



# **NIRMALA COLLEGE**

## **MUVATTUPUZHA**



**GENDER AUDIT REPORT 2018-19**

PREPARED BY  
**WOMEN CELL**

# **Gender Audit Report Summary 2018-19**

**Prepared by**

**Women Cell**

**Nirmala College, Muvattupuzha**

## **PREFACE**

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC)

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

Gender Equality is a global issue, and discussions on women’s emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously take action against women’s oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

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# **Nirmala College, Muvattupuzha**

## **Gender Policy**

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender

### **Objectives of Gender Audit**

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To Suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

### **Key Steps in Gender Audit**

- Planning
- Field work
- Draft Report
- Final Report

## **Introduction**

Nirmala College is one of the best colleges in Kerala since 1953 . It is also recognized as “Star College” by DBT, Govt. of India. Its mission is to provide quality education to all by means of hard work, dedication and devotion. The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

Gender Audit Team reviewed and analysed the operating environment and context of Nirmala college ,Muvattupuzha. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. It does not necessarily mean making the same programs and facilities available to both males and females. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different.

The college always concentrates on students qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS has separate unit of girls. The unit always motivates girls for their social responsibilities. Special study room ,waiting room and parking are provided for the girls. They are also given self-defence trainings driving classes in concession rates. The Karate ,Yoga and Meditation trainings are also organized.They are trained for ornament making,cloth bag making and also mushroom cultivation. The lectures of eminent personalities are held on various topics to develop their personalities. Organizing self defence training with the help of Kerala police.

Workshops are held on “Women and Human Rights” and Women and Laws” to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers etc. Anti-ragging Committee and Internal Complaints Committee are formed in the college. These committees arrange lectures of lawyers, social workers to aware the girls for their privileges and duties. In the field of Cultural

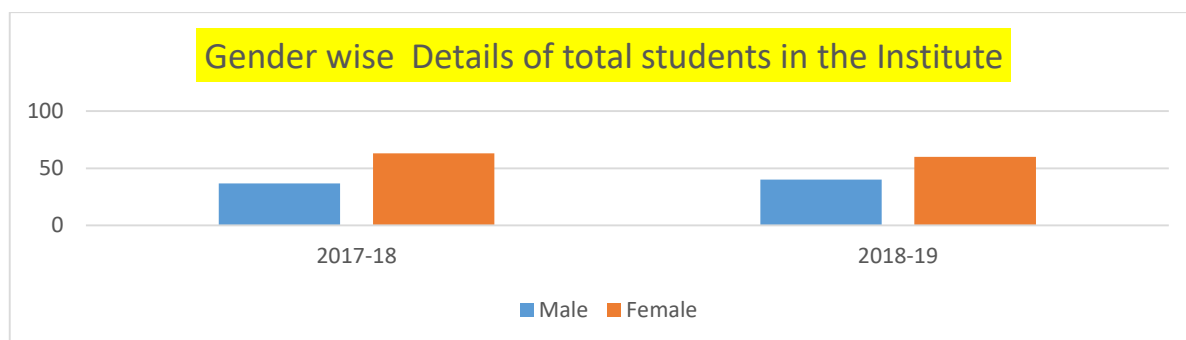
Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both to college and to themselves. In the public societal action the college provides classes for parents on parenting issues and also women and Laws. Girls were actively engaged in all the actions taken by college in flood relief actions such as collection and proper distribution of clothes, medicines and utensils. Helps the *kudumbasree* ladies to sell their organic vegetables.

The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

### Data Analysis

**Table 1: Gender wise Details of Total Students in the College**

S.No.	Year	Total	Male	Female	%M	%F
1	2017-18	2654	978	1676	36.85	63.15
2	2018-19	2733	1093	1640	40	60

