



KURIAKOSE GREGORIOS COLLEGE, PAMPADY

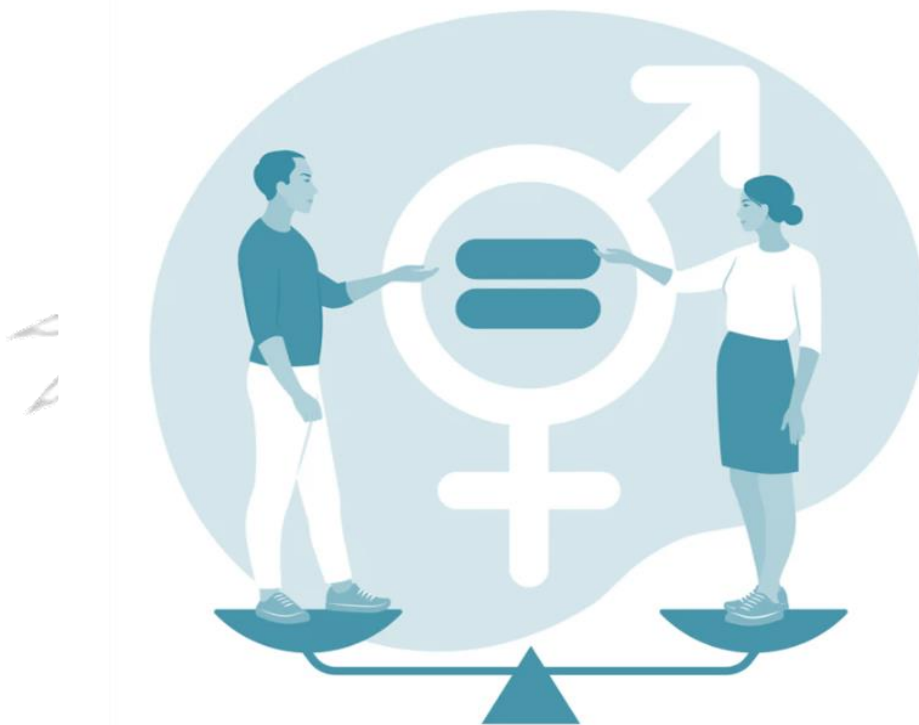
(Affiliated to Mahatma Gandhi University, Kottayam, Kerala)

GENDER AUDIT REPORT

(2023-2024)

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 will be conducted to educate the community about gender equality, sensitivity, and the prevention of gender-based discrimination and harassment.

- **Inclusive Policies**

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

- **Reporting Mechanism**

A transparent and user-friendly reporting mechanism will be established to facilitate the reporting of incidents related to gender discrimination or harassment. Whistleblower protection will be 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.

GENDER AUDIT 2023-2024

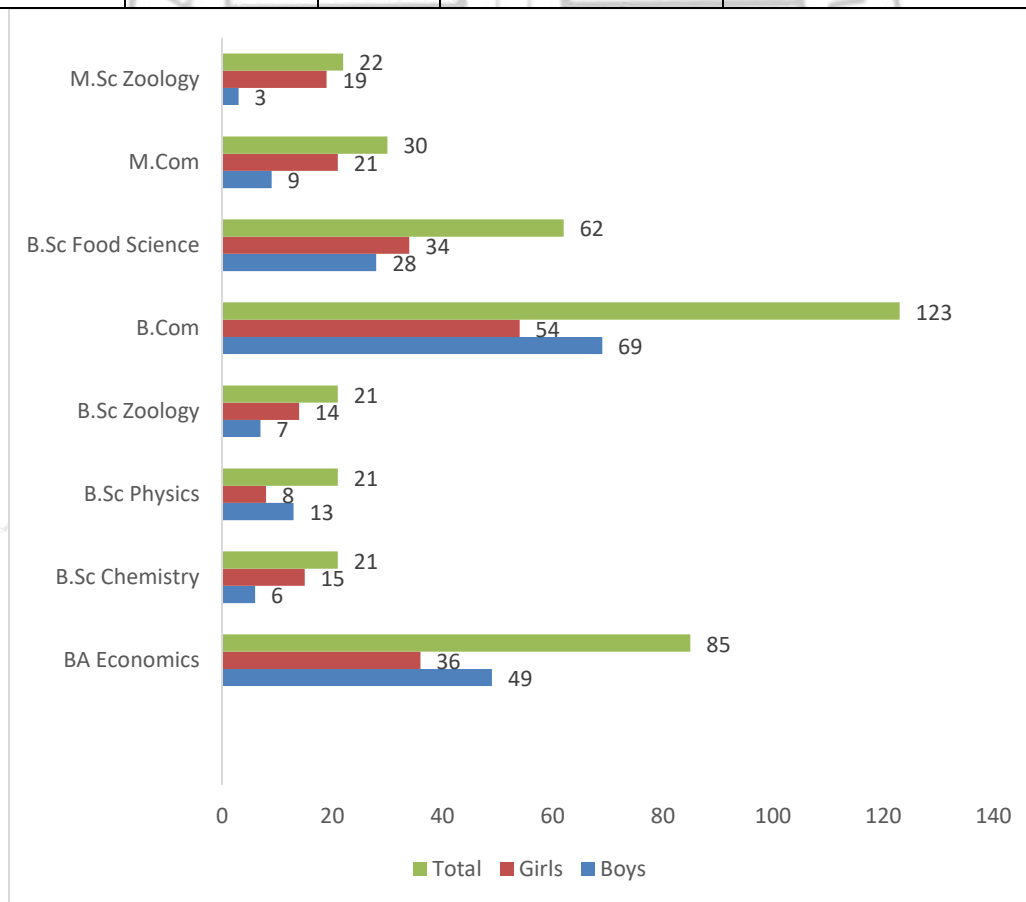
INTRODUCTION

The Gender Audit of KG College for the academic year 2023-2024 provides an insightful analysis of gender balance within the student body, focusing particularly on participation in arts events. This audit examines the gender distribution among students engaged in various artistic activities, including musical events, dance, literary events, theatre, and fine arts. The study includes a detailed review of student strength and their involvement in these areas, highlighting any gender disparities. Additionally, the audit incorporates findings from a comprehensive survey conducted among students. This survey posed questions aimed at uncovering perceptions of gender opportunities and participation levels across different art forms. By analyzing these results, the audit seeks to identify trends, assess the effectiveness of current policies, and recommend strategies to enhance gender equity in artistic endeavors at the college.

Students Strength

Sl.No	Name of Course	Total Strength		
		Boys	Girls	Total
1	BA Economics	49	36	85
2	B.Sc Chemistry	6	15	21
3	B.Sc Physics	13	8	21
4	B.Sc Zoology	7	14	21
5	B.Com	69	54	123
6	B.Sc Food Science	28	34	62
7	M.Com	9	21	30

8	M.Sc Zoology	3	19	22
9	BBA (self-financing)	66	19	85
10	BA English (self-financing)	3	7	10
11	M.Sc Physics (self-financing)	0	0	0
TOTAL		253	227	480

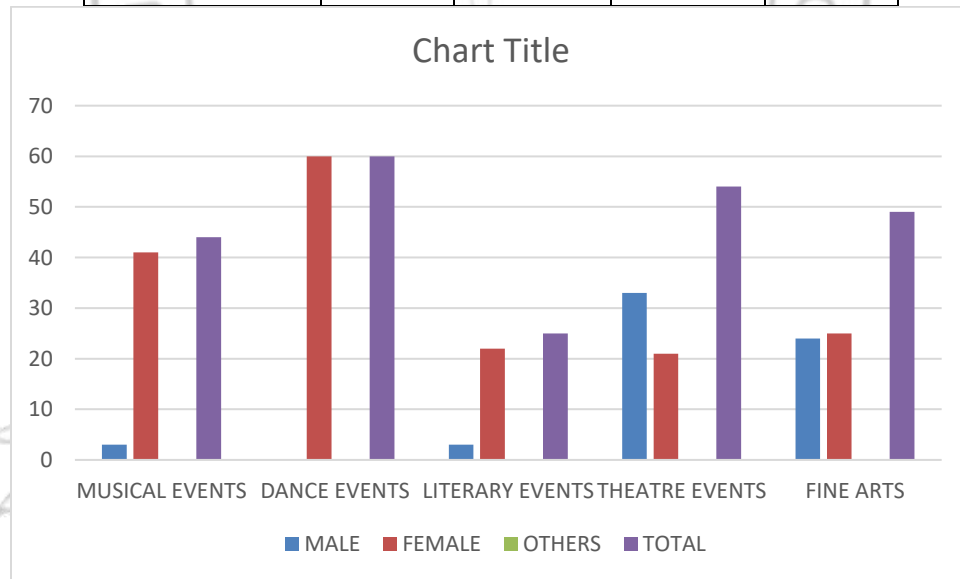


The college currently has a student body comprising 253 males and 227 females, bringing the total enrollment to 480 students. This nearly balanced gender distribution reflects the college's

commitment to fostering an inclusive and diverse educational environment, promoting equal opportunities for both male and female students.

GENDER RATIO IN ARTS EVENTS

	MALE	FEMALE	OTHERS	TOTAL
MUSICAL EVENTS	3	41	0	44
DANCE EVENTS	0	60	0	60
LITERARY EVENTS	3	22	0	25
THEATRE EVENTS	33	21	0	54
FINE ARTS	24	25	0	49



Report on Male-Female Participation in Arts Programmes

The analysis of male and female participation in various arts programmes reveals distinct trends across different types of events. The data collected shows significant variations in gender participation, reflecting both interest and involvement levels in each category. Below is a detailed report based on the data provided:

1. Musical Events

- Male Participants: 3
- Female Participants: 41

Observation: Female participation in musical events is overwhelmingly higher than male participation. With 41 females compared to just 3 males, this category shows a strong preference or involvement by females, suggesting that musical events may appeal more to female participants or that they are more active in this area.

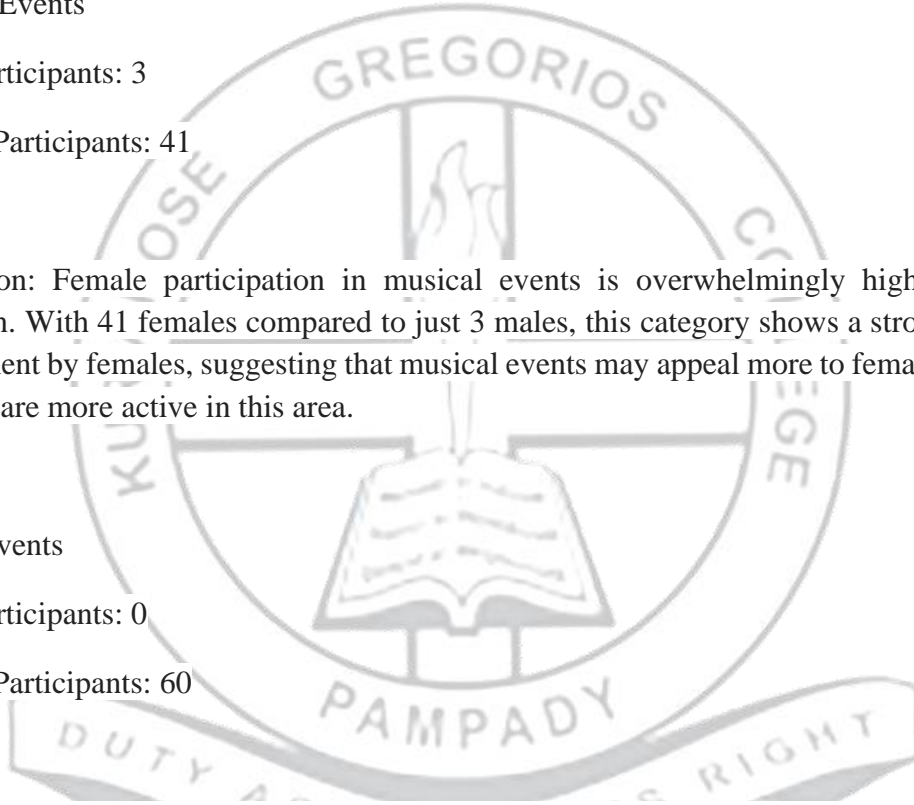
2. Dance Events

- Male Participants: 0
- Female Participants: 60

Observation: There is an exclusive female participation in dance events, with no male participants recorded. This could indicate a cultural or social trend where dance is perceived as a female-dominated activity, or it might reflect a higher interest or opportunity for females in dance compared to males.

3. Literary Events

- Male Participants: 3
- Female Participants: 22



Observation: Literary events also see higher female participation, with 22 females compared to 3 males. This disparity, while not as pronounced as in musical and dance events, still indicates a greater inclination or opportunity for females to engage in literary activities. It could reflect better communication skills or more interest in reading and writing among female participants.

4. Theatre Events

- Male Participants: 33

- Female Participants: 21

Observation: Theatre events are one of the categories where male participation exceeds female participation, with 33 males compared to 21 females. This indicates a more balanced involvement but slightly skewed towards males. The data suggests that males may have more interest or opportunity in acting or theatrical performances.

5. Fine Arts

- Male Participants: 24

- Female Participants: 25

Observation: Fine arts show almost equal participation between males and females, with 24 males and 25 females. This balance suggests that fine arts appeal equally to both genders, reflecting diverse interests and talents in visual and creative arts among the participants.

Summary and Recommendations

- Overall Gender Trends: The participation data reveals a strong gender skew in specific arts categories. Females dominate in musical, dance, and literary events, while males show higher participation in theatre. Fine arts are the most balanced in terms of gender participation.

- Encouraging Balanced Participation: To foster balanced gender participation across all arts programmes, initiatives could be implemented to encourage underrepresented genders in certain categories. For instance, targeted workshops or inclusive events could be organized to attract male participants in musical and dance events, while initiatives to encourage female participation in theatre could also be beneficial.

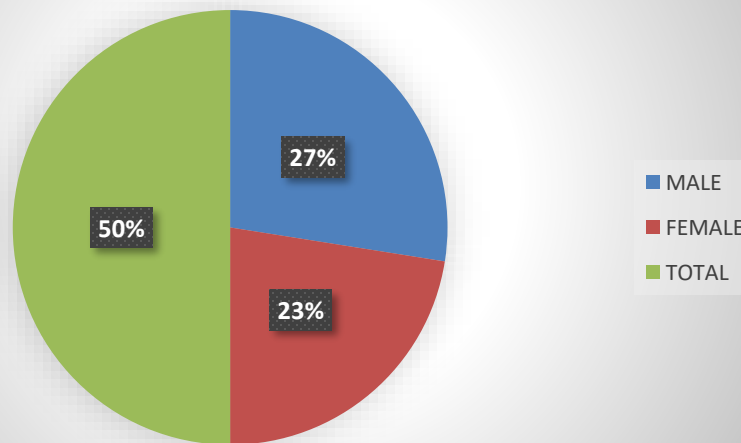
- Understanding Preferences: Further research could be conducted to understand the underlying reasons for these gender disparities, including societal influences, personal interests, and availability of opportunities. This understanding could help in designing programmes that cater to a broader audience, ensuring inclusive participation.

This report highlights the importance of gender diversity in arts programmes and serves as a guide to promoting more inclusive participation across all categories.

GENDER RATIO IN SPORTS EVENTS

PARTICIPATION IN SPORTS		
MALE	FEMALE	TOTAL
44	36	80

PARTICIPATION IN SPORTS EVENTS

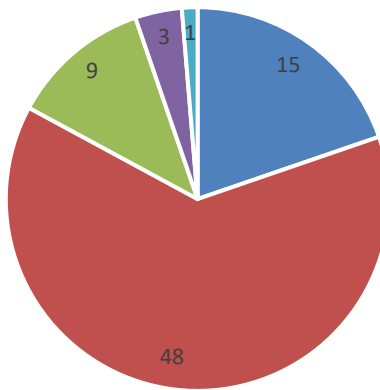


REPORT ON GENDER SURVEY

Based on the recent survey, the overall impression is that the college is actively making efforts to promote gender inclusivity and awareness. A significant majority of students agree that the college includes different genders in its educational programs and activities.

Awareness and Inclusivity: Over 82% of students feel the college is effective in teaching about and including different genders, and more than 82% believe that the college conducts gender awareness programs, such as those against sexual harassment.

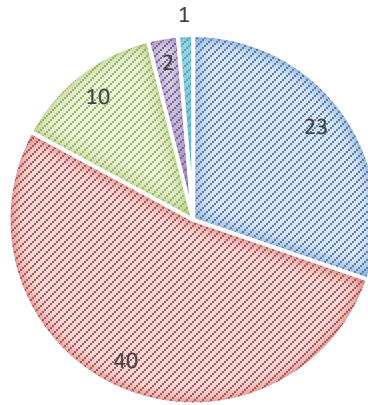
Do you think the college makes efforts to teach about and include different genders?



■ Strongly Agree ■ Agree ■ No Opinion ■ Disagree ■ Strongly Disagree

THE COLLEGE CONDUCTS GENDER AWARENESS PROGRAMS, SUCH AS AWARENESS AGAINST SEXUAL HARASSMENT, AS A PART OF ITS CURRICULUM.

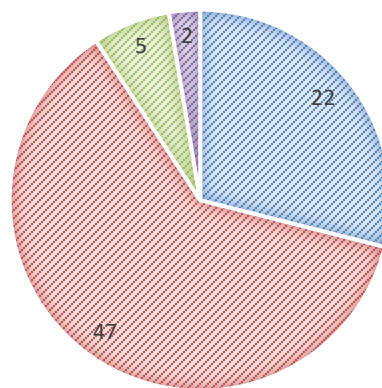
■ Strongly Agree ■ Agree ■ No Opinion ■ Disagree ■ Strongly Disagree



- Need for More Programs: A strong majority (90.3%) think that additional programs focusing on gender-related subjects would be beneficial.

DO YOU THINK HAVING MORE PROGRAMMES ABOUT GENDER-RELATED SUBJECTS WOULD HELP YOU?

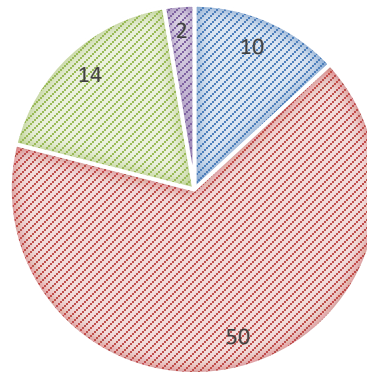
■ Strongly Agree ■ Agree ■ No Opinion ■ Disagree



- Support Services: Around 88% of students agree that there are adequate resources and support services for gender-related issues on campus.

THERE ARE ADEQUATE RESOURCES AND SUPPORT SERVICES AVAILABLE FOR STUDENTS REGARDING GENDER-RELATED ISSUES ON CAMPUS?

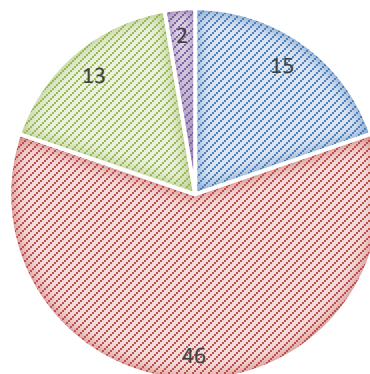
■ Strongly Agree ■ Agree ■ No Opinion ■ Disagree



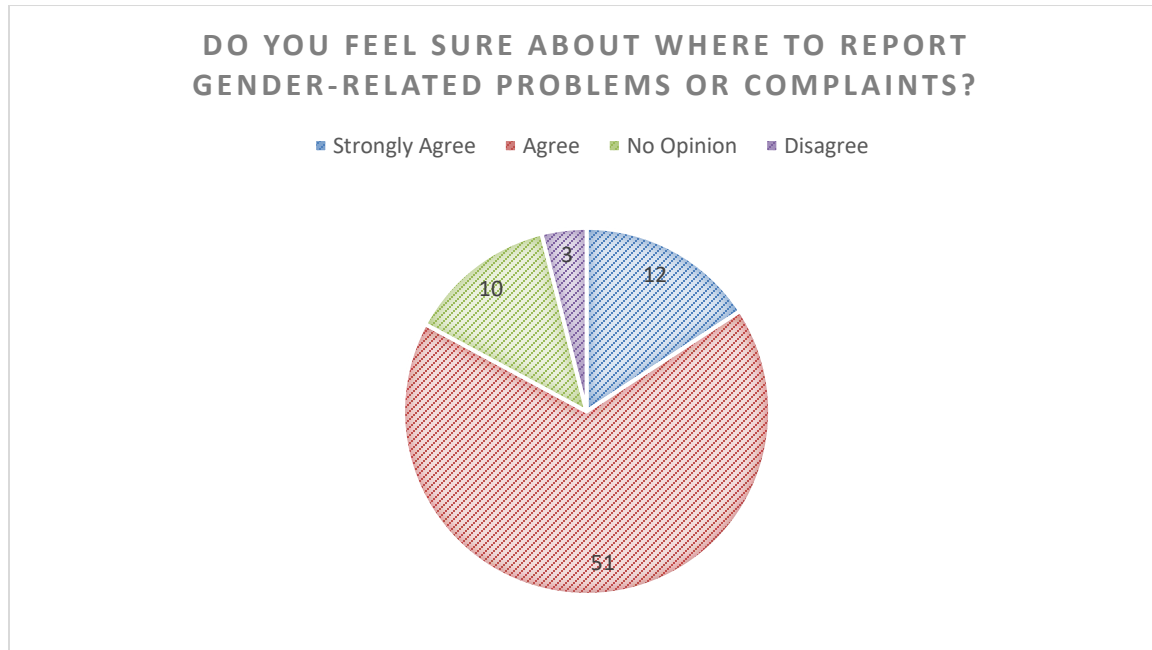
- Comfort in Discussion: Most students (80.2%) feel comfortable discussing gender-related issues with peers and faculty members.

DO YOU FEEL COMFORTABLE WHILE DISCUSSING GENDER-RELATED ISSUES WITH PEERS OR FACULTY MEMBERS?

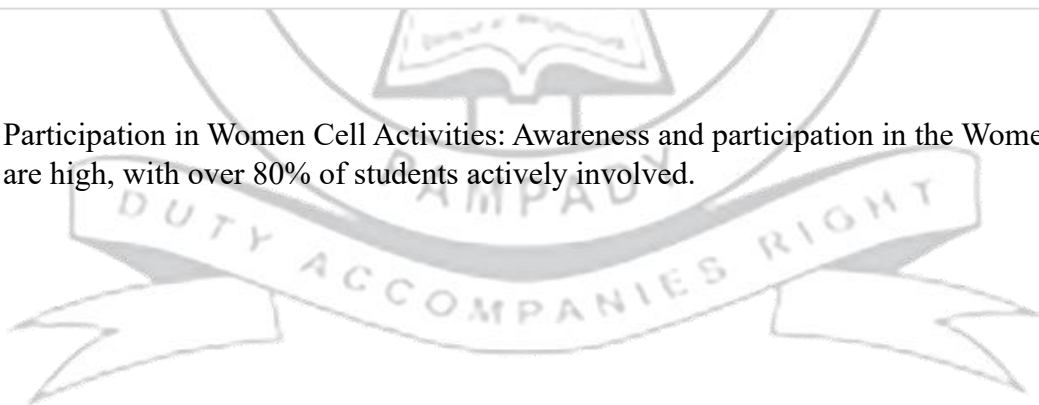
■ Strongly Agree ■ Agree ■ No Opinion ■ Disagree



- Reporting Mechanisms: Over 82% of students are aware of where to report gender-related problems or complaints.

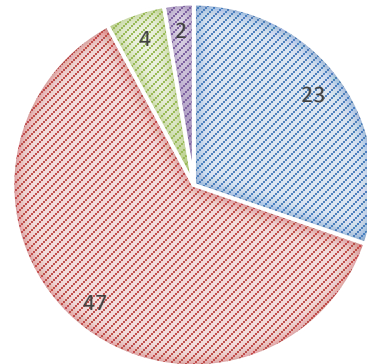


- Participation in Women Cell Activities: Awareness and participation in the Women Cell are high, with over 80% of students actively involved.



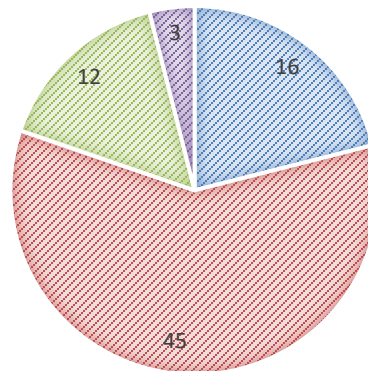
STUDENTS ARE AWARE OF WOMEN CELL AND ITS VARIOUS ACTIVITIES IN THE COLLEGE

■ Strongly Agree ■ Agree ■ No Opinion ■ Disagree



ALL STUDENTS ARE ACTIVELY PARTICIPATING IN WOMEN CELL PROGRAMMES

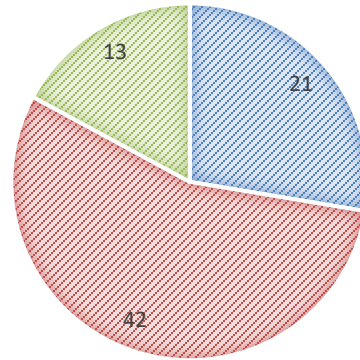
■ Strongly Agree ■ Agree ■ No Opinion ■ Disagree



- **Equal Access to Opportunities:** Approximately 83% of students feel that extracurricular activities and leadership opportunities are equally accessible to all genders.

DO YOU FEEL THAT EXTRACURRICULAR ACTIVITIES AND LEADERSHIP OPPORTUNITIES ARE EQUALLY ACCESSIBLE TO STUDENTS OF ALL GENDERS?

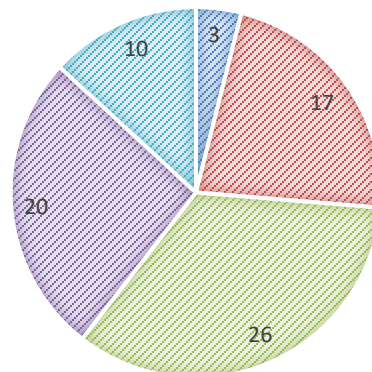
■ Strongly Agree ■ Agree ■ No Opinion



- **Experiences of Discrimination:** While the majority have not witnessed or experienced gender-based discrimination, about 25.4% have indicated otherwise, suggesting a need for continued vigilance and improvement.

HAVE YOU EXPERIENCED OR WITNESSED ANY GENDER-BASED DISCRIMINATION IN EXTRACURRICULAR ACTIVITIES OR OPPORTUNITIES?

■ Strongly Agree ■ Agree ■ No Opinion ■ Disagree ■ Strongly Disagree



CONCLUSION

The college is seen as proactive in its gender inclusivity initiatives, but there is room for enhancement, particularly in addressing the instances of gender-based discrimination. More programs and continuous monitoring could help create an even more inclusive environment.





KURIAKOSE GREGORIOS COLLEGE

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Prof. (Dr.) Renny P. Varghese

Principal

CERTIFICATE

This is to certify that a comprehensive Gender Audit was conducted at Kuriakose Gregorios College, Pampady, under the auspices of Women's Forum and Gender Champions' Club, spanning the years 2023 -2024

Shilimol C Aliyas

Convenor

Women's Forum

Dr. Mini Joseph

Head of the Department

Commerce Department

Dr. Reenu S John

Convenor

Gender Champions' Club

Et. Renish Joseph

IQAC Co-ordinator

Prof. (Dr.) Renny P Varghese

Principal

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