

---

# DEVA MATHA COLLEGE KURAVILANGAD

Affiliated to Mahatma Gandhi University, Kottayam



## GENDER AUDIT REPORT

2017-2022

*Prepared by*  
**Gender Justice Forum**  
&  
**Women's Forum**

---



## **PREFACE**

Gender audit is a process of assessing initiatives related to gender equality and women empowerment. It is a tool for evaluating institutional adherence to gender equality policy. Gender audit is a summary statement documenting practices of an institution towards gender mainstreaming, identifying the strength and weakness in gendered outcomes in policy execution and recommending ways of addressing them. Gender equality is a global issue, and numerous formal and informal initiatives around the world place a focus on women's rights and independence. Gender awareness allows women to move beyond other conventional gender preconceptions and rigid gender definitions.

The gender audit report presented here is an attempt to analyze whether the college has a fair gender balance and also to assess the impact of policies on gender equality followed by the college. The college always prioritizes the needs of its students, both in academics and co-academics, and takes specific steps to support female students. This gender audit aims to evaluate the impact of its current and proposed policies on gender equality. The process involves selecting the fields to be audited, preparing checklists, data analysis, reviewing of relevant documentation and writing down the major findings. As suggested by the external audit committee member, a structured questionnaire was prepared and used for the collection of data.



Deva Matha College, Kuravilangad  
Kottayam, Kerala, 686633

### Constitution of Gender Audit Committee

Sl. No.	Name & Designation	Position held	Official Address	Signature
1.	Dr. Sunil C. Mathew	Chairman	Principal, Deva Matha College Kuravilangad	
2.	Mr. Anish Thomas	Vice Chairman	Asst. Professor, Dept. of Commerce (IQAC Co-ordinator)	
3.	Dr. Jasmine Alex	External Committee Member	Assistant Professor (Law), School of Indian Legal Thought, Mahatma Gandhi University Kottayam	
4.	Dr. Brincy Mathew	Internal Committee Member	Asst. Professor, Dept. of Malayalam	
5.	Dr. Saritha K. Jose	Internal Committee Member	Asst. Professor, Dept. of Physics	





## CONTENT

Introduction	4
Gender Policy	5
Objectives	6
Gender Segregated Data Analysis	7
Salient Findings	17
Recommendations	18
Concluding Remarks	18



## **INTRODUCTION**

Deva Matha College, Kuravilangad was founded in 1964 and is currently accredited with A grade by NAAC. True to its vision and mission, the college has currently established itself as a knowledge hub and a leading centre of academic excellence, educating and transforming thousands of students who hail from a purely agrarian, rural background.

Gender audit, in general, measures an institution's internal efforts to promote gender equality within its organizational, managerial and internal work structures and determines whether these factors have a positive impact on gender equality within the institution. By identifying critical gender gaps and challenges, such audits establish a baseline against which progress can be measured over time.

The present report is based on the data collected through documents and also on the basis of the analysis of the responses of students from various streams.



## **GENDER POLICY**

- ✚ The college shall take effective measures for the safety and security of all genders.
- ✚ There must be an accessible, active, unbiased and confidential Grievance Redressal Cell.
- ✚ There shall not be any kind of discrimination on the basis of gender.
- ✚ A certified consultant to be invited to take care of personal development and confidence building among students.
- ✚ A Gender Audit is to be conducted once in a year to assess gender balance in the campus



## **OBJECTIVES**

- ✚ To identify the areas of gender inequality and their causes.
- ✚ To evaluate the policies, programmes and practices of the college system towards the needs and interests of college community while promoting gender justice.
- ✚ To understand gender sensitivity and practices in curricular and extra-curricular activities of the college.
- ✚ To examine the procedures necessary to achieve gender equality in the college's decision-making processes across all areas of policy, programmes, and activities.
- ✚ Suggest strategies for closing the gender gap thereby promoting gender equality in all facets of campus life and the college community.
- ✚ To assess the college's efforts and capacity to prevent sexual harassment and ragging.



