

KURIAKOSE GREGORIOS COLLEGE, PAMPADY

(Affiliated to Mahatma Gandhi University, Kottayam, Kerala)



GENDER AUDIT REPORT

(2018-2023)

PREPARED BY

WOMEN'S FORM & GENDER CHAMPIONS' CLUB

A quality initiative of IQAC

PREFACE

As part of our ongoing commitment to foster gender equality, Kuriakose Gregorios College recognizes the importance of conducting a Gender Audit. This systematic assessment measures the institution's internal efforts to promote gender equality within organizational, managerial, and internal work structures. The aim is to identify critical gender gaps and challenges, establishing a baseline against which progress can be measured over time.

In alignment with this commitment, KG College is dedicated to implement effective measures for the safety and security of all genders on campus. Ensuring a supportive environment, the institution maintains an accessible, active, unbiased, and confidential Grievance Redressal Cell. Discrimination on the basis of gender is strictly prohibited within the college community.

To further enhance personal development and confidence-building among students, KG College has taken a proactive step by inviting a certified consultant. This expert will contribute to the holistic development of students, fostering an inclusive atmosphere conducive to personal growth. Moreover, the college has set in place a routine Gender Audit, conducted to assess and maintain gender balance within the campus. This proactive approach underscores our commitment to create an equitable and empowering educational environment.

GENDER EQUALITY AND INCLUSION POLICY

At Kuriakose Gregorios College, we are committed to fostering a culture of equality, inclusivity, and respect for all individuals, irrespective of gender. Our Gender Equality and Inclusion Policy is designed to ensure a supportive and discrimination-free environment for everyone associated with our institution.

Key Principles:

- **Non-Discrimination**
There shall not be any form of discrimination based on gender, including but not limited to recruitment, promotion, training, and any other aspect of employment or participation.
- **Equal Opportunity**
Kuriakose Gregorios College, is dedicated to providing equal opportunities for all genders in every aspect of academic, professional, and extracurricular activities.
- **Freedom of Expression**
Every individual, regardless of gender, is entitled to express their opinions freely and fairly without fear of retribution. Open dialogue and diverse perspectives are encouraged and valued.
- **Grievance Redressal**
An accessible, active, unbiased, and confidential Grievance Redressal Cell has been established to address any complaints related to gender-based discrimination or harassment. The institution is committed to prompt and fair resolution of such grievances.
- **Safety and Security Measures**
Kuriakose Gregorios College is dedicated to implementing effective measures to ensure the safety and security of all genders within our premises. This includes but is not limited to the provision of well-lit and secure spaces, awareness campaigns, and the availability of support services.

- **Awareness and Training**

Regular awareness programs and training sessions are conducted to educate the community about gender equality, sensitivity, and the prevention of gender-based discrimination and harassment.

- **Inclusive Policies**

Policies and practices are regularly reviewed and updated to ensure inclusivity and to address any emerging issues related to gender equality.

- **Reporting Mechanism**

Transparent and user-friendly reporting mechanisms are established to facilitate the reporting of incidents related to gender discrimination or harassment. Whistleblower protection is ensured for those reporting in good faith.

- **Affirmative Action**

Kuriakose Gregorios College is committed to taking affirmative action to address any existing gender disparities and to promote the representation of all genders in leadership positions.

- **Periodic Review**

This policy will be periodically reviewed and updated to align with evolving societal norms and legal requirements.

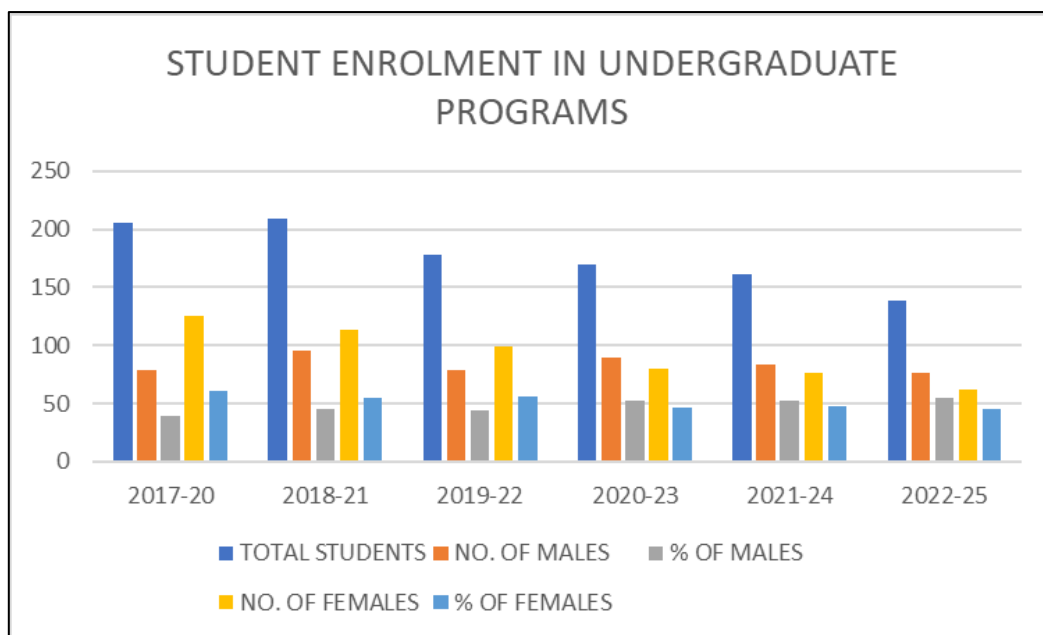
By adhering to this Gender Equality and Inclusion Policy, we affirm our commitment to creating an environment where diversity is celebrated, and all individuals are empowered to reach their full potential, regardless of gender.

OBJECTIVES

- Evaluate and enhance safety and security measures for all genders within the campus through a comprehensive gender audit.
- Establish an accessible, active, and confidential Grievance Redressal Cell as a key objective of the gender audit to address concerns without bias.
- Eliminate gender-based discrimination by actively assessing and addressing any existing disparities within the campus environment.
- Foster the self-confidence and self-esteem of female students, women faculty, and staff through targeted programs identified in the gender audit.
- Develop and implement overall personality development initiatives to instil confidence and leadership qualities in all members of the institution, addressing gender-specific needs.

