



GENDER AUDIT REPORT



**INTERNAL QUALITY ASSURANCE CELL
PAYYANUR COLLEGE, PAYYANUR**

PAYYANUR COLLEGE,
EDAT, PAYYANUR,
KERALA 670327

2022-23

<https://payyanurcollege.ac.in>

TABLE OF CONTENTS

Sl. No	Particulars	Page Number
1	Introduction	3
2	Gender Policy & Procedure	7
3	Objectives of Gender Audit	8
4	Methodology	9
5	Gender related programs	12
6	Resources for Gender Empowerment	16
7	Data Analysis	21
8	Findings	33
9	Suggestions	34
10	Conclusion	34

INTRODUCTION

A Gender Audit in an educational institution is a process that assesses how an institution's policies, practices and activities impact different genders. It plays a crucial role in evaluating and enhancing the institution's commitment to gender equality. This introduction sets the stages for a comprehensive analysis aimed at fostering inclusivity and addressing gender disparities within the institution

In the dynamic scope of Payyanur College, ensuring gender equity is a paramount for fostering an inclusive academic environment. It becomes indispensable in the context, offering a systematic evaluation of policies, teaching methodologies and institutional culture. This exploration aims to uncover strengths, identify gaps and pave the way for progressive initiatives that promote gender balance and diversity within the academic realm

Payyanur College, Payyanur is a grant-in-aid, postgraduate, Arts and Science College run by Payyanur Educational Society and recognized by the UGC. The college came into existence in 1965 with affiliation to Kerala University and currently the college is affiliated to Kannur University. The college is rurally situated on a hillock at Edat, in Kunhimangalam Grama Panchayat in Kannur District of Kerala and is located a few meters away from NH 66. The campus is spread across 65.72 acres of land and is rich in biodiversity.

The college has formulated the vision to carry forward the message and practice of the founders who emphasized the worth of education as a means of social upward mobility for the rural people. The vision of the college is "Our Education, Our Future" which reminds us of the impact of education as envisaged by the enlightened people of Payyanur who came forward with an idea of founding an institution for imparting quality education to the rural and semi-urban population in and around Payyanur. The institution has strategic plans to actualize the vision through a stated mission. The mission statement of the institution is: Higher Education for Inclusiveness, Equity, Excellence and Sustainable, Holistic Development.



Since its inception, the college has steadfastly pursued its primary goal: to offer high-quality higher education to all the aspiring people living within its catchment area, irrespective of caste, creed, class, or religion. Adhering to the principles of reservation and norms of admission based on merit, the college is able to serve the marginalized sections as well as the financially sound and academically competent class. Besides, Payyanur College is unique in its secular character and mode of functioning. The Payyanur Educational Society that runs the college is a non-partisan, non-communal, non-political charitable trust comprising members from all walks of life in Payyanur. In the midst of caste and communal institutions that come up in large numbers, this institution stands up as the beacon of secularism and democratic spirit.

The college serves the educational needs of about 1,950 students at undergraduate, postgraduate, and PhD levels, encompassing a diverse range of academic disciplines such as Science, Humanities, Commerce, and Management Studies. At the undergraduate level, the college offers programs in Mathematics, Physics, Chemistry, Zoology, Botany, Economics, History, Political Science, English, Malayalam, Hindi, Functional Hindi, Commerce, and Business Administration. For postgraduate studies, the college provides opportunities in Mathematics, Physics, Chemistry, English, and Plant Science. Additionally, the college offers PhD programs in Mathematics, Physics, and Hindi. The departments of Chemistry and English shall be upgraded as research departments in a month or two, on receiving sanction from the affiliating university. The college has a dedicated faculty team of 84 well qualified teachers, with 71 holding permanent positions and 13 serving as guest lecturers. 48 teachers possess PhD degrees, while 12 have attained M.Phil. Degrees. Furthermore, 18 faculty members are actively engaged in ongoing research, and nearly 54 teachers have made significant contributions through publications in their respective fields. 27 faculty members have served as resource persons at national or international seminars, highlighting the college's commitment to sharing knowledge beyond its campus boundaries. The institution has 19 research guides who ensure a robust research environment. In addition, there is a team of 31 non-teaching staff members who play a vital role in the college's functioning.

Over the past five years, 47 faculty members have actively participated on the Board of Studies of various universities, where they have played a crucial role in designing curriculum and shaping syllabi to meet evolving educational needs. The college maintains a consistently high performance in academic and co-curricular activities. The average pass percentage is around 85. Moreover, the



college has earned a prestigious reputation in the realm of sports, clinching numerous intercollegiate championships. The college has been winning the university Arts Festival with an incredible record of 22 victories out of 24, thereby securing its status as a cultural powerhouse within the Kannur University. The college has an exceptionally vibrant PTA (Parent-Teacher Association) and Alumni Association, both operating at the college and departmental levels. They are highly engaged and play a pivotal role in fostering connections and enhancing the overall educational experience.

The college campus is spread over an extensive area and houses modern infrastructure with well-equipped classrooms, laboratories, library, and sports facilities. The library is a rich trove of knowledge with a vast collection of over 50000 books, journals, and digital resources, making it a hub for learning and research. The college has an impeccable record in environmental sustainability. It has implemented various eco-friendly practices, such as rainwater harvesting, solar power generation, setting up of garden of endemic plants etc. Well-maintained facilities, green surroundings, democratic and inclusive ambience, and emphasis on learning for the future make the college an ideal place for academic pursuits and personal growth.

In a nutshell the profile of the college is described below

PROFILE OF THE COLLEGE

Name of College	Payyanur College	
Address	Edat (PO), Payyanur, Payyanur	
Contact No.	0497 2805121, 9497653521	
Email ID	payyanurcollege@rediffmail.com	
Affiliating University	Kannur University	
Year of establishment of college	1965	
NAAC Certification available	Yes	
If Yes Grades obtained under cycles	1 st Cycle	A
	2 nd Cycle	B+
NIRF	151-200 band	



Type of Institution/College (Govt./Private/Aided etc.) Aided and Unaided (Grant-in-aid + Self Financing Program)	Aided College
Courses run by the Institute	Under-Graduate Courses BSc Mathematics BSc Physics BSc Chemistry BSc Botany BSc Zoology BA Economics BA History BA Political Science BA English BA Malayalam BA Hindi BA Functional Hindi BCom BBA Post-Graduation Courses MSc Mathematics MSc Physics MSc Chemistry MSc Plant Science MA English
No. of Research Centers under Kannur University	5 (Mathematics, Physics, Hindi, Chemistry, English)
Vision	Our Education, Our Future
Mission Statement	Higher Education for Inclusiveness, Equity, Excellence and Sustainable, Holistic Development

GENDER POLICY & PROCEDURE

To bring gender equity on the campus, the college has made gender sensitization as one of the prime agendas. The first step towards solving any issue is understanding the issue, and the college has initiated awareness programs to sensitize both genders as to what gender equity means. The college is keen to see that men and women have equal rights, responsibilities and opportunities on the campus. However, in real world, women are still facing oppression, marginalization, and exploitation. To face these problems women should be made aware of gender issues, which will help them to challenge this global issue of gender inequality. The following measures are taken to increase gender awareness and to ensure gender equality on our campus.

1. The Girl Students' Welfare Committee of the college, led by 7 lady teachers, make plans at the beginning of each academic year on the programs and activities for the year. The activities generally include

- a) Organizing awareness program on general facilities especially created for women employees and girl students on the campus.
- b) Organizing programs to increase the knowledge about the human rights of women and gender equality among all students.
- c) Organizing programs of awareness on physical and mental issues of late adolescent girls.
- d) Organizing self-defense training programs for girl students
- e) Celebrating days like International Women's Day, National Science Day with special focus on Women in Science etc.

2. The Internal Complaints Committee against Sexual Harassment of Women at Workplace is constituted to monitor and take immediate steps against sexual harassment incidents in the campus.

3. Other committees on the campus like Students Grievance and Ethics Committee, Anti-Ragging Committee etc. also deal with various issues connected directly or indirectly with gender issues.

4. Psychological counselling to those in need is ensured by appointing a part-time counsellor by the PTA.
5. Career guidance sessions are organized for girl students to motivate them to enter into various streams of higher education and profession.
6. The regular mentoring system in the college makes sure that the various common and personal issues faced by students including gender issues are reported in time. The mentoring sessions also give special priority to discuss gender issues.
7. Measures are taken to ensure equal/greater participations of girl students in cultural, sports, NCC and NSS activities.

OBJECTIVES OF GENDER AUDIT

The Gender Audit has the following objectives

- Examine the teaching learning methodologies and curriculum to ensure gender sensitivity and inclusiveness
- To evaluate existing policies such as Counselling, Career Guidance, mentoring etc. and identify areas of improvement
- Assess the culture of the institution and identify gender biases
- Evaluate the representation of different genders among students and staff aiming at equitable participation
- Address issues relating to Harassment and Discrimination of gender
- Evaluate the gender related programs conducted to gauge its efficacy and impact.
- Ensure equal and safe access to resources, facilities and opportunities for all genders
- Evaluate the availability of effectiveness of support services for issues related to gender
- Establish mechanisms for ongoing monitoring and periodic reviews to track progress in achieving gender equality goals.

METHODOLOGY OF THE AUDIT PROGRAM

The methodology for conducting the Gender Audit involves the following steps

1. Setting up of Objectives
2. Policy and Process Review
3. Review of the existing gender promotion resources
4. Data collection of existing committees, clubs and forums
5. Findings and Suggestions
6. Conclusion

Various activities conducted for generated Gender Audit are described below

1. *Collaboration Initiative*

Payyanur College has established collaboration with St. Joseph's College, Pilathara on 05/06/2023 for quality assurance, encompassing overall improvement, sharing experiences, providing expertise and guidance in Academic, Administrative & Gender Audit and facilitating faculty and student exchange programs and promotion of research interests. Seeking a Gender Audit, we requested the Social Work Department for their collaborated efforts in conducting a comprehensive examination of gender related aspects within our college.



Signing of the Gender Collaboration with St Joseph's College, Pilathara



Gender Audit Discussion

2. First Consultation with Department of Social Work, St. Joseph's College, Pilathara Kannur

The consultation was a step forward from the previously signed agreement for the collaboration between Internal Quality Assurance Cells (IQAC) in both institutions to establish academic collaboration and co-operation on 15th November 2023.

The consultation involved key stakeholders, including the Head of Department, IQAC Coordinator and faculty members from both institutions. The purpose was to strategize the inclusion of quantitative and qualitative data collection methods, with a potential focus on developing a gender-sensitive model campus.

The consultation highlighted crucial areas for the gender audit, emphasizing the need for an enabling approach to women's development within the institution. The proposed data collection methods and potential model campus development will be refined in subsequent stages of the consultation. Further collaboration and focused efforts will be taken to collect baseline data of the current demographic and environmental variables, which could be factored into the comprehensive audit. The matters discussed are highlighted in the Report attached



Gender Audit discussion with Social Work Department, St. Joseph's College, Pilathara

3. Second Consultation for Developing a Methodology for Gender Audit.

Following the first consultation on 15th November 2023, the Department of Social Work, St. Joseph's College, Pilathara, held a second consultation on 7th February 2024, focusing on the development of a robust methodology for a comprehensive gender audit at Payannur College, Kannur. Key discussions centered around the baseline data of gender-segregated students, faculty and staff, women's participation in activities & decision making and procedural compliance with the Protection of Women from Sexual Harassment Act, 2013. The consultation aligned with UGC directives for equity and inclusiveness in higher education.

To ensure a systematic and detailed gender audit, the consultation recommended the organization of a workshop. This workshop aims to:

1. Set the Scope- Define the parameters and objectives of the gender audit for Payannur College.
2. Identify Key Areas- Determine specific focus areas within each department and institution-wide.
3. Tools of Data Collection- Explore and finalize the most effective tools for quantitative and qualitative data collection.
4. Modalities of the Study-Discuss the practical aspects of conducting the audit, including timelines and responsibilities.

The second consultation marks a crucial step in the preparation for a comprehensive gender audit. The proposed workshop will serve as a platform for collaborative planning and will set the foundation for a detailed assessment. The methodology developed will ensure alignment with UGC directives, fostering a gender-inclusive and supportive educational environment at Payannur College.

GENDER RELATED PROGRAMS

Gender related programs are crucial for the promotion of equality which addresses the disparities between genders. Many programs are conducted by our college to empower individuals, challenge stereotypes and create an inclusive society. The types of programs of gender related concern conducted in our college for the past 5 years are

1) Gender Sensitization and Legal Awareness Programs

SI No	Academic Year	Date	Title of the Programs
1	2023-2024	27/10/2023	Workshop on Gender Discrimination in India
2		11/10/2023	Interaction with London Based Eminent Lady Technocrat
3		4/10/2023	Debate: Should Housewife be paid
4		28/06/2023	International LGBT+ Pride Day Celebration
5		27/06/2023	One-day seminar on Discrimination faced by genders
6		22/06/2023	Talk on Feminist Literature & book Review
7	2023-2024	21/03/2023	Innovation Driven By Women - Role of Women in Research and Technology
8		17/03/2023	Distribution of Sanitary Napkins to Shelter home, Pazhayangadi -An initiative for Women's Day
9		08/03/2023	Debate Competition
10		08/03/2023	Hypatia of Alexandra
11		08/03/2023	Research Methodology Workshop on International Women's Day
12		08/03/2023	Women's Day Celebrations
13		08/03/2023	Short Film Screening



14	2022-2023	24/01/2023	National Girl Child Day Observation
15		03/01/2023	"Unveiling Inequities: Fostering Gender Sensitivity through Experiential Learning in the Beedi Industry"
16		02/12/2022	Seminar on Gender, Sexuality and Queer Politics
17		15/11/2022	Talk on Gender Issues
18		25/06/2022	Pride Month: Film making workshop
19		23/06/2022	Pride Month- Essence of LGBTQ+ Love and Fellowship
20	2021-2022	09/03/2022	Talk with Woman Entrepreneur
21		08/03/2022	Women in Mathematics
22		08/03/2022	Women's Day Celebrations
23		08/03/2022	Debate Competition
24		08/03/2022	Break the Barriers
25		08/03/2022	Sports Carnival
26		06/03/2022	Webinar on 'Literature and Women'
27		20/02/2022	Her Voices
28		12/02/2022	Women in Science
29		29/01/2022	Webinar on Awareness on Intellectual Property Rights- A Session by Women Scientist
30		28/09/2021	Lecture on Prevention of Domestic Violence Act-2005
31	2020-2021	15/03/2021	Women's Day Celebrations
32		27/02/2021	Talk on Feminist Politics
33		09/11/2020	Webinar on Gender Issues in Campus
34		26/08/2020	Webinar on the Dynamics of Gender and Development
35	2019-2020	09/03/2020	International Women's Day
36		08/03/2020	Empowering Girl Students and Enhancing Facilities for the College Girl's Common Room"
37		11/03/2019	One Day Workshop on 'Gender Awareness: Gender And Development'

38	2018-2019	08/03/2019	Women's Day Celebration
39		06/09/2018	Welcoming Legalization of Homosexuality

2) Programs addressing Health & Hygiene

Sl. No.	Academic Year	Date	Name of the Program
1	2023-2024	27/10/2023	A Session on Importance of Yoga
2		11/10/2023	AARDRAM- Mental Health and Personal Hygiene: Nurturing the well- being of girls.
3		14/08/2023	Distribution of Menstrual Cups
4		21/06/2023	NCC- International Yoga Day
5	2022-2023	27/01/2023	Wellness Session
6		16/12/2022	Drug Abuse Programme
7		21/06/2022	Empower Her through Yoga
8		21/06/2022	NCC- International Yoga Day
9		21/06/2022	Yoga
10	2021-2022	21/06/2021	Celebrating International Yoga Day
11	2019-2020	08/07/2019	An Orientation Program – Menstruation Hygiene Management
12		01/07/2019	Awareness Program- Empower Parents, Enable Breast Feeding

3) Self Defense Training Programs

Sl No	Date	Title of the Program
1	17/10/2023	The "Empowering Taekwondo Training Program
2	8/3/2023	Karate Class for Girls
3	4/12/2019	Self Defense Training Workshop for girls

4) Entrepreneurial & Skill Developmental Programs

Sl No	Academic Year	Date of the Program	Title of the Program
1	2023-2024	11/10/2023	Skill Training in Mushroom Cultivation for GirlStudents
2		August 2023	Language and Communication Skills
3	2022-2023	08/03/2023	Art & Craft Exhibition
4		02/03/2023	Skill Acquisition Workshop
5		28/02/2023	OPUS – A Skill Development Initiative for Gaining Experience in Selling and Marketing
6		24/02/2023	Felicitation to Kerala State Young Scientist Award Winner and Alumnus Dr. Ambili K.M
7		21/02/2023	Incubation Centre Inauguration
8		15/02/2023	Business Enclave- One day seminar on Entrepreneurship Development
9		11/02/2023	Soft skill improvement
10		11/11/2022	Entrepreneurship Awareness Program
11		03/09/2022	Swimming Training Program for Women
12		4/8/2022	Workshop on Soap making
13		29/07/2022	Seminar on Workability and Industrial Training Program
14		June 2022	Leaders Speak Magazine
15		18/04/2022	Basic English Language Skills for Mothers
16		18/03/2022	OPUS–A Skill Development Initiative for Gaining Experience in Selling and Marketing
17		28/02/2022	Video Making Contest

18	2021-2022	11/09/2021	Orientation program on skill Development Training Program in Polymer Technology
19		22/12/2021	"Sreenivasa Ramanujan -The Man & The Mathematician"
20		21/06/2021	Celebrating International Yoga Day
21		07/06/2021	Online Community Connect
22		17/05/2021	Awareness of trends in Technology-Hands on Training in I Naturalist Software
23	2020-2021	19/03/2021	Journey through Genius
24		18/03/2021	Sanitizer preparation
25		4/11/2020	One day seminar on Rural Entrepreneurship
26		24/09/2020	Formation of Rural Entrepreneurship Cell and One day workshop
27	2019-2020	June 2019	Apiculture- Hands- on Training by Experts
28	2018-2019	23/12/2018	Nurturing Growth: Empowering Girls and Supporting Mothers
29		25/06/2018	Bioinformatics-Importance And Applications

RESOURCES FOR GENDER EMPOWERMENT

Staff and Student

Our college ensures equal access to educational opportunities for all genders irrespective of their gender identities. The number of female students enrolled in our institution exceeds 69% of the total strength which shows a conducive environment for the unprecedented opportunities empowering girls to excel and shape their future. This involves providing scholarships, mentoring programs, counselling sessions, tutorial sessions and support to overcome the barriers that may hinder educational pursuit. Systematic programs are conducted by all departments ensuring opportunity to all. Out of 86 teachers, there are 52 female staff and 34 male staff appointed in this

college. Out of 31 Non- teaching staff 7 are females and 24 are male staff. There is balanced representation ensuring diverse expertise and insights in educational delivery.



Committees, Clubs and Forums

Typically, we have dedicated committees like the Internal Complaints Committee, Grievance and Ethics Committee, Disciplinary Committee, Sexual Harassment and Anti ragging committee which addresses issues that safeguards the confidence and trust in our work place. The above committees have almost an equal representation of all genders ensuring gender equity in safeguarding the interest of the deprived sections. The above mechanism ensures a fair and confidential process for students and staff to voice their complaints in order to foster an effective learning environment.

Girls Room facilities

The Girl's room provides a secure and comfortable living space which ensures privacy in order to create a supportive environment for girls. These spaces are equipped with beds, study areas, clean and well ventilated bathrooms, modern bathrooms with conveniences like incinerators, sanitary disposal and vending machines providing menstrual hygiene products. There are two girl's room facilities at our college. There are a total of 17 well equipped toilets with incinerators and pad vending machines in each toilet. Such sensitive designs contribute to creating inclusiveness and generates positive environments that address their unique needs.



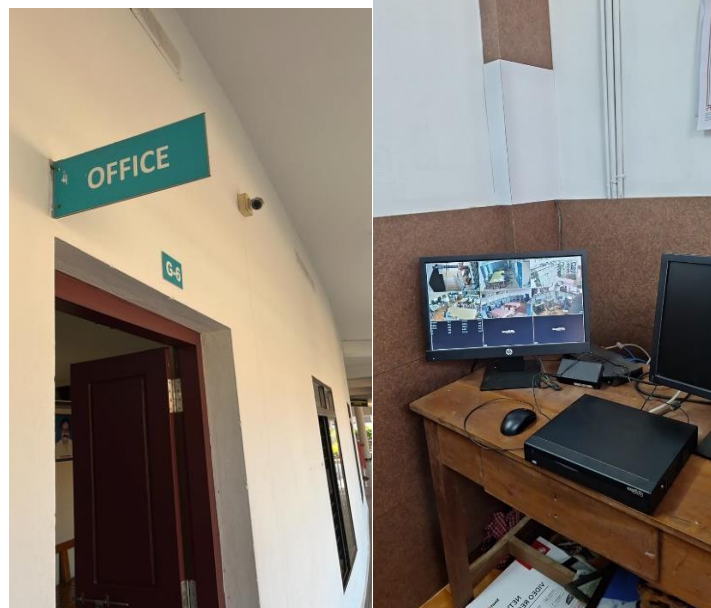
Hostel facilities

Hostel facilities are provided for girls with essential amenities to create a conducive living environment. The hostel is well monitored throughout by a trained security staff for the entire premises including entrance and exit, common areas etc. Entry and Exit registers are well maintained to ensure the security of personnel and controlled access is executed by the administrative personnel (Hostel Warden/Matron). Adequate lightings are provided in corridors, rooms, dining area and common areas to deter unauthorized activities. Access to basic first aid supplies and ensures proximity to medical facilities for emergencies. The student intake comprising of both UG & PG is 94. There are 47 rooms, 18 toilets, a kitchen, a common area, a dining room and space for playing games such as badminton, throw ball etc. in the hostel. Programs and meetings can also be conducted in the open area. Frequent checks are conducted by the staff to ensure potential safety hazards and address them promptly. Therefore, the above related measures are implemented to safeguard the security and well-being of the girls in the hostel.



Effective surveillance systems

The college has installed effective surveillance systems to enhance overall security and monitors activities. A total of 10 cameras are installed in college of which 5 are installed in the main building at the entrance, office, main lobby and reception, Halls and corridors etc. Another 5 cameras are installed in the library entrance and its premises to ensure comprehensive coverage enhancing the overall security in college



Gender Focused Efforts

Clubs and Committees play a crucial role in promoting gender equality and inclusivity by fostering awareness, advocacy and community engagement. More than 85 programs are conducted emphasizing skill, hygiene, empowerment and importance of gender promotion. The NCC & NSS together conduct activities that provide students with valuable skill with a sense of civic responsibility irrespective of their genders. A higher number of girls are members of NCC & NSS which is a positive indicator of female participation in extracurricular and community service activities. It not only promotes discipline but leadership skills and social responsibility among girl students.

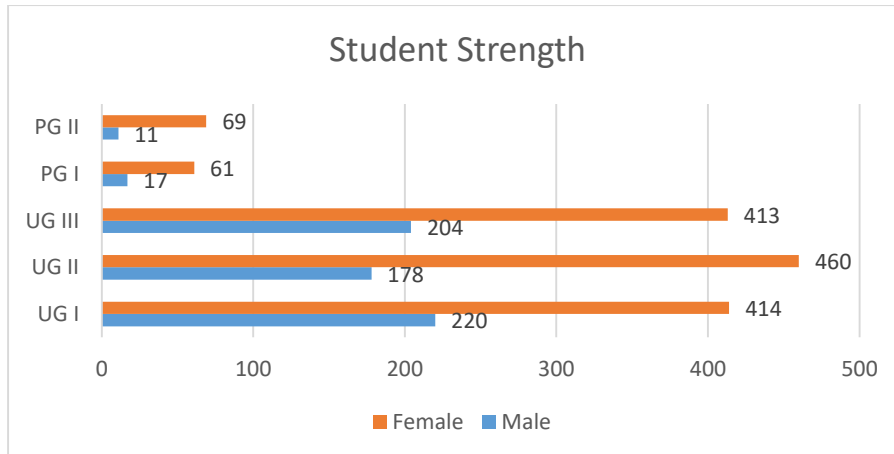


DATA ANALYSIS

A. Student Details

- Gender wise details of Student Strength observed in college in the academic year 2022-2023

Student Strength			
Year	2022-2023		
	Male	Female	Total
UG-I Year	220	414	634
UG-II Year	178	460	638
UG- III Year	204	413	617
PG - I Year	17	61	78
PG - II Year	11	69	80
Total	630	1417	2047