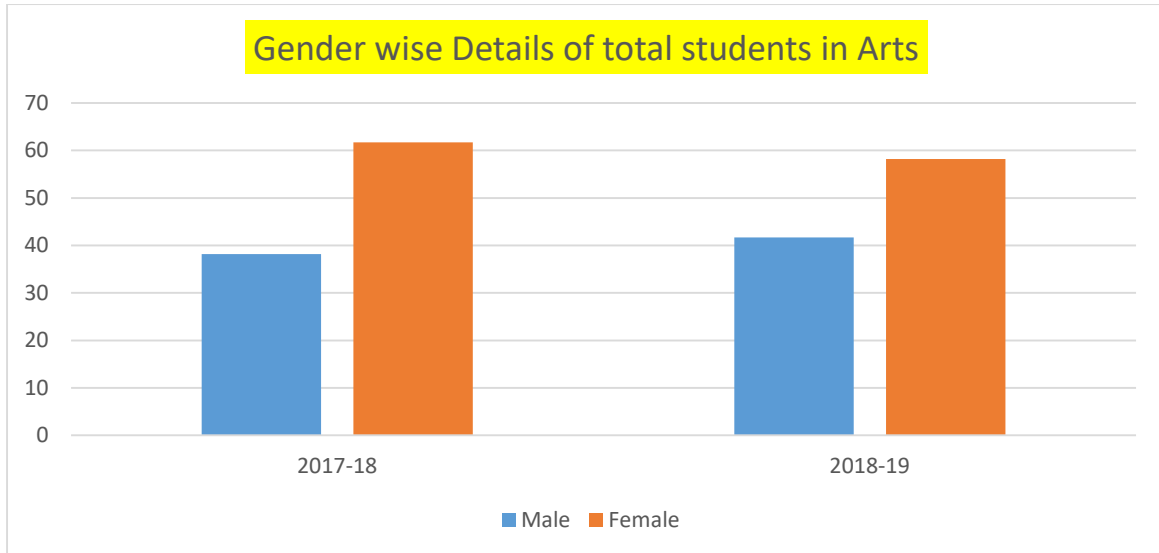


**Figure 1: Gender wise Details of Total Students in the College**

The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students increased in 2018-19 so there is a slight increase of 3% is found to be there with boy's population as compared to previous year

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

S.No.	Year	Total	Male	Female	%M	%F
1	2017-18	1068	409	659	38.2	61.7
2	2018-19	1112	464	648	41.7	58.2

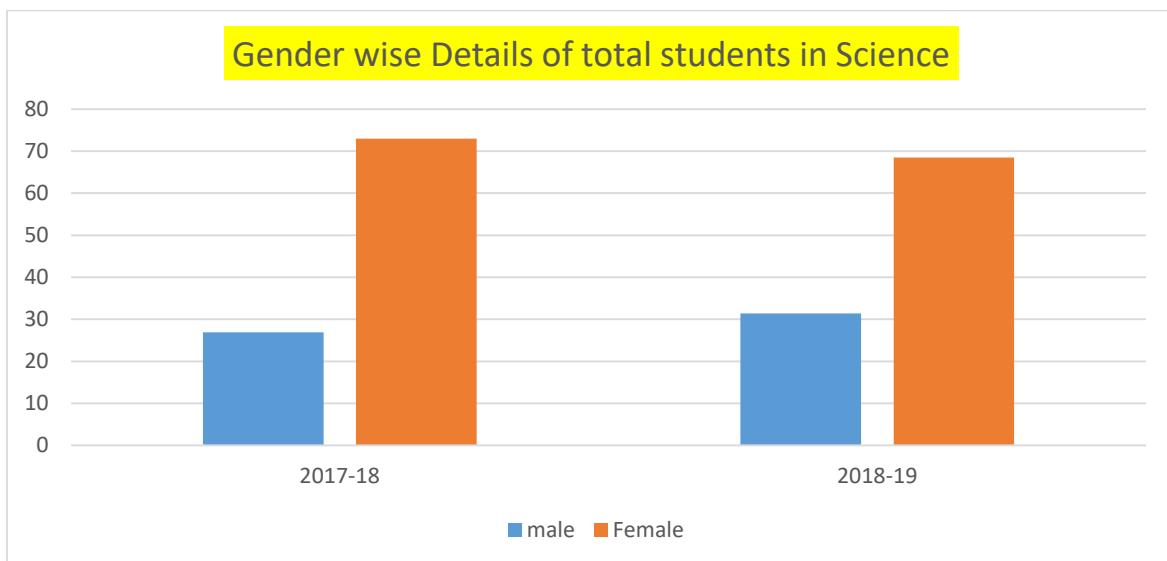


*Figure: 2 Gender wise Details of Total Students in Arts Subjects*

The 3% increase found in total number of students reflected here also. The number of boys in arts subjects such as Economics, Malayalam, Hindi etc. slightly increased as compared to previous years.

*Table: 3 Gender wise Details of total students in Science*

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	846	228	618	26.9	73
2	2018-19	867	273	594	31.4	68.5

