

**MES COLLEGE MARAMPALLY**



**GENDER AUDIT  
REPORT  
MARCH 2023**





## Gender Audit Report 2022-23

As per the quality parameters, a Gender Audit has been conducted for the year 2022 - 23 based on the criterion of the National Assessment and Accreditation Council. This audit aims to provide a comprehensive evaluation of the institution's commitment to gender equity that contributes to creating an inclusive and supporting educational environment for all students and staff.

### Audit Team

Sl No	Name	Designation	Signature
1	Prof. Monamma Kokkad	Former Member, Kerala State Women's Commission	
2	Adv. T. K. Kunjumon	Empaneled Career Guidance Faculty & Premarital Trainer, Minority Welfare Department, Govt. of Kerala.	
3	Ms. Soumya Elizabeth Titto	Member, Child Welfare Committee (Juvenile Justice), Palakkad	 SOUMYA ELIZABETH TITTO Counselor and Human Resource Coach M. S. Life, Palakkad



## ACKNOWLEDGEMENT

We gratefully acknowledge the collaborative efforts of MES leadership, faculty, staff, students, and external consultants. Your invaluable contributions made the gender audit report possible. This collective commitment to fostering an inclusive environment is pivotal for advancing gender equality in our academic community.

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## **1. INTRODUCTION**

A participatory gender audit is both a tool and a process grounded in participatory methodology, aimed at fostering organizational learning at individual, work unit, and organizational levels. It facilitates practical and effective gender mainstreaming. This audit collectively strengthens the organization's capacity to scrutinize activities through a gender lens, pinpointing strengths and weaknesses in advancing gender equality.

### **ABOUT THE COLLEGE**

M.E.S. College Marampally is a Government Aided college affiliated to Mahatma Gandhi University, Kottayam, established in the year 1995. The campus is located in a rural area between the towns of Aluva and Perumbavoor, set in salubrious lush green surroundings in close vicinity of the river Periyar and proximate Cochin International Airport.

The governance and the management of the college are anchored in the principles of Muslim Educational Society (Regd.), Calicut which is one of the largest minority educational agencies in Kerala. The vision of the institution is “to work for the educational, social and economic advancement of the people of India in all possible ways”. The establishment facilitated new directions in the field of higher education by offering a significant number of vocational (Model II) and technical programmes in tune with the demands of job market. The larger enrolment of girls and minority students authenticate the institutional commitment towards equity and inclusion. Quality education is imparted to improve the life standards of people in general, minorities and backward classes in particular.

The College offers seventeen UG Programmes and Ten Post Graduate programmes including an integrated programme. There functions two research centres in the institution.

## 2. OBJECTIVES

- a) Explore areas within the college where gender sensitivity and equity are evident and aspects that require improvement
- b) Assess gender sensitivity in the college's syllabus, curriculum, and extracurricular activities and whether it ensures gender justice
- c) Examine the measures taken to establish gender equality in the decision-making processes across all policy areas, programs, and activities.
- d) Propose strategies to bridge the gender gap and promote gender equality in various aspects of college life and within the college community.
- e) Evaluate the college's efforts and capacity in upholding gender justice and preventing sexual harassment.

### **3. METHODOLOGY**

A comprehensive framework was employed to gather gender-disaggregated data, encompassing social details. The collected information was categorized based on:

- Status of teaching/non-teaching staff
- Student enrollment
- Student representation in committees, councils, and cultural events
- Participation of girls in NSS/NCC camps/Sports

#### **3.1 Gender in curriculum**

Gender is addressed in various programmes offered by the college. The courses - Literatures of the English Renaissance (EN010102), Literatures of English Revolution/Enlightenment (EN010103), Literary Criticism (EN010105); Modern Arabic Poetry (AR2CRT04), Arab World (AR2MT02) are courses that address Gender issues, to name a few.

##### **A) Services and infrastructure**

- ❖ Accessibility libraries, sports facilities, and the canteen
- ❖ Availability of hostel amenities
- ❖ Health club facility for boys and girls
- ❖ Provision of restrooms and toilets for women, sanitary vending machine and incinerator for disposal of sanitary napkins
- ❖ Implementation of anti-ragging measures
- ❖ Counseling and support services for students
- ❖ Measures for the prevention of sexual harassment, including awareness initiatives and the formation of Internal Complaints Committees
- ❖ Gender Sensitivity initiatives

### **Interactions**

The team conducted a series of interactions over a week with various stakeholders, including the Principal, Vice Principal, administration personnel, Heads of Departments, Coordinators of NCC/NSS/Women Cell members, College Union members, club in-charges, ICC coordinator, ladies' hostel warden and students.

### **B) Limitations of the audit**

Due to time constraints, the team was unable to visit all departments. The study was done as a sample survey and not all the students responded to the questionnaire.

### **3.2 Data Collection**

A survey was carried out among students in collaboration with the IQAC team by the Women's Cell, covering 20 different items across six distinct areas. Participants were encouraged to provide descriptive comments. 267 responses were received from students as part of questionnaire survey. Questions were mostly based on a rating scale.



