



THE COCHIN COLLEGE

Koovapadam, Kochi-2

Affiliated To Mahatma Gandhi University

Re-accredited by NAAC With B+ Grade



Fourth Cycle
NAAC Accreditation 2024

Criterion 1 Curricular Aspects

1.3 - Curriculum Enrichment

Metric No. 1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum.

Gender Audit Report: 2019-2020

Submitted to



National Assessment and Accreditation Council



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KOCHI - 682 002

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DHISHA

JANASEVANA KENDRAM,
THOKKAMPARA
GRHS ROAD, KOTTAKKAL, 676503
MALAPPURAM, KERALA,

CERTIFICATE OF GENDER AUDIT

This is to certify that The Cochin College, Kochi has successfully completed a Gender Audit for the academic year 2020-2021

The audit was conducted as per the methodology suggested by our organisation, which focuses on assessing the gender inclusivity and equity initiatives undertaken by the institution. The findings reflect the college's commitment to creating a gender inclusive environment.

January 8, 2021

ANAGH

Joint secretary
Academic and Research wing
coordinator, Dhisha





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Gender Audit Committee Members 2019-2020

- Dr. Biju P Thampi (Principal)
- Dr. M. Geetha (IQAC Coordinator)
- Ms. Srividya K.S. (Convenor, Womens' Guidance Cell)
- Dr. Poornima C.C (Faculty Member)
- Ms. Amrutha S. Kumar (Faculty Member)





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Preface

The Cochin College, is a Higher Education Institution situated in West Kochi, which is committed to providing educational opportunities for all students, regardless of caste, class, or gender. In a society that is progressing but still faces injustices due to disparities, the college plays a vital role in ensuring equality on all grounds. To this end, a gender audit is conducted annually to assess gender patterns within the institution by examining programs, practices, participation, and policies. The objectives of this audit include identifying any gender gaps and devising measures for improvement.

The primary focus of this audit is the evaluation of student and staff representation in the college. This involves examining the distribution of male and female students across different academic programs, reservation categories, and extracurricular activities. It also evaluates the distribution of male and female teaching and non-teaching staff within the college, as well as the participation of female staff in governance roles.

The audit found that The Cochin College is a welcoming and inclusive environment for students of all genders. However, there are areas for improvement, such as:

- Increasing the representation of women in faculty and leadership positions
- Creating more opportunities for women to participate in extracurricular activities
- Addressing gender bias in the classroom

We are committed to creating a more equitable and just campus for all students. The recommendations in this report will guide our efforts to achieve this goal.





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1 Introduction

The Cochin College has a long-standing commitment to gender equality and has implemented various initiatives to achieve a gender-balanced environment. Since its inception in 1967, The Cochin College has been a cornerstone in advancing the empowerment of women in the West Kochi region. The institution has been instrumental in extending access to higher education for female students, particularly those from minority communities, the fishing industry, and other socially disadvantaged groups. By fostering an inclusive environment, The Cochin College has significantly contributed to the social and educational upliftment of these communities, thereby playing a crucial role in the broader emancipation of women in the region.

The college has established the women's Guidance Cell way back in 1994 to address gender issues and promote gender sensitization among students, faculty, and staff. The Forum organizes seminars, workshops, and awareness campaigns to educate the college community about gender equality and women's rights. The college also enforces a zero-tolerance policy for sexual harassment and has established a responsive complaint mechanism to address any such incidents.

In addition to these initiatives, the college has taken steps to increase the participation of women in sports and cultural activities, including establishing a women's sports team. The college also provides scholarships and financial aid to female students from underprivileged backgrounds. The efforts of The Cochin College to achieve gender balance have been recognized by various organizations. The Cochin College is committed to creating a gender-balanced environment for all its students, faculty, and staff. The college's initiatives are commendable and should be emulated by other institutions. From the year 2018 onwards the college initiated a gender audit to evaluate and improve gender equality and inclusivity within the institution and to ensure institutional compliance with the guidelines issued by various regulatory authorities.

2 Objectives

1. **Assessing Gender Balance:** To evaluate the gender distribution among students, faculty, and staff across various departments, programs, and governance bodies.
2. **Identifying Gender Gaps:** To detect any existing disparities between genders in terms of access to resources, opportunities, participation, and outcomes.
3. **Evaluating Policies and Practices:** To review and assess the effectiveness of existing policies, practices, and institutional frameworks related to gender equality and inclusivity.

