



EMMANUEL COLLEGE

VAZHICHAL, THIRUVANANTHAPURAM

A Latin Catholic Institution | Affiliated to the University of Kerala

GENDER AUDIT REPORT

2018-2023

PREFACE

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.

INTRODUCTION

Emmanuel College, Vazhichal was founded by a group of daring young priests who had lofty dreams on behalf of the common people of this region. They took a great leap into the unknown hoping to obtain for their brothers and sisters, the knowledge of the most advanced developments in modern science and technology, which was once considered beyond their reach. They aimed at rapid and qualitative growth of human resources of this part of the State and so to enable an ever increasing number of young people of rural and urban Kerala to excel themselves in the most highly advanced and ultra-modern high-tech fields of education. The college is managed by Catholic Educational and Charitable Society (Reg. No. 409/82). 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.

Emmanuel College Vazhichal

GENDER POLICY

- The college shall take effective measures for the safety and security of all genders.
- There is an accessible, active, unbiased and confidential Grievance Redressal Cell.
- There shall not be any kind of discrimination on the basis of gender.
- A Gender Audit is conducted once in a year to assess gender balance in the campus.

[Signature]
29/3/18

Dr. J. VIJAYAKUMAR
Principal
Emmanuel College, Vazhichal,
Kudappanamoodu P.O. Pin. 695505



M.
29/3/18
Cricket coordinator

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**Gender wise details of total students in UG Science**

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2018-19	168	80	88	47.6	52.3
2.	2019-20	175	84	91	48	52
3.	2020-21	201	94	107	46.7	53.2
4.	2021-22	161	73	88	45.3	54.65
5.	2022-23	145	82	63	56.5	43.4

Gender wise details of total students in PG Science

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2018-19	42	5	37	8.4	88
2.	2019-20	39	6	33	15.3	84.6
3.	2020-21	39	5	34	12.8	87.1
4.	2021-22	51	13	38	25.4	74.5
5.	2022-23	33	4	29	12.1	87.8

Gender wise details of total students in UG Arts

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2018-19	111	50	51	45	46
2.	2019-20	110	51	59	46.36	53.63
3.	2020-21	121	65	56	53.7	46.2
4.	2021-22	111	54	57	48.6	51.35
5.	2022-23	124	72	52	58.06	41.9

Gender wise details of total students in PG Arts

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2018-19	16	4	12	25	75
2.	2019-20	17	5	12	29.4	70.5
3.	2020-21	15	1	14	6.6	93.3
4.	2021-22	29	6	23	20.6	79.3
5.	2022-23	19	3	16	15.7	84.2

Gender wise details of total students in UG Commerce

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2018-19	220	130	90	59	41
2.	2019-20	216	125	91	57.8	42.1
3.	2020-21	285	162	123	56.8	43.1
4.	2021-22	268	157	111	58.58	41.4
5.	2022-23	287	180	107	62.7	37.28

Gender wise details of total students in PG Commerce

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2018-19	12	3	9	25	75
2.	2019-20	11	2	9	18.18	81.81
3.	2020-21	19	5	14	26.3	73.68
4.	2021-22	15	3	12	0.20	0.80
5.	2022-23	23	3	20	13.04	86.9

Gender wise details of total Teaching staffs

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2018-19	50	19	31	38	62
2.	2019-20	52	20	32	38.46	61.5
3.	2020-21	56	22	34	39.28	60.71
4.	2021-22	60	23	37	38.33	61.66
5.	2022-23	67	25	42	37.3	62.68

Gender segregated data of Teaching Staffs with Ph.D

Sl. No.	Total	Male	Female	%M	%F
1.	9	4	5	44.4	55.5

Gender wise details of total HODs in college

Sl. No.	Total	Male	Female	%M	%F
1.	9	3	6	33.33	66.67

Gender wise details of total Non-Teaching staffs

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2018-19	52	38	14	73	27
2.	2019-20	52	38	14	73	27
3.	2020-21	53	39	14	73.5	26.4
4.	2021-22	53	39	14	73.5	26.4
5.	2022-23	60	46	14	76.6	23.3

SALIENT FINDINGS

- ✚ In PG programmes, student strength, particularly that of girls, is increasing.
- ✚ More girls are enrolling for higher studies in all departments.
- ✚ Among regular teaching staff, the strength of females is higher than that of males.
- ✚ Male strength outweighs Female strength among non-teaching personnel.

Emmanuel College Vazhichal

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.

29/3/23

Dr. J. VIJAYAKUMAR
Principal
Emmanuel College, Vazhichal,
Kuduppanamoodu P.O, Pin 695505

MS
29/3/23
cricket coordinator



