



COLLEGE OF APPLIED SCIENCE MAVELIKARA

**MANAGED BY INSTITUTE OF HUMAN RESOURCE
DEVELOPMENT (IHRD)
UNIVERSITY OF KERALA**

GENDER AUDIT REPORT 2022-25

PREFACE

Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth.

Gender Audit is important in educational institutions because they can help to identify and address gender imbalances and gender equality within the campus.

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, polices and actions formulated for upgradation of women in society. The audit process involved choosing the sites to be audited, selecting the participants, orientation, Seminar and workshops etc. conducted in the Campus preparing the checklist and writing down the findings and sharing the result with the principle of the college for implementing the recommendations and suggestions.

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INTRODUCTION

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether the college follows government rules, policies and actions formulated for upgradation of women in society. The Gender Audit tries to assess and predict the impact of the current and proposed policies of the college on Gender Equality.

The College always concentrates on students' qualitative performance along with their overall personality development. Observing the Gender equality the girls are provided with various facilities and special attentions.

The College NSS Units also concentrate on the development of students' qualities like discipline, leadership and spirit of adventure. These units always motivate students for their social responsibilities. They are also given self-defence trainings. The self-defence camps and meditation camps are also organized. The lecturers of eminent personalities are held on various topics to develop their personalities.

By providing financial education workshop, the girls are made aware of savings and investments. And they are also aware of laws and by-laws by organizing lectures of eminent legal personalities. An Anti-ragging Committee and Internal Complaints Committee are also formed in the college. These committees arrange lecturer of lawyers, police officers, social workers to aware the girls for their privileges and duties.

OBJECTIVES

The Gender Audit has the following objectives:

- To find out the areas where gender balance exists and the factors behind it.
- To foster gender equality in all aspects among the college community.
- To understand the perception and experience of student regarding gender equality in the college.
- To assess the effectiveness of existing gender related policies and practices.
- To provide recommendations for future actions to enhance gender equality.
- To suggest measures for bridging the gender gap if any.

WOMEN DEVELOPMENT CELL

The institute has an active Committee on Atrocities Against Women that collaborates closely with the Women Development Cell (WDC) to address the concerns of female staff and students. The WDC is committed to promoting gender sensitization and empowering students, playing a crucial role in creating an inclusive and supportive environment for women on campus.

Beyond its primary responsibility of addressing grievances, the committee works to maintain a healthy, female-friendly atmosphere throughout the college. The cell regularly organizes a variety of programs aimed at increasing awareness and fostering personal and professional development among female students.

These initiatives include seminars, workshops, and orientation sessions designed to enhance confidence, develop leadership skills, and promote awareness of gender equality and women's rights. Such programs significantly contribute to the overall growth of students, empowering them to overcome challenges and realize their potential.

Moreover, the institute has introduced a gender-neutral uniform starting from the academic year 2024-2025, further strengthening its commitment to inclusivity. This initiative reflects the college's progressive approach toward fostering equality among all students, regardless of gender. The introduction of a gender-neutral uniform is a step towards breaking down gender stereotypes and promoting a more inclusive campus culture.

COLLEGE OF APPLIED SCIENCE MAVELIKARA
WOMEN DEVELOPMENT CELL

LIST OF PROGRAMMES 2022-23

Sl. No.	Date	Programme	Resource Person
1	24/08/2022	Career Counselling and Skill Development for Women	Reshma S, HM, Thonnakkad JBS.
2	11/10/2022	Women's Health and Hygiene Awareness Camp	Dr. Prema Nair, Retired Gynaecologist, District Hospital Mavelikara.
3	02/12/2022	Cyber Safety for Women – Awareness Workshop	Rahul Sasi, Hacker turned Entrepreneur, CEO, Cloudsek.
4	20/01/2023	Basic Self-Defence Training and Confidence Building Workshop for Women	Kiran Kumar K, Self Defence Trainer.
5	09/03/2023	Women's Day Celebration and Cultural fest	Smt. Laila Jasmine, Principal, CAS Mavelikara.

LIST OF PROGRAMMES 2023-24

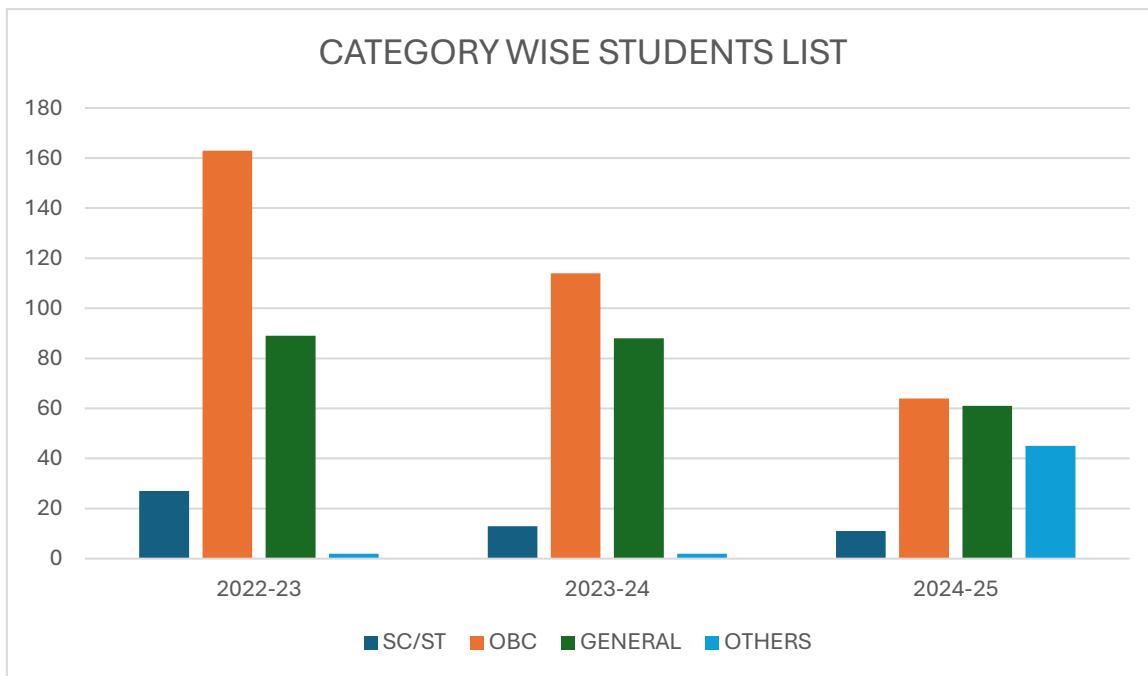
Sl. No.	Date	Programme	Resource Person
1	31/07/2023	Financial Literacy for Women	Dr. Sajeev V P, HOD, Bishop Moore College Mavelikara.
2	14/09/2023	Entrepreneurship Development for Women	Ashwathy Ashok, Entrepreneur.
3	11/10/2023	Nutritional Needs for Women at Different Life Stages	Dr. Preethi R Nair, Dietition, District Hospital Mavelikara.
4	05/12/2023	Kitchen Gardening for Women	Saritha S, Agriculture Officer, Chennithala.
5	24/01/2024	Legal Rights for Women – Workshop	Adv. Rohini K S, District Court Mavelikara.
6	07/03/2024	Women's Day Celebrations with Inspirational Talks	Sony Mary Varghese, Faculty, Peet Memorial Training College Mavelikara

STUDENT AND STAFF DETAILS

2022-2025

CATEGORY WISE STUDENTS LIST

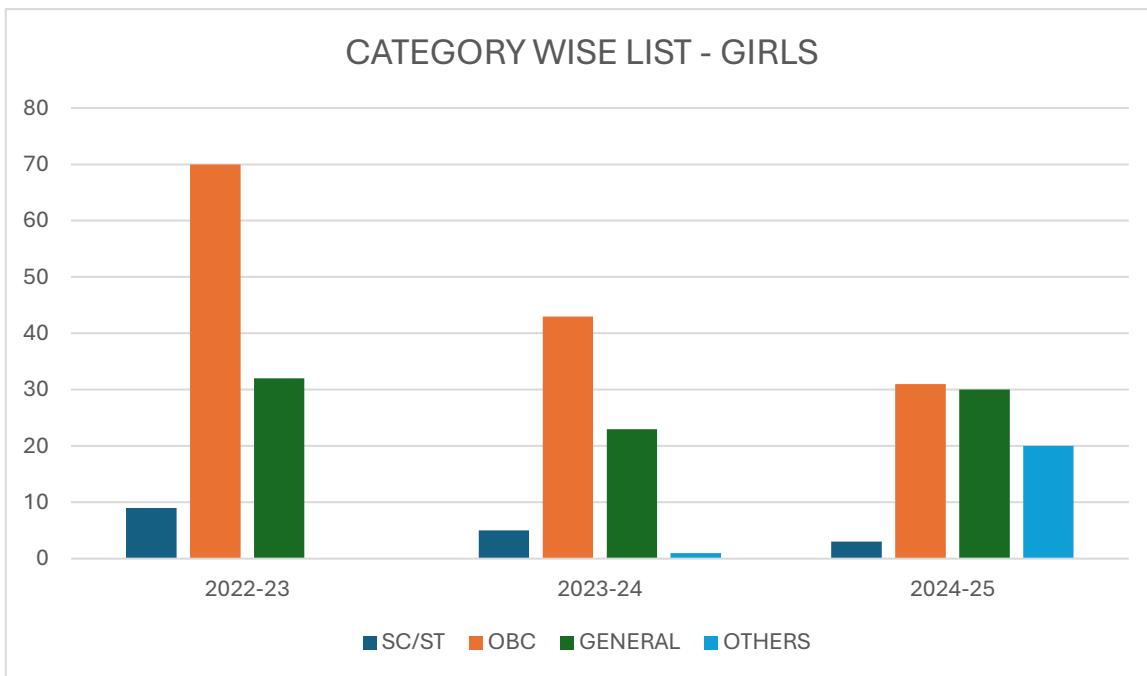
ACADEMIC YEAR	SC/ST	OBC	GENERAL	OTHERS
2022-2023	27	163	89	2
2023-2024	13	114	88	2
2024-2025	11	64	61	45



The table and graph clearly illustrate the student strength from various social categories in the college during the academic years 2022-2025. It is evident that the OBC category consistently had the highest admissions throughout these years. Following this, the graph indicates a decline in the number of admissions across all categories.

CATEGORY WISE LIST OF GIRLS

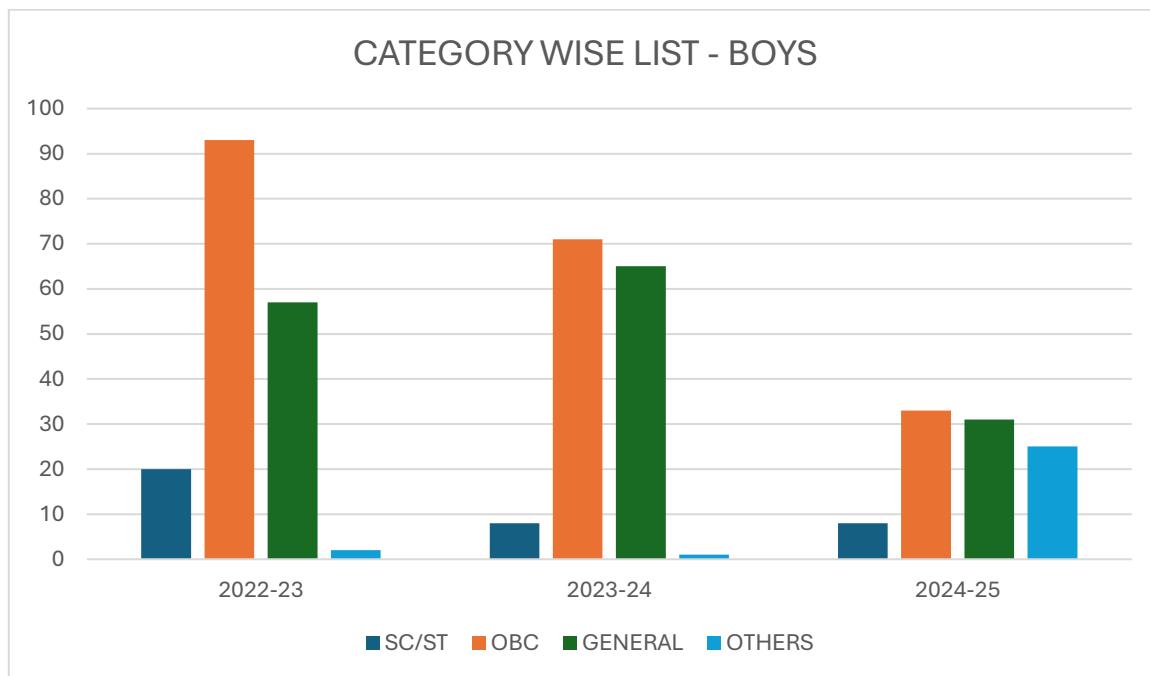
ACADEMIC YEAR	SC/ST	OBC	GENERAL	OTHERS
2022-2023	9	70	32	-
2023-2024	5	43	23	1
2024-2025	3	31	30	20



From the above table, it is evident that the enrolment of girls from various categories in the academic years 2022-2025 has seen a decline overall. Specifically, the admission of girl students in the OBC and SC/ST categories has steadily decreased each year. In contrast, the enrolment of girls in the GENERAL category has fluctuated, showing mixed trends, while the OTHERS category has experienced an increase in the academic year 2024-25.

CATEGORY WISE LIST OF BOYS

ACADEMIC YEAR	SC/ST	OBC	GENERAL	OTHERS
2022-2023	20	93	57	2
2023-2024	8	71	65	1
2024-2025	8	33	31	25



The table and graph clearly depict the number of boys from various social categories in the academic years 2022-2025. It shows a decline in admissions across all categories each year, followed by an increase in the number of students admitted to the OTHERS category in the academic year 2024-25. The highest number of admissions is observed in the OBC category.

GENDER WISE DETAILS OF STAFF FOR 3 YEARS

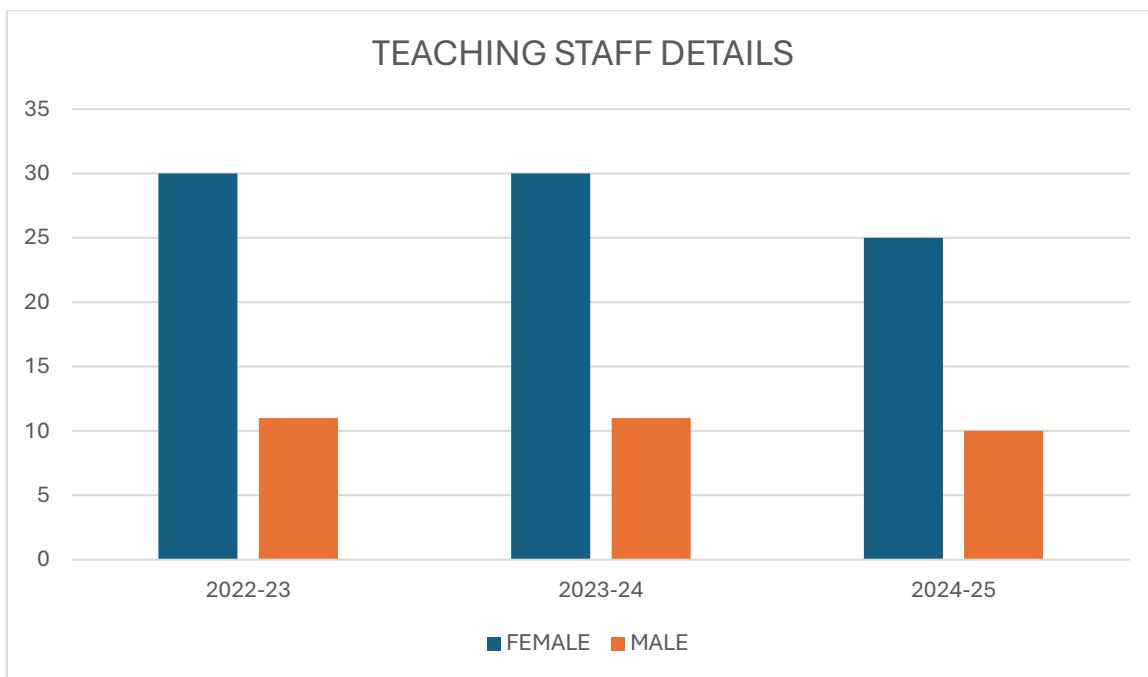
ACADEMIC YEAR	FEMALE	MALE
2022-2023	40	18
2023-2024	39	17
2024-2025	34	17



The table and graph present the year-wise classification of staff for the academic years 2022-2025. The graph indicates that the majority of the staff during this period are female. However, the number of female staff has gradually decreased each year, while the number of male staff has shown a slight decline over the same period.

GENDER WISE DETAILS OF TEACHING STAFF

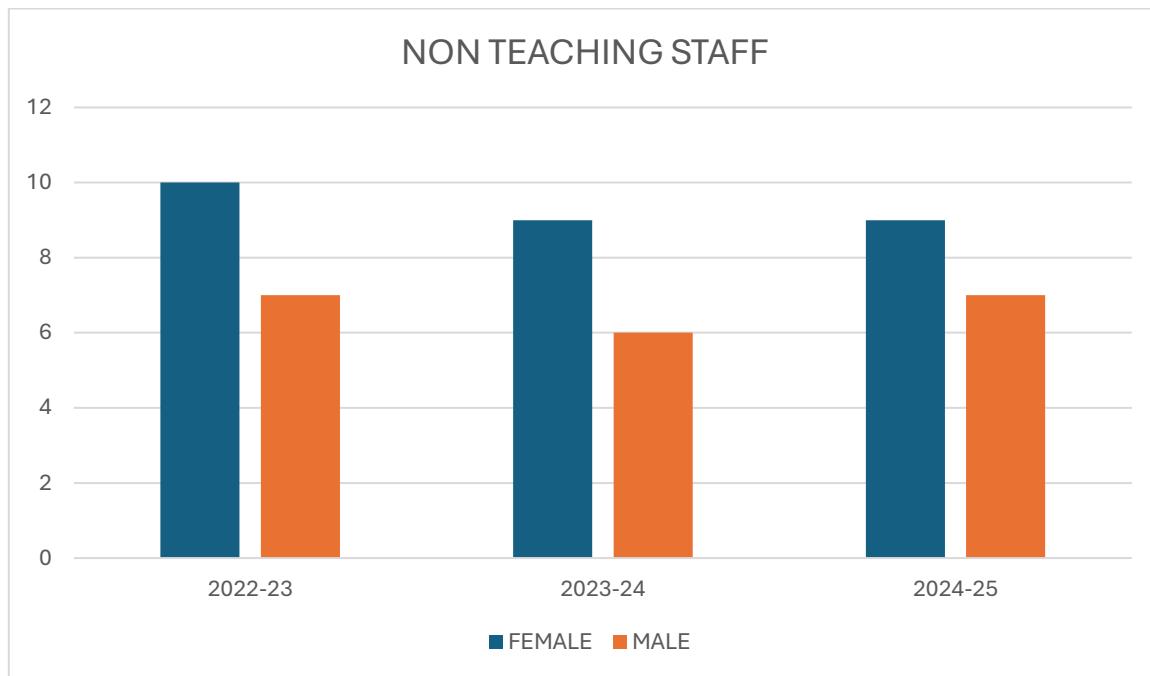
ACADEMIC YEAR	FEMALE	MALE
2022-2023	30	11
2023-2024	30	11
2024-2025	25	10



The table and graph present the year-wise classification of staff for the academic years 2022-2025. The graph reveals that the majority of the teaching staff during these years are female. However, the number of teaching staff remained the same for the first two years and then decreased slightly in the following year.

DETAILS OF NON-TEACHING STAFF FOR THE PAST 3 YEARS

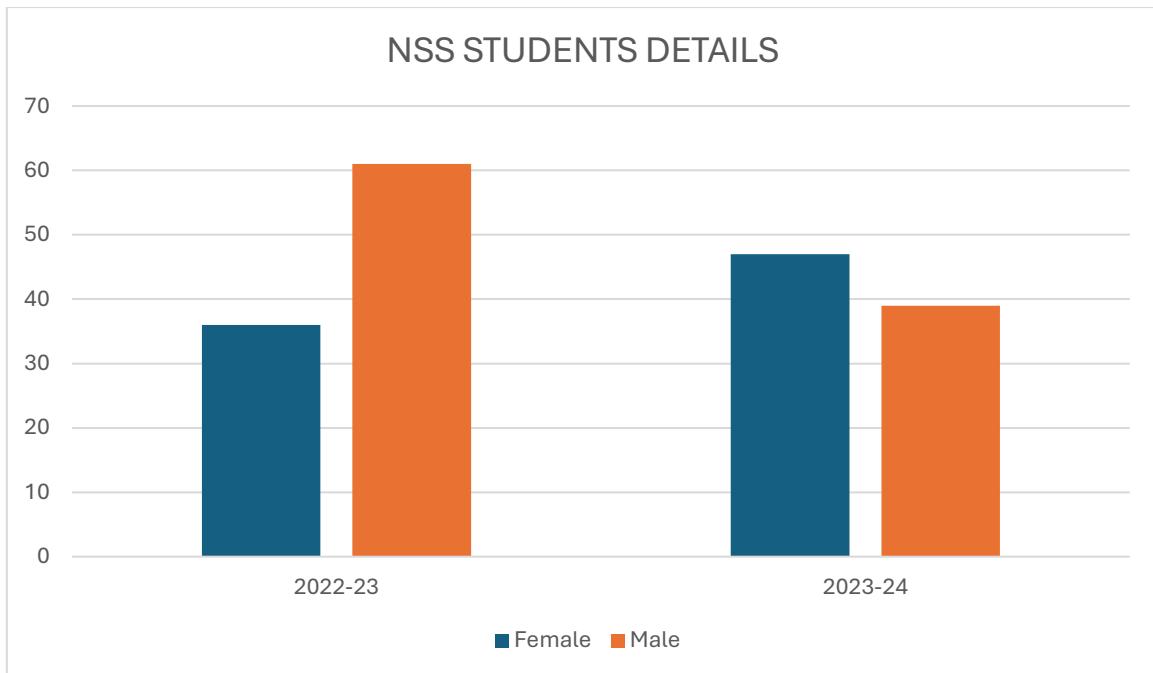
ACADEMIC YEAR	FEMALE	MALE
2022-2023	10	7
2023-2024	9	6
2024-2025	9	7



The table and graph show the year wise classification of gender wise details of non-teaching staff during the academic year 2022-2025. In all the academic year, the number of female staff are more than the male staff.

GENDER WISE DETAILS OF NSS STUDENTS

ACADEMIC YEAR	FEMALE	MALE
2022-2023	36	61
2023-2024	47	39

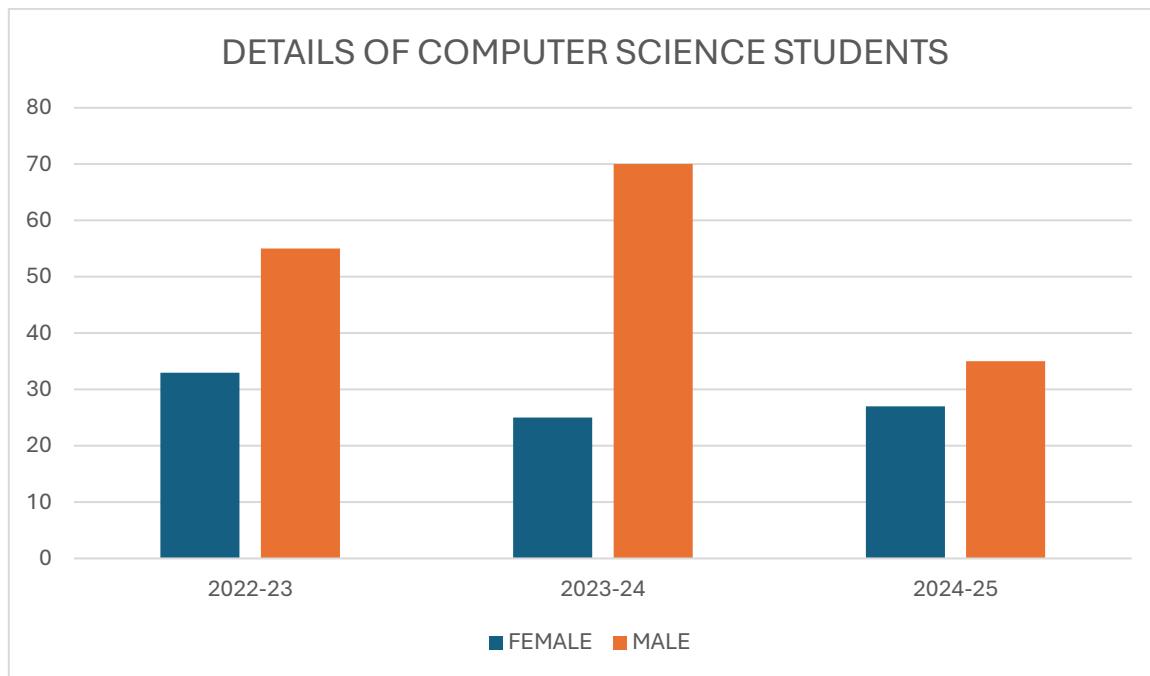


The data and graph illustrate the gender distribution of students' in NSS from 2022-24. Boys' enrolment decreased in 2023-24 compared to the previous year, while girls' enrolment showed an increase during the same period.

GENDER WISE DETAILS OF STUDENTS

DEPARTMENT OF COMPUTER SCIENCE

ACADEMIC YEAR	FEMALE	MALE
2022-2023	33	55
2023-2024	25	70
2024-2025	27	35

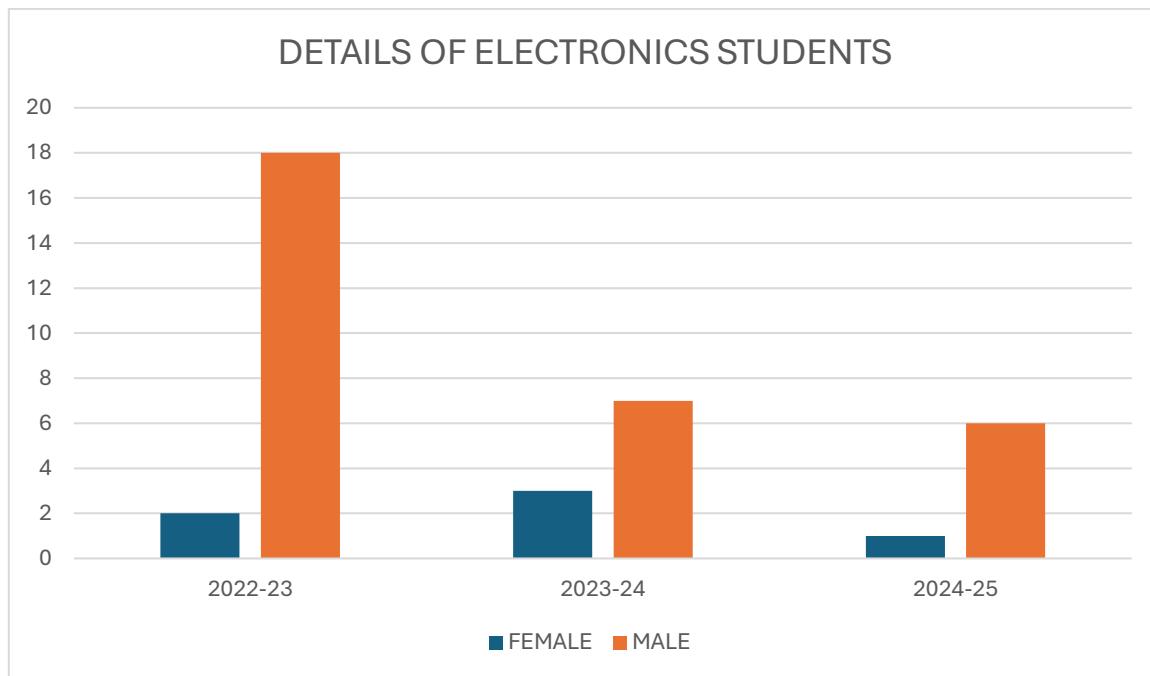


The table and graph show the strength of student in the Department of Computer Science in the academic year 2022-2025. It appears that, majority of the students are boys in all the academic year.

GENDER WISE DETAILS OF STUDENTS

DEPARTMENT OF ELECTRONICS

ACADEMIC YEAR	FEMALE	MALE
2022-2023	2	18
2023-2024	3	7
2024-2025	1	6

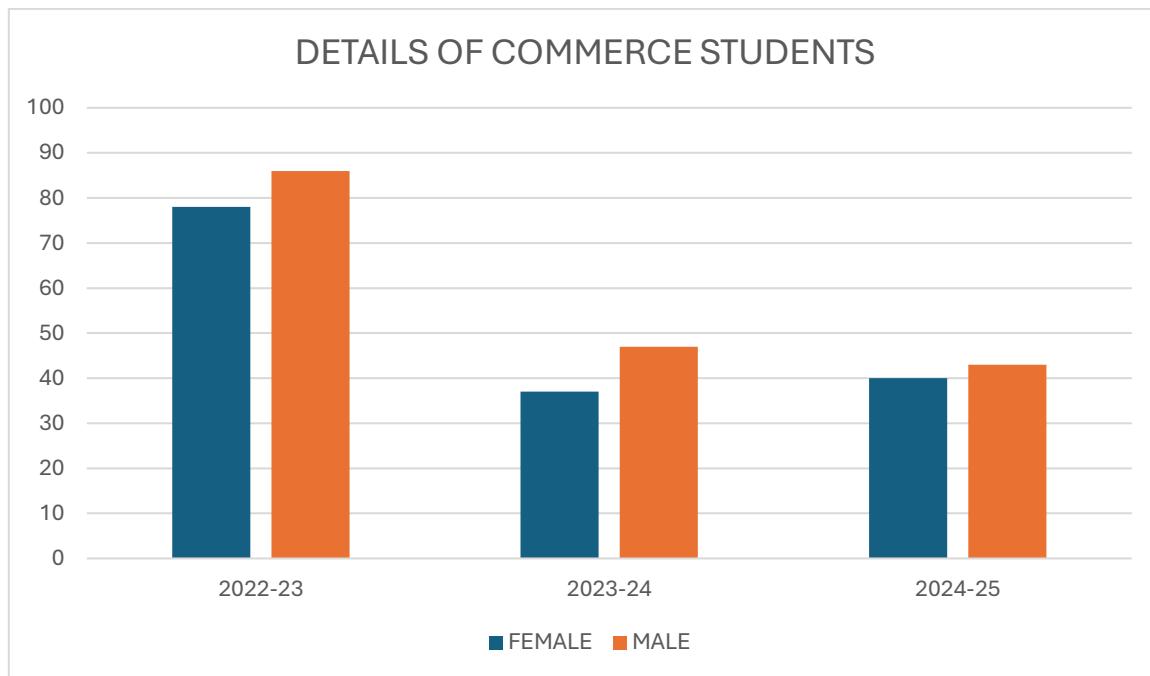


The table and graph illustrate the student population in the Department of Electronics for the academic years 2022-2025. It is evident that the majority of students in each academic year are boys. Additionally, the number of boys was highest in the academic year 2022-2023, followed by a decline in the subsequent years.

GENDER WISE DETAILS OF STUDENTS

DEPARTMENT OF COMMERCE

ACADEMIC YEAR	FEMALE	MALE
2022-2023	78	86
2023-2024	37	47
2024-2025	40	43

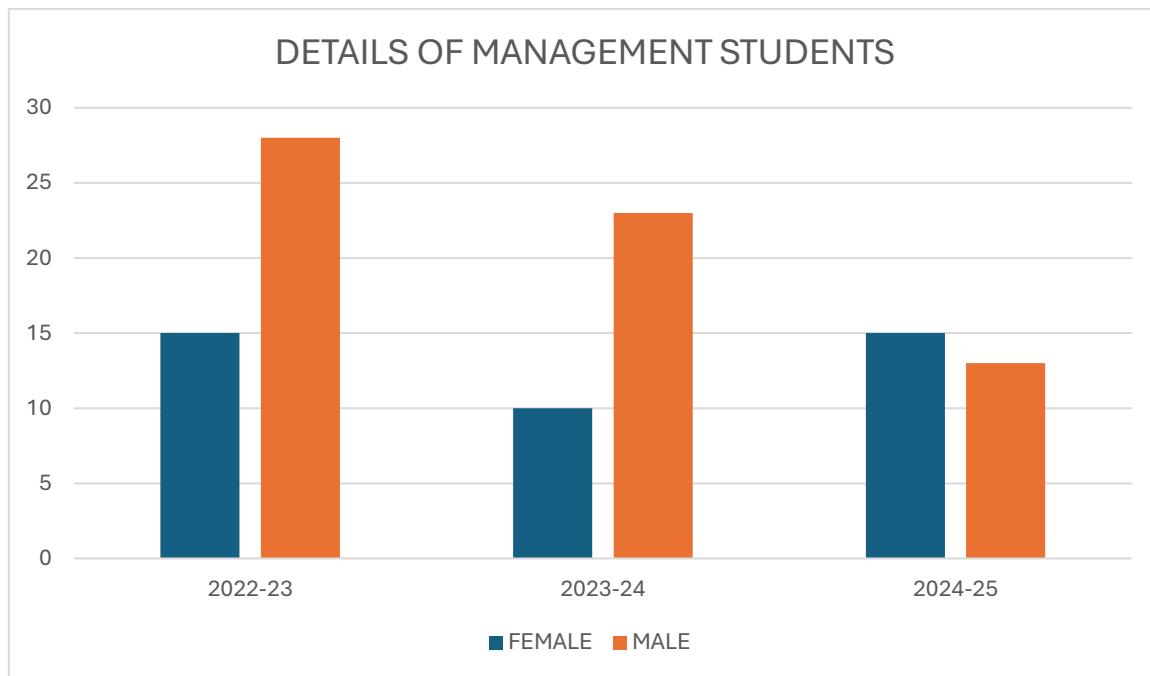


The table and graph show the strength of student in the Department of Commerce in the academic year 2022-2025. It appears that, majority of the students are boys in all the academic year.

GENDER WISE DETAILS OF STUDENTS

DEPARTMENT OF MANAGEMENT

ACADEMIC YEAR	FEMALE	MALE
2022-2023	15	28
2023-2024	10	23
2024-2025	15	13



The table and graph depict the student population in the Department of Management for the academic years 2022-2025. The data indicates that the number of boys was highest in the academic year 2022-2023, followed by a decline in the following years. In contrast, the number of girls has fluctuated, exhibiting mixed trends throughout the same period.

SALIENT FINDINGS

Here are the salient findings:

- The strength of students, particularly among girls, is fluctuating, reflecting a mixed trend across all academic years.
- Students from backward classes represent a significant proportion of admissions.
- Enrolment of boys exceeds that of girls in all departments.
- The number of both teaching and non-teaching staff is higher among females.
- The participation of girl students in NSS shows an increasing tendency in the subsequent years.
- Total number of enrolment of students in all departments shows a declining tendency over the years.

SUGGESTIONS

- Expand workshops and seminars on gender equality and sensitization for students, faculty, and administrative staff.
- Establish or strengthen support systems such as counselling services, mentoring programs, and helplines for students facing gender-based challenges.
- Encourage more women to take up leadership roles within the student body, faculty, and administrative committees. This would promote equal representation and provide female role models for students.
- Increase the frequency and diversity of activities conducted by the Women Development Cell. Include more career-oriented workshops, skill development programs, and leadership training specifically aimed at female students.
- Strengthen and publicize the college's zero-tolerance policy on gender discrimination and harassment. Ensure that reporting mechanisms are clear, accessible, and confidential.

CONCLUSION

The gender audit highlights the college's numerous strengths, along with a few areas for improvement that can be addressed through gradual changes in its value system. A key positive outcome is the rising enrolment of female students from diverse social backgrounds, with no gender-related complaints reported. This reflects the college's efforts in creating an inclusive environment. Additionally, the Women Development Cell has been actively conducting programs aimed at boosting the confidence of girl students, contributing to their personal and professional growth. These initiatives have fostered a supportive atmosphere for female students, helping them thrive in various academic and extracurricular activities.

While the college is making commendable strides toward gender sensitivity, there remain areas that would benefit from further attention. Continued focus on embedding gender equality into the institution's core values will play a crucial role in this journey. By maintaining its strong commitment to gender justice and addressing the areas needing improvement, the college is well on its way to becoming a model of gender sensitivity in the academic community. With the willpower and dedication of the administration and staff, these changes are well within reach, ensuring that the institution continues to support and uplift all students regardless of gender.