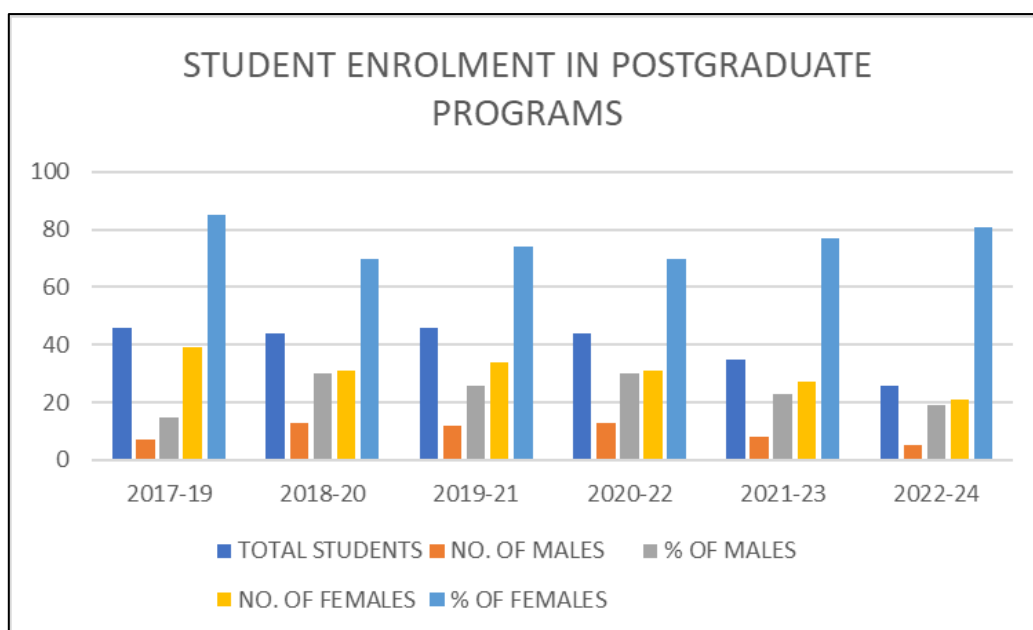
DATA ANALYSIS

STUDENT ENROLLMENT- UG					
BATCH	TOTAL STUDENTS	NO. OF MALES	% OF MALES	NO. OF FEMALES	% OF FEMALES
2017-20	205	79	39	126	61
2018-21	209	95	45	114	55
2019-22	178	79	44	99	56
2020-23	170	90	53	80	47
2021-24	161	84	52	77	48
2022-25	139	77	55	62	45



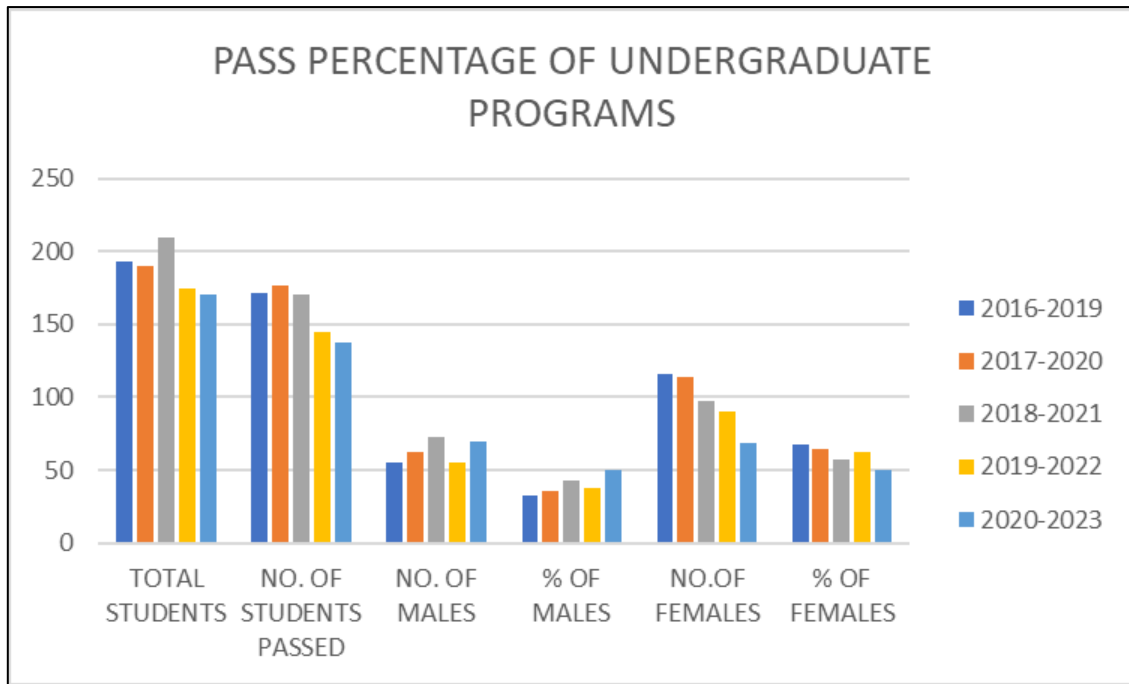
- In 2017 & 2018, there is a steady and increasing rate in the total enrolment, the ratio of female enrolment is also higher in those periods till 2019.
- A rise in the male ratio started to be noticed from 2020.
- Dip in the female as well as the total enrolment, may be an impact of Covid 19 pandemic, overseas migration for education and job, Professional courses where students seemed to opt for which promises job security, and student migration to developed nations is on its hike.

STUDENT ENROLLMENT- PG					
BATCH	TOTAL STUDENTS	NO. OF MALES	% OF MALES	NO. OF FEMALES	% OF FEMALES
2017-19	46	7	15	39	85
2018-20	44	13	30	31	70
2019-21	46	12	26	34	74
2020-22	44	13	30	31	70
2021-23	35	8	23	27	77
2022-24	26	5	19	21	81



- More Female students are seeking admission to post graduate courses.
- Female ratio is always at a higher level.
- Total enrolment was on a steady rate in the first four years, but has dropped for the last two years.

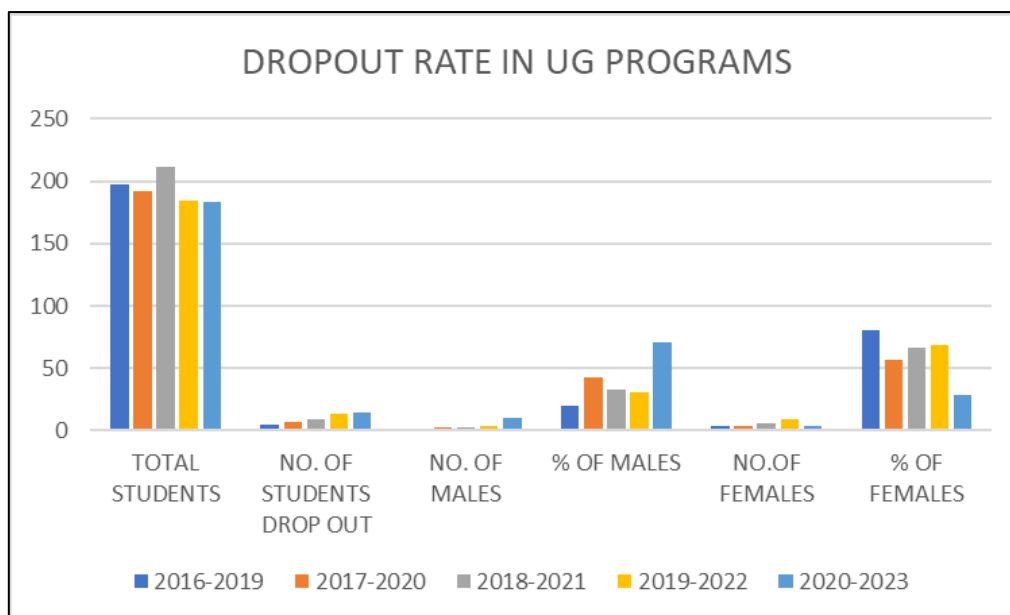
UG PASS PERCENTAGE						
BATCH	TOTAL STUDENTS	NO. OF STUDENTS PASSED	NO. OF MALES	% OF MALES	NO. OF FEMALES	% OF FEMALES
2016-2019	193	171	55	32.16	116	67.84
2017-2020	190	176	62	35.23	114	64.77
2018-2021	209	170	73	42.94	97	57.06
2019-2022	174	145	55	37.93	90	62.07
2020-2023	170	137	69	50.36	68	49.64



- In all the years, pass percentage is more with females.
- In the last year of study both the parties were sharing almost the same ratio.
- In all the years, except for the last year, the pass percentage of females is above 50%.

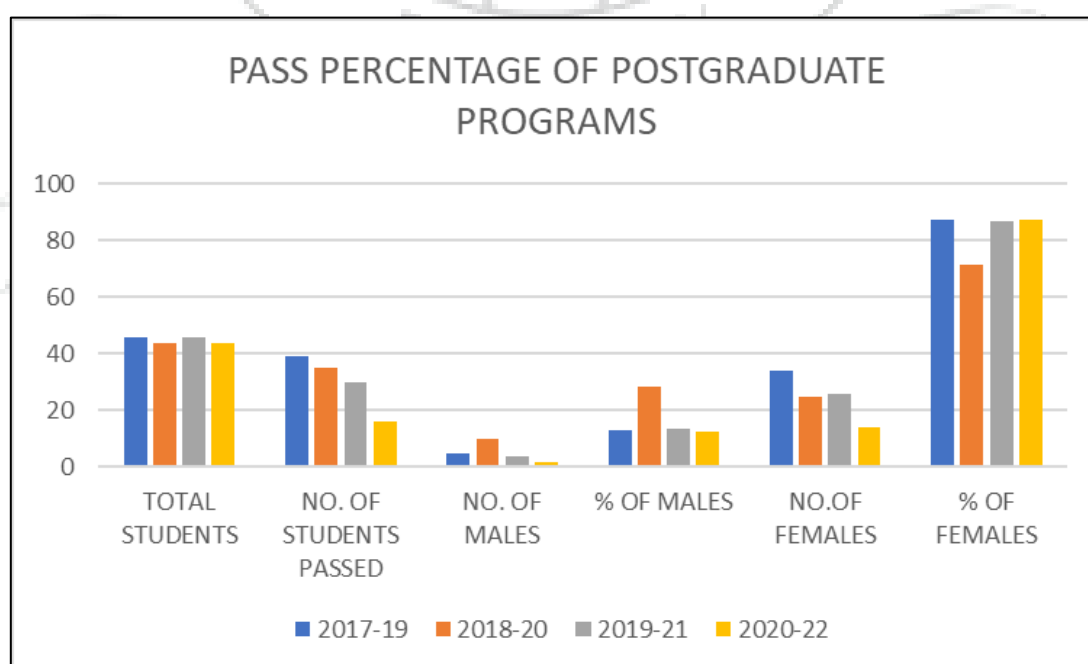
UG DROPOUT RATE

BATCH	TOTAL STUDENTS	NO. OF STUDENTS DROP OUT	NO. OF MALES	% OF MALES	NO. OF FEMALES	% OF FEMALES
2016-2019	197	5	1	20	4	80
2017-2020	192	7	3	43	4	57
2018-2021	211	9	3	33	6	67
2019-2022	184	13	4	31	9	69
2020-2023	183	14	10	71	4	29



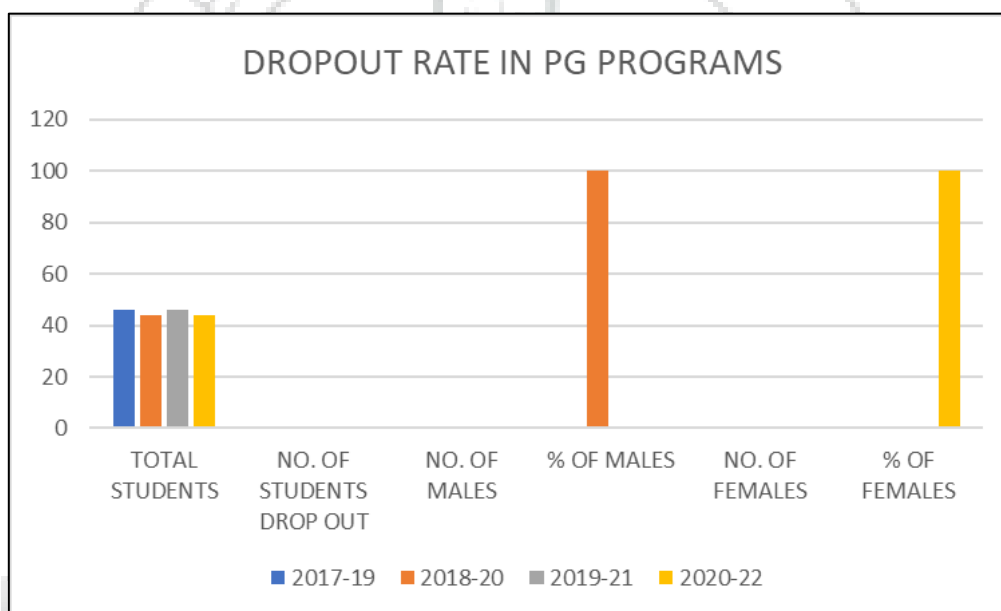
- By 2022-23, the average drop out rate has decreased, particularly in the case of female students.

PG PASS PERCENTAGE						
BATCH	TOTAL STUDENTS	NO. OF STUDENTS PASSED	NO. OF MALES	% OF MALES	NO. OF FEMALES	% OF FEMALES
2017-19	46	39	5	12.82	34	87.18
2018-20	44	35	10	28.57	25	71.43
2019-21	46	30	4	13.33	26	86.67
2020-22	44	16	2	12.50	14	87.50



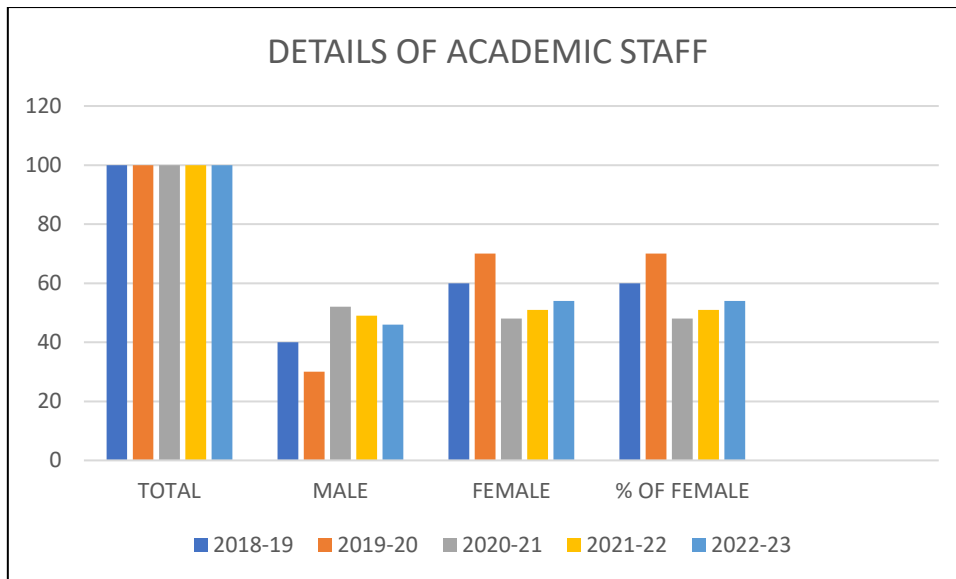
- The pass percentage of females is always on the higher rate in all the four assessment years.
- Pass percentage of female students is on the highest (above 85%) for the batches 2017-19, 2019-21 & 2020-22.

PG DROP OUT RATE						
BATCH	TOTAL STUDENTS	NO. OF STUDENTS DROP OUT	NO. OF MALES	% OF MALES	NO. OF FEMALES	% OF FEMALES
2017-19	46	0	0	0	0	0
2018-20	44	1	1	100	0	0
2019-21	46	0	0	0	0	0
2020-22	44	1	0	0	1	100



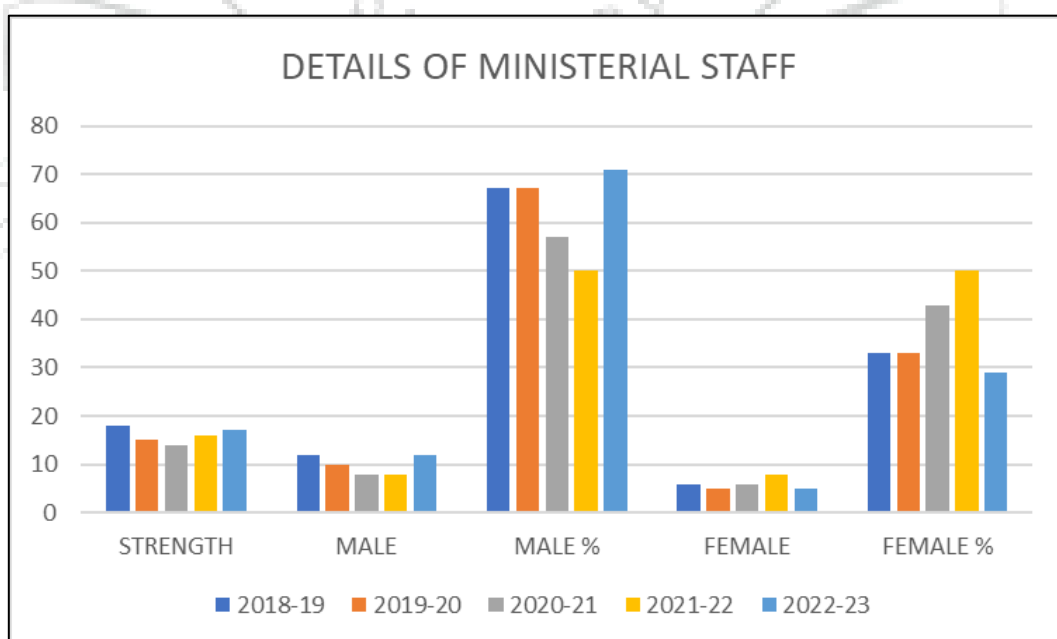
- Usually, dropout rates are nil as seen for the batches 2017-19 & 2019-21.
- In 2018-20 & 2020-22 batches one male and one female had dropped out respectively.

ACADEMIC STAFF FROM 2018 TILL 2023					
YEAR	TOTAL TEACHERS	NO. OF FEMALES	% OF FEMALES	HOD (F)	% OF FEMALES AS HODs
2018-19	45	32	71	5	83.3
2019-20	44	30	68	5	83.3
2020-21	42	31	74	5	83.3
2021-22	43	33	77	5	83.3
2022-23	44	34	77	4	66.7



- Female teachers are more in number. Above 65% are female teachers in all the five assessment periods.
- In the case of Heads of Departments, more than 80% female representation is seen.

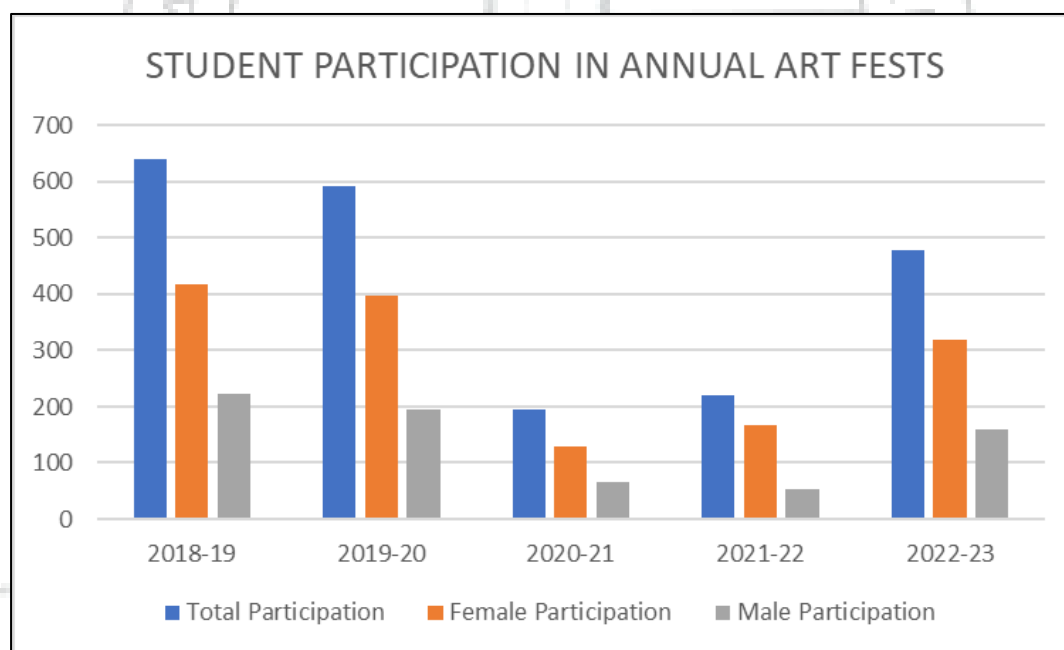
MINISTERIAL STAFF FROM 2018 TILL 2023					
YEAR	STRENGTH	MALE	MALE %	FEMALE	FEMALE %
2018-19	18	12	67	6	33
2019-20	15	10	67	5	33
2020-21	14	8	57	6	43
2021-22	16	8	50	8	50
2022-23	17	12	71	5	29



- Among Ministerial Staff, male members are more in number in the whole assessment period.
- Female representation is less than 50% all the time.

GENDER AUDIT ON CO-CURRICULAR ACTIVITIES

ANNUAL ARTS FEST CONSOLIDATED													
YEAR	LITERARY		MUSICAL		DANCE		FINE ARTS		THEATRE		MALE PARTICIPATION	FEMALE PARTICIPATION	TOTAL PARTICIPATION
	M	F	M	F	M	F	M	F	M	F			
2018-19	37	151	24	37	41	161	36	28	84	41	222	418	640
2019-20	32	169	26	34	80	136	15	15	41	43	194	397	591
2020-21	34	90	5	20	0	3	18	12	9	4	66	129	195
2021-22	25	95	4	21	0	13	19	29	6	8	54	166	220
2022-23	31	153	15	36	0	84	43	22	70	23	159	318	477



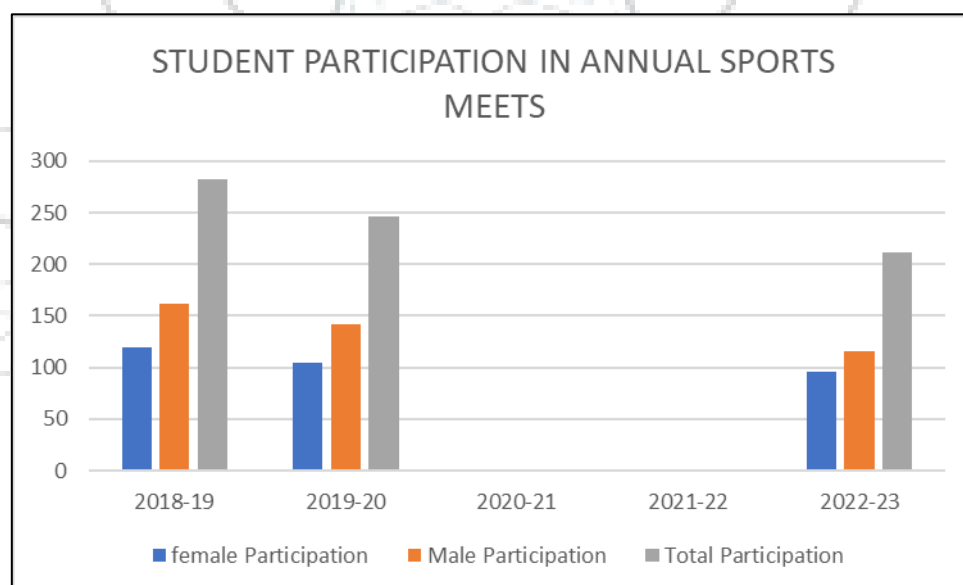
PERCENTAGE OF FEMALE PARTICIPATION FOR THE EVENTS IN THE ARTS FEST (2018-23)

EVENTS	2018-19		2019-20		2020-21		2021-22		2022-23	
	TOTAL	% OF FEMALE	TOTAL	% OF FEMALE	TOTAL	% OF FEMALE	TOTAL	% OF FEMALE	TOTAL	% OF FEMALE
LITERARY	188	80	201	84	124	73	120	79	184	83
MUSIC	61	61	60	57	25	80	25	84	51	71
DANCE	202	80	216	63	3	100	13	100	84	100

FINE ARTS	64	44	30	50	30	40	48	60	65	34
THEATRE	125	33	84	51	13	31	14	57	93	25
TOTAL PARTICIPATION	640	65	591	67	195	66	220	75	477	67

- Percentage of female participation is more than 65% in all the 5 years.
- In literary events more female participation is seen all time (above 70%).
- More than 60% of female participation is seen all time for the Musical events & Dance Events.
- Except for the year 2021-22, less than 50% of female participation is seen for Fine Arts.
- For Theatre Events, less than 60% of female representation is seen as a whole.

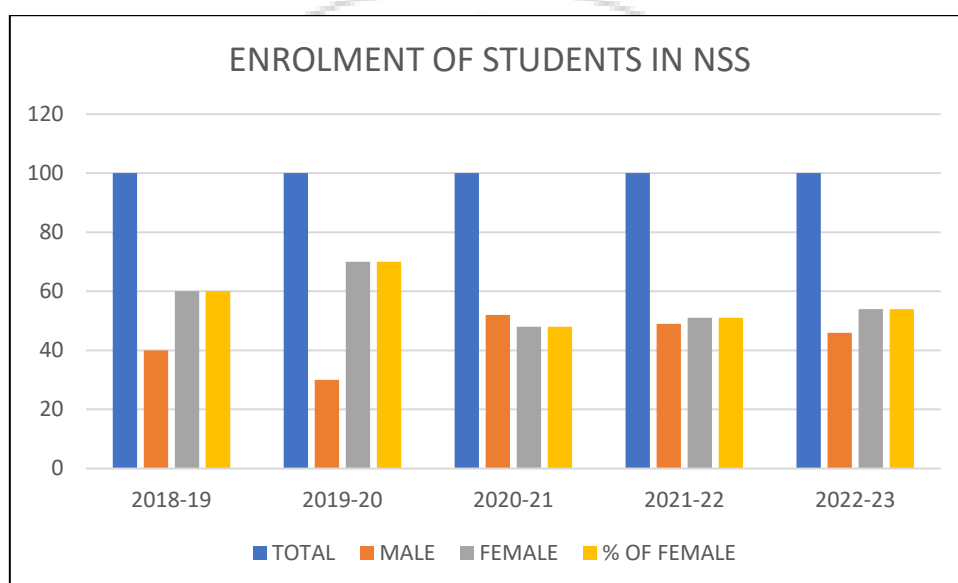
ANNUAL SPORTS MEET			
YEAR	TOTAL PARTICIPATION	FEMALE PARTICIPATION	% OF FEMALE PARTICIPATION
2018-19	282	120	43
2019-20	247	105	43
2020-21	-	-	-
2021-22	-	-	-
2022-23	212	96	45



- In the five years of Assessment, Annual Sports meet was organised only for 3 years (2018-19, 2019-20 & 2022-23) due to Covid 19 Pandemic.
- Female representation for the events is between 43 to 45 percentage.

**STUDENT ENROLMENT FOR NSS DURING THE ASSESSMENT PERIOD
2018 TILL 2023**

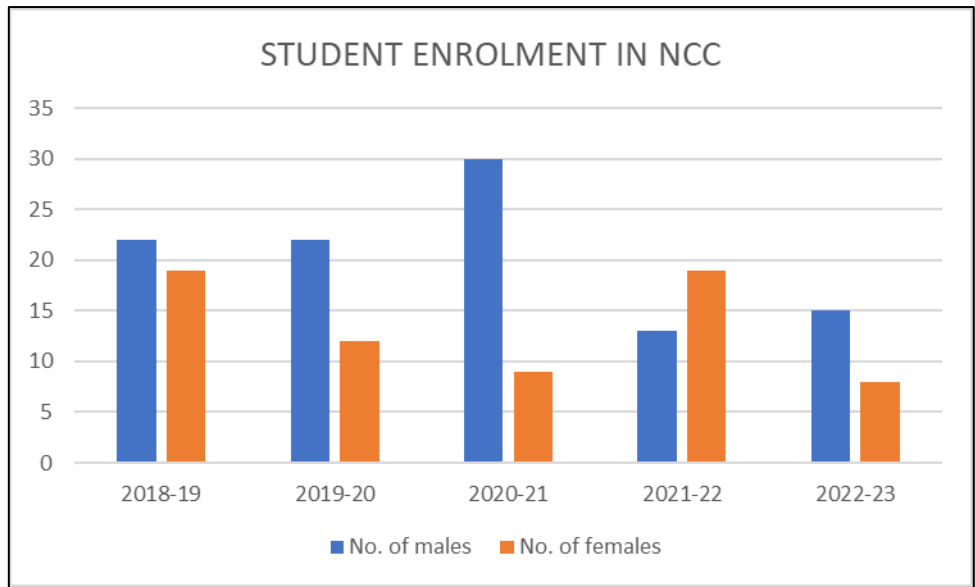
Sl. No.	YEAR	TOTAL	MALE	FEMALE	% OF FEMALE
1	2018-19	100	40	60	60
2	2019-20	100	30	70	70
3	2020-21	100	52	48	48
4	2021-22	100	49	51	51
5	2022-23	100	46	54	54



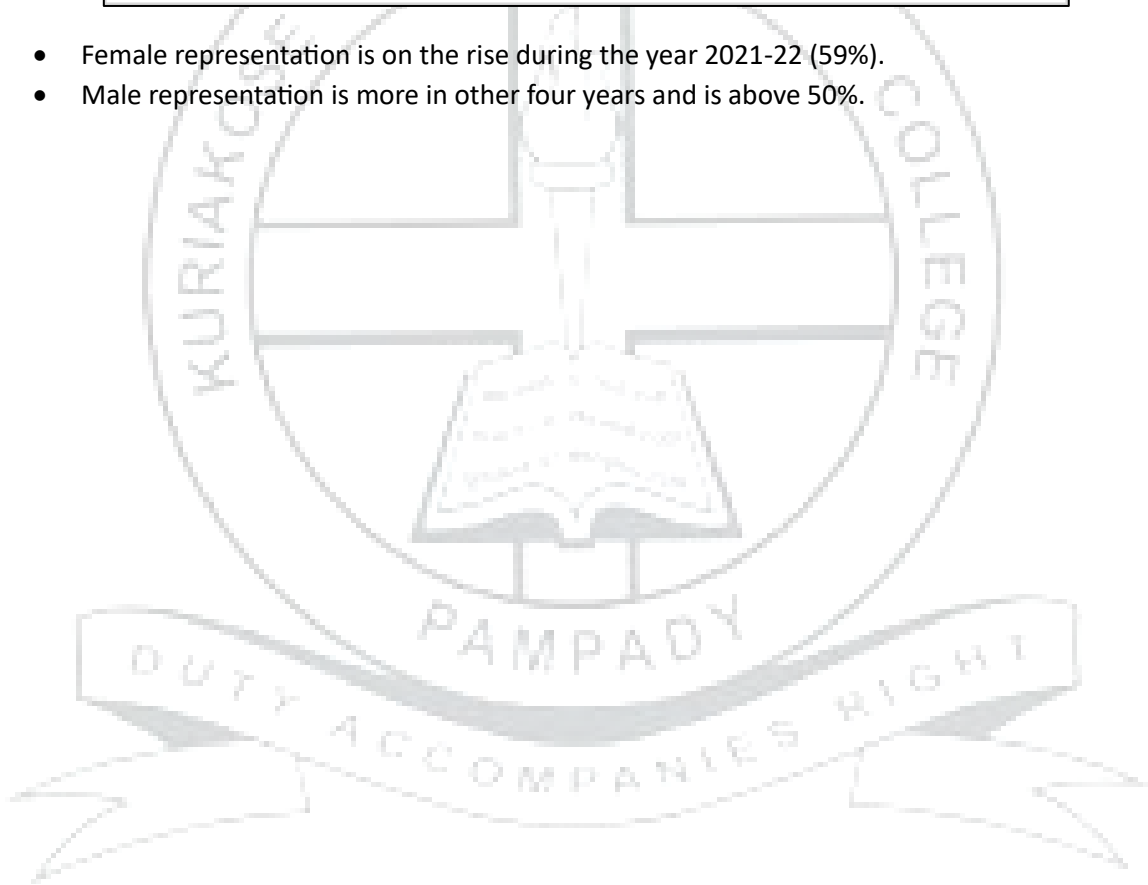
- In the assessment period, female representation is more than 50% in 4 years.
- Female enrolment is the highest during 2019-20.

STUDENT ENROLMENT IN NCC (2018-23)

Sl. No.	YEAR	TOTAL	MALE	FEMALE
1	2018-19	41	22	19
2	2019-20	34	22	12
3	2020-21	39	30	9
4	2021-22	32	13	19
5	2022-23	23	15	8



- Female representation is on the rise during the year 2021-22 (59%).
- Male representation is more in other four years and is above 50%.

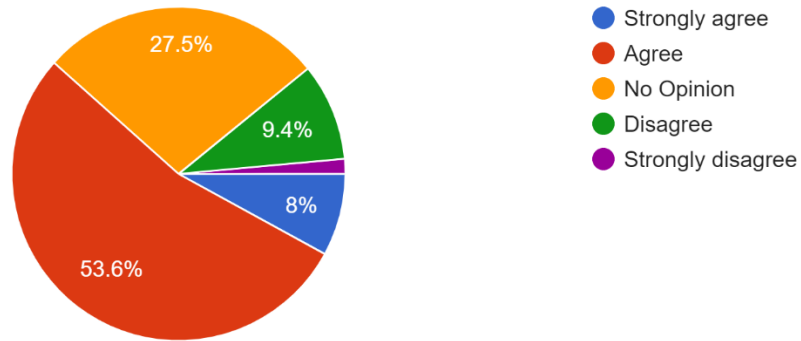


GENDER SURVEY

Number of Participants: 138

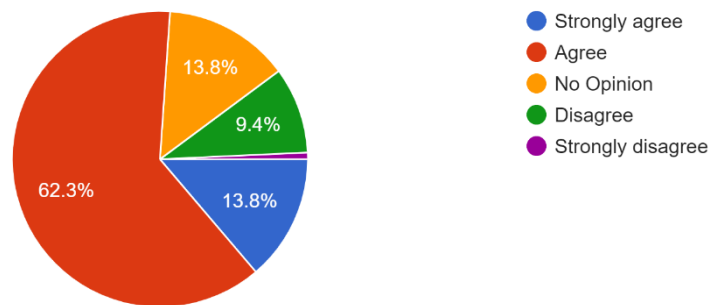
Do you think the college makes efforts to teach about and include different genders?

138 responses



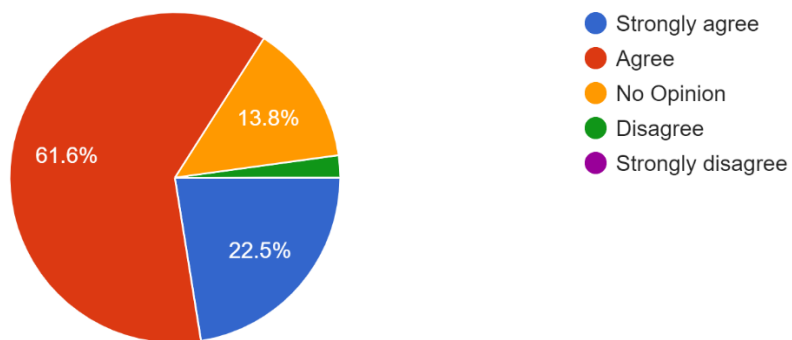
The college conducts gender awareness programs, such as awareness against sexual harassment, as a part of its curriculum.

138 responses



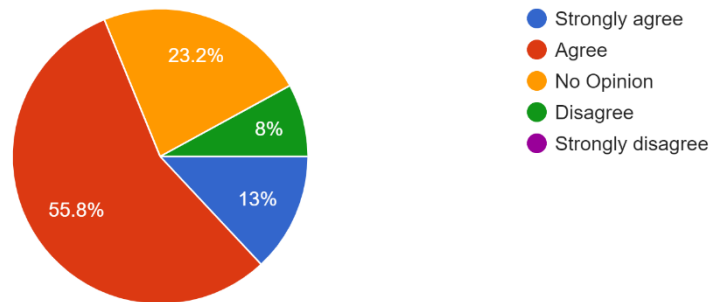
Do you think having more programmes about gender-related subjects would help you?

138 responses



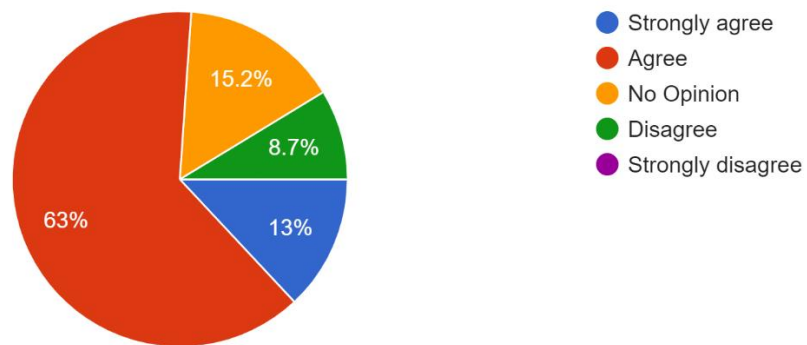
There are adequate resources and support services available for students regarding gender-related issues on campus?

138 responses



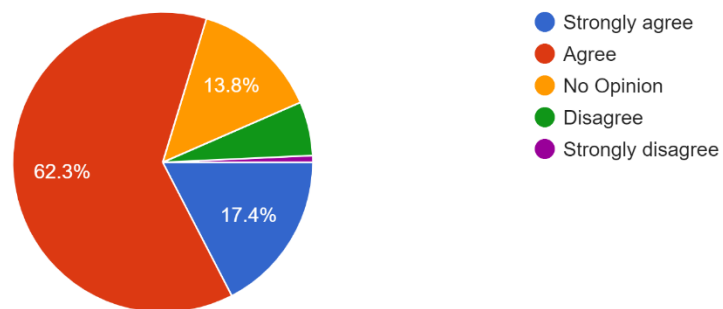
Do you feel like there are enough clubs or services to help with gender-related issues?

138 responses



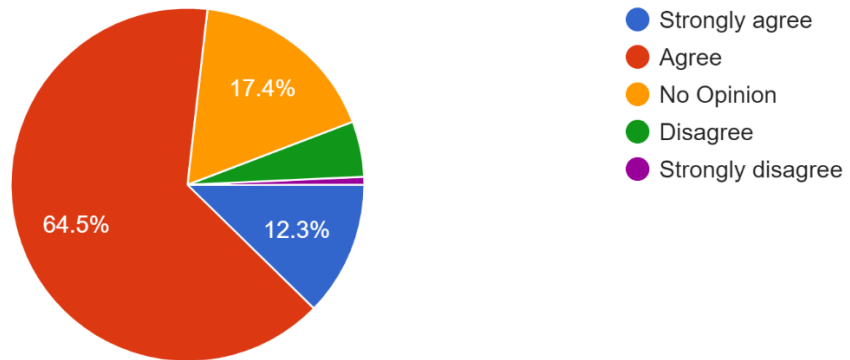
Do you feel comfortable while discussing gender-related issues with peers or faculty members?

138 responses



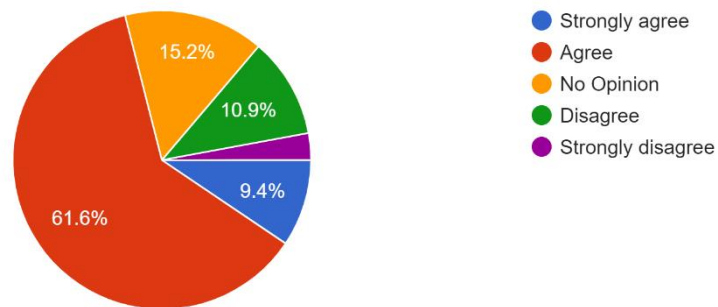
Do you feel sure about where to report gender-related problems or complaints?

138 responses



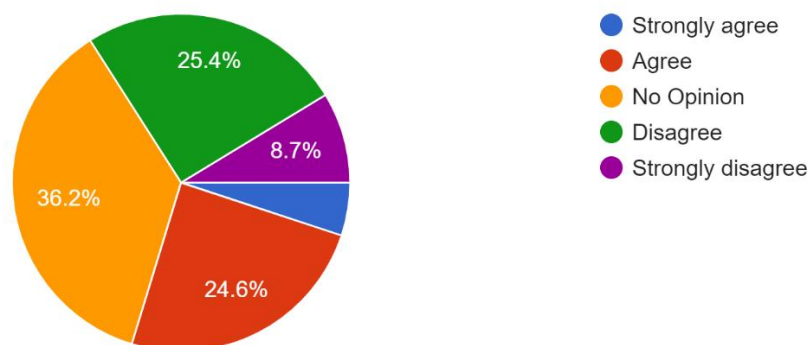
Have you received education or training on gender sensitivity, gender equality, or related topics within your college curriculum?

138 responses

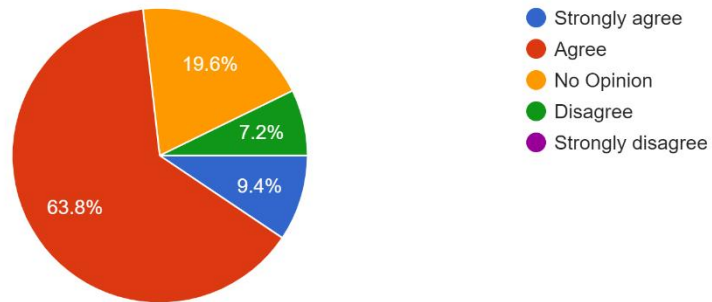


Have you observed any gender biases in classroom discussions or group activities?

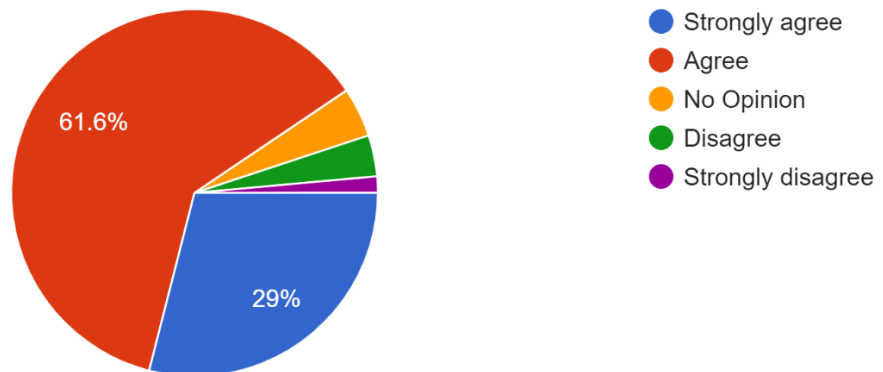
138 responses



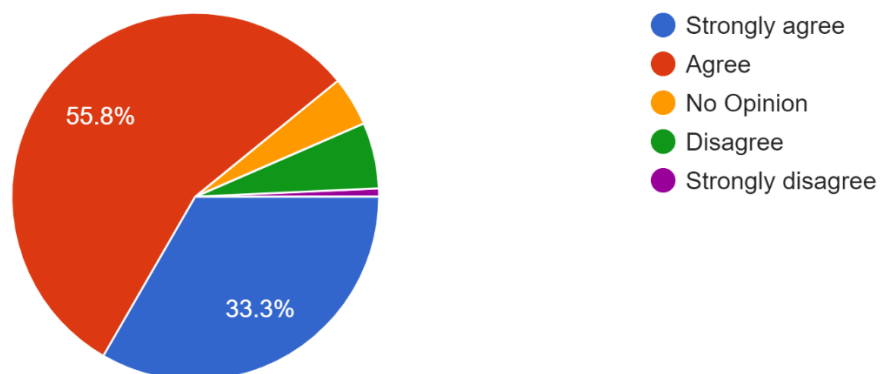
Do you think the measures in campus are sufficient to ensure the safety and security of all genders?
138 responses



Adequate number of toilets are available in the campus for girls.
138 responses

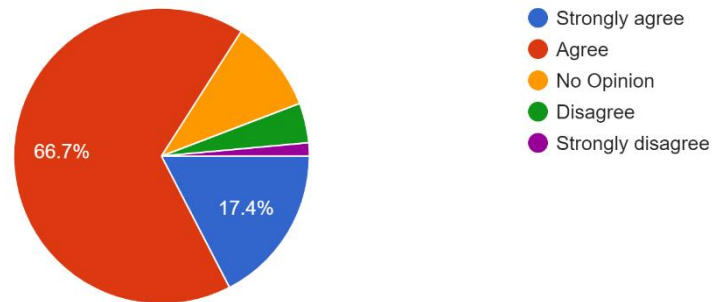


Adequate facilities are available for disposal of sanitary napkins
138 responses



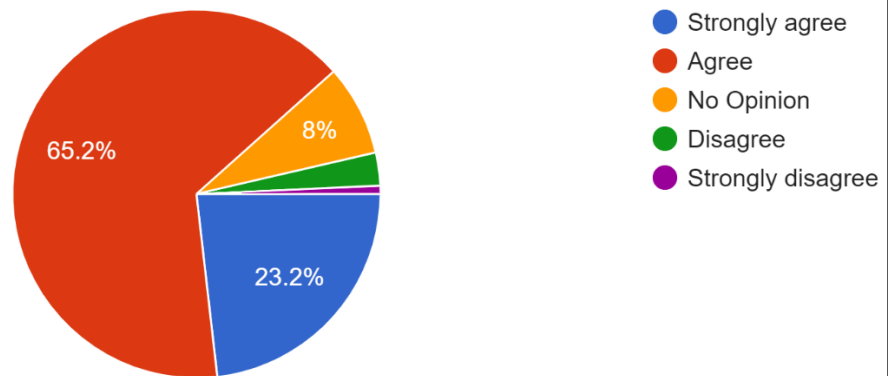
Support services (counseling, physical fitness, grievance redressal) for gender-related concerns are available in campus

138 responses



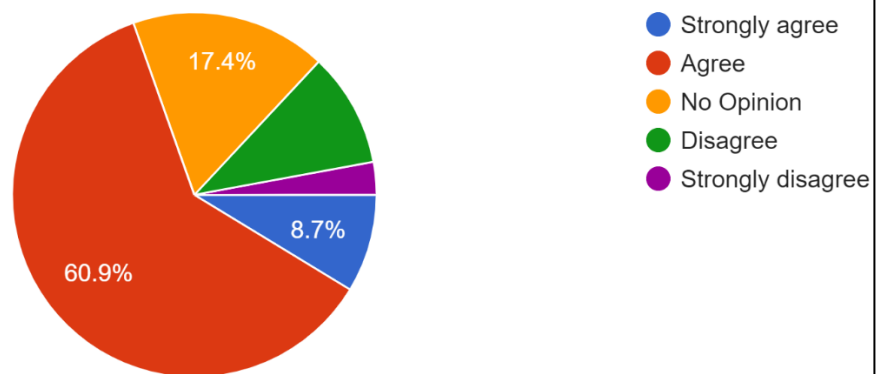
Students are aware of Women Cell and its various activities in the college

138 responses



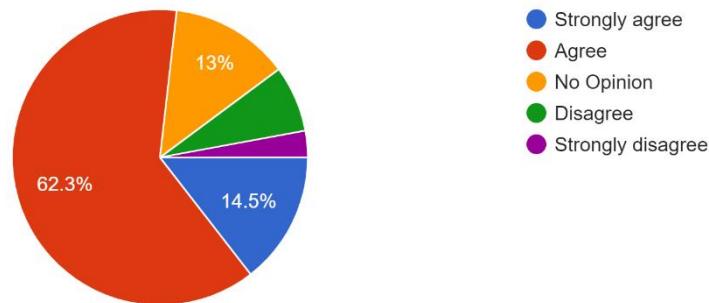
All students are actively participating in Women Cell Programmes

138 responses



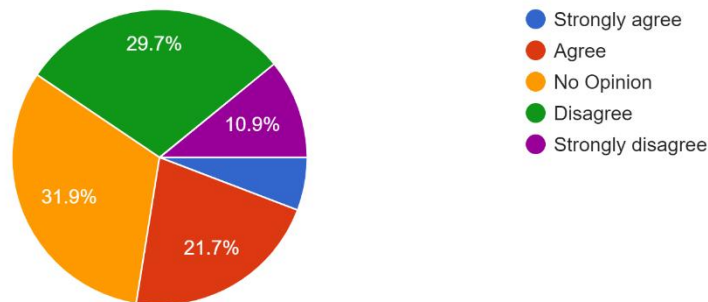
Do you feel that extracurricular activities and leadership opportunities are equally accessible to students of all genders?

138 responses



Have you experienced or witnessed any gender-based discrimination in extracurricular activities or opportunities?

138 responses



SALIENT FINDINGS OF GENDER AUDIT

The gender audit conducted over the five-year assessment period has revealed several noteworthy trends and patterns across various domains within the educational institution. These findings shed light on the dynamics of gender representation and participation, academic performance, and staff demographics, among other factors.

- Enrolment Trends:** Initially, there was a steady and increasing rate of total enrolment, with a higher ratio of female enrolment up until 2019. However, a notable rise in male enrolment began in 2020.
- Academic Performance:** Despite fluctuations in enrolment, female students consistently demonstrated higher pass percentages compared to male students. Female pass rates remained consistently above 50% in all assessment years, with particularly high rates exceeding 85% for specific batches.
- Dropout Rates:** Dropout rates among female students decreased on average by 2022-23, with instances of nil dropout rates observed in certain batches. However, dropout rates among male students were more frequent across the assessment period.
- Staff Demographics:** Female representation among teaching staff and Department heads remained consistently high, exceeding 65% and 80%, respectively, throughout the assessment years. However, male members dominated among ministerial staff, with female representation consistently below 50%.

5. **Participation in Extracurricular Activities:** Female participation was predominant across literary, musical, and dance events, consistently exceeding 60% in most cases. However, participation in fine arts and theatre events showed lower female representation, particularly in the year 2021-22.
6. **Sports Participation:** While annual sports meets were organized only three times due to the Covid-19 pandemic, female representation remained relatively consistent at around 43-45%.
7. **Overall Trends:** Despite fluctuations and challenges, female representation in enrolment, academic performance, staff demographics, and extracurricular activities showcased an upward trajectory in certain areas, indicating progress towards gender inclusivity and equality within the educational institution.

In summary, the Gender Audit highlights both achievements and areas for improvement in promoting gender equity and inclusivity across various aspects of the Institution's operations. These findings can serve as a valuable foundation for implementing targeted interventions and policies aimed at further enhancing gender equality and fostering an inclusive educational environment.

SUGGESTIONS

- **Update Curriculum to be Gender-Inclusive:** Ensure curriculum reflects diverse perspectives, including gender-sensitive content.
- **Support Female Students:** Provide support systems like mentorship and counseling, especially for out-of-station students.
- **Encourage Female Participation in Activities:** Actively encourage female participation in extracurricular events like literary and arts activities.
- **Address Dropout Rates:** Investigate and address reasons for dropout rates, focusing on supporting male students.
- **Promote Gender Equity in Sports:** Ensure equal opportunities for female participation in sports events.
- **Raise Awareness:** Conduct campaigns and workshops to promote gender equity and challenge stereotypes.
- **Monitor Progress:** Track enrolment, participation, and academic outcomes by gender to measure progress.
- **Collaborate for Impact:** Partner with organizations working on gender equity for better results.
- **Continuous Improvement:** Regularly review and update policies based on feedback and data analysis.

CONCLUSION

The analysis indicates that Kuriakose Gregorios College has incorporated gender equity goals and objectives into all its policies and programs. Staff members have reported no issues related to gender criteria, and the Gender Audit Team has found that both management and staff exhibit gender-sensitive behaviour and encourage gender equality. The college possesses numerous strengths and opportunities to further enhance gender balance. Any weaknesses identified can be addressed through gradual changes in the value system. It is evident that there have been no complaints regarding gender issues. With a strong determination and commitment to gender justice, the College is poised to make significant strides in this regard.



KURIAKOSE GREGORIOS COLLEGE

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Office/Fax: 0481 – 2505212, Principal (Per.): 2508212, Principal (Mob) 9446477459


All India 69th in NIRF Ranking 2018


A Postgraduate Institution of the Malankara Orthodox Church with facilities of Arts, Science and Commerce


Dr. Shyla Abraham
Principal-In-Charge

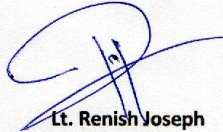
CERTIFICATE

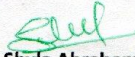
This is to certify that a comprehensive Gender Audit was conducted at Kuriakose Gregorios College, Pampady, under the auspices of the Women's Forum and Gender Champions' Club, spanning the years 2018-2023.


Dr. Anilakumary K. S.
Convenor
Women's Forum


Dr. Mini Joseph
Head of the Department
Department of Commerce


Ms. Reenu S. John
Convenor
Gender Champions' Club


Lt. Renish Joseph
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