



THE COCHIN COLLEGE

Koovapadam, Kochi-2

Affiliated To Mahatma Gandhi University

Re-accredited by NAAC With B+ Grade



Fourth Cycle
NAAC Accreditation 2024

Criterion 7 Institutional Values and Best Practices

7.1 - Institutional Values and Social Responsibilities

Metric No. 7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Gender Audit Report: 2020-2021

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 2020-2021

- Ms. Mrudula Menon V. (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.





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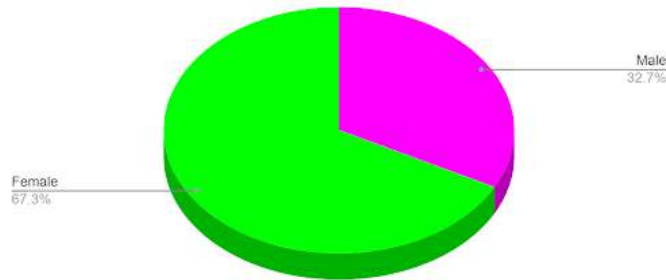
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3 Gender wise Distribution of Students

3.1 Student Enrollment for All UG and PG Programs

Category	Male Students	Female Students	Male (%)	Female (%)
Overall Enrollment	242	499	32.7%	67.3%

Gender wise distribution of enrolled students



Analysis: In the 2020-21 academic year, female students accounted for 67.3% of the total enrollment, significantly outnumbering male students (32.7%).

3.2 Student Enrollment in Science Programs (B.Sc.& BCA & M.Sc.)

Category	Male Students	Female Students	Male (%)	Female (%)
Science Programs	75	189	28.4%	71.6%





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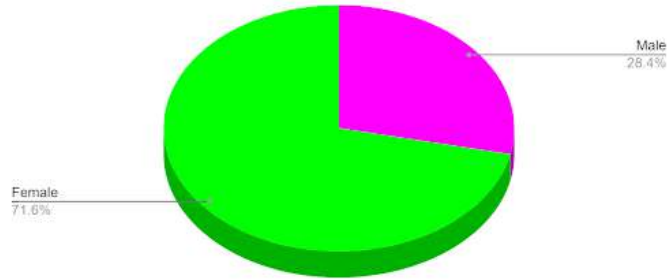
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Students enrolled in Science programmes



Analysis: The Science programs saw a high female representation, with 71.6% of the students being female and 28.4% being male.





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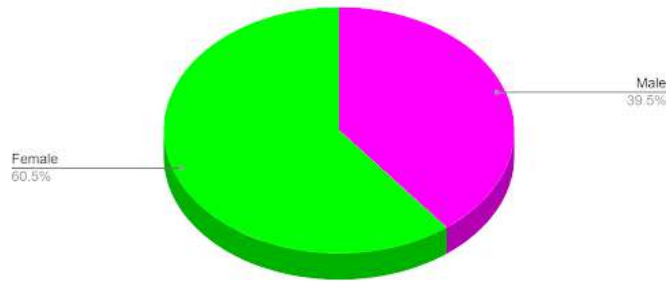
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3.3 Student Enrollment in Commerce Programs (B.Com&BBA&MCM & M.Com)

Category	Male Students	Female Students	Male (%)	Female (%)
Commerce Pro-grams	124	190	39.5%	60.5%

Students enrolled in Commerce programmes



Analysis: Female students also dominated the Commerce programs, constituting 60.5% of the enrollment, with males making up the remaining 39.5%.

3.4 Student Enrollment in Language and Humanities Programs (BA & MA)

Category	Male Students	Female Students	Male (%)	Female (%)
Language & Humanities Programs	39	125	23.8%	76.2%