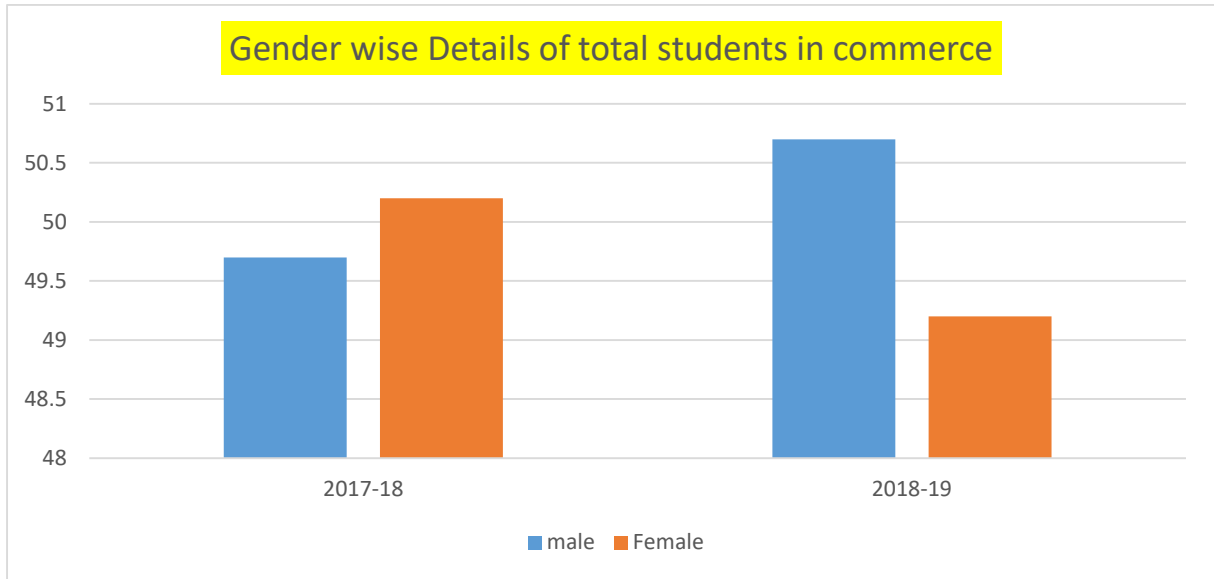


*Figure3: Gender wise Details of total students in Science*

In science though the number of girls are still more but a decrease is found as compared to previous years.

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

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	659	328	331	49.7	50.2
2	2018-19	668	339	329	50.7	49.2



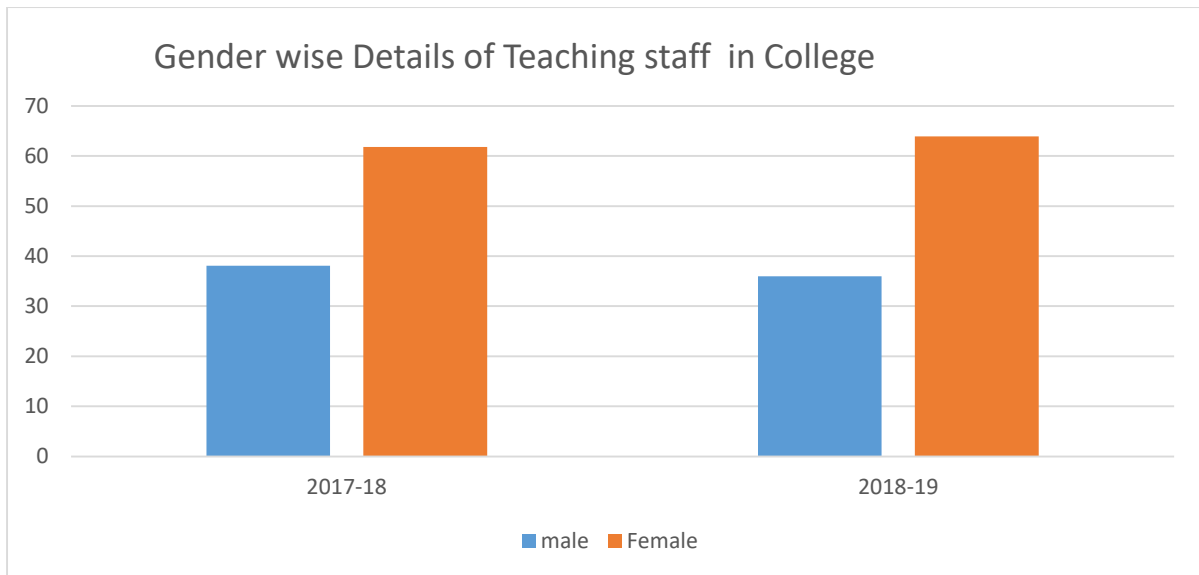
**Figure:4 Gender wise Details of total students in commerce**

In commerce the total number boys slightly increased. Reduced job opportunity in engineering might be the reason why more boys are turning to arts, science and commerce.

**Table:5 Gender wise Details of Teaching staff in College**

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	152	58	94	38.1	61.8
2	2018-19	147	53	94	36	63.9



