

Gender Audit Report 2020-2021

Prepared By

Internal Quality Assurance Cell (IQAC)

&

Women Development Cell (WDC)



**AL SHIFA COLLEGE OF
ARTS & SCIENCE**
AFFILIATED TO UNIVERSITY OF CALICUT

Gender Audit

Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone's responsibility- BAN KI- MOON

The Gender Audit is an attempt to study good gender balance. It also aims to study whether the college follows all the University rules, policies in this regard as it forms a constituent part of the UGC norms. This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college concentrates on the overall personality development of all students. Observing gender equity, the girls are provided with various facilities and special attention. The Audit is a tool for analyzing and evaluating policies and programs of the college and assesses how the institution integrates the perspective in all the activities of the institution. The main aims of this audit are to ensure that the gender policies are followed and properly implemented in the college.

The college has set up Women Development Cell (WDC) from the very inception onwards, to ensure gender equity among the students in the campus and to make them aware of the relevance of gender equity in the society. The Cell always motivates the students to perform their social responsibilities and to empower them. WDC has conducted different programs to boost the strength and capabilities of women students. Not just girls, but also boys too are included and educated. Women Development Cell in the campus is providing a platform for listening to complaints, quick redressal of grievances and sensitizing female students on gender issues. All grievances shall be treated with absolute confidentiality through the setting up of a sexual harassment redressal committee.

WDC & IQAC conducted a Gender Audit of the college for the year 2020-21, as it is an essential component for the assessment and accreditation of Higher Educational Institutions suggested by UGC. The team conducted the survey among the students of the college for the academic year 2021-'21 and they scrutinized and reviewed the operating environment of college too.

Objectives of Gender Audit

- To find out the areas where gender balance exists and the factors behind the gender balance.
- 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

Data Analysis

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

S No	Year	Total	Male	Female	% M	% F
1	2020-21	86	67	19	77.90	22.09

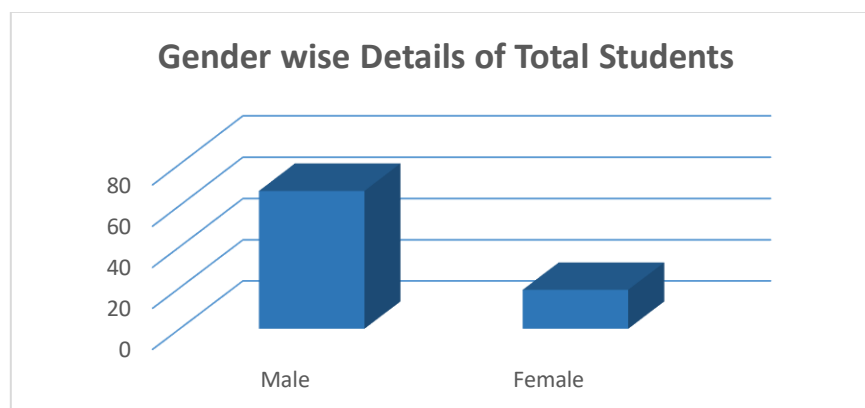


Figure 1: Gender wise Details of Total Students in the College

The table shows year-wise gender classification of male and female strength of students and the total number of admissions to the college. It shows that the number of male students is higher, compared to girls.

Table: 2 Gender-wise Details of Teaching staff in the College

S No	Year	Total	Male	Female	% M	% F
1	2020-21	9	4	5	44.44	55.55

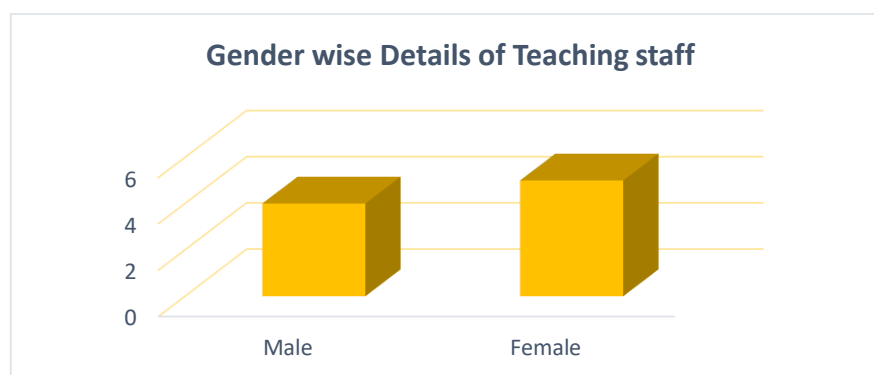


Figure: 2 Gender wise Details of Teaching staff in college

The total number of female teaching staff is more as compared to male. This proves that college management maintains gender equality in workplace.