## 4. DATA ANALYSIS

The data collected for this audit report includes both quantitative data from the survey and also qualitative data collected as part of interactions with students and teachers. Gender disaggregated data on teaching and non-teaching staff, total students and NCC is shown in the section below:

### Status of Teaching/Non-teaching Staff

Stream	Male	Female	Total
Government	9	28	37
Self Financing	21	89	110
Total	30	117	147

### Non -teaching staff

Stream	Male	Female	Total
Government	7	1	8
Self Financing	26	38	64
Total	33	39	72

### Student Enrolment

Year	Male	Female	Total
2022-23	1207	1502	2709
2021-22	1151	1526	2677
2020-21	1093	1588	2681
2019-20	864	1471	2335
2018-19	746	1411	2157

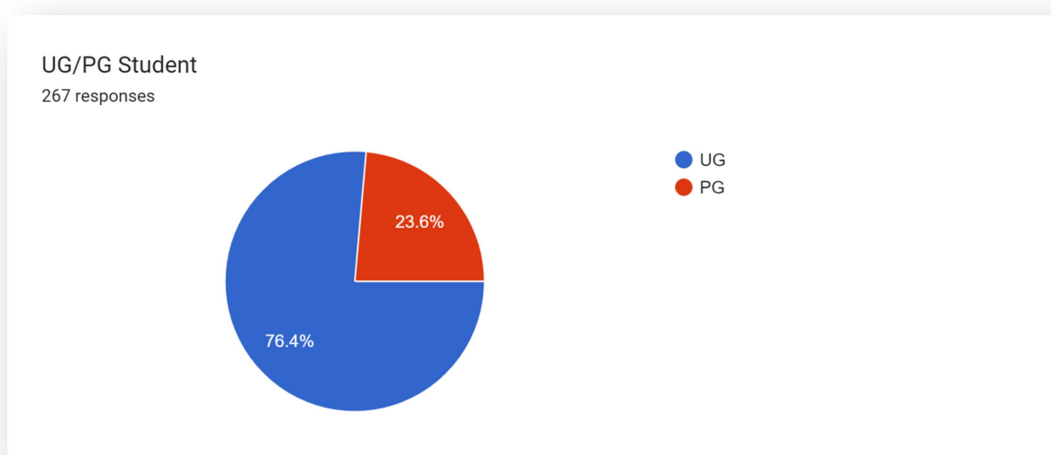
### Student Representation in Union

Year	Male	Female	Total
2022-23	10	4	14
2021-22	9	5	14

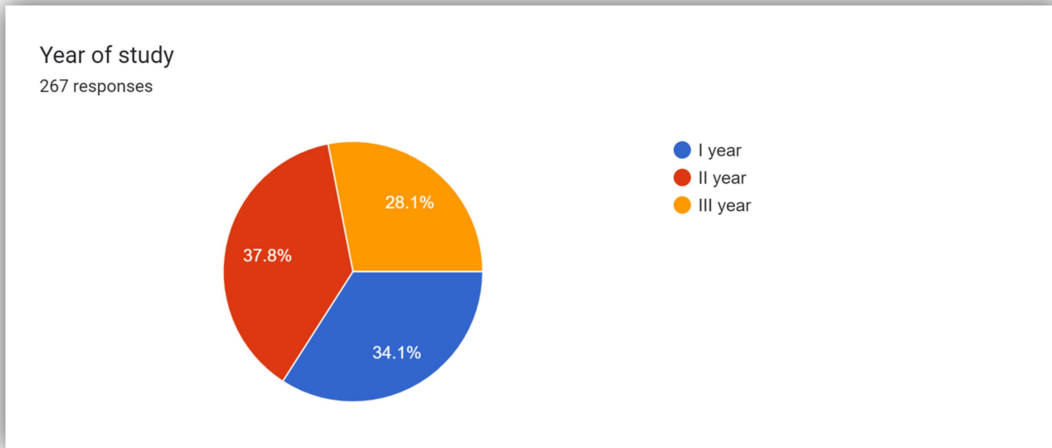
### NCC

Year	Male	Female	Total
2022-23			

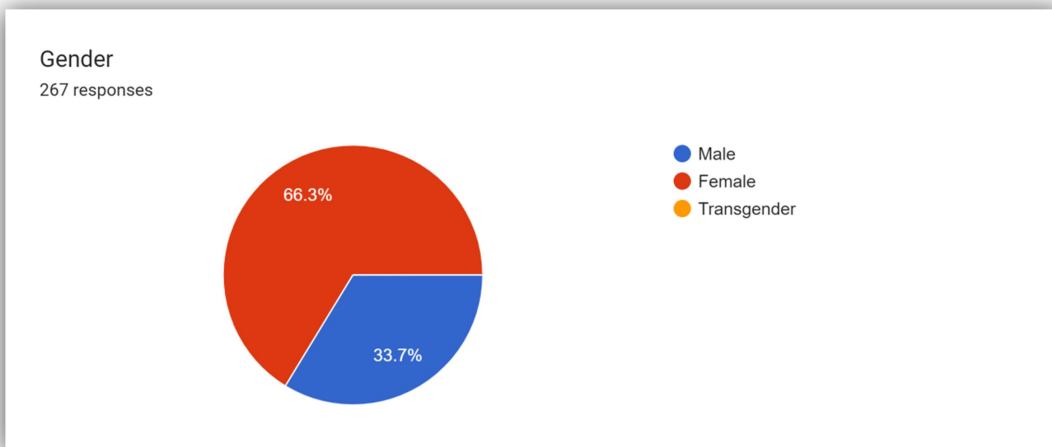
### General information



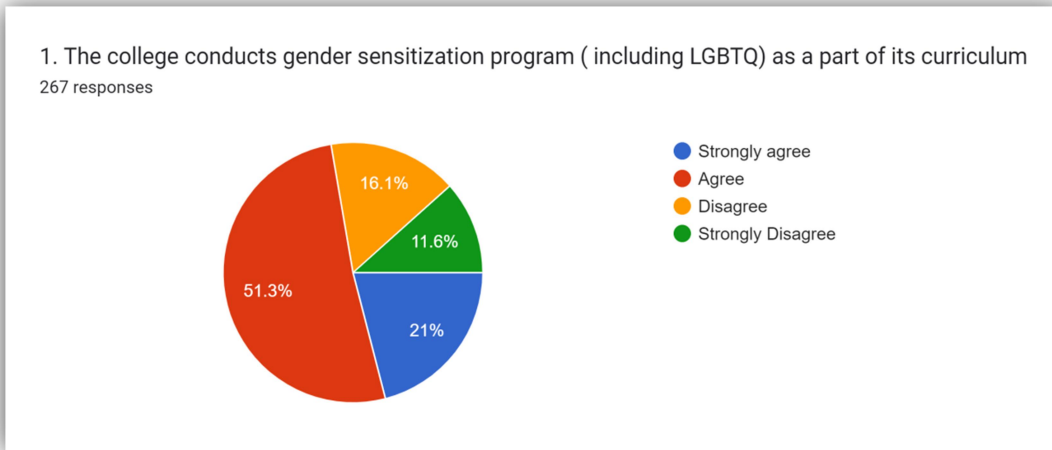
The total number of students participated in the participative gender audit is 267. 76.4 % belonged to UG and 23.6 % belonged to PG.



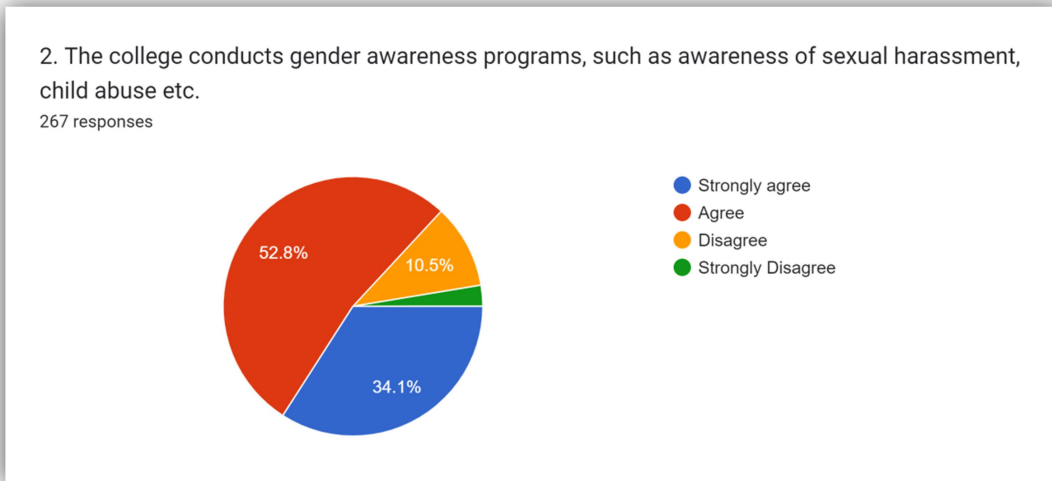
The proportion of first year students were 34.1 %, Second years 37.8 % and third years 28.1 %.



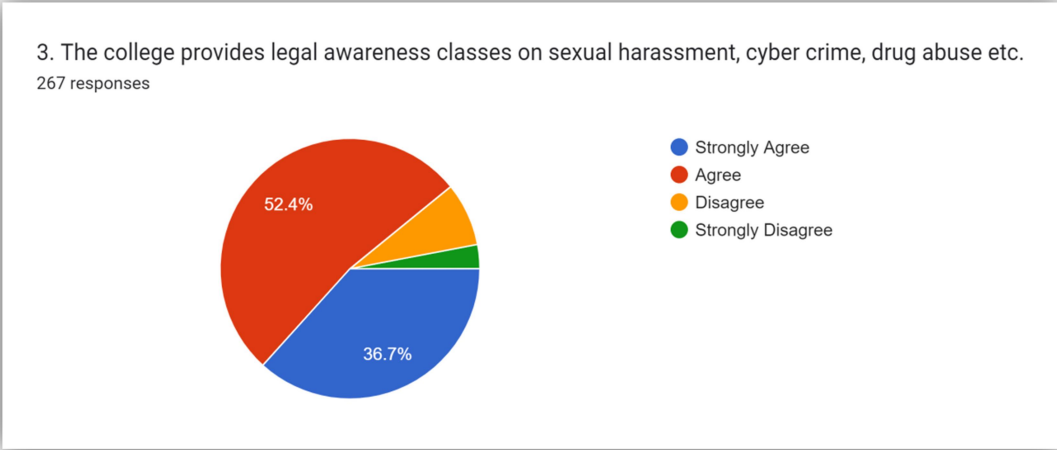
There were 66.3 % female students and 33.7 % male students.