4. **Promoting Gender Sensitivity:** To increase awareness and understanding of gender issues among students,





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faculty, and staff, and to promote a culture of respect and inclusivity.

5. **Ensuring Compliance:** To ensure that the institution is compliant with national and international gender-related policies, laws, and guidelines.
6. **Enhancing Participation:** To identify ways to improve the participation and representation of underrepresented genders in academic, extracurricular, and governance activities.
7. **Improving Institutional Environment:** To assess the overall campus environment to ensure it is safe, welcoming, and conducive to learning for all genders.
8. **Providing Recommendations:** To develop actionable recommendations and strategies for addressing gender disparities and fostering gender equality within the institution.
9. **Monitoring Progress:** To establish mechanisms for ongoing monitoring and evaluation of gender equality initiatives to track progress over time.
10. **Supporting Gender Equity Initiatives:** To support the development and implementation of gender equity programs and initiatives within the institution.

3 Parameters Used to to Analyze Gender Balance

The gender balance and gender equality in The Cochin College were analyzed by determining the gender ratio among students, teaching staff, and non-teaching staff.

Student Gender Balance

- Student Enrollment: To all programs and program-specific enrollments
- Student Distribution: In reservation categories
- Student Distribution: For major co-curricular activities like NCC, NSS, sports, and arts

Staff Gender Balance

- Gender Distribution of Teaching Staff
- Gender Distribution of Non-Teaching Staff
- Gender Distribution of Staff in Governing Positions: Including the College Council and IQAC

The Cochin College is dedicated to maintaining a gender-sensitive and inclusive environment, addressing gender disparities and ensuring equity for all members of its community.





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4 Gender Distribution of Students

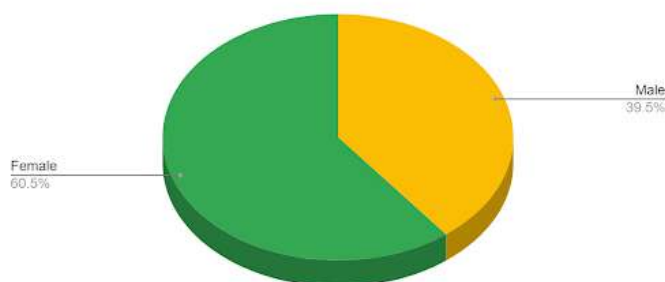
4.1 Gender distribution in Enrollment of Students

4.1.1 Student Enrollment for all UG and PG Programmes

The gender ratio for enrollment of students to 13 UG and 6 PG programmes follows the following pattern:

Students	Male	Female
Number	260	399
Percentage	39.5%	60.5%

Genderwise distribution of enrolled students



Analysis: In the 2019-20 academic year, the number of female students (60.5%) enrolled in the college is higher than that of male students (39.5%).

4.1.2 Student Enrollment for Science Programmes (B.Sc.&BCA & M.Sc.)

The gender ratio for enrollment of students to UG and PG Science programmes follows the following pattern:

Students	Male	Female
Number	102	183
Percentage	35.8%	64.2%





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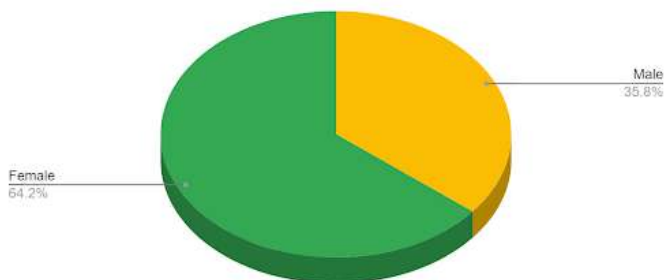
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Students enrolled in Science programmes



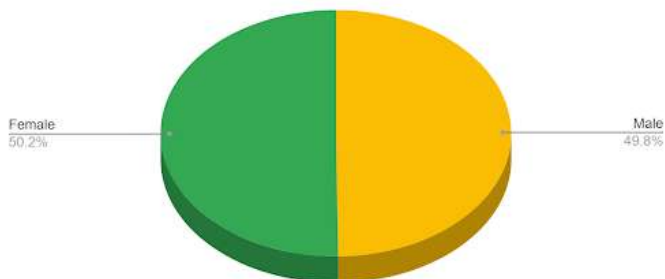
Analysis: 64.2% of students admitted in the Science stream are females. Males constitute the remaining 35.8%.