Table: 3 Gender wise Details of Non-Teaching staff in college

S No	Year	Total	Male	Female	% M	% F
1	2020-21	2	1	1	50	50

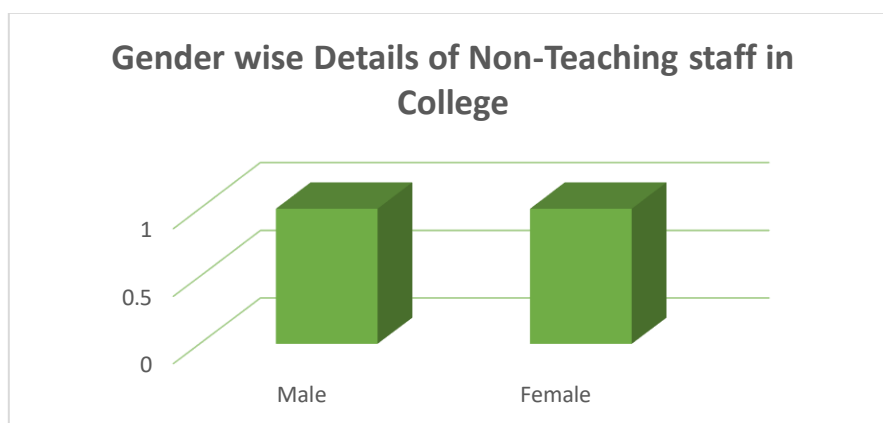


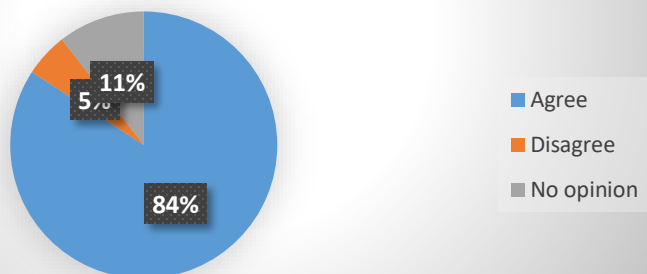
Figure: 3 Gender wise Details of Non-Teaching staff in College

There is a perfect balance between male and female staff.

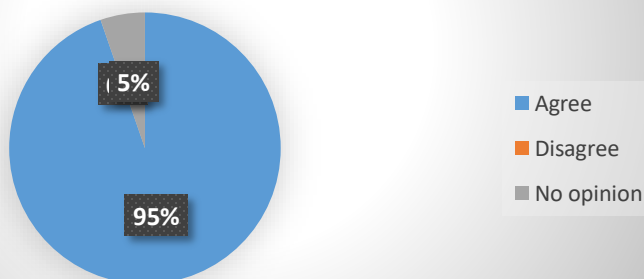
Data Analysis and Interpretation

A structured questionnaire was developed and used for the collection of data. The questionnaire contains various gender-related questions and the data was collected among the 19 UG students on the campus. The collected data were tabulated and analyzed with the help of Microsoft Excel the statistical technique Mean used for the analysis of data. The graphical representation of analyzed data is given below.