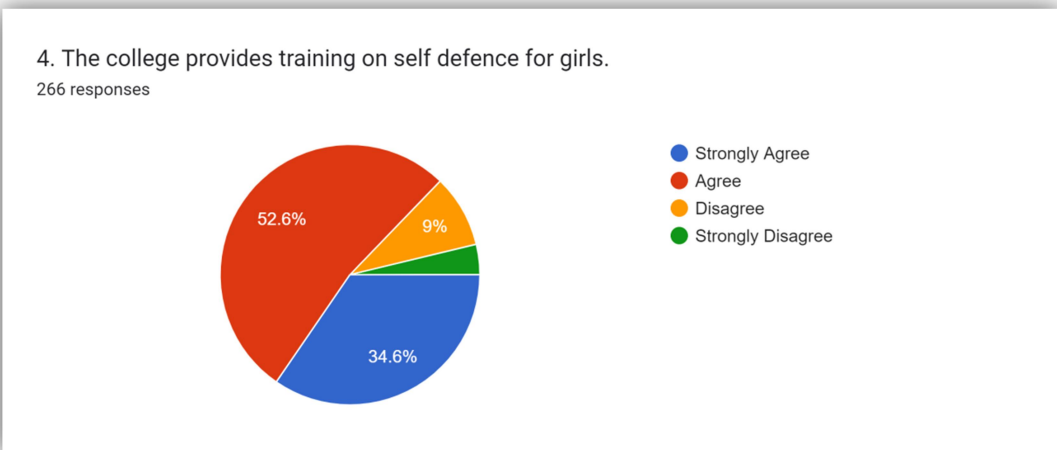
A majority (51.3 %) students agreed that the College regularly conducts gender sensitization programmes and it forms part of curriculum delivery



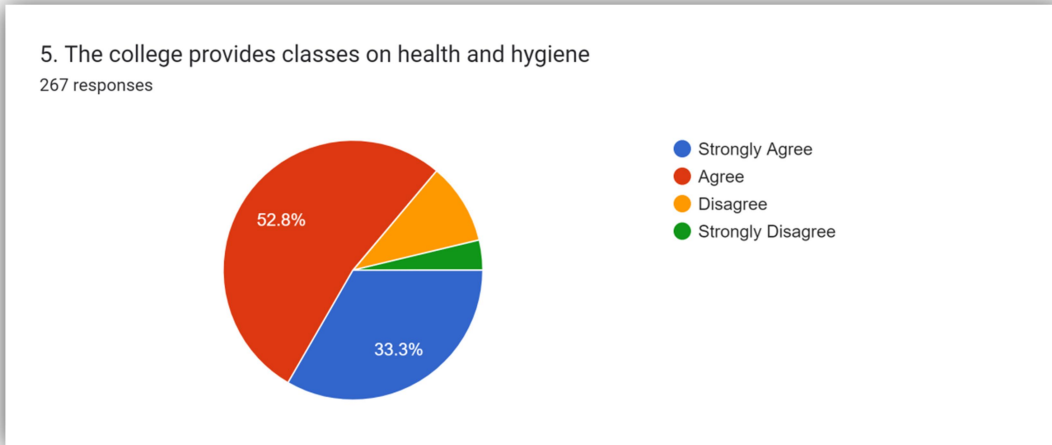
Regarding gender awareness programmes and issues of sexual harassment 52.8 % of the students agreed that college organizes such programmes. However there was a 10.5 % students who disagreed to the extend of conduct of such programmes.



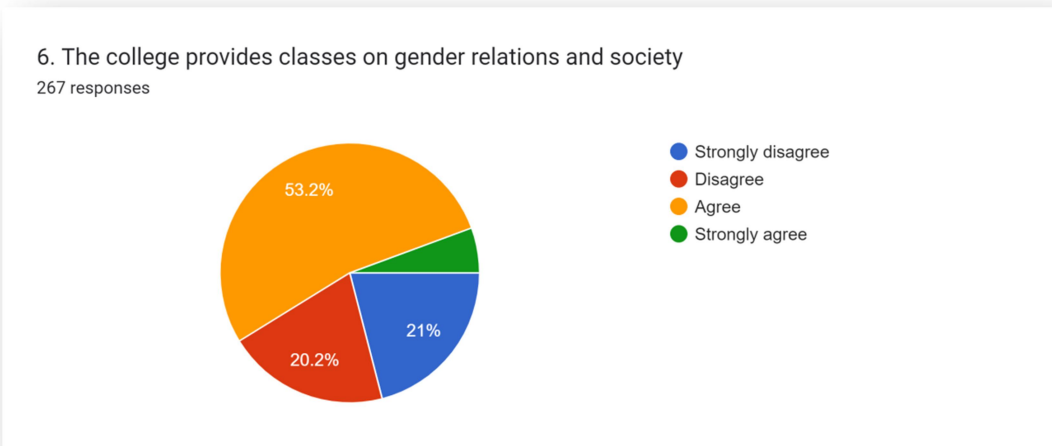
Majority students (52.4 %) agreed that the college takes initiative to organize legal awareness classes on sexual harassment, cyber crime and drug abuse. There were a 10.9 % students who disagreed on the extend to which classes were organized on these issues.