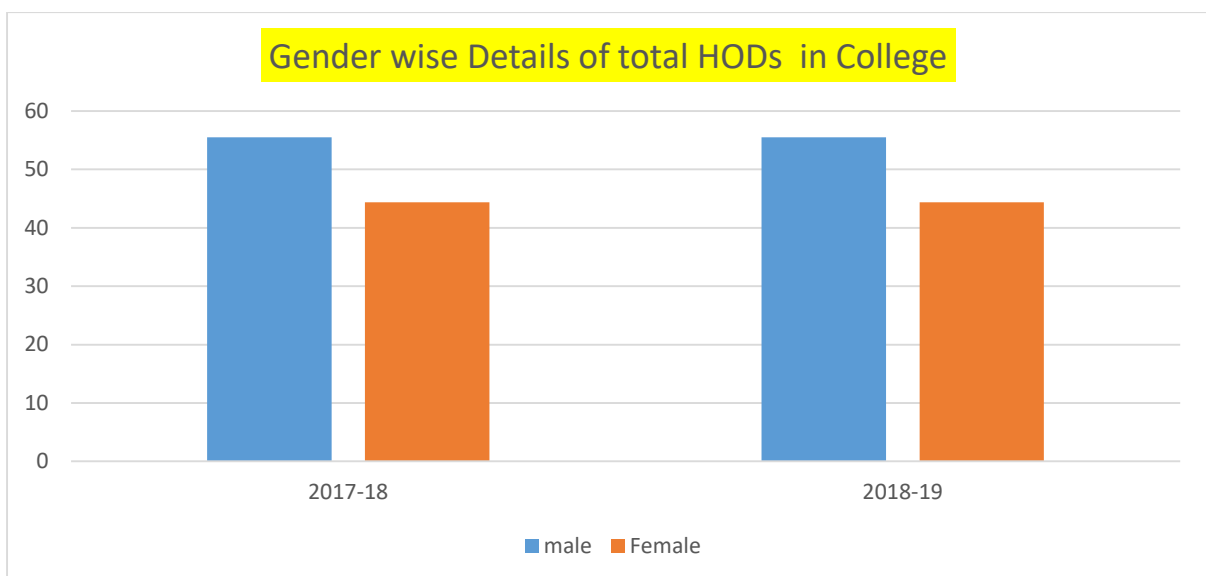


*Figure: 5 Gender wise Details of Teaching staff in College*

The total number of female teaching staff is more as compares to male. This proves that Kerala women are empowering as time travels. It's also a need of Institution to have more female teachers with more girl students.

***Table: 6 Gender wise Details of total HODs in College***

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	18	10	8	55.5	44.4
2	2018-19	18	10	8	55.5	44.4

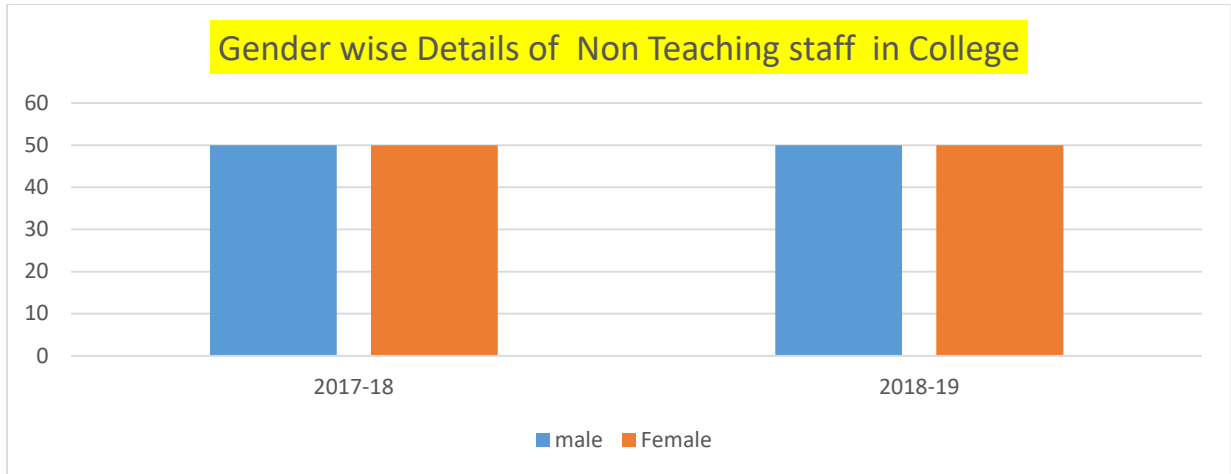


*Figure:6 Gender wise Details of total HODs in College*

Since two years the ratio is fixed.

**Table:7 Gender wise Details of Non-Teaching staff in College**

S.No.	Year	Total	male	Female	%M	%F
1	2017-18	58	29	29	50	50
2	2018-19	58	29	29	50	50

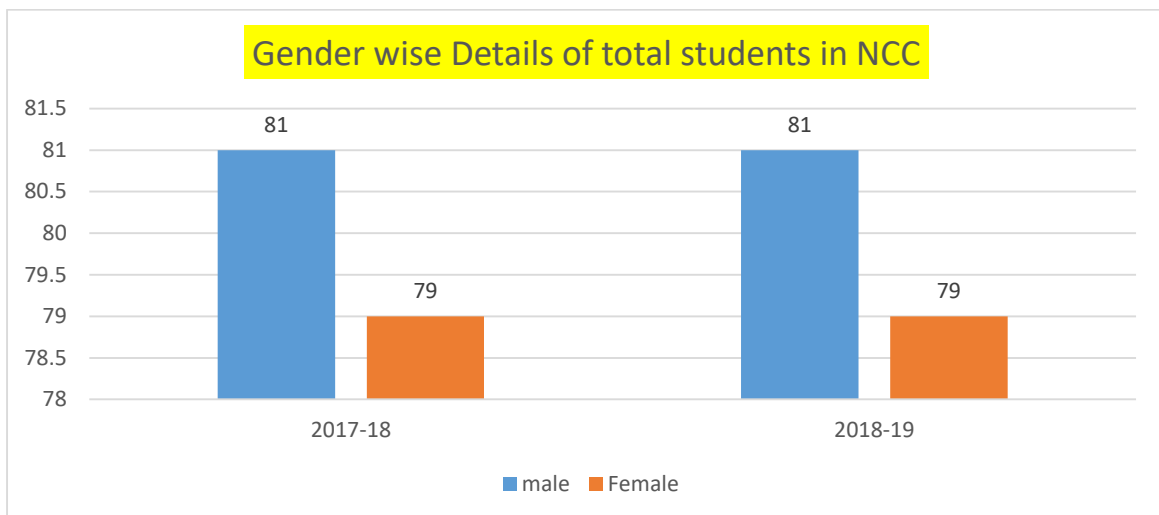


*Figure: 7 Gender wise Details of Non-Teaching staff in College*

There is a perfect balance between male and female staff.