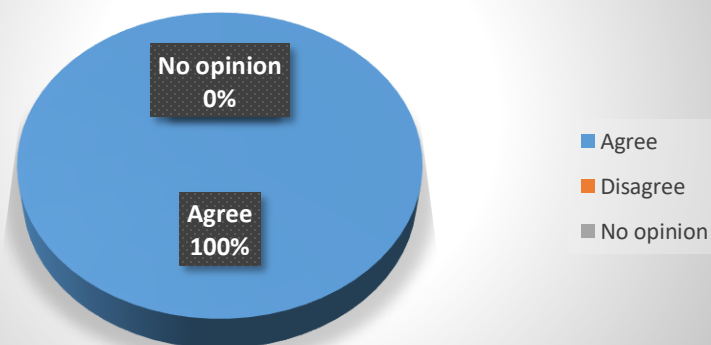
Adequate security arrangements have been made in the campus / Hostel and common areas during day and night



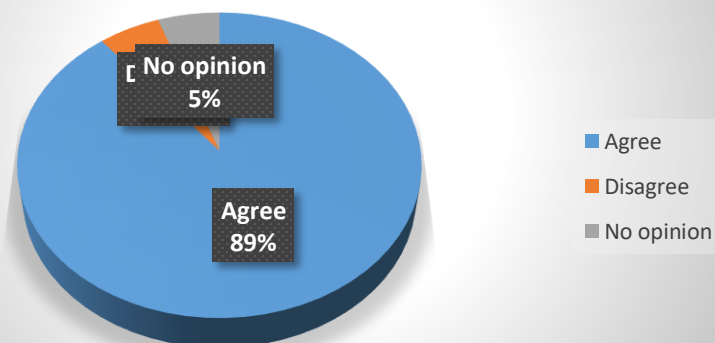
A Women Cell is set up in the college and students are aware about the Women Cell



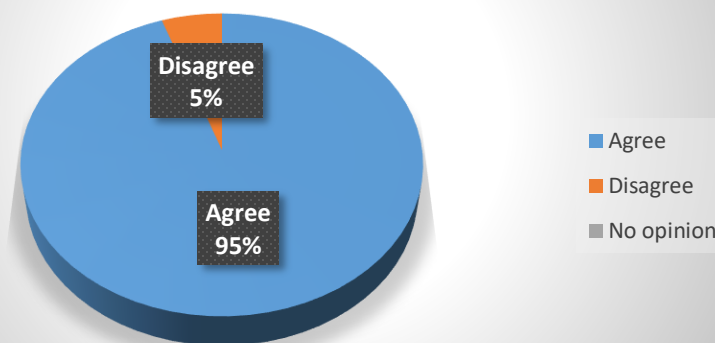
There are lady faculties available in the Women Cell



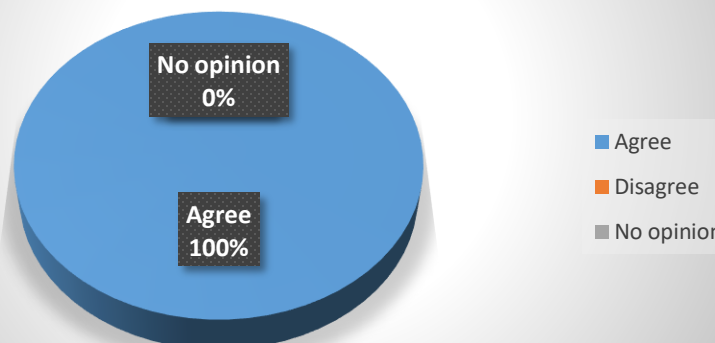
A grievance redressal cell has been set up



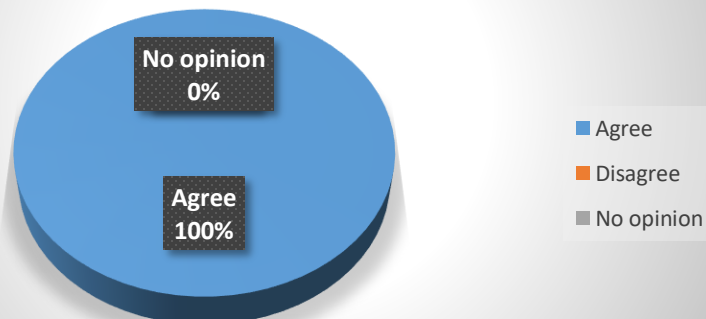
The classroom offers equal opportunities to all genders



