



**ST. ANTONY'S COLLEGE
PERUVANTHANAM**

Affiliated to MG University, Accredited by Govt of Kerala

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GENDER AUDIT REPORT 2022-2023

Prepared by

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St. Antony's College Peruvanthanam

Preface

Gender equality, the pursuit of equal rights and opportunities for all individuals regardless of their gender, does not imply the eradication of differences between men and women. Instead, it signifies that individuals should have access to the same rights, responsibilities, and opportunities, irrespective of their gender at birth. Gender equity involves ensuring fairness in the treatment of both men and women, taking into account their specific needs. This may entail providing equal treatment or different treatment that is deemed equivalent in terms of rights, benefits, obligations, and opportunities."

Gender equality is a pressing global issue, and the discourse surrounding the emancipation and rights of women is a prominent aspect of various formal and informal campaigns worldwide. With growing awareness about gender-related concerns, women are proactively addressing the oppression and exploitation they face. Gender awareness empowers women to transcend conventional gender stereotypes and rigid role expectations.

In pursuit of gender equality, a gender audit was conducted to identify strategies for creating a more inclusive and equitable environment on a college campus. The audit process involved selecting specific areas for assessment, assembling participants, providing orientation to the participants, developing a comprehensive checklist, conducting on-site observations, documenting the findings, and sharing the results with the college principal for the implementation of recommended changes.

The aim of this gender audit was to ensure that the college campus becomes a safer and more supportive space for all individuals, irrespective of their gender. By fostering gender equality, we strive to create a society where every person can thrive and contribute their unique skills and perspectives without being limited by societal expectations or discriminated against based on their gender identity.

Mrs. Shantimol S
Coordinator, Women Cell

St. Antony's College Peruvanthanam

Gender Policy

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

The objectives of Gender Audit are

- To identify gender imbalances and causes.
- To promote gender balance in decision-making.
- To bridge the gender gap.
- To foster gender equality.
- To prevent sexual harassment.

Key Steps in Gender Audit

Planning - setting the objectives and scope of the audit, determining the methodology, and creating a detailed plan for conducting the audit

Data Collection - conducting surveys, interviews, focus group discussions, reviewing relevant documents and policies, and observing practices within the organization.

Preliminary Report - Preparing the draft audit report including the audit observations, identified issues, and recommendations for improvement

Final Report - The preliminary report is refined and finalized, incorporating feedback and additional information. The final report presents comprehensive and objective audit findings, conclusions, and recommendations.

Introduction

St. Antony's College Peruvanthanam is a renowned college in Kerala, established with a rich legacy since its inception. It has gained recognition as a prestigious institution known for its commitment to excellence in education. The college is dedicated to providing quality education to students through unwavering hard work, dedication, and a strong sense of devotion.

The Gender Audit aims to assess the gender balance within the college and evaluate its adherence to government rules, policies, and actions aimed at empowering women in society. It examines the impact of current and proposed policies on gender equality.

The Gender Audit Team conducted a thorough review and analysis of the operating environment and context of St. Antony's College Peruvanthanam. Through this analysis, the team recognized that the college operates in an inclusive environment where students have equal access to a wide range of opportunities in sports and physical activities. Gender equity goes beyond simply providing identical programmes and facilities for both males and females. It entails ensuring that girls and women have a diverse selection of activities and program choices that cater to their unique needs, interests, and experiences. As a result, some activities may mirror those offered to boys and men, while others may be modified or entirely different, ensuring equal participation and inclusion for all.

After carefully examining the feedback provided by student members, it was determined that their overall perception regarding programme planning, design, and college activities is positive. According to the analysis, a significant portion of students expressed their satisfaction with the level of gender equity present in the college's policies and programs. This indicates that they believe the college has made adequate efforts to ensure fairness and inclusivity for all genders. The positive response suggests that the college's initiatives and activities related to gender equity have been effective in meeting the expectations and needs of the student body. The feedback from students serves as an affirmation that the college has successfully implemented policies and programmes that promote gender equality and contribute to an inclusive learning environment.

DATA ANALYSIS

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

Sl. No.	Year	Total	Boys	Girls	% Boys	%Girls
1	2022-23	943	536	407	56.8	43.2

In the academic year 2022-23, there is a total of 943 students in the college. Out of the total students, 536 are boys, and 407 are girls. During the academic year 2022-23, 56.8% of the students are boys, and 43.2% are girls.

This analysis provides an overview of the gender distribution in the college in the academic year 2022-23.

