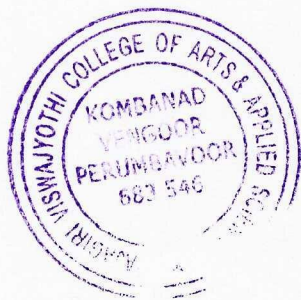




**RAJAGIRI VISWAJYOTHI COLLEGE OF ARTS & APPLIED  
SCIENCES**

**GENDER AUDIT- SUMMARY REPORT**

**2021 - 2024**





## **Preface: In Pursuit of Gender Equity**

“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development, and building good governance.” – Kofi Annan

The essence of education lies in its power to transform lives, bridge divides, and foster a society where equity is not a distant dream but a lived reality. Our institution, steadfast in its commitment to these ideals, has undertaken a comprehensive gender audit to scrutinize and enhance the accessibility and inclusivity of our educational offerings. This audit is a testament to our dedication to ensuring that every learner, irrespective of gender, has an equal opportunity to thrive academically and personally.

Education is a fundamental human right and a pivotal force in driving societal progress. Yet, across the globe, women and girls continue to face disproportionate barriers in accessing education. These barriers not only impede their personal growth but also stymie the collective advancement of communities and nations. It is imperative to dismantle these obstacles and champion a learning environment where gender does not dictate one's educational journey.

Our gender audit reveals crucial insights into the state of gender equity within our institution. It underscores both our strengths and the areas where concerted efforts are required to achieve true gender parity. Through this audit, we aim to foster an educational culture that empowers women, acknowledges their potential, and provides them with the resources and support they need to excel.







At the core of our institution's philosophy is the vision espoused by the CMI - a vision that prioritizes the holistic development of learners. The CMI philosophy is rooted in the belief that education should nurture the mind, body, and spirit, cultivating individuals who are not only academically proficient but also ethically sound, socially responsible, and emotionally resilient. This vision transcends gender, advocating for an inclusive educational environment where every student is valued and given the opportunity to flourish.

Our commitment to gender equity in education is reflected in our policies, programs, and practices. We strive to create a safe, supportive, and inclusive atmosphere that recognizes and celebrates diversity. By embedding gender sensitivity into our curriculum, fostering a culture of respect and inclusion, and providing targeted support to female students, we aim to dismantle the barriers that hinder their educational journey.

This gender audit is not an end but a beginning - a roadmap for ongoing reflection, action, and improvement. It calls upon us to continuously evaluate and enhance our efforts to ensure that gender equality is not merely an ideal but a tangible reality within our institution.

As we move forward, we remain committed to the principles of equity, inclusivity, and holistic development. Together, we can build an educational landscape where every learner, regardless of gender, is empowered to achieve their full potential and contribute meaningfully to society.

Ms. Neenu Varghese

Convener

Women's Cell

Mr. Solymon V.L.

Co-ordinator

IQAC







## **Objectives of the Gender Audit for Rajagiri Viswajyothi College of Arts & Applied Sciences**

1. To evaluate the current gender distribution within the student body, faculty, and administrative staff, identifying disparities and understanding the dynamics that contribute to a predominantly male student population.
2. To pinpoint the specific obstacles that prevent women from enrolling and staying in our institution, whether they be cultural, financial, infrastructural, or related to campus climate, and to develop strategies to address these challenges.
3. To examine the extent to which our curriculum and teaching methods incorporate gender-sensitive content and approaches, ensuring that they promote gender equity and do not perpetuate stereotypes or biases.
4. To scrutinize our existing policies and support systems, including those related to harassment, discrimination, and gender-based violence, to ensure they are robust, effective, and supportive of female students and staff.
5. To assess the equitable distribution of resources, opportunities, and facilities between male and female students, ensuring that women have access to the same quality of education, extracurricular activities, and professional development opportunities as their male counterparts.
6. To understand the prevailing attitudes and cultural norms on campus regarding gender, identifying areas where gender biases or discriminatory practices may exist, and fostering a culture of respect, inclusion, and equality.
7. To create a comprehensive action plan based on the audit findings, outlining specific, measurable, and time-bound strategies to enhance gender equity within our institution, and to monitor the implementation and effectiveness of these strategies regularly.







## Introduction

The pursuit of gender equity within educational institutions is not just a matter of fairness but a fundamental driver of societal progress and innovation. Our institution, established in 2014, initially offered two programmes: BBA and B.Com. With a student body predominantly comprised of men, we recognize the crucial need to address gender disparities and foster an inclusive environment where every learner can thrive. In alignment with our unwavering commitment to equity, inclusivity, and holistic development as outlined by the CMI vision, we have conducted comprehensive gender audits.

The gender audits serve as a critical tool in our ongoing efforts to ensure that women have equal access to the transformative power of education. Inspired by Kofi Annan's profound insight that "gender equality is more than a goal in itself," we embarked on these audits to systematically examine and improve the gender dynamics within our institution. By identifying both the strengths and areas needing improvement, we aim to create an educational landscape where gender does not constrain one's opportunities or achievements.

These audits have been meticulously designed with seven specific objectives in mind. Firstly, we sought to assess the gender representation and participation across our student body, and faculty, highlighting any disparities. Secondly, we aimed to identify the barriers hindering female enrollment and retention, be they cultural, financial, or institutional. Thirdly, we evaluated the inclusivity of our curriculum and teaching practices to ensure they support and promote gender equity.

Additionally, the audits reviewed our institutional policies and support systems to confirm they adequately protect and empower female students and staff. We also assessed the allocation of resources and opportunities to guarantee that women receive the same quality of education and professional development as their male peers.







Understanding campus climate and cultural attitudes was another crucial objective, helping us identify and address any gender biases or discriminatory practices. Finally, we developed actionable strategies based on our findings to continuously enhance gender equity.

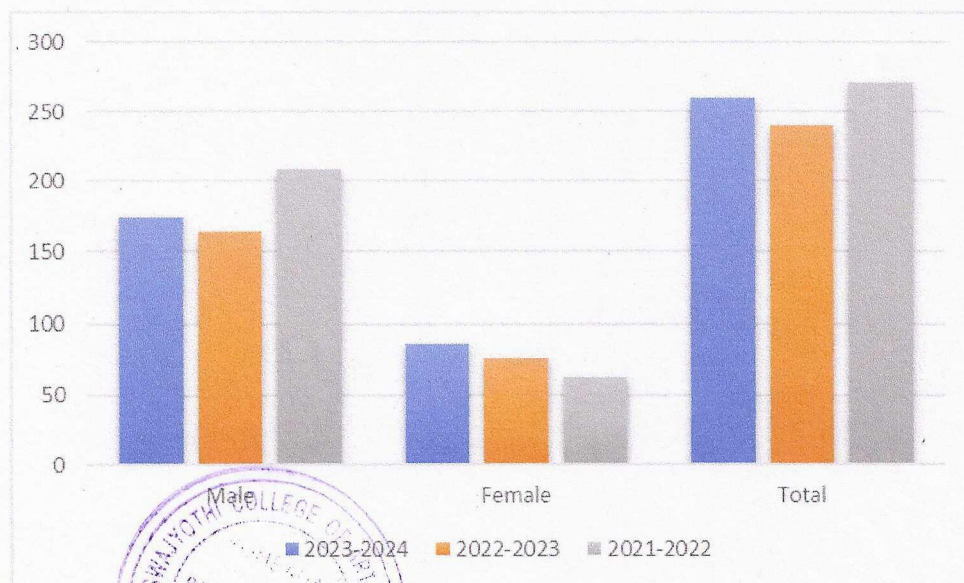
This introduction sets the stage for a detailed examination of our current state and the path forward. Through the audits, we reaffirm our commitment to building an inclusive educational environment that champions the holistic development of every student, regardless of gender.

**Findings:**

**Table 1: Gender wise Details of Total Students in the College**

Year	% Male	Male	% Female	Female	Total
2023-2024	67	174	33	86	260
2022-2023	68	164	32	76	240
2021-2022	77	208	23	63	271

**Gender wise Details of Total students in the College**







## Student Enrolment

This gender audit report provides a detailed examination of demographic trends within the campus community over the academic years 2021-2022, 2022-2023, and 2023-2024, focusing on the notable increase in female representation among both students and faculty members.

In the academic year 2021-2022, the campus population consisted of 271 individuals. Among them, 208 were male students, comprising 77% of the student body, while 63 were female students, accounting for 23% of the total student population.

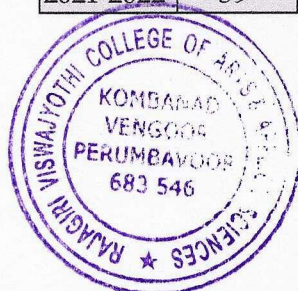
By the academic year 2022-2023, the total campus population decreased slightly to 240 individuals. However, there was a noticeable shift in gender representation among students, with 163 males (68%) and 76 females (32%).

In the most recent academic year, 2023-2024, the total campus population slightly increased to 260 individuals. The percentage of male students remained consistent at 67%, comprising 174 students, while the percentage of female students also remained stable at 33%, totalling 86 students.

In conclusion, the year-wise analysis presented in this gender audit report underscores the institution's progress towards achieving greater gender equity within its campus community. By building upon these achievements and implementing targeted initiatives, the institution can continue to cultivate an inclusive environment that supports the success and advancement of all its members.

**Table 2: Gender wise Details of Total Teaching Staff in the College**

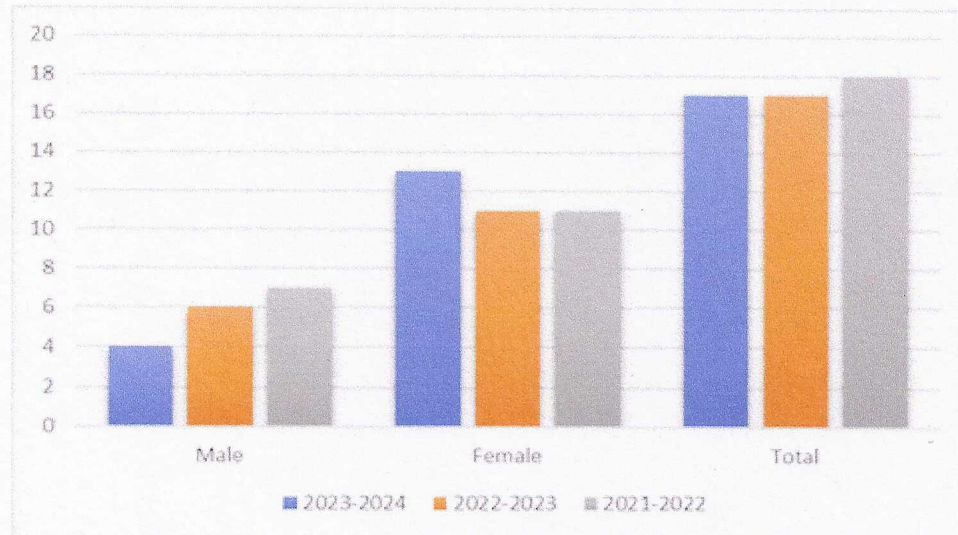
Year	%Male	Male	%Female	Female	Total
2023-2024	24	4	76	13	17
2022-2023	35	6	65	11	17
2021-2022	39	7	61	11	18







### Gender wise Details of Total Teaching Staff in the College



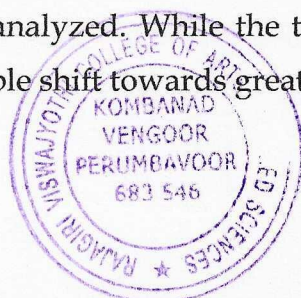
This gender audit report examines the gender composition of the staff within the institution over the academic years 2021-2022, 2022-2023, and 2023-2024, focusing on trends and changes in male and female representation.

In the academic year 2021-2022, the staff consisted of 18 individuals in total. Of these, 7 were male and 11 were female, reflecting a distribution of 39% male and 61% female.

By the academic year 2022-2023, the staff composition remained stable with 17 individuals in total. There were 6 male staff members and 11 female staff members, maintaining the distribution seen in the previous year.

In the most recent academic year, 2023-2024, the total number of staff remained consistent at 17 individuals. The gender distribution shifted slightly, with 4 male staff members and 13 female staff members, indicating a decrease in male representation and an increase in female representation compared to previous years.

The data indicates a consistent predominance of female staff members across the three academic years analyzed. While the total number of staff remained relatively stable, there was a notable shift towards greater female representation in the most recent year, 2023-2024.







In conclusion, the analysis of staff gender composition presented in this gender audit report highlights the institution's progress towards achieving greater gender diversity and equity within its workforce. By maintaining a commitment to inclusive practices and policies, the institution can further enhance its reputation as an equitable and supportive workplace for all staff members.

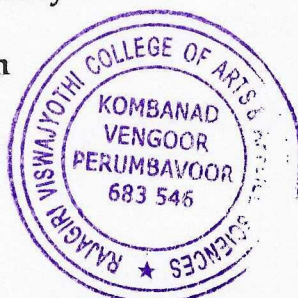
### **Gender Sensitization and Curriculum**

The curriculum at our institution is designed to embed gender inclusivity throughout various disciplines and programs. This approach ensures that every student receives education and training that promotes equality and understanding, regardless of gender.

In our BCom and BBA programs, we have implemented courses aimed at fostering entrepreneurship skills with a specific focus on women. For instance, the "Entrepreneurship Development and Project Management" course in the BCom program includes modules dedicated to empowering female students in entrepreneurial ventures. Similarly, the BBA program offers a course titled "Entrepreneurship," which also emphasizes the development of entrepreneurial skills among women.

In the BA English program, we offer a series of specialized courses spread across different semesters. These courses are designed to sensitize students to the importance of gender inclusivity.

- 1. Methodology of Literary Studies**
- 2. Harmony of Prose**
- 3. Literary Criticism and Theory**
- 4. Indian Writing in English**
- 5. Women Writing**







Through literature and critical analysis, students gain a deeper understanding of gender issues and their societal implications.

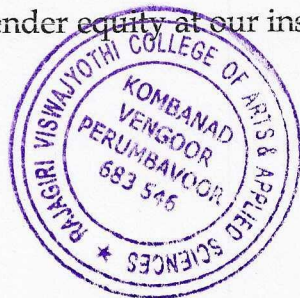
Students participating in these courses have reported increased awareness and sensitivity to gender issues. They also feel better prepared for their academic and professional journeys, equipped with skills that enhance their career readiness and leadership potential. Feedback from students underscores the positive impact of these initiatives on their personal and academic growth.

### **Extra- curricular Activities Promoting Gender Equity**

In recent years, our institution has organized several impactful extra-curricular events aimed at promoting gender inclusiveness and equity. These initiatives have been instrumental in fostering a supportive and inclusive campus culture:

The **EmpowerHer: Gender Equity Awareness Programme** held on 17th July 2019, focused on raising awareness and fostering dialogue on gender equity issues within the academic environment. The **Inclusive Leaders: Leadership Training Programme** conducted on 6th August 2019, aimed to develop inclusive leadership skills among participants, emphasizing gender equality in leadership roles. The **Equal Play: Gender Equity in Sports Symposium** held on 28th January 2022, addressed and promoted gender equity in sports, discussing challenges and opportunities for athletes of all genders.

These events have provided valuable opportunities for education, dialogue, and skill development in advancing gender equity across academic and extra-curricular domains. They underscore our commitment to creating an environment that champions diversity, inclusion, and gender equity at our institution.



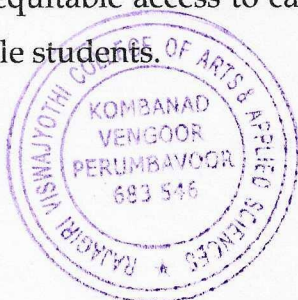




## **Cells and Committees Ensuring Welfare of Female Students and Faculty**

Our institution has established several specialized cells and committees dedicated to supporting the welfare and empowerment of female students and faculty:

- 1. Sakhi - Women's Cell:** Sakhi serves as our Women's Cell, focusing on addressing the unique needs and concerns of female students and faculty. It aims to foster gender equity, provide a forum for open dialogue, and organize initiatives that empower women within our academic community.
- 2. Students Grievance Redressal Cell:** The Students Grievance Redressal Cell ensures fair and impartial resolution of grievances, including those concerning female students. It provides a platform for students to voice concerns and maintains a harmonious campus environment.
- 3. Internal Complaints Committee (ICC):** The Internal Complaints Committee addresses complaints of sexual harassment and misconduct, ensuring a confidential and supportive process for reporting and resolving such issues. This committee plays a vital role in upholding a safe and respectful campus environment for everyone.
- 4. ED Club (Entrepreneurship Development Club):** The ED Club promotes entrepreneurial skills among students, with a focus on empowering female entrepreneurs. It facilitates networking, mentorship, and resources to encourage entrepreneurship among women.
- 5. Career Guidance Placement Cell:** The Career Guidance Placement Cell offers comprehensive support to students, including career counseling and placement services. It ensures equitable access to career development opportunities and job placements for female students.







**6. Welfare Officer:** The Welfare Officer is instrumental in ensuring the overall well-being of students and faculty members. They provide support, guidance, and advocacy on various welfare matters, including those specific to female members of our academic community.

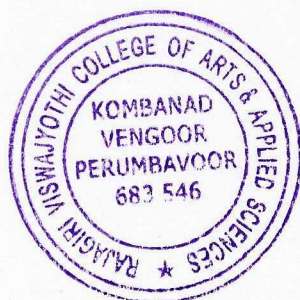
These cells and committees collectively exemplify our institution's commitment to creating an inclusive environment where female students and faculty can excel academically, professionally, and personally. They play integral roles in promoting gender equity, addressing grievances, supporting entrepreneurship, and providing career guidance, enhancing the overall educational experience for all members of our campus community.

### **Enhancing Sanitation Facilities and Amenities at Our Institution**

Ensuring access to adequate sanitation facilities is a top priority at our institution. We are committed to maintaining clean, hygienic washrooms throughout campus and within hostels to promote the well-being and comfort of all students and staff.

As part of our efforts, we have installed sanitary napkin vending machines and incinerators in these facilities. These amenities are strategically placed to ensure convenient access to sanitary products and provide a safe and environmentally responsible means for their disposal.

By integrating these facilities into our campus infrastructure, we aim to uphold hygiene standards and support the dignity and health of our campus community members. This initiative reflects our dedication to creating a supportive and inclusive environment where everyone can thrive.







## **Comprehensive Facilities for Girls' Hostel on Campus**

Our institution is committed to providing comprehensive residential facilities for female students with the establishment of a dedicated girls' hostel within the campus. This facility is designed to cater to the diverse needs of our female students, ensuring a safe, comfortable, and supportive living environment conducive to their academic and personal development.

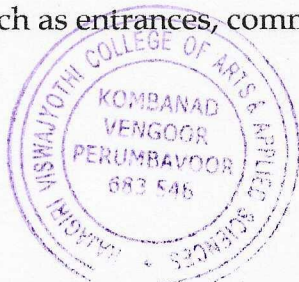
The hostel is overseen by a faculty member who serves as the warden, offering personalized guidance and support to residents. This faculty presence enhances the sense of community and provides immediate assistance when required, fostering a nurturing atmosphere.

To prioritize safety and security, the hostel is equipped with robust measures including compound walls, CCTV surveillance cameras, and round-the-clock security guards. These measures are implemented to safeguard the well-being of all residents and maintain a secure environment throughout the premises.

This initiative underscores our institution's proactive approach to promoting inclusivity and providing equitable accommodation options for female students. By integrating these facilities and support systems, we aim to create a welcoming and empowering environment where every student can thrive academically and socially.

### **Recommendations**

- Implement a campus escort service or buddy system for students and staff traveling alone during late hours or in remote areas.
- Install additional CCTV cameras in strategic locations highlighted by the gender audit, such as entrances, common areas, and pathways.



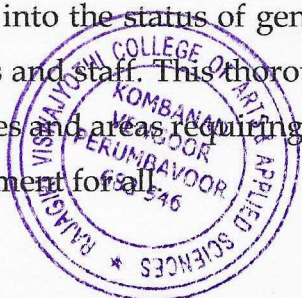




- Develop and implement targeted education programs based on findings from the gender audit, addressing specific safety concerns identified by female students and staff.
- Provide training on recognizing and responding to harassment, assault, and other safety risks, empowering individuals to take proactive measures for their safety.
- Review and update existing policies and procedures related to gender-based violence, harassment, and discrimination based on recommendations from the gender audit.
- Designate safe spaces on campus where female students and staff can seek refuge or access immediate assistance if they feel threatened or unsafe.
- Strengthen support services through the Women's Cell or similar units, offering confidential counselling, advocacy, and resources for survivors of gender-based violence.
- Foster collaboration with local law enforcement agencies, community organizations, and stakeholders to address safety concerns highlighted in the gender audit.
- Establish partnerships to enhance resources, share best practices, and coordinate response efforts in addressing gender-related safety issues on and off-campus.

### **Conclusion**

The recent gender audit conducted at our institution has yielded comprehensive insights into the status of gender inclusivity and safety measures for our female students and staff. This thorough assessment has highlighted both commendable initiatives and areas requiring focused attention to ensure a supportive and secure environment for all.







The audit underscores our institution's proactive commitment to gender equity through various initiatives. These include the establishment of the Women's Cell, which serves as a pivotal resource for addressing gender-related issues and promoting inclusivity across campus. Furthermore, integrating courses like entrepreneurship development with a specific focus on empowering women reflects our dedication to fostering leadership and entrepreneurial skills among female students.

Despite these positive strides, the audit has identified clear opportunities for improvement, particularly in enhancing campus safety and security measures. Recommendations derived from the audit emphasize the need to bolster lighting and visibility in identified high-risk areas, augment surveillance capabilities with additional CCTV installations, and implement targeted educational programs that address specific safety concerns voiced by female stakeholders.

Looking ahead, our institution is committed to implementing these recommendations diligently. By prioritizing a culture of respect, inclusivity, and proactive safety measures, we aim to create an environment where every individual, irrespective of gender, feels empowered, valued, and secure in pursuing their academic and professional aspirations.

This holistic approach will not only strengthen our institution's commitment to gender equity but also reinforce our efforts in providing a conducive learning and working environment for all members of our diverse campus community.

*Neenu*

Ms. Neenu Varghese

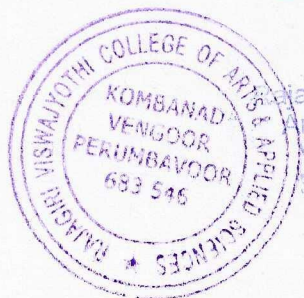
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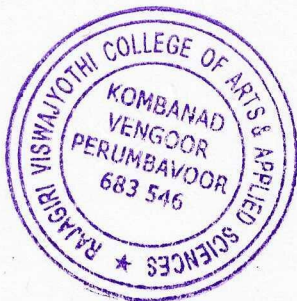
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**GENDER AUDIT - SUMMARY REPORT 2019-2021**







## Gender Audit Report for 2019-2021

### Specific Findings

This comprehensive report examines the gender distribution among both students and staff at our institution for the academic years 2019-2020 and 2020-2021.

In the academic year 2020-2021, the campus had a total student population of 316 individuals. Of these, 217 were male students and 99 were female students, resulting in a gender distribution of 69% male and 31% female.

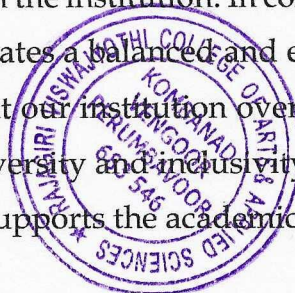
Comparatively, in the academic year 2019-2020, the total student population was 245 individuals. Among them, 164 were male students and 81 were female students, reflecting a gender distribution of 67% male and 33% female.

The data reveals a consistent ratio of male to female students between the two academic years, with a slight increase in overall student numbers from 2019-2020 to 2020-2021. This indicates a stable gender representation within the student body over the analysed period.

In the academic year 2020-2021, the institution employed a total of 360 staff members. Among them, 200 were male staff members and 160 were female staff members, demonstrating a gender distribution of 56% male and 44% female.

Similarly, in the academic year 2019-2020, there were 244 staff members in total. Of these, 138 were male staff members and 106 were female staff members, resulting in a gender distribution of 56% male and 43% female.

The data highlights a consistent gender ratio among staff members across the two academic years, indicating a stable representation of both male and female staff within the institution. In conclusion, the combined analysis presented in this report illustrates a balanced and equitable gender distribution among both students and staff at our institution over the examined academic years. By maintaining a focus on diversity and inclusivity, the institution can continue to foster an environment that supports the academic and professional development of all its members.







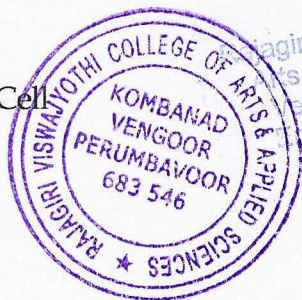
## **Recommendations Based on the Gender Audit Report for the Academic Years 2019-2020 and 2020-2021**

1. Strengthen recruitment efforts to ensure a diverse student and staff population.
2. Implement mandatory diversity training to promote awareness and inclusion.
3. Establish support programs for gender equity and leadership development.
4. Review and update institutional policies to address gender disparities.
5. Create safe and inclusive spaces on campus for individuals of all genders.
6. Monitor gender-related metrics regularly to track progress and identify areas for improvement.
7. Foster collaboration among stakeholders to promote a culture of diversity and inclusion.
8. Recognize and celebrate achievements in advancing gender equity on campus.

Ms. Sreekala M.M.

Convener

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