**Table: 8 Gender wise Details of total students in NCC.**

S.No.	Year	male	Female
1	2017-18	81	79
2	2018-19	81	79

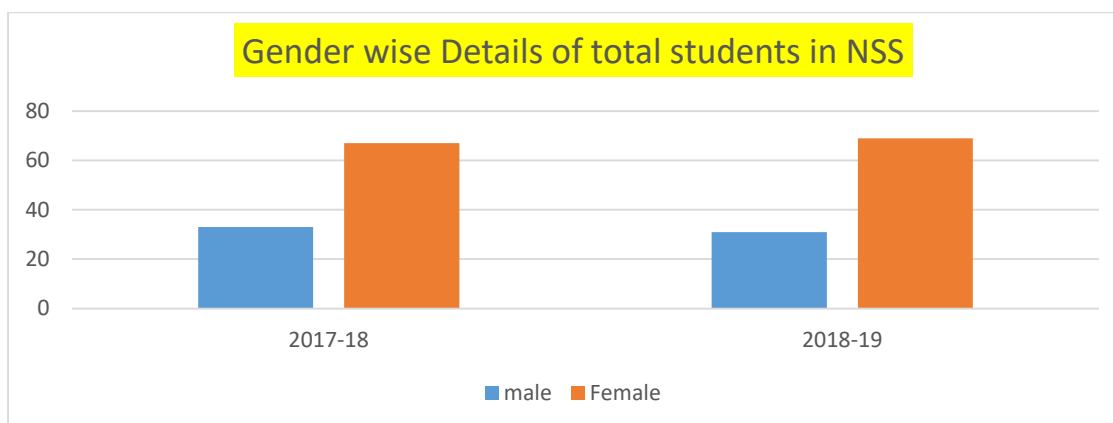


*Figure: 8 Gender wise Details of total students in NCC.*

The number of students in NCC is fixed and it is always full

*Table: 9 Gender wise Details of total students in NSS*

S.No.	Year	male	Female
1	2017-18	33	67
2	2018-19	31	69

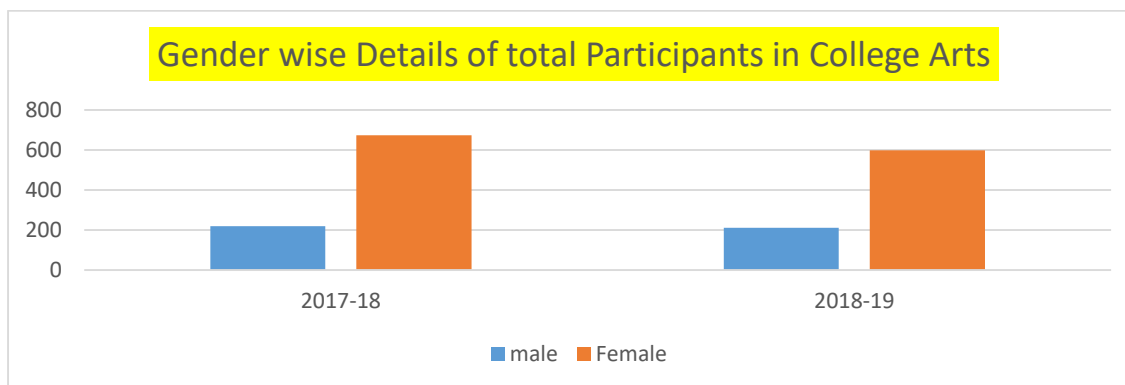


*Figure: 9 Gender wise Details of total students in NSS*

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

*Table:10 Gender wise Details of total Participants in College Arts*

S.No.	Year	male	Female
1	2017-18	220	673
2	2018-19	211	598

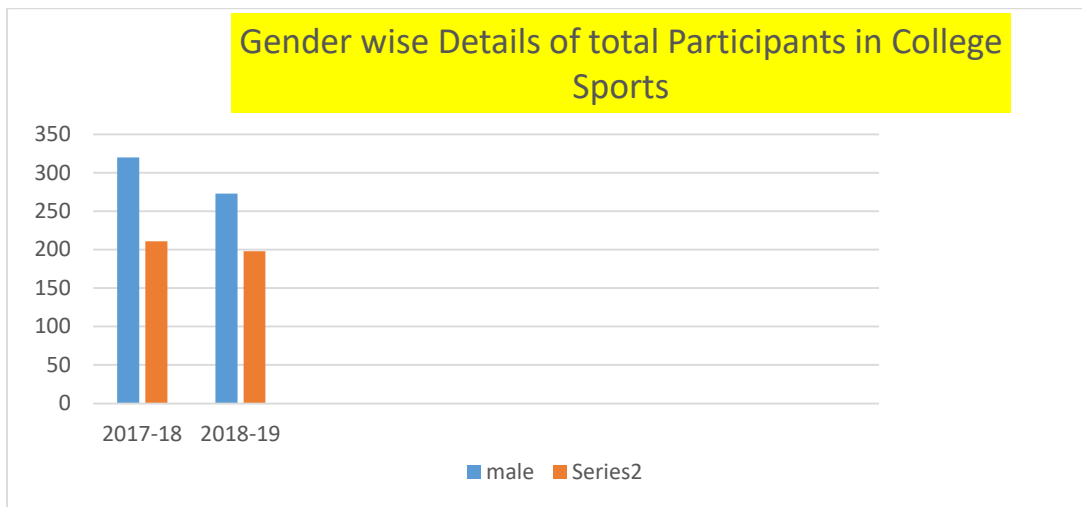


*Figure: 10 Gender wise Details of total Participants in College Arts*