Table 2 : Gender wise Details of Total UG Students in the College

Sl No.	Year	Total UG students	Boys	Girls	% Boys	% Girls
1	2022-23	888	521	367	58.7	41.3

In the academic year 2022-23, there is a total of 888 Undergraduate students in the college. Out of the total UG students, 521 are boys, and 367 are girls. During the academic year 2022-23, 58.7% of the Undergraduate students are boys, and 41.3% are girls.

These findings reveal that the Undergraduate student population in the college is skewed towards male students, with a higher percentage of boys compared to girls.

Table 3: Gender wise Details of Total PG Students in the College

Sl. No.	Year	Total PG students	Boys	Girls	% Boys	% Girls
1	2022-2023	55	15	40	27.3	72.7

In the academic year 2022-23, there is a total of 55 Postgraduate students in the college. Out of the total PG students, 15 are boys, and 40 are girls.

These findings indicate that the Postgraduate student population in the college is skewed towards female students, with a higher percentage of girls compared to boys.

Table 4 : Gender wise Details of Total Commerce Students in the College

Sl. No.	Year	Total	Boys	Girls	% Boys	% Girls
1	2022-23	476	269	207	56.5	43.5

In the academic year 2022-2023, there is a total of 476 students in the Commerce stream. Out of the total Commerce students, 269 are boys, and 207 are girls. During the academic year 2022-23, 56.5% of the students in the Commerce stream are boys, and 43.5% are girls.

These findings indicate that the gender distribution in the Commerce stream is skewed towards boys, with a higher percentage of boys compared to girls.

Table 5: Gender wise Details of Total Arts Students in the College

Sl. No.	Year	Total	Boys	Girls	% Boys	% Girls
1	2022-23	54	25	29	46.3	53.7

In the academic year 2022-23, there is a total of 54 students in the Arts stream. Out of the total Arts students, 25 were boys, and 29 are girls. During the academic year 2022-23, 46.3% of the students in the Arts stream are boys, and 53.7% are girls.

These findings indicate that the gender distribution in the Arts stream is slightly skewed towards girls, with a higher percentage of girls compared to boys.

Table 6: Gender wise Details of Total BFT Students in the College

Sl. No.	Year	Total	Boys	Girls	% Boys	% Girls
1	2022-23	54	5	49	9.3	90.7

In the academic year 2022-23, there is a total of 54 students in the BFT programme. Out of the total BFT students, 5 are boys, and 49 are girls. During the academic year 2022-23, 9.3% of the students in the BFT programme are boys, and 90.7% are girls.

These findings indicate that the gender distribution in the BFT programme is heavily skewed towards girls, with a significantly higher percentage of girls compared to boys.

Table 7: Gender wise Details of Total BBA Students in the College

Sl. No.	Year	Total	Boys	Girls	% Boys	% Girls
1	2022-23	135	88	47	65.2	34.8

In the academic year 2022-23, there is a total of 135 students in the BBA programme. Out of the total BBA students, 88 are boys, and 47 are girls. During the academic year 2022-23, approximately 65.2% of the students in the BBA programme are boys, and 34.8% are girls.

These findings indicate that the gender distribution in the BBA programme is skewed towards boys, with a higher percentage of boys compared to girls.

Table 8: Gender wise Details of Total BCA Students in the College

Sl. No.	Year	Total	Boys	Girls	% Boys	% Girls
1	2022-23	145	100	45	68.9	31.1

In the academic year 2022-23, there is a total of 145 students in the BCA programme. Out of the total BCA students, 100 are boys, and 45 are girls. During the academic year 2022-23, 68.9% of the students in the BCA programme are boys, and 31.1% are girls.

These findings indicate that the gender distribution in the BCA programme is skewed towards boys, with a higher percentage of boys compared to girls.

Table 9: Gender wise Details of Total Science Students in the College

Sl. No.	Year	Total	Boys	Girls	% Boys	% Girls
1	2022-23	79	49	30	62.0	38.0

In the academic year 2022-23, there is a total of 79 students in the Science stream. Out of the total Science students, 49 are boys, and 30 are girls. During the academic year 2022-23, 62.0% of the students in the Science stream are boys, and 38.0% are girls.

These findings indicate that the gender distribution in the Science stream is skewed towards boys, with a higher percentage of boys compared to girls.

Analysis

From the analysis it is clear that there is a noticeable variation in the gender distribution across various streams (Commerce, Arts, BFT, BBA, BCA, and Science). The Commerce and Science streams have a higher percentage of boys, while Arts, BFT, BBA, and BCA have a higher percentage of girls. This indicates a gender imbalance in favor of male students in Commerce and Science, and a greater representation of female students in Arts, BFT, BBA, and BCA. The differences in gender distribution highlight the varying preferences and interests of students when selecting their academic paths.