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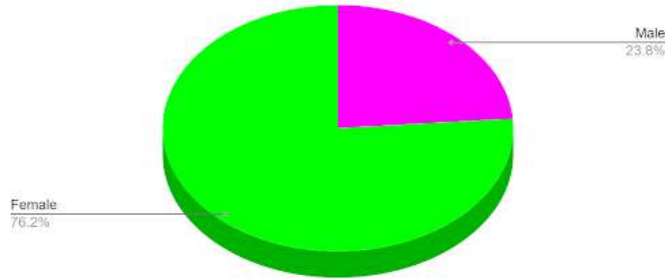
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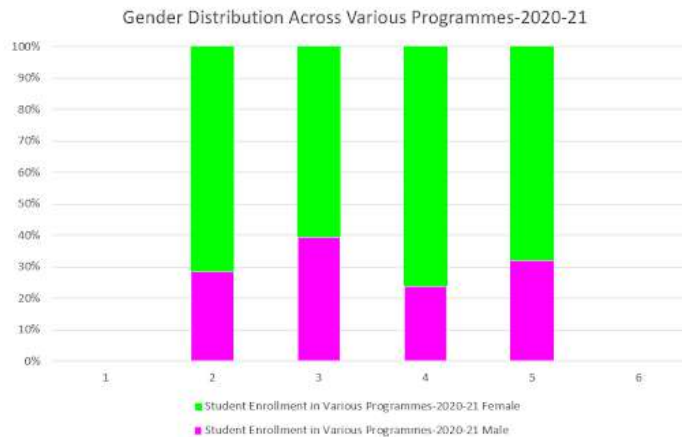
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Students enrolled in Arts programmes



Analysis: In the Language and Humanities programs, female students represented 76.2% of the total enrollment, while male students comprised 23.8%.

3.5 Genderwise Student Distribution Across Various Programmes



4 Students Enrolled in Reservation Categories

Gender distribution in Scheduled Caste (SC) Category

Category	Male Students	Female Students	Male (%)	Female (%)
SC Category	31	48	39.2%	60.8%





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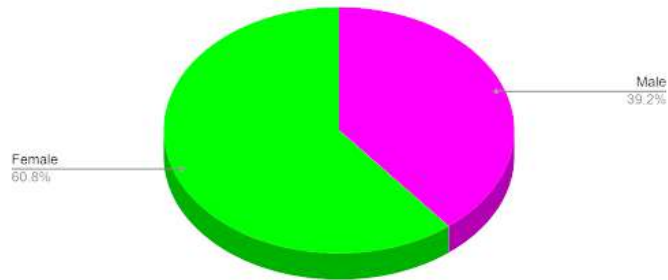
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Gender wise distribution of students in SC category



Analysis: Among students in the SC category, 60.8% were female, and 39.2% were male.

4.1 Gender distribution in Scheduled Tribe (ST) Category

Category	Male Students	Female Students	Male (%)	Female (%)
ST Category	9	2	81.8%	18.2%

Gender wise distribution of students in ST category



Analysis: The ST category had a higher percentage of male students (81.8%) compared to female students (18.2%).





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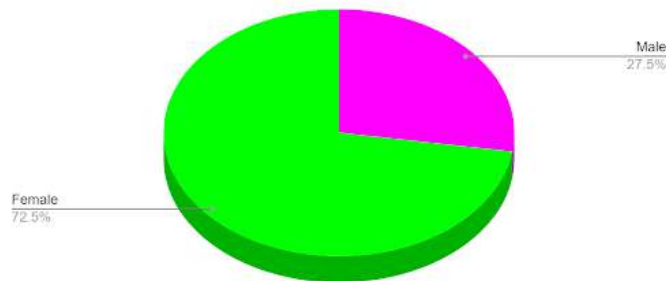
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4.2 Gender distribution in Other Backward Caste (OBC) Category

Category	Male Students	Female Students	Male (%)	Female (%)
OBC Category	14	37	27.5%	72.5%

Gender wise students in OBC category



Analysis: The OBC category had a predominant female representation, with 72.5% female students and 27.5% male students.

5 Gender Distribution of Students in Co-Curricular Activities

5.1 Student Enrollment in National Service Scheme (NSS)

Category	Male Students	Female Students	Male (%)	Female (%)
NSS Enrollment	45	55	45%	55%





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Gender wise distribution of students in NSS

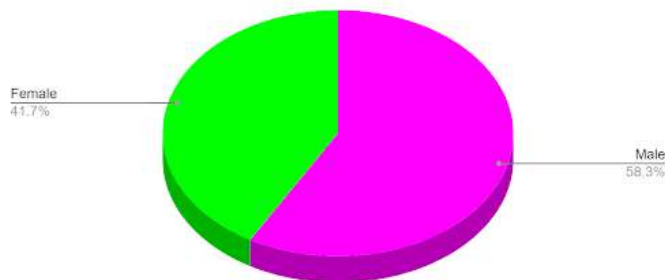


Analysis: In NSS, 55% of the participants were female, while 45% were male.