Girl students always outnumber boys in arts. There are 43 art items conducted for competitions. There are tight competitions for all the items and the best ones out of these represent college in university

**Table : 11 Gender wise Details of total Participants in College Sports**

S.No.	Year	Male	Female
1	2017-18	320	273
2	2018-19	211	198

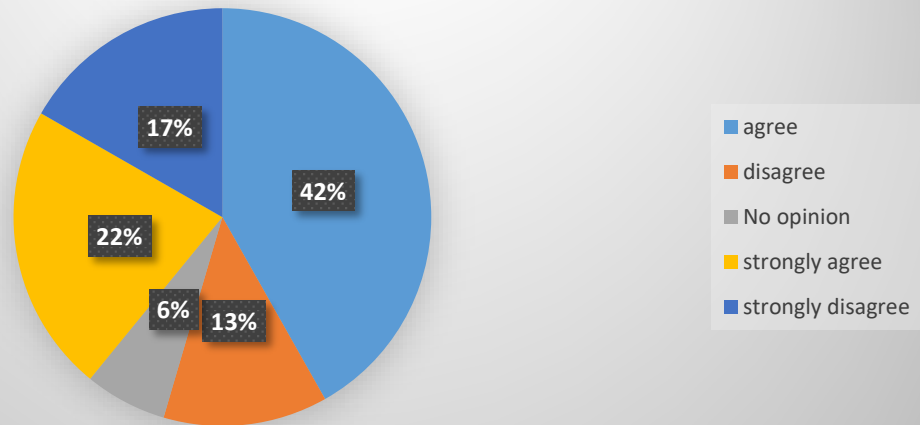


**Figure: 11 Gender wise Details of total Participants in College Sports**

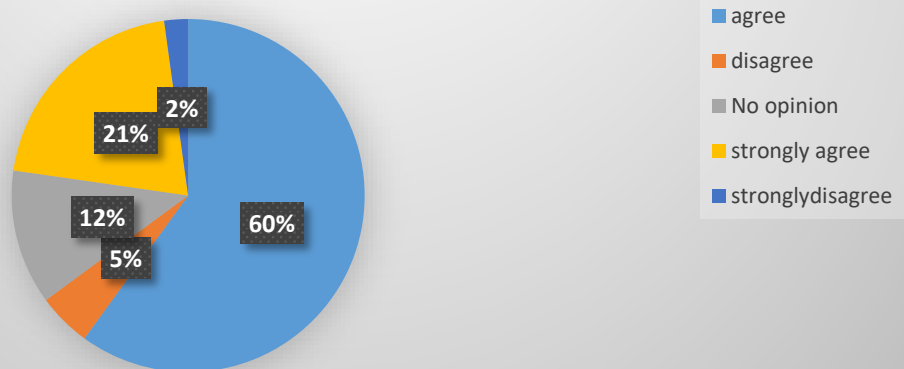
The sports competitions are male dominating. Girls concentrate more on athletics but boys are involved both in athletics and other games too

Number of Survey participants-550

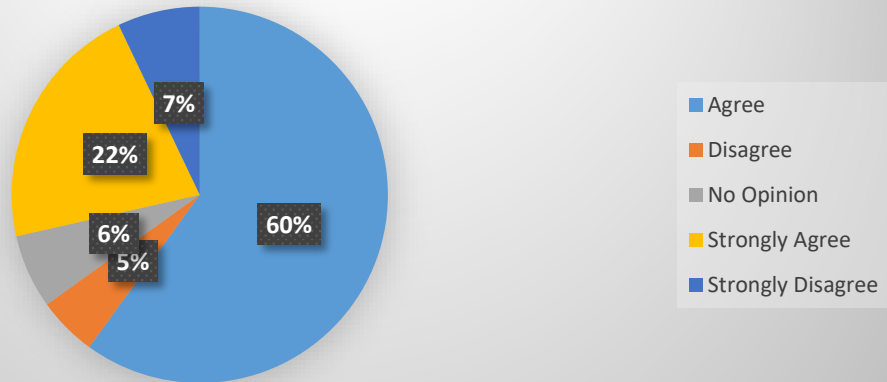
### The college conducts gender sensitization program as a part of its curriculum