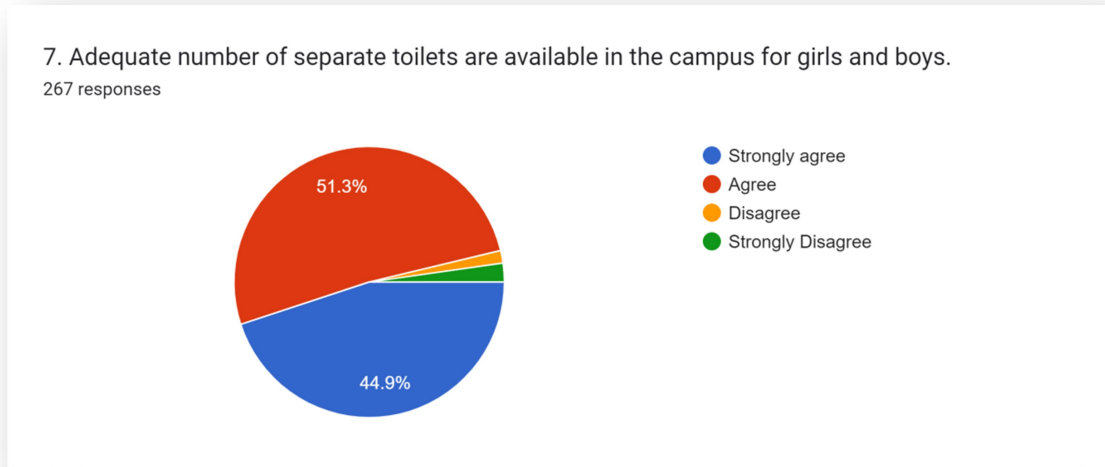
Self Defense training has become an inevitable part of the college activities. 87.2 % agreed that college regularly organizes self defense training † The total number of students participated in the participative gender audit is 0 students of various departments.



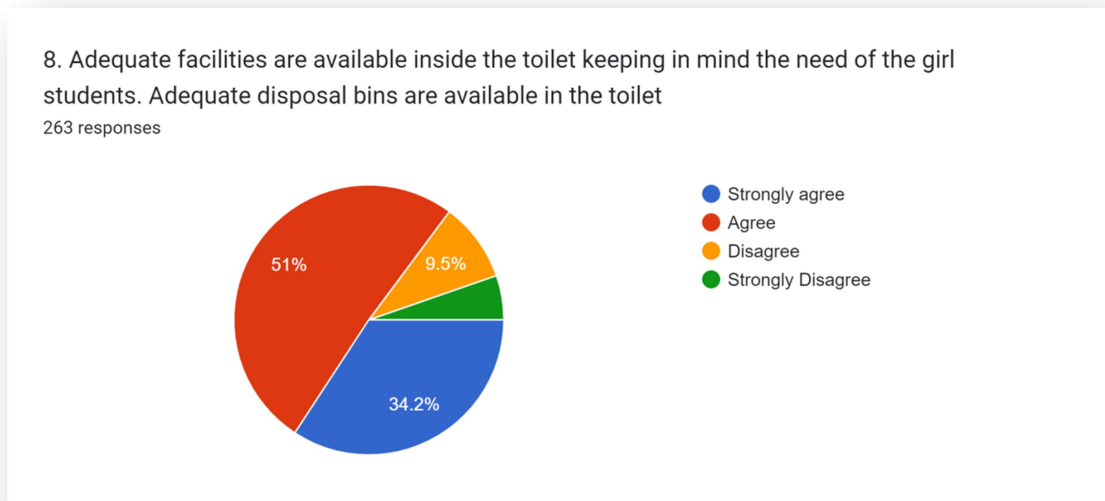
The students agreed (52.8 %) that health and hygiene sessions were delivered at the campus



The students opined that sessions on gender relations and society were delivered at the college. However the extend of its delivery has not been widely appreciated as 41.2 % disagreed to the statement.



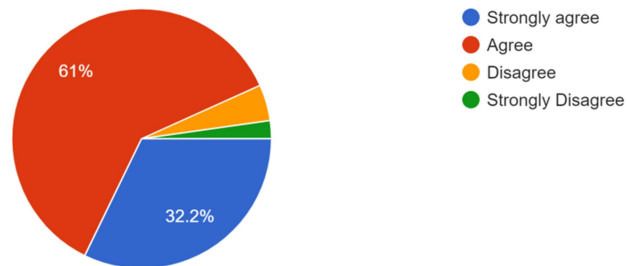
Above 95 % agreed on the adequacy of number of separate toilets available in the campus for girls and boys.



Thirty four percentage students strongly agreed that adequate facilities are available keeping in mind the need of girl students and that adequate disposal bins are available in the toilet.

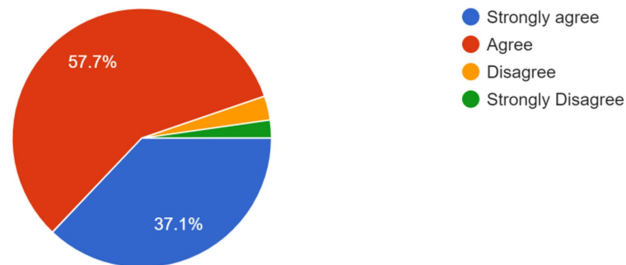
9. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.

267 responses



10. Adequate security arrangements have been made in the campus, hostel and common areas during day and night.

267 responses



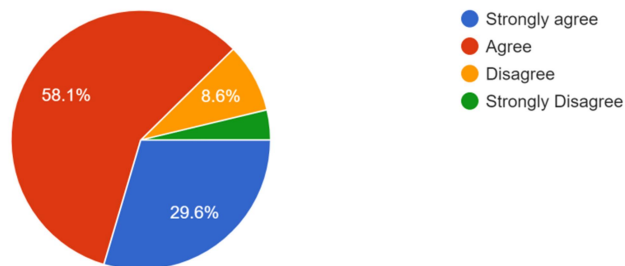
Regarding adequate lighting available in the campus during night in corridor, class rooms, common rooms and toilets 61 % agreed it as satisfactory.

Majority (57.7 %) responded that security measures in campus, hostel and common areas are adequate.



11. Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.

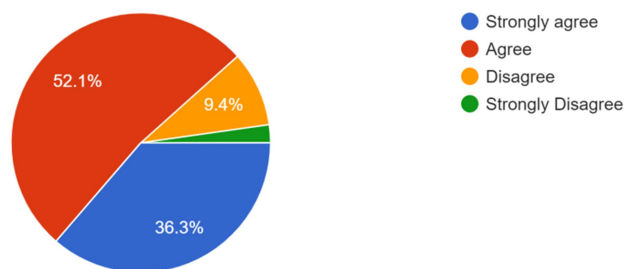
267 responses



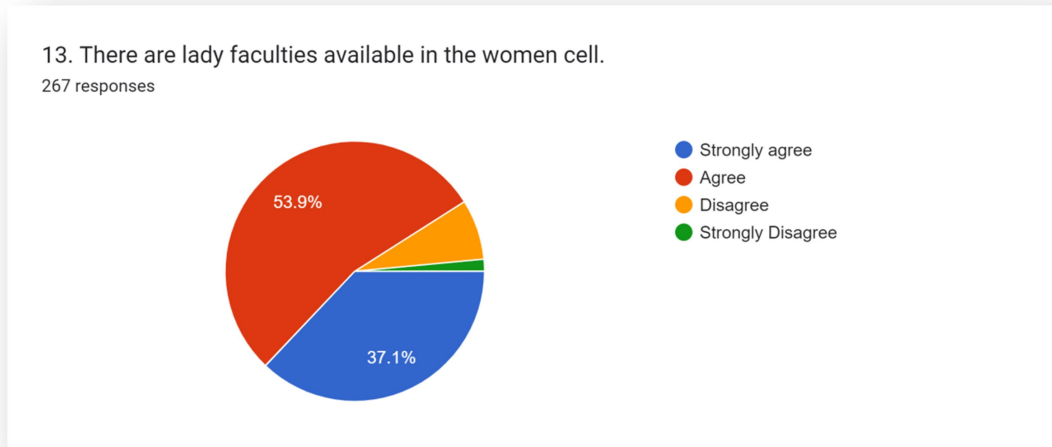
Flexible timing in working hours of the college was agreed by a majority of 58.1 %. Nearly 29.6 % strongly agreed to this

12. A women cell is set up in the college and students are aware about the women cell.

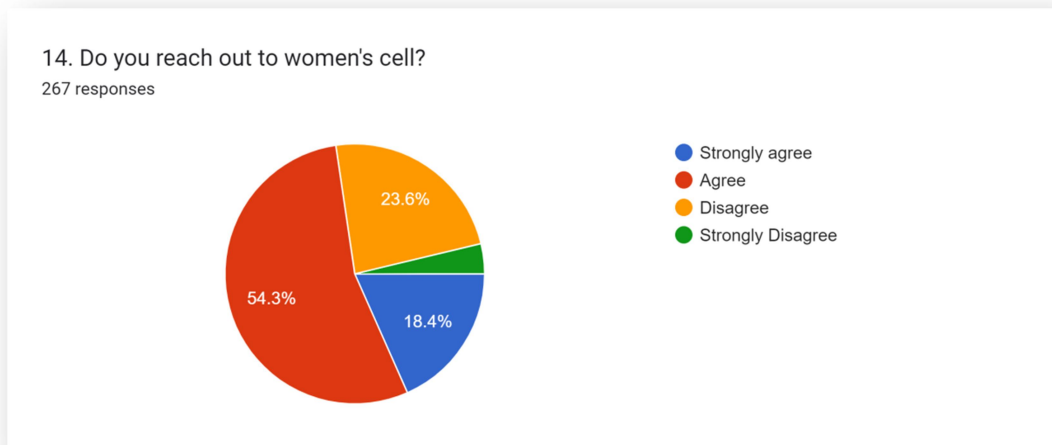
267 responses



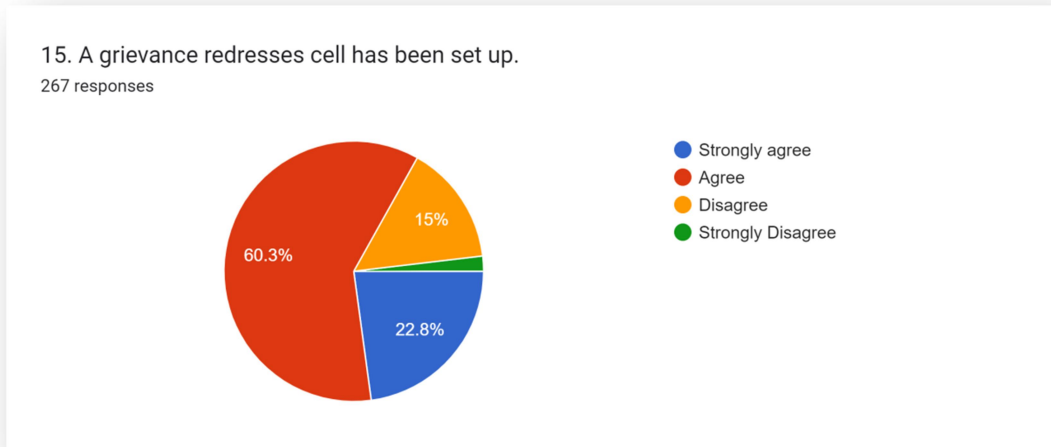
As many as 52.1 % agreed and were aware of the Women's Cell functioning in the college in addition to 36.3 % who strongly agreed to this.



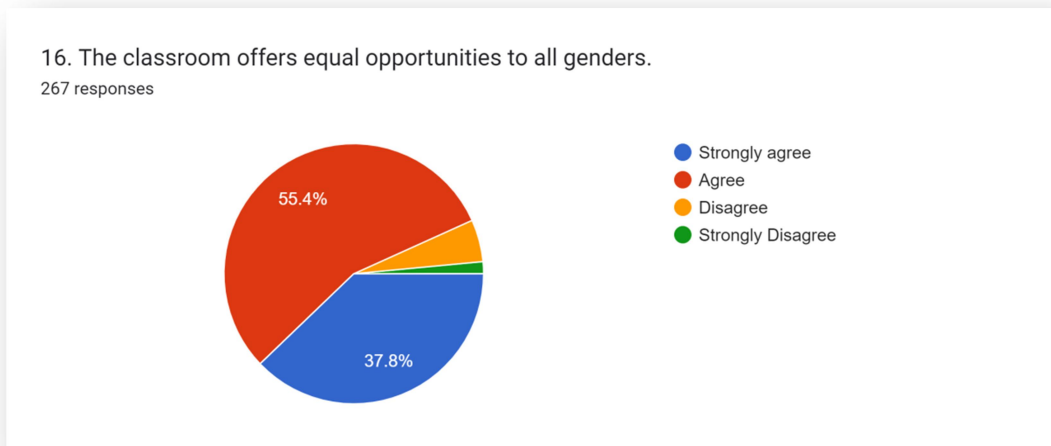
Students strongly agreed with the number of lady faculty members in the Women's Cell. It can be interpreted that generally female students can be confident in sharing their problems with women faculties in the cell



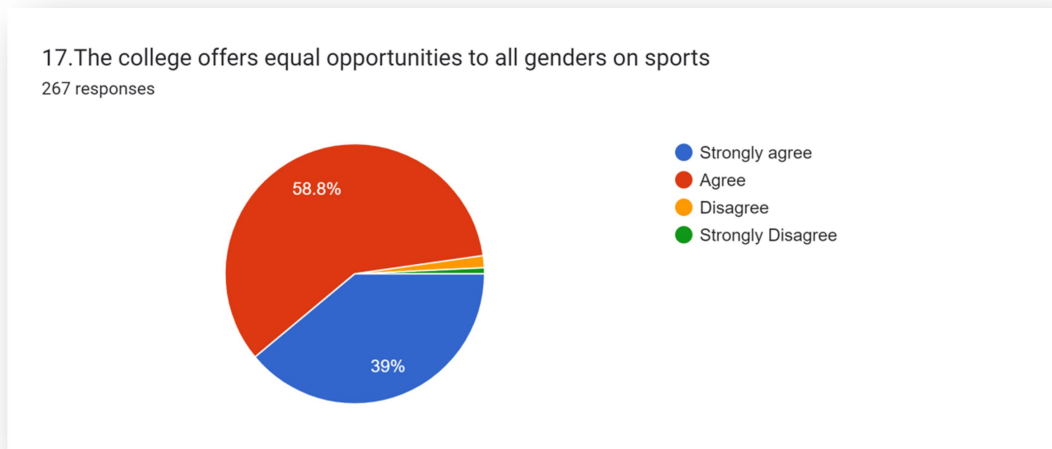
Majority Students (54.3 %) strongly agreed that they could reach out to Women's Cell in times of need. However 23.6 % still felt that they do not reach out.



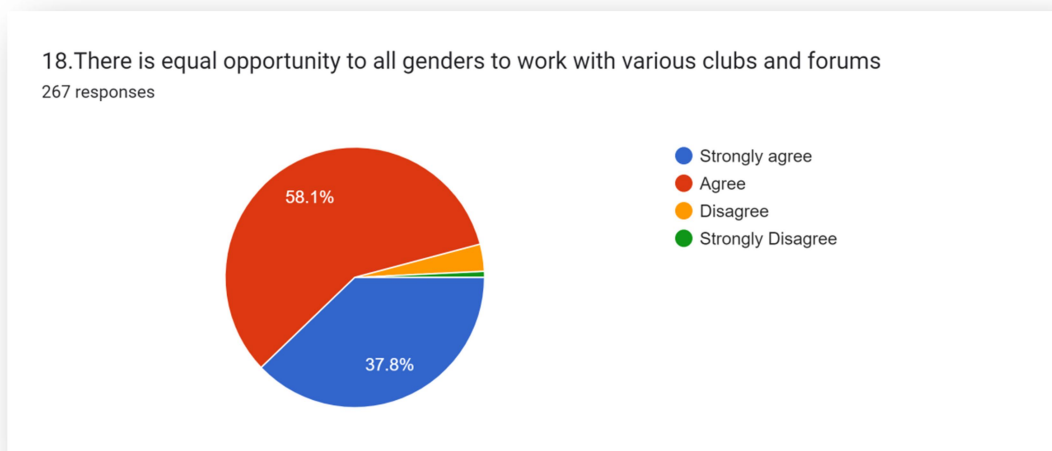
As regards grievance redressal Cell, 60.3 % agreed that they are aware of the Cell. Here also 15 % students disagreed to the statement.



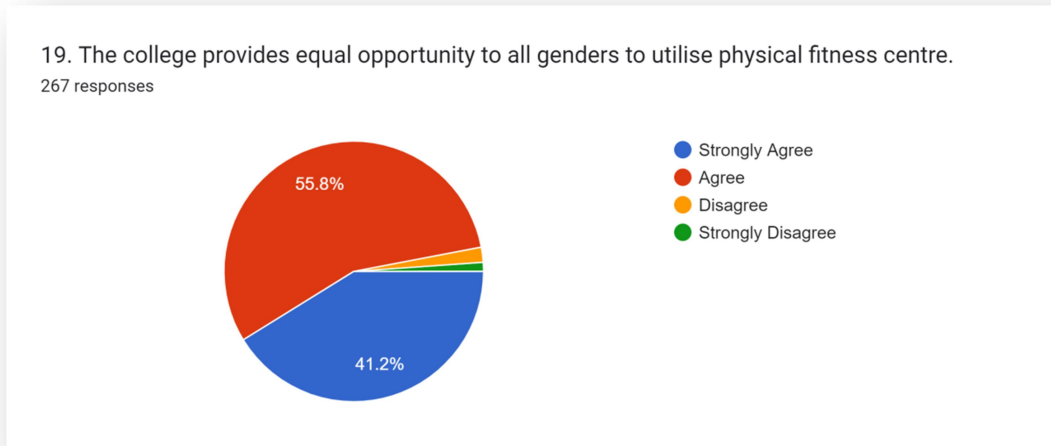
Majority (55.4%) agreed that the institution offers equal opportunities to all genders. Only 4.8 % disagreed to the statement.



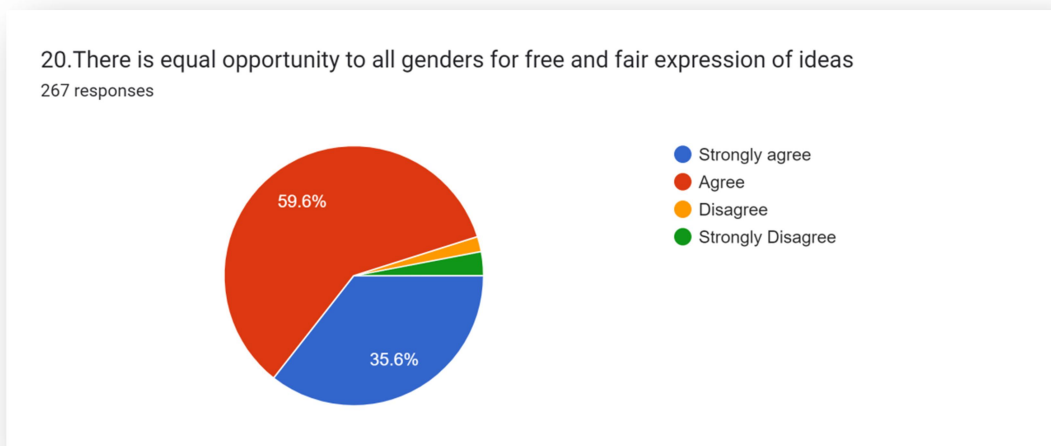
Students strongly agreed that sports facilities were equally accessible to all irrespective of gender. 58.8 % agreed to this.



Students generally agreed that various clubs and forums were accessible for students regardless of gender. The percentage of students who agreed stands at 58.1% and 37.8 % responded strongly agree to this.



Physical fitness centre was accessible to students irrespective of gender, to which 41.2 % strongly agreed.



Students strongly agreed that there was an environment of fair expression of ideas equally irrespective of gender.

**Gender Sensitivity Awareness Initiatives:**

- ✓ "The college's gender workshops have been enlightening, fostering a more inclusive environment."
- ✓ "Appreciate the efforts in promoting gender-neutral language in official communications."
- ✓ "The awareness campaigns during events have significantly increased understanding and empathy."
- ✓ "Some students feel that the gender sensitivity programs are not reaching everyone; efforts could be intensified."
- ✓ "There is a need for more specific training for faculty on handling gender-related issues."

**Infrastructural Facilities:**

- ✓ "Access to sports facilities and recreational areas is equal for all genders."
- ✓ "The campus is generally designed to be safe and accessible for everyone."
- ✓ "Commendable efforts to ensure well-lit pathways and secure parking areas."
- ✓ "Some students express concerns about inadequate lighting in certain areas, impacting safety."
- ✓ "Inconsistent maintenance of restrooms, leading to discomfort for users."

**Safety and Security:**

- ✓ "The presence of security personnel is reassuring and contributes to a safe atmosphere."
- ✓ "Positive feedback on the provision of self-defense workshops for all students."
- ✓ "Concerns raised about the need for increased security measures in certain isolated areas."

**Grievance Redressal Mechanism:**

- ✓ "The prompt response and resolution of reported grievances are appreciated."
- ✓ "Some students feel that there is a lack of follow-up after the initial reporting stage."
- ✓ "Suggestions for increased awareness about the grievance redressal process."

**Support Services:**

- ✓ "Counseling services are perceived as supportive and responsive to gender-related concerns."
- ✓ "Positive feedback on the availability of career guidance with a gender-inclusive perspective."

**Gender-Free Access to Facilities:**

- ✓ "Appreciation for the absence of gender-specific restrictions in academic spaces."
- ✓ "Hostel timing may be changed to permit more hours in the campus after classes"