

ST. JOSEPH'S
COLLEGE, MOOLAMATTOM
ARAKULAM P.O- 685591, IDUKKI, KERALA



7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years

GENDER AUDIT

2018-23





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I want to express my warm and heartfelt thanks to all my colleagues for their painstaking assistance, which was instrumental in the successful completion of the Gender Audit.

Furthermore, I extend my thanks to the office staff of St. Joseph's College, Moolamattom, for their invaluable support during the data collection phase. Their efficiency and collaboration greatly facilitated the smooth execution of Gender Audit.

In conclusion, the success of this Gender Audit is a testament to the collective efforts and support of the St. Joseph's College community. I am genuinely grateful for your unwavering encouragement and trust in this significant initiative.

Dr. Anu Antony

16/09/2023

Women Cell Coordinator

St. Joseph's College, Moolamattom



INTRODUCTION

St. Joseph's College, Moolamattom, stands as a premier Institution offering Arts and Science education. It plays a pivotal role in providing higher education to students in the district of Idukki- one of the backward districts of Kerala. St. Joseph's College, Moolamattom, envisions nurturing men and women who are intellectually competent, morally upright, socially committed and spiritually inspired.

St. Joseph's College, Moolamattom, firmly upholds the right to freedom of expression and association while vehemently supporting gender equality and opposing all manifestations of gender discrimination and violence. College is wholly committed to nurturing a cohesive and inclusive community. Within this community, students, teaching, and non-teaching staff join forces to create an environment that steadfastly rejects any form of gender-based violence, harassment, exploitation, intimidation, or discrimination. The Institution's core values emphasize respect, dignity, and equal opportunities for all, regardless of gender. Discriminatory attitudes and actions are vehemently rejected, and instead, inclusivity and mutual respect are actively promoted.

A gender audit was conducted to assess and enhance the safety and gender balance within our college campus. This comprehensive review aimed to evaluate the status of gender equity within our Institution, identifying any unnoticed gaps that may exist. It also prioritized the proportional inclusion of women staff's expertise in our journey towards success. Furthermore, the audit assessed our college's adherence to the University's guidelines, policies, and initiatives related to gender equality. It sought to understand the impact of our existing and proposed policies on gender equity.

The audit process involved careful site selection, participant selection, orientation for participants, checklist preparation, on-site assessments, recording findings, and ultimately sharing the results with the college principal. These findings will serve as the basis for implementing recommendations to further enhance gender equity and safety on our campus.



OBJECTIVES

The Gender Audit conducted at St. Joseph's College, Moolamattom is driven by several key objectives:

- Identifying Gender Balance
- Promoting Gender Equity in Decision-Making
- Assessing College Policies
- Bridging Gender Gap
- Fostering Gender Equality
- Preventing gender-based violence and discrimination

By addressing these objectives, the Gender Audit at St. Joseph's College, Moolamattom aims to create an inclusive and equitable educational environment that values and respects the rights and contributions of all genders.



GENDER SENSITIVE FEATURES OF ST. JOSEPH'S COLLEGE

St. Joseph's College is always committed in upholding gender equity throughout its system, ensuring equal opportunities for all, irrespective of gender. The Institution has established essential committees, including the Anti-Ragging Cell, Women Grievance Redressal Cell, Gender Equality Cell, and the Internal Complaints Committee for preventing workplace sexual harassment. Additionally, a dedicated Grievance Redressal Cell addresses gender-related issues and strives to prevent harassment against women. These measures collectively create a safe and inclusive environment, emphasizing the college's unwavering commitment to gender equality.

Also, St. Joseph's College, Moolamattom, demonstrates a strong commitment to gender equity and empowerment through its active and inclusive Women Cell. This dedicated club, catering to both female students and staff, serves as a vital platform for women to voice their experiences and perspectives on gender inequalities while exploring their societal status and proposing strategies for self-empowerment. The Women Cell's primary objective is to intellectually enrich and uplift women students within the college community. One notable aspect of the Women Cell's work is its collaboration with external organizations, including the Kerala State Women's Development Corporation Ltd and the Department of Women and Child Development Office, Idukki.

To provide a conducive environment for these discussions and activities, the college has designated a separate room for the Women Cell, highlighting its commitment to creating a safe and welcoming space. The Women Cell organizes a diverse range of programmes, encompassing confidence-building sessions, pre-marital counselling, community interventions, entrepreneurial initiatives, health awareness, literary pursuits, and cultural events. These activities empower women to develop skills, enhance their self-esteem, and actively participate in various aspects of life. In 2018-19 and 2019-20, two exclusive add-on courses empowered women students with skills for self-employment and personal growth.

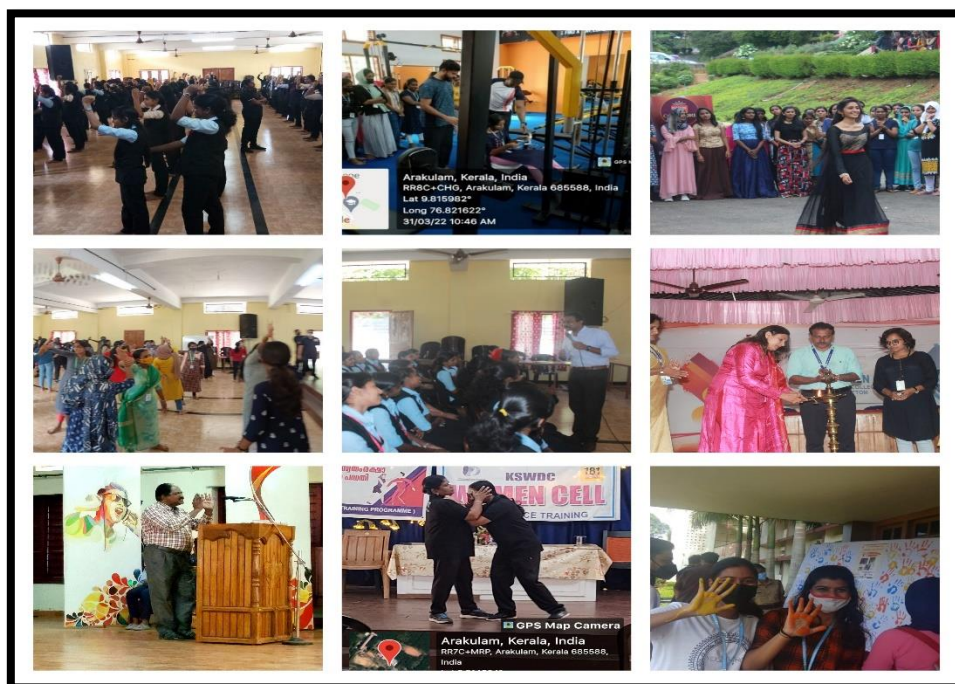
St. Joseph's College, Moolamattom, prioritizes the well-being of its women students by offering gender-specific infrastructure like verandas, ladies hostel, washrooms, toilets, vending machines, and incinerators.