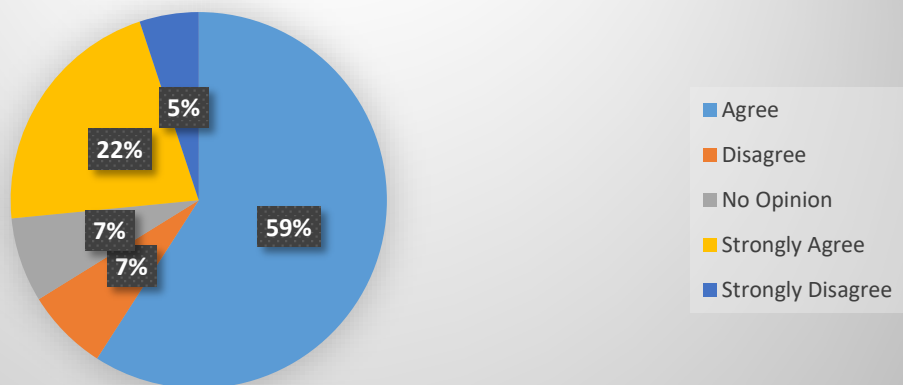
### The college conducts gender awareness programs as a part of its curriculum



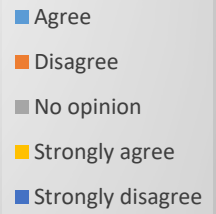
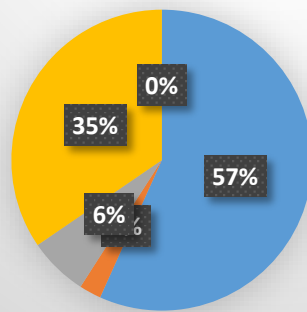
### Adequate number of toilets are available in the campus for girls.



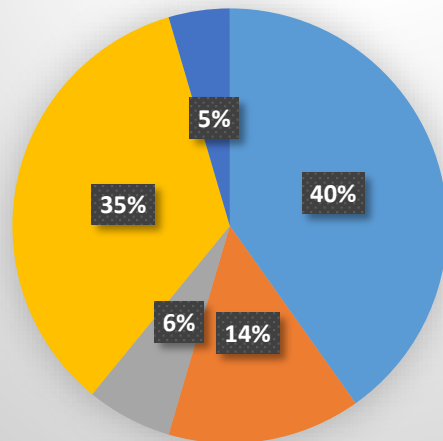
### Adequate disposal bins are available in the toilet



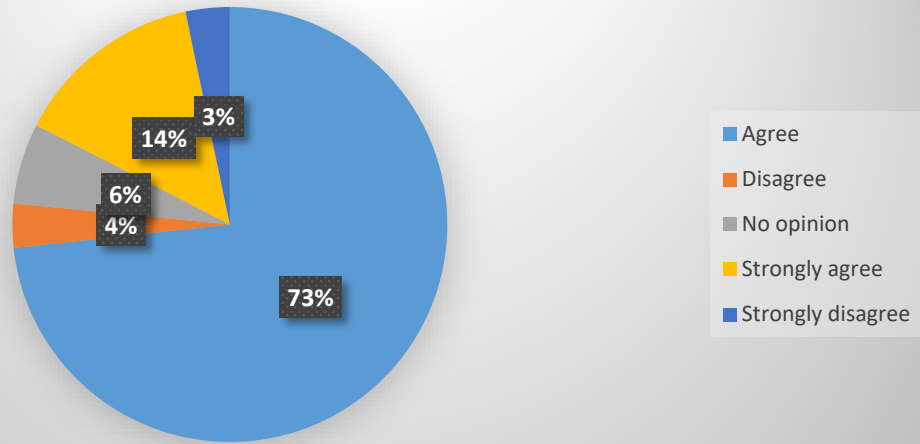
## Adequate lighting is available inside the campus during night



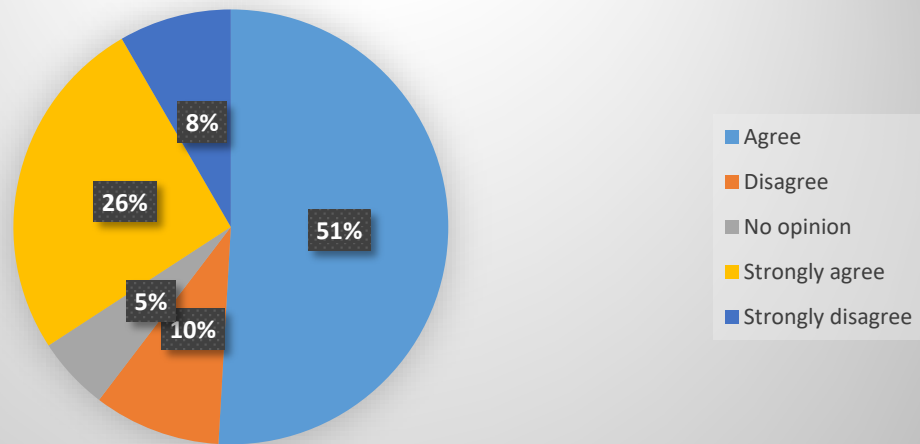
## Awareness of Students about Women Cell



