

GENDER AUDIT REPORT 2022-23

Preface

According to the WHO, gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy as well as relationships with each other. As a social construct, gender varies from society to society and can change over time. Gender stereotypes are ideas that people have on masculinity and femininity. Society forces individuals to follow gender specific roles. There exists gender bias and inequality in our society. Our textbooks have pictures of women doing house chores is a visible example of gender bias. Gender equality means fairness of treatment for women, men and LGBTQ+ community according to their respective needs.

Gender sensitization is the process of creating awareness regarding gender equality issues and modifying the behaviour and views that people hold about themselves and other genders. This process helps in examining people's personal attitudes and beliefs and questioning the realities they thought they know. Irrespective of sensitization programmes there exists deep rooted gender imbalance in our society. Gender audit attempts to understand whether college follows government rules, policies and regulations for gender equality. It looks at the gender wise distribution of the total population of college and tries to find out whether steps are needed to overcome gender disparity. The audit process involved collecting data related to gender related programmes, gender wise distribution of the college community, conducting an analysis of the collected data, identifying problems and proposing suggestions to overcome gender imbalance and create a gender friendly campus.

Dr. Rose Mary Palatty

Coordinator

Gender Sensitivity Cell

Sree Sankara College follows a strong gender policy to make sure a gender friendly atmosphere in the campus.

Gender Policy of Sree Sankara College

- The institution shall take effective measures for the safety and security of all genders.
- There shall not be any kind of discrimination on the basis of gender
- The institution shall provide equal opportunity for all genders
- There must be an active, accessible, unbiased and confidential grievance redressal cell and anti-sexual harassment cell.
- There will be gender sensitization programmes.

Objectives of Gender Audit

The gender audit has the following objectives:-

- To suggest measures to develop mutual respect and empathy for the opposite gender
- To find out areas where gender imbalance exists and factors behind it
- To foster gender equality in all aspects of college community
- To check the active working of anti-sexual harassment cell and grievance redressal cell.

Introduction

Sree Sankara College, Kalady was founded in the year 1954 by Swami Agamananda, a social reformer and a foresighted scholar of Sri Ramakrishna Advaita Ashram. It was raised to the status of first Grade College in 1956. It is affiliated to the Mahatma Gandhi University. The gender audit for the academic year 2022-23 is an attempt to study, understand, and analyse whether the college has a good gender balance.

Gender audit reviews and analyses the environment of Sree Sankara College through a gender perspective. It tries to understand whether everyone irrespective of gender has accessibility to all the facilities of college and no one has faced physical or psychological issues related to their respective genders.

Sree Sankara College Kalady undertakes many gender related activities through various committees and clubs to generate gender awareness. The following committees supporting gender equality which were constituted as per University/UGC norms:

1. Gender Sensitivity Cell
2. Anti-Ragging Cell, Anti Sexual Harassment Cell
3. Grievance Redressal Cell
4. NSS
5. NCC
6. Sakhi (woman Cell)
7. SC/ST/Minority Cell
8. Gender Sensitivity Cell
9. Internal Complaints Committee for the safety and security of students and employees.

Students from all genders (Male, Female, and LGBTQ) have equal opportunities to explore their full potential. There are courses related to gender studies in the syllabus of some departments.

1. Department of History has opted for “**Gender in Indian Perspectives**” as an elective paper for the Bachelor’s Degree.
2. Department of English offers ‘**Women Studies**’ for U.G Students and Gender studies for P.G Students.
3. Department of Physical education offers women Kabaddi team, Football team, Cricket team etc.
4. Sakhi, the women cell of College has been organizing various activities to encourage and empower girl students. Gender sensitisation talks and seminars were conducted by Sakhi in order to sensitize students on LGBTQ+ community. Health & Hygiene classes, Women Empowerment programmes, and Menstrual Hygiene classes also were conducted by Sakhi.
5. Gender sensitization campaigns were conducted for all the students to educate the difference between sex and gender and also keeping in mind the need to positively change the mindset of young generations of society.
6. Anti-sexual Harassment Cell, NCC, NSS, and Gender Sensitivity cell conducted various programmes related to gender issues. College provides ladies hostel Facility for students. College celebrates international women’s day by arranging various programmes.
7. College has a lady counselor and Jeevani Counseling centre, powered by the Govt. of Kerala, functioning the campus.

The following is a gender wise data analysis of the total population of college including students, teachers and non-teaching staff to understand the gender balance in the campus.

Gender Sensitivity Cell

Gender Sensitivity Cell of Sree Sankara College was formed in the academic year 2022-23.

Coordinator: Dr. Rose Mary Palatty, Assistant Professor, Department of English

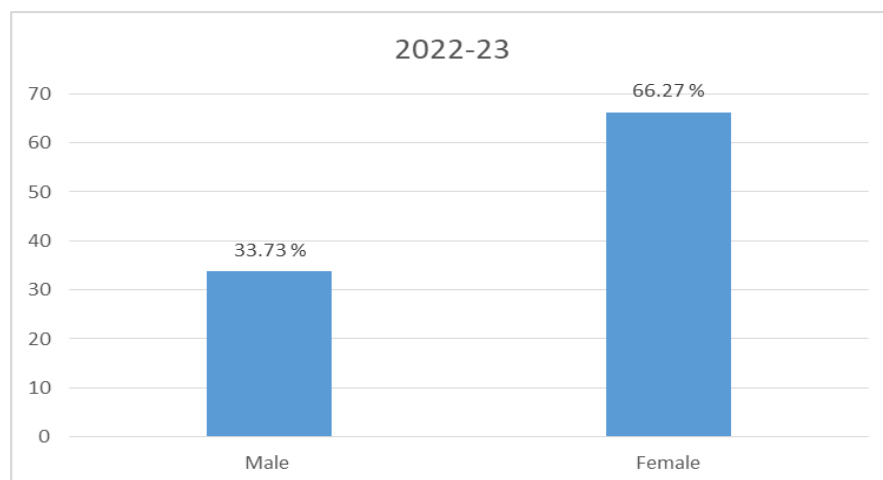
Cell Members: Smt. Kavitha Sivadas, Assistant Professor, Department of History
 Dr. Gireesh M K, Assistant Professor, Department of Chemistry
 Dr. Rajeesh K P, Assistant Professor, Department of English
 Smt. Gopika G, Assistant Professor, Department of Commerce
 Sri. Satheesan T S, Non-teaching Staff

Student Coordinator: Smt. Aysha Ummul Hiba, MA English

Data Analysis and Interpretation

Table 1:- Gender wise details of total students in the college

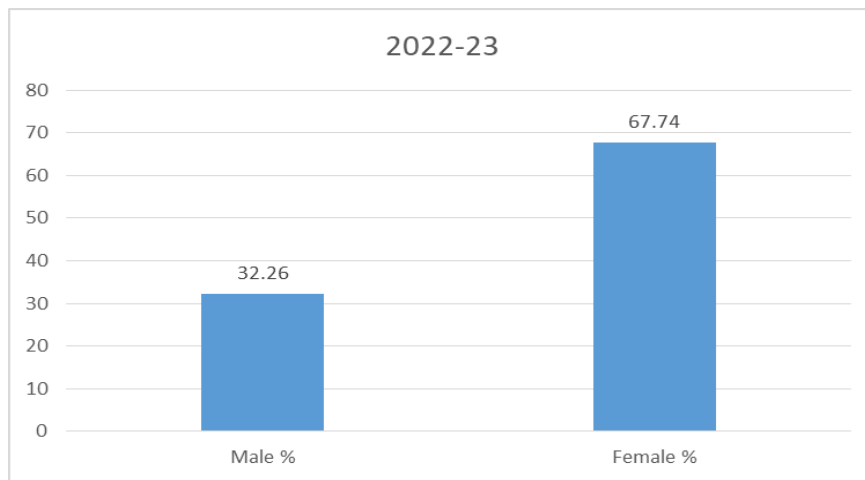
S. No	Year	Total	Male	Female	Male %	Female %
1	2022-23	2037	687	1350	33.73	66.27



The above table shows the gender wise classification of students in the academic year 2022-23. It appears that the girl population is higher in the college.

Table 2:- Gender wise details of total students in Arts subjects

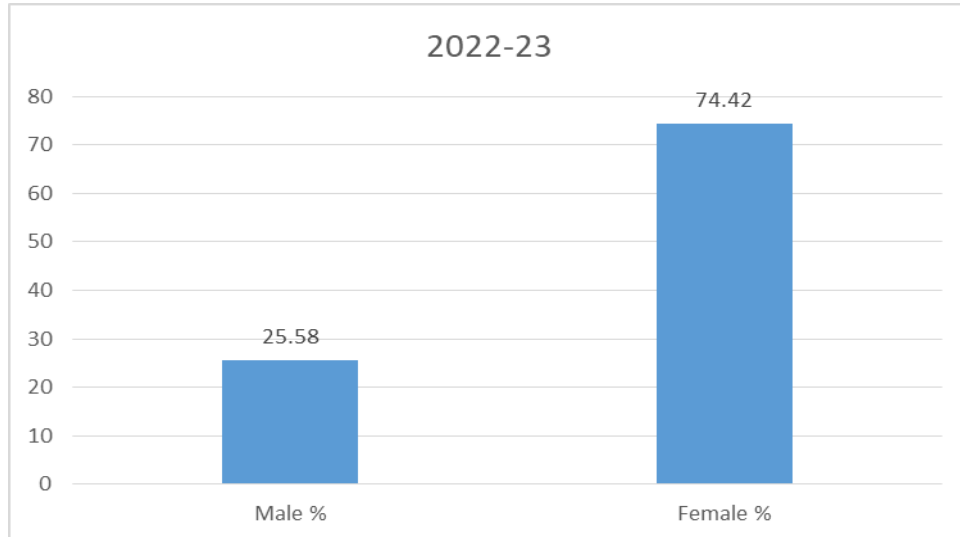
S No.	Year	Total	Male	Female	Male %	Female %
2	2022-23	558	180	378	32.26	67.74



The percentage of girls in arts subjects such as English, Economics, History, Hindi, and Sanskrit is more than that of the boys.

Table3:- Gender wise details of total students in Science subjects

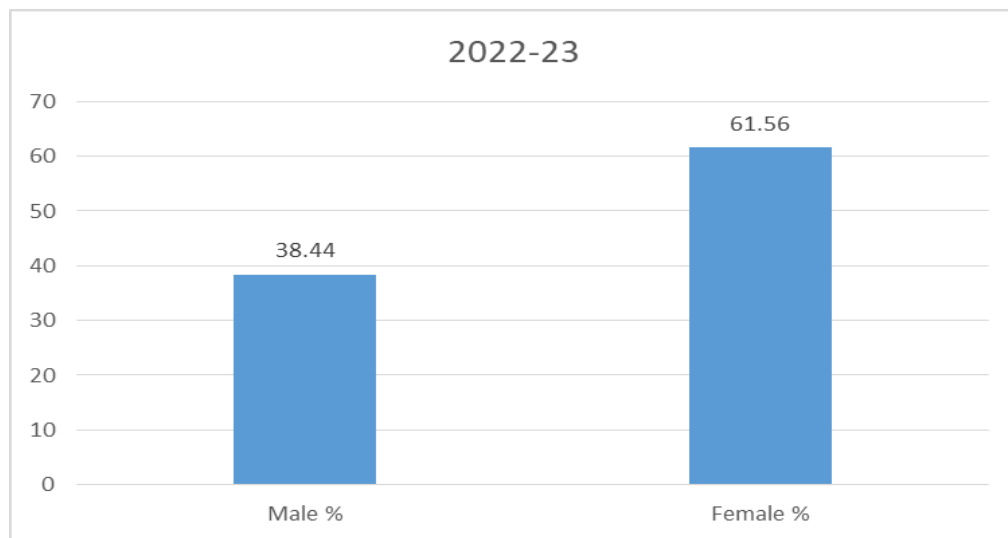
Sl. No.	Year	Total	Male	Female	Male %	Female %
3	2022-23	985	252	733	25.58	74.42



Graph based on Table 3 shows that girls have shown more interest in science subjects.

Table 4:- Gender wise details of total students in Commerce subjects

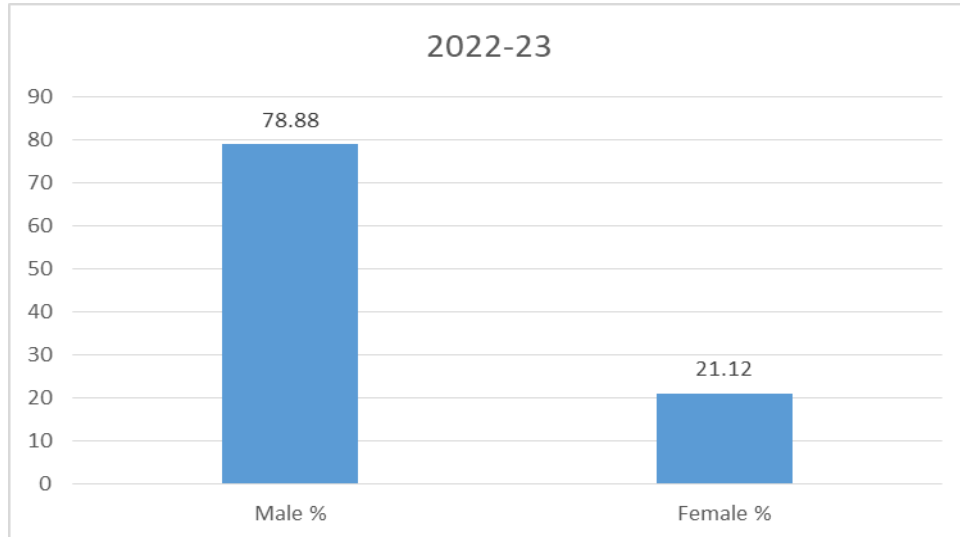
Sl. No.	Year	Total	Male	Female	Male %	Female %
4	2022-23	333	128	205	38.44	61.56



Girl population in Commerce subjects is higher than that of boys.

Table 5:- Gender wise details of total students in the vocational courses

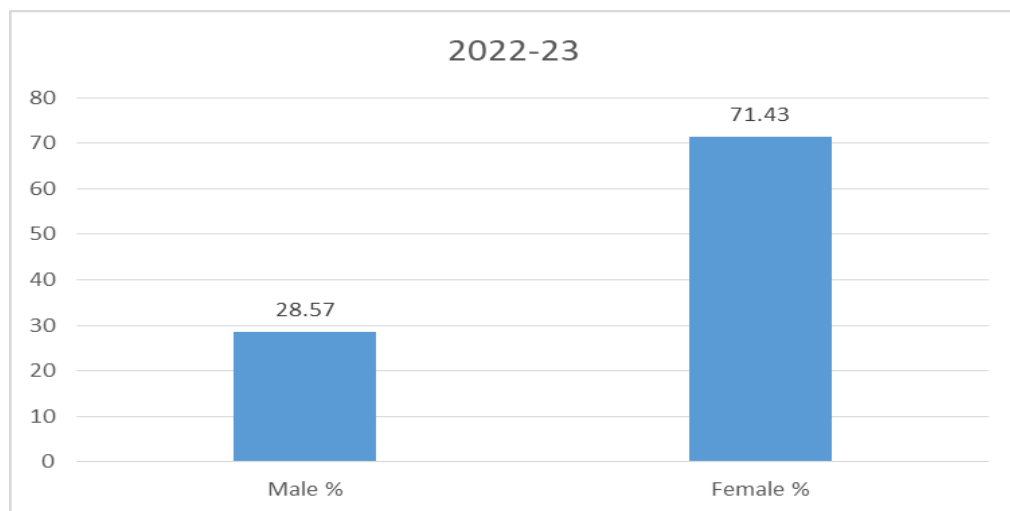
Sl. No.	Year	Total	Male	Female	Male %	Female %
5	2022-23	161	127	34	78.88	21.12



Vocational Courses like Broadcasting and Journalism, Visual Media and Film making, Tourism and Hospitality and Renewable Energy have more male students.

Table 6:- gender wise details of Teaching staff in the college

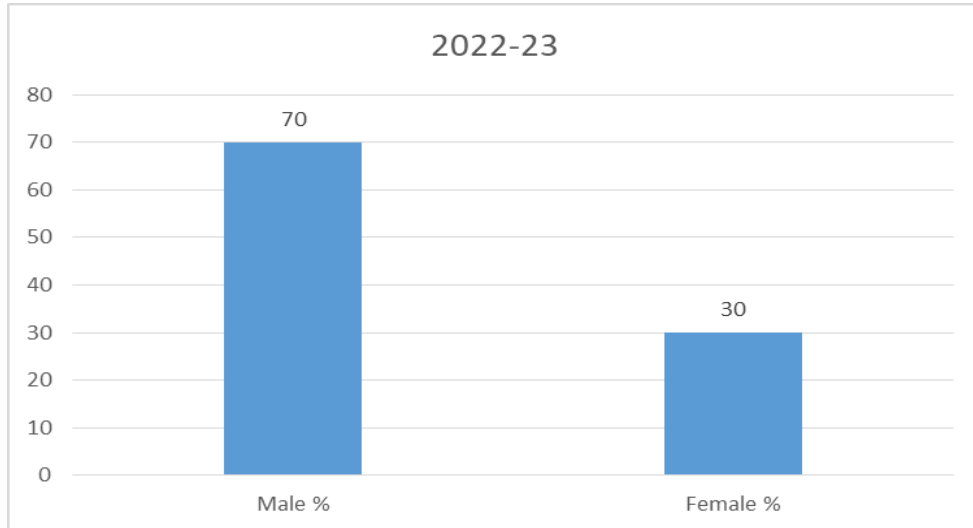
S No.	Year	Total	Male	Female	Male %	Female %
6	2022-23	119	34	85	28.57	71.43



The total number of female teaching staff is more as compared to male.

Table 7:- Gender wise details of HoD's in the college

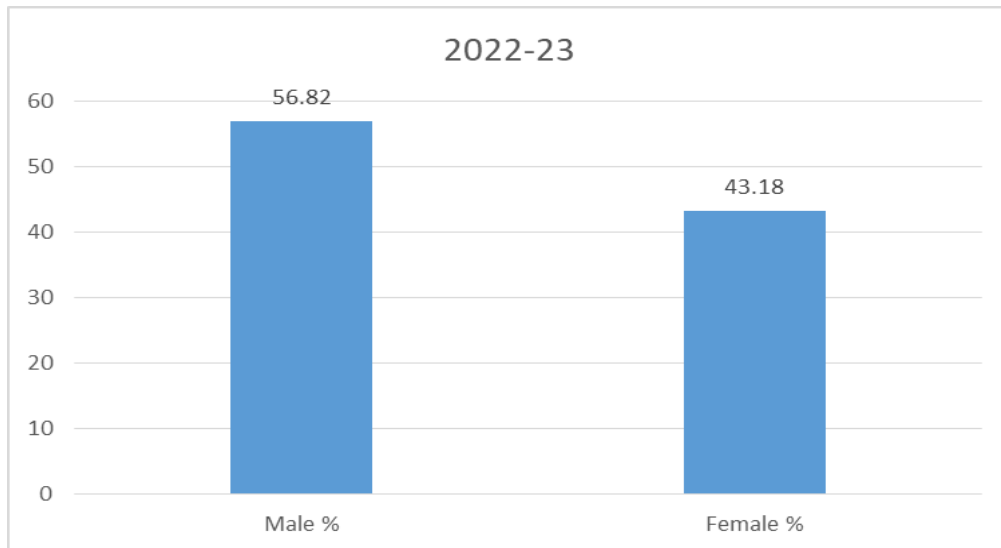
Sl. No.	Year	Total	Male	Female	Male %	Female %
7	2022-23	20	14	6	70	30



The number of male Department Heads is higher than the female.

Table 8:- Gender wise details of Non-Teaching staff

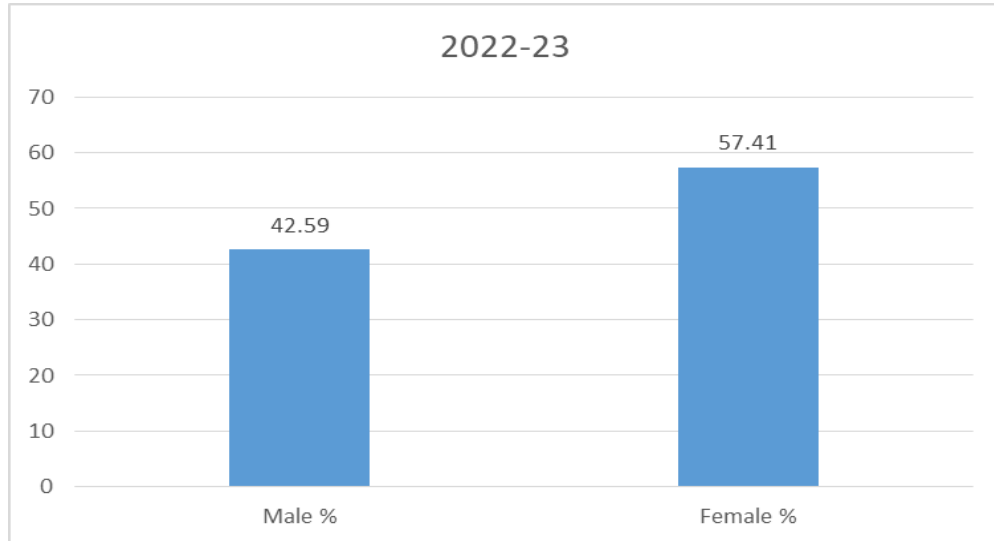
Sl.No.	Year	Total	Male	Female	Male %	Female %
8	2022-23	44	25	19	56.82	43.18



The number of male staff is more than the female staff in non-teaching department.

Table 9:- Gender wise details of total students in NCC

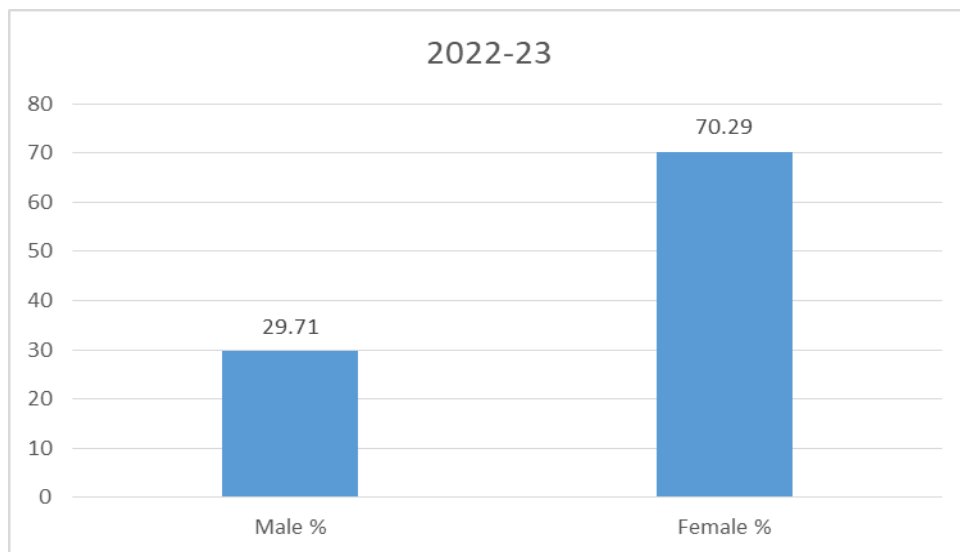
Sl. No.	Year	Total	Male	Female	Male %	Female %
9	2022-23	108	46	62	42.59	57.41



The number of girl students is slightly higher than the boy students in NCC.

Table 10:- Gender wise details of total students in NSS

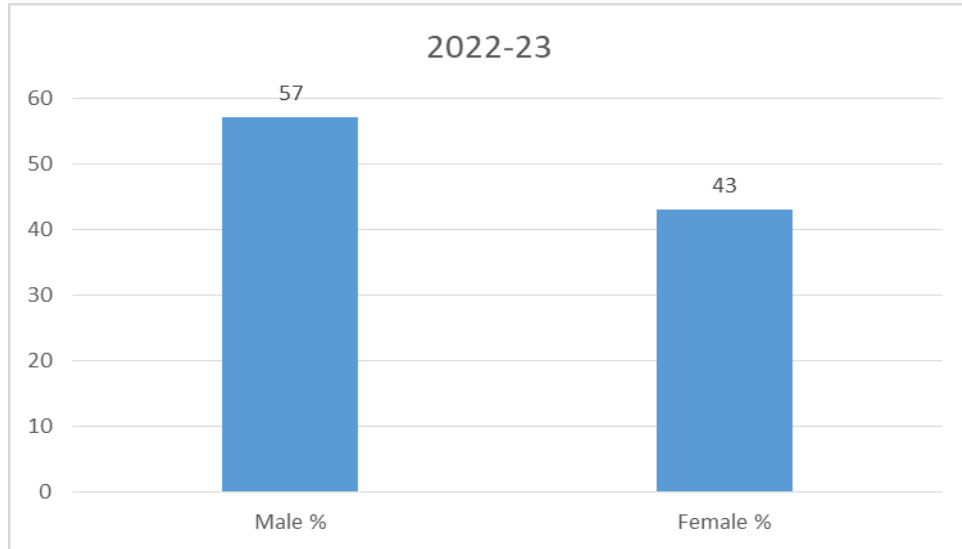
Sl. No.	Year	Total	Male	Female	Male %	Female %
10	2022-23	175	52	123	29.71	70.29



The number of NSS Girl volunteers is higher than the boy volunteers.

Table 11:- Gender wise details of total students in sports

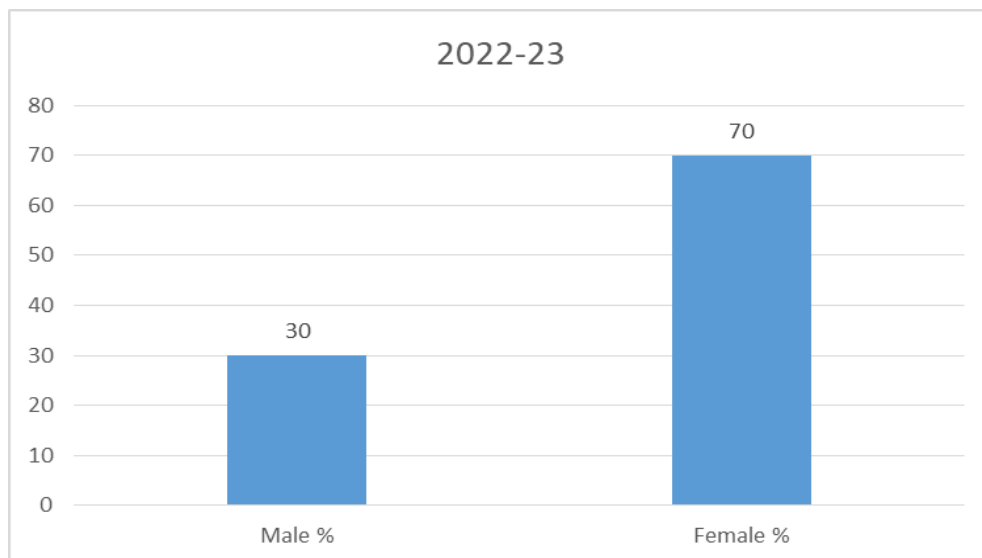
Sl.No.	Year	Total	Male	Female	Male %	Female %
11	2022-23	200	114	86	57	43



Even though the girl population is high in the college, boys outnumber girls in sports.

Table 12:- Gender wise details of total participants in College arts

S No.	Year	Total	Male	female	Male %	Female %
12	2022-23	200	60	140	30	70



The participation of girls is higher than that of boys in College arts.

Salient Findings

- Girls’ enrolment is more than that of boys in most of the classes except vocational courses.

- The number of female teachers is higher than the male teachers is an example of women empowerment.
- Higher number of girls in science subjects is an indication of change in the traditional gender based course selections.
- In sports the participation of boys is higher than girls.
- Girl students outnumber boys in college arts.
- Girls outnumber boys in service oriented activities like NCC and NSS.

Suggestions

- To conduct more gender sensitization sessions and workshops
- Encourage gender neutral language and non-binary pronouns in the campus.
- The lesser number of Department Heads in a girl majority campus may have a negative impact on gender concerned situations. Include more women teachers in decision making committees to avoid such cases.
- Conduct more programmes on legal awareness
- Conduct more self-defense and self-employment programmes.

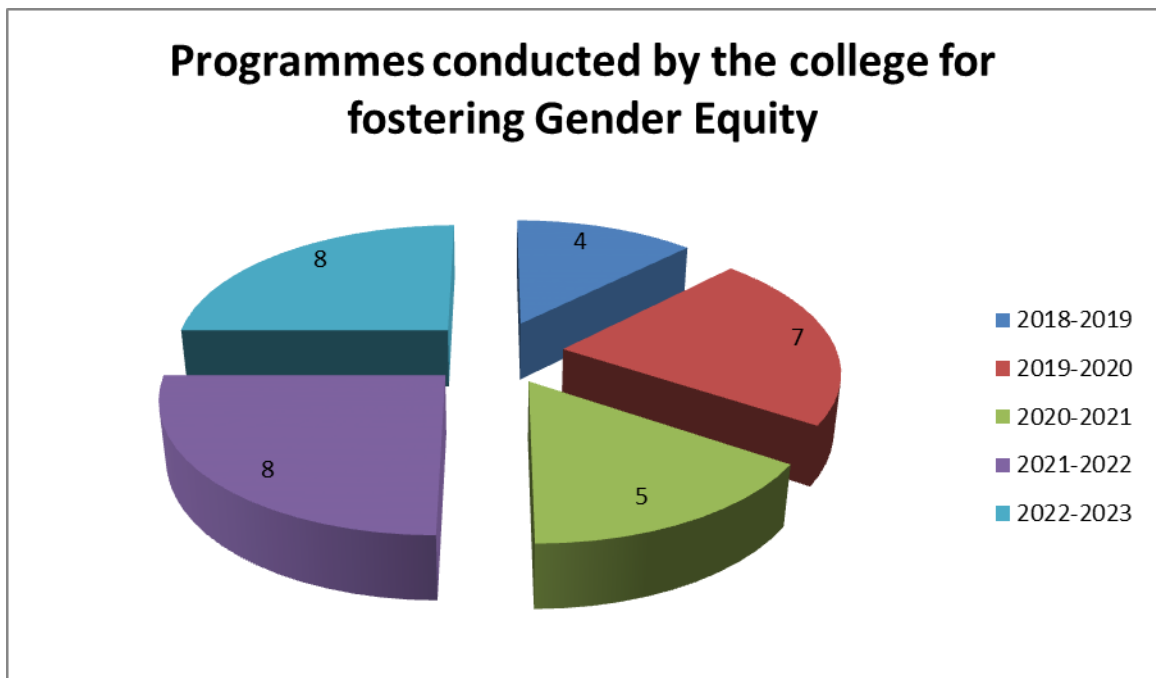
Conclusion

The Gender audit shows that the college has a keen interest in implementing government rules, regulations and suggestions to create a gender neutral campus in the college. The higher number of girl students and female staff is an indication of the gender friendly atmosphere in the college.

Gender Sensitization Programmes conducted year wise

Academic Year	No. of Programmes
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2018-2019	4
2019-2020	7
2020-2021	5
2021-2022	8
2022-2023	8



Details of the Programmes related with Gender Sensitization conducted in the college during 2018-2023

2018-2019

Sl.No.	Date	Title of the Programme	Nature of the Programme
1	06 to 07/2018	Health and hygiene classes were conducted for undergraduate girl students of all disciplines by Ms. Rema (Former PTA Member and Government Nurse by Profession) during Friday afternoon session between July to August 2018.	Expert Lecture Series
2	08.03.2019	As part of Women's Day 2019 programme, competitions were conducted on the directions of the Department of Women and Child Development, Government of Kerala as part of their women empowerment initiatives named "Sadharyam Monnottu".	Women's Day Celebration
3	31.1.2019	A state level poster competition was held on 31.1.2019 on the topic "Women – Yesterday, Today and Tomorrow" in which our students also participated.	Poster Competition
4	12.03.2019	An Essay competition and Elocution competition was conducted on 12.03.2019 and the winners were awarded cash prize on College Merit Day 2019. Topic of Essay competition: Role of Women in improvement of society. Topic of Elocution competition : Women and Art	Essay competition and Elocution competition

2019-2020

Sl.No.	Date	Title of the Programme	Nature of the Programme
1	18/12/2019	Bala.P.Vijayaraghavan, Faculty of B&J participated in National Seminar on "Mediatization of Culture:Emerging Paradigms and Shifts" organized by Department of English,Carmel College, Mala on 18th December 2019 and presented a paper on "Representation or Depiction of Gender in India Cinema".	National Seminar
2	24/02/2020 to 25/02/2020	Two Day Seminar - A two-day seminar on Reconceptualising Women in Colonial Kerala-Issues and Paradigms was conducted by the Department of History under the SMART Scheme on 24-25 Feb 2020. Seminar was inaugurated by the former faculty members of the department. Resource persons were Dr. Sheeba K M, Sree Sankaracharya University of Sanskrit, Dr P S Manojkumar, C AchuthaMenon Govt. College, Kuttanellur, Dr. Susan Thomas, Sree Sankaracharya University of Sanskrit, Dr. U V	National Seminar

		Shakeela, University College, Thiruvananthapuram and Dr. Sajitha K R, Sree Sankaracharya University of Sanskrit.	
3	16/02/2020	The department organized a mentoring session with parents of the students of the department on 16th February 2020 at Final year class. The practice was initiated to ensure better involvement of parents in the academic and personal formation of the students and to provide the parents a platform to be closely involved in the academic and campus life of the students to track their performances/deviations.	Mentoring Session
4	12.7.2019 to 20.8.2019.	Health and hygiene classes were conducted for undergraduate girl students of all disciplines by Ms. Rema (Former PTA Member and Government Nurse by Profession) during Friday afternoon session during 12.7.2019 to 20.8.2019.	Lecture Series
5	25.09.2019	An interactive session on "Stress Management" was taken by Jaison Arackkal, JCI Club Member, Angamaly for undergraduate girl students on .The programme was split into orientation program, session on skill development and finally tips on stress management. JCI India is an organization that conducts various courses with an aim to attain its sustainable development goals to transform the world.	Interactive Session
6	01.01.2020	"CAKE-IT-BAKE-IT" session was held as a new year programme on 0.01.2020 where practical session on cake making was handled by Mrs. Megha Thampy, Assistant Professor, Morning Star Home Science College, Angamaly. Girl students and teachers actively participated in this programme.	Practical Session on Cake Baking
7	31.01.2020 to 26.02.2020	As part of a socially relevant project funded by National Commission for Women and coordinated by IIT Madras, "Beyond College: Personalised Life Skills Intervention Programme" was conducted at various colleges from Nov 2019 to Feb 2020 .Our college was one of the five selected colleges in Kerala and we hosted this programme between 31.01.2020 to 26.02.2020 which included the following sessions	Personalised Life Skills Intervention Programme

2020-2021

Sl.No.	Date	Title of the Programme	Nature of the Programme
1	08/03/2021	March 8 2021 Women's Day Commemoration: The	Women's Day

		students spoke about all levels of women's advancement and the growth of women and also talked about the problems that women face in society.	celebration
2	08/03/2021	INTERNATIONAL WOMEN'S DAY CELEBRATION 8/03/2021: Awareness program on Women's Rights and Safety, Department of B.VOC Conducted an awareness programme on women's right and safety. The session was taken by Ms. RoseMary Francis, Assistant professor, St. Teresa's college (Autonomous) Ernakulam	Women's Day celebration
3	08/03/2021	NSS organised a Flash Mob and Street Play to raise public awareness on atrocities against women fraternity as a part of the International Women's day.	Women's Day celebration
4	03/11/2021 to 04/11/2021	SAKHI and IQAC, Sree Sankara College, Kalady in association with Kerala Women Commission organised two day webinar on the topic " Contemporary Women Society and Laws" on 3rd and 4th November 2020. Smt. M.C. Josephine , Chairperson of Kerala Women Commission inaugurated the webinar and delivered the inaugural address Smt. Shiji Shivaji, Advocate talked about Women Empowerment laws which gave a good insight into the topic to our participants especially girl students. Smt. Unnimol K.K, Counsellor, Snehita Gender help Desk , Kottayam handled a session on Premarriage Counselling on the second day of the webinar. About 150 participants including boys attended the two day webinar.	Webinar
5	08-03-2021	SAKHI and IQAC jointly organised a webinar "Beyond the stereotype" in connection with the International Women's Day on 08-03-2021 at 5 pm . Smt. Athira Murali and Smt. Aiswarya Pramod were the resource persons of the webinar. Smt. Athira Murali was honoured with the India Book of Records and Universal Record Forum for being the youngest person to have the most number of vehicle licences. Smt. Aiswarya Pramod though initially worked as a journalist later entered into advertisement field and launched Think Dots Media Productions in 2018 at the age of 23 and successfully completed a couple of excellent advertisement projects. They shared their success stories and interacted with the participants. The highlight of this webinar was that it was completely organised by our girl students including brochure design, technical aspects of an online meeting as well as compering.	Webinar as part of Women's Day celebration

2021-2022

Sl.No.	Date	Title of the Programme	Nature of the Programme
1	15/07/2021	Economics Association Inauguration by Dr. R. Ramya, Assistant Professor and Head of the research Department of Economics, Sri. C. Achutha Menon Government College, Thrissur on the topic Gender Lens: Need and Necessity .	Talk
2	08/03/2022	The Library, Sree Sankara College celebrated International Women's day 2022. Library conducted a book exhibition focusing on books by female writers. Staff and students were invited to share their inspiring messages and thoughts on the library notice board to encourage and promote Women's day.	Day Celebration
3	08/03/2022	Honoring her contributions and leadership in our college community, students of B.Voc Broadcasting and Journalism, Visual Media and Film Making presented a beautiful bouquet of flowers to our principal Dr.Preethi Nair on Women's Day on 08/03/2023.	Day Celebration
4	29/11/2021 to 30/11/2021	Online workshop Conducted by SAKHI and IQAC,Sree Sankara College,Kalady in association with Kerala State Women's Development Corporation Ltd.(KSWDC) on November 29 to 30 ,2021.	Online workshop
5	08/03/2022	On the occasion of International Women's Day, different programmes were held at Sree Sankara College in Kalady, with financial assistance from the Kerala State Women's Development Corporation. Smt. Sridevi Keshavan, a leading businesswoman (Prohub Process Management Pvt Ltd driver), launched Women's Day and talked. College Women's Cell "Sakhi" Coordinator Dr. Sreeja, Principal Dr. Suresh, KSWDC-Women Cell Teacher-in-Charge Mrs. Nimmi Narayanan addressed.	Women's Day Celebration
6	08/03/2022	A street play performed by students who are women cell members "Come Loud Together to Hallabol Street" attracted the attention of teachers and students alike. Through street theater, a strong message was conveyed to the people that women should be empowered and cannot be given shackles. A script competition was held and the first prize winning play Medusa was presented.	Street Play
7	12.10.2022	Visit to Austism centre by Sakhi	Community Intervention Programme
8	28.05.2022	International Menstrual Hygiene Day 2022	

		<p>Celebrations of Kerala State Women's Development Corporation Ltd. (KSWDC) was conducted at Sree Sankara College, Kalady on 28.05.2022.</p> <p>Sri.(Adv.) K Anand, Managing Director, Sree Sankara College, Kalady was the Chief Guest of the programme. Smt. Bindu V C , Managing Director, KSWDC presented report as well as mentioned about various Women Beneficiary schemes of KSWDC.</p>	
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2022-2023

Sl.No.	Date	Title of the Programme	Nature of the Programme
1	21/08/2022	A free medical camp was organized on 21 August 2022 as part of the Health and Wellness Club in association with the Department of Commerce, Department of Economics And NCC together with the following expert panel of doctors – Dr. S. K. Rajeswari Amma : Family Physician & Diabetologist, Sreemoolam Clinic, Sreemoolanagaram & Vice Chairperson, South Zone, National WDW, Dr. K. N. Sobhana : Diabetologist, Vimala Hospital, Kanjoor & Chairperson, WDW Madhya Kerala, Dr. Bindu Suresh : Obstetrician & Gynaecologist, Karothukuzhi Hospital, Aluva, Dr. Liza Thomas : Paediatrician & Adolescent Physician, Dharmagiri Hospital, Kothamangalam & Secretary, WDW Madhya Kerala.	Medical Camp
2	27/07/2022	SAKHI, Sree Sankara College, Kalady organised Seminar on Gender Equality on 27.07.2022 at Chandra Shekhara Bharathi Seminar Hall, SSC, Kalady. Adam Harry, First Indian Transgender Pilot was the Chief Guest of the day. He talked on the topic "Queering Identities". Around 100 Students and Teachers attended the seminar. Menstrual Hygiene Management class was conducted by Dr. Amrutha B, Public Health Specialist, HLL Management Academy . Around 45 ordered menstrual cups were distributed to Students and Teachers. She also explained in detail the method and precautions to be taken while using menstrual cups.	Seminar
3	10/01/2023	SAKHI, Sree Sankara College, Kalady in association with Hindustan Unilever Limited and Fevicryl organised Women Empowerment	Women Empowerment Workshop

		<p>Workshop on 10.01.2023 at College Auditorium. Around 1000 students participated in the programme. Ms. Anjuman Bhanu, Personality Trainer, Rexona Confidence Academy handled a session on Hygiene and Personality Development.</p> <p>Mrs. Usha Kamal, Fevicryl Specialist Trainer took a demonstration class on Fabric Painting, Liquid Embroidery, Glass Painting and Craft Work.</p>	
4	15/02/2023	<p>SAKHI, Sree Sankara College, Kalady in association with Fevicryl organised One Day Fabric Painting Workshop on 15/02/2023. Smt. Beena Arun and Smt. Beena Dileep, Fevicryl Certified Professional were the Resource Persons of the day. About 30 UG and PG students participated in the workshop.</p>	Workshop
5	27/02/2023	<p>One Day National seminar on “Gender Identity and Gender Expression: Defining the Difference” sponsored by SMART Scheme IQAC Sree Sankara College, Kalady on 27, February 2023. Daya Gayathri, Model, Film Artist was the resource person.</p>	National seminar
6	28/02/2023	<p>International Women’s Day Celebration on February 28,2023 at Post Graduate and Research Department of Microbiology, Sree Sankara College, Kalady – Debate Competition-The period leave debate: deserving or not?</p>	Day Celebration
7	08/03/2023	<p>Sri Abhinava VidyaTheertha Learning Resource Centre, Sree Sankara College celebrated Women’s day 2023 with various programs. The LRC conducted a book exhibition, including books written by women writers. Literature Books from different languages written by women writers were included in the exhibition The LRC in association with the Literary Club, Sree Sankara College organized an essay writing competition for the students. The theme of the program was “Ningale Swadeenicha Sthree”. Students from various departments participated in the essay writing competition.</p>	Essay Writing Competition and Book Exhibition
8	09/03/2023	<p>A talk titled “AVAL/N/R aimed at Gender Sensitisation was organised by the Club on 9th March 2023. Dr. Sheethal S Kumar, Assistant Professor and Head, Department of Sociology, Sree Sankaracharya University of Sanskrit was the Resource Person. Around 100 students participated in the programme. Students actively took part in the interaction.</p>	Talk



Dr. Preethi Nair, Principal – in - Charge