

**PAVANATMA COLLEGE**

MURICKASSERY , IDUKKI 685604

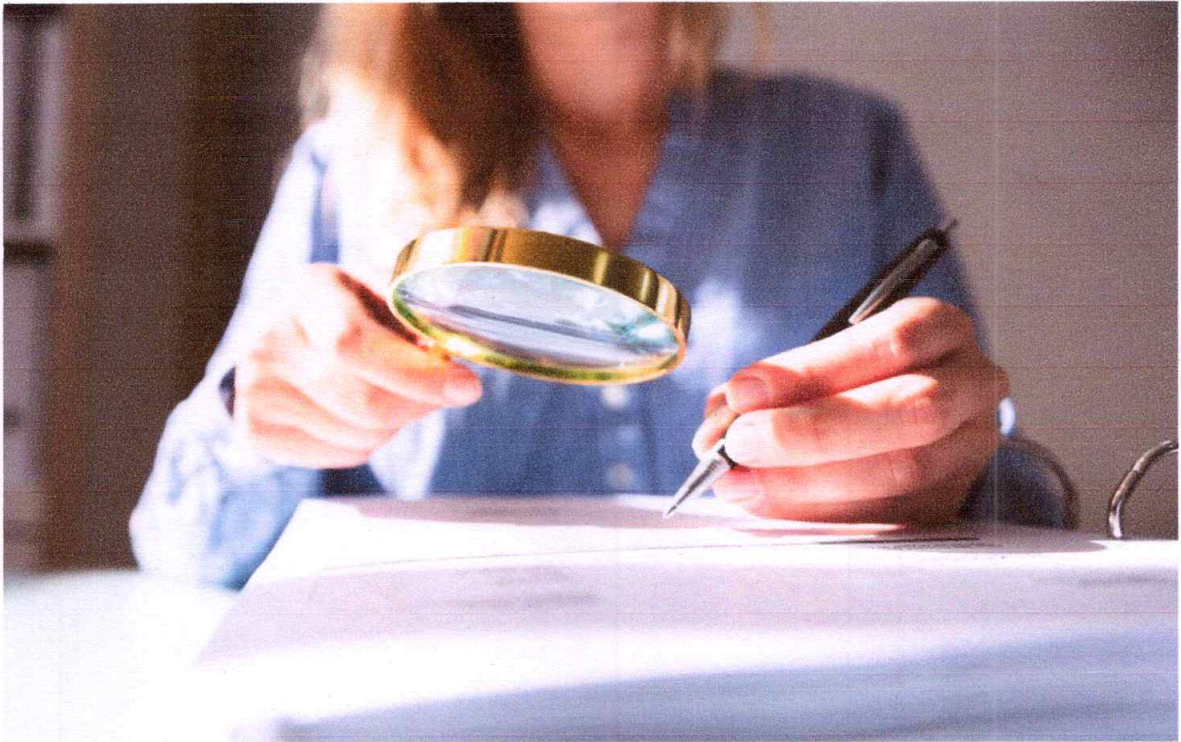
**2024-25**

# **GENDER AUDIT REPORT**

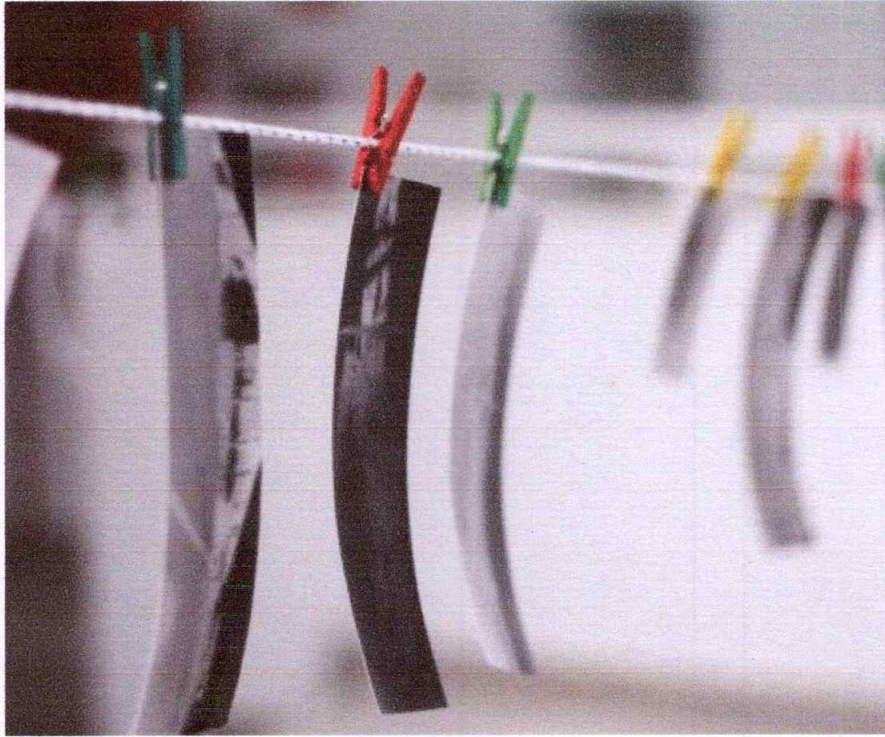


**WOMEN'S CELL**





# **WOMEN CELL**



**PAVANATMA COLLEGE MURICKASSERY**

**2024-25**

## **PAVANATMA COLLEGE**

Nestled on a hillock, Pavanatma College, the beacon of knowledge, evokes mingled feelings of pride and hope in the passersby. Surrounded by hills and foregrounded by coconut trees, the college affords a picturesque view, beckoning young minds to make intellectual pursuits by utilizing its tranquil ambience. **NAAC Reaccredited A Grade College**, located at Murickassery, about 15 kms away from Idukki en route to Thopramkudy, in Vathikudy Panchayath, Idukki Taluk, Idukki District. Pavanatma is affiliated to Mahatma Gandhi University, Kottayam. It was established in 1982. The Management was transferred to the Diocese of Idukki in the year 2003 followed by the bifurcation of the Kothamangalam Diocese. At present His Excellency Mar John Nellikunnel, Bishop of Idukki is the Patron of the College. Under the efficient guidance of the corporate Educational Agency, Idukki, the College marches forward along the path of progress with 9 UG and 5 PG Programmes.

- To instill commitment to academic mastery to seek new pastures of life by being a centre of excellence in arts and science.
- To be a pioneer in providing quality cum holistic education, responsive to the needs of the society in the High-ranges.
- To equip the students to become intellectually powerful, socially responsible, emotionally mature and self-reliant.
- To foster a sense of concern for the less privileged fellow beings through outreaching programmes.
- To inculcate Christian values in the students to guide them in the services of the suffering humanity.
- To infuse a genuine love for Nature and interest in protecting the Environment.

### **WOMEN CELL**

Women students often constitute more than 55% of the total strength of the college. To empower and equip them with confidence and strength of character, the Women Cell organizes various programmes like seminars, debates and competitions. The Women's Day conducted annually, gives them the opportunity to display their talents without any inhibitions.



### **SC/STC MONITORING CELL**

The cell is functioning to monitor the welfare activities provided to the socially backward students in the College