## **GENDER SEGREGATED DATA ANALYSIS**

### **Genderwise details of total students in UG Science**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	195	50	145	25.64	74.36
2.	2018-19	171	47	124	27.49	72.51
3.	2019-20	175	60	115	34.29	65.71
4.	2020-21	170	40	130	23.53	76.47
5.	2021-22	113	34	79	30.09	69.91

### **Genderwise details of total students in PG Science**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	112	27	85	24.11	75.89
2.	2018-19	117	16	101	13.68	86.32
3.	2019-20	106	18	88	16.98	83.02
4.	2020-21	114	18	96	15.79	84.21
5.	2021-22	69	15	54	21.74	78.26

### **Genderwise details of total students in UG Arts**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	173	70	103	40.46	59.54
2.	2018-19	161	57	104	35.40	64.60
3.	2019-20	169	59	110	34.91	65.09
4.	2020-21	166	55	111	33.13	66.87
5.	2021-22	148	62	86	41.89	58.11





**Genderwise details of total students in PG Arts**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	27	6	21	22.22	77.78
2.	2018-19	25	1	24	4.00	96.00
3.	2019-20	26	5	21	19.23	80.77
4.	2020-21	41	6	35	14.63	85.37
5.	2021-22	37	10	27	27.03	72.97

**Genderwise details of total students in UG Commerce**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	149	72	77	48.32	51.68
2.	2018-19	140	59	81	42.14	57.86
3.	2019-20	147	81	66	55.10	44.90
4.	2020-21	148	88	60	59.46	40.54
5.	2021-22	144	92	52	63.89	36.11

**Genderwise details of total students in PG Commerce**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	15	3	12	20.00	80.00
2.	2018-19	14	4	10	28.57	71.43
3.	2019-20	15	4	11	26.67	73.33
4.	2020-21	15	4	11	26.67	73.33
5.	2021-22	17	2	15	11.76	88.24

**Genderwise details of total Teaching staffs**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	93	48	45	51.61	48.39
2.	2018-19	105	41	64	39.05	60.95
3.	2019-20	104	41	63	39.42	60.58
4.	2020-21	85	37	48	43.53	56.47
5.	2021-22	95	42	53	44.21	55.79



**Gender segregated data of Teaching Staffs with Ph.D**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	26	15	11	57.69	42.31
2.	2018-19	29	13	16	44.83	55.17
3.	2019-20	29	13	16	44.83	55.17
4.	2020-21	24	10	14	41.67	58.33
5.	2021-22	31	13	18	41.94	58.06

**Genderwise details of total HODs in college**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	18	12	6	66.67	33.33
2.	2018-19	16	7	9	43.75	56.25
3.	2019-20	19	8	11	42.11	57.89
4.	2020-21	19	8	11	42.11	57.89
5.	2021-22	20	9	11	45.00	55.00

**Genderwise details of total Non-Teaching staffs**

Sl. No.	Year	Total	Male	Female	%M	%F
	2017-18	44	21	23	47.73	52.27
2.	2018-19	41	19	22	46.34	53.66
3.	2019-20	37	17	20	45.95	54.05
4.	2020-21	29	15	14	51.72	48.28
5.	2021-22	31	13	18	41.94	58.06



**Genderwise details of total students in NCC**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	108	56	52	51.85	48.15
2.	2018-19	108	54	54	50.00	50.00
3.	2019-20	108	58	50	57.43	42.57
4.	2020-21	108	59	49	54.63	45.37
5.	2021-22	108	59	49	54.63	45.37

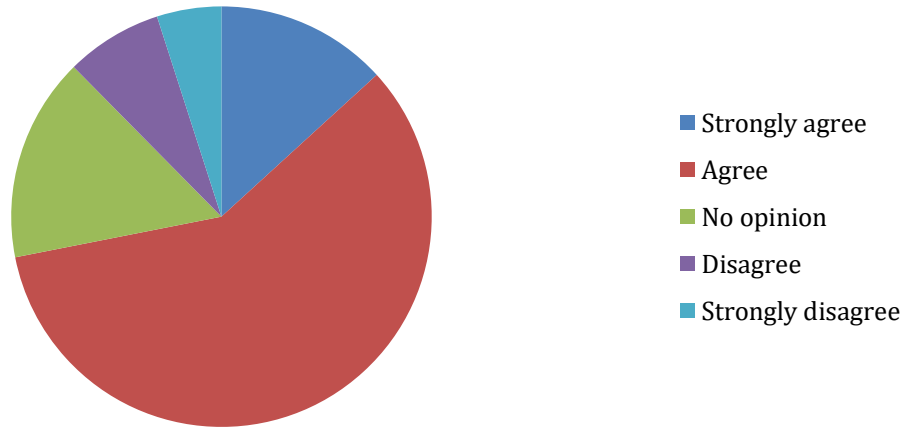
**Genderwise details of total students in NSS**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2017-18	96	25	71	26.04	73.96
2.	2018-19	100	30	70	30.00	70.00
3.	2019-20	100	41	59	41.00	59.00
4.	2020-21	100	25	75	25.00	75.00
5.	2021-22	100	37	63	37.00	63.00