Inference: Out of 634 students pursuing their I UG, 414 representatives are girls and 220 are boys

Out of 638 students pursuing their II UG, 460 representatives are girls and 178 are boys

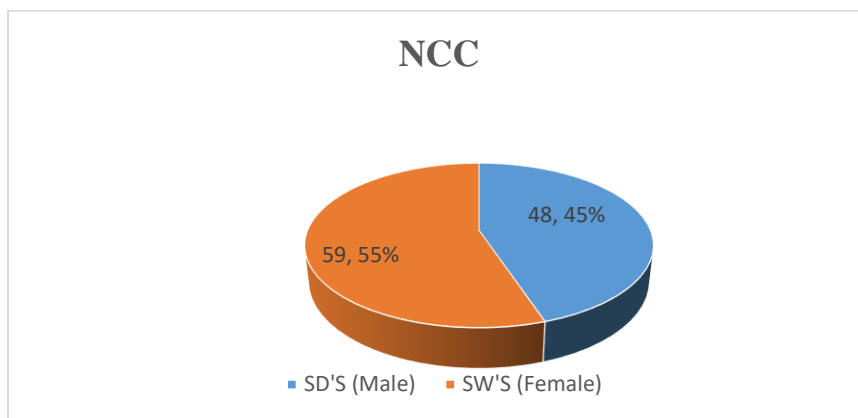
Out of 617 students pursuing their III UG, 413 representatives are girls and 204 are boys

Out of 78 students pursuing their I PG, 61 representatives are girls and 17 are boys

Out of 80 students pursuing their II PG, 69 representatives are girls and 11 are boys

- NCC

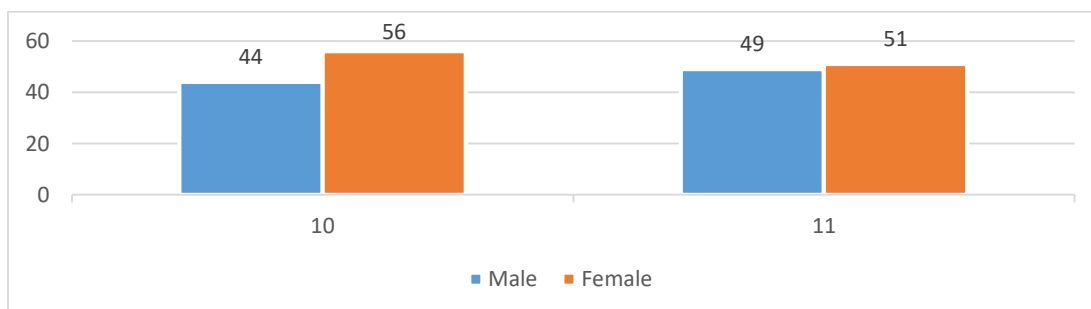
NCC- Student			
Year	SD'S (Male)	SW'S (Female)	Total
2022-2023	48	59	107



Inference: 45% representatives are boys and 55% are girls illustrating a diverse and inclusive involvement of both genders.

- NSS

NSS- Student			
Unit	Male	Female	Total
10	44	56	100
11	49	51	100

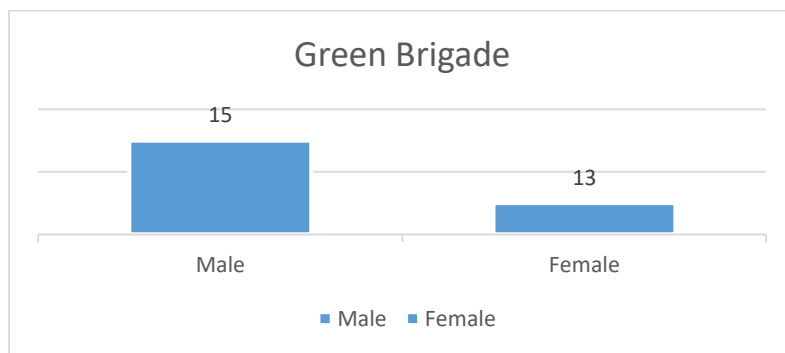


Inference:

In Unit 10, 26 candidates are female and 24 are male and in Unit 11, 49 candidates are male and 51 candidates are females. Here the representation of girls are higher than that of boys.

- Green Brigade**

Green Brigade- Student			
Year	Male	Female	Total
2022-2023	15	13	28

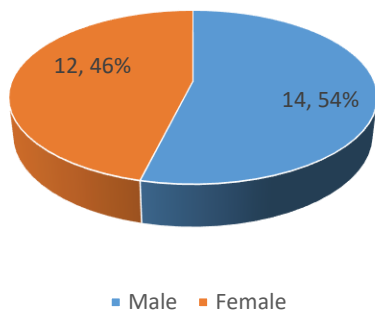


Inference: 15 representatives are boys and 13 are girls. The girl representation is almost on par with that of boys.

- College Union Representatives**

College Union- Representatives			
Year	Male	Female	Total
2022-2023	14	12	26

College Union Representatives

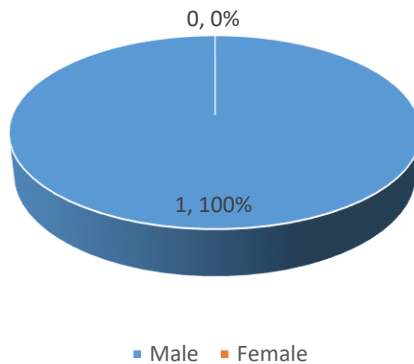


Inference: Of 26 College Union Representatives 14 represent males and 12 represent females. The participation of girls is almost on par with that of boys.

- College Union Chairman**

College Union- Chairman			
Year	Male	Female	Total
2022-2023	1	0	1

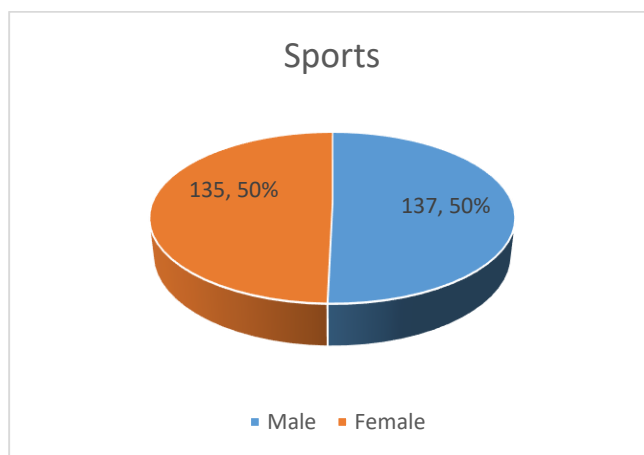
College Union Chairman



Inference: The College Union Chairman is a boy.

- **Sports**

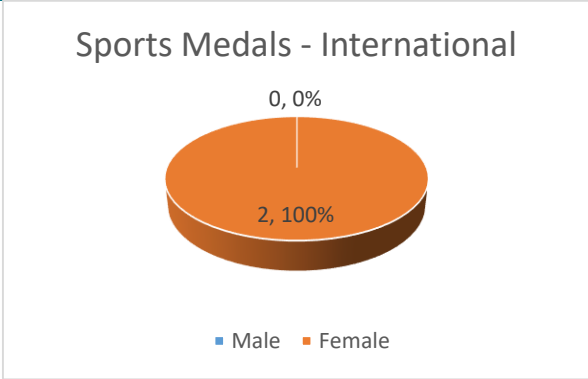
Sports			
Year	Male	Female	Total
2022-2023	137	135	272



Inference: There are 135 girls and 137 boys as representative for different sports events. The above shows a balanced representation of both boys and girls.

- **Sports Medals – International**

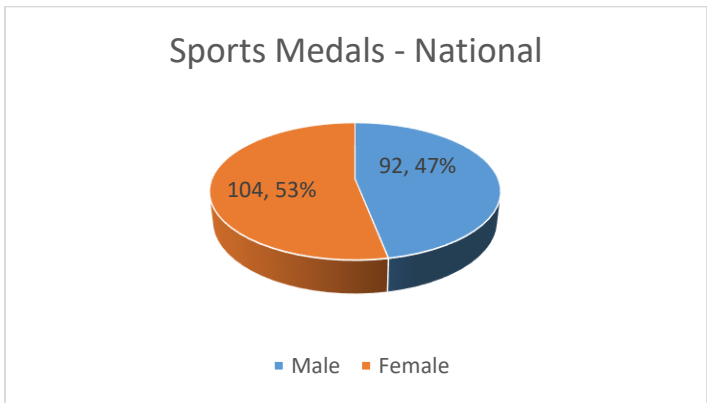
Sports Medals			
Level	Male	Female	Total
International	0	2	2



Inference: Both the International medals At the Asian Games for Power lifting were won by girls. Their achievement demonstrates a remarkable skill at the global level

- **Sports Medals – National**

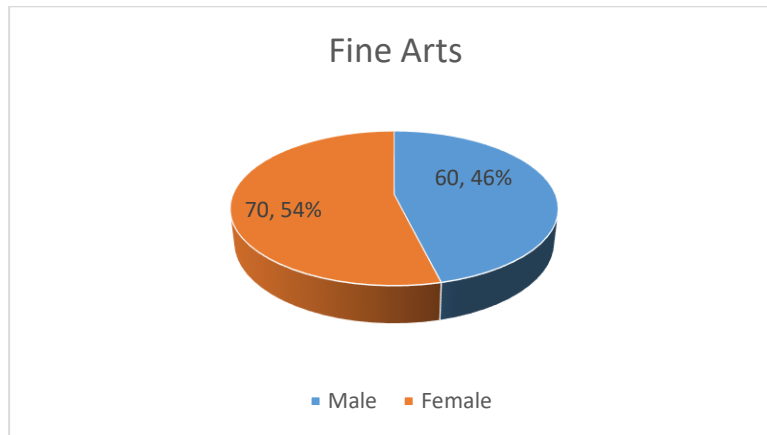
Sports Medals			
Level	Male	Female	Total
National	92	104	196



Inference: Of 196 medals won 104 were won by girls and 92 were won by boys. The above analysis shows the impressive achievement of both genders showcasing their skill and commitment to Sports.

- **Fine Arts**

Fine Arts			
Year	Male	Female	Total
2022-2023	60	70	130

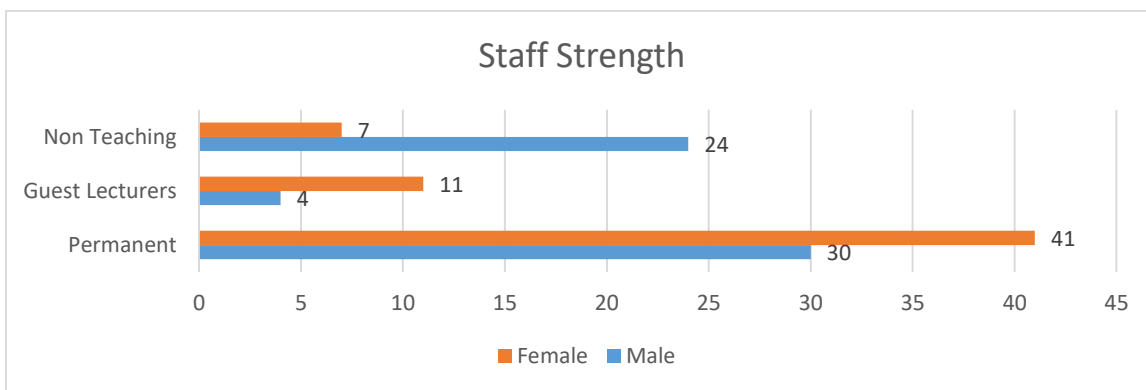


Inference: Of a total of 130 participants 60 boys won prizes in different categories for University Arts Festival and 79 girls won prizes for University Arts Festival. This shows positive reflection of diversity in various artistic endeavors.

B. Staff (Teaching and Non-Teaching)

1. Staff Strength

Staff Strength			
Staff	Male	Female	Total
Permanent	30	41	71
Guest Lecturers	4	11	15
Non-Teaching	24	7	31



Inference

On analysis it is found that out of 71 permanent teachers, there are 41 female staff and 30 male staff appointed in this college. Out of 15 guest lecturers, there are 11 female staff and 4 male staff. Out of 31 Non- teaching staff 7 are females and 24 are male staff.

2. Committee Conveners

COMMITTEES- Conveners	2022-2023	
	Male	Female
Antiragging Committee	1	0
Antiragging Squad	1	0
Student Grievances & Ethics	0	1
General Discipline	0	1
Girls Welfare	0	1
Purchase	1	0
Student Aid	0	1
Internal Examinations	1	0
Research & IPR	0	1
Library Advisory	1	0
NSS Advisory	1	0
Sports	1	0
Canteen	1	0
Clean & Green Campus	0	1
Tourism	0	1
IQAC, NAAC Support	1	0
SC/ST	0	1
OBC	0	1
Minority	0	1
Calendar	0	1
Technical	0	1
Admission Facilitation Committee	1	0
Media & Publication	0	1
Internal Complaints against Sexual Harassment at work place	0	1
Transport	1	0
Infrastructural Development	1	0
Equal Opportunity Cell for Disabled	1	0
Mentoring	1	0
	14	14

Inference

There is equal representation of male and female staff among conveners which reflects a commitment of gender balance in decision making roles promoting diversity and inclusivity within the institution’s leadership structure.

3. Committee Members

COMMITTEES- Members	2022-2023	
	Male	Female
Antiragging Committee	4	2
Antiragging Squad	4	2
Student Grievances & Ethics	1	3
General Discipline	3	1
Girls Welfare	0	5
Purchase	3	4
Student Aid	0	4
Internal Examinations	0	4
Research & IPR	2	3
Library Advisory	2	3
NSS Advisory	7	2
Sports	3	1
Canteen	2	2
Clean & Green Campus	2	2
Tourism	2	2
IQAC, NAAC Support	9	4
SC/ST	1	2
OBC	0	3
Minority	1	2
Calendar	1	2
Technical	3	2
Admission Facilitation Committee	5	8
Media & Publication	2	2

Internal Complaints against Sexual Harassment at work place	0	8
Transport	6	2
Infrastructural Development	4	2
Equal Opportunity Cell for Disabled	4	1
Mentoring	0	4
	71	82

Inference

The Committee composition with 82 females and 71 male staff demonstrates a notable gender diversity contributing to an inclusive representation in decision making process

4. In charge of special Schemes and Programs

Teachers In charge of Special Schemes and Programs		
	2022-23	
	Male	Female
RTI	1	0
Hostel	0	1
CBCSS	1	0
University Examinations	1	1
Career Guidance	2	0
Training & Placement	1	1
Counselling	1	1
ASAP	0	1
Connect Career to Campus	0	1
Scholarships	1	0



AISHE	0	2
NIRF	0	1
NAD	0	1
Medisep	0	1
YIP	1	1
ED Club	0	1
General Alumni	1	1
Student Faculty Council	0	1
Green Brigade	0	1
College Union	0	1
Fine Arts	1	0
NSS	2	0
NCC	1	0
	14	16

Inference

The allocation of 16 female staff and 14 male staff signifies a balanced gender involvement in leadership roles. It promotes gender diversity and inclusiveness.

FINDINGS

A. Students

- The above statistics suggests a well-balanced gender representation in various aspects of the college
- More girls participate in NCC, NSS, Green Brigade and College Union roles
- In sports the participation is quite evenly distributed with both genders actively involved
- Girls have excelled in both National Sports Medals and Arts showcasing their achievements and contributions across diverse domains
- The college appears to foster inclusivity and equal opportunities for students

B. Staff

- Staff strength shows a mix of male and female representation
- There is equal representation of male and female staff among conveners which reflects a commitment of gender balance in decision making roles promoting diversity and inclusivity within the institution's leadership structure.
- The Committee composition demonstrates a notable gender diversity contributing to an inclusive representation in decision making process
- The allocation of staff signifies a balanced gender involvement in leadership roles.
- It promotes gender diversity and inclusiveness.

SUGGESTIONS

- Enhance the institution's inclusivity by providing facilities like a crèche and feeding room catering to the needs of individuals with family responsibilities
- Address the need for a deeper understanding of study aspects by organizing workshops focused on qualitative research methods
- Foster economic independence and skill development by offering self - employment training courses
- Ensure increased restroom and common room facilities to recognize and address specific needs of women during sensitive periods.
- Organize additional Self-defense training to foster a sense of empowerment among all members
- Organize more awareness programs on Legal rights.

CONCLUSION

Gender Audit serves as an essential tool for assessing and enhancing gender inclusivity within the institution. The analysis shows that gender equity goals and objective are included in all the policies, programs of the college and staff also reported that they have no problems related to gender criterion. Through implementation of recommended changes and ongoing commitment to gender equality, organizations can not only meet legal and ethical standards but also to create a workplace that thrives on the principles of fairness, respect and equal opportunities for all.

GENDER AUDIT TEAM MEMBERS

EXTERNAL MEMBERS



Ms. RINCY MARIYA N
Assistant Professor
Department of Social Work
St. Joseph's College,
Pilathara



Dr. BONY M
Assistant Professor
Department of Social Work
St. Joseph's College,
Pilathara



Ms. CICILY JOSEPH
Assistant Professor & HOD
Department of Social Work
St. Joseph's College, Pilathara



HEAD DEPARTMENT OF SOCIAL WORK
ST. JOSEPH'S COLLEGE
PILATHARA

INTERNAL MEMBERS



Ms. ARCHANA KEMANABALLY
Assistant Professor
Department of Management Studies
Payyanur College, Payyanur

ARCHANA, K.
ASSISTANT PROFESSOR
HEAD OF THE DEPARTMENT
DEPARTMENT OF MANAGEMENT STUDIES
PAYYANUR COLLEGE, PAYYANUR
PAYYANUR-670327



Dr. SWARAN P.R.
IQAC Coordinator
Payyanur College, Payyanur

CO-ORDINATOR
INTERNAL QUALITY ASSURANCE CELL (IQAC)
PAYYANUR COLLEGE, EDAT PO
KANNUR DIST. KERALA 670327




Dr. RATHEESH NARAYANAN M.K
Assistant Professor & HOD
Department Of Botany
Payyanur College, Payyanur

Dr. RATHEESH NARAYANAN, M.K.
HOD, ASSISTANT PROFESSOR & RESEARCH GUIDE
P.G. DEPARTMENT OF BOTANY
PAYYANUR COLLEGE
EDAT P.O., Pin: 670327



Prof. (Dr.) SANTHOSH V.M.
Principal
Payyanur College Payyanur
Prof. (Dr) Santhosh V. M.,
Principal,
Payyanur College, Payyanur

First Consultation Report

**CONSULTATION FOR GENDER
AUDIT AT PAYYANUR COLLEGE,
KANNUR UNIVERSITY**



Department of Social Work, St. Joseph's College,
Pilathara, Kannur
15-11-2023

Executive Summary

The Department of Social Work, St. Joseph's College, Pilathara, conducted first consultation on 15th November 2023, with Payyanur College, Kannur University, to initiate a gender audit that aligned with the University Grants Commission (UGC) guidelines. The consultation was a step forward from the previously signed agreement for the collaboration between Internal Quality Assurance Cells (IQAC) in both institutions to establish academic collaboration and co-operation.

The consultation involved key stakeholders, including the Head of Department and faculty members from both institutions. The purpose was to strategize the inclusion of quantitative and qualitative data collection methods, with a potential focus on developing a gender-sensitive model campus.

Background

Gender auditing is crucial for assessing an organization's policies, practices, and procedures, particularly concerning women. The National Assessment and Accreditation Council (NAAC) in India underscores the importance of gender-sensitive indicators and sex-disaggregated data in accrediting educational institutions. The consultation addressed seven major areas identified by NAAC for gender sensitivity assessment.

Items Discussed

1. Curriculum Integration
 - Evaluation of women-related courses/topics across subjects.
2. Teaching, Learning, and Evaluation
 - Analysis of gender-segregated data at UG/PG levels.
 - Participation of women faculty in various academic activities.
3. Research, Consultancy, and Extension

- Examination of women faculty's involvement in research and extension activities.
 - Identification of specific research topics and extension activities related to women.
4. Infrastructure and Learning Resource
 - Assessment of facilities for women in hostels, common rooms, toilets, and sports.
 - Availability of women-centric literature in the library.
 5. Student Support and Progression
 - Disaggregated data on women students receiving scholarships, financial support, and placements.
 - Presence of support services like counsellors, sexual harassment cells, and medical professionals.
 6. Organization and Management
 - Representation of women in selection/promotion committees and administrative bodies.
 - Details on maternity leave and childcare facilities.
 7. Healthy Practices
 - Quantification of gender sensitization programs and discussions on women-related themes.

Next Steps

The consultation highlighted crucial areas for the gender audit, emphasizing the need for an enabling approach to women's development within the institution. The proposed data collection methods and potential model campus development will be refined in subsequent stages of the consultation.

This report serves as a foundation for identifying broader thematic areas for gender audit to ensure Payyanur College, Kannur, aligns with UGC guidelines and NAAC standards, fostering a gender-sensitive and inclusive educational environment. Further

collaboration and focused efforts will be taken to collect baseline data of the current demographic and environmental variables, which could be factored into the comprehensive audit.

Prepared by

Ms. Cicily Joseph, Assistant Professor & HoD,
Social Work, St. Joseph's College, Pilathara



HEAD DEPARTMENT OF SOCIAL WORK
ST. JOSEPH'S COLLEGE
PILATHARA-670 504

Dr. Bony M, Assistant Professor,
Department of Social Work, St. Joseph's
College, Pilathara



Ms. Rincy Mariya N, Assistant Professor,
Department of Social Work, St. Joseph's
College, Pilathara



Second Consultation Report

**DEVELOPING A METHODOLOGY
OF GENDER AUDIT FOR
PAYYANUR COLLEGE, KANNUR
UNIVERSITY**



Department of Social Work, St. Joseph's College,
Pilathara, Kannur
07-02-2024

Executive Summary

Following the first consultation on 15th November 2023, the Department of Social Work, St. Joseph's College, Pilathara, held a second consultation on 7th February 2024, focusing on the development of a robust methodology for a comprehensive gender audit at Payyanur College, Kannur. Key discussions centered around the baseline data of gender-segregated students, faculty and staff, women's participation in activities & decision making and procedural compliance with the Protection of Women from Sexual Harassment Act, 2013. The consultation aligned with UGC directives for equity and inclusiveness in higher education.

Key Points Discussed

1. Gender-Segregated Data

- Detailed analysis of gender-segregated data for students, faculty, and management.
- Identification of disparities and areas for improvement.

2. Women's Participation

- Assessment of women's involvement in various academic and extracurricular programs.
- Evaluation of representation in decision-making processes.

3. Compliance with Sexual Harassment Regulations

- Review of the Internal Complaints Committee (ICC) report.
- Exploration of provisions under the Protection of Women from Sexual Harassment Act, 2013.

4. UGC Directives and Guidelines

- Integration of the 12th Plan directive of UGC emphasizing equity and inclusiveness.
- Adherence to recent UGC guidelines on addressing gender concerns in enrolment, policy, physical environment, and grievance redressal.

Proposed Workshop on Methodology

To ensure a systematic and detailed gender audit, the consultation recommended the organization of a workshop. This workshop aims to:

1. Set the Scope

- Define the parameters and objectives of the gender audit for Payyanur College.

2. Identify Key Areas

- Determine specific focus areas within each department and institution-wide.

3. Tools of Data Collection

- Explore and finalize the most effective tools for quantitative and qualitative data collection.

4. Modalities of the Study

- Discuss the practical aspects of conducting the audit, including timelines and responsibilities.

Next Steps

The second consultation marks a crucial step in the preparation for a comprehensive gender audit. The proposed workshop will serve as a platform for collaborative planning and will set the foundation for a detailed assessment. The methodology developed will ensure alignment with UGC directives, fostering a gender-inclusive and supportive educational environment at Payyanur College.

This consultation marks the commitment of both institutions towards gender equity and inclusiveness, in line with national and regulatory expectations. The baseline data gathered are attached as annexures with this report.

Prepared by

Ms. Cicily Joseph, Assistant Professor & HoD,
Social Work, St. Joseph's College, Pilathara



HEAD DEPARTMENT OF SOCIAL WORK
ST. JOSEPH'S COLLEGE
PILATHARA-670 504

Dr. Bony M, Assistant Professor,
Department of Social Work, St. Joseph's
College, Pilathara



Ms. Rincy Mariya N, Assistant Professor,
Department of Social Work, St. Joseph's
College, Pilathara