5.2 Number of Students Participated in Sports

Category	Male Students	Female Students	Male (%)	Female (%)
Sports Participation	7	5	58.3%	41.7%

Gender distribution of students in sports



Analysis: Male students had a higher participation rate in sports activities (58.3%) compared to female students (41.7%).





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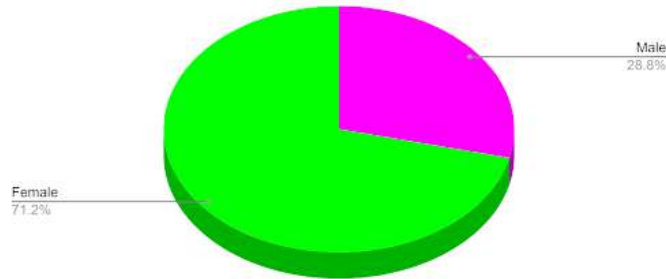
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5.3 Number of Students Participated in Arts

Category	Male Students	Female Students	Male (%)	Female (%)
Arts Participation	21	52	28.8%	71.2%

Gender distribution of students in arts



Analysis: A majority of the participants in arts activities were female (71.2%), with male students comprising 28.8%.

6 Gender distribution of Staff Members

6.1 Gender Distribution of Teaching Staff

Category	Male Staff	Female Staff	Male (%)	Female (%)
Teaching Staff	17	79	17.7%	82.3%





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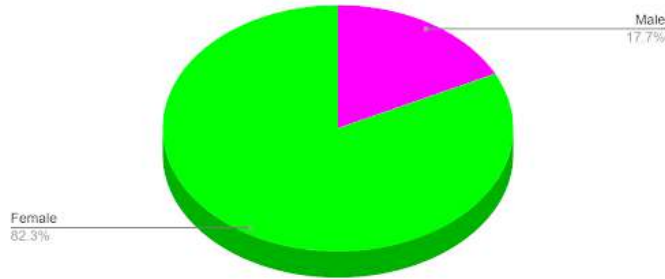
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Genderwise distribution of Teaching staff

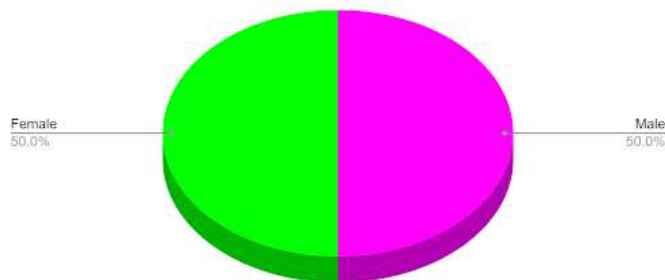


Analysis: The teaching staff at The Cochin College is predominantly female, with 82.3% female staff members and 17.7% male staff members.

6.2 Gender Distribution of Non-Teaching Staff

Category	Male Staff	Female Staff	Male (%)	Female (%)
Non-Teaching Staff	15	15	50%	50%

Genderwise distribution of Non teaching staff



Analysis: The non-teaching staff has an equal gender distribution, with 50% male and 50% female staff members.





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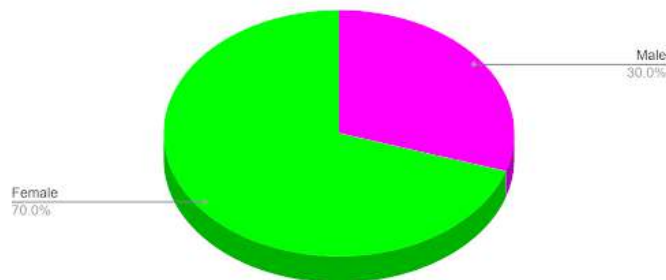
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6.3 Gender Distribution of Staff in Governing Positions

6.3.1 Gender Distribution in College Council

Category	Male Members	Female Members	Male (%)	Female (%)
College Council Members (HODs)	6	14	30%	70%

College council members(HODs)



Analysis: The College Council, which includes Heads of Departments, has a higher female representation (70%) compared to male members (30%).

6.3.2 Gender Distribution in Internal Quality Assurance Cell (IQAC)

Category	Male Members	Female Members	Male (%)	Female (%)
IQAC Members	3	11	21.4%	78.6%





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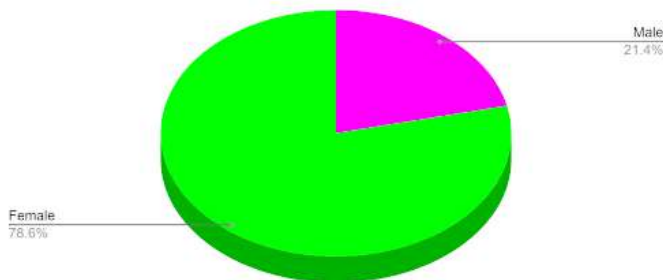
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Gender distribution in IQAC



Analysis: The IQAC also has a strong female representation, with 78.6% of its members being female.

7 Gender Equity Programs

Activity	Date	Outcome
Self-Defense Session on Women’s Day	08-03-2021	Enhanced safety and security awareness
Rights of Girl Child in India (Library)	25-01-2021	Empowered female students
International Webinar: Co-education to Coviducation	19-09-2020	Adaptation to the new normal

The college organized several impactful gender equity initiatives during the academic year, focusing on women’s safety, empowerment, and the challenges posed by the new normal due to the pandemic.

8 Gender Index -2020-21

8.1 Gender Index Calculations

To calculate the Gender Index using the provided data, we’ll use the following formula:

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





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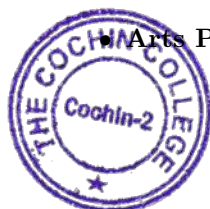
The Gender Index provides a measure of the ratio of female to male students, with a value greater than 100 indicating more females than males, and a value less than 100 indicating more males than females.

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.

Category	Male Students	Female Students	Gender Index (GI)
Overall Enrollment (UG & PG Programs)	242	499	206.20
Science Programs (B.Sc. & M.Sc.)	75	189	252.00
Commerce Programs (B.Com & M.Com)	124	190	153.23
Language & Humanities Programs (BA & MA)	39	125	320.51
Scheduled Caste (SC) Category	31	48	154.84
Scheduled Tribe (ST) Category	9	2	22.22
Other Backward Caste (OBC) Category	14	37	264.29
NSS Enrollment	45	55	122.22
Sports Participation	7	5	71.43
Arts Participation	21	52	247.62

8.2 Summary of Gender Index Results

- Overall Enrollment: 206.20
- Science Programs: 252.00
- Commerce Programs: 153.23
- Language and Humanities Programs: 320.51
- Scheduled Caste (SC) Category: 154.84
- Scheduled Tribe (ST) Category: 22.22
- Other Backward Caste (OBC) Category: 264.29
- NSS Enrollment: 122.22
- Sports Participation: 71.43
- Arts Participation: 247.62





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9 Suggestions and Recommendations

- **Curriculum Development:** Integrate gender studies into the curriculum to raise awareness among all students.
- **Counseling and Support Services:** Enhance counseling services to address gender-specific issues.
- **Professional Development for Staff:** Conduct regular training sessions on gender sensitivity and inclusive teaching practices.
- **Infrastructure and Facilities:** Ensure all campus facilities are safe, accessible, and welcoming for all genders.

10 Conclusion

The Gender Audit 2020-2021 at The Cochin College highlights the institution's strong commitment to gender equity. With a female principal leading the college, and a balanced representation of male and female staff, the college has successfully created an inclusive environment that supports healthy interactions between all genders. The audit confirms that The Cochin College is a leader in fostering an educational space that respects and values all genders, ensuring a secure and supportive atmosphere for both men and women.