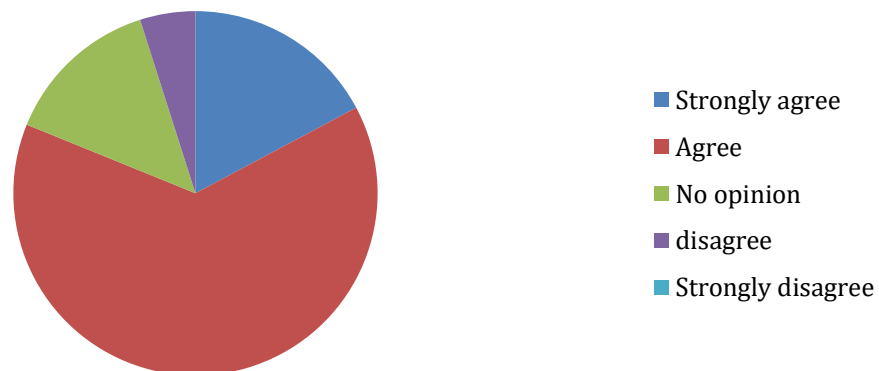
In addition, a structured questionnaire was developed and used for the collection of data. The questionnaire contains various gender-related questions and the data was collected from around 150 students in the campus. The collected data were tabulated and analyzed. The graphical representation of analyzed data is given below.



**College frequently conducts gender sensitization and awareness programs as a part of the curriculum**

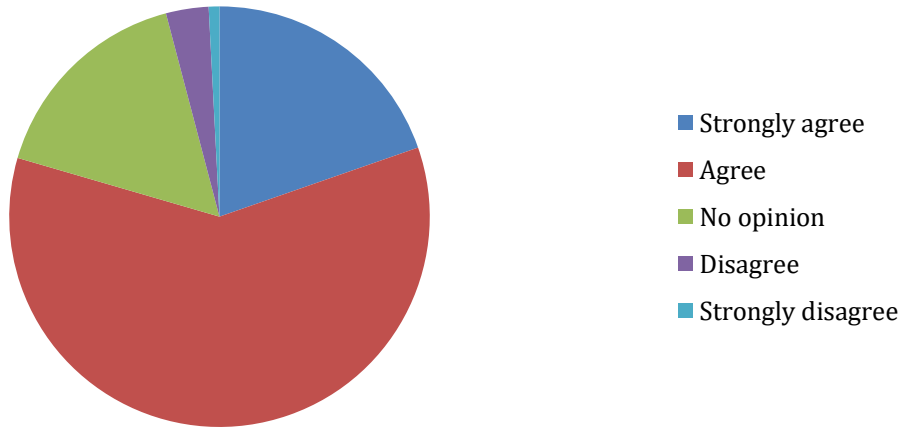


**The women cell in the college is providing a platform to sensitize female students in developing their personalities.**

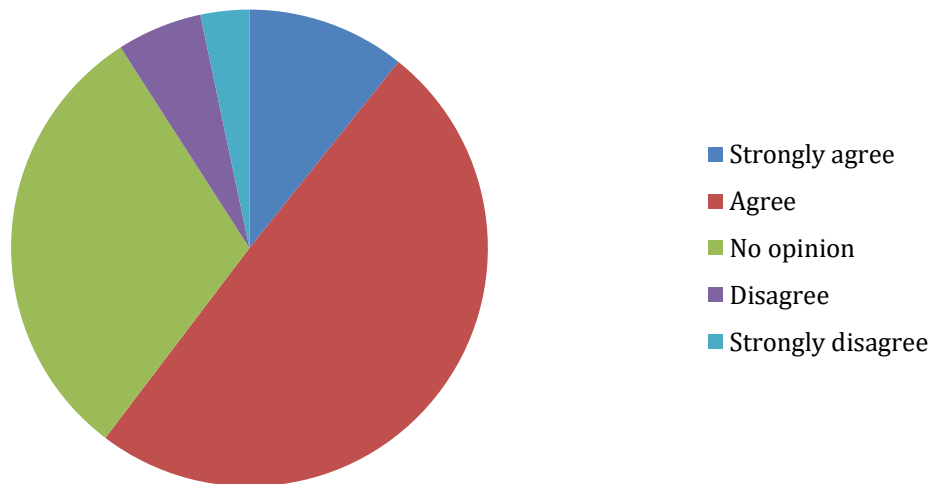




**College offers a counselling center with a trained counsellor which provides accessibility to all students**

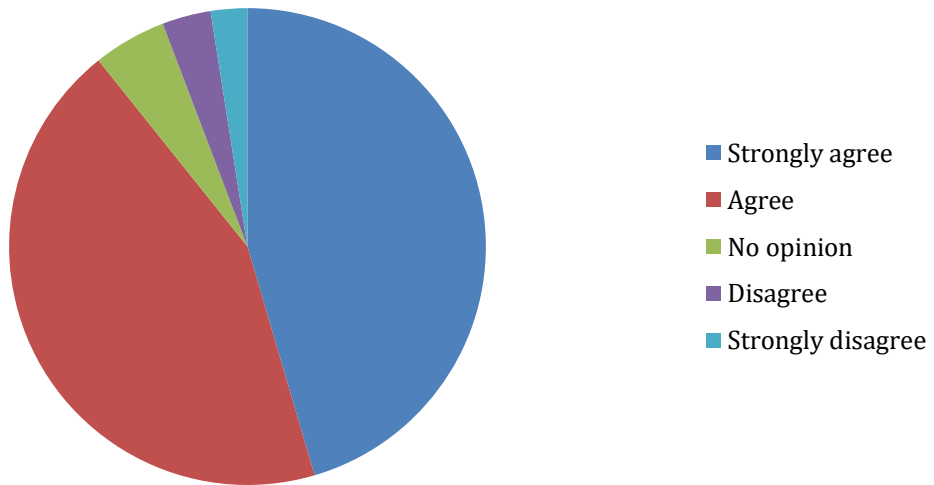


**College provides a grievance redressal cell for the students**

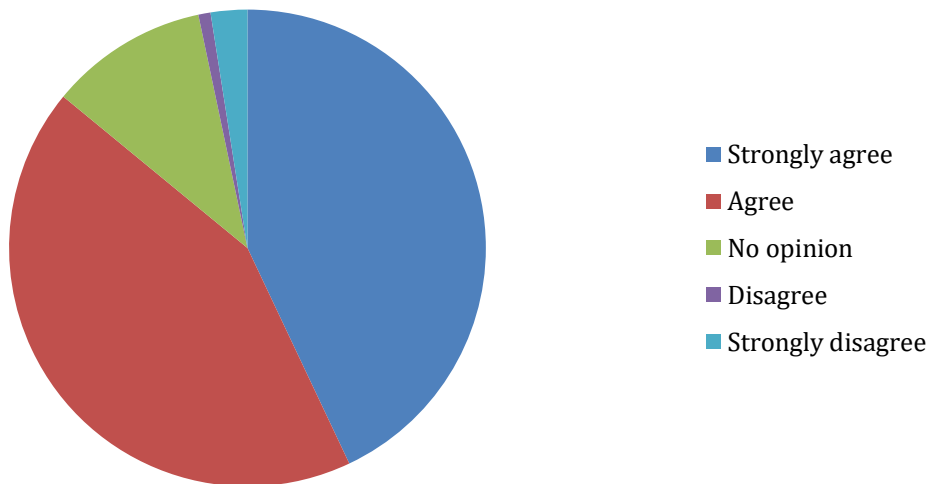




**The classroom offers equal opportunities to all genders**

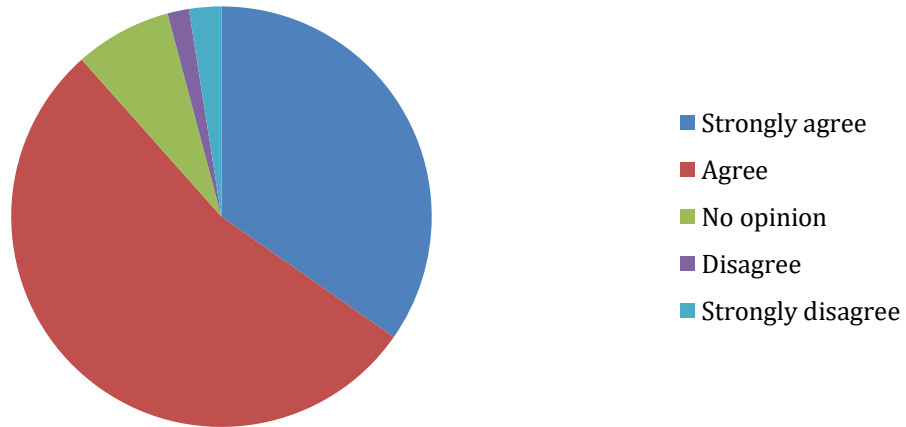


**College offers equal opportunities to all genders in sports.**

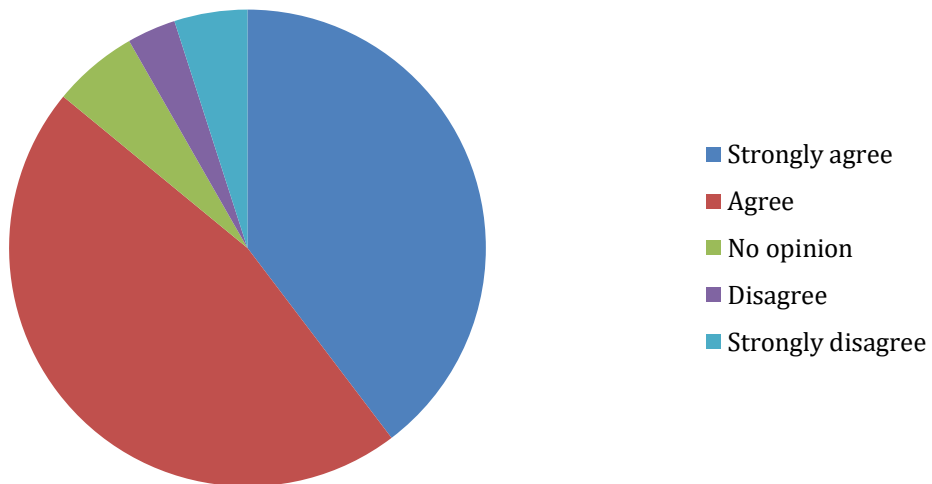




**There is equal opportunity to all genders to work with various clubs and forums**

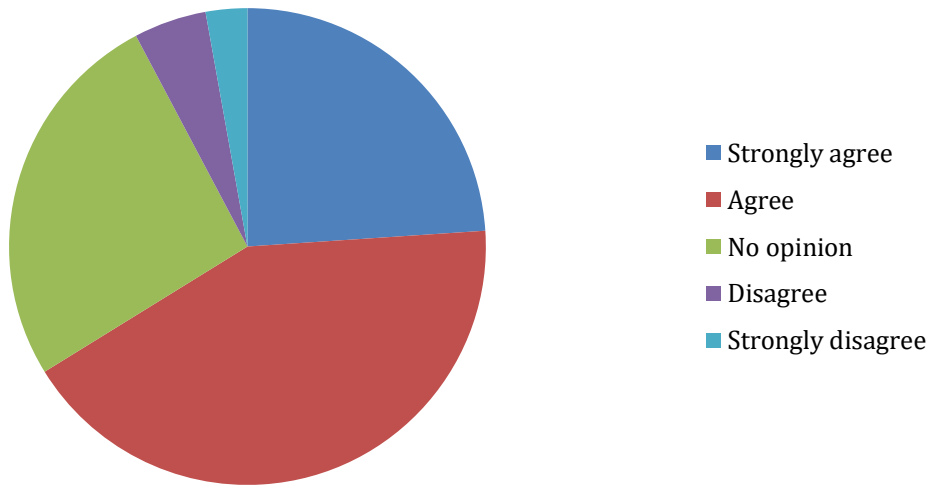


**There is equal opportunity to all genders for free and fair expression of ideas**

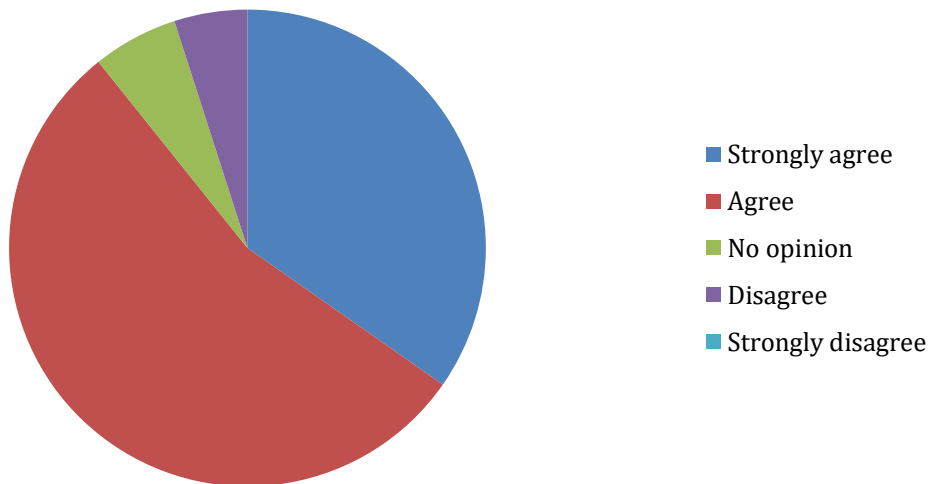




**College has sufficient number of toilets and associated facilities for all genders.**



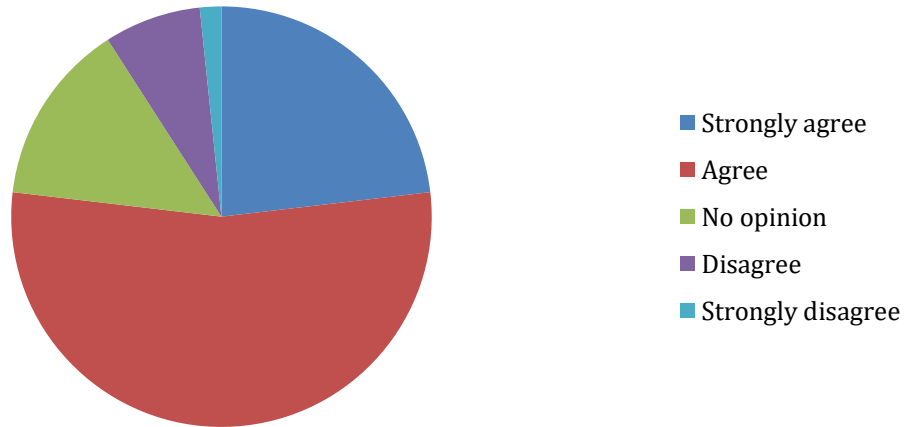