### A grievance redresses cell has been set up

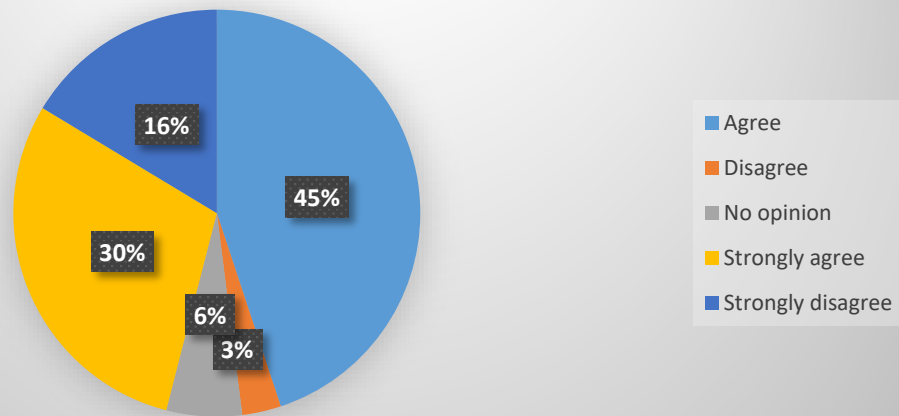


### The classroom offers equal opportunities to all

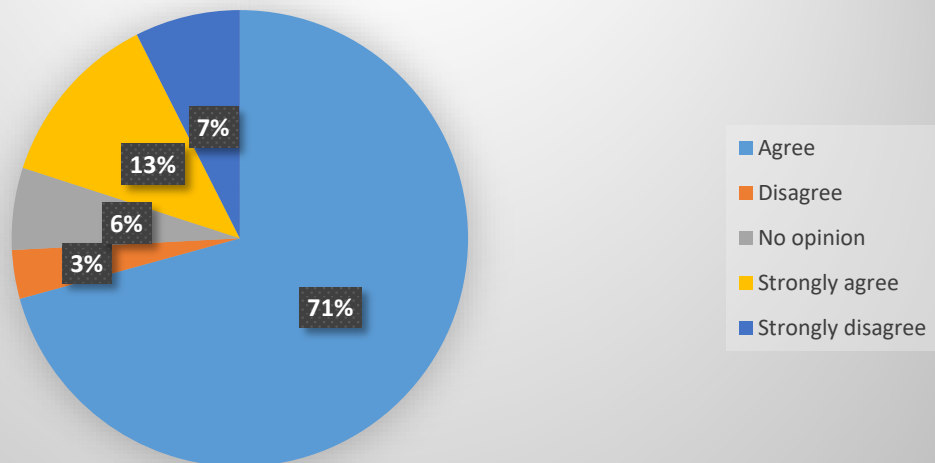




## The equal opportunity to all genders to work with various clubs and forums



## The equal opportunity to all genders for free and fair expression of ideas



### Salient Findings

- Students strength particularly girl's strength is high in both arts and science UG and PG programmes
- Girls enrolment is more than that of boys in most of the classes.
- Success rate of girl students is higher than that of boys.
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.
- In regular teaching staff the strength of females are higher than male

- nonteaching staff have an equal male and female ratio.

### **Suggestions**

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities
- The number of female staff to decision making bodies may be increased
- Organise more sports programmes on a regular basis.
- More awareness program on Legal rights
- College intends to introduce self-employment trainings in different subjects.
- Improve the marketability of the products made by students

### **Conclusion**

The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour.

It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints . With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

### Format of Questionnaire

	Control objective	Option
1	The college conducts gender sensitization program as a part of its curriculum	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
2	The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
3	Adequate number of toilets are available in the campus for girls.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
4	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
5	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
6	Adequate security arrangements have been made in the campus and common areas during day and night.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
7	Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.	Strongly agree
		Agree
		no opinion
		Disagree
		Strongly disagree
8	A women cell is set up in the college and students are aware about the women cell.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
9	There are lady faculties available in the women cell.	Strongly agree
		Agree
		no opinion
		Disagree

		Strongly disagree
10	Do you reach out to women's cell?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
11	A grievance redresses cell has been set up.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
12	The classroom offers equal opportunities to all genders.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
13	The college offers equal opportunities to all genders on sports	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
14	There is equal opportunity to all genders to work with various clubs and forums	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
15	There is equal opportunity to all genders for free and fair expression of ideas	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree