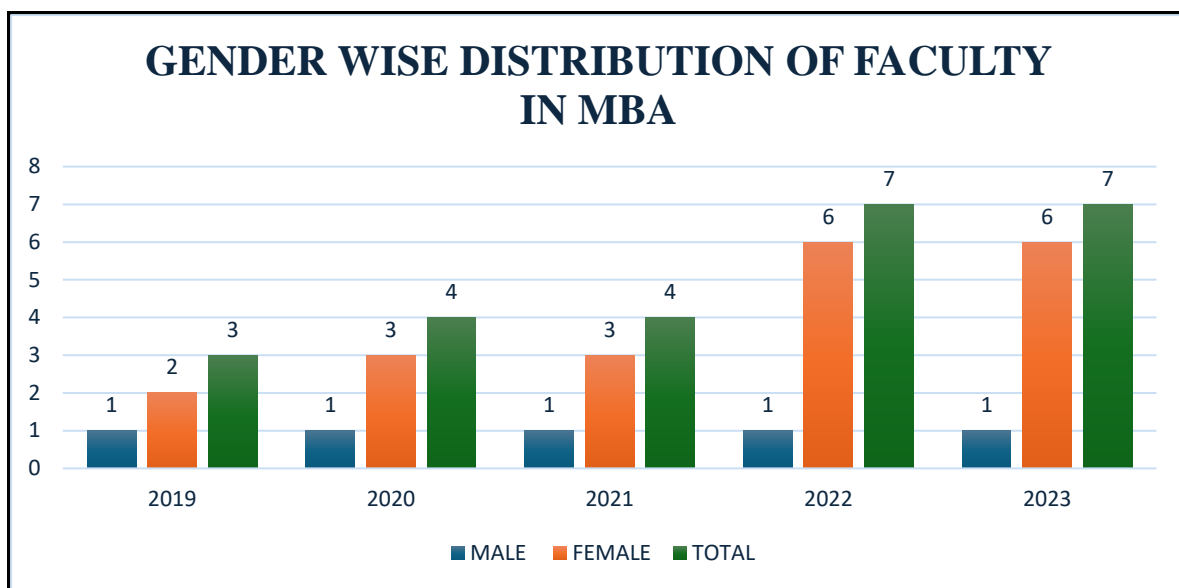| GENDER WISE DISTRIBUTION OF FACULTY IN ENGLISH DEPARTMENT					
GENDER	**2018-2019**	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**
MALE	3 (33%)	4 (33%)	4 (33%)	3 (30%)	3 (20%)
FEMALE	6(67%)	8 (67%)	8(67%)	7 (70%)	12 (80%)
TOTAL	9	12	12	10	15
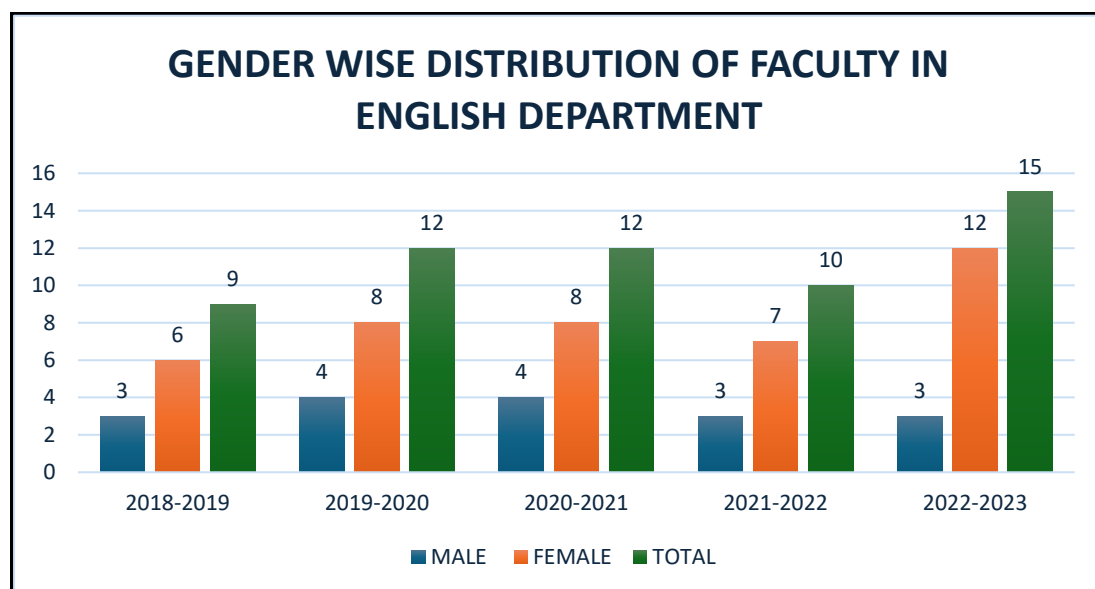
Table   depicts the gender wise classification of faculty in English department. From the table, the majority of staff were female in every year that is between 67% and 80%.