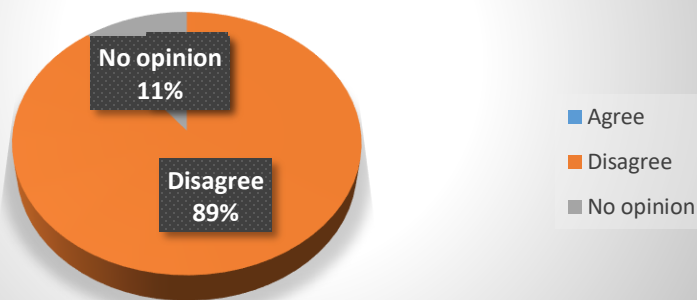
The library offers equal opportunities to all genders



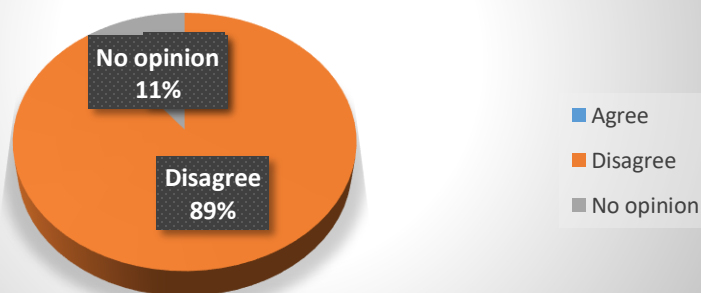
Safe environment is available for all girl students in the campus



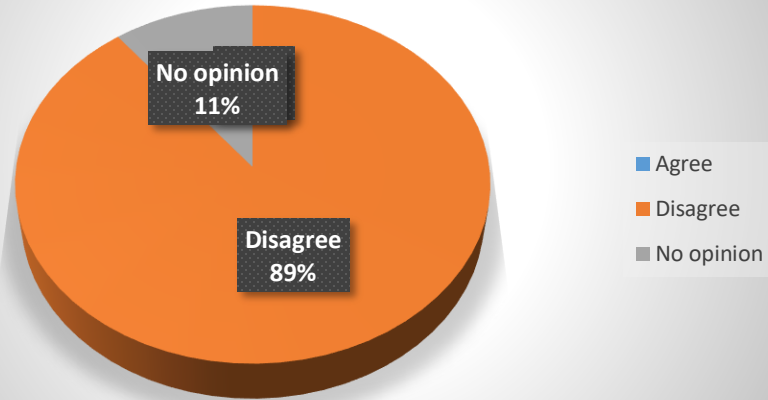
You have been a victim of sexual harassment in class by faculty members



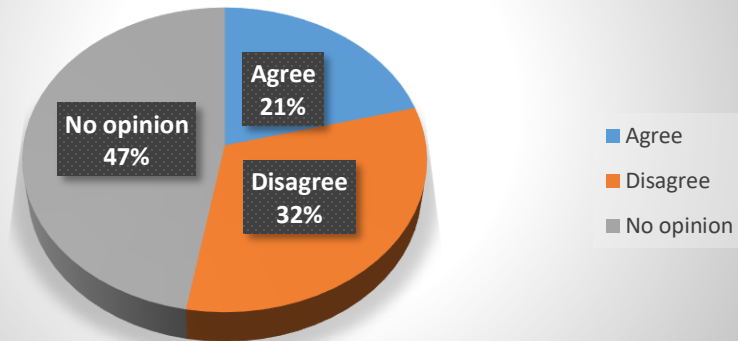
You have been a victim of sexual harassment in class by fellow students