Besides, there are differences in the total number of students in each stream. The Commerce stream has the highest enrollment, suggesting its popularity and relevance in the academic landscape. On the other hand, streams such as Arts, BFT, BBA, and BCA have relatively lower student enrollments, indicating either specific interests or a smaller pool of applicants for those programmes.

The findings also reveal gender imbalances within specific streams. For instance, the Commerce stream is dominated by boys, while the Arts and BFT streams have a greater representation of girls. This gender disparity can be influenced by various factors, including societal perceptions, career aspirations, and personal preferences when choosing a field of study.

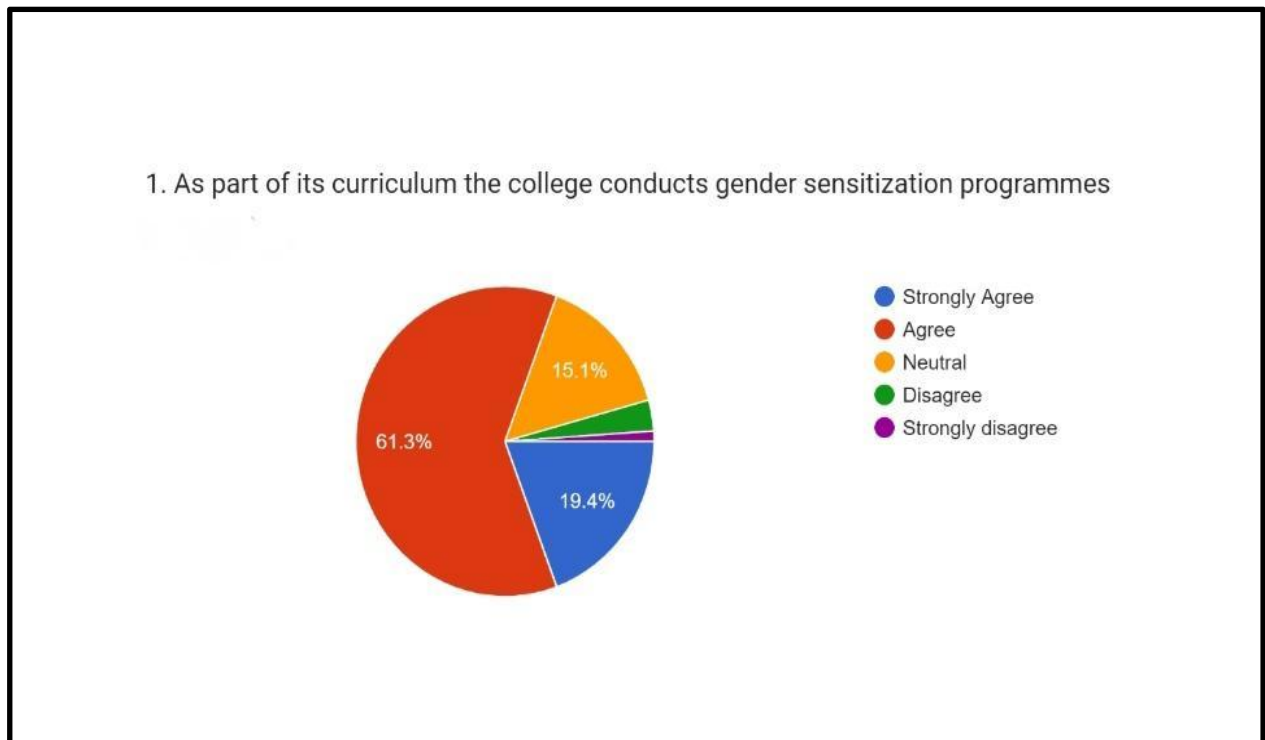
Addressing these gender imbalances and promoting gender diversity within each stream can contribute to a more inclusive and equitable educational environment, allowing for a broader range of perspectives and experiences.