TABLE 15: GENDER WISE DISTRIBUTION OF FACULTY IN COMMERCE

GENDER WISE DISTRIBUTION OF FACULTY IN COMMERCE DEPARTMENT					
GENDER	**2018-2019**	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**
MALE	4 (15%)	4 (17%)	4 (17%)	3 (16%)	1 (4%)
FEMALE	22 (85%)	19 (83%)	20 (83%)	16 (84%)	23 (96%)

GENDER WISE DISTRIBUTION OF FACULTY
IN COMMERCE DEPARTMENT
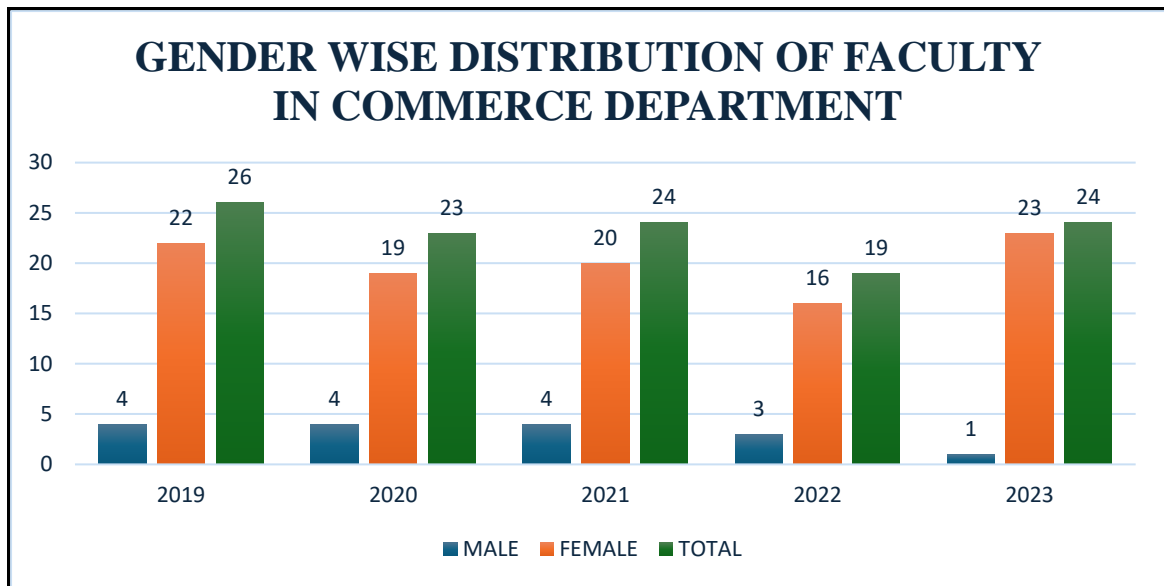
Table shows the gender wise classification of faculty in Commerce Department. From the table, majority of staff were female in every year which ranges between 83% to 96%.

TABLE 16: GENDER WISE DISTRIBUTION OF FACULTY IN PSYCHOLOGY

GENDER WISE DISTRIBUTION OF FACULTY IN PSYCHOLOGY					
GENDER	**2018-2019**	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**
MALE	0 (0)	0 (0)	0(0)	0(0)	0 (0)
FEMALE	4 (100%)	4 (100%)	8 (100%)	6 (100%)	5 (100%)

GENDER WISE DISTRIBUTION OF FACULTY IN PSYCHOLOGY
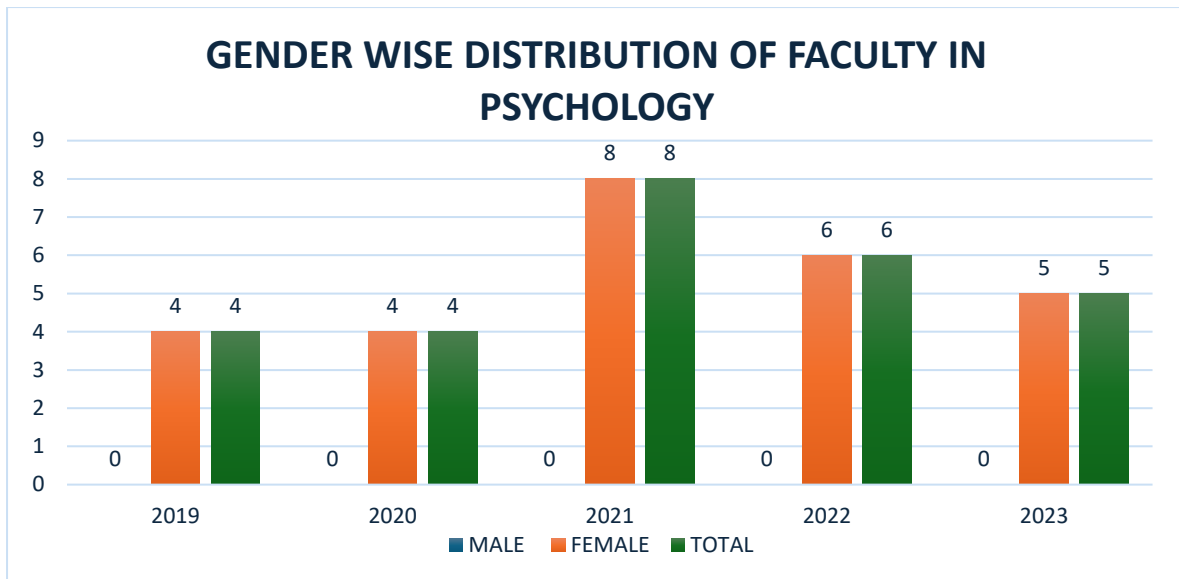
Table depicts the gender wise classification of faculty in Psychology Department. From the table, it can be inferred that 100 percent staff in the department were female.

TABLE 17: GENDER WISE DISTRIBUTION OF FACULTY IN COMPUTER SCIENCE DEPARTMENT

GENDER WISE DISTRIBUTION OF FACULTY IN COMPUTER SCIENCE DEPARTMENT					
GENDER	**2018-2019**	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**
MALE	0	0	0	2 (23%)	1 (8%)
FEMALE	6 (100%)	7 (100%)	7 (100%)	7 (77%)	12 (92%)

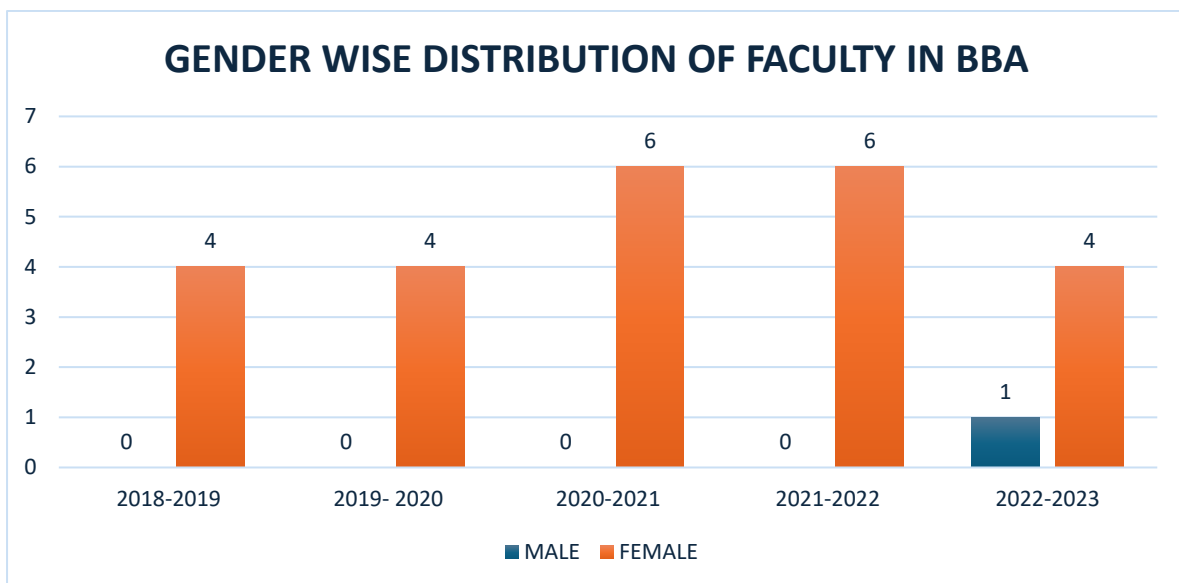**GENDER WISE DISTRIBUTION OF FACULTY IN COMPUTER SCIENCE DEPARTMENT**
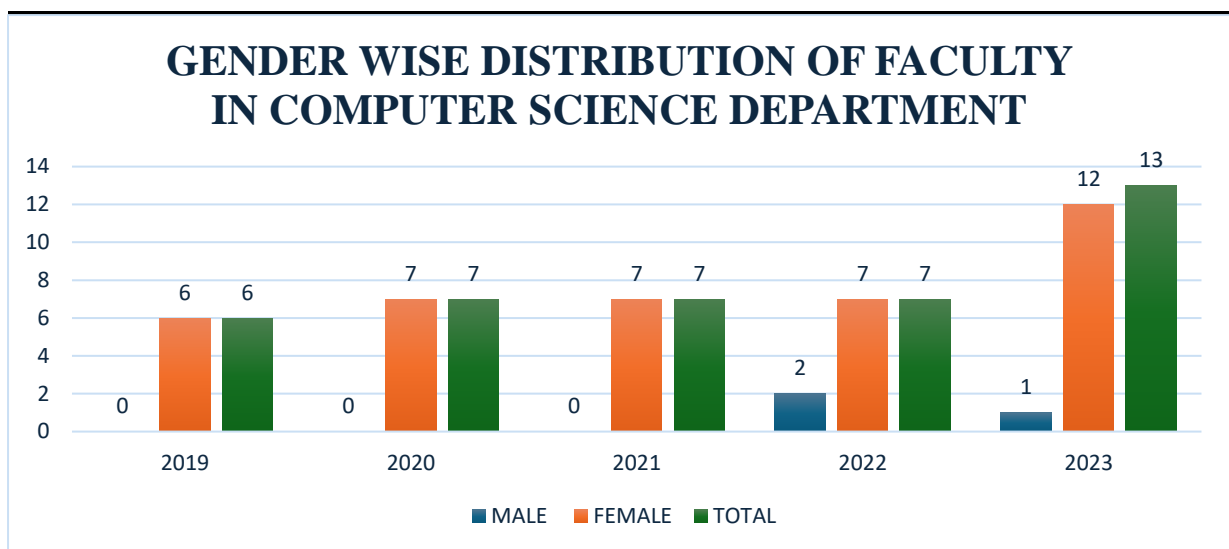
Table depicts the gender wise classification of faculty in Computer Science department. From the table, it can be inferred that majority of staff were female in every year which ranges between 77% to 100%.

TABLE 18: GENDER WISE DISTRIBUTION OF FACULTY IN FASHION DESIGNING DEPARTMENT

GENDER WISE DISTRIBUTION OF FACULTY IN FASHION DESIGNING DEPARTMENT					
GENDER	**2018-2019**	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**
MALE	0	0	0	0	0
FEMALE	5 (100%)	6 (100%)	6 (100%)	6 (100%)	9 (100%)
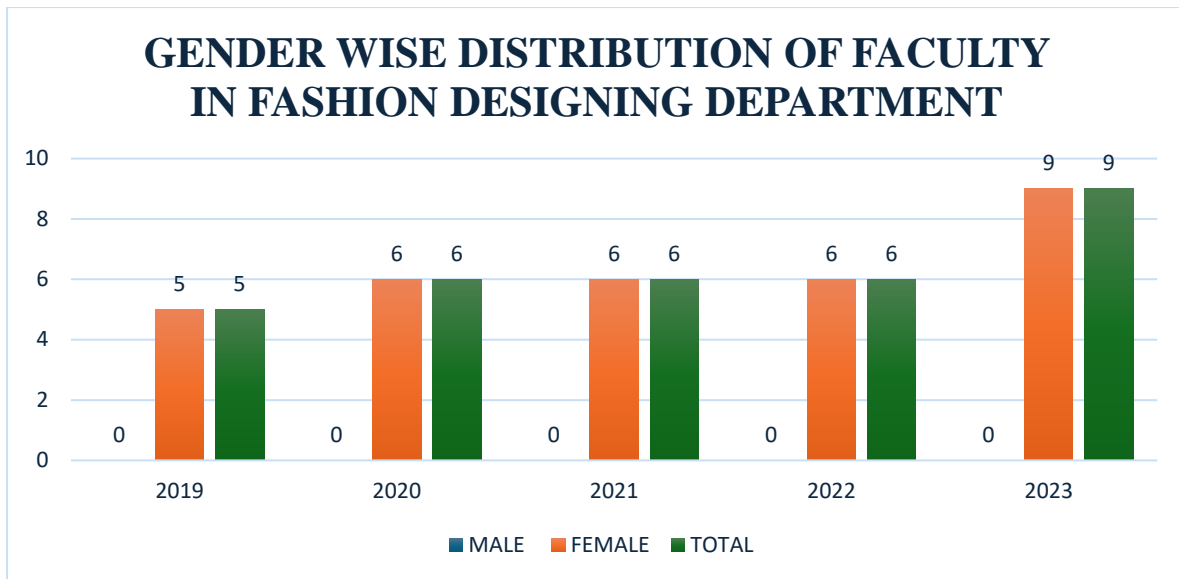
GENDER WISE DISTRIBUTION OF FACULTY IN FASHION DESIGNING DEPARTMENT

Table depicts the gender wise classification of faculty in Fashion Designing Department. From the table, it can be inferred that 100 percent staff in the department were female.

TABLE 18: GENDER WISE DISTRIBUTION OF FACULTY IN MBA DEPARTMENT

GENDER WISE DISTRIBUTION OF FACULTY IN MBA DEPARTMENT					
GENDER	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
MALE	1 (33%)	1 (25%)	1 (25%)	1 (17%)	1 (17%)
FEMALE	2 (67%)	3 (75%)	3 (75%)	6 (83%)	6 (83%)

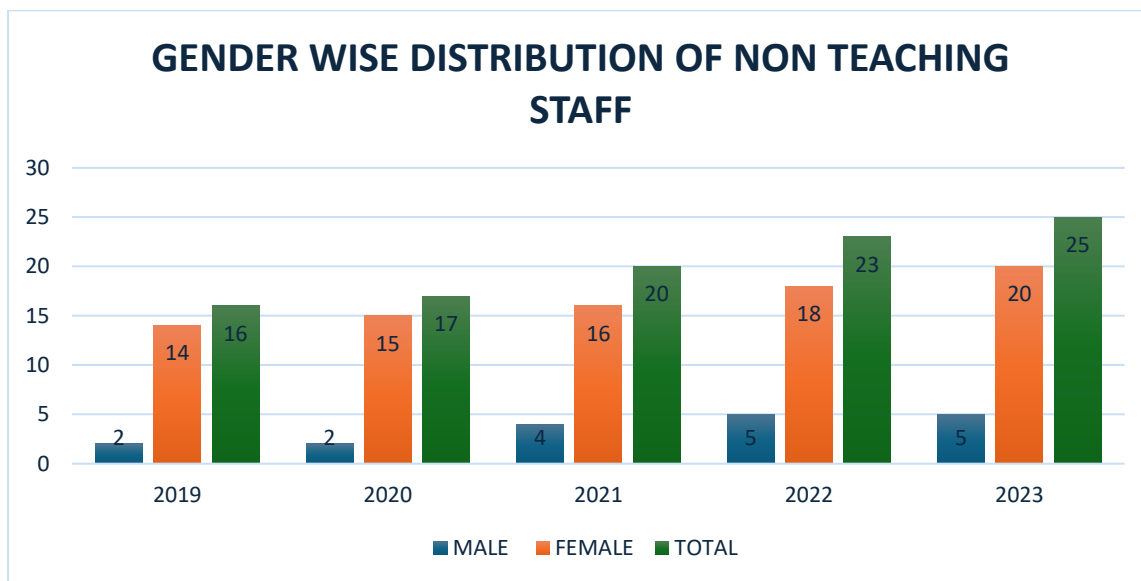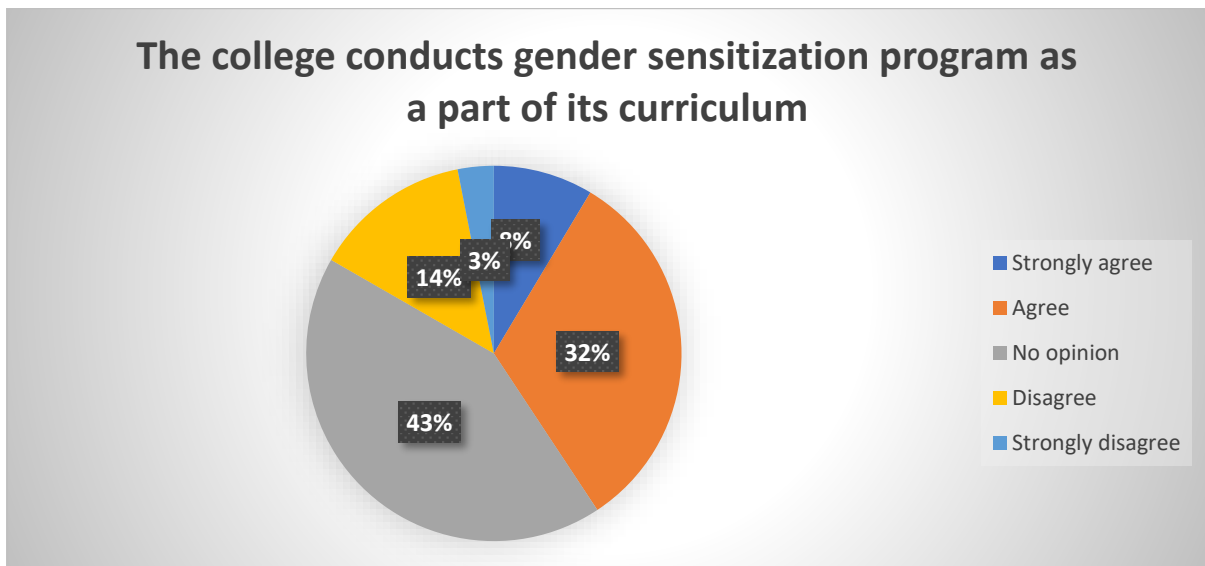**GENDER WISE DISTRIBUTION OF FACULTY IN MBA**

Table depicts the gender wise classification of faculty in MBA Department. From the table, it can be inferred that majority of staff were female in every year which ranges between 67% to 83%.

**TABLE 19: GENDER WISE DISTRIBUTION OF FACULTY IN MCA DEPARTMENT**

GENDER WISE DISTRIBUTION OF FACULTY IN MCA					
GENDER	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
MALE	0	0	0	0	0
FEMALE	9 (100%)	9 (100%)	9 (100%)	9 (100%)	8 (100%)
TOTAL	9	9	9	9	8

GENDER WISE DISTRIBUTION OF FACULTY
IN MCA DEPARTMENT
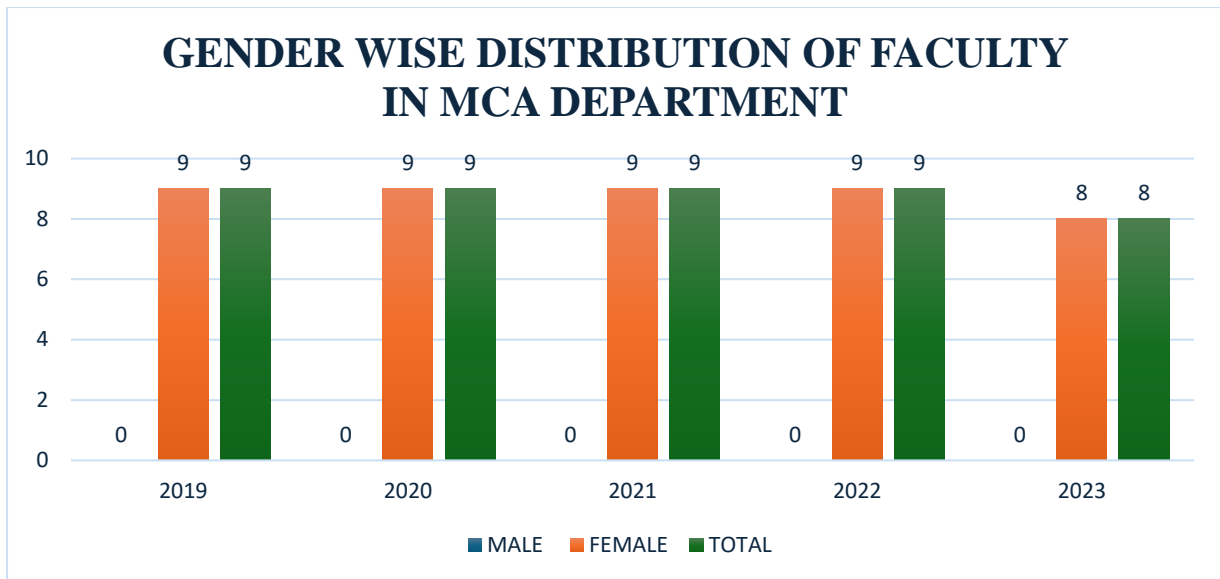
TABLE 20: GENDER WISE DISTRIBUTION OF FACULTY IN BBA

DEPARTMENT

GENDER WISE DISTRIBUTION OF FACULTY IN BBA DEPARTMENT					
GENDER	2018-2019	2019- 2020	2020-2021	2021-2022	2022-2023
MALE	0	0	0	0	1 (25%)
FEMALE	4 (100%)	4 (100%)	6 (100%)	6 (100%)	4 (75%)

GENDER WISE DISTRIBUTION OF FACULTY IN BBA

Table depicts the gender wise classification of faculty in BBA Department. From the table, it can be inferred that majority of staff were female in every year which ranges between 75% to 100%.

TABLE 21: GENDER EQUALITY AMONG NON-TEACHING STAFF

GENDER WISE DISTRIBUTION OF NON-TEACHING STAFF					
GENDER	2018-2019	2019- 2020	2020-2021	2021-2022	2022-2023
MALE	2 (14%)	2 (13%)	4 (20%)	5 (21%)	5 (20%)
FEMALE	14 (88%)	15 (88)	16 (80%)	18 (78)	20 (80%
TOTAL	16	17	20	23	25

Table depicts the gender wise classification of non-teaching staff. From the table, it can be inferred that majority of staff were female in every year which ranges between 78% to 80%.

SURVEY RESULT ANALYSIS

Number of Participants: 162

The college conducts gender sensitization program as a part of its curriculum					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	**14**	**52**	**69**	**22**	**5**
Percentage	**8.60%**	**32.10%**	**42.60%**	**13.60%**	**3.10%**

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	**11**	**51**	**53**	**38**	**9**
Percentage	**6.80%**	**31.50%**	**32.70%**	**23.50%**	**5.60%**

The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.
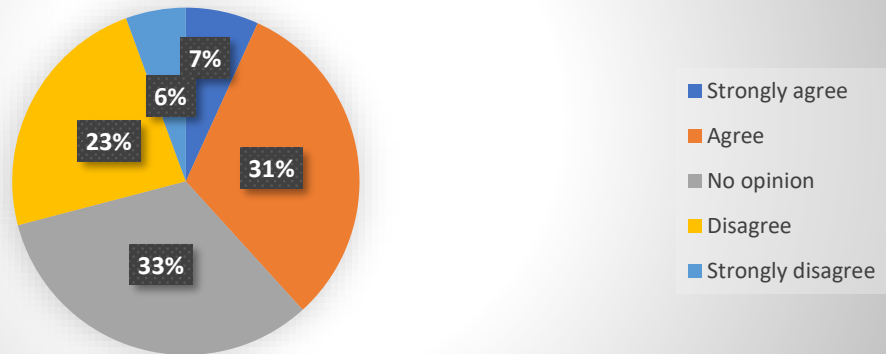
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Adequate number of toilets are available in the campus for girls					
Number	36	68	37	14	7
Percentage	22.20%	42.00%	22.80%	8.60%	4.30%

Adequate number of toilets are available in the campus for girls
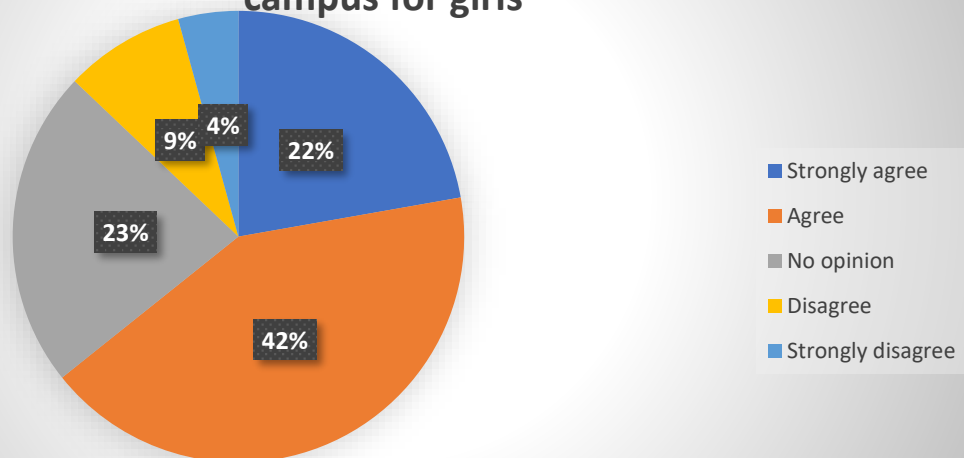
Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	13	56	56	24	13
Percentage	8.00%	34.60%	34.60%	14.80%	8.00%

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

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	9	53	71	22	7
Percentage	5.60%	32.70%	43.80%	13.60%	4.30%

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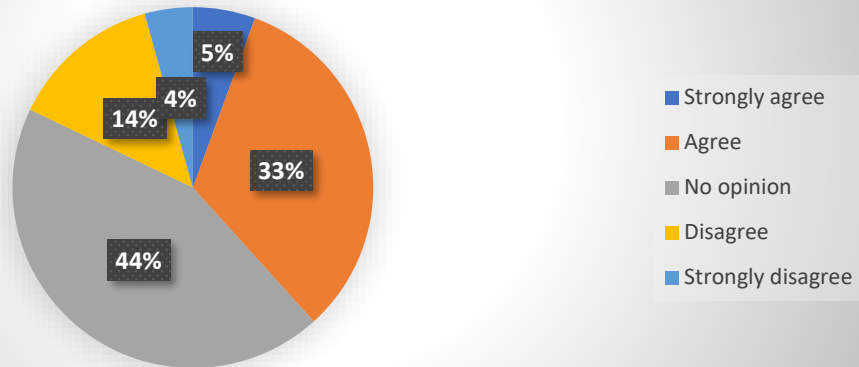
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree

There are lady faculties available in the women cell.

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	9	61	68	20	4
Percentage	5.60%	37.70%	42.00%	12.30%	2.50%

There are lady faculties available in the women cell.
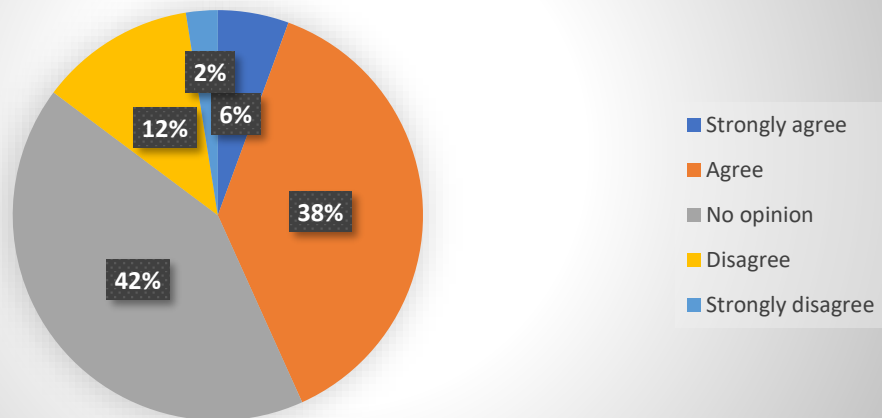
Do you reach out to women's cell?					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	5	46	84	23	4
Percentage	3.10%	28.40%	51.90%	14.20%	2.50%
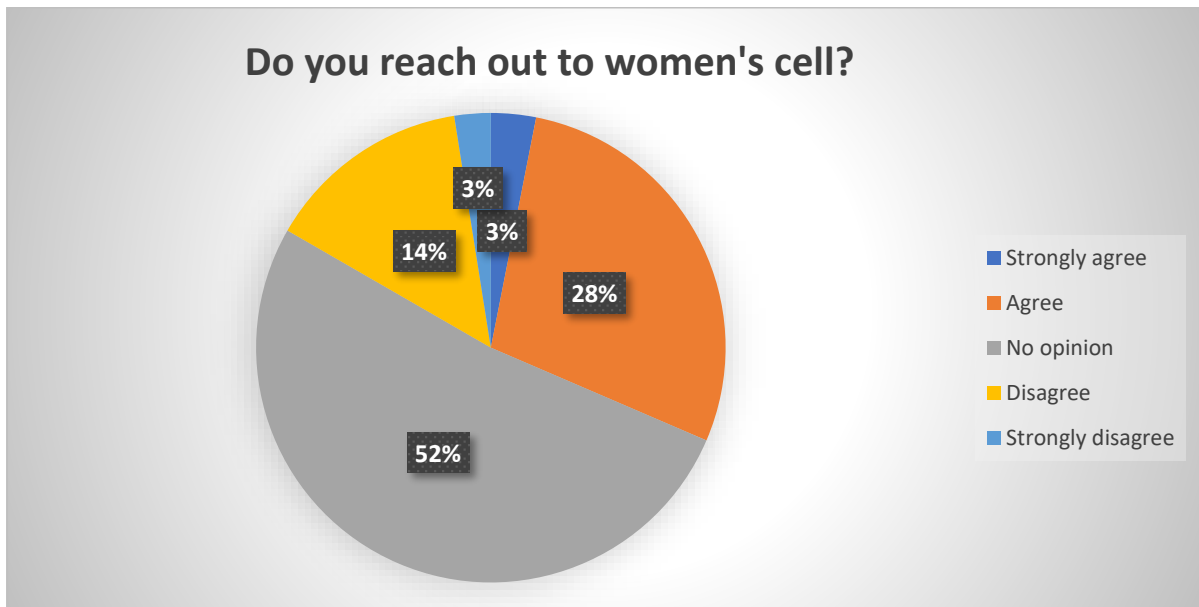
A grievance redress cell has been set up.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	6	50	84	17	5
Percentage	3.70%	30.90%	51.90%	10.50%	3.10%

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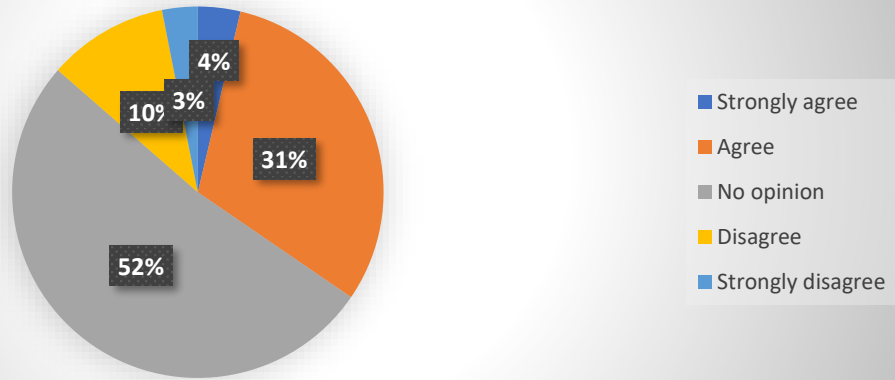
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree

The classroom offers equal opportunities to all genders.

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	27	89	31	11	4
Percentage	16.70%	54.90%	19.10%	6.80%	2.50%

The classroom offers equal opportunities to all genders.
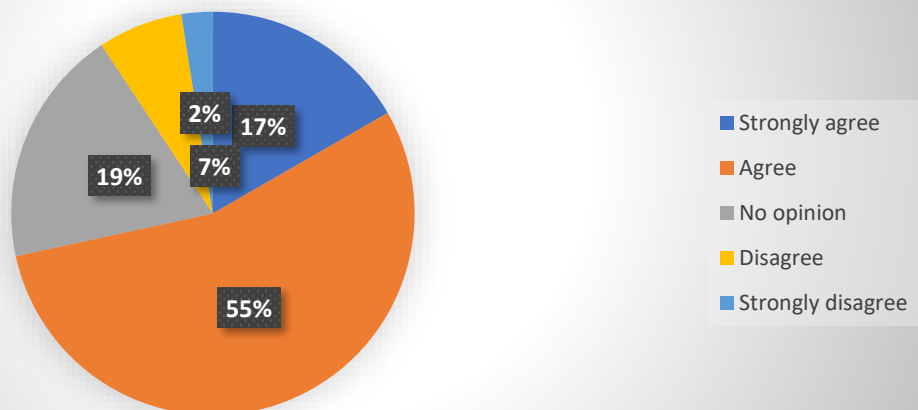
The college offers equal opportunities to all genders on sports.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	**22**	**74**	**41**	**13**	**12**
Percentage	**13.60%**	**45.70%**	**25.30%**	**8.00%**	**7.40%**
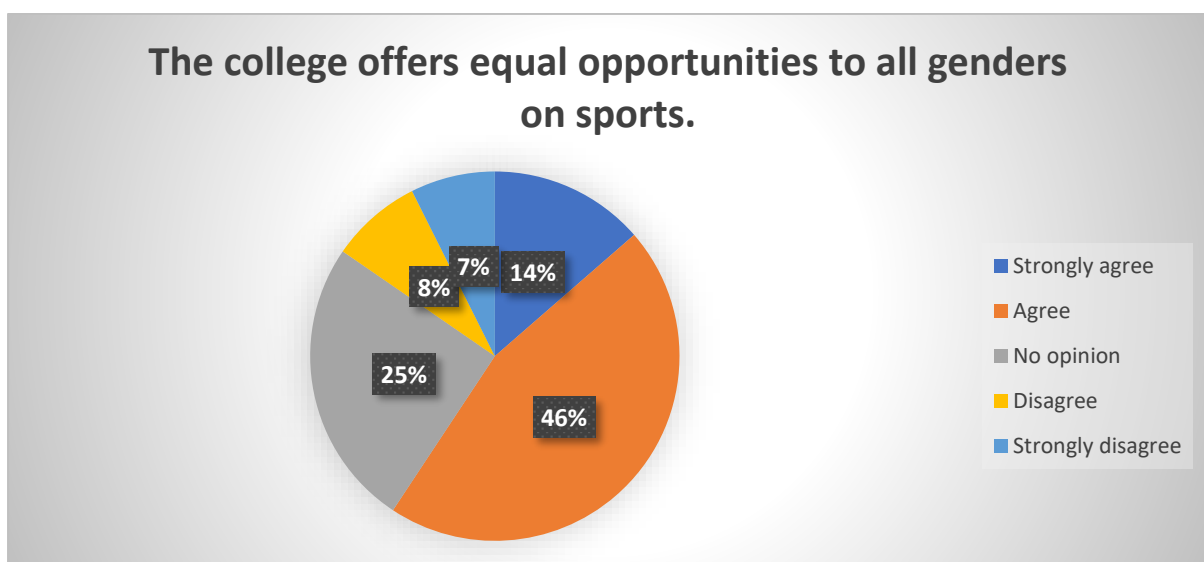
| There is equal opportunity to all genders to work with various clubs and forums.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	**17**	**85**	**47**	**7**	**6**
Percentage	**10.50%**	**52.50%**	**29.00%**	**4.30%**	**3.70%**

There is equal opportunity to all genders to work with various clubs and forums.
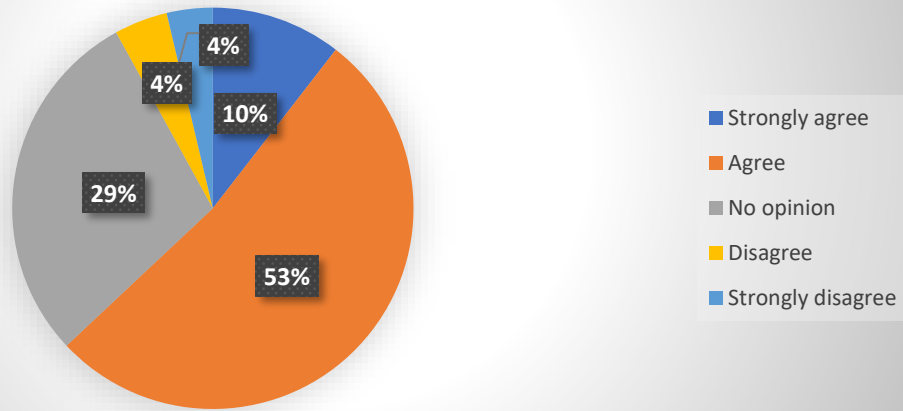
There is equal opportunity to all genders for free and fair expression of ideas.					
	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	**21**	**96**	**33**	**7**	**5**
Percentage	**13.00%**	**59.30%**	**20.40%**	**4.30%**	**3.10%**

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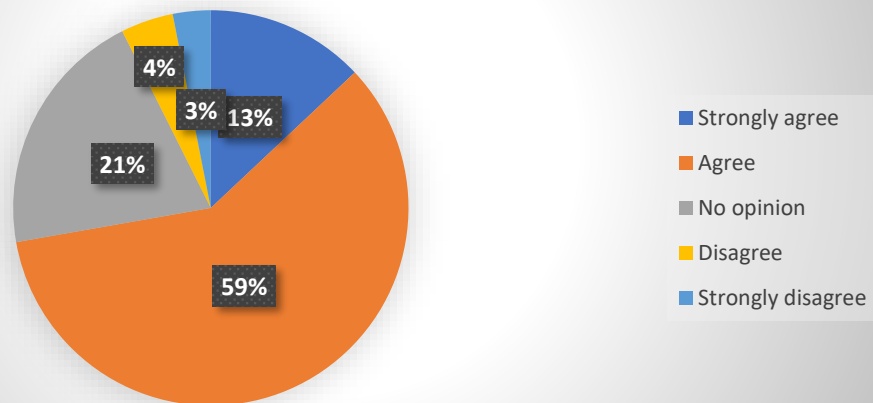
Findings

- 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 an adequate number of toilets are available for girls in the campus.
- The classroom is perceived to offer equal opportunities to all, with 14% strongly agreeing and 46% agreeing.
- The equal opportunities in clubs and forums are also perceived positively, with 11% strongly agreeing and 52% agreeing.
- The equal opportunity to all genders for free and fair expression of ideas is perceived positively.

Suggestions

- Despite the agreement regarding the availability of toilets, there is room for improvement in terms of adequate disposal bins the toilets. The administration can consider increasing the number of bins.
- The college can work on increasing the awareness of the Women 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. It reveals that gender equality objectives are integrated into all policies and programs, and the staff members 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, and ensuring that equal opportunities are extended to all students. 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

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

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

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

5. 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

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

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

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

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

10. The college offers equal opportunities to all genders on sports.				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree

11. There is equal opportunity to all genders to work with various clubs and forums.				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree

12. There is equal opportunity to all genders for free and fair expression of ideas.				
Strongly agree	Agree	No opinion	Disagree	Strongly disagree