



# GENDER AUDIT REPORT 2017

## PREAMBLE

Marian College Kuttikkanam (Autonomous) was founded in 1995 and is affiliated to the Mahatma Gandhi University. It is owned by and managed by the Catholic Diocese of Kanjirappally through the Peermade Development Society. Marian has a unique and enviable history that it gained autonomy in a span of 20 years. Marian started with just three undergraduate programs, including doctoral programs in social work and commerce. Marian was the youngest accredited college in India in 2003 and at present the college is re-accredited with “A” grade and CGPA 3.52/4 by the National Assessment and Accreditation Council (NAAC) in 2014. The college won the prestigious status of the college with potential for excellence (CPE) from University Grants Commission (UGC) in 2009 and 2014. (more about the college at [www.marian.org](http://www.marian.org))

Marian has a tradition of academic excellence proven through University ranks and high placement. The college has academic tie-ups with several renowned international universities.

The college requested District Women’s Council Idukki to conduct a Gender Audit of the college, as it is an essential component for the assessment and accreditation of higher educational institutions suggested by UGC. This is the context of the request.

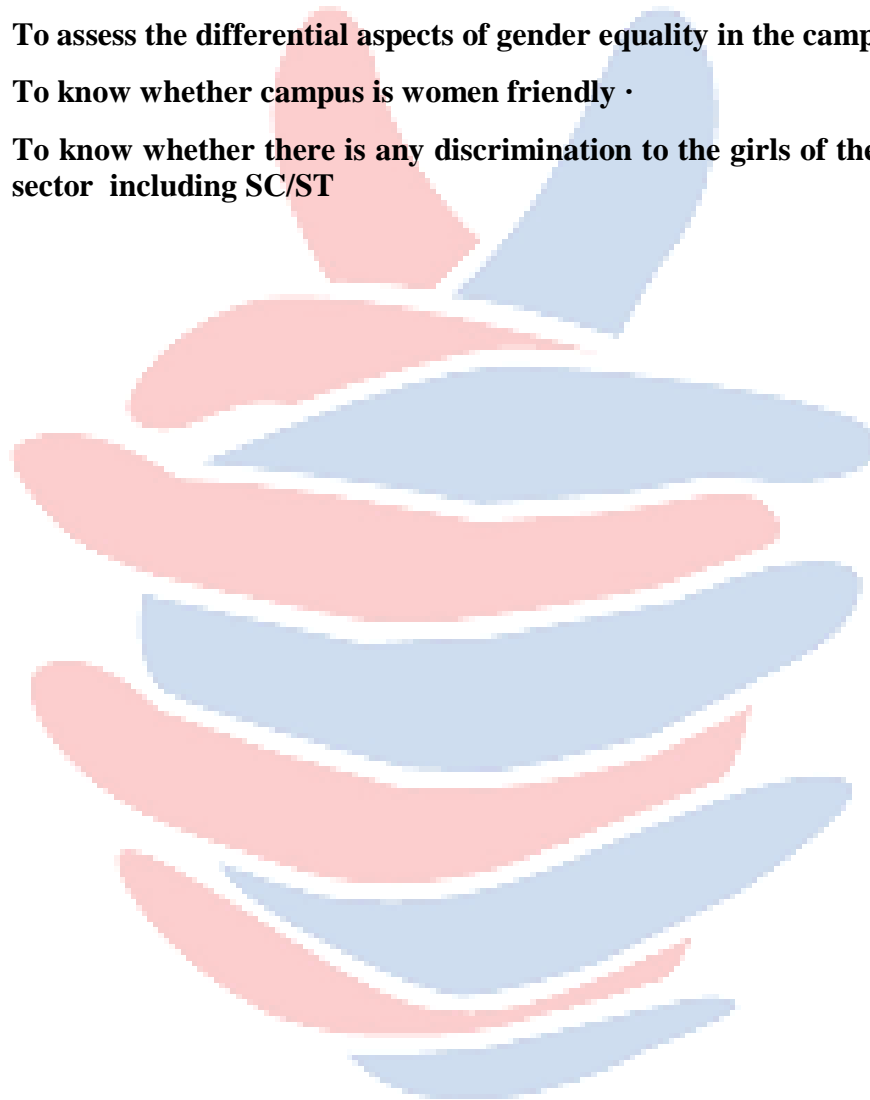
We congratulate the management and the principal for their willingness to take such a meaningful and bold step to conduct the gender audit. A team consisting of Prof. Kochuthresia Thomas, Rtd.Prof.Newman College (State Executive Committee Member IDWC), Adv. Mary Syriac (Vice president IDWC), Dr.Rosakutty Abraham (Secretary IDWC) has agreed to conduct the audit in a limited period of two days.

The present report is based on the data collected through documents, interactive sessions with key personnel, faculty and students from different streams.

We would like to place on record our gratitude to the Principal Rev.Dr.Roy Abraham P for giving all necessary informations and facilities to conduct this audit in a fruitful manner. We thank manager Rev.Dr.James Kozhimala for providing all the valuable information about the college. Our thanks are due to Dr. Binu Thomas (IQAC coordinator) and Ms.Pauline Joseph (Asst.Professor) who were with us throughout the whole process. We also place on record our thanks to all the faculty members, staff and student representatives who took part in the interactive sessions and frankly expressed their views.

## PURPOSE

- **To assess the gender status of girls at Marian**
- **To assess the differential aspects of gender equality in the campus**
- **To know whether campus is women friendly ·**
- **To know whether there is any discrimination to the girls of the marginalized sector including SC/ST**





## 1. INTRODUCTION AND METHODOLOGY

### 1.1 CONCEPTS

Gender audit is a tool for analyzing and evaluating policies and programs of the college and how they integrate a perspective in all various aspects of the institution. The purpose of this audit is to ensure that the gender policies are followed and implemented in the campus.

The gender policy took shape from the earnest desire of the women and men of the country to bring equality and harmony to all. It is based on the mutual understanding that both male and female are created in the images and likeness of the Divine. It rejects all types of discrimination against women as being contrary to God's intention and purpose. The gender policy underlines that equality and dignity of all human persons form the basis of a just and humane society. The policy maintains that Women empowerment is central to achieving gender equality.

The constitution of India provides specifically for human rights, gender equality, affirmative action, freedom and security of the person and socio-economic right. It grants equality to women. The gender equality can only be achieved through equal partnership among and between women and men.

There are a series of International conventions like United Nations Declaration of Human Rights (1962), the UN Convention on the Right of the child (1989), UN declaration of education for all (1990) and the Beijing Declaration (1995), calling for the main streaming of gender issues. So it is necessary that the spirit of these declarations become part of the educational system.

### 1.2 METHODOLOGY

In order to meet its objective this audit combined physical inspection with a review of relevant documentation and interactive sessions with various stakeholders.

- **REVIEW OF DOCUMENTATION**

For the purpose of this audit the gender policy of the institute was reviewed and other Relevant documents and standards were also examined.

- **INTERACTIVE SESSION**

Interactive sessions were conducted with manager, principal, different faculty members and staff council, women cell co-coordinator and representatives, union leaders, female class tutors, placement cell faculty, Extension cell faculty, librarian, lab faculty, hostel wardens and representatives, supporting staff (female), NCC and NSS coordinators, class representatives and so on.

- **PHYSICAL INSPECTION**

The team physically examined:

- ✓ Library
- ✓ Computer lab
- ✓ Extension cell
- ✓ Placement cell
- ✓ First aid unit
- ✓ Ladies waiting room
- ✓ MMH food lab
- ✓ Crèche
- ✓ Physical education department
- ✓ Hostels

## 2. SPECIFIC OBJECTIVES

- To identify how gender issues are handled in the institution.
- To know whether the girl students are getting equal opportunity to express their talents and skills.
- To identify whether there is any preferential treatment on the basis of gender.
- To identify the strategic methods taken by the institution for women empowerment.
- Is the atmosphere conducive to achieve the full potential of the female gender?
- To list out innovative steps taken towards attaining gender equity.
- To know the present status of the gender equity and suggest means for future activities to attain the declared goal in the fullest sense.

## 3. GENDER MAPPING

In the current academic year the student strength is 1520 of which 54% female and 46% male. The board of management consists of 14 members, all are male. There is an academic Council, an Internal Quality Assessment cell (IQAC), staff council and student council. As we understand, women are a minority in these bodies. There are 90 faculty members and 61% is female. All the course directors are men. The total number of non teaching staff is 40 of which 11 female 29 male.

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### 4.1 APPRECIABLE POINTS

- Functioning of library is excellent. The praise worthy points are “earn while you learn”-mostly benefited by the girls, “read for gold”-out of 6 winners 5 are girls.
- The lab is excellent and women friendly.
- A novel feature of the college is an extension cell with 14 units of SHG’s from neighboring Panchayath of which 12 are exclusively for ladies. They are given training and other necessary helps for production, storage and marketing of the products. In the outreach programs the girl students are participating with great enthusiasm. Each department of the college is in charge of the various activities of the cell.
- The placement cell is wonderfully functioning. “Pool Drive” is open to all colleges in Kerala. A noteworthy feature is that more than 60% of beneficiaries are ladies.



- The first aid cell is working in an excellent manner. The students are getting motherly care from the staff nurse and also in difficult days the girls are getting special care from her. There is a doctor visiting once in a week.
- Ladies waiting/rest room are set up in a commendable manner with sanitary napkin vending machine, incinerator, locker facility and enough space for makeup. A cot is provided for rest, if necessary.
- Physical education department : the faculty is very good. It is specially noted that girls are given training in aerobics, taekwonda, judoetc. Also there is gym facility for girls.
- Women cell is functioning in a praiseworthy manner under the efficient leadership of the teacher coordinator. The women cell phone number, website and suggestion box are made available in the college.
- The inclusion of one lady faculty from each department in the women cell.
- MMH department with food lab is efficiently functioning and Marian is the only college with this facility.
- Counselling centre: there is a regularly functioning counseling centre with counselor in charge. All the students are getting the help and those who want special assistance is also provided.
- Phoenix club : An innovative feature is the phoenix club for the improvement of the marginalized sector including SC/ST. They conduct cultural activities and classes. Financial support is provided to those who are in need. The activities are extended to the children outside the campus.
- In order to promote female education, scholarships are awarded to financially weaker students. These scheme is operated by a scholarship committee .It is noted that at the time of admission itself the principal conduct a personal interview with students and guardian.
- It is a relief that there is a Daycare Centre for children of women who are in need.
- There is an efficiently functioning NSS unit, which have secured many awards .Unit is with 110 members out of which 60 are girls. The girls are getting all freedom of activities and there is no gender discrimination.
- The students opined that the principle, manager, and teachers are giving wonderful encouragement for the development of the full potential of each student.
- PTA and Anti ragging committee are functioning well in the campus.
- The NCC unit of Marian constituted by 160 girls belonging to the 5<sup>th</sup> Kerala Girls Battalion. The girls are getting training to be bold in life to face odds and they are also learning adventures practices. There is cultural improvement and leadership quality is built.
- There are 3 hostels for girls, Amala, S.H, Marian .The facilities are sufficient. In the interaction with the
- representatives we have learned that the inmates are satisfied with the conditions, except few minute points.

## 4.2. INNOVATIVE STEPS TAKEN BY THE WOMEN CELL FOR MAKING THE CAMPUS WOMEN FRIENDLY

- To ensure gender equality and safeguard the rights of female students by providing a safe and dignified environment on the campus.
- Women cell in the campus is providing a platform for listening to complaints, quick redressal of grievances and sensitizing female students on gender issues.
- Women cell is provided with a website and contact number. All grievances shall be treated with absolute confidentiality.
- There is a mechanism to redress sexual harassment.
- Empowering women to take their own decision and make them, dependent in all aspect of mind, thought, right decision etc by transcending all crippling social limitations.
- Well equipped crèche, with the services of a trained lady, for the infants of teaching faculty and married students who are young mothers.
- Providing class in defense training by expert personnel.
- Judo class for girl students to develop assertiveness and confidence to face day to day challenges to have a disciplined mind and stay in focus.
- The “Break Silence” session to enable and recognize the “Inner Warrior” latent in every women.
- Tailoring program to enhance the quality of life of the girls through enhancement of their skills and knowledge.
- Various competitions are conducted by Women cell.



## 5. SUGGESTIONS

We have certain suggestions for betterment in future,

1. The gender policy is to be revised incorporating the suggestion from experts and stakeholders. A transgender Policy is to be included.
2. Periodic gender sensitization programs on current issues by experts are to be conducted like sex education, cyber cell awareness classes, women laws, transgender awareness classes etc.
3. Gender based researches are to be promoted .Existing works are to be segregated and promoted.
4. Incubation cell for promoting entrepreneurship is to be resumed. Girls are to be encouraged to take advantage of the cell.
5. Previously there was an “Eve’s Day” to girls for sports. It is to be resumed.
6. Family life education for passing out PG and UG students (for both boys and girls) is necessary.
7. The dress code needs appropriate changes.
8. Transportation facilities for the day scholars must be considered.
9. There is an insufficient toilet facility in the new academic block which is to be rectified.
10. There are 3 female supporting staff .It is better to provide an over coat to them for their convenience to do the job.
11. There must be absolute confidentiality in the functioning of the counselling cell.
12. The festivals and celebrations are a regular feature of the college in the evenings. As the timing is inconvenient for the day scholars, an earlier timing is better, so that they also can participate.
13. The infrastructure of the physical education department needs improvement.
14. Sufficient toilet facilities are to be provided in the new ladies hostel of the academic block.
15. Awareness class on gender policy is to be conducted for both girls and boys.
16. It is better to implement a uniform mess cut system and bed coffee in all hostels.
17. The absence of female representation in the higher decision making bodies may be rectified.
18. It seems that there is no Internal Complaint Committee (ICC) as per (Sexual Harassment Of Women At Workplace Prevention, Prohibition and Redressal ,Act2013) if so it is recommended to constitute the committee.

## 6. CONCLUSION

The team is happy to report that Marian campus is women friendly. We place on record our appreciation and congratulation to the principal and management for maintaining a commendable gender equity in campus (GEC).

The college has undertaken appreciable steps to ensure effective participation of all students in academic and extracurricular activities and also ensure the quality of education. The principle's efforts are wonderful in promoting and encouraging for the development of the full potential of each student.

There is no discrimination on the basis of gender in offering opportunities and access to educational services. Almost all means are tapped by the principal and faculty for equity and there by gender equality has become real in the campus.

In the participatory discussion we learned the fact that there is a warm relationship between the management, teachers and students. Marian provides an inhibition-free campus for all activities and it is reported that girls are smarter.

Credit goes to the women cell for empowering the girl students in all the ways possible. The activities are commendable and can be copied by other colleges too. We are much satisfied with the fact that we could conduct the Gender Audit in a women friendly campus like Marian.



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**State Executive Committee Member (IWDC)**



**Adv. Mary Syriac**

**Vice President IWDC**



**Dr. Rosakutty Abraham**

**Secretary IWDC**