**Library facility and the time allotment are convenient for all genders**



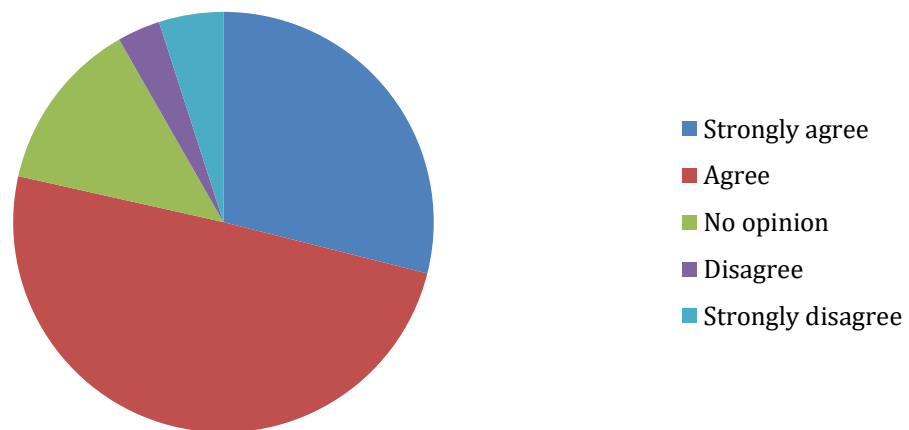




**College provides physical fitness center such as gymnasium and yoga club for all genders.**



**Both the teachers and institution personnels have a good gender sensitive attitude.**





## **SALIENT FINDINGS**

- ✚ In both UG and PG programmes, student strength, particularly that of girls, is increasing.
- ✚ More girls are enrolling for higher studies.
- ✚ Male participation in NCC is more than female.
- ✚ Female participation is greater than male in NSS activities.
- ✚ Among regular teaching staff, the strength of females is higher than that of males.
- ✚ Additionally, female strength outweighs male strength among non-teaching personnel, except in 2020-2021.
- ✚ Majority of the students opined that adequate safety arrangement has been made in the campus.
- ✚ All students are aware about the functioning of Women Cell in the campus.
- ✚ There is equal opportunity for all genders in the classroom and library.



## **RECOMMENDATIONS**

- ✚ Women's self-employment training programmes should be introduced.
- ✚ Organize self-defense programmes on a regular basis.
- ✚ Provide transportation facilities for students.

## **CONCLUDING REMARKS**

The audit shows that gender equity goals and objectives are included in all of the college's policies and programmes. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The college is making a significant contribution in promoting gender equality and developing a gender-sensitive society. It is crucial for fostering harmony both inside the college and in society as a whole.