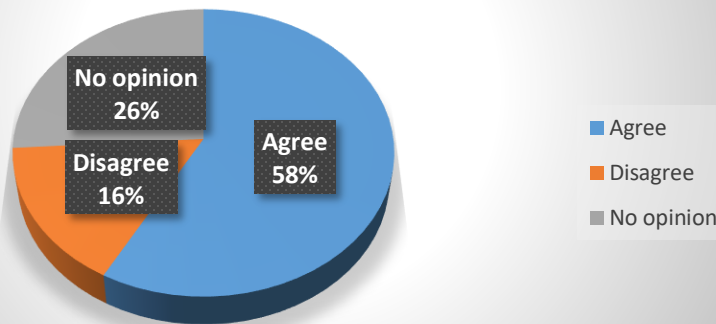
You have reported the incident



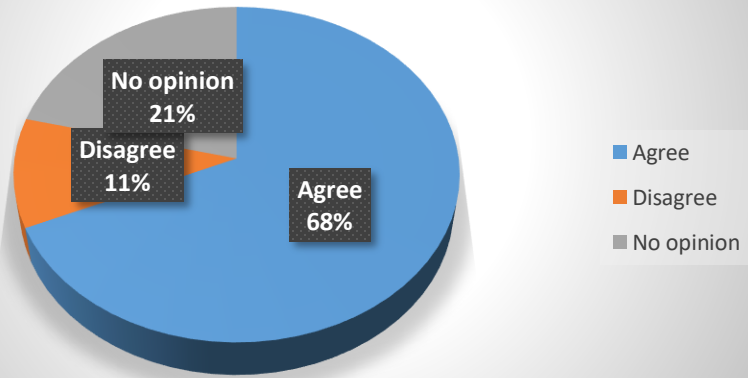
If you reported the incident, was it resolved to your satisfaction?



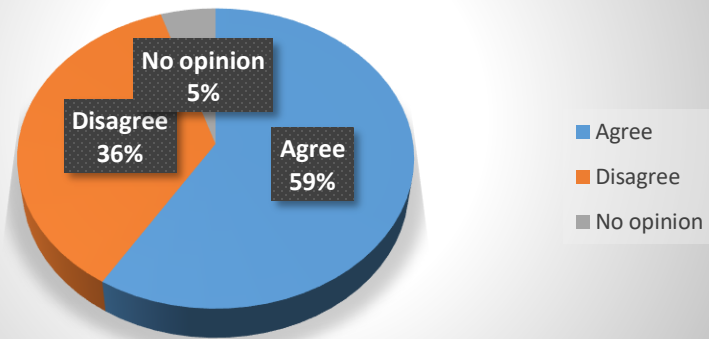
A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate



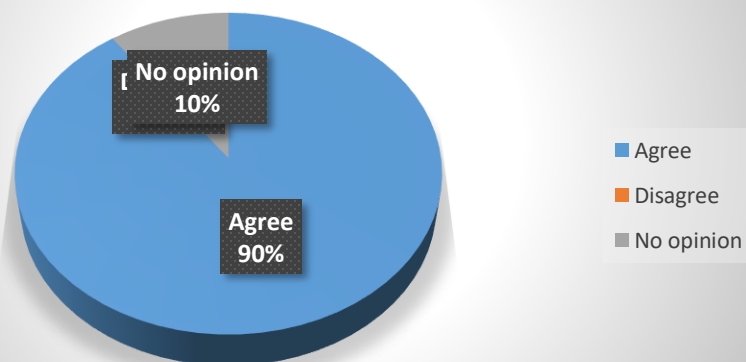
**A fair inquiry is conducted by the committee,
in case of a complaint**



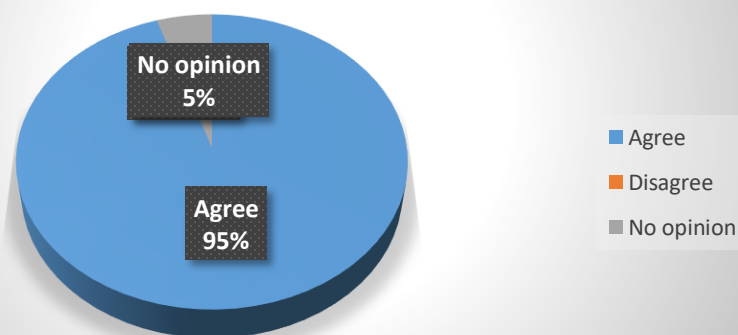
**Confidentially is maintained during the
inquiry process**



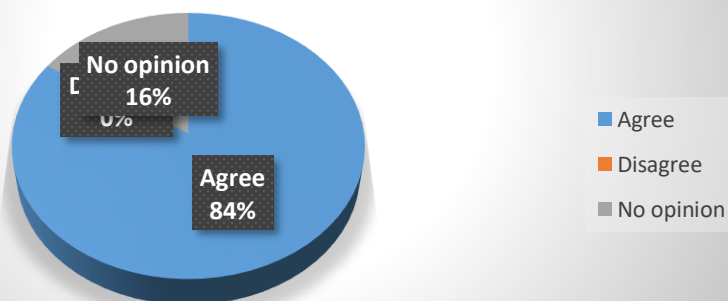
Adequate number of toilets are available in the college/ hostel for girls