The college goes further to ensure safety with 24-hour security personnel and comprehensive CCTV coverage across the campus, creating a secure and inclusive environment for all. As well, the college promotes gender equality with an inclusive open gymnasium accessible to all students, regardless of gender. St. Joseph's College maintains two complaint boxes: a common one and another exclusively for the Women Cell, offering women students a private avenue to voice concerns and suggestions, ensuring a responsive and supportive environment.

At St. Joseph's College, Moolamattom, students and their parents submit a signed anti-dowry affidavit during the admission process. Additionally, all students pledge their commitment to combating dowry, aimed at raising awareness about the harmful practice of dowry and discouraging it in society. Such efforts can contribute to the promotion of gender equality and the prevention of dowry-related issues.

The college demonstrates a strong commitment to promoting gender equity and inclusivity in various aspects of its functioning. The Women's Wing of NCC and NSS units actively engage women students in community service and leadership development. Ensuring gender equity, the Student Council elects one male and one female class representative, promoting balanced representation. The college also actively encourages women faculty to assume key positions, further exemplifying its dedication to gender diversity and empowerment.



"Empowering Women Through Confidence-Building Programmes"



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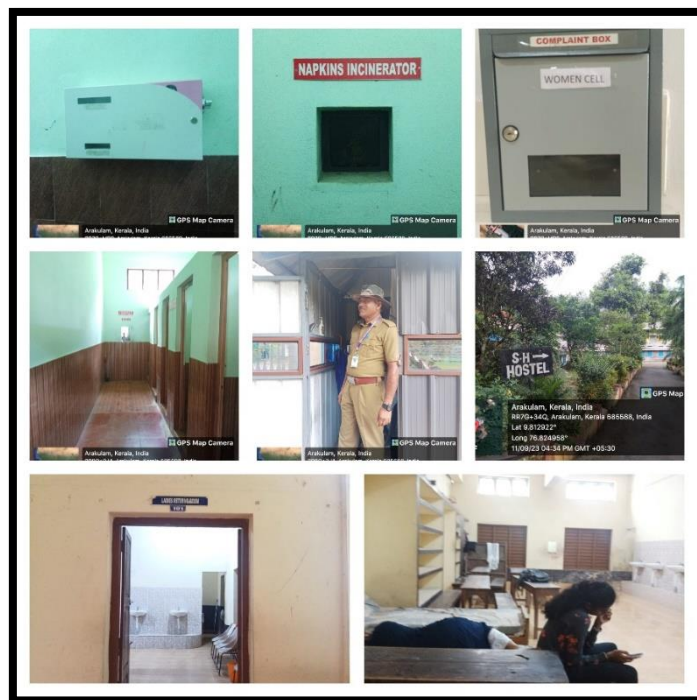
" Women's Entrepreneurship Programmes"



"Inclusive Excellence: Women Students Thriving in Every Aspect of College"



"Women's Annual Manuscript Publications" and "Women Students and Community Interventions"



"Campus of Inclusivity: Women's Safety and Special Facilities"

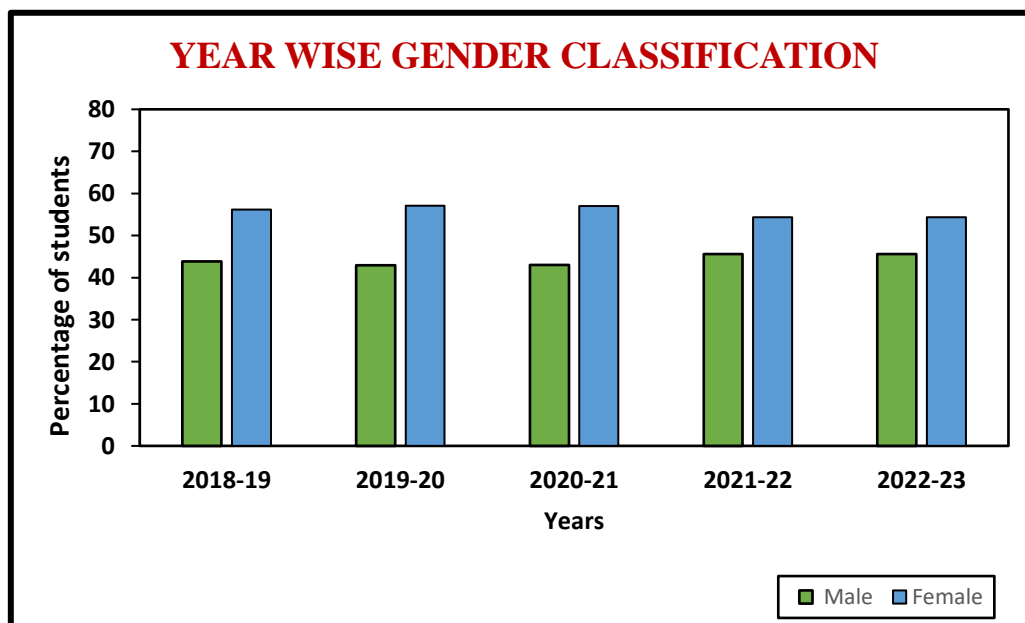


MAJOR FINDINGS OF THE GENDER AUDIT

I. GENDER DIFFERENCE IN TOTAL NUMBER OF STUDENTS STUDIED PER YEAR FROM 2018-23

Year	Male	Female	Total	% Male	% Female
2018-19	508	651	1159 [#]	43.83	56.16
2019-20	471	626	1097	42.93	57.06
2020-21	421	558	979	43.00	56.99
2021-22	391	466	857	45.62	54.37
2022-23	324	386	710	45.63	54.36

Data as on 30th September of every year. This may not match with the number of students appearing for university examinations

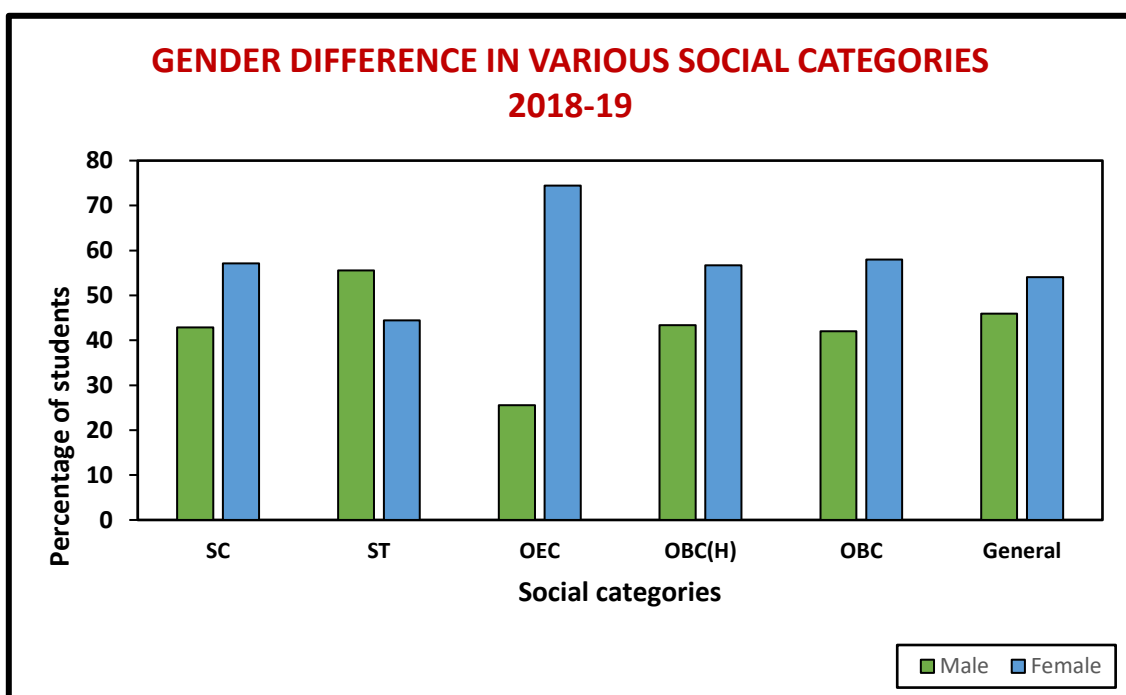




II. GENDER DIFFERENCE IN VARIOUS SOCIAL CATEGORIES

2018-19

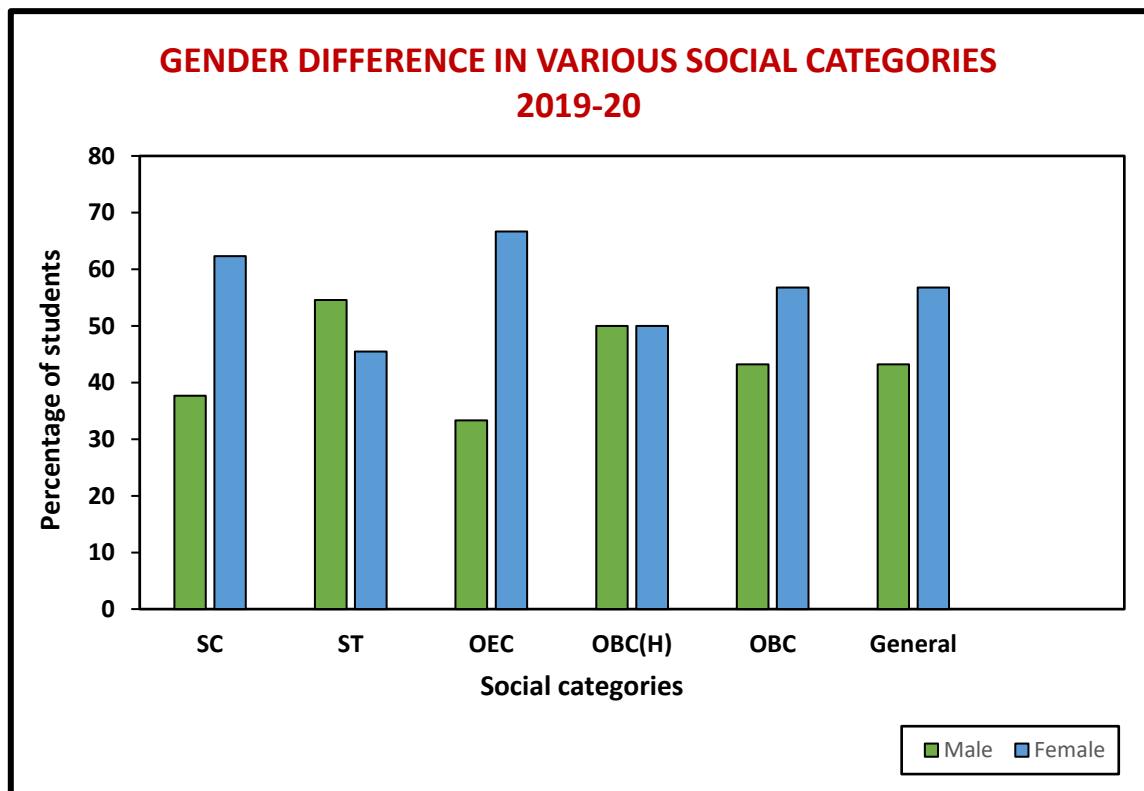
Category	Male	Female	Total	% Male	% Female
SC	36	48	84	42.85	57.14
ST	25	20	45	55.55	44.44
OEC	12	35	47	25.53	74.46
OBC(H)	13	17	30	43.33	56.66
OBC	169	233	402	42.03	57.96
General	253	298	551	45.91	54.08





2019-20

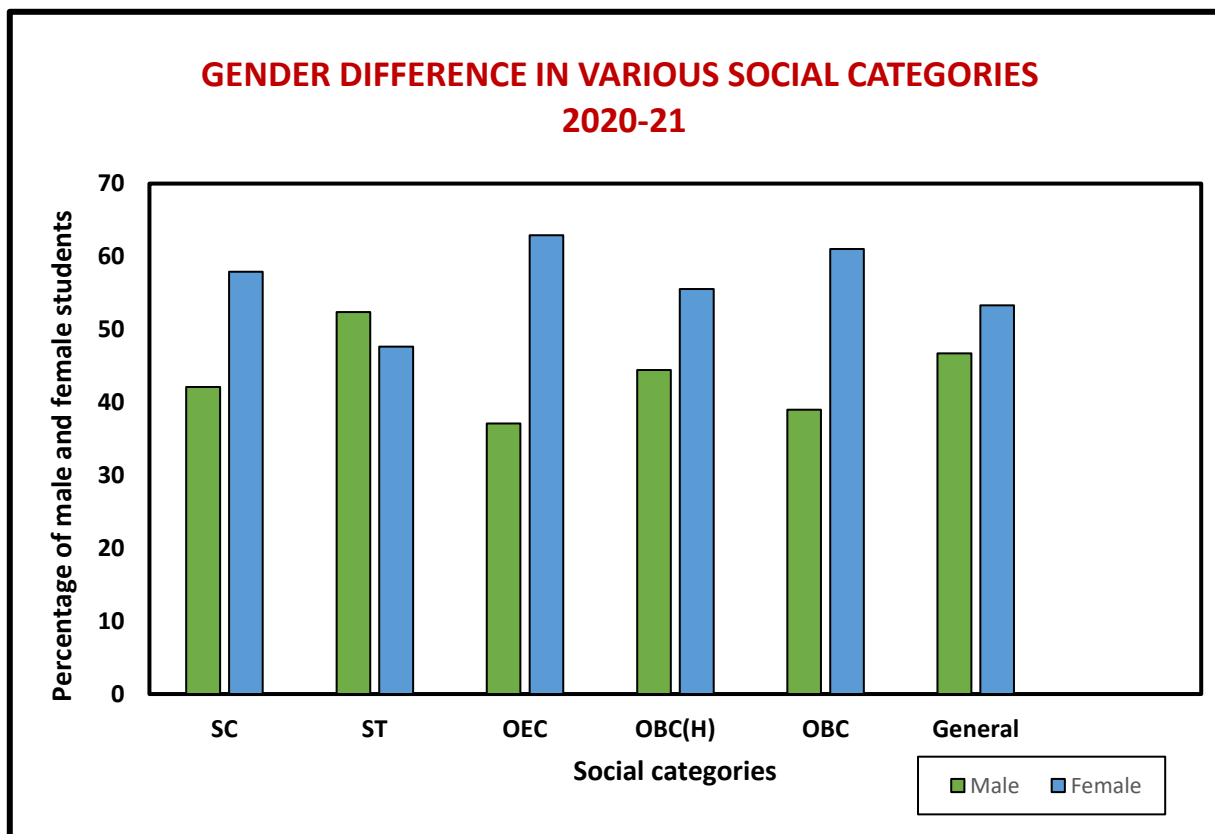
Category	Male	Female	Total	% Male	% Female
SC	29	48	77	37.66	62.33
ST	24	20	44	54.54	45.45
OEC	22	44	66	33.33	66.66
OBC(H)	19	19	38	50	50
OBC	163	214	377	43.23	56.76
General	214	281	495	43.23	56.76





2020-21

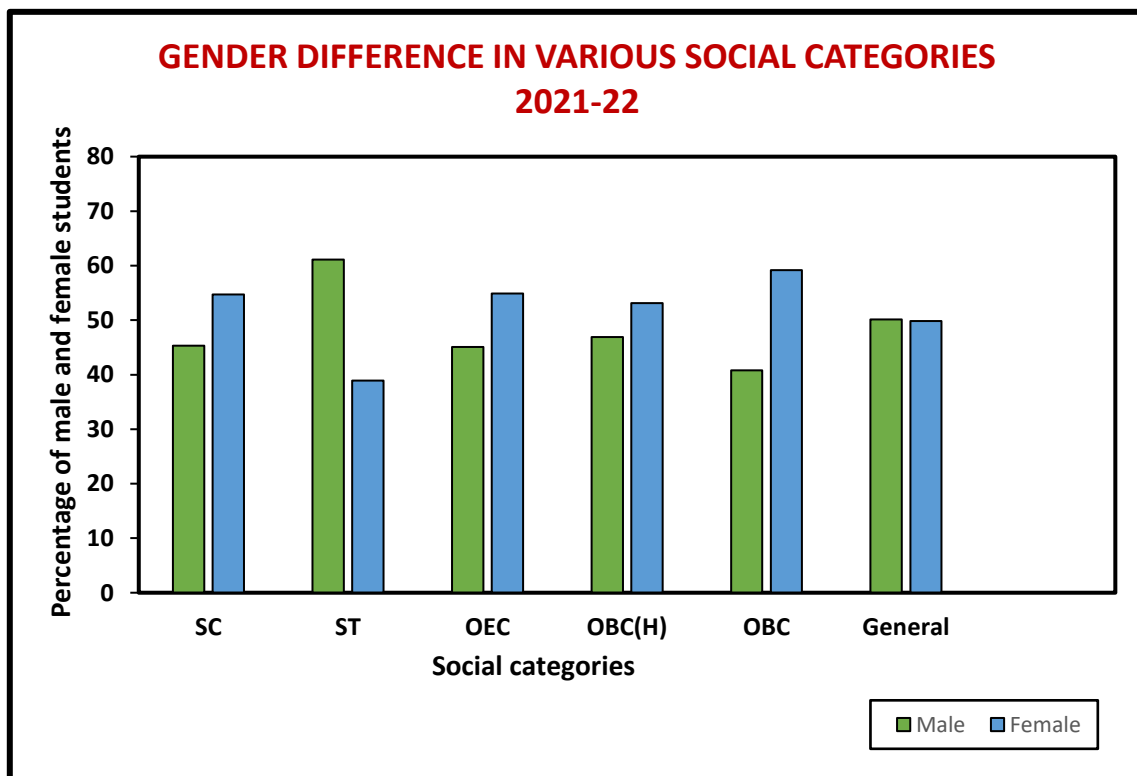
Category	Male	Female	Total	% Male	% Female
SC	32	44	76	42.10	57.89
ST	22	20	42	52.38	47.61
OEC	23	39	62	37.09	62.90
OBC(H)	16	29	36	44.44	55.55
OBC	138	216	354	38.98	61.01
General	191	218	409	46.69	53.30





2021-22

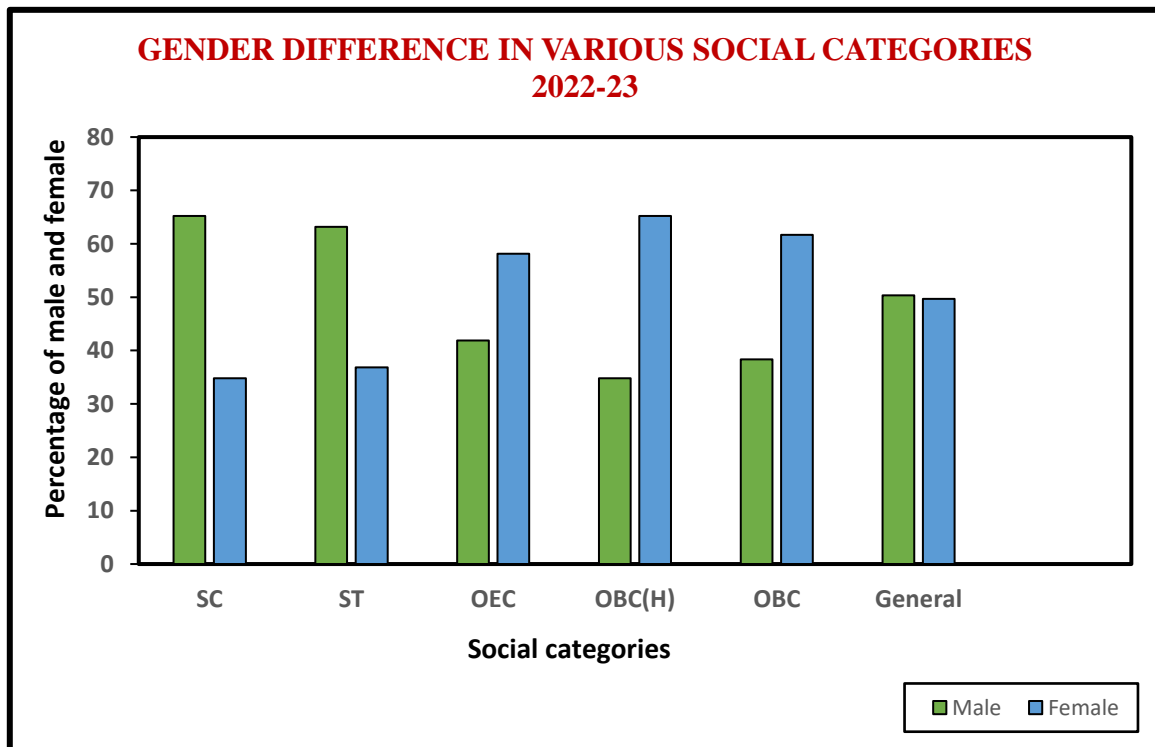
Category	Male	Female	Total	% Male	% Female
SC	29	35	64	45.31	54.68
ST	22	14	36	61.11	38.88
OEC	23	28	51	45.09	54.90
OBC(H)	15	17	32	46.87	53.12
OBC	131	190	321	40.80	59.19
General	177	176	353	50.14	49.85





2022-23

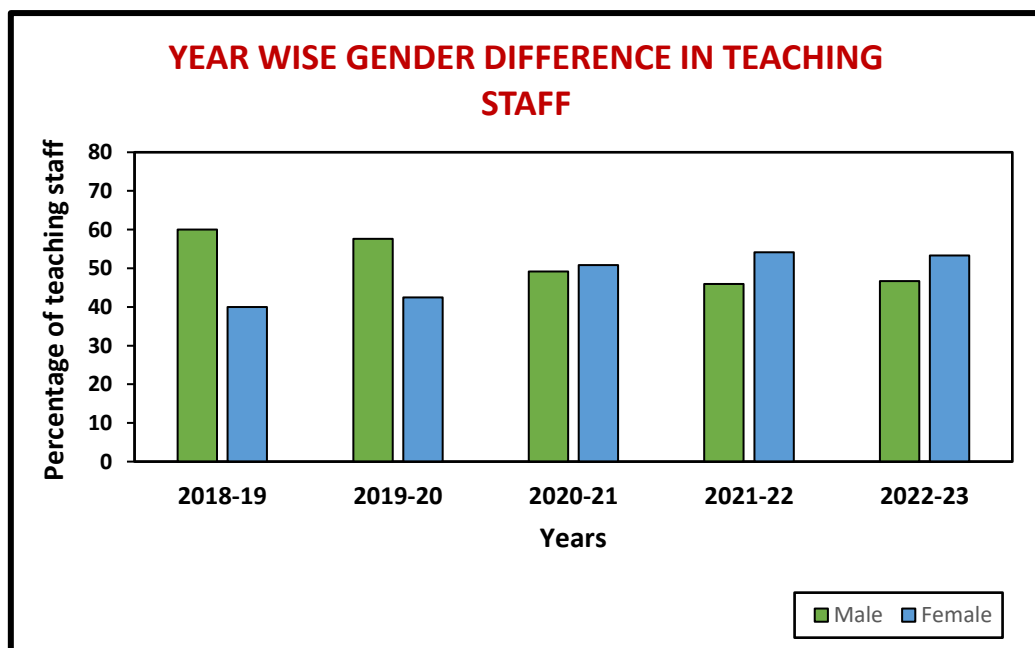
Category	Male	Female	Total	% Male	% Female
SC	30	16	46	65.21	34.78
ST	24	14	38	63.15	36.84
OEC	18	25	43	41.86	58.13
OBC(H)	08	15	23	34.78	65.21
OBC	102	164	266	38.34	61.65
General	148	146	294	50.34	49.65





III. GENDER DIFFERENCE IN TEACHING FACULTY

Year	Male	Female	Total	% Male	% Female
2018-19	39	26	65	60	40
2019-20	38	28	66	57.57	42.42
2020-21	30	31	61	49.18	50.81
2021-22	28	33	61	45.90	54.09
2022-23	28	32	60	46.66	53.33

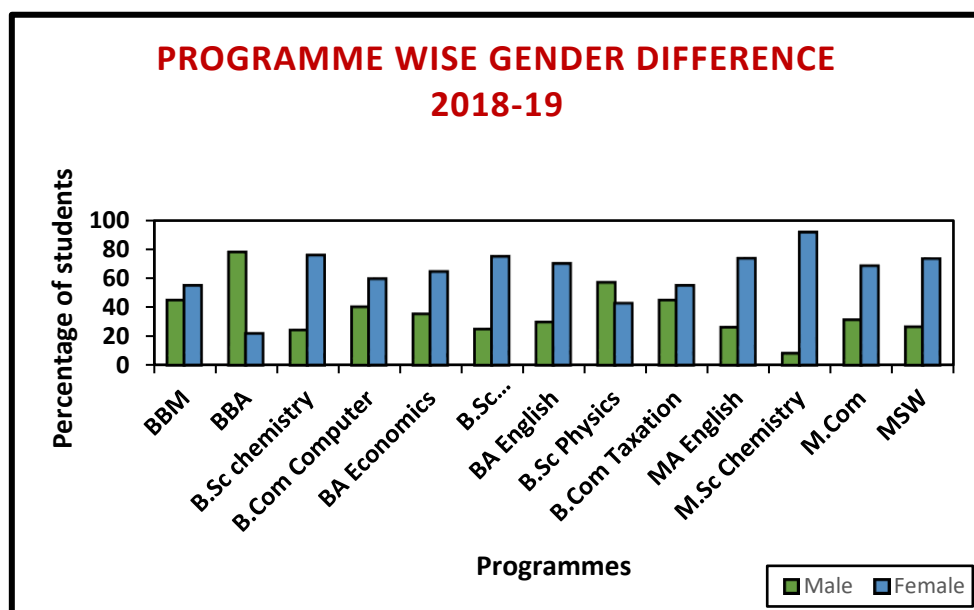




IV. PROGRAMME WISE GENDER DIFFERENCE AS PER STUDENTS ENROLLED YEAR WISE FROM 2018 TO 23

2018-19

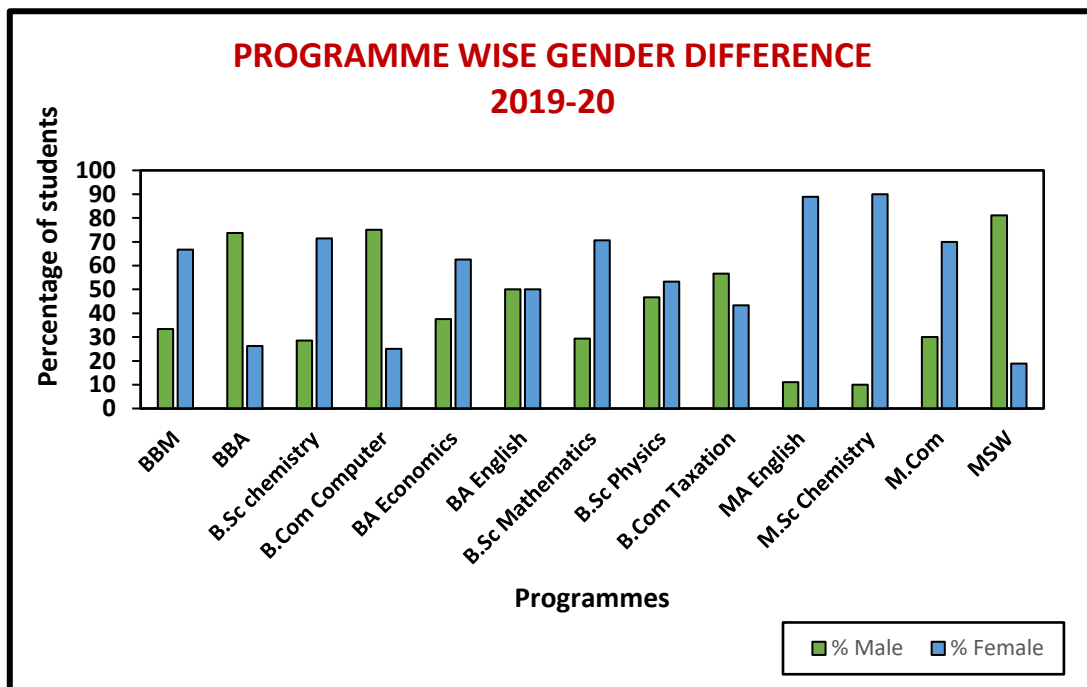
Programme	Male	Female	Total	% Male	% Female
BBM	18	22	40	45	55
BBA	39	11	50	78	22
B.Sc chemistry	8	25	33	24.24	75.75
B.Com Computer	27	40	67	40.29	59.70
BA Economics	17	31	48	35.41	64.58
B.Sc Mathematics	6	18	24	25	75
BA English	9	21	30	30	70
B.Sc Physics	12	9	21	57.14	42.85
B.Com Taxation	18	22	40	45	55
MA English	5	14	19	26.31	73.68
M.Sc Chemistry	1	11	12	8.333	91.66
M.Com	11	24	35	31.42	68.57
MSW	8	22	30	26.66	73.33





2019-20

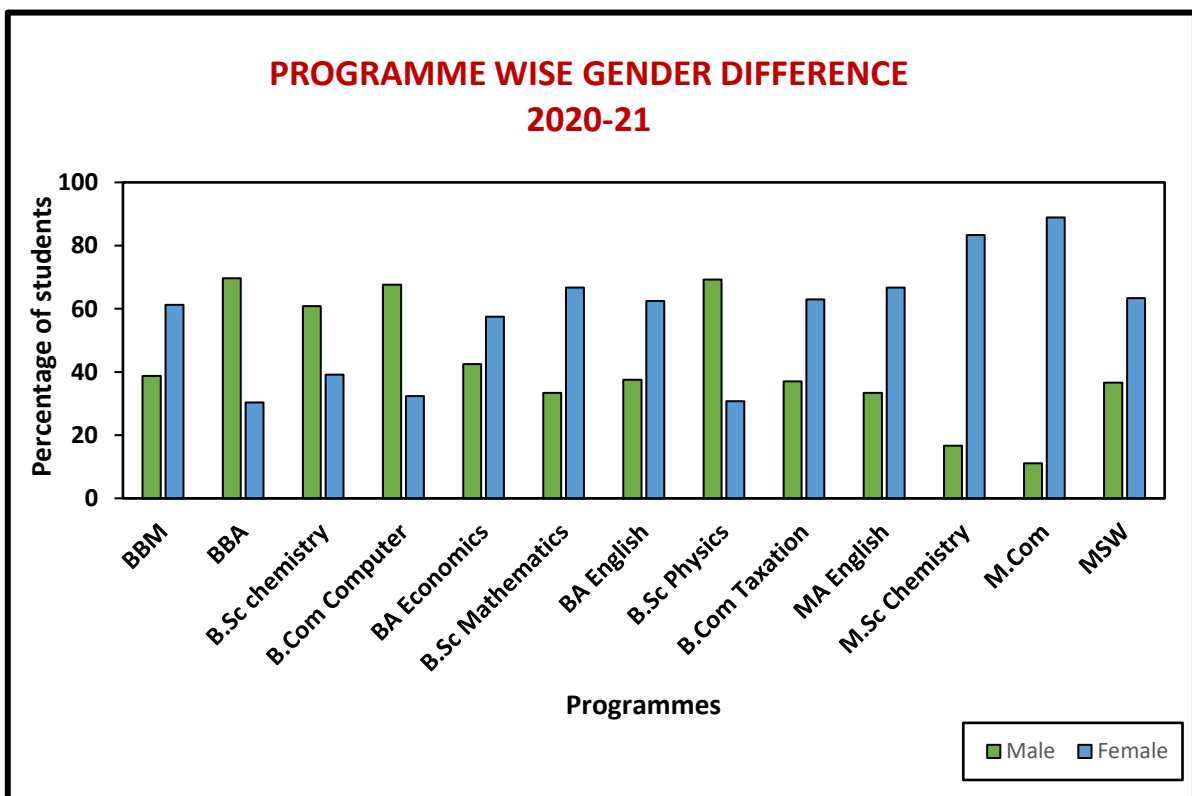
Programme	Male	Female	Total	% Male	% Female
BBM	10	20	30	33.33	66.66
BBA	28	10	38	73.68	26.31
B.Sc chemistry	10	25	35	28.57	71.42
B.Com Computer	42	14	56	75	25
BA Economics	15	25	40	37.5	62.5
B.Sc Mathematics	5	12	17	29.41	70.58
BA English	12	12	24	50	50
B.Sc Physics	7	8	15	46.66	53.33
B.Com Taxation	17	13	30	56.66	43.33
MA English	2	16	18	11.11	88.88
M.Sc Chemistry	1	9	10	10	90
M.Com	9	21	30	30	70
MSW	30	7	37	81.08	18.91





2020-21

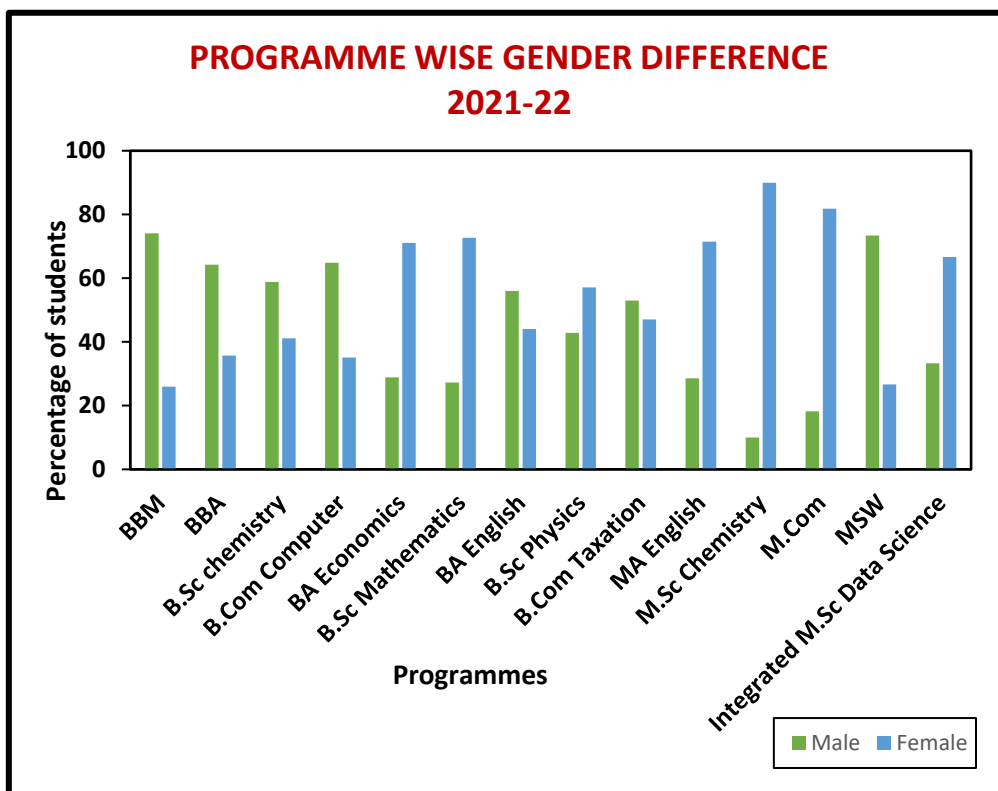
Programme	Male	Female	Total	% Male	% Female
BBM	12	19	31	38.70	61.29
BBA	23	10	33	69.69	30.30
B.Sc chemistry	14	9	23	60.86	39.13
B.Com Computer	23	11	34	67.64	32.35
BA Economics	17	23	40	42.5	57.5
B.Sc Mathematics	2	4	6	33.33	66.66
BA English	9	15	24	37.5	62.5
B.Sc Physics	9	4	13	69.23	30.76
B.Com Taxation	10	17	27	37.03	62.96
MA English	5	10	15	33.33	66.66
M.Sc Chemistry	2	10	12	16.66	83.33
M.Com	2	16	18	11.11	88.88
MSW	11	19	30	36.66	63.33





2021-22

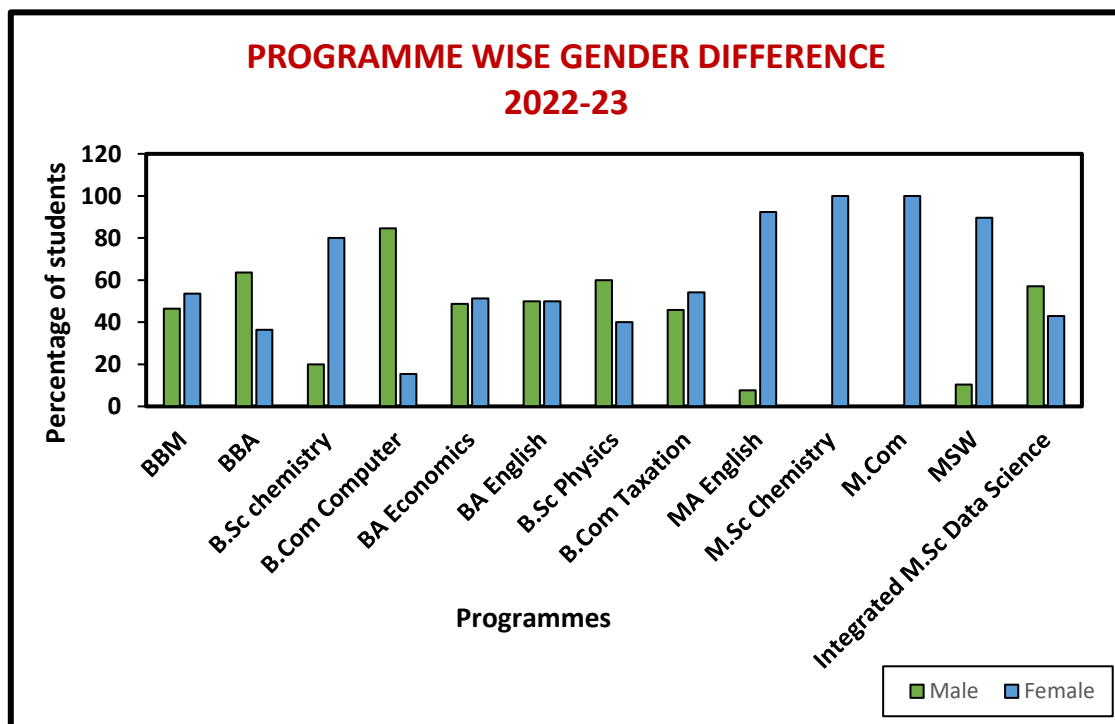
Programme	Male	Female	Total	% Male	% Female
BBM	20	7	27	74.07	25.92
BBA	18	10	28	64.28	35.71
B.Sc chemistry	10	7	17	58.82	41.17
B.Com Computer	24	13	37	64.86	35.13
BA Economics	13	32	45	28.88	71.11
B.Sc Mathematics	3	8	11	27.27	72.72
BA English	14	11	25	56	44
B.Sc Physics	3	4	7	42.85	57.14
B.Com Taxation	18	16	34	52.94	47.05
MA English	4	10	14	28.57	71.42
M.Sc Chemistry	1	9	10	10	90
M.Com	2	9	11	18.18	81.81
MSW	22	8	30	73.33	26.66
Integrated M.Sc Data Science	2	4	6	33.33	66.66





2022-23

Programme	Male	Female	Total	% Male	% Female
BBM	13	15	28	46.42	53.57
BBA	7	4	11	63.63	36.36
B.Sc chemistry	1	4	5	20	80
B.Com Computer	22	4	26	84.61	15.38
BA Economics	19	20	39	48.71	51.28
BA English	6	6	12	50	50
B.Sc Physics	3	2	5	60	40
B.Com Taxation	11	13	24	45.83	54.16
MA English	1	12	13	7.692	92.30
M.Sc Chemistry	0	8	8	0	100
M.Com	0	5	5	0	100
MSW	3	26	29	10.34	89.65
Integrated M.Sc Data Science	4	3	7	57.14	42.85





MAJOR FINDINGS AND RECOMMENDATIONS

Major findings

- Consistently, the number of women students at St. Joseph's College, Moolamattom, remained higher than men among the total students enrolled from 2018 to 2023.
- When assessing programme-wise gender differences from 2018 to 2023, it's evident that the proportion of female students in PG courses consistently surpasses that of male students. This trend reflects a higher enrollment of women in advanced degree programmes compared to men.
- Over the past five years, there has been a noticeable increase in the number of female faculty members compared to male faculty members in the Institution.
- Equal opportunity is available for all genders across all aspects of the campus community, promoting inclusivity and diversity.
- The College ensures the safety and addresses all gender-specific needs of women students on campus by implementing comprehensive security measures and support services.
- Women students at the College enjoy equal opportunities as their male counterparts, fostering an environment of gender equality and fairness.

RECOMMENDATIONS

- Regular counseling sessions should be maintained for women students to provide them with support, guidance, and a platform to address their academic and personal needs effectively.
- Regular fitness and self-defense classes should be ensured for women students to promote physical well-being, empowerment, and self-confidence.
- Conducting skill workshops and training sessions can empower women students to enhance their skills and become more self-employable.



CONCLUSION

St. Joseph's College, Moolamattom, stands as a commendable example of an Institution dedicated to maintaining gender equity on its campus. Over the past five years, the College has consistently demonstrated its commitment to providing equal opportunities to all genders. The College's proactive approach is evident through the regular programmes tailored specifically for women students. These initiatives not only empower female students but also promote inclusivity and diversity within the campus community.

Furthermore, St. Joseph's College prioritizes the safety and unique needs of each gender. Adequate safety measures have been put in place to ensure a secure environment for all students. Gender-specific requirements are addressed, fostering a comfortable and supportive atmosphere.

Looking ahead, there are opportunities for the College to further enhance its commitment to gender equity. Emphasizing leadership opportunities, mentorship programmes, and continuing to evolve policies and initiatives can contribute to sustained progress in this regard.

In conclusion, St. Joseph's College, Moolamattom, has set a positive example by successfully upholding gender equity through its dedicated efforts and programmes. With continued focus and adaptation, it can further strengthen its position as a beacon of inclusivity and equality in the coming years.



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