### **GRIEVANCE REDRESSAL CELL**

The cell looks into the various grievances of students inside and outside the campus.

### **STUDENT SERVICE CELL**

A student service cell functions in our college in association with the student Service of the MG University. It arranges talks and seminars of general nature for the welfare of the student

### **ETHICS COMMITTEE**

The College aims at the total development of students based on religious and moral ideals. It fosters the feelings of love and tolerance to lead a peaceful life

## **GENDER POLICY**

- Non-Discrimination: No gender-based discrimination shall be tolerated in the institution.
- Equal Opportunities: The institution provides equal opportunities for all genders.
- Freedom of Expression: All genders have the right to express their opinions freely.
- Grievance Redressal: An accessible, unbiased, and confidential cell is available for addressing gender-related grievances.
- Safety and Security: The institution ensures the safety and security of all genders.
- Inclusivity and Sensitization: The institution promotes gender inclusivity and awareness

## **REPORT OF THE GENDER AUDIT 2024-25**

### **PREAMBLE**

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 a 'safe and secure' ambience for women and girl students, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities. Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues. According to an ILO Manifesto gender auditing helps institutions to focus on such areas as:

- Mainstreaming gender as a cross-cutting concern within the unit's objectives, programmes and budget.
- Existing gender expertise and competence
- Information and knowledge management on gender issues.
- Systems and instruments in use for accountability, evaluating and monitoring on gender equality.
- Staffing and human resources concerning balance between women and men, as well as gender-friendly policies.
- Organizational culture and its effects on gender equality

## GENDER AUDIT

Pavanatma College, Murickassery as an institution is committed to equity and equality of opportunity. It also aims to offer quality education to all students irrespective of disparities in background. To fulfil its aims the College decided to go for a Gender Audit and hence this study, which has been carried out by applying the participatory methodology.

Towards this end, the interaction with the teachers, staff and students of the College along with the with the cooperation of the Principal, teachers and students of the College, the gender audit was made successful. For the purpose, the visit has been made to assess the various facilities and structures of the College premises and examine them in relation to their gender quotient. And the gender auditor also examined various records and documents of the College as provided by their office. Sufficient data has been made available to prepare a comprehensive Gender Audit, which is presented below:

Department wise student's details are given hereafter:

<b>TABLE 1</b>								
<b>DEPARTMENT OF COMMERCE</b>								
<b>Course</b>	<b>Total</b>		<b>SC</b>		<b>ST</b>		<b>OBC</b>	
	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
I B.Com	29	20	2	2	3	2	4	6
II B.Com	24	24	2	3	2	1	6	8
III B.Com	18	42	2	8	1	1	1	8
I M.Com	2	11	1	1	0	1	0	1
II M.Com	2	9	0	0	0	0	1	5
I MCM	2	2	0	0	0	0	2	0
II MCM	4	10	0	1	0	1	0	2
Total	81	118	7	15	6	6	14	30
Percentage	41%	59%	3.5%	7.5%	3%	3%	7%	15%

In the department of commerce, in total 59 percent of the total students are girls, of this, 7.5 percent are SC female, 3 percent are ST female and 15 percent female are OBC categories.



TABLE 2								
DEPARTMENT OF CHEMISTRY								
Course	Total		SC		ST		OBC	
	M	F	M	F	M	F	M	F
I B.Sc Chemistry	3	7	1	0	0	0	0	1
II B.Sc Chemistry	3	6	0	1	0	0	0	1
III B.Sc Chemistry	5	13	0	0	0	0	1	3
I M.Sc Chemistry	2	5	0	0	0	0	2	2
II M.Sc Chemistry	6	6	0	0	0	0	4	3
Total	19	37	1	1	0	0	7	10
%	34%	66%	2%	2%	0%	0%	13%	18%

Source: Primary data

Table 2 reveals that of the total students, 66 percent are female, of these, 2 percent are SC, 18 percent female are from OBC categories.

TABLE 3								
DEPARTMENT OF HISTORY								
Course	Total		SC		ST		OBC	
	M	F	M	F	M	F	M	F
I BA History	10	15	1	1	0	1	2	3
II BA History	11	12	0	0	2	0	4	6
III BA History	11	12	0	2	1	0	3	5
I MA History	3	5	0	1	0	0	1	1
II MA History	1	2	0	1	0	0	0	1
Total	36	46	1	5	3	1	10	16
%	44%	56%	1%	6%	4%	1%	12%	20%

Source: primary data

Table 3 reveals that in the department of History, of the total 56 percent students are female, 6 percent female belongs to SC category, One percent belongs to ST category and 20 percent belongs to OBC category.



TABLE 4 DEPARTMENT OF MALAYALAM								
Course	Total		SC		ST		OBC	
	M	F	M	F	M	F	M	F
I BA Malayalam	2	8	0	1	0	0	2	2
II BA Malayalam	2	8	0	1		0	0	4
II BA Malayalam	10	12	1	0	3	3	3	2
I MA Malayalam	0	12	0	3	0	0	0	2
II MA Malayalam	1	15	0	2	0	0	0	6
Total	15	55	1	7	3	3	5	16
%	21%	79%	1%	10%	4%	4%	7%	23%

Source: primary data from office

Table 4 reveals that in the department of Malayalam 79 percent are female students. Of the total 10 percent are SC category, 4 percent are ST category and 23 percent are belonged to OBC category.

TABLE 5 DEPARTMENT OF ECONOMICS								
Course	Total		SC		ST		OBC	
	M	F	M	F	M	F	M	F
I BA Economics	4	3	0	0	0	0	4	0
II BA Economics	9	11	0	2	0	1	4	4
III BA Economics	21	14	1	0	1	0	5	7
Total	34	28	1	2	1	1	13	11
%	55%	45%	2%	4%	2%	4%	21%	18%

Source: primary data from college office

It is known that from Table 5, of the total 45 percent are female students. Of these, 4 percent each female students are belonged to SC and ST category and 18 percent female students are from OBC category.

<b>TABLE 6</b>								
<b>DEPARTMENT OF PHYSICS</b>								
<b>Course</b>	<b>Total</b>		<b>SC</b>		<b>ST</b>		<b>OBC</b>	
	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
I B.Sc Physics	4	4	0	0	1	0	3	2
II B.Sc Physics	1	6	0	1	0	0	0	1
III B.Sc Physics	9	10	0	1	0	0	2	5
Total	14	20	0	2	1	0	5	8
%	41%	59%	0%	6%	3%	0%	15%	24%

Source: Primary data from the college office

Table 6 shows that, 59 percent of the total students are female students, 6 percent female students are from SC category, 24 percent female students are from OBC category.

<b>TABLE 7</b>								
<b>DEPARTMENT OF ENGLISH</b>								
<b>Course</b>	<b>Total</b>		<b>SC</b>		<b>ST</b>		<b>OBC</b>	
	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
I BA English	10	10	2	2	0	0	4	3
II BA English	9	14	0	2	0	0	3	2
III BA English	8	11	1	0	0	0	4	3
Total	27	35	3	4	0	0	11	8
%	44%	56%	5%	6%	0%	0%	18%	13%

Source: primary data from the college office

The table 7 reveals that there are 56 percent of the total students are female. Of the total, 6 percent are from SC category and 13 percent female students are from OBC category.



**TABLE 8**  
**DEPART VOC. ACCOUNTING**

Course	Total		SC		ST		OBC	
	M	F	M	F	M	F	M	F
I B.Voc Accounting	6	9	0	1	0	0	4	3
II B.Voc Accounting	10	4	0	0	0	0	5	1
III B.Voc Accounting	17	8	0	0	0	0	6	3
Toal	33	21	0	1	0	0	15	7
%	61%	39%	0%	2%	0%	0%	28%	13%

Source: Primary data from the college office

It is revealed by Table 8, in the department of Vocational Accounting, of the total, 39 percent are female students. Of the total 2 percent are SC category female students and 13 percent female students are from OBC category.

**TABLE 9**  
**DEPARTMENT OF VOC. ANIMATION**

Course	Total		SC		ST		OBC	
	M	F	M	F	M	F	M	F
I B.Voc Animation	10	2	0	0	1	0	2	1
II B.Voc Animation	18	4	1	0	2	0	9	1
III B.Voc Animation	13	6	0	0	1	0	6	5
Total	41	12	1	0	4	0	17	7
%	77%	23%	2%	0%	8%	0%	32%	13%

Source: Primary data from the college office

It is evident from Table 9, 23 percent of the total students are female category, and 13 percent are from OBC category. No female students were admitted in SC/ST category.

To conclude. It is visible that Except Vocational departments, All other departments have female students are more than the male students.

## GENDER STATISTICS OF TEACHERS IN PAVANATMA COLLEGE MURICKASSERY

The statistics of gender of teachers in Pavanatma College is described here under.

<b>TABLE 10</b> <b>TEACHER STATISTICS IN DEPARTMENTS</b>				
<b>Department</b>	<b>Total No. of teachers</b>	<b>Male</b>	<b>Female</b>	<b>% female to total</b>
Commerce	10	4	6	60%
History	7	5	2	29%
Malayalam	9	3	6	67%
English	6	3	3	50%
Mathematics	4	3	1	33%
Physics	4	4	0	0%
Chemistry	7	2	5	71%
Economics	4	3	1	25%
Computer science	3	2	1	33%
B.Voc Accounting	5	0	5	100%
B.Voc Animation	4	4	0	0%
Physical education	1	1	0	0%
Hindi	1	1	0	0%
<b>Total</b>	<b>65</b>	<b>35</b>	<b>30</b>	<b>46</b>

According to Table 10, the female teachers' ratio is lower than the male in total, but most of the departments are having more female teachers than the male.



## GENDER STATISTICS OF ADMINISTRATIVE STAFF

TABLE 11 ADMINISTRATIVE STAFF				
Total Number of Staff in office	Female : 6	Male: 9	Total:15	% female to total: 40
Library	Female : 1	Male: 1	Total:2	% female to total: 50

Table 11 shows that there is 40 percent of the total staff are female in the administrative Section. There is equal number of male and female staffs are in the library.

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*Dr. B. Sandhu*  
*Womencell Coordinator*

*B*  
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