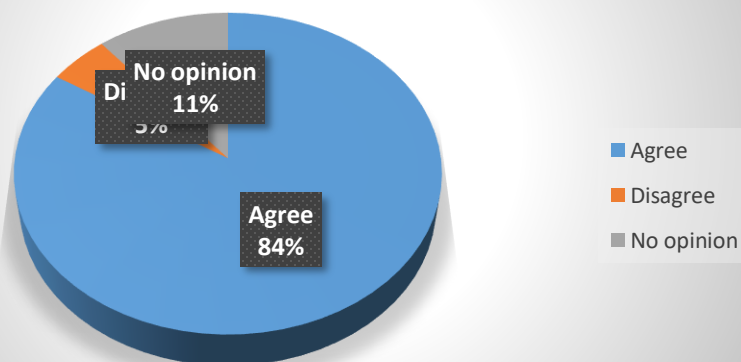
Adequate facilities are available inside the toilet, keeping in mind the need of the girl students



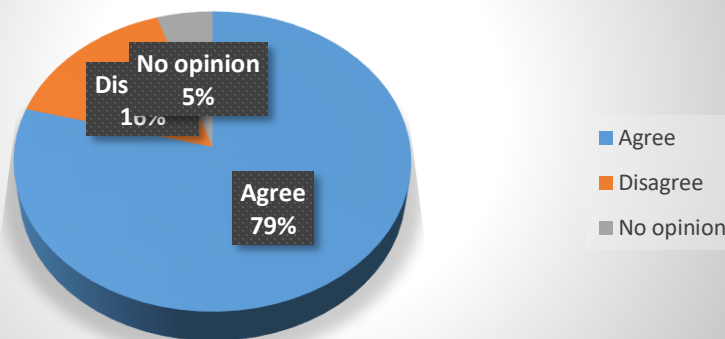
Adequate lighting is available inside the Campus/ hostel during night, including but not limited to, corridor, class rooms, common areas, toilets, etc.



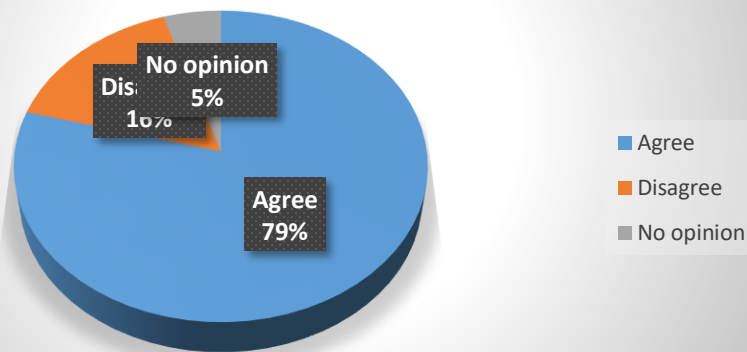
Entry and exit timing of the College / hostel are appropriate



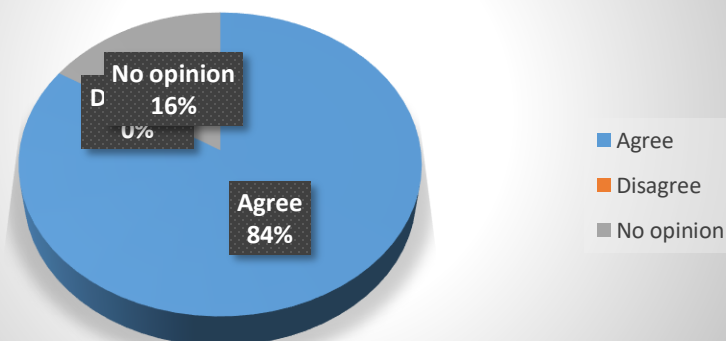
Healthcare facilities are available to girl students in the campus



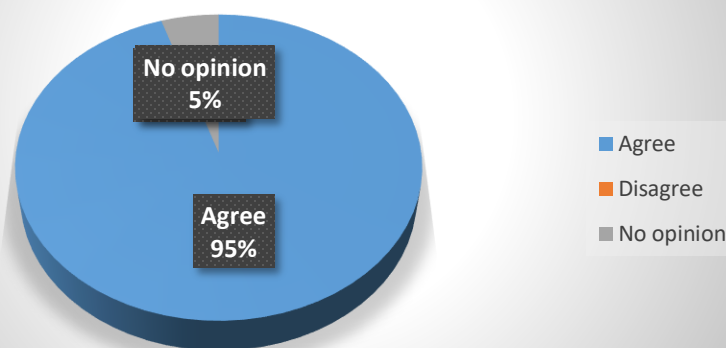
Attitude of medical personnel is appropriate



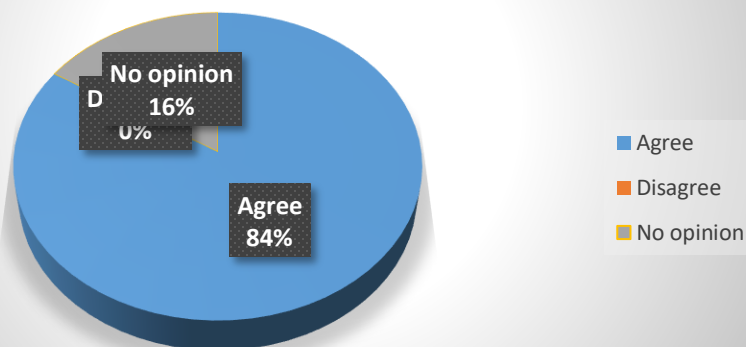
Adequate number of security personnel are deployed



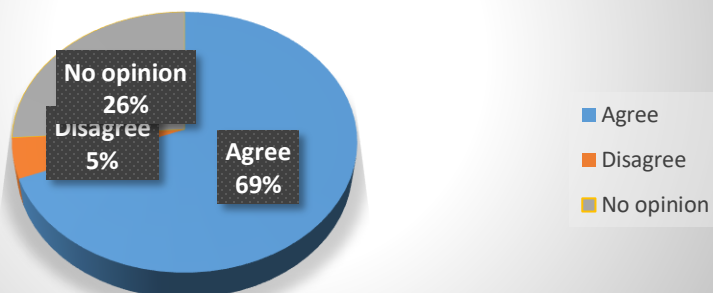
Attitude of security personnel is appropriate



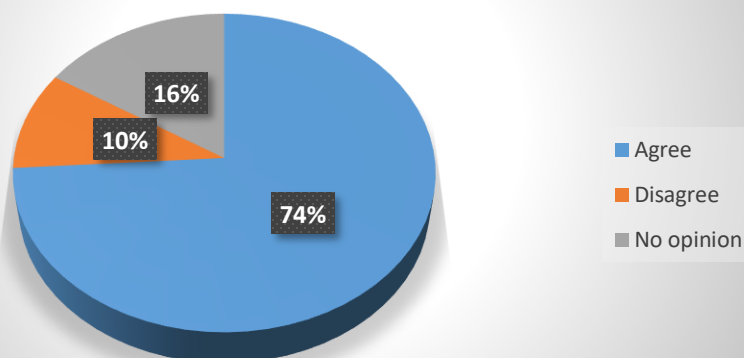
Gender sensitization program must be conducted for security personnel deployed at the campus



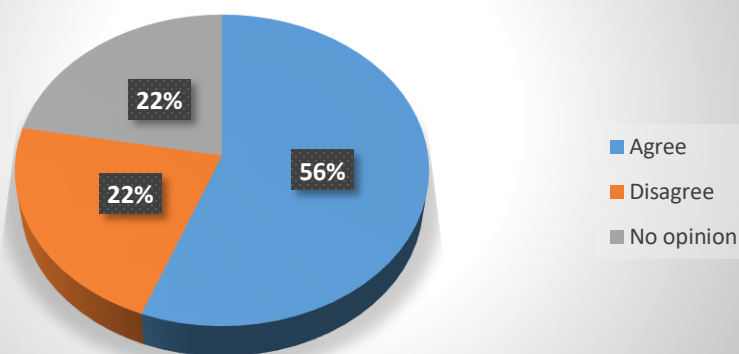
Laboratory infrastructure is appropriate for safety of girl students, for example, there is adequate lighting, adequate space provided in the corridors and other areas



