



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: 2022-2023

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 2022-2023

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.

December 21, 2022

ANAGH

Joint secretary
Academic and Research wing
coordinator, Dhisha





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Gender Audit Committee Members 2022-2023

- Dr. M. Geetha (Principal)
- Dr. Sindhu K. (IQAC Coordinator)
- Ms. Srividya K.S. (Coordinator, WGC)
- 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 dedicated to providing educational opportunities for all students, regardless of caste, class, or gender. Despite societal progress, disparities still exist, and the college is instrumental in promoting equality. Annually, a gender audit evaluates student and staff representation, examining the distribution of male and female students across academic programs, reservation categories, extracurricular activities, and staff roles. The latest audit confirms that The Cochin College is inclusive and welcoming but highlights areas for improvement, such as increasing women's representation in faculty and leadership, enhancing their participation in extracurricular activities, and addressing classroom gender bias. Committed to fostering an equitable campus, the college will use these findings to guide future efforts.





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1 Introduction

The Cochin College has dedicated years of service to society, striving to create a gender-equal and gender-sensitive educational space. The college has established a Women's Guidance Cell to identify and address gender issues, raise awareness, and promote gender sensitization to achieve gender parity.

A responsive complaint mechanism is prioritized to foster a supportive environment within the college, addressing any discriminatory attitudes or practices. The institution strictly adheres to a zero-tolerance policy on sexual harassment, ensuring compliance with governmental and UGC statutes.

Efforts continue to enhance gender sensitivity among students, faculty, research scholars, and non-teaching staff through seminars and sessions facilitated by experts, including speakers, authors, and field specialists. Additional courses on gender and gender studies are introduced to broaden understanding of masculinity and femininity, and to challenge gender stereotypes. Moreover, the college promotes gender champions among students to ensure ongoing commitment to creating a gender-sensitive educational system.

A gender-responsive administrative, teaching, and learning environment is fostered within the college, where all members are expected to respect and collaborate irrespective of gender. The college endeavors to optimally serve the interests of all genders in studies, research, training, and development activities. Equal opportunities for recreation and participation in cultural and sports activities are provided to all members of the college community.

Concerted efforts are made to increase awareness of the importance of gender equality among the public, particularly the youth. Regular infrastructural modifications are carried out to accommodate the needs of all genders, ensuring the provision of safe, hygienic sanitary facilities, and gender-specific restrooms. Gender audits are periodically conducted to maintain gender equity and equality.

The college also conducts outreach and extension programs to raise awareness among the general public about gender issues and legal opportunities. Special support is provided to girl students to enable their active participation and excellence in sports and cultural activities. Regular medical camps and awareness programs related to women's health and hygiene are organized.

1.1 Objectives

- Evaluate Gender Policies: Assess the college's gender policies.
- Foster Gender Equality: Promote gender sensitivity and equality within the college.
- Identify Gender Imbalance: Detect areas of gender imbalance, if any.
- Bridge Gender Gaps: Develop measures to address gender gaps.





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- Prevent Sexual Harassment: Evaluate mechanisms to prevent violations.

1.2 Parameters to Analyze Gender Balance in the College

The gender balance and gender equality at The Cochin College were analyzed by determining the gender ratio among students, teaching staff, and non-teaching staff. Specific parameters include:

Student Gender Balance

- Student Enrollment: Overall and program-specific enrollments.
- Student Distribution in Reservation Categories.
- Participation in Co-curricular Activities: NCC, NSS, Sports, and Arts.

Staff Gender Balance

- Teaching Staff Gender Distribution.
- Non-teaching Staff Gender Distribution.
- Staff in Governing Positions: College Council and IQAC.

This report reflects The Cochin College's ongoing commitment to gender equity and sensitivity.

2 Gender distribution of Students

2.1 Gender wise Enrollment of Students

2.1.1 Student Enrollment for all UG and PG Programmes

The gender ratio for enrollment of students to 13 UG and 7 PG programmes follows the following pattern:

Students	Male	Female
Number	295	436
Percentage	40.4%	59.6%





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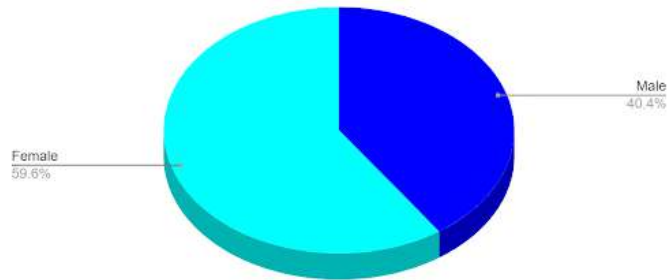
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Gender wise distribution of enrolled students



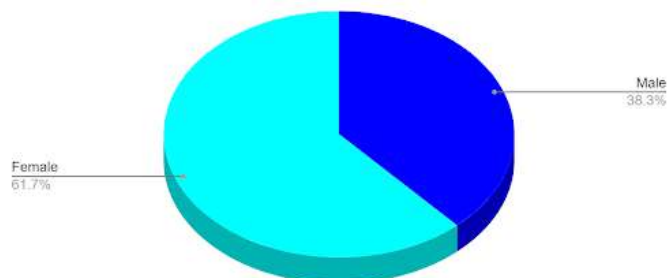
Analysis: In the 2022-23 academic year, the number of female students (59.6%) enrolled in the college is higher than that of male students (40.4%).

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

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

Students	Male	Female
Number	88	142
Percentage	38.3%	61.7%

Students enrolled in Science programmes



Analysis: 61.7% of students admitted in the Science stream are females. Males constitute the remaining 38.3%.





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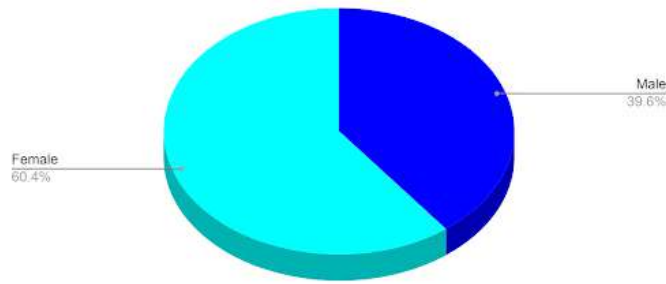
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2.1.3 Student Enrollment in Commerce Programmes (B.Com & M.Com)

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

Students	Male	Female
Number	131	200
Percentage	39.6%	60.4%

Students enrolled in commerce programmes



Analysis: 60.4% of students admitted in the Commerce programme are females. Males constitute the remaining 39.6%.

2.1.4 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	52	113
Percentage	31.5%	68.5%





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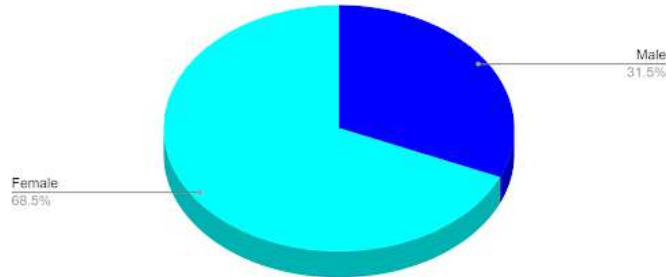
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Students enrolled in Arts programmes



Analysis: 68.5% of students admitted in the Language and Humanities programmes are females. Males constitute the remaining 31.5%.

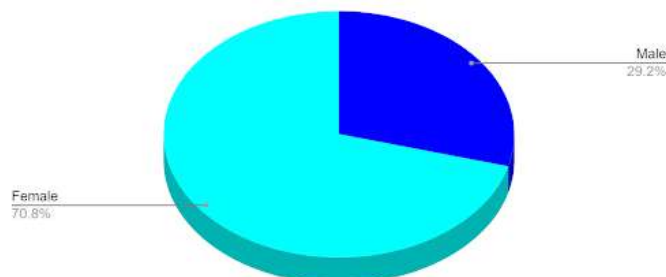
2.2 Students Enrolled in Reservation Categories

2.2.1 Gender wise enrollment in Scheduled Caste (SC) Category

The Gender wise enrollment of students in Scheduled Caste (SC) Category is as follows:

Students	Male	Female
Number	26	63
Percentage	29.2%	70.8%

Gender wise distribution of students in SC category



Analysis: 70.8% of students admitted in the SC category are females. Males constitute the remaining 29.2%.





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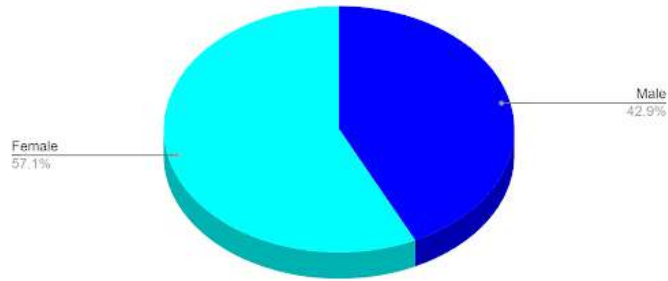
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2.2.2 Gender wise enrollment in Scheduled Tribe (ST) Category

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

Students	Male	Female
Number	3	4
Percentage	42.9%	57.1%

Gender wise distribution of students in ST category



Analysis: 57.1% of students admitted in the ST category are females. Males constitute the remaining 42.9%.

2.2.3 Gender wise enrollment in Other Backward Caste (OBC) Category

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

Students	Male	Female
Number	54	15
Percentage	78.3%	21.7%





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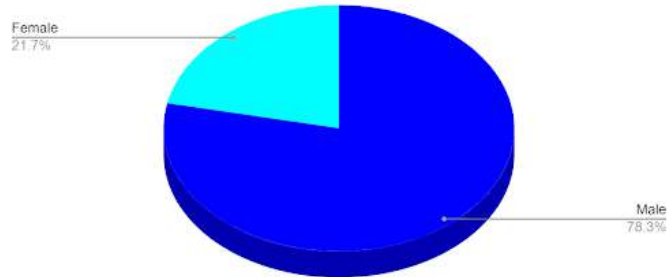
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Gender wise distribution of students in OBC category



Analysis: 21.7% of students in the OBC category enrolled in this academic year are females and 78.3% are male students.

2.3 Gender Distribution of Students for Major Co-curricular Activities

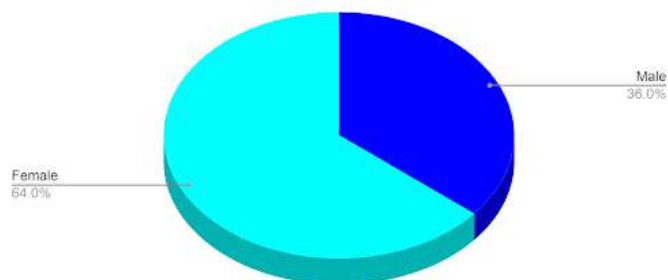
From the data analysis, the participation of male and female students in various co-curricular activities is figured out as follows:

2.3.1 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	36	64
Percentage	36%	64%

Gender wise distribution of students in NSS





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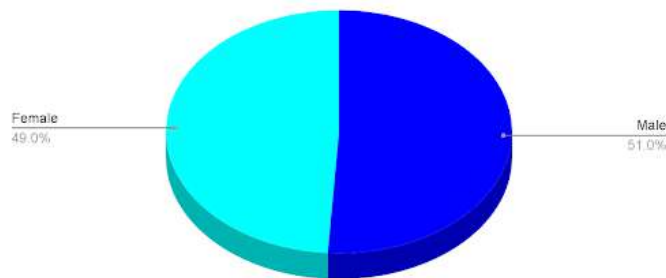
Analysis: 64% of NSS volunteers are female students while the percentage of male students is 36%.

2.3.2 Number of Students Participated in Sports

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

Students	Male	Female
Number	123	118
Percentage	51%	49%

Gender wise students participated in sports



Analysis: 49% of females participated in sports and male participation was 51%.

2.3.3 Number of Students Participated in Arts

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

Students	Male	Female
Number	89	137
Percentage	39.4%	60.6%





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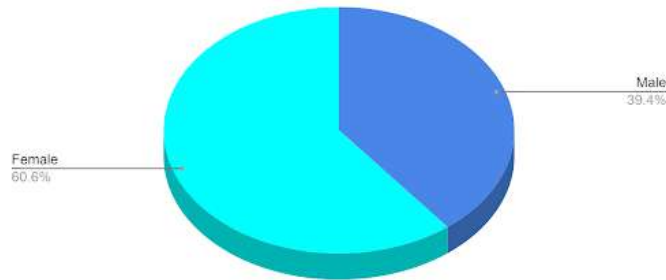
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Gender wise distribution of students in arts



Analysis: 60.6% female students participated in arts and male participation was 39.4%.

2.4 Overview of Gender Distribution Among Students

Report:

- 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.

3 Gender Distribution of Staff Members

3.1 Gender Distribution of Staff Members in the College

3.1.1 Gender Wise Distribution of Teaching Staff

The gender ratio among teaching staff members is given below:

Teaching Staff	Male	Female
Number	18	82
Percentage	18%	82%





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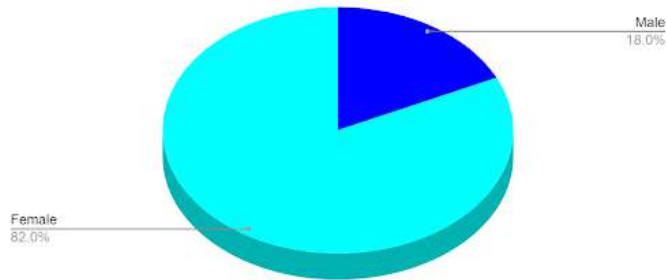
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Gender wise distribution of Teaching staff



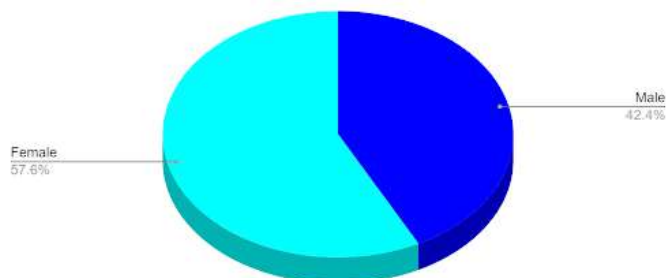
Analysis: The percentage of female teaching staff in the college is 82% which is markedly higher than male teaching staff which constitutes 18%.

3.1.2 Gender Wise Distribution of Non-Teaching Staff

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

Non-Teaching Staff	Male	Female
Number	14	19
Percentage	42.4%	57.6%

Gender wise distribution of Non-Teaching staff



Analysis: 57.6% among the non-teaching staff of the college are women.





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