SURVEY

Sl. No.	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Conducts gender sensitization programmes	19.4%	61.3%	15.1%	3.2%	1.1%
2	Raises awareness about sexual harassment	24.7%	50.5%	17.7%	4.8%	2.2%
3	Established Grievance Redressal Cell	83.9%	NA	NA	16.1%	NA
4	Equal opportunity to all genders	40.9%	47.3%	10.2%	1.6%	-
5	Equal opportunity to all genders in co curricular activities	31.7%	54.3%	11.3%	2.2%	.5%
6	Values the importance of transgenders	21%	52.7%	21.5%	4.8%	-
7	Equal opportunities to all genders to participate in clubs and forums	33.9%	54.8%	8.6%	2.7%	-
8	Equal opportunity for impartial expression of ideas	36%	49.5%	12.4%	2.2%	-
9	Adequate support services and resources are available	29%	56.5%	12.4%	2.2%	-
10	Equal access to scholarships and financial aid is provided	29.6%	54.3%	14%	1.6%	.5%

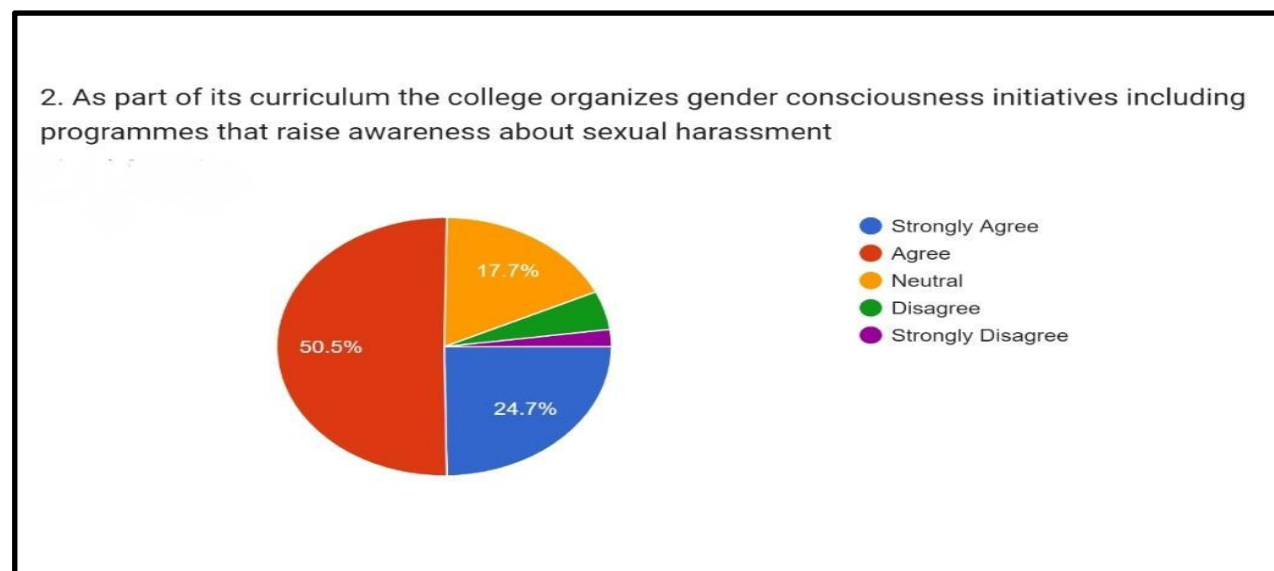
Data Analysis

1 From the survey it is evident that a significant majority, comprising 61.3% of the participants, agree with the college's initiatives in conducting gender sensitization programmes. Additionally, 19.4% strongly agree, indicating a notable level of support for these programmes. A notable proportion of respondents, 15.1%, expressed a neutral stance, neither strongly agreeing nor disagreeing with the gender sensitization programmes. A smaller percentage, 3.2%, disagreed with the programmes, while 1.1% strongly disagreed. These results highlight the overall positive perception of the college's gender sensitization initiatives . The significant agreement and strong agreement percentages indicate that these programmes are effective in promoting gender sensitivity and fostering an inclusive campus environment.



2. Among the respondents, 24.7% strongly agreed with the college's initiatives, indicating a significant level of support for the gender consciousness programmes including programmes that raise awareness about sexual harassment. Additionally, a majority of 50.5% agreed with the initiatives, showcasing a positive reception among the participants. However, a notable percentage of 17.7% responded neutrally, neither strongly agreeing nor disagreeing with the programmes. On the other hand, a small percentage of 4.8% disagreed with the programmes, while 2.2% strongly disagreed.

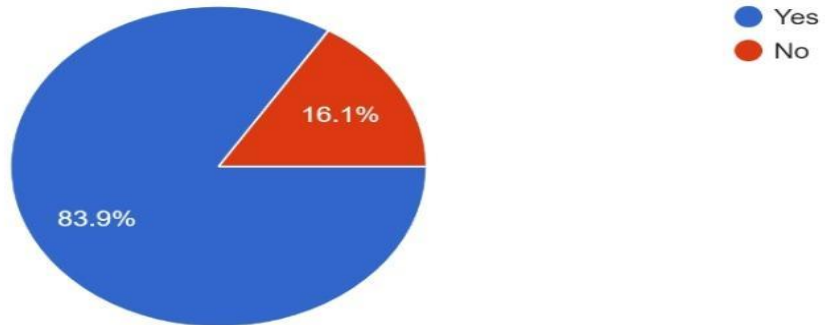
These results suggest that a significant portion of the respondents positively perceive the college's gender consciousness initiatives, demonstrating the effectiveness of such programmes in raising awareness about sexual harassment and promoting a gender-inclusive environment.



3. The results indicate that a significant majority, comprising 83.9% of the respondents, answered positively, confirming the establishment of a Grievance Redressal Cell. This suggests that the college has taken proactive measures to address grievances and provide a mechanism for resolving issues within the institution. On the other hand, 16.1% of the respondents answered negatively, indicating that they are unaware of the existence of a Grievance Redressal Cell or that the college does not have such a system in place.

These results underscore the importance of having a Grievance Redressal Cell, as it plays a crucial role in ensuring a fair and supportive environment for students.

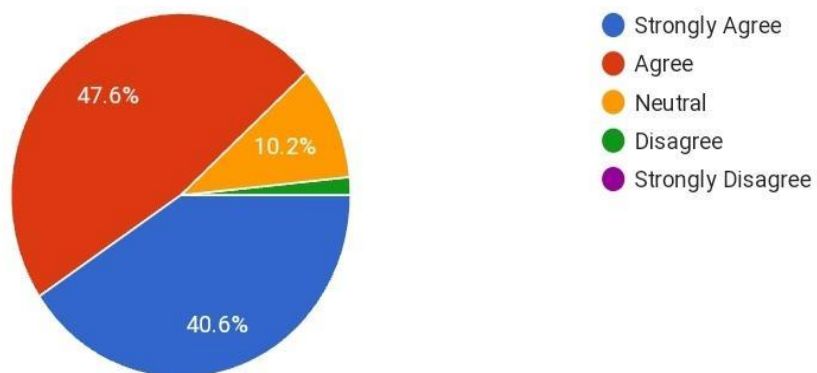
3. A Grievance Redressal Cell has been established



4. The results indicate that a majority of respondents, with 47.3% agreeing and 40.9% strongly agreeing, perceive that equal opportunities are extended to students of all genders in the classroom. This demonstrates a positive perception of the college's efforts in creating an inclusive learning environment. A minority of respondents, 10.2%, expressed a neutral stance, neither strongly agreeing nor disagreeing. A very small percentage, 1.6%, disagreed with the statement. Notably, no respondents strongly disagreed, indicating that there is no strong opposition to the notion of equal opportunities in the classroom.

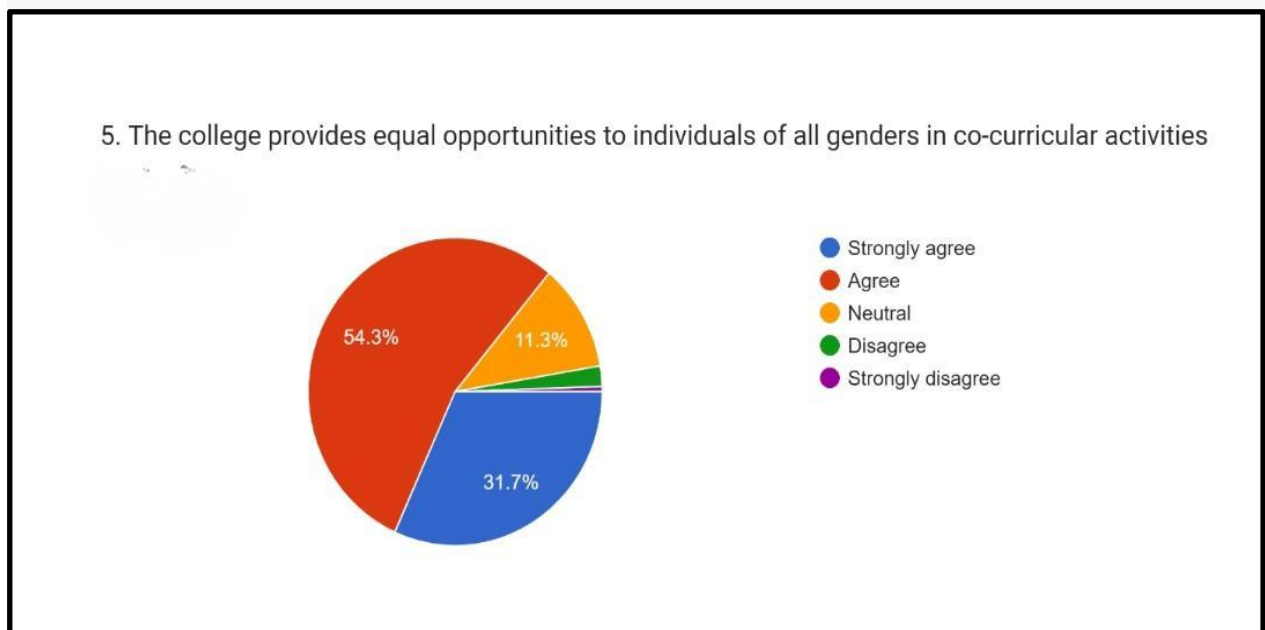
These findings suggest that while a majority of respondents acknowledge the provision of equal opportunities in the classroom

4. In the classroom, equal opportunities are extended to students of all genders



5. The findings indicate that a majority of respondents, with 54.3% agreeing and 31.7% strongly agreeing, perceive that the college provides equal opportunities to individuals of all genders in co-curricular activities. This reflects a positive perception of the college's efforts in promoting inclusivity and fairness in these activities. A notable portion of respondents, 11.3%, expressed a neutral stance, neither strongly agreeing nor disagreeing. Out of the total respondents, only 0.5% strongly disagreed and a very small percentage, 2.2%, disagreed with the statement.

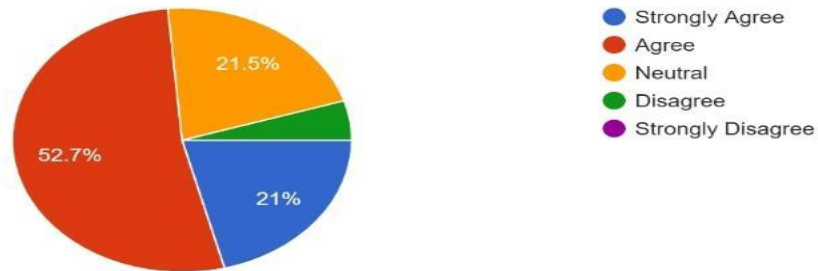
These results suggest that a majority of respondents recognize the provision of equal opportunities in co-curricular activities.



6. The results indicate that a significant portion of respondents, with 52.7% agreeing and 21% strongly agreeing, perceive that the college recognizes and values the importance of inclusiveness for transgender individuals. This suggests a positive perception of the college's efforts in promoting an inclusive environment for this community. A considerable number of respondents, 21.5%, expressed a neutral stance, neither strongly agreeing nor disagreeing. Additionally, 4.8% of respondents disagreed with the statement. Notably, there were no respondents who strongly disagreed.

These findings highlight the overall positive perception of the college's efforts in recognizing and valuing inclusiveness for transgender individuals.

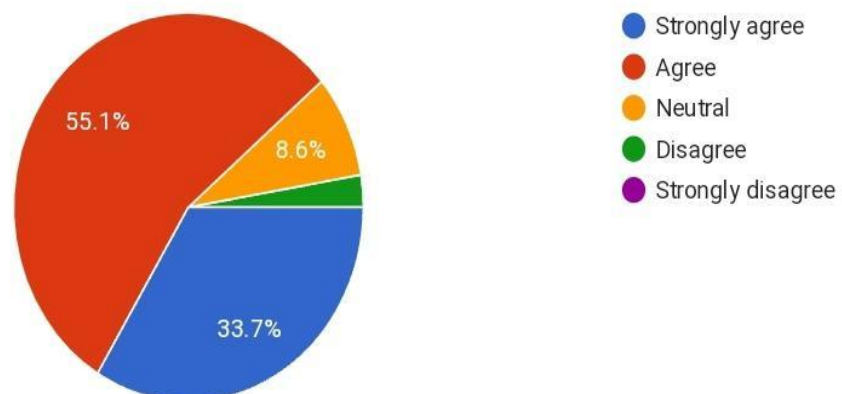
6. The college recognizes and values the importance of inclusiveness of transgenders



7. The findings indicate that a majority of respondents, with 54.8% agreeing and 33.9% strongly agreeing, perceive that all genders have an equal chance to participate in various clubs and forums in the college. This suggests a positive perception of the college's efforts in promoting gender inclusivity and providing equal opportunities for participation. A smaller portion of respondents, 8.6%, expressed a neutral stance, neither strongly agreeing nor disagreeing. Additionally, 2.7% of respondents disagreed with the statement. Importantly, there were no respondents who strongly disagreed.

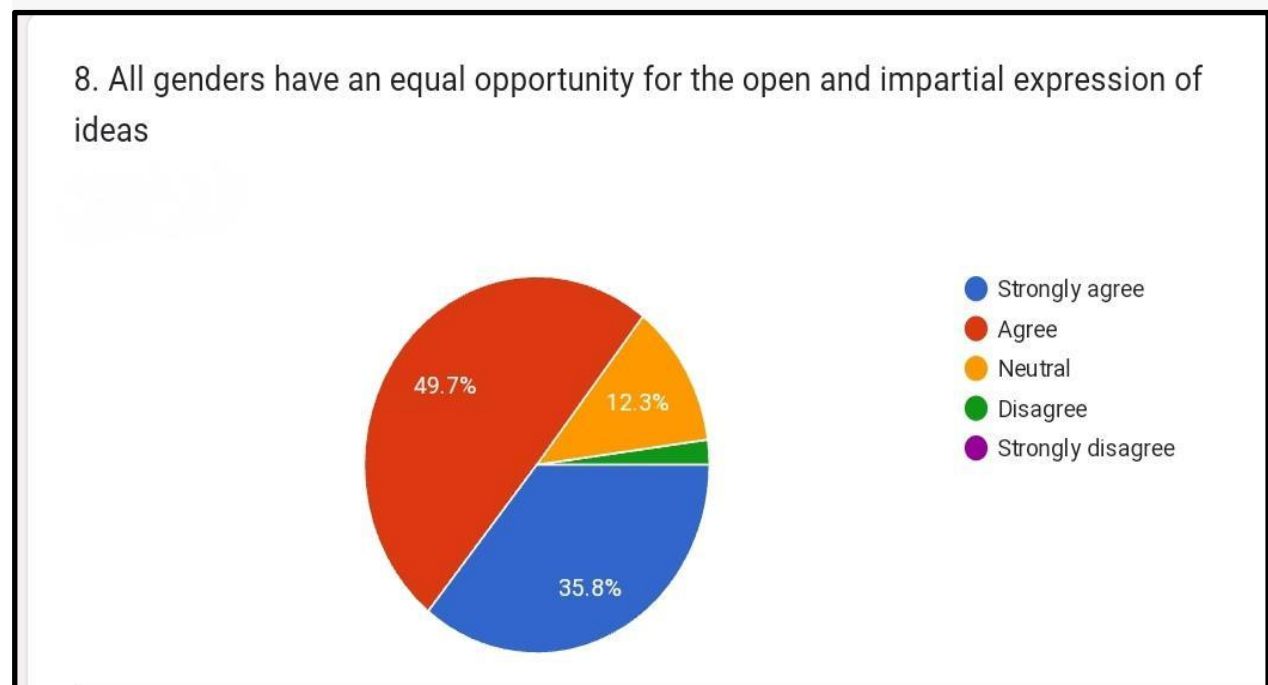
These results suggest that a majority of respondents recognize the equal opportunities for participation for individuals of all genders in various clubs and forums in the college.

7. All genders have equal chance to participate in various clubs and forums in the college



8. The findings indicate that a significant majority of respondents, with 49.5% agreeing and 36% strongly agreeing, perceive that all genders have an equal opportunity for the open and impartial expression of ideas. This suggests a positive perception of the college's efforts in fostering an inclusive and respectful environment for idea sharing. A notable portion of respondents, 12.4%, expressed a neutral stance, neither strongly agreeing nor disagreeing. Additionally, a small percentage of respondents, 2.2%, disagreed with the statement. Importantly, there were no respondents who strongly disagreed.

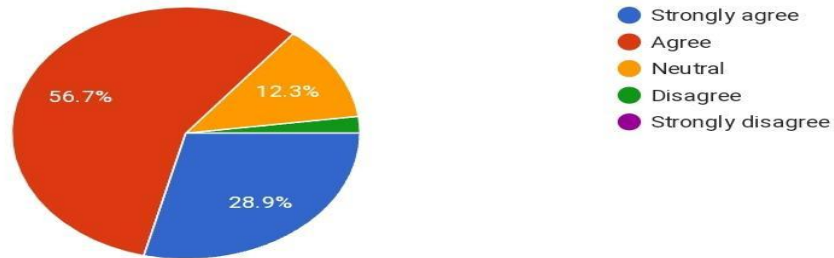
These results suggest that a majority of respondents perceive equal opportunities for all genders to openly and impartially express their ideas.



9. The findings indicate that a majority of respondents, with 56.5% agreeing and 29% strongly agreeing, perceive that the college provides adequate support services and resources, including counseling and career guidance, for students of all genders. This suggests a positive perception of the college's efforts in addressing the needs and well-being of all students. A notable portion of respondents, 12.4%, expressed a neutral stance, neither strongly agreeing nor disagreeing. Additionally, a small percentage of respondents, 2.2%, disagreed with the statement. Importantly, there were no respondents who strongly disagreed.

These results highlight the overall positive perception of the availability of support services and resources for students of all genders.

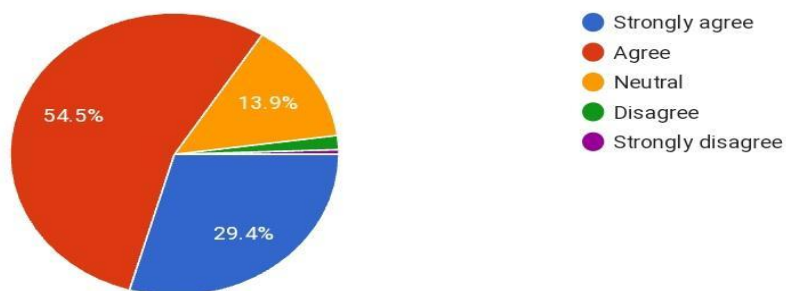
9. Adequate support services and resources, including counseling and career guidance, are available for students of all genders



10. The findings indicate that a majority of respondents, with 54.3% agreeing and 29.6% strongly agreeing, perceive that the management provides equal access to scholarships and financial aid for students from all genders. This suggests a positive perception of the college's efforts in promoting equal opportunities for education. A significant portion of respondents, 14%, expressed a neutral stance, neither strongly agreeing nor disagreeing. Additionally, a small percentage of respondents, 1.6%, disagreed with the statement. Out of the total respondents, only 0.5% strongly disagreed with the statement that equal access to scholarships and financial aid is provided by the management.

These results highlight the overall positive perception of the college's efforts in ensuring equal opportunities for education through the provision of scholarships and financial aid provided by the management.

10. Equal access to scholarships and financial aid is provided by the management to ensure that students from all genders have equal opportunities to pursue their education



Findings:

- 1. Gender sensitization programmes promote inclusivity and fairness.**
- 2. Sexual harassment awareness and grievance cell address complaints.**
- 3. Equal opportunities for all genders in co-curricular activities.**
- 4. Recognition and value for transgender individuals.**
- 5. Equal access to clubs, forums, scholarships, and financial aid.**
- 6. Adequate support services and resources available.**

Suggestions

- 1. Enhance gender sensitization programs.**
- 2. Address neutral responses effectively.**
- 3. Increase awareness of Grievance Redressal Cell.**
- 4. Promote equal opportunities in co-curricular activities.**
- 5. Maintain an inclusive classroom environment.**
- 6. Strengthen support services for all genders.**
- 7. Implement faculty training on gender sensitivity**

Conclusion

The college's gender sensitization programmes have received significant support, indicating their effectiveness in promoting inclusivity. The establishment of a Grievance Redressal Cell has been positively perceived. The college's efforts in providing equal access to scholarships, promoting inclusivity in co-curricular activities, and recognizing the importance of inclusiveness for transgender individuals have been recognized and appreciated. Respondents perceive equal opportunities for expressing ideas and participating in clubs and forums. Adequate support services and resources for students of all genders have also been positively perceived. The findings highlight the importance of maintaining inclusivity and equal opportunities to ensure a positive educational experience.

The survey helps the college identify its strengths in promoting gender sensitivity, inclusivity, and equal opportunities. It also highlights areas that may require improvement, allowing the college to address any concerns and make necessary changes to create a more inclusive and supportive environment for all students.

QUESTIONNAIRE

	Evaluation	Opinion
1	As part of its curriculum,the college conducts a gender sensitization programmes	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
2	As part of its curriculum,the college organizes gender consciousness initiatives, including programmes that raise awareness about sexual harassment.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
3	A Grievance Redressal Cell has been established	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
4	In the classroom, equal opportunities are extended to students of all genders.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
5	The college provides equal opportunities to individuals of all genders in co- curricular activities	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
6	The college recognizes and values the importance of inclusiveness of transgenders	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
7	All genders have an equal chance to participate in various clubs and forums in the college	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree

8	All genders have an equal opportunity for the open and impartial expression of ideas.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
9	Adequate support services and resources, including counseling and career guidance, are available for students of all genders.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
10	Equal access to scholarships and financial aid is provided by the management to ensure that students from all genders have equal opportunities to pursue their education.	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree