

REPORT OF THE GENDER AUDIT

1. About Pavanatma College

Nestled on a hillock, Pavanatma College, the beacon of knowledge, evokes mingled feelings of pride and hope in the passers-by. 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. It is located at Murickassery, about 15 kms away from Idukki en route to Thopramkudy, in Vathikudy Panchayath, Udumbanchola 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 2005 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. The following are the different departments.

2. Preamble

Gender Audit of educational institutions is a process for organisational 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.
- Organisational culture and its effects on gender equality

3.SPECIFIC FACILITIES & PROGRAMMES

The following are specific facilities and programmes regarding gender sensitisation

- 1.Internal Compliance Committee
- 2.Women Cell
- 3.Canteen and Store
- 4.Surveillance Cameras
- 5.Grievance Redressal and Anti-Harassment Cell
- 6.Counselling
- 7.Common Rooms
- 8.Gender Equity and Sensitization in Curricular Activities
- 9.Co-curricular Activities

4.GENDER SENSITISATION –ACTIVITIES OF WOMEN CELL

PAVANATMA COLLEGE MURICKASSERY		
GENDER SENSITISATION – ACADEMIC YEAR WISE LIST OF ACTIVITIES 2018-19		
Sl.No.	Title of the Programme	Target Group
1	Training on Stress management	Female Student Community
2	Seminar on Personal Hygiene	Female Student Community
3	Seminar on how to rebuild our society	General
4	Documentary Screening on Social Issues	Women cell members
5	Her Day Celebration	Women cell members
6	Workshop on Beauty Tips	Women cell members
7	Elocution Competition	Student Community

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GENDER SENSITISATION – ACADEMIC YEAR WISE LIST OF ACTIVITIES
2019-20

SL.No.	Title of the Programme	Target Group
1	How to be Different'-Personality Development	General
2	Counseling to girl students on safety precaution -	Female Student Community
3	'Care others', an instructional program to students	Female Student Community
4	International Women's day Celebration-GD on Successful Women	Female Student Community
5	Cyber laws and laws against harassment	General
6	Glimpses of law relating to women (an interactive session with students)	Female Student Community
7	'Self Defense Techniques'-Training to Girl Students	Female Student Community
8	Exhibition	General
9	Manuscript Publication	Female Student Community
10	Palliative care centre -visit	Female Student Community

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GENDER SENSITISATION – ACADEMIC YEAR WISE LIST OF ACTIVITIES
2020-21


SL.No.	Title of the Programme	Target Group
1	Makkalkoppam Manass	Parents
2	Taking educational goals down-to-earth	General
3	"COVID-19: Boost Your Immunity through Yoga and Naturopathy"	General Public
4	A good day to Quiz	General Public
5	National Level Online General Awareness Quiz	General Public
6	Poster making competition as part of the National Education Day observation	General
7	Gender Equity for social Change	General
8	Debate on Marriage age of girls to 21	General
9	HOLIDAZE 2020 Online Christmas Celebration on Youtube	General
10	Whether women should be encouraged to become entrepreneurs in the 21st Century? (National Girl Child day)	General
11	Alumni Meet - 2013-16 Batch	General
12	Article Review Competition	General
13	Commentary Writing	General

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GENDER SENSITISATION – ACADEMIC YEAR WISE LIST OF ACTIVITIES
2021-22

Sl.No.	Title of the Programme	Target Group
1	District-level Debate competition on Dowry System-	General
2	College-level Debate competition on Dowry System	General
3	Debate on Gender Neutral Dress Code in HEIs	General
4	RJ Hunt in association with AIR Devikulam 101.4 Spice FM	General
5	Talent Hunt in association with AIR Devikulam 101.4 Spice FM	General
6	Essay Writing Competition on Violence Against Women- A Constitutional View	General
7	Gender sensitization program in association with Idukki District Women and Child Development Office, Government of Kerala. Details	General / Female Student Community




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GENDER SENSITISATION – ACADEMIC YEAR WISE LIST OF ACTIVITIES
2022-23

Sl.No.	Title of the Programme	Target Group
1	Food fest	General
2	Gender awareness	General
3	Sthreedhanvum Samoohya Kazchapadukalum	General
4	Lets talk on mental health	General
5	Pencil drawing competition	General
6	Elocution Competition	General
7	Traditional fashion Show	General
8	Dumb sharads	General
9	Parady songs competitions	General
10	Dumb smash	General



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5.GENDER AUDIT

Pavanatma College, Muricksassery, 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 this background the College decided to conduct a Gender Audit. This audit, has been carried out by applying the participatory methodology. For the purpose of audit, 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. 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, that is presented below.

5.1Department of Commerce

The department of commerce can be said to have come into existence with the University order granting permanent affiliation to Pavanatma College, murickassery as a junior college on 1982, when the pre-degree batches for commerce was began. The department crossed yet another landmark by becoming the first Post Graduate Department of the college on 21st October 1995.

The PG Department of Commerce is imparting thorough practical and conceptual knowledge in a variety of subjects like Accounting, Finance, Taxation, Management, Capital market, and so on to students of UG and P.G. programmes. Commerce being in the nature of a professional course, the department earnestly endeavours to enhance, in particular, the professional competencies of students with a view to equipping them in building up their career through direct placements or through advanced professional courses like CA, CS, CMA, etc.

Taking in letter and spirit, the contemporary relevance of commerce in terms of the ever-increasing number of enrolments and the job opportunities it offers, the department is taking creative initiatives to motivate and inspire students by organizing different seminars, workshops, and add-on courses.

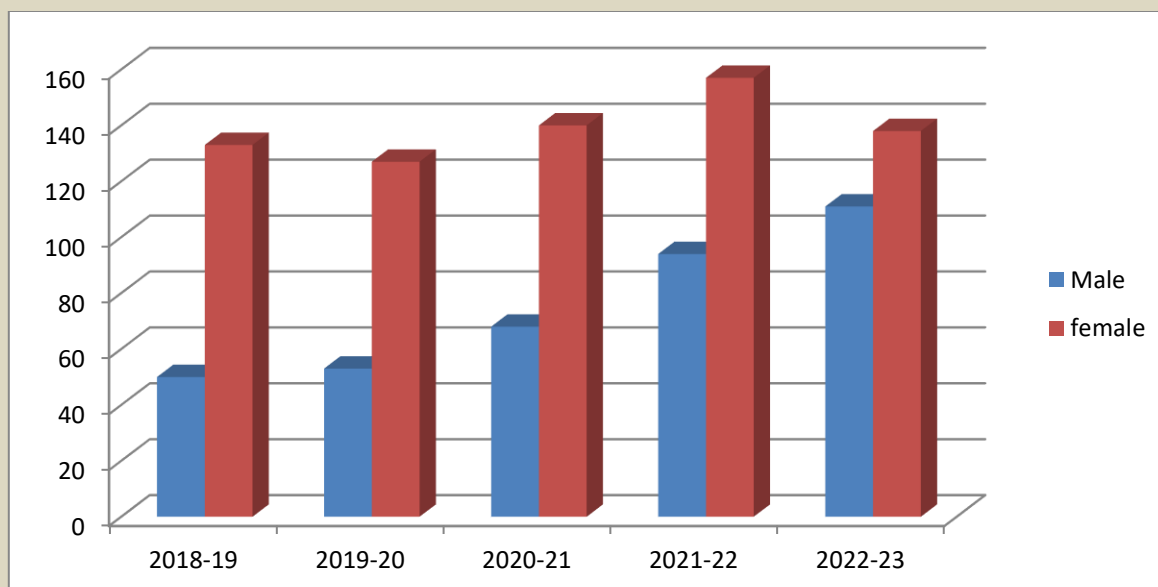
The admission details of department of Commerce from 2018-19 onwards are presented below.

Table 1
Admission Strength of Department of Commerce

Year	Male	Female	Total	% Male	% Female
2018-19	50	133	183	27.32	72.68
2019-20	53	127	180	29.44	70.56
2020-21	68	140	208	32.69	67.31
2021-22	94	157	251	37.45	62.55
2022-23	111	138	249	44.58	55.42

The department of commerce shows a diminishing trend in the admission of female students as compared to male students' ratio during the years 2018-19 to 2022-23. It is clearer from the diagram shown below.

Figure No.1
Admission Details of Department of Commerce



5.2 Department of Chemistry

The chemistry department provides the opportunity for under graduate and post graduate students to obtain a thorough fundamental knowledge of all fields of chemistry.

There are lecture courses in the general areas of inorganic, organic, and physical chemistry. Laboratory experience is provided in inorganic and organic synthesis, analytical methods and physical chemistry measurements.

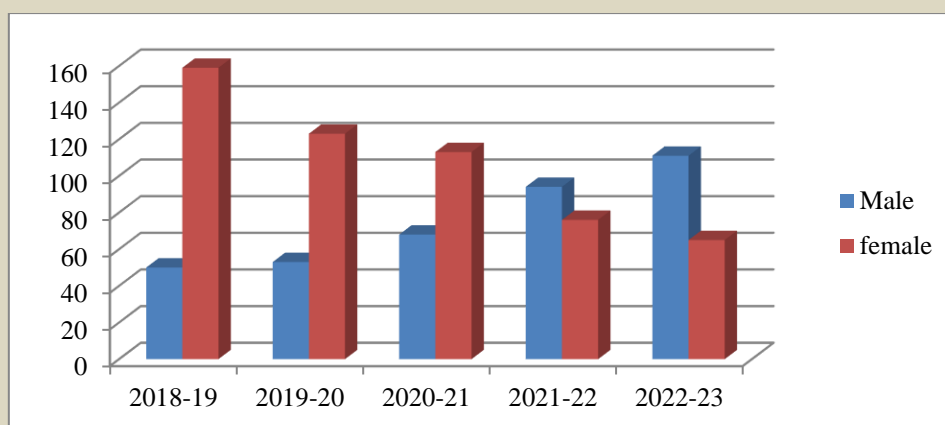
The Chemistry department has an excellent collection of books, journals, and reference materials in the library. Faculty members are available as academic advisers and hold office hours for consultation about their courses; they are also willing to discuss chemistry, science and career opportunities.

The admission details of department of Chemistry from 2018-19 onwards are presented below.

Table 2
Admission Details of Department of Chemistry

Year	Male	Female	Total	% Male	% Female
2018-19	50	159	209	23.92	76.08
2019-20	53	123	176	30.11	69.89
2020-21	68	113	181	37.57	62.43
2021-22	94	76	170	55.29	44.71
2022-23	111	65	176	63.07	36.93

The department of Chemistry shows a higher number of female students were admitted in different years but shown diminishing trend in the admission of female students as compared to male students' ratio during the years 2018-19 to 2022-23. It is more clear from the diagram shown hereunder.

Figure No.2

5.3 Department of Physics

The physics department provides the opportunity for undergraduate students to obtain a thorough fundamental knowledge of all fields of Physics. There are lecture courses in the general areas of theoretical and practical physics. In addition to the books and journals available in the college library, we keep a number of important books in the department for ready-reference of the students and teachers. A computer workstation possessing huge space computational capability was installed in the department recently for the use of the students doing their project work.

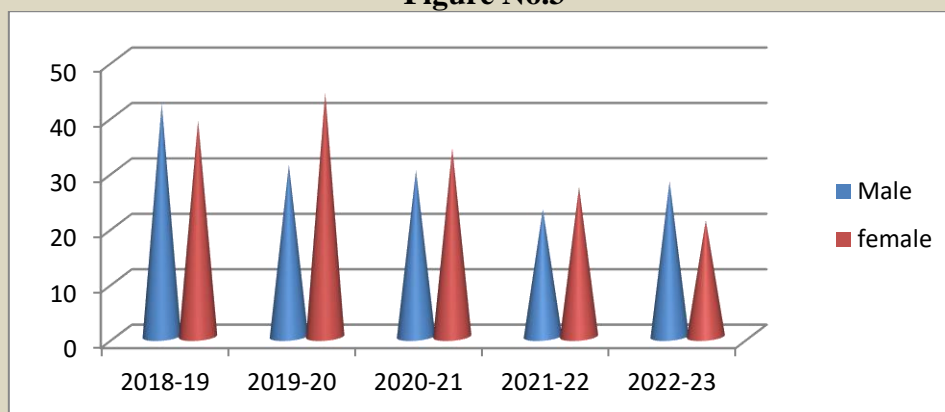
The department of physics conducts U G programme in physics with computer application as vocational subject. The admission details of department of Commerce from 2018-19 onwards are presented below.

Table 3
Admission Details of Department of Physics

Year	Male	Female	Total	% Male	% Female
2018-19	42	39	81	51.85	48.15
2019-20	31	44	75	41.33	58.67
2020-21	30	34	64	46.88	53.13
2021-22	23	27	50	46.00	54.00
2022-23	28	21	49	57.14	42.86

Department chemistry shows a higher percentage of female's students as compared to male student I different years ie.2019-2022, but there is a lesser percentage during the years 2018-19 and 2022-23, it is shown clearly in graph hereunder:

Figure No.3



5.4 Department of Mathematics

The Department of Mathematics was established in the year 1998. This department is a thriving community of dedicated teachers and devoted students sharing the enthusiasm for Mathematics. The Department mainly offers graduate and postgraduate programmes in Mathematics. The Department offers B. Sc. Mathematics (Model II- Vocational) with Computer Science as the vocational course and Operations Research as the complementary course. This programme provides a strong background to the fundamentals of mathematics. The department also offers M. Sc. Mathematics in self- financing stream. Post Graduate Programme is offered by the department to meet the growing demands of core mathematicians.

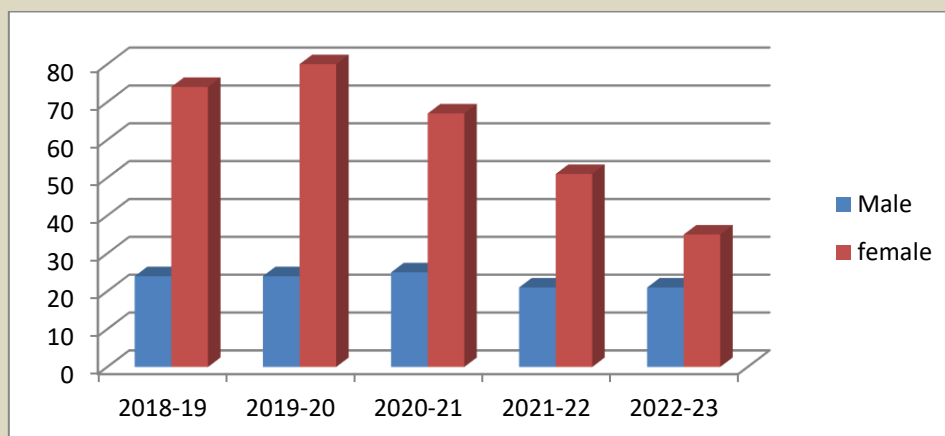
The admission details of Department of Mathematics from 2018-19 onwards are presented below.

Table 4
Admission Details of Department of Mathematics

Year	Male	Female	Total	% Male	% Female
2018-19	24	74	98	24.49	75.51
2019-20	24	80	104	23.08	76.92
2020-21	25	67	92	27.17	72.83
2021-22	21	51	72	29.17	70.83
2022-23	21	35	56	37.50	62.50

Department of mathematics shows a higher number of female students were admitted during the years 2018-23, it also clears from the graph shown below:

Figure No.4



5.5 Department of History

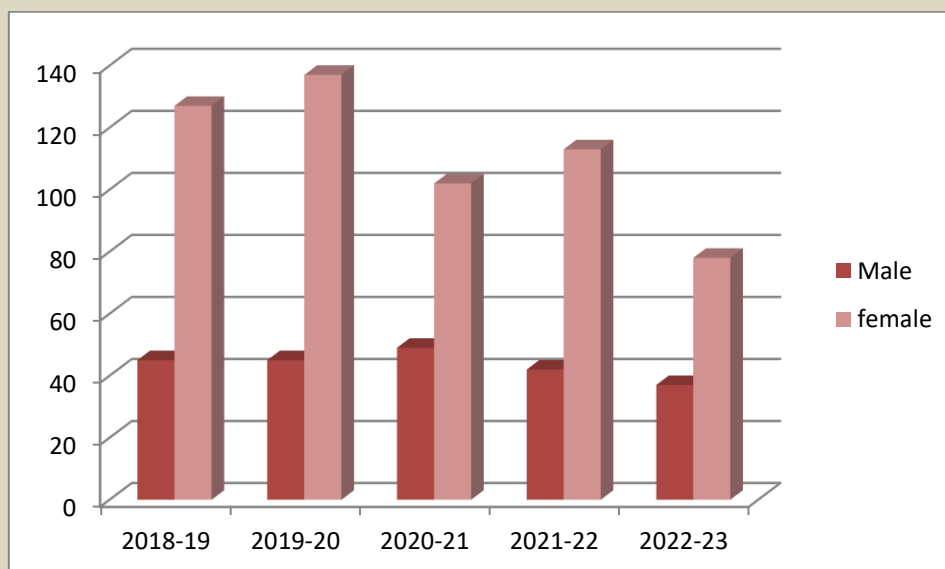
The Department of History Started functioning in 1982 was upgraded in 2001 with the introduction of B.A History course .Department of History offers graduate and post-graduate programme in History. The curriculum of the UG course carries specialization in Environmental History give strong foundation to students to in-depth areas of History. In view of the emphasis on the environment in the contemporary society, the course offered by the Department is community friendly, relevant in its contemporary setting and tries to find out solutions for problems which are seemingly inextricable confronting the society. In addition to the usual theory classes, the students are trained in bio-diversity conservation strategies and are brought up as an environmentally conscious and friendly new generation. We possess a historical museum and preserve Herbal Park in the premises of the College. The admission details of Department of History from 2018-19 onwards are presented below

Table 5
Admission Details of Department of History

Year	Male	Female	Total	% Male	% Female
2018-19	44	63	107	41.12	58.88
2019-20	39	77	116	33.62	66.38
2020-21	40	73	113	35.40	64.60
2021-22	41	73	114	35.96	64.04
2022-23	46	68	114	40.35	59.65

Department of history shows female students are more than the male students. The trend of admission is almost equal in all the years during 2018-23. It is clearer from the following diagram.

Figure No.5



5.6 Department of Malayalam

The Malayalam department started functioning in 1982. The department was upgraded as degree department in 1991 and BA Malayalam with Journalism self- financing Degree course started in 2004. In 2013 the postgraduate course M.A Malayalam (Aided) had come into functioning. The department concentrates not only in academic activities but organizes various kinds of literal as well as cultural programs to impart and improve the feelings of National and Emotional integration of the Country.

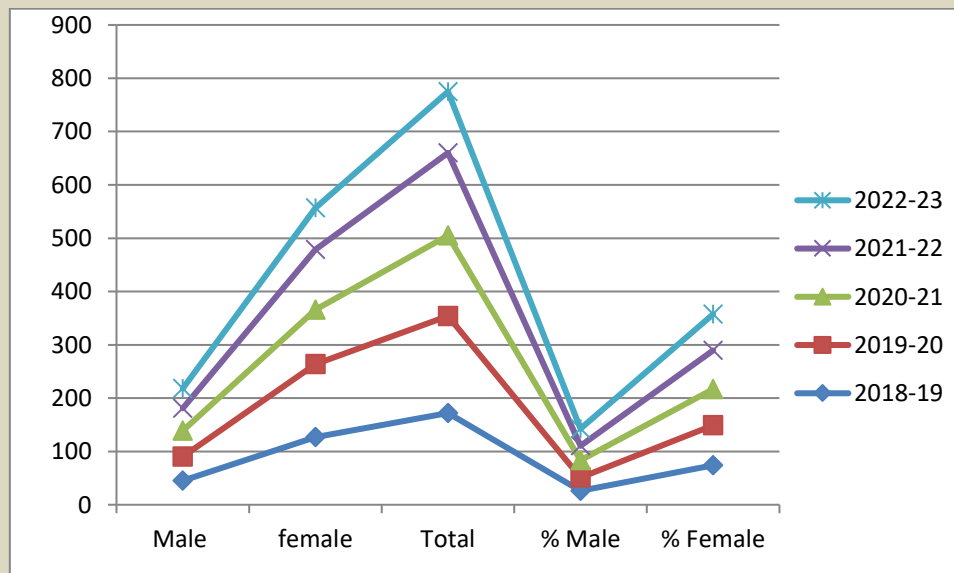
The department organizes Guest talks, invited lectures on various subjects related with latest developments in the Malayalam language and literature. It also organizes various seminars on emerging areas of knowledge. The extension programs also create awareness in the next posterity about the significance of Malayalam language and literature. The faculty members of the department extend their service as expert in the various programs conducted by various organizations and in addition to these the department makes innovative efforts in the comparative study of literature, linguistics, translation, functional areas of knowledge etc. The admission details of Department of Malayalam from 2018-19 onwards are presented below.

Table 6
Admission Details of Department of Malayalam

Year	Male	Female	Total	% Male	% Female
2018-19	45	127	172	26.16	73.84
2019-20	45	137	182	24.73	75.27
2020-21	49	102	151	32.45	67.55
2021-22	42	113	155	27.10	72.90
2022-23	37	78	115	32.17	67.83

Department of Malayalam shows the number of female students admitted during the years 2018-23 is almost double the numbers of male students. It clears the diagram following:

Figure No.6



1.7 Department of English

Ever since its inception in 2014, the Department of English has served as a hub for intellectual exploration and critical analysis of various aspects of English language and literature. Offering an Undergraduate Course (Model 1) to our students, we continue to explore various avenues in its field, including its history, grammar, and semantics as well as its rich literary tradition.

One of our primary goals is to develop students' language proficiency and communication skills. Through rigorous coursework, students are exposed to a wide range of literary works, both classic and contemporary, allowing them to explore different genres, styles, and themes. They are encouraged to engage in close reading, textual analysis and interpretation, fostering a deeper understanding and appreciation of literature. Assignments and other learning activities are set in line with this approach. Peer learning, remedial classes, mentoring, value education, participatory learning and proper grievance redressal ensure the overall development of students.

The faculty members within the Department of English are experts in their respective fields. They play a crucial role in guiding students' academic and intellectual growth, offering mentorship, conducting research, and publishing scholarly work.

The Department also promotes a vibrant academic community through various events, such as conferences, workshops, cultural fiestas, internships, invited lecture series, faculty exchange programmes, visits to libraries of national repute, and publication of manuscript magazines. The National and International events organized by the Department provide ample opportunities for student participation and presentations. Orientation programmes given to first-year undergraduate students provide them with different methodologies and approaches in English language and literature. These activities provide opportunities for students and faculty to engage in scholarly discussions, share their research findings, and connect with distinguished scholars and writers.

Furthermore, the Department often collaborates with other departments and interdisciplinary programmes to foster a holistic approach to the study of language and literature. In addition, extension activities such as palliative home care visits and the Miss-a-Meal programme are conducted to give students a chance to serve society, ensuring their commitment to the same.

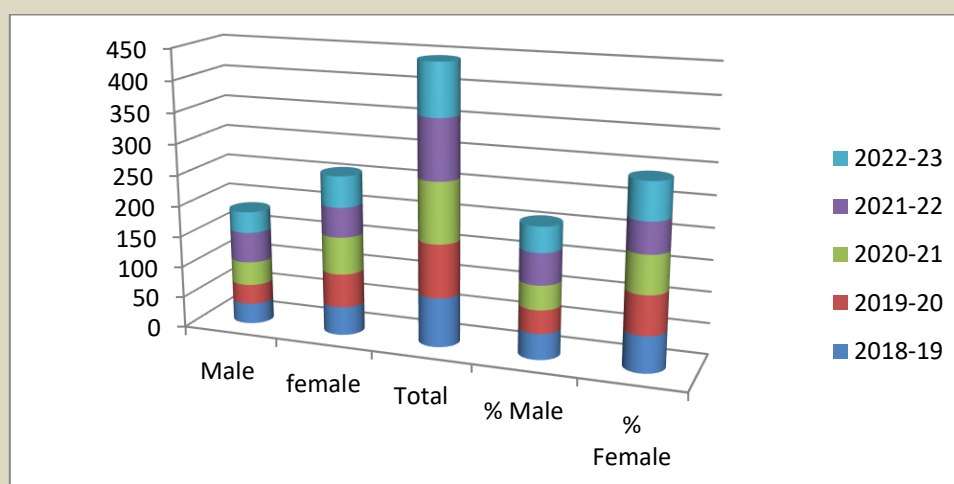
The Department of English is a vibrant academic department that offers students the opportunity to explore the intricacies of English language, immerse themselves in literary works, and develop skills that are valuable in numerous professional arenas. It serves as a platform for intellectual growth, fostering a lifelong love for literature and language while preparing students for a range of career paths. The admission details of Department of English from 2018-19 onwards are presented below.

Table 7
Admission Details of Department of English

Year	Male	Female	Total	% Male	% Female
2018-19	33	46	79	41.77	58.23
2019-20	32	54	86	37.21	62.79
2020-21	38	60	98	38.78	61.22
2021-22	49	48	97	50.52	49.48
2022-23	34	50	84	40.48	59.52

Department of English shows the number of female students admitted during the years 2018-23 is more than the numbers of male students, except the year 2021-22. The details are depicted in the following diagram.

Figure No.7



1.8 Department of Economics

Department of Economics started functioning in 2001 as a complementary course for B.A. History Model II, was upgraded in 2015 with the introduction of B.A ECONOMICS Model I as a new U.G programme .Sanctioned strength is 50 each for three classes. Economics is a Social Science discipline. By teaching this we try to impart knowledge about society and the application of economic theories into their life.

Objectives

- 1.To create a minimum economic balance.
- 2.To helps to formulate their own budget.
- 3.To know about the economic progress of countries.
- 4.To get equipped with competitive examinations.

Main course offered:

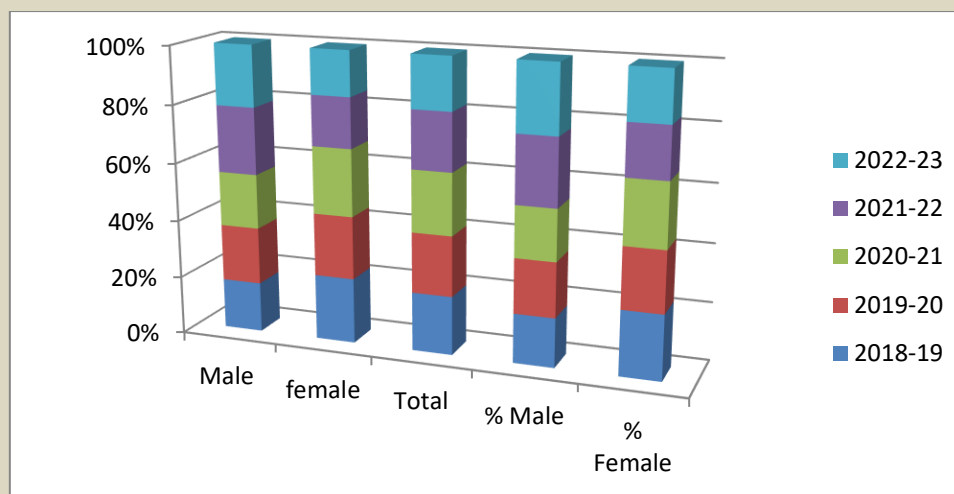
B.A ECONOMICS MODEL I (Self-financing)

The admission details of Department of Economics from 2018-19 onwards are presented below.

Table 8
Admission Details of Department of Economics

Year	Male	Female	Total	% Male	% Female
2018-19	44	73	117	37.61	62.39
2019-20	50	70	120	41.67	58.33
2020-21	48	75	123	39.02	60.98
2021-22	59	56	115	51.30	48.70
2022-23	54	50	104	51.92	48.08

Department of Economics shows the number of female students is less than the number of male students during the years 2021-23 but it is vice versa during the years 2018-21, find it from the diagram shown below:

Figure No.8

1.9 Department of Vocational Studies

The department of Vocation offers two UG courses, B.Voc Business Accounting and taxation, DTP and Printing Technology. The department of vocational education was established in the year 2018 and the courses were started on 01-11-2018. The University Grants Commission (UGC) had launched a scheme for skill development based higher education as part of college/university education, leading to Bachelor of Vocational (B.Voc) degree and Diploma under Community College Scheme. The programme is affiliated to the Mahatma Gandhi University Kottayam and is approved by UGC. The department is equipped with an expert team of well qualified, experienced and committed faculty members. The focus of skill development components is to equip students with appropriate knowledge, practice and attitude to become work ready.

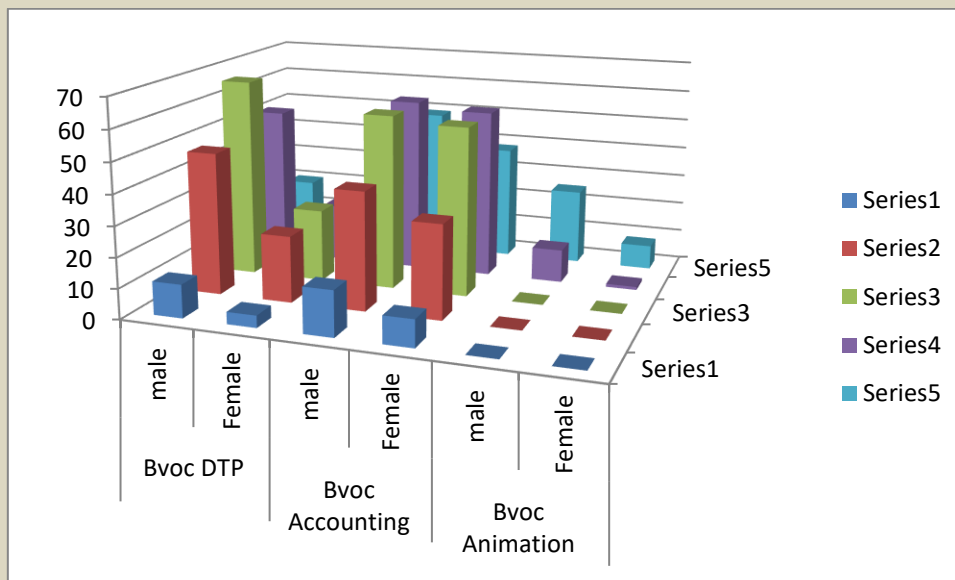
The admission details of department of Vocational Studies from 2018-19 onwards are presented below.

Table 9**Admission Details of Department of Vocational Studies**

B.Voc DTP		B. Voc Accounting		B.Voc Animation	
Male	Female	Male	Female	Male	Female
11	4	15	9	0	0
47	22	39	31	0	0
66	24	58	56	0	0
51	19	58	56	11	1
20	5	49	38	25	8

Department of vocational studies are shown a reverse picture than the other arts and science departments in the college. Vocational studies are having male students than the female students. Look into the following diagram:

Figure No.9



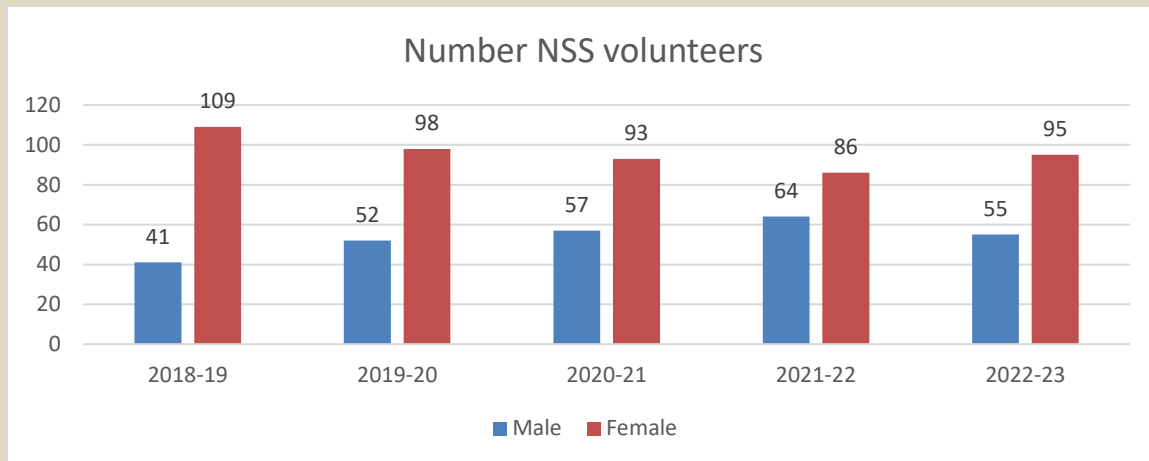
1.10 NSS Enrolment /Volunteer Strength

Table No.10

Enrolment Details of NSS Volunteers

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	41	52	57	64	55
Female	109	98	93	86	95
Total	150	150	150	150	150

Table No.10 depicts that Majority of the NSS volunteers 2018-19 to 2022-23 are female. This can be graphically depicted below.

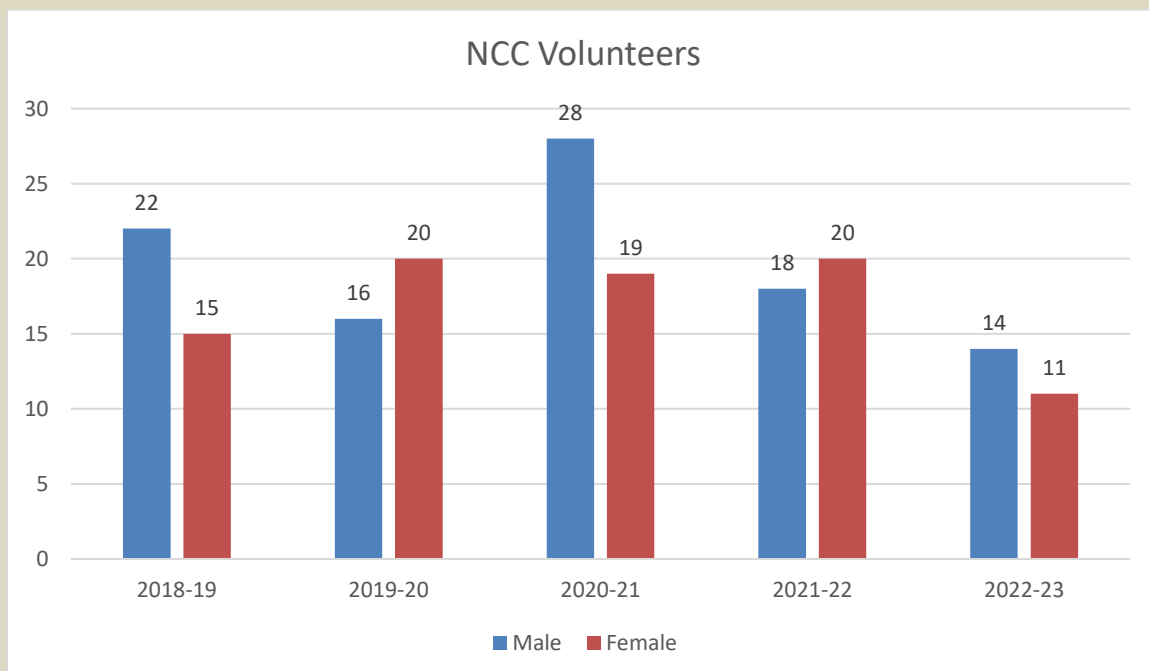
Figure No.10

1.11 NCC Cadets Strength

Table No.11
NCC Cadets Strength

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	22	16	28	18	14
Female	15	20	19	20	11
Total	37	36	47	38	25

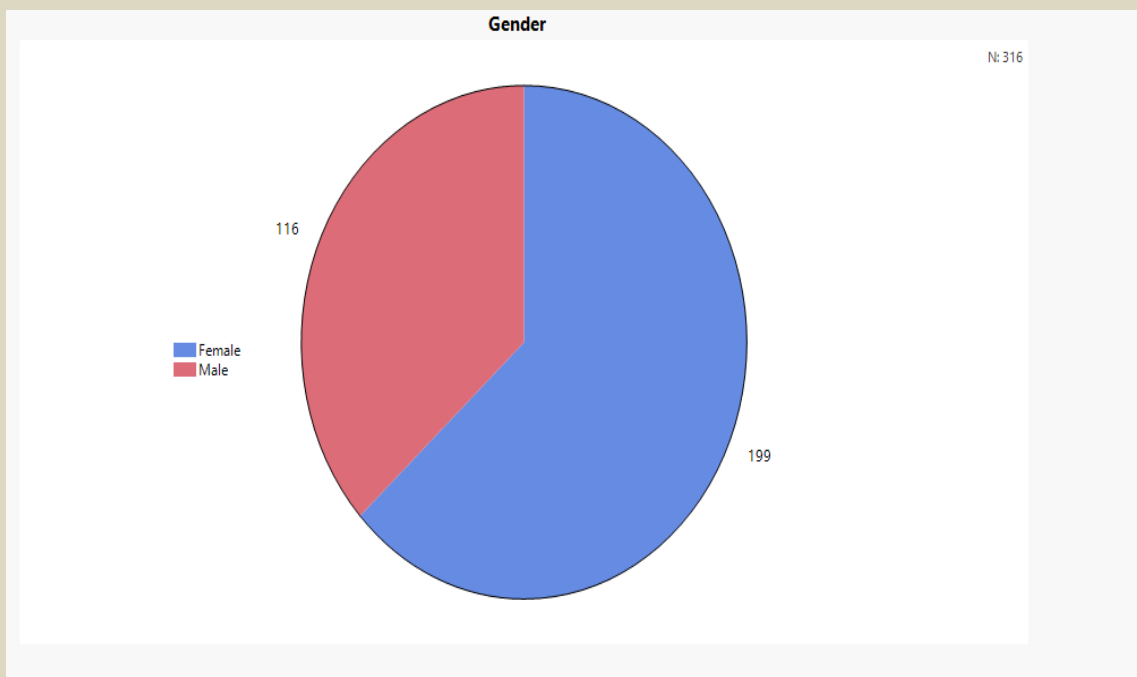
Table No.11 depicts that Majority of the NCC cadets 2018-19, 2020-21 and 2022-23 are male. But 2019-20 and 2021-22, the majority of them are female. This can be graphically depicted below.

Figure No.11

2.GENDER SATISFACTION SURVEY

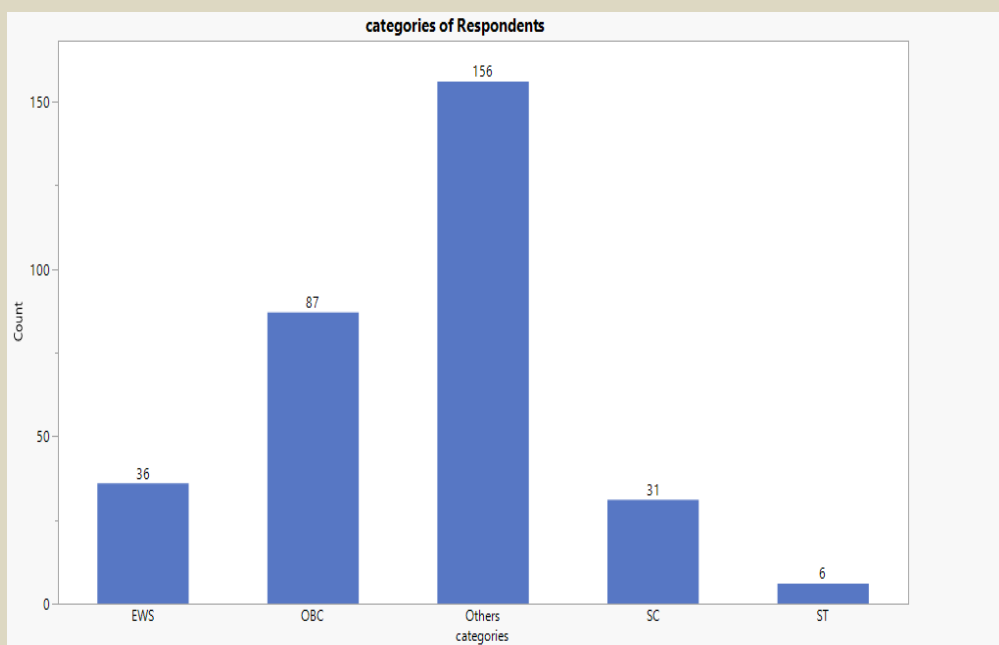
2.1 GENDER WISE CLASSIFICATION OF RESPONDENTS

Gender Wise Classification of Respondents



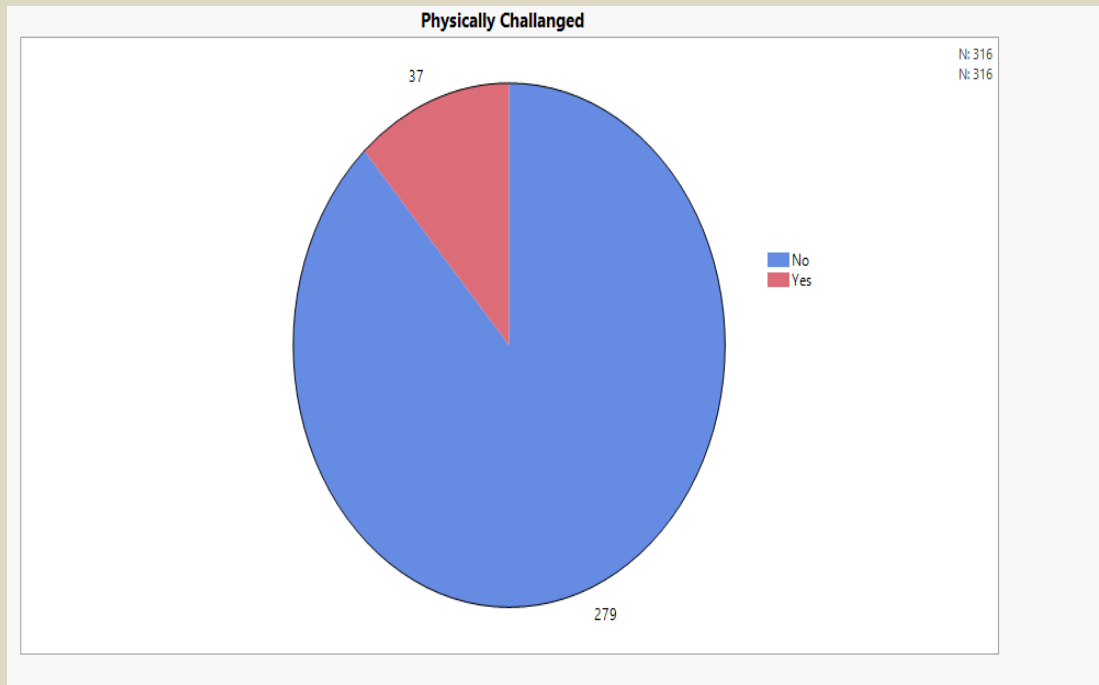
2.2 CATEGORY OF RESPONDENTS

Category of Respondents



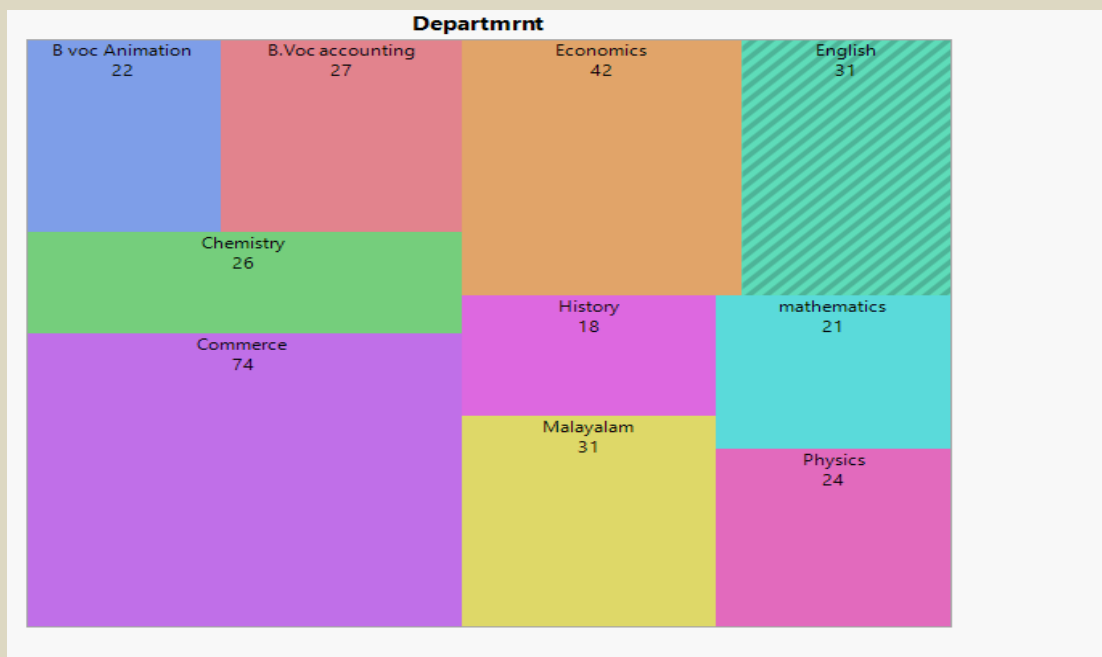
2.3 TYPE OF RESPONDENTS

Type of respondents



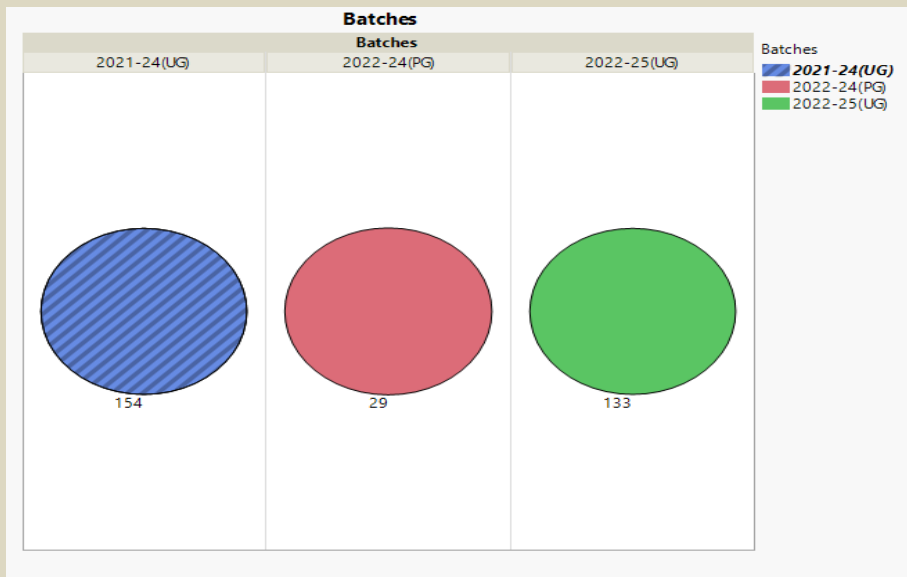
2.4 DEPARTMENT WISE CATEGORISATION OF RESPONDENTS

Department of Respondents

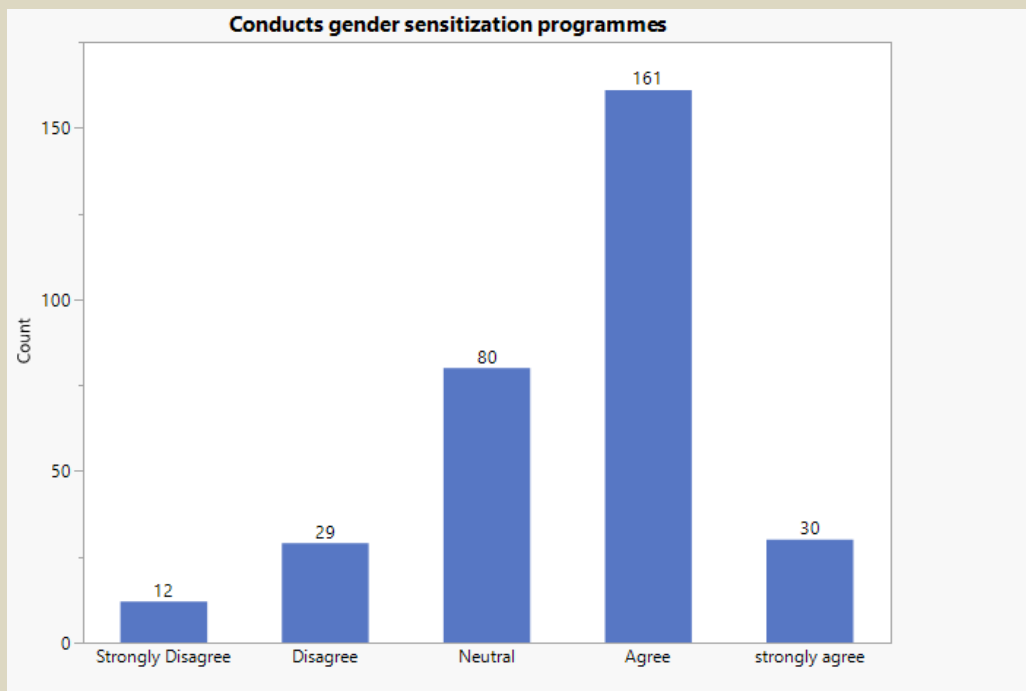


2.5 BATCH WISE CATEGORISATION OF RESPONDENTS

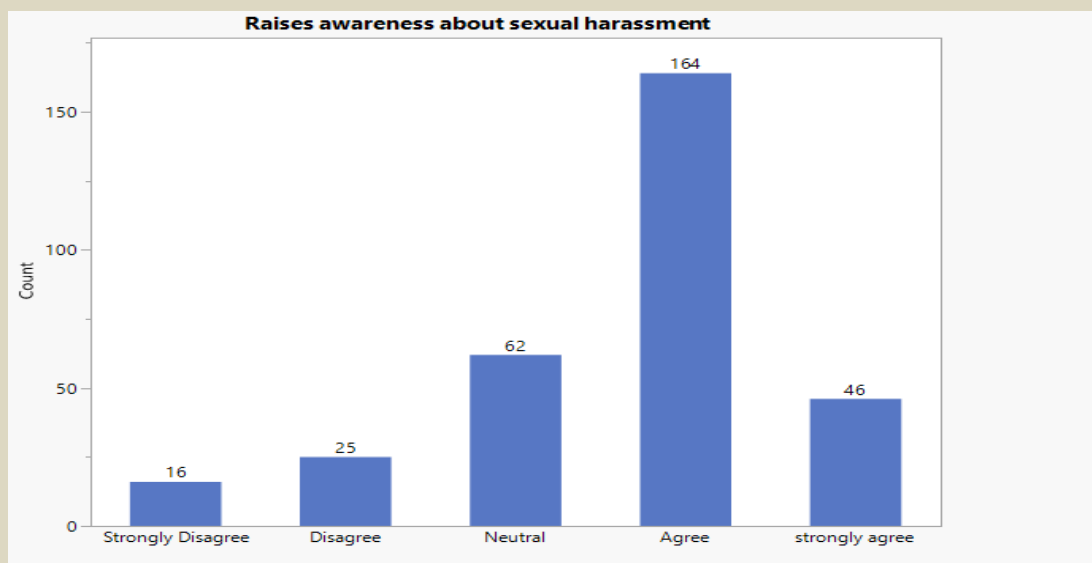
Batches of Respondents



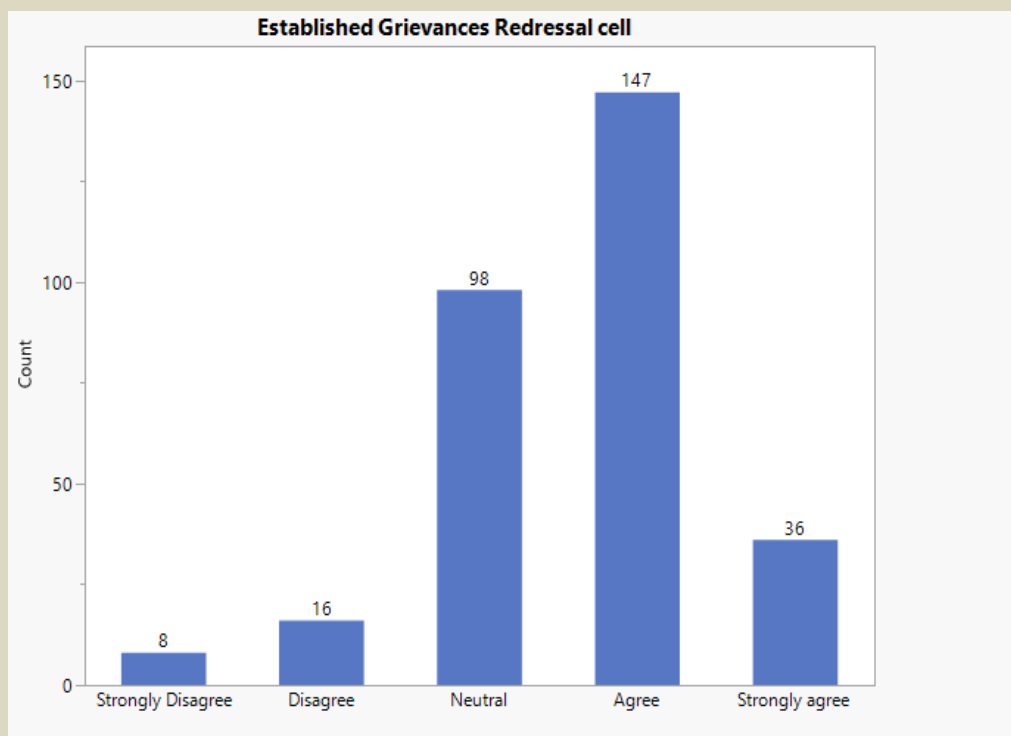
2.6 GENDER SENSITISATION PROGRAMMES



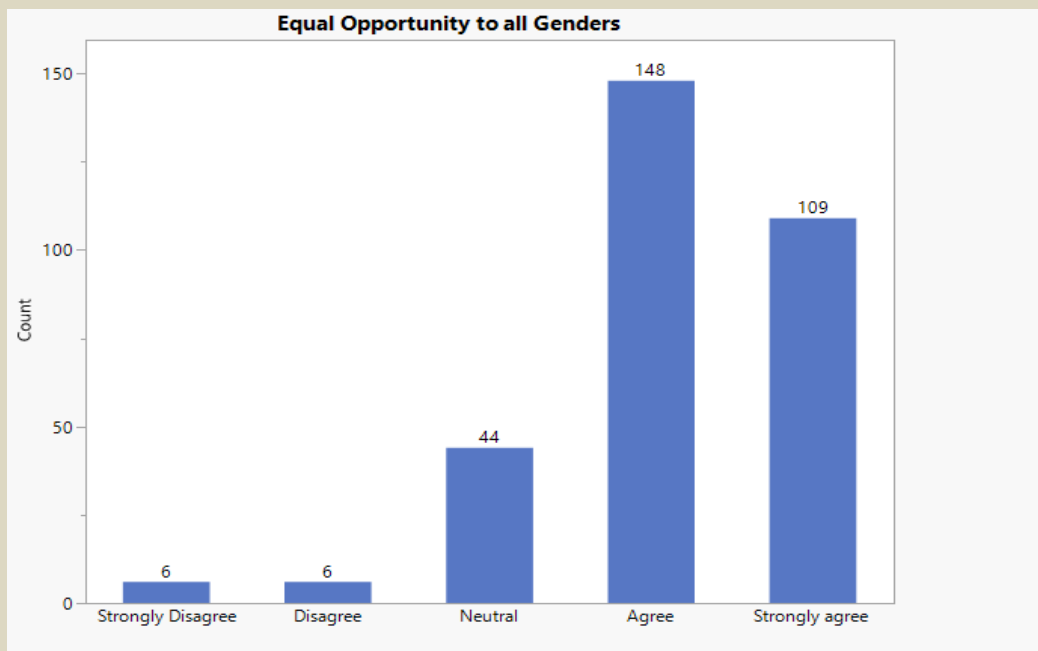
2.7 AWARENESS ABOUT SEXUAL HARASSMENT



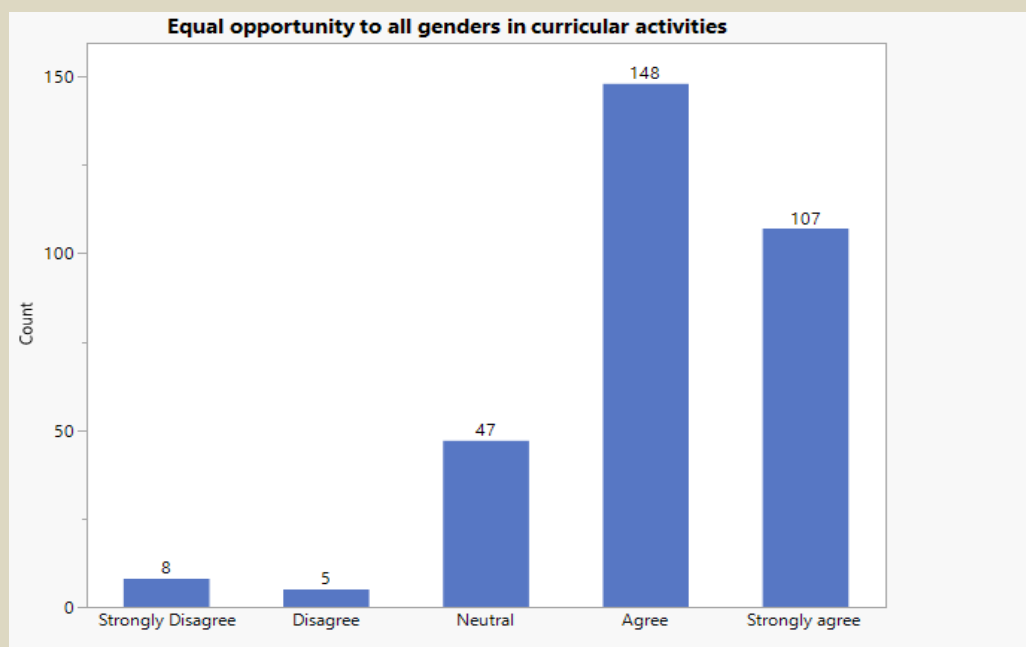
2.8 GRIEVANCE REDDRESSEL CELL



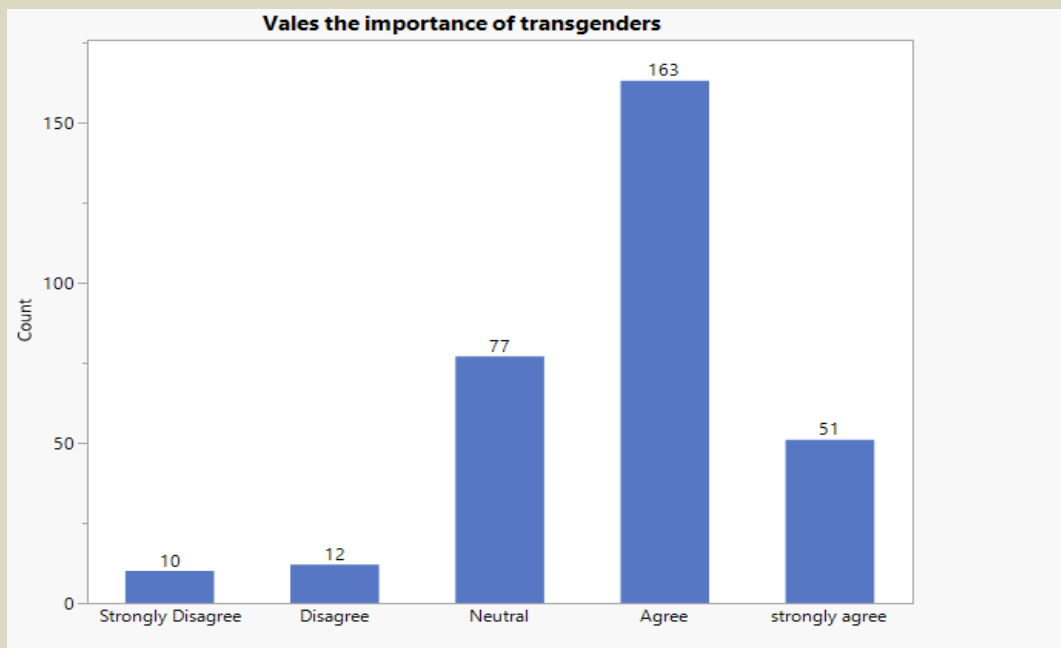
2.8 EQUAL OPPORTUNITY TO ALL GENDERS



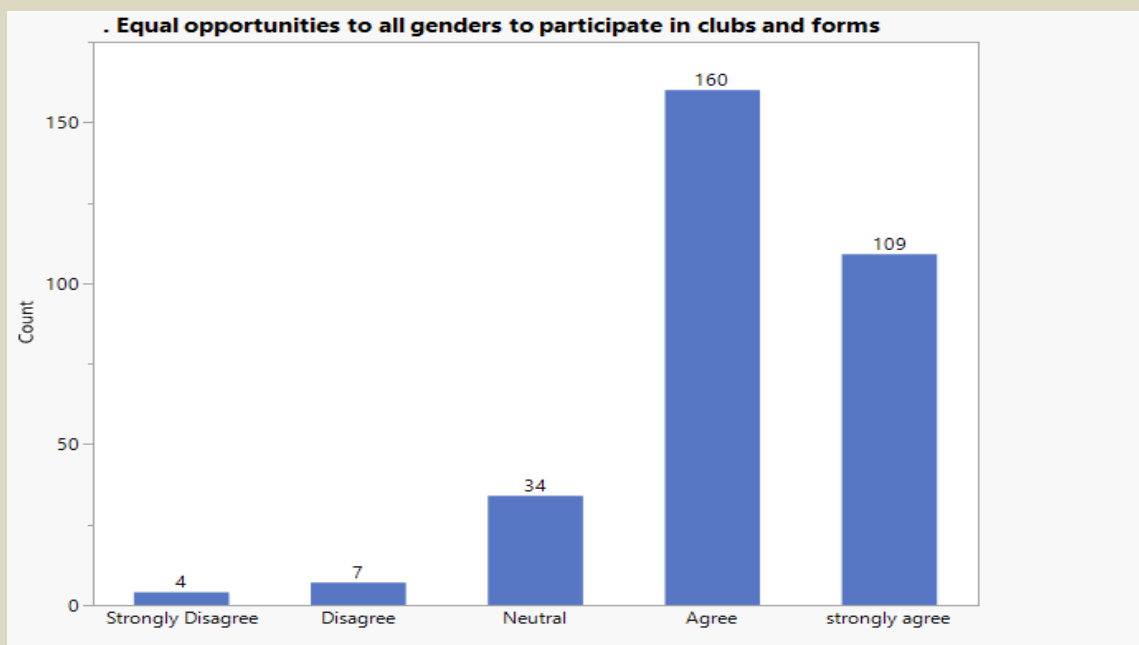
2.9 OPINION ABOUT EQUAL OPPORTUNITIES IN CURRICULAR ACTIVITIES



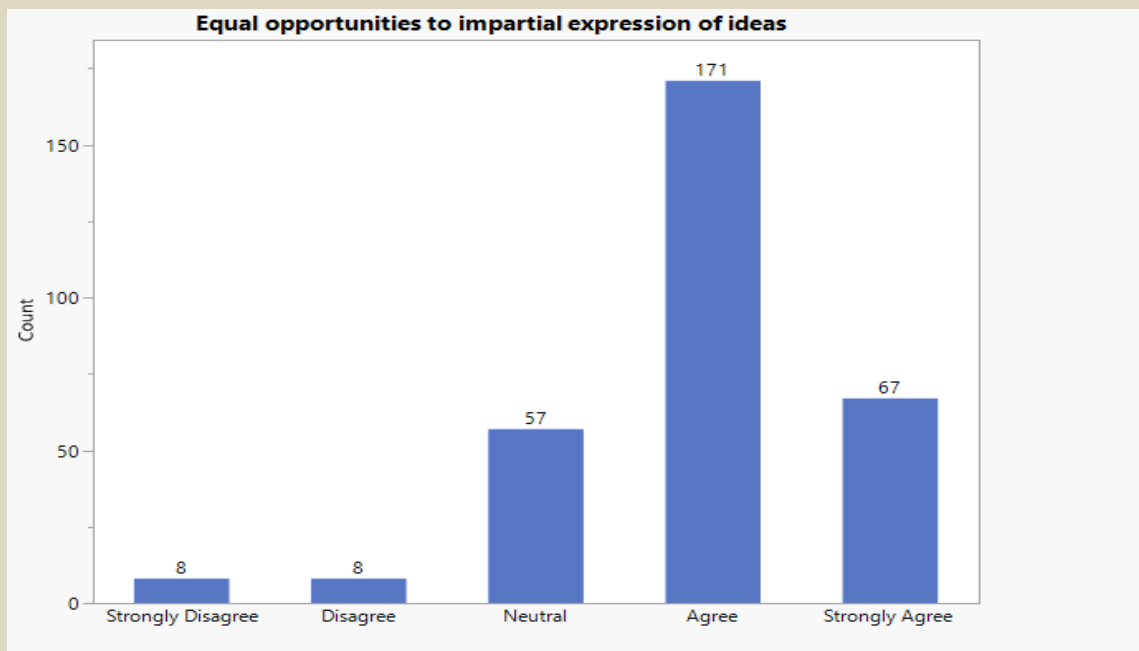
2.10 TRANSGENDER



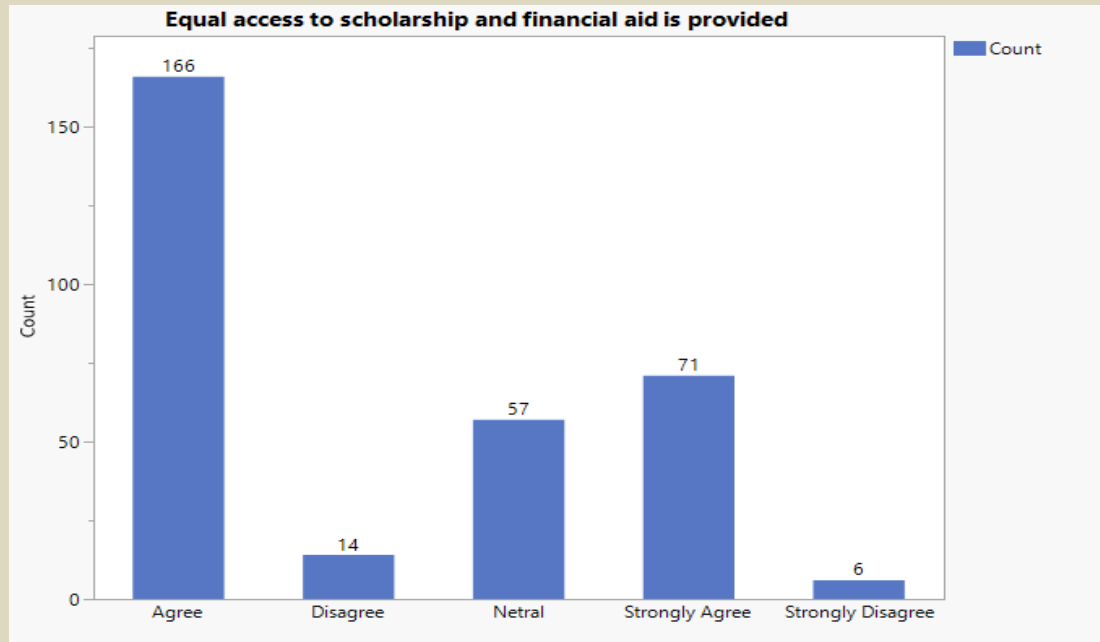
2.11 OPINION ABOUT EQUAL OPPORTUNITIES IN CLUBS AND FORUMS



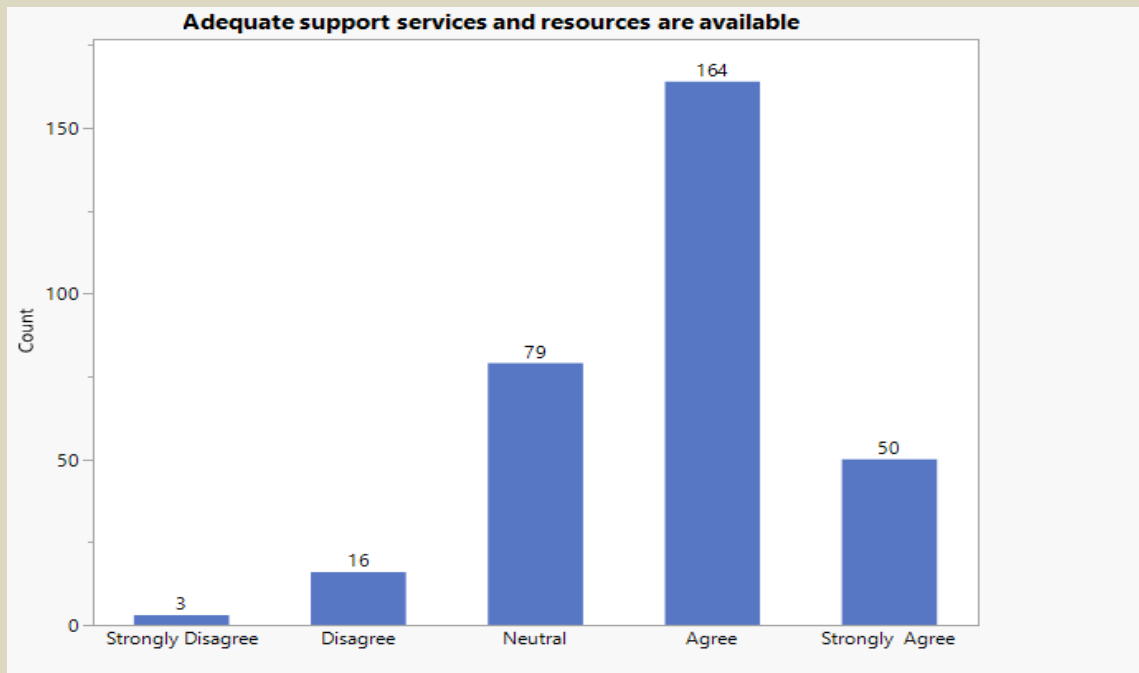
2.12 OPINION ABOUT FREEDOM OF EXPRESSION OF IDEAS



2.13 EQUALITY IN SCHOLARSHIPS AND FINANCIAL AID



2.14 OPINION ABOUT SUPPORT SERVICES AND RESOURCES



6.FINDINGS AND SUGGESTIONS