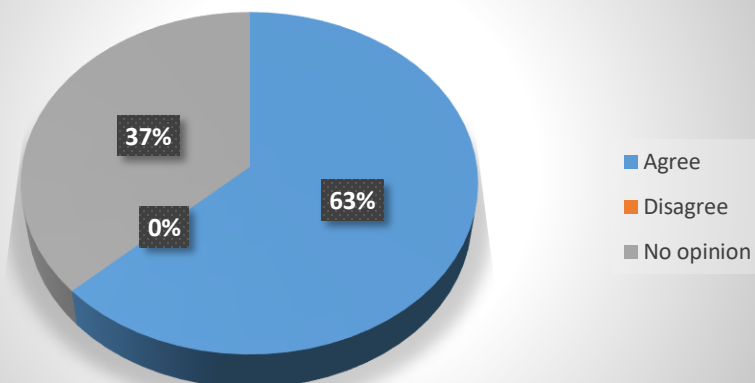
Attitude of laboratory staff is appropriate



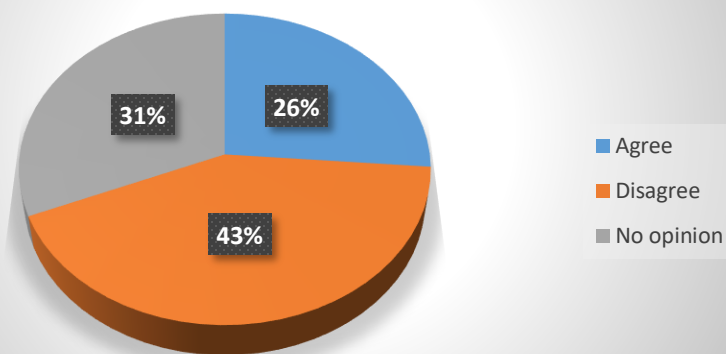
There are no gender biased artefacts, such as discriminative screen savers, or work table that are not conveniently located for the girl students



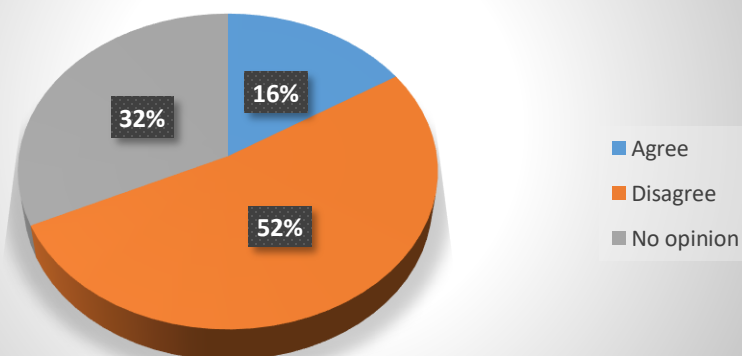
Timing of the laboratory is appropriate



There is a separate queue for girls in dining hall, office etc.



Do you feel a separate queue is required?



Salient Findings

- Students' strength, particularly girl's strength, is low
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.
- Among regular teaching staff, the strength of females is higher than male
- Nonteaching staff has an equal male to female ratio.
- Majority of the students opined that adequate safety arrangement has been made in the campus during day and night.
- All students are aware about the functioning of Women Development Cell in the campus and about the full-time lady faculty in charge as Women Development Cell Coordinator.
- There is equal opportunity for all genders in the classroom and library.
- Adequate toilet facility is available for girl students inside the campus and hostel.

Suggestions

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities among students.
- The number of female staff in decision making bodies may be increased
- Organise more sports programmes/ physical activities on a regular basis.
- More awareness program on legal rights, medical awareness, martial arts etc. may be organised.
- Introduce self-employment trainings for women in different courses.
- Organize self-defense programmes on a regular basis.
- Increase other basic facilities such as sanitary pad vending machine and incinerator.
- Provide transportation facilities by installing GPS technologies that enable to efficiently manage routes, scheduling, and mileage.
- Provide arrangements for online access of library resources.