

GENDER AUDIT REPORT 2022-23

Preface

A Gender audit is a tool to assess and check the institutionalization of gender equality in organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets. Anyone can use gender analysis to make their work and lives more equitable for women, men and people of other genders. It can help to achieve gender equality across all aspects of society, including government, private and community sectors. Gender Audit of educational institutions is a process for organizational assessment and a tool for action planning from a gender perspective. It critically examines the capacity of institutions to ensure 'safe and secure' ambience for women and girl students, faculty and administrative staff. 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.

Here are some key areas typically covered in a gender audit for an educational institution:

1. **Admissions and Enrolment:** Reviewing the admission process to check for any gender bias and ensuring that both male and female applicants have equal opportunities to education access.
2. **Teaching and Learning Practices:** Assessing teaching methodologies to ensure that they are inclusive and responsive to the needs of all students, regardless of their gender.
3. **Extracurricular Activities:** Examining the participation rates and opportunities for students in extracurricular activities to identify any gender disparities.
4. **Student Support Services:** Evaluating the availability and effectiveness of support services, such as counselling and mentorship programs, to address the specific needs of students based on their gender.
5. **Faculty and Staff Representation:** Investigating the representation of men and women in teaching and administrative positions to identify any gender imbalances.
6. **Workplace Policies:** Reviewing policies related to faculty and staff, including recruitment, promotion, and remuneration, to ensure they promote gender equality.

7. Safety and Security: Assessing the safety measures to protect all students and staff, with particular attention to any gender-specific risks or vulnerabilities.
8. Gender-Based Violence and Harassment: Examining the institution's approach to preventing and responding to gender-based violence and sexual harassment.
9. Gender Sensitization and Training: Evaluating whether training programs on gender sensitivity and inclusion are provided to faculty, staff, and students.
10. Data Collection and Analysis: Ensuring that gender-disaggregated data is collected and used to monitor and address gender-related issues within the institution.

After conducting the gender audit, the educational institution can use the findings to develop an action plan to address identified gaps and implement measures to promote gender equality and create a more inclusive learning environment. This may include revising policies, updating curricula, providing training, and fostering a gender-sensitive culture within the institution. Regular follow-ups and reviews are essential to track progress and ensure sustained efforts in advancing gender equality in the educational institution.

Gender equality implies that the interests, needs and priorities of both women and men and girls and boys are taken into consideration, recognizing the diversity of different groups and that all human beings are free to develop their personal abilities and make choices without the limitations set by stereotypes and prejudices about gender roles. Gender equality is a matter of human rights and is considered a precondition for, and indicator of sustainable people-centred development.

Objectives of Gender Audit

1. Establishes the Internal Complaints Committee (ICC) *alias* Women Anti-harassment Cell and deals with the definition, prohibition, prevention, and redressal of sexual harassment.
2. Acts as a tool to assess and check the gender equality in the environment of the institution.
3. Organizes various activities and changes aspects of the organisational culture which discriminate against women staff and women "beneficiaries".
4. Identifies critical gender gaps and challenges
5. Makes recommendations of how the gender gaps can be addressed through improvements and innovations.
6. Raises women's awareness of social issues and encourages their participation.

Key Steps in Gender Audit

1. Planning
2. Discussion
3. Pilot study
4. Pretest of the questions
5. Survey method
6. Final Report

Introduction

De Paul Institute of Science & Technology (Di ST), Angamaly, is an ISO 9001:2015 Certified and 'NAAC accredited with A Grade, Arts and Science college, run by the De Paul Education Trust and owned by Marymatha Province of Vincentian Congregation. Established in the year 2002, the institution is affiliated to Mahatma Gandhi University, Kottayam, Kerala and recognized by All India Council for Technical Education, (AICTE) New Delhi.

De Paul Institute of Science & Technology (DiST) is a premier educational institution which provides a platform for the students' intellectual and mental growth. DiST believes that the developmental policies and programmes that do not address gender disparities miss critical developmental opportunities. Education of girls is vital not only on grounds of social justice but also, it accelerates social transformation. Promotion of gender equality in education is essential for human resource development. By educating a woman you educate the whole family. Gender audit is conducted to understand if the institution is in par with the development of the gender and devoid of discrimination and disparity.

Gender Audit Team analyse and assess the functioning of the institution to know whether it's gender friendly environment. From the analysis, the team get the result on how the college is 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.

Similar to sports, through participation in drama, music, and dance, youth are using art to learn valuable life skills. The performing arts allow for the development and flourishing of self-expression for students to help them establish their identity. In addition, youth are able to use their creativity to create engaging art forms and explore and safeguard their cultures.

Internal Complaints Committee (WAH): As per rules and regulations the Internal Complaint Committee (ICC) is formed to solve the problems of girl students and women at work place

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under the title -The Sexual Harassment of women at work place (prevention, prohibition and redressal). The work of committee involves counselling, research and extension. The committee conducts various programmes such as awareness classes, counselling, gender sensation etc.

Table 1: Gender wise details of total Students in the College

SI No.	Year	Total	Male	Female	%M	%F
1	2022-23	1353	514	839	38	62

Gender wise details of Students in the College

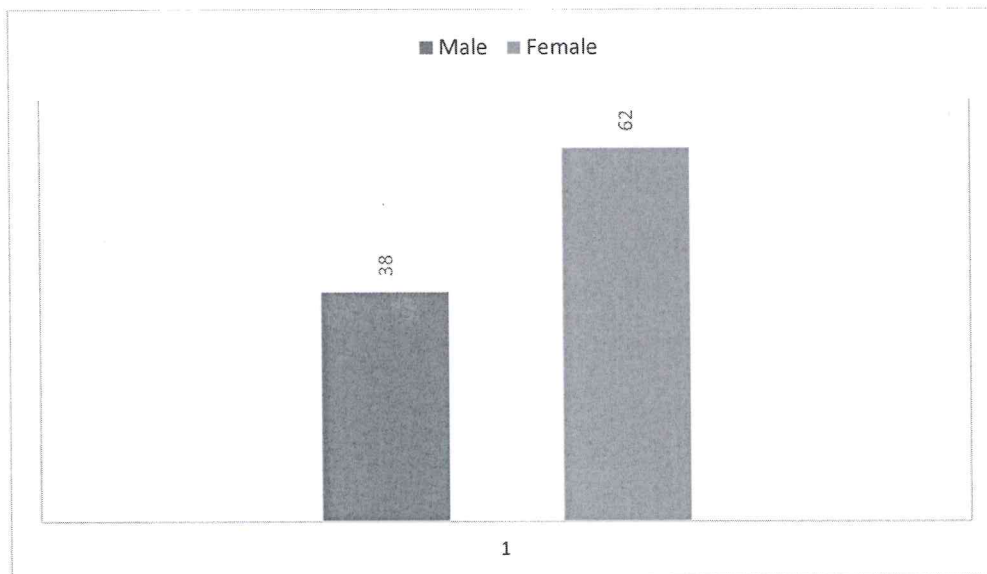


Table 2: Gender wise details of Teaching Staff in the College

SI No.	Year	Total	Male	Female	%M	%F
1	2022-23	85	40	45	47	53

Gender wise details of Teaching Staff in the College

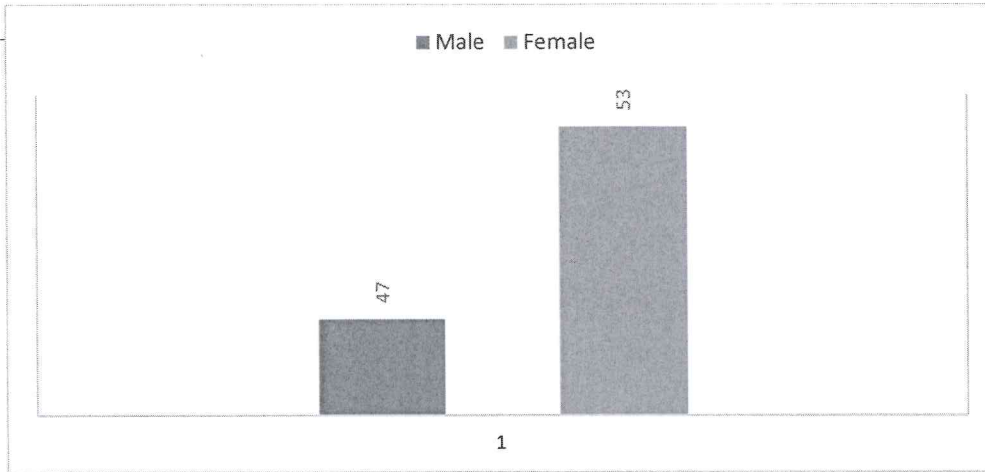
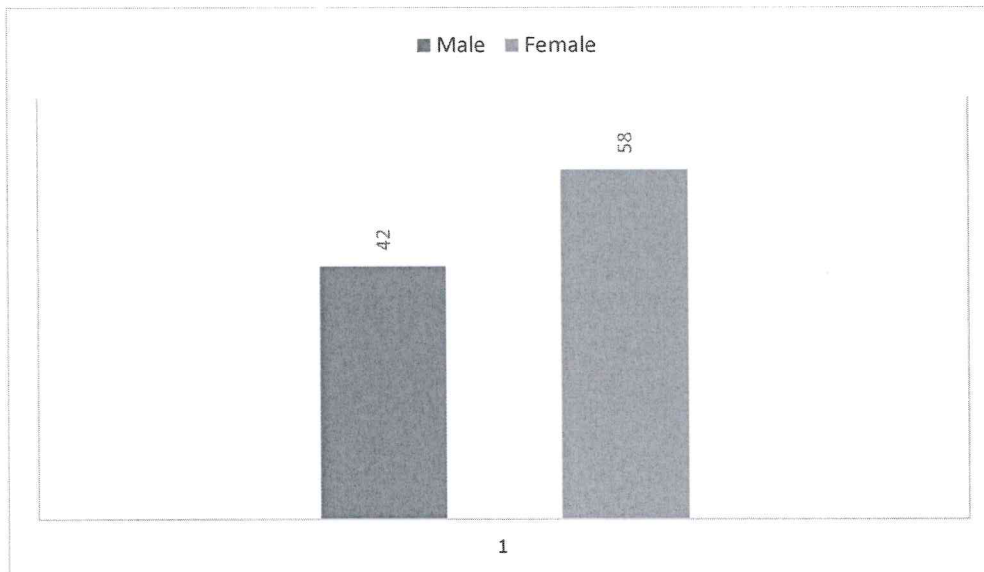


Table 3: Gender wise Details of Non- Teaching Staff in the College

SI No.	Year	Total	Male	Female	%M	%F
1	2022-23	50	21	29	42	58

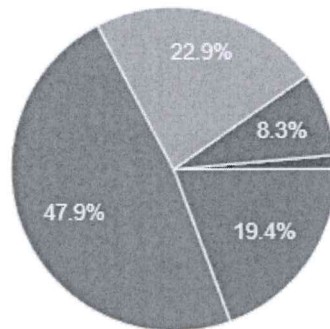
Gender wise Details of Non-Teaching Staff in the College



GENDER SURVEY

1. Institution conducts different programmes annually for empowering women.

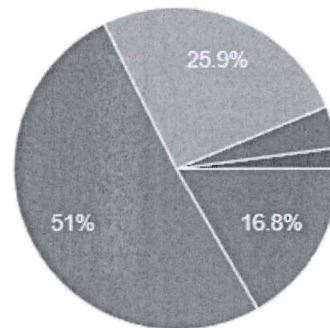
144 responses



- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree

2. Women Anti-Harassment plays an integral role in gender sensitization and awareness every year.

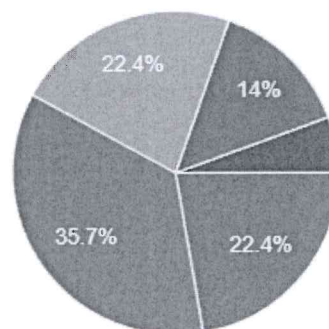
143 responses



- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree

3. Institution is Gender friendly

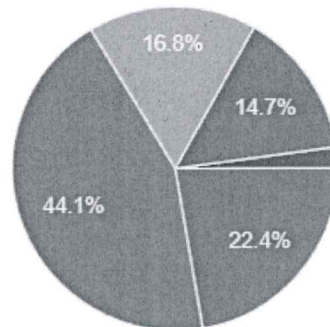
143 responses



- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree

4. Classroom facilities and other infrastructure facilities highly encourage gender equality.

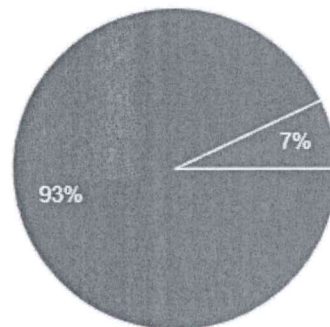
143 responses



- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree

5. Institution has rest room for women.

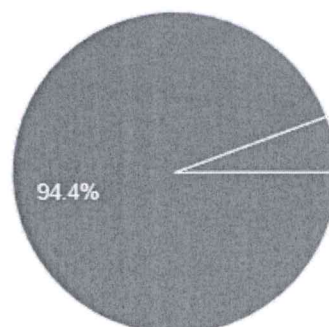
143 responses



- Yes
- No

6. Institution has sanitary vending machine.

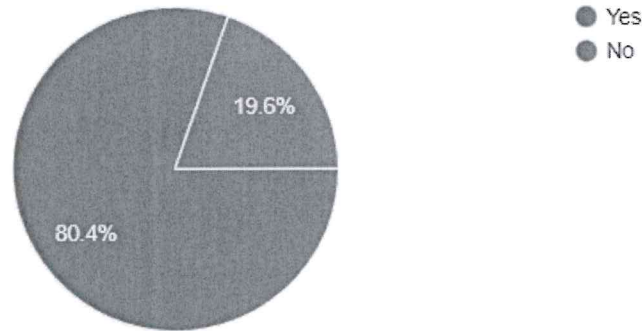
142 responses



- Yes
- No

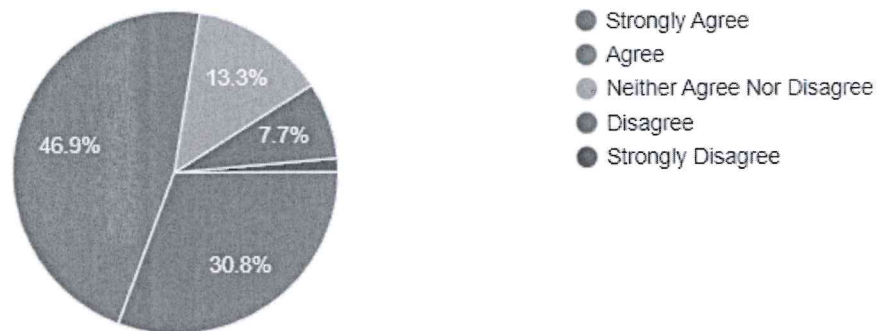
7. Institution has yoga practice for women.

143 responses



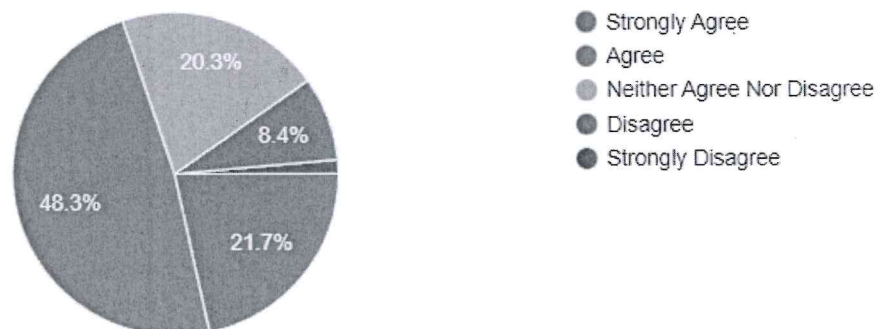
8. Institution provides equal opportunity for both the genders to take part in all programmes conducted in the campus.

143 responses



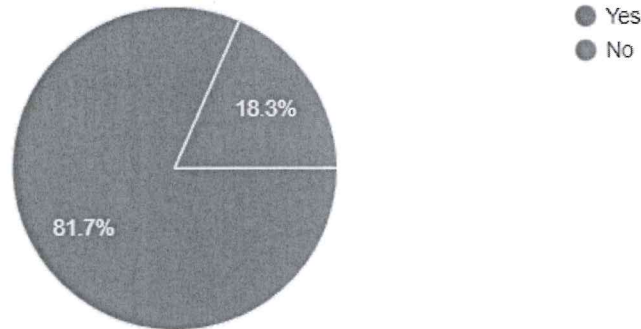
9. Institution has systematic grievance redressal cell for solving women's issues.

143 responses



10. Institution has an Women Anti-Harassment Cell(Internal Complaints Committee) to solve the issues of women.

142 responses



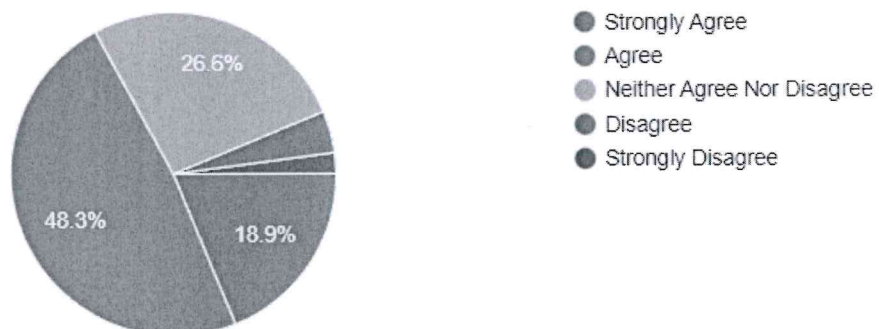
11. Institution is always keen to provide opportunities for women for arts and sports activities.

143 responses



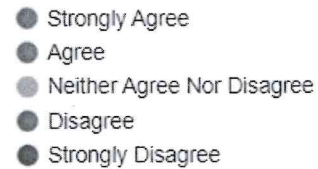
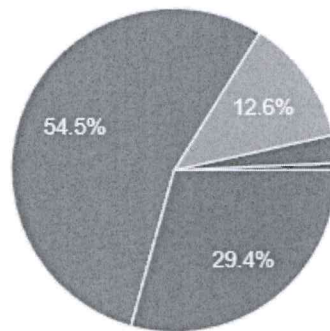
12. Institution organizes different programmes annually on legal awareness, rights and provisions for women.

143 responses



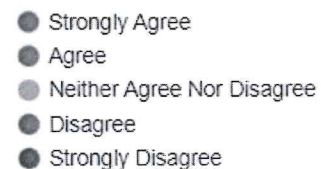
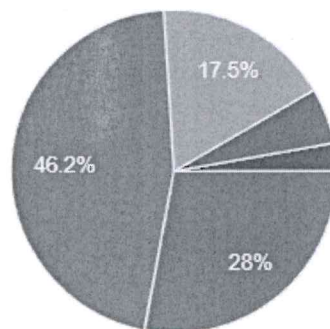
13. Institution provides gender-wise equal opportunities for entry and participation in different clubs and forums.

143 responses



14. Institution culture enhances opportunity for free expression of thoughts and ideas for both genders equally .

143 responses



Salient Findings

- Majority of the respondents agree that the institution is gender friendly.
- Most of the respondents are in the opinion that the institution conducts variety of programmes annually for empowering woman.
- A large section of the respondents opine that women Anti- Harassment cell plays an important role in providing gender sensitization and awareness programs every year.
- Majority of the respondents agree that classroom and other infrastructural facilities offered by the college highly encourage gender equality.
- More than 90 percentage of the respondents highly support the institution provide restroom for women sanitary vending machine and yoga sessions.


- Majority of the respondents agree that institution provides opportunity to take part in different activities and programmes to students irrespective of their gender.
- Most of the respondents have an opinion that the institution has a grievance redressal cell and a systematic mechanism for solving the issues of woman.
- Majority of the respondents say that institution provides arts and sports activities, woman sensitization programmes legal provisions relating to women issues etc periodically.
- Most of the respondents have an opinion that institution has a culture of providing opportunity of free expression of thoughts and ideas and entry and exit of different clubs, cells and committees irrespective of gender.

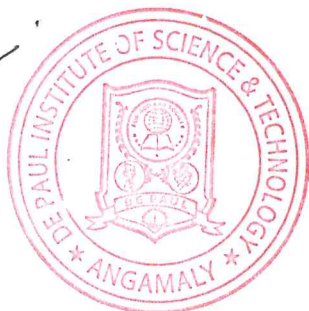
Suggestions

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and positive masculinities.
- More awareness program on Legal rights.
- Arrange self-defence training programmes to girl students.
- Introduce self-employment training in different subjects.

Conclusion

The analysis shows that gender equity goals are included in all the policies, programmes of the college. Gender Audit Team analysed 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 sections of society is increasing and there are no gender issues. Many programmes are conducted from time to time in the college specifically for girl students to enhance their confidence building. With the strong will power and commitment to gender justice, the college would certainly make a mark even in the areas that need some improvements.


Remya. P. R.
Convener




Rev. Dr. Johny Chacko Mangalath V C
Principal