- 1.The department of commerce shows a diminishing trend in the admission of female students as compared to male students' ratio during the years 2018-19 to 2022-23.
2. The department of Chemistry shows a higher number of female students were admitted in different years but shown diminishing trend in the admission of female students as compared to male students' ratio during the years 2018-19 to 2022-23.
3. Department chemistry shows a higher percentage of female's students as compared to male student I different years ie.2019-2022, but there is a lesser percentage during the years 2018-19 and 2022-23.
4. Department of mathematics shows a higher number of female students were admitted during the years 2018-23.
5. Department of history shows female students are more than the male students. The trend of admission is almost equal in all the years during 2018-23.
6. Department of Malayalam shows the number of female students admitted during the years 2018-23 is almost double the numbers of male students.
7. Department of English shows the number of female students admitted during the years 2018-23 is more than the numbers of male students, except the year 2021-22.
8. Department of Economics shows the number of female students is less than the number of male students during the ears2021-23 but it is vice versa during the years 2018-21.
9. Department of vocational studies are shown a reverse picture when compared to other arts and science departments in the college. Vocational studies are having male students than the female students.
- 10.The gender wise comparison of the enrolment of NSS volunteers revealed majority are female.
11. The gender wise comparison of the enrolment of NCC cadets revealed that majority of the NCC cadets 2018-19, 2020-21 and 2022-23 are male. But 2019-20 and 2021-22, the majority of them are female.
- 12.Regarding gender satisfaction survey majority of the respondents are female
13. Regarding gender satisfaction survey majority of the respondents are from categories other than EWS, OBC, SC, ST.
14. Regarding gender satisfaction survey majority of the respondents under the gender satisfaction survey are from commerce.
15. Regarding gender satisfaction survey the batchwise categorisation of the respondents revealed that majority of the respondents are comes under 2021-24 batch.

16. Regarding gender satisfaction survey, majority of the respondents have a positive agreement with gender sensitisation programmes offered /conducted in the college.
17. Majority of the respondents agree that they have awareness about sexual harassment and related issues.
18. Majority of the respondents are agreed with the services of grievance redressal cell.
19. Majority of the respondents are agreed that they have equal opportunity in all activities irrespective of gender.
20. Majority of the respondents are agreed that they have equal opportunity in curricular activities irrespective of gender.
21. Majority of the respondents are agreed that they have positive attitude towards transgenders and their life experiences.
22. Majority of the respondents are agreed that they have equal opportunities in the activities of clubs and forums irrespective of gender.
23. Majority of the respondents are agreed that they have equal opportunities expression of ideas irrespective of gender.
24. Majority of the respondents are agreed that they have equal opportunities in scholarships and financial aid irrespective of gender.
25. Majority of the have positive agreement towards the support services of the college irrespective of gender.

CONCLUSION

Pupils have a reasonable awareness of gender. They are aware of the distinctions between gender and sex as well as socially constructed gender roles. The majority of pupils take a gender-neutral stance. Both the Institution's strengths and weaknesses exist. The administration and staff encourage female students to participate in all extracurricular, cocurricular, and curricular activities. Additionally, there is a welcoming environment for girls on campus.

Describe and expand on the knowledge of students and staff (teaching, non-teaching, and security staff) about gender equality ideas such as gender equity, empowerment of women and men, and masculinities.

There may be more men and women who are attentive to gender issues working in decision-making bodies. Increase awareness programs on constitutional rights, health and safety measures, martial life, arts and cultural programmes etc. for all gender categories may be organized. Our college may try to take required steps to sustain gender neutrality as one of the organizational principles of the institution.