



S.N.M COLLEGE MALIANKARA

(Affiliated to Mahatma Gandhi University, Kottayam)

- 1. Title of the program :** Gender Survey and submission of Gender Audit
- 2. Name of the Coordinator:** Ms. Saipriya Sudarsan
- 3. Organizing Department :** Gender Equality Forum
- 4. Date :** May 31st, 2023 (Submission date)
- 5. Number of participants:** The participants include the teaching staff, non-teaching staff and students of the college
- 6. Venue:** College
- 7. Resource Person :** Nil
- 8. Objective of the Program :** The objective of gender audit is to assess and analyze the existing policies, practices, and structures within the college, to identify gender-related disparities, biases, and inequalities.
- 9. Detailed description of the event:** The Gender Audit and Survey Report presents an in-depth analysis of gender-related issues within the institution. The objective of this comprehensive study is to identify gender disparities, assess the impact of policies and practices on different genders, and suggest recommendations to foster gender equality and inclusivity. The report and survey was prepared by the Coordinator of Gender Equality Forum Ms.Saipriya Sudarsan. The report was submitted by the end of the academic year on May 31st, 2023.
- 10. Evaluation by Program Coordinator:** In-depth interviews and focus groups were conducted with stakeholders to gain deeper insights into gender-related issues. The survey was administered to a diverse sample population to ensure representation from various genders, age groups, ethnicities, and socio-economic backgrounds. The audit revealed significant disparities in gender representation at various levels of the institution. 90% of leadership positions were occupied by women, while men were less in decision-making roles. The link of the gender audit report for the academic year 2022-2023 is given below.

<https://docs.google.com/document/d/19imrkqTKv2vKgFOw13--h0zCWgupLiKk/edit?usp=sharing&ouid=112673866560365016283&rtpof=true&sd=true>