4.1.3 Student Enrollment in Commerce Programmes (B.Com& BBA& MCM & M.Com)

The gender ratio for enrollment of students to UG and PG Commerce programmes follows the following pattern:

Students	Male	Female
Number	123	124
Percentage	49.8%	50.2%

Students enrolled in Commerce programmes



Analysis: 50.2% of students admitted in the Commerce programme are females. Males constitute the remaining 49.8%.





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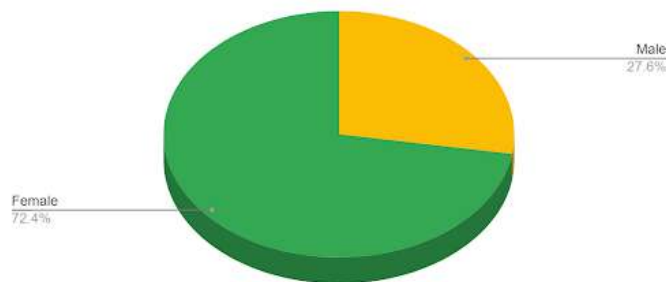
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4.1.4 Student Enrollment in Language and Humanities Programmes (BA & MA)

The gender ratio for enrollment of students to UG and PG language and humanities programmes follows the following pattern:

Students	Male	Female
Number	35	92
Percentage	27.6%	72.4%

Students enrolled in Arts programmes



Analysis: 72.4% of students admitted in the Language and Humanities programmes are females. Males constitute the remaining 27.6%.

4.2 Gender Distribution in in Reservation Categories

4.2.1 Students Enrolled in Scheduled Caste (SC) Category

The gender index of students in Scheduled Caste (SC) Category is as follows:

Students	Male	Female
Number	24	41
Percentage	36.9%	63.1%





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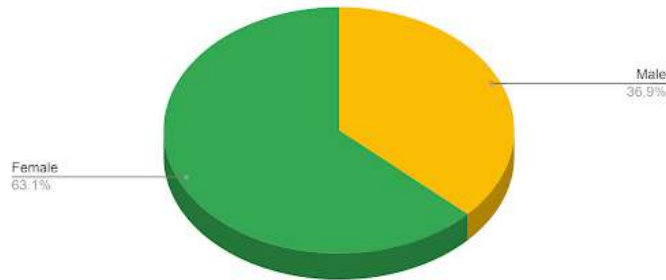
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Genderwise distribution of students in SC category



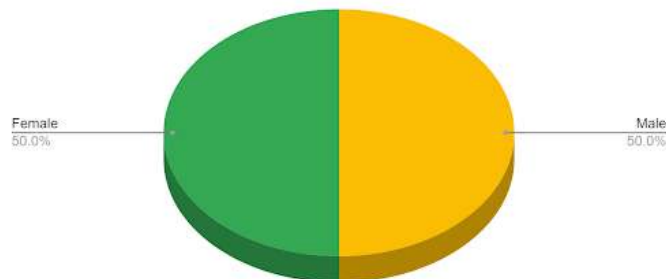
Analysis: 63.1% of students admitted in the SC category are females. Males constitute the remaining 36.9%.

4.2.2 Students Enrolled in Scheduled Tribe (ST) Category

The gender distribution of students in Scheduled Tribe (ST) Category is as follows:

Students	Male	Female
Number	4	4
Percentage	50%	50%

Genderwise distribution of students in ST category



Analysis: 50% of students admitted in the ST category are females. Males constitute the remaining 50%.





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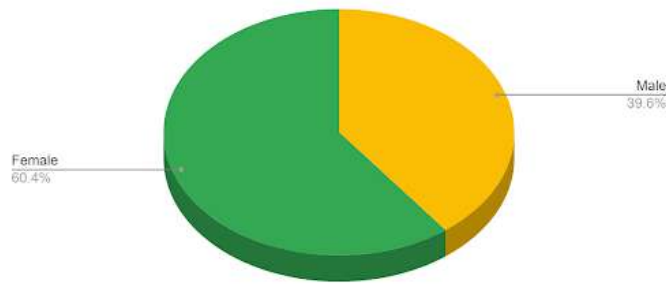
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4.2.3 Students Enrolled in Other Backward Caste (OBC) Category

The gender distribution of students in Other Backward Caste (OBC) Category is as follows:

Students	Male	Female
Number	21	32
Percentage	39.6%	60.4%

Genderwise distribution of students in OBC category



Analysis: 60.4% of students in the OBC category enrolled in this academic year are females and 39.6% are male students.

4.3 Gender Distribution of Students for Major Co-curricular Activities

4.3.1 Student Enrollment in National Service Scheme (NSS)

The gender distribution in the National Service Scheme of The Cochin College is as follows:

Students	Male	Female
Number	48	52
Percentage	48%	52%





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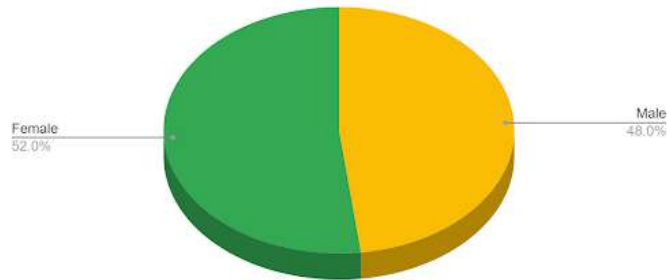
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Genderwise distribution of students in NSS



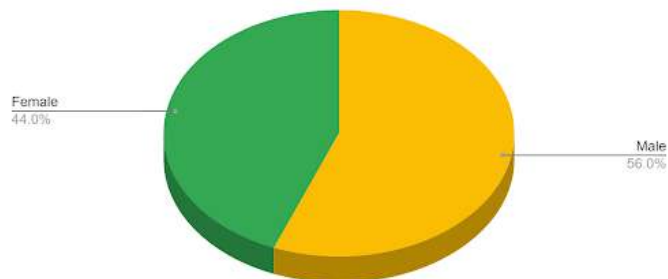
Analysis: 52% of NSS volunteers are female students while the percentage of male students is 48%.

4.3.2 Number of Students Participated in Sports

The gender distribution of students in sports activities is as follows:

Students	Male	Female
Number	167	131
Percentage	56%	44%

Genderwise distribution of students in sports



Analysis: 56% of male students participated in sports, whereas 44% of female students participated.





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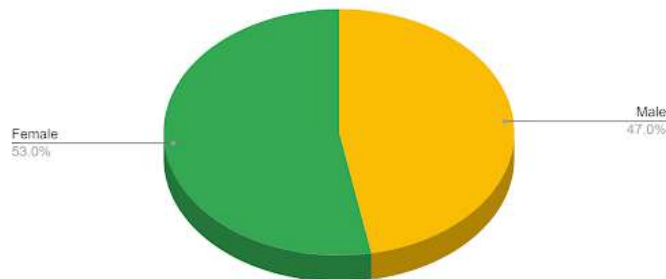
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4.3.3 Number of Students Participated in Arts

The gender distribution of students in arts fest is as follows:

Students	Male	Female
Number	127	143
Percentage	47%	53%

Genderwise distribution of students in arts



4.4 Gender Distribution of Students Enrolled Across Different Streams

The data on gender-wise distribution of students enrolled across different streams for the academic year 2019-20 shows the following trends:

- **Science Stream:**

- **Male Students:** 102
- **Female Students:** 183
- **Observation:** Female students significantly outnumber male students in the Science stream, with females making up approximately 64.2% of the total enrollment.

- **Commerce and Management Stream:**

- **Male Students:** 123
- **Female Students:** 124
- **Observation:** There is almost an equal distribution of male and female students in the Commerce stream, with a very slight majority of female students (50.2%).

- **Humanities Stream:**

- **Male Students:** 35
- **Female Students:** 92





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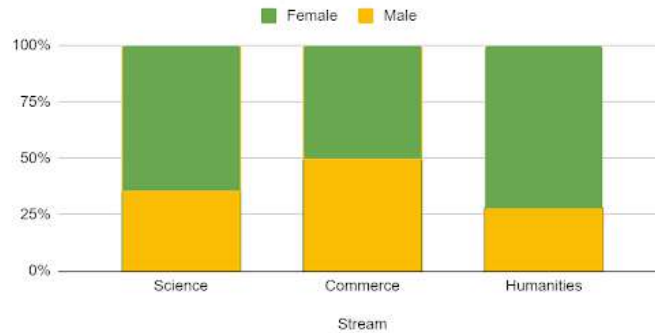
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- **Observation:** Female students dominate the Humanities stream, constituting around 72.4% of the total enrollment.

Gender wise distribution of students across various streams



Overall Summary: The data reveals a clear trend where female students have higher enrollment numbers across all streams, particularly in the Science and Humanities streams, where their representation is notably higher. The Commerce stream shows a near-equal gender distribution, suggesting more balanced participation from both male and female students in this field.

- The gender distribution pattern among students shows that more female students are enrolled for higher education, with a promising percentage of female students from SC and ST categories.
- The gender distribution pattern among students shows that all co-curricular activities on the campus are conducted without gender bias.

5 Gender Distribution of Staff Members

5.1 Gender Distribution of Staff Members in the College

5.1.1 Gender Distribution of Teaching Staff

The gender ratio among teaching staff members is given below:

Teaching Staff	Male	Female
Number	15	82
Percentage	15.5%	84.5%





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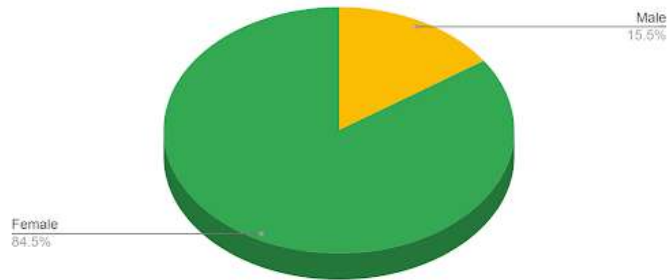
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Genderwise distribution of teaching staff



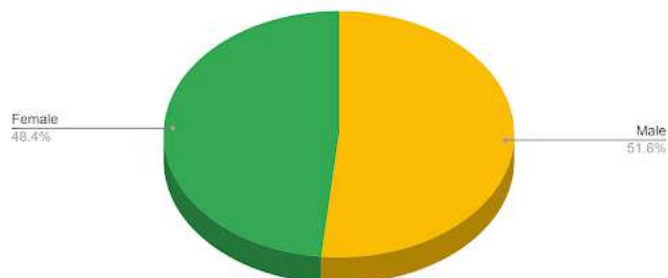
Analysis: The percentage of female teaching staff in the college is 84.5% which is markedly higher than male teaching staff which constitutes 15.5%.

5.1.2 Gender Distribution of Non-Teaching Staff

The gender ratio among non-teaching staff members is given below:

Non-Teaching Staff	Male	Female
Number	16	15
Percentage	51.6%	48.4%

Genderwise distribution of Non teaching staff



Analysis: The gender distribution among non-teaching staff is 51.6% male, whereas 48.4% are female.





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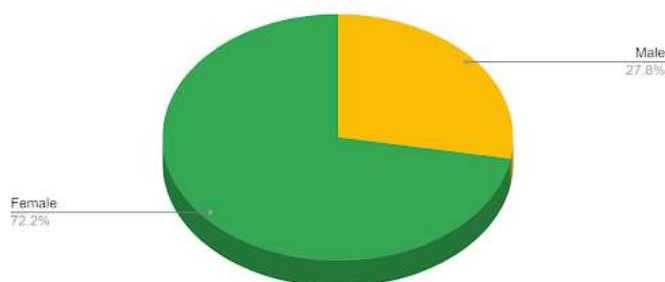
5.2 Gender Distribution of Staff in Governing Positions

5.2.1 Gender Distribution of Staff in College Council

The College Council is the governing body which constitutes the Head of the departments and is one of the primary decision-making bodies in the College. The gender ratio of the staff members in the College Council is as follows:

College Council Members (HODs)	Male	Female
Number	5	13
Percentage	27.8%	72.2%

College council members(HODs)



Analysis: 72.2% of College Council members (Head of the departments) of the college are women.

5.2.2 Gender Distribution of Staff in Internal Quality Assurance Cell (IQAC)

The IQAC is the cell whose prime objective is to develop a system for conscious, consistent, and catalytic improvement in the overall performance of the institution by implementing quality initiatives. The gender distribution is as follows:

IQAC	Male	Female
Number	4	12
Percentage	21.4%	78.6%





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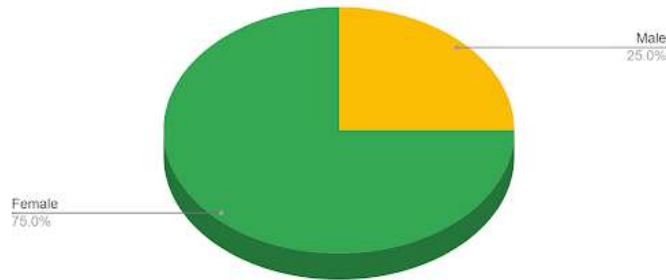
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Gender distribution in IQAC



Analysis: 78.6% of IQAC members of the college are women.

5.3 Overview of Gender Distribution Among Staff

- It is clearly evident that The Cochin College follows a gender-neutral policy in all levels of governance. Female staff members are well represented in governing bodies like College Council and IQAC.
- The College also has female representation in key roles as IQAC coordinator, Office Superintendent, PTA Secretary, and a female Librarian.

6 Gender Equity at The Cochin College

6.1 Gender Equity Programmes

The college has organized gender equity initiatives/activities for inculcating gender sensitivity among the students during the academic year 2019-2020 on the recommendations received from the previous gender audit.

Activities on Gender Equity 2019-2020

SI No	Activity	Date	Outcome
1	Talk on "Gender Equality and Human Rights"	12-03-2020	Awareness on Gender Equality





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2	Women's Day Celebration - Cultural Activities, Mehendi and Craft Exhibition	06-03-2020	Celebrating Tradition and Showcasing Talent of our Students
3	Women's Day Celebration - Honouring the Maintenance and Cleaning Staff	06-03-2020	Boosting the morale and motivation of Cleaning staff
4	Women's Day Celebration Oath Taking and Quiz	06-03-2020	Spreading Awareness and Inspiration

6.2 Gender Equity in Governance

The Cochin College ensures gender equity in governance through various measures, including equal representation in key decision-making bodies and providing leadership opportunities for women.





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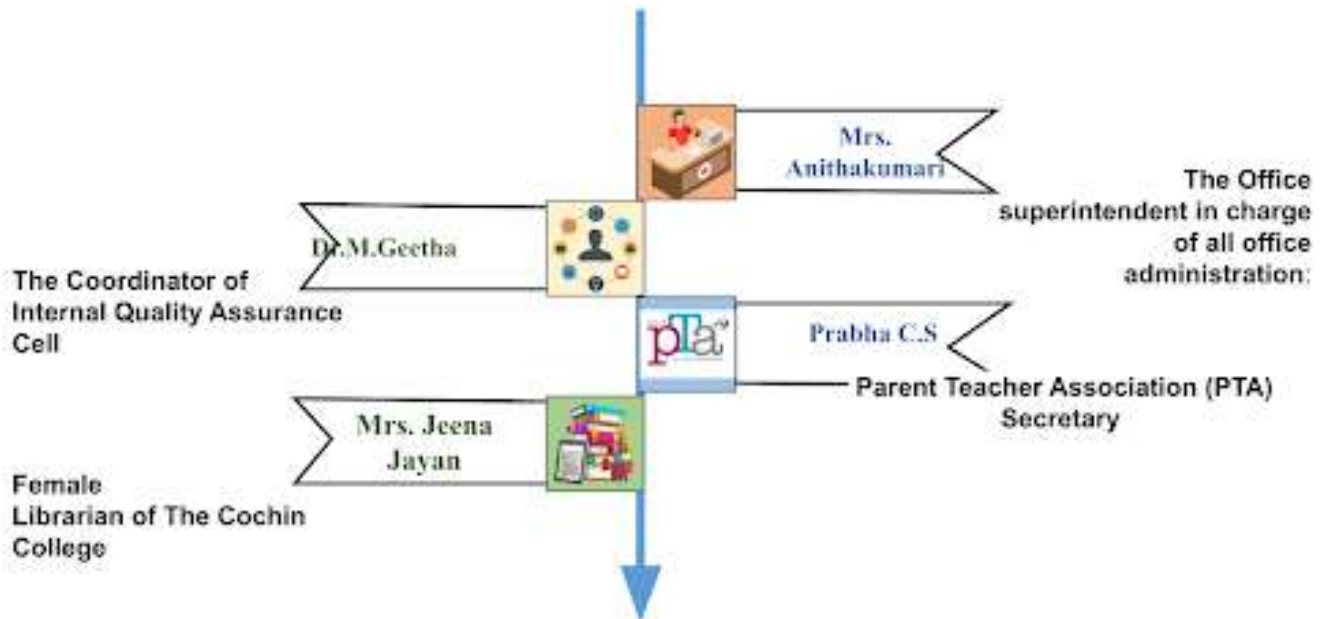
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Women in Governance



7 Gender Index -2019-20

7.1 Gender Index Calculation

To calculate the Gender Index using the provided data, the following formula has been employed.

$$\text{Gender Index (GI)} = \left(\frac{\text{Number of Female Students}}{\text{Number of Male Students}} \right) \times 100$$

The Gender Index provides a measure of the ratio of female to male students, with a value greater than 100 indicating more females than males, and a value less than 100 indicating more males than females.

The Gender Index values reflect the gender distribution across different areas in The Cochin College, with higher values indicating a higher proportion of female students relative to male students.





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7.2 Gender Index Results

Category	Male Students	Female Students	Gender Index (GI)
Overall Enrollment (UG & PG Programs)	260	399	153.46
Science Programs (B.Sc., BCA & M.Sc.)	102	183	179.41
Commerce Programs (B.Com, BBA, MCM & M.Com)	123	124	100.81
Language & Humanities Programs (BA & MA)	35	92	262.86
Scheduled Caste (SC) Category	24	41	170.83
Scheduled Tribe (ST) Category	4	4	100.00
Other Backward Caste (OBC) Category	21	32	152.38
NSS Enrollment	48	52	108.33
Sports Participation	167	131	78.44
Arts Participation	127	143	112.60

7.3 Summary of Gender Index Results

- Overall Enrollment: 153.46
- Science Programs: 179.41
- Commerce Programs: 100.81
- Language and Humanities Programs: 262.86
- Scheduled Caste (SC) Category: 170.83
- Scheduled Tribe (ST) Category: 100.00
- Other Backward Caste (OBC) Category: 152.38
- NSS Enrollment: 108.33
- Sports Participation: 78.44





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- Arts Participation: 112.60

These Gender Index values provide an insight into the gender distribution across different areas at The Cochin College, with higher values indicating a higher proportion of female students relative to male students.

8 Suggestions and Recommendations

- Review the effectiveness of support systems like harassment policies and counselling services.
- Collect feedback from students and staff on gender equity issues.
- Establish metrics to track and review gender equity progress over time.

9 Conclusion

The Cochin College has long been committed to creating a safe and inclusive environment for all its students, becoming a beacon of hope and inspiration in the pursuit of gender equality. By providing equal opportunities and support to both male and female students, the college has fostered a learning environment where mutual respect and collaboration flourish.

Led by a gender-balanced staff and guided by progressive administrative practices, The Cochin College's leadership embodies its strong dedication to gender equity. The college's proactive efforts in addressing gender-related issues are evident in its comprehensive safety measures and support systems, which further highlight its commitment to nurturing a positive and inclusive atmosphere for everyone.

With decades of experience in providing a secure and supportive educational space, The Cochin College's commitment to gender sensitivity reaches far beyond the classroom. The college actively encourages female participation in sports, leadership roles, and part-time employment opportunities, empowering its female students and cultivating a culture of self-reliance and independence. This steadfast dedication to gender sensitivity, along with its proactive approach to addressing gender issues, has created a thriving educational environment that supports mutual respect, collaboration, and the holistic development of all students.

