



# **GENDER EQUALITY FORUM**

## **GENDER AUDIT**



**2022-2023**



# **Gender Audit Report Summary**

*Prepared by*

**GENDER EQUALITY FORUM**  
**SNM College, Maliankara**  
**2022-2023**



Gender equity will be accounted for and promoted in all of the activities we undertake at S.N.M College, Maliankara, in accordance with the Government of India's recommendations on the subject. The college especially encourages the female student population, faculties, and staff members to participate in all the institution-related activities. In its current form, the Gender Policy of S.N.M College encompasses not just the institute's students and personnel, but also the greater community by fostering gender parity.

Gender audit helps the institution to detect and analyse gender patterns, institutional culture, and human resource management, as well as in formulating and implementing policies and services. They are one technique for gender mainstreaming. Additionally, they aid in assessing how management and institutional performance affect gender equality. Gender audits highlight significant gender inequities and challenges, suggest adjustments and solutions to address them, and provide a baseline against which progress may be tracked over time.

The Gender Equality Forum of SNM College, Maliankara in Ernakulam performed a Gender survey in December to assess and comprehend the campus's gender sensitivity.

## **CONCEPTUAL OBJECTIVES**

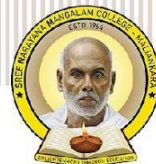
- To better comprehend the factors that support gender equality in the college as well as the environment in which gender sensitivity and equality exist.
- To know the college's policies, programmes, and practices in a gender-equitable way.
- To gain a better understanding of gender sensitivity and practices in the college's syllabus and programme, as well as extracurricular activities.



## **Gender Equity Policy**

*All human beings, by virtue of their shared humanity, inherently possess equal dignity and rights. S.N.M College strives to affirm and uphold such equal rights and opportunities for the larger spectrum of gender equality as enshrined in the Indian Constitution.*

- Create a gender-sensitive and Gender equal work environment.
- Provide equal opportunity to all the individuals belonging to diverse gender identities working in our organization including students, teachers, non-teaching staff, and the community.
- Promote an environment that encourages equal access to all the facilities of the college to all the stakeholders regardless of gender.
- Encourage an atmosphere of respect and equality for all genders.
- Promote and ensure a culture of safety to eliminate gender discrimination and harassment at the workplace.
- Provide equal access to all the genders especially the female gender in participation and decision-making process



## Introduction

SNM College, Maliankara presents itself as a prestigious establishment for education, lifting the tradition put forth by Sree Narayana Guru by making education available for all. Inaugurated in 1964 by Sahodaran Ayyappan, the institution played a significant role in fighting the evils of illiteracy and ignorance among the poor. Run by the HMDP Sabha, the institution began its classes in sheds nearby Moothakunnam Temple in the beginning. Later college shifted to a new campus in 1965. The present buildings were constructed in the subsequent years, providing facilities for the expansion of the college. Degree Courses were started in 1972, Post Graduate Courses in 1983, and Research Centre in 2011. The college offers 13 Degree Courses, 8 PG Courses, 1 Integrated PG Course, and 2 Research Centres under which more than 2000 students are studying. The college has been re-accredited by NAAC with a B++ grade with a CGPA of 2.81. Hailing traditions proposed by Sree Narayana Guru and Sahodaran Ayyappan and many more visionaries, SNM College, Maliankara aims to improve society through individual education.

The Gender Audit aims to determine whether there is a good gender balance at the college. It checks to determine if colleges adhere to government regulations, directives, and initiatives designed to advance the status of women in society. The Gender Audit aims to determine how its proposed and current policies will affect gender equality.

The SNM College in Maliankara's working environment and context were examined and studied and understood from the analysis that the institution operates in a setting where everyone can understand from the analysis that the institution operates in a setting where everyone has access to a full array of possibilities to enjoy the social, psychological, and physical advantages of participating in and encouraging physical activity.

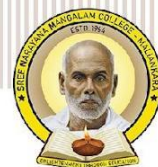
The college consistently places an emphasis on students' total personality development and quality achievement. In accordance with gender equality, females receive a variety of amenities and special treatment. The NCC unit focuses on fostering the development of such as comradeship, discipline, leadership, a secular worldview, and an adventurous attitude for both



girls and boys. The NSS unit is one of the important ones that foster various talents and life skills to both girls and boys on campus to fulfil their social obligations.

To educate the girls on their rights and obligations, seminars, and workshops are offered on "Queering Identities", "Gender Equity" and "Women and Cyber Laws." By educating girls about rules and regulations, arranging talks by renowned persons, influencers, etc. The college forms an internal complaints committee and an anti-ragging committee. Girls have made significant progress in the areas of cultural activities and sports. They gain recognition and popularity for both the college and themselves through their participation in the Youth Festival and other competitions. The college offers orientation classes for parents on parenting difficulties.

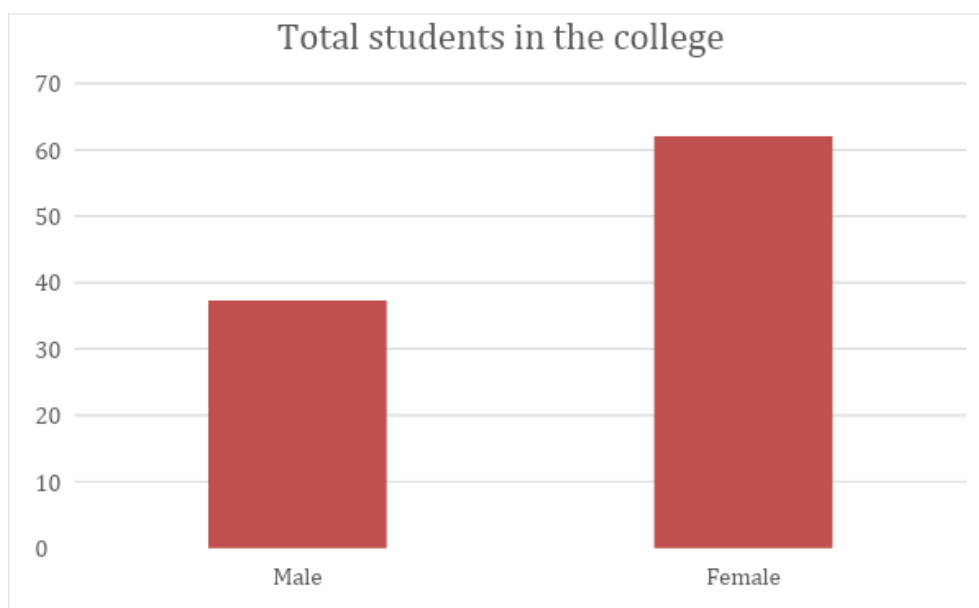
The college is well maintaining a Rest room for the girls, with all the necessary arrangements. The room is well equipped with a napkin vending machine, magazines, and a first aid box.



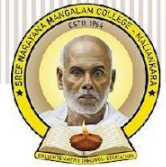
## DATA ANALYSIS AND INTERPRETATION

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

Year	Total	Male	Female
2022-23	1941	725	1205
Percentage	100	37.3	62.08

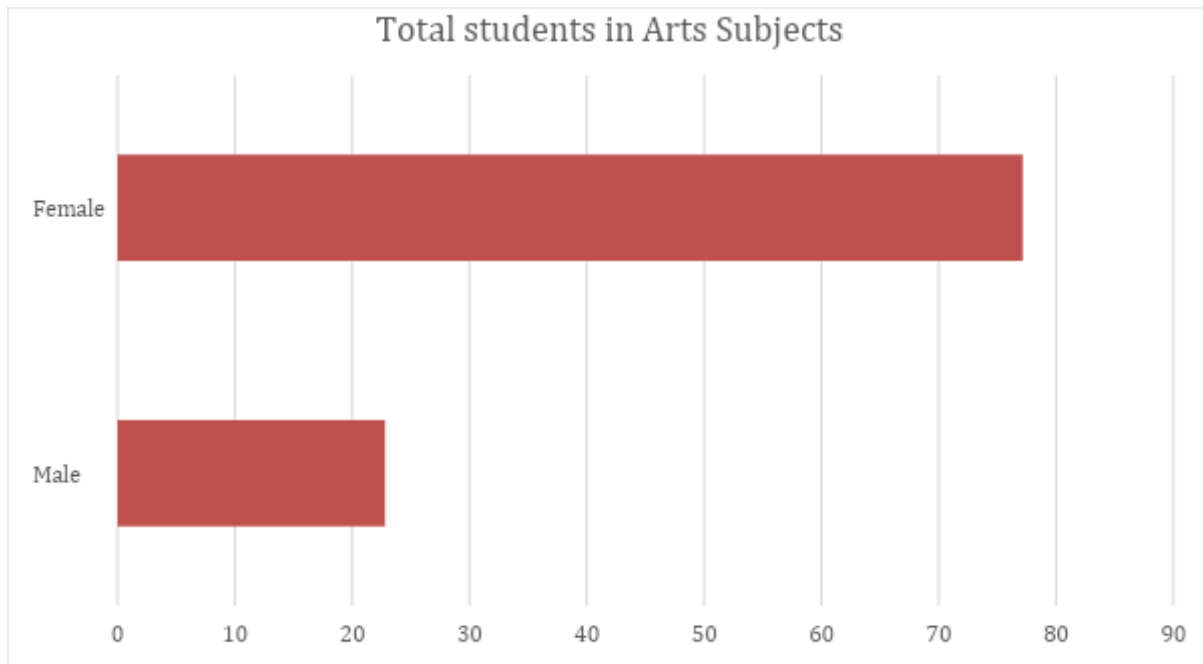


The table shows the classification of male and female strength of students and the total number of students during the academic year 2022-2023 of the college. The number of female students is more as compared with the male students during this academic year.



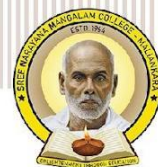
**Table: 2 Gender-wise Details of Total Students in Arts Subjects**

Year	Total	Male	Female
2022-23	438	100	338
Percentage	100	22.8	77.16



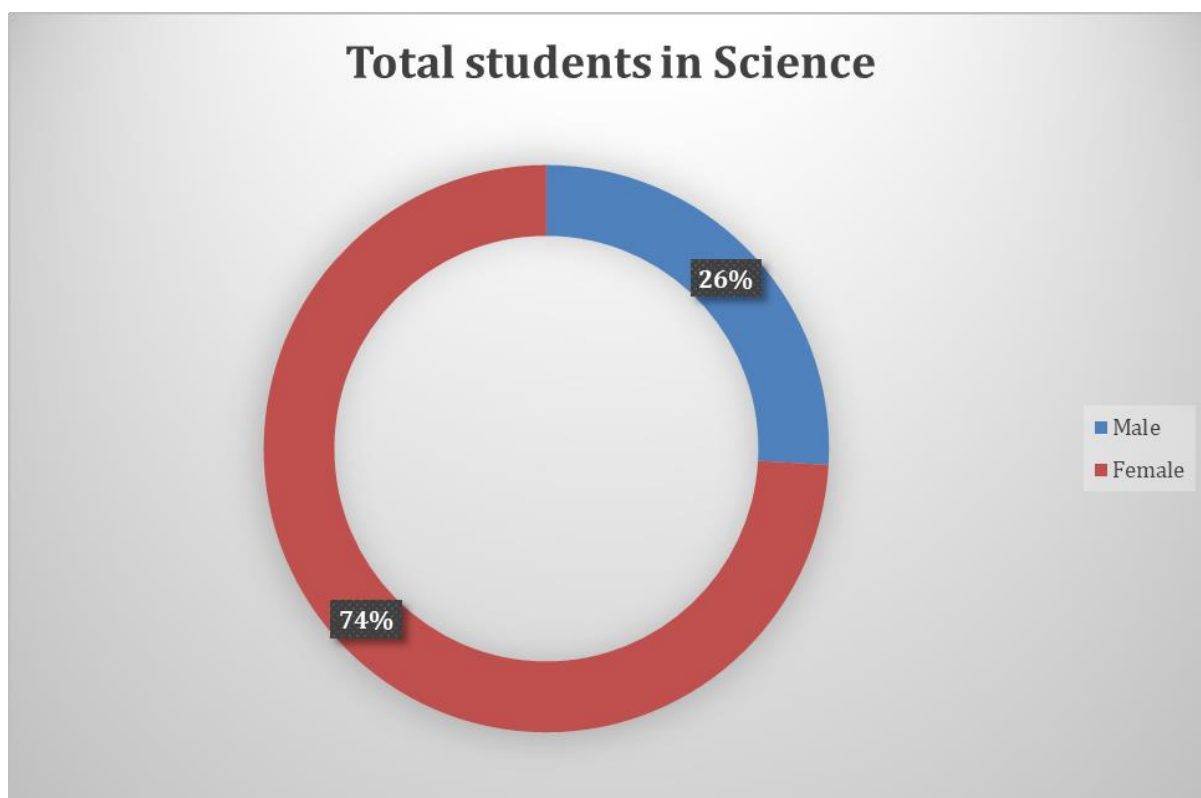
The number of boys in arts subjects such as Economics, Malayalam, and English is lower than that of female students in the arts subjects. Around 77.16% is of female students.



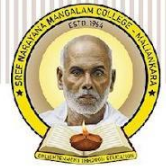


**Table: 3 Gender-wise Details of total students in science**

Year	Total	Male	Female
2022-23	586	152	434
Percentage	100	25.9	74.06



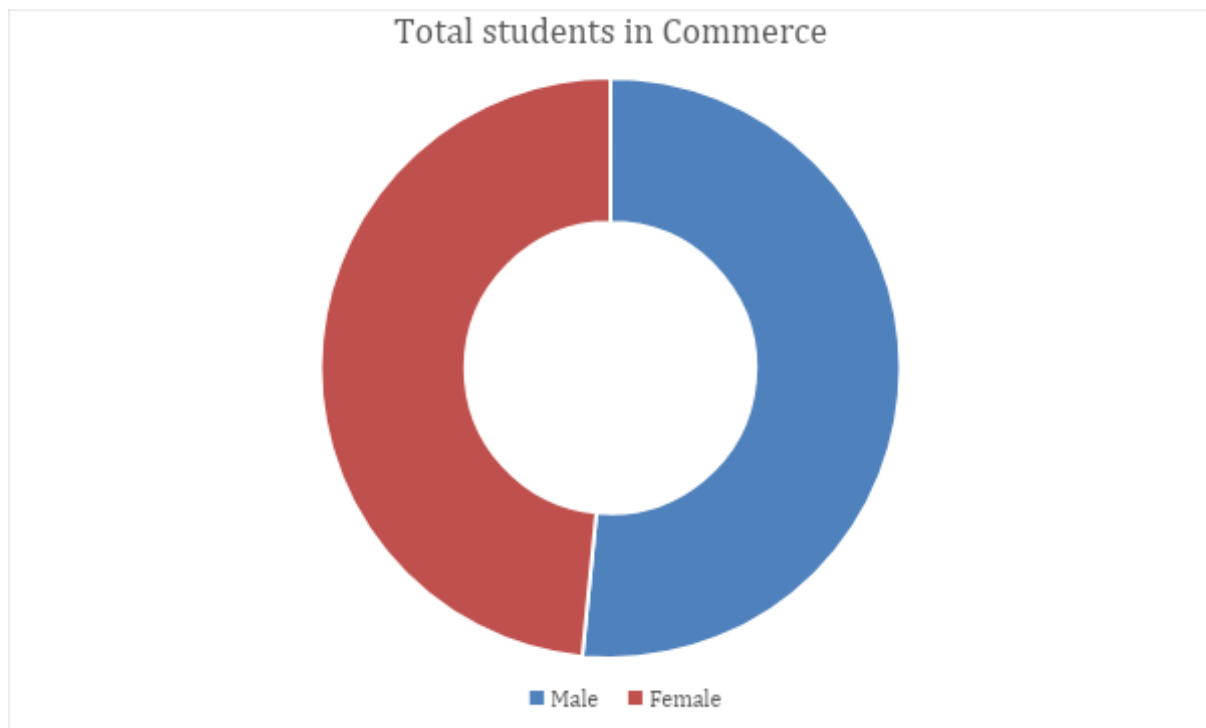
The above table and figure show that the number of students in the science stream is 586. Here also the number of female students is more than the male students.

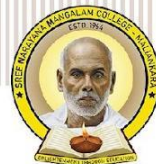


**Table:4 Gender wise Details of total students in Commerce**

Year	Total	Male	Female
2022-23	917	473	444
Percentage	100	51.5	48.4

In commerce, the total number of boys is more than the number of girls. The number of girls in both arts and science streams is more than the number of boys. But in the commerce stream, there are 473 boys and 444 girls.



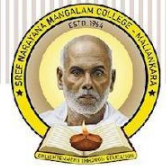


**Table:5 Gender wise Details of PhD Scholars**

Year	Total	Male	Female
2022-23	11	0	11
Percentage	100	0	100

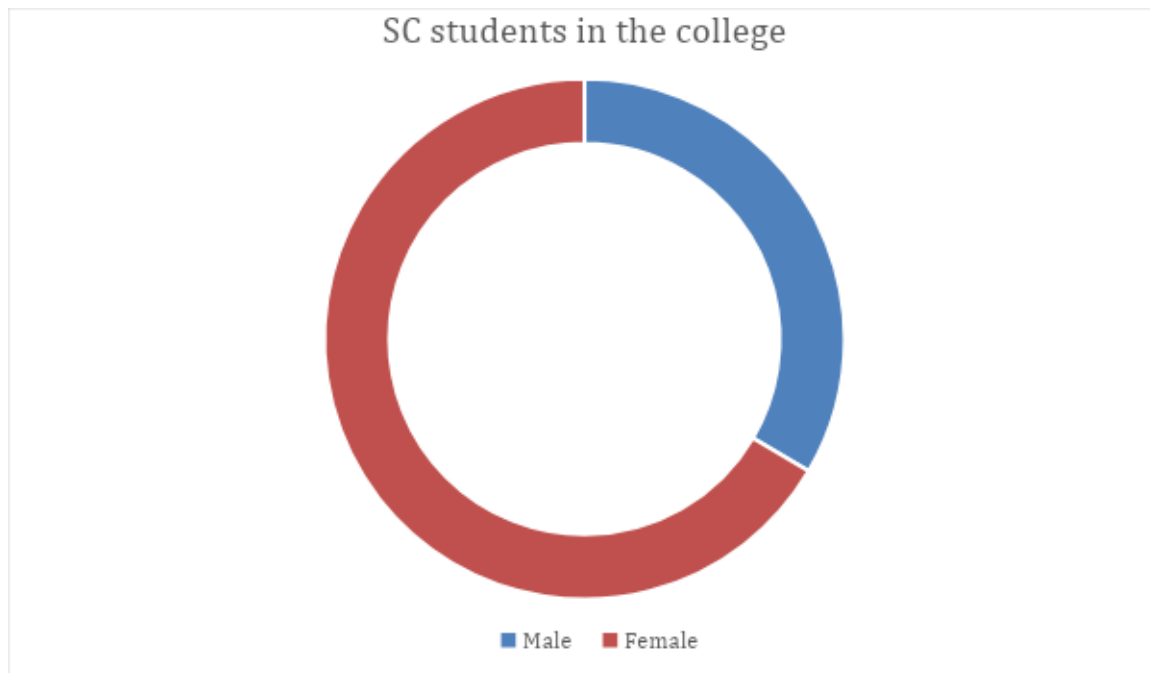


From the table, it is clear that there is a hundred percent of female scholars. No male scholars are there in this institution.

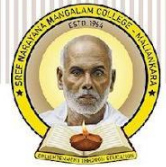


**Table:6 Gender wise Details of SC students in the college**

Year	Total	Male	Female
2022-23	257	86	171
Percentage	100	33.46	66.5

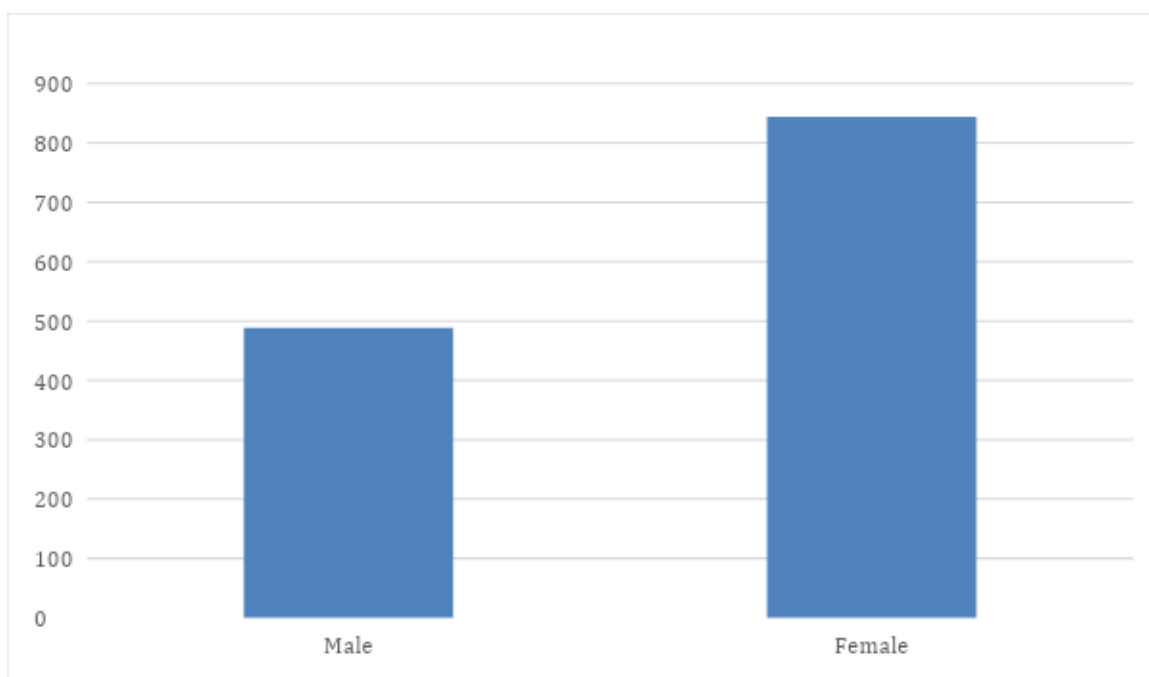


In the figure, we can see that about 66.5% of female SC students and there are only 33.46% of male SC students in this college.

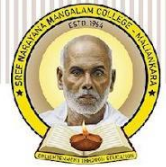


**Table:7 Gender wise Details of OBC students in the College**

Year	Total	Male	Female
2022-23	1332	488	844
Percentage	100	36.63	63.36



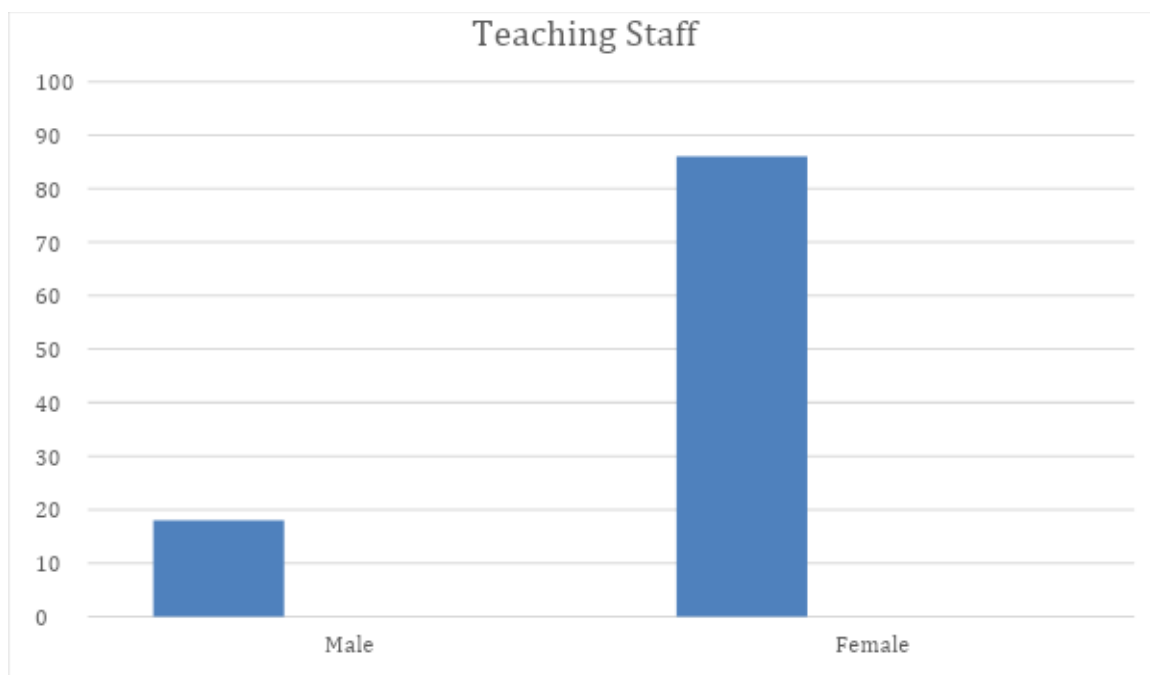
From the data, we can say that this institution has more female OBC students, than that male OBC students. Around 63.36% of female OBC students are there in the college.

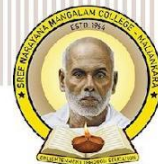


**Table:8 Gender wise Details of Teaching Staff in College**

Year	Total	Male	Female
2022-23	104	18	86
Percentage	100	17.3%	82.69%

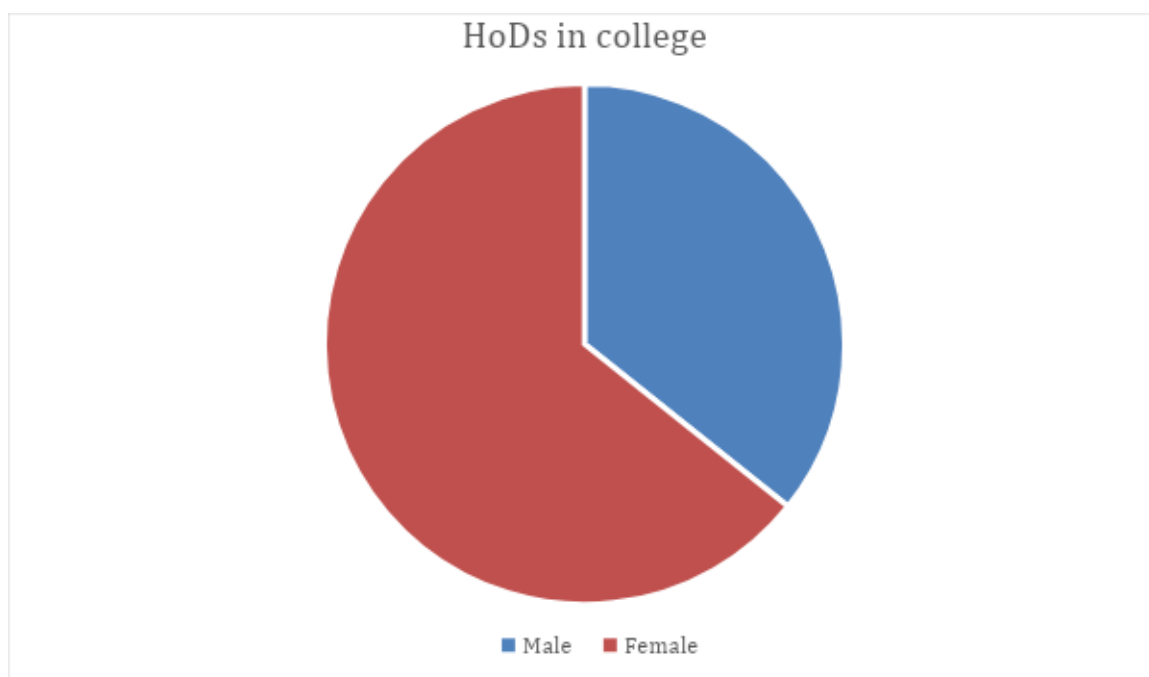
The total number of female teaching staff is more as compared to male. About 82.69% of female teachers are working in the institution. This demonstrates the empowerment of Kerala women throughout time. Additionally, institutions must hire more female educators to instruct more young women.



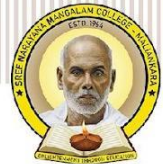


**Table: 9 Gender-wise Details of total HODs in the College**

Year	Total	Male	Female
2022-23	14	5	9
Percentage	100	35.7	64.2

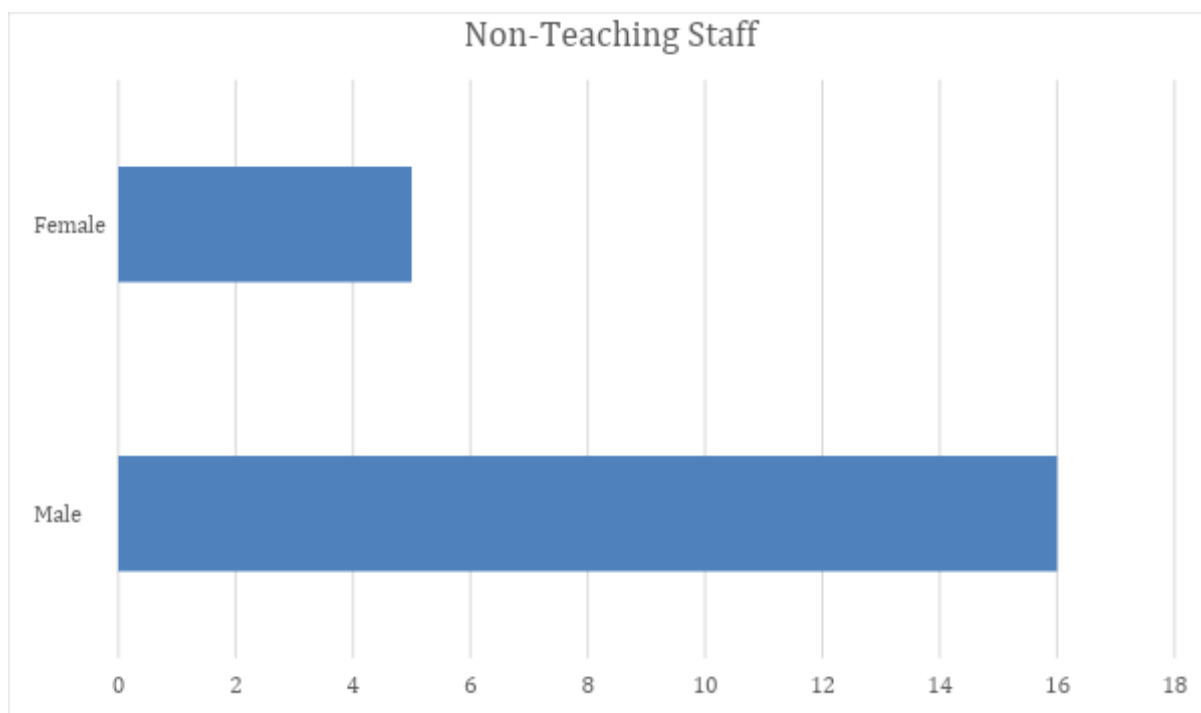


The total number of female heads of the department is more as compared to males. About 64.2% of female teachers are working as Heads in the various departments of the institution. This proves that Kerala women are empowered as time travels.



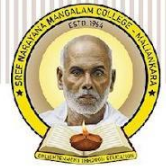
**Table:10 Gender wise Details of Non-Teaching Staff in College**

Year	Total	Male	Female
2022-23	21	16	5
Percentage	100	76.1	23.8



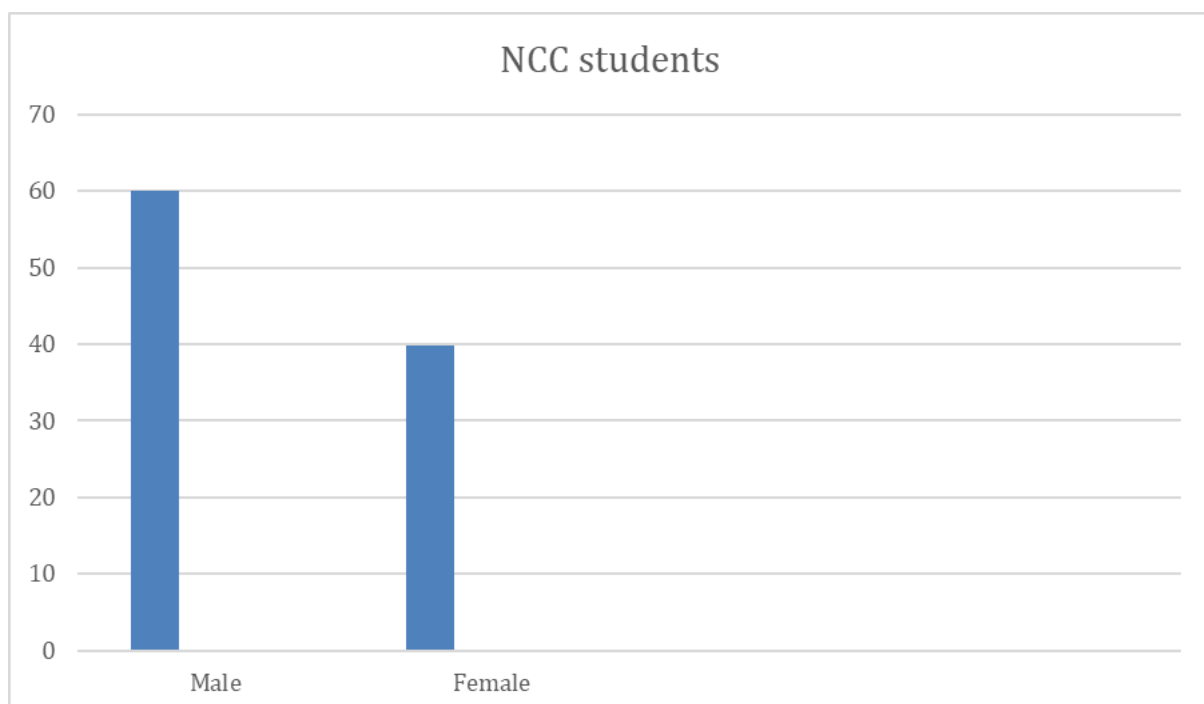
In the case of non-teaching staff, it is more male numbered than female. About 76.1% of males are working in the administration as well as other areas of the institutions. Only 23% of females are there in the non-teaching wing.



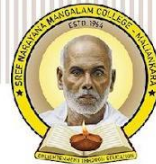


**Table: 11 Gender-wise Details of total students in NCC**

Year	Total	Male	Female
2022-23	108	65	43
Percentage	100	60%	39.8%



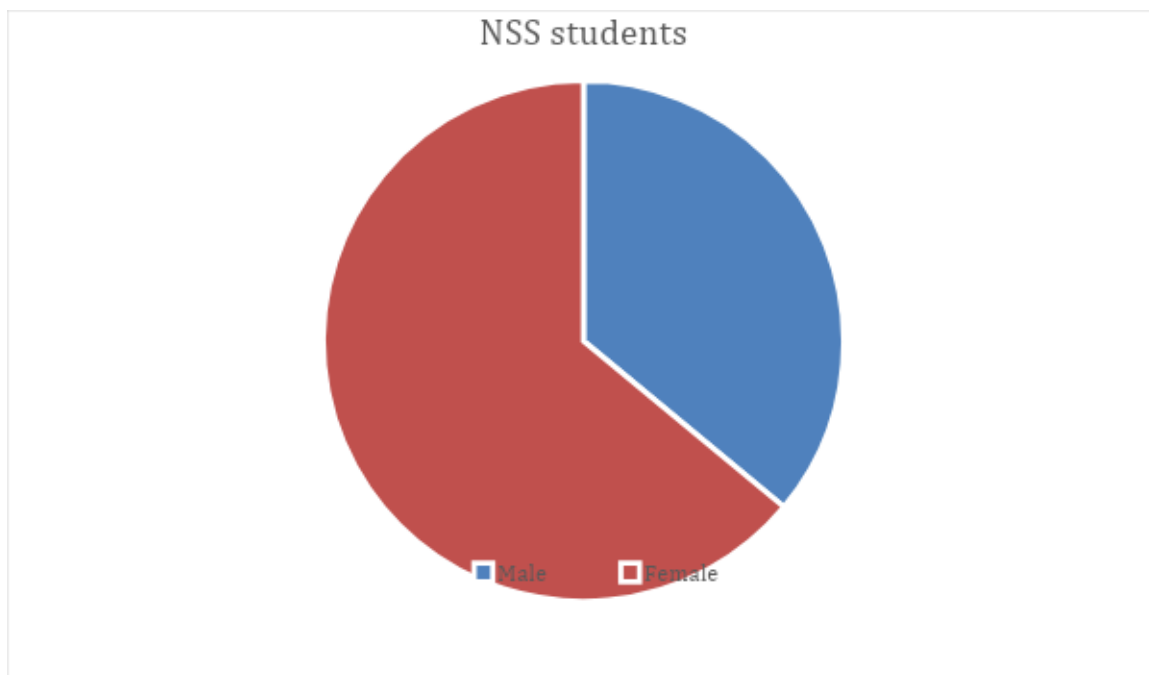
From the figure, the number of female NCC students is slightly lower than that of male students. Around 60% of NCC male students are there in this academic year.

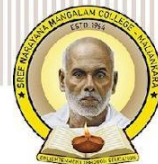


**Table: 12 Gender-wise Details of total students in NSS**

Year	Total	Male	Female
2022-23	200	72	128
Percentage	100	36	64

The intake of students is fixed at 100 for each year. Final year students are exempted. The selection of NSS volunteers is on the basis of their aptitude towards selfless service to societal actions and also the ability to work in a group is also considered. It's a matter of pride to see girls always excel in these activities.

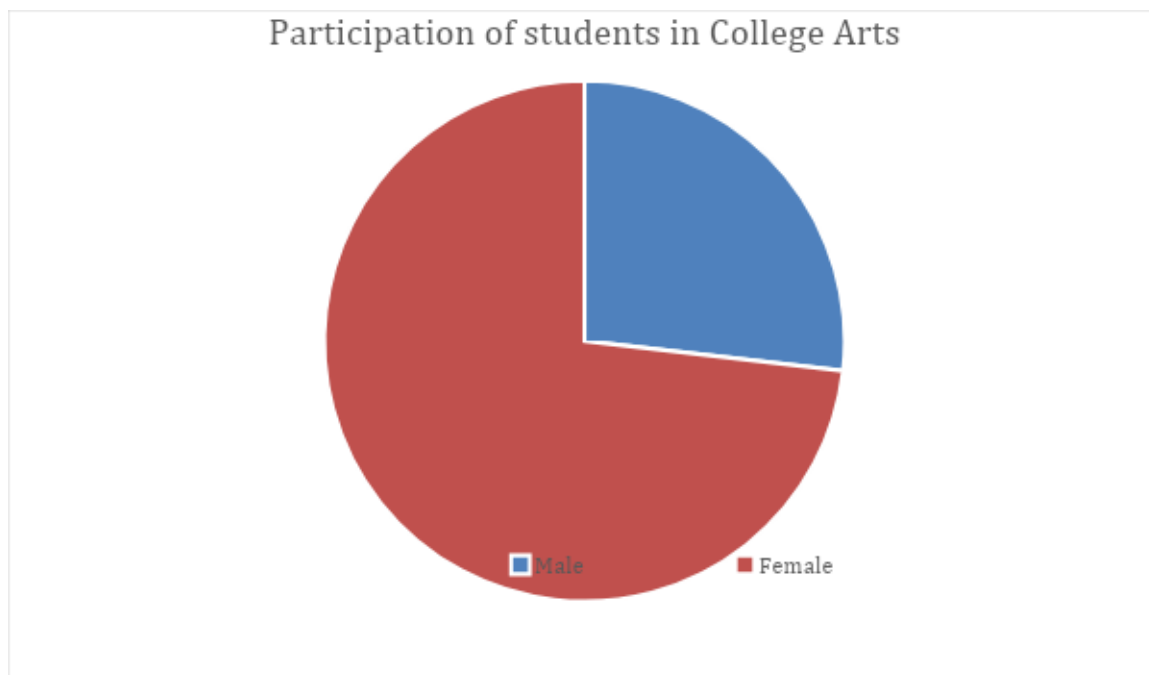


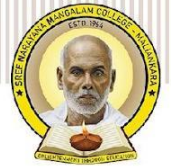


**Table:13 Gender wise Details of total Participants in College Arts**

Year	Total	Male	Female
2022-23	82	22	60
Percentage	100	26.8	73.1

Girl students always outnumber boys in arts. Out of various competitions conducted on campus, these students were selected for university competitions. Around 73% of female student participation is there in various competitions and only 26% of male student participation.

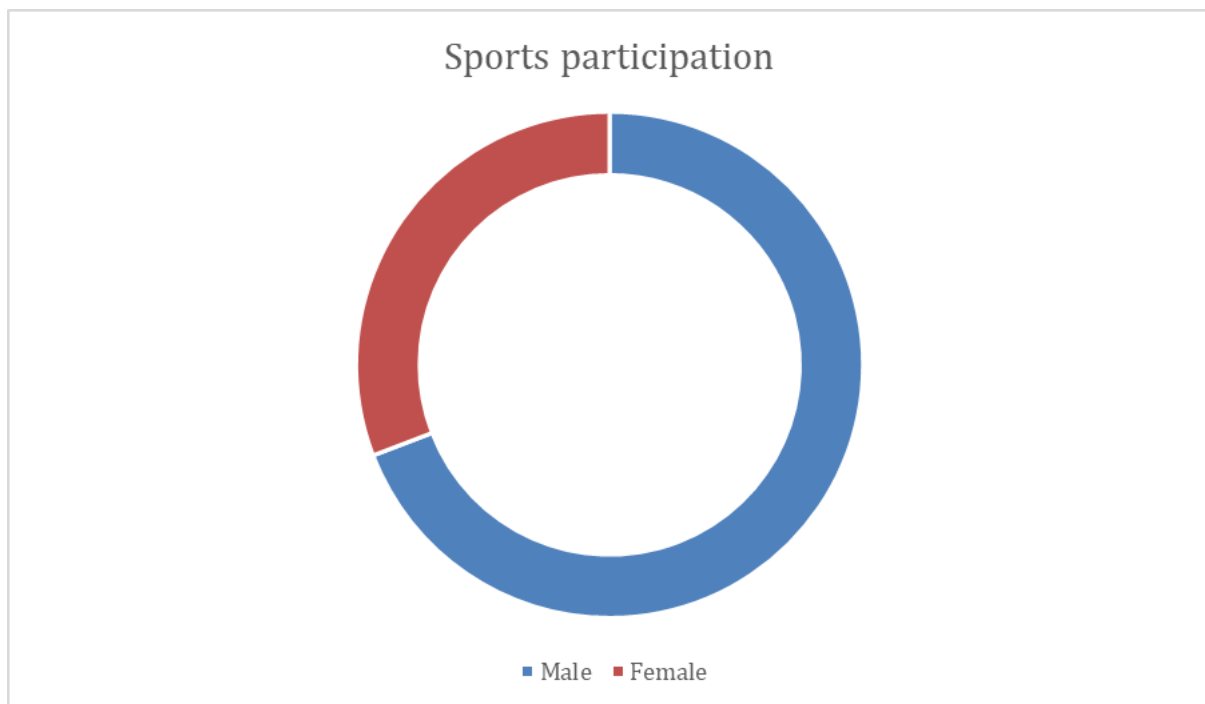


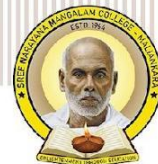


**Table : 14 Gender-wise Details of Total Participants in College Sports**

Year	Total	Male	Female
2022-23	81	56	25
Percentage	100	69.1	30.8

In the sports competitions, the male students are slightly dominating. Girls concentrate more on athletics but boys are involved both in athletics and other games too.

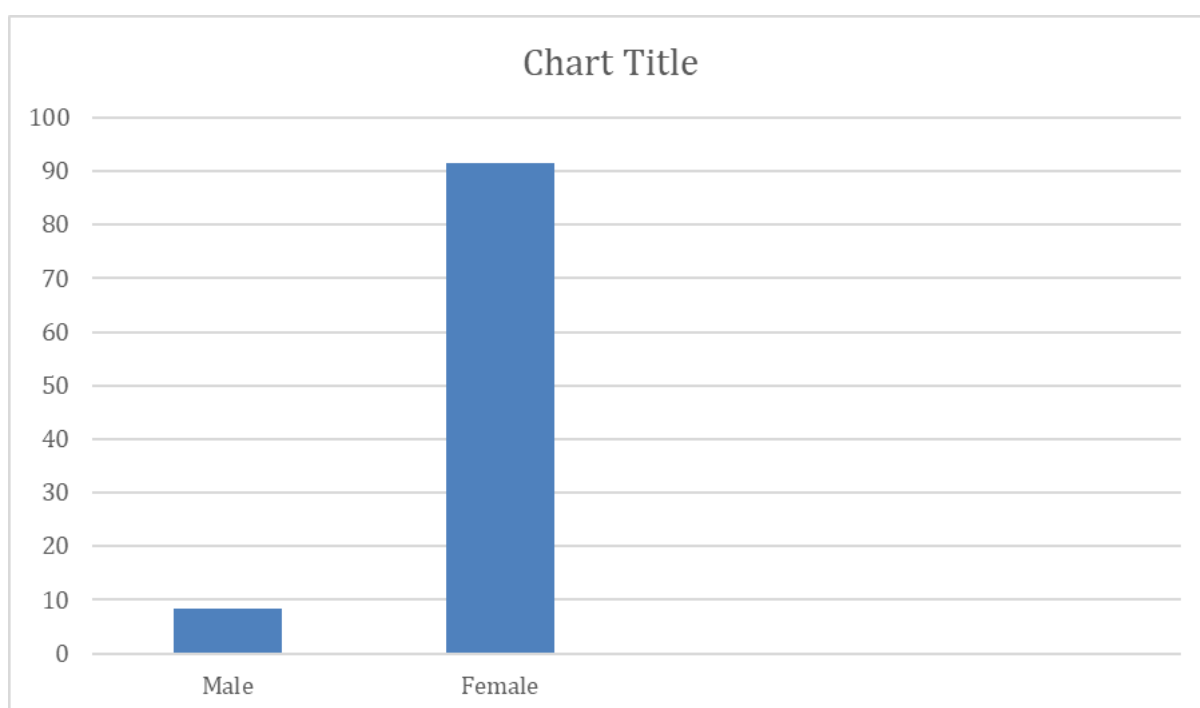


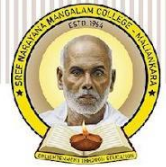


**Table : 15 Gender-wise Details of total Rank holders in UG and PG**

Year	Total	Male	Female
2022-23	12	1	11
Percentage	100	8.3	91.6

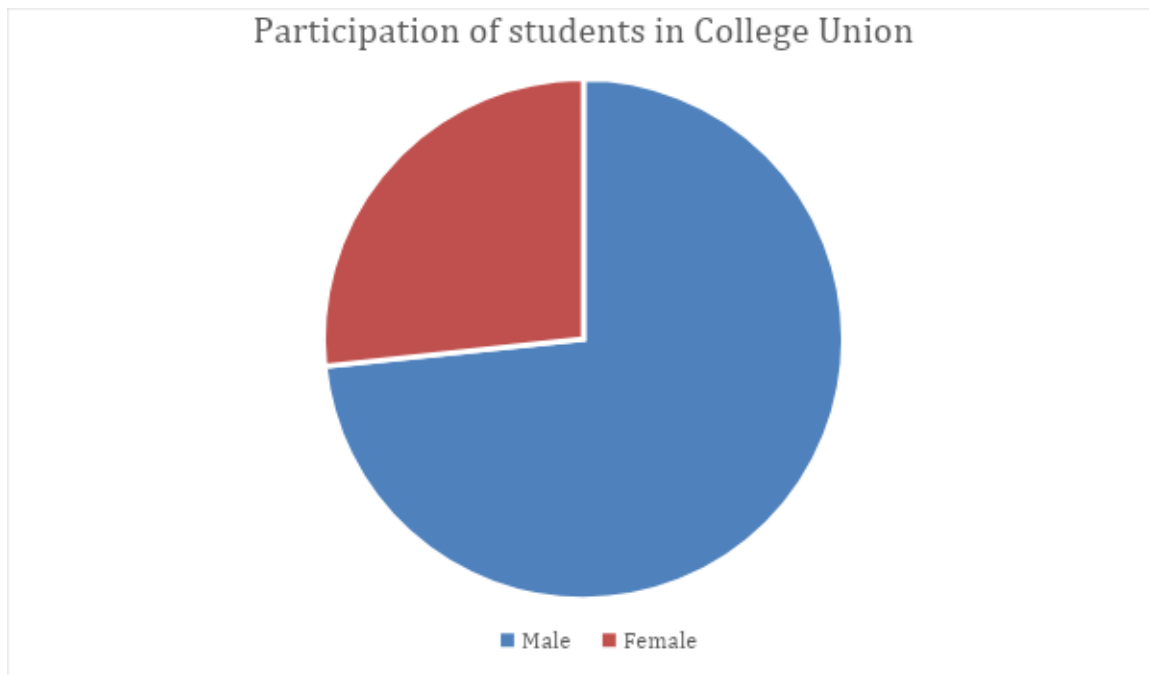
The rank holders of both UG and PG which were announced during the academic year 2022-2023 were female dominating. Around 91.6% of rank holders are female students.





**Table: 16 Gender-wise Participation in College Union**

Year	Total	Male	Female
2022-23	15	11	4
Percentage	100	73.3	26.6



From the figure, we can say that there is male domination in the College Union. Around 73.3% of male students are there in the college union.



**Table 17: Sexual harassment cases reported**

Year	Cases
2022-23	Nil

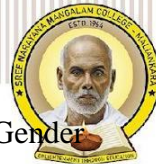
There are no sexual harassment cases reported and no other unsolved previous cases during the academic year 2022-23.



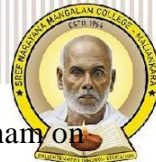
## Programs conducted during this academic year

1. The Gender Equality Forum, in association with the department of Economics and English organised a seminar on Queering identities as part of the queer pride month by Mr. Adam Harry, India's First Transman Pilot on July 5<sup>th</sup>, 2022.
2. The NSS unit of the college observed the World Population Day on 11th July 2022 and organized a speech competition.
3. The Gender Equality Forum observed the UN International Day for the Elimination of Violence against Women.
4. The Gender Equality Forum conducted Gender Champion Competition to select gender champions who can contribute to a more inclusive, equitable, and supportive campus environment for all individuals. Three students were selected as Gender Champions.
5. Gender Equality Forum actively organized the Onam programs of the academic year 2022-23.
6. The Gender Equality Forum and the department of Physics organised a Seminar on Cyber Crime awareness- Think before you click for all the students by Mr. Thalhath P M, Senior Civil Police Officer, Cyber Police Station, Aluva.
7. The Entrepreneurship Development Club organised a seminar on 2nd November, 2022 on "Women entrepreneurship" in collaboration with Khadi Gramodyog Vidyalaya, Training Centre and the sessions were conducted by Ms. Anitha C C and Mr. Vinod Kakkara.
8. The Counselling cell organised an awareness and guidance class for all the first year graduate programme students. The classes were conducted on two days 02/11/2022 and 03/11/2022 by Counselor Ms. Sreekutty Syam Seethal, Psychologist handled the sessions.

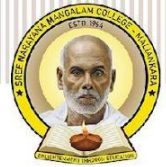




9. The Gender Equality Forum conducted a Gender Survey for the preparation of a Gender Audit.
10. The Department of English organised an invited lecture entitled “Body and Territory of Women in Malayalam Cinema” on 24/01/2023 at the college seminar hall.
11. Celebration of Women’s Day- The Gender Equality Forum organised Spot Dance competition and Tableau competition on the topic of Women in the modern world.
12. The Gender Equality Forum organised a Group Discussion on Gender Empowerment among students as part of Women’s Day.
13. The NSS unit of the college conducted an Essay writing competition on Women's day on 8th March 2023.
14. The Entrepreneurship Development Club organized an Invited Talk on “Journey as a woman entrepreneur” by Ms.Vinumol Manoj, on 10th March 2023, in connection with International women’s Day.
15. The Gender Equality Forum organised a Seminar as part of International Women’s Day on the topic Gender Equity: Is it Unattainable? by Maithreyan, Social Activist and social media influencer on March 21<sup>st</sup>, 2023.
16. The Gender Equality Forum distributed trophies and certificates for the Gender Champions and other winners of various competitions.
17. The Department of Commerce and Institution’s Innovation Council in the college together organised an entrepreneurship outreach programme in the community titled- ‘eco-friendly initiatives’ on March 24th, 2023.
18. The Department of Commerce organised a seminar on 22/03/2023, on the topic ‘How to become a successful Women Entrepreneur’ was conducted as part of International Women’s Day.



19. The Gender Equality Forum organised a Seminar on Breast Cancer by Dr.Shabnamy on March 27<sup>th</sup>, 2023.
20. The Gender Equality Forum organised a Group Discussion on Menstrual Hygiene by Dr. Sanjay S on March 27<sup>th</sup>, 2023.
21. The Gender Equality Forum organised an awareness class for female students about the importance of hygiene practices by the Coordinator Ms. Saipriya Sudarsan on March 8<sup>th</sup>, 2023.
22. The NSS unit organised a debate program on December 7<sup>th</sup>, 2022, in association with Paravoor Women Welfare Department on the topic "Dowry/Violence against Women".
23. The NSS unit of the college organised a campaign, awareness class about the Menstrual Cup and distributed menstrual cups for the students and female staff on 1/09/2022.
24. The NSS volunteers participated in the training programme of the Menstrual cup programme arranged by MP Hybi Edan on 10/08/2022.



## **Conclusion**

A Gender Audit is a systematic review and analysis of the institution's policies, practices, and outcomes to identify and address gender inequalities and promote gender equality. It involves examining various aspects of the institution, such as the intake of students, teachers. The gender audit reveals disparities in enrolment rates between male and female students. It could identify that certain disciplines or programs are dominated by one gender. There are also differences in academic performance and achievement between male and female students. This could shed light on potential barriers or biases affecting one gender's success, and prompt the development of strategies to support equitable academic outcomes for all students. The gender audit shows that there are no instances of gender-based discrimination, harassment, or sexual misconduct within the college community. This would necessitate a comprehensive review of policies, procedures, and support mechanisms to address such issues, ensure a safe campus environment, and provide appropriate resources for survivors. The gender audit may assess the level of gender awareness and inclusion within the college community. It could identify areas where awareness and sensitivity training are needed to foster a more inclusive and respectful campus culture for all genders.

It is important to note that a gender audit is an ongoing process, and its conclusions are not final but rather serve as a starting point for further action and continuous improvement. Institutions should regularly review and reassess their progress in addressing gender inequalities to ensure sustained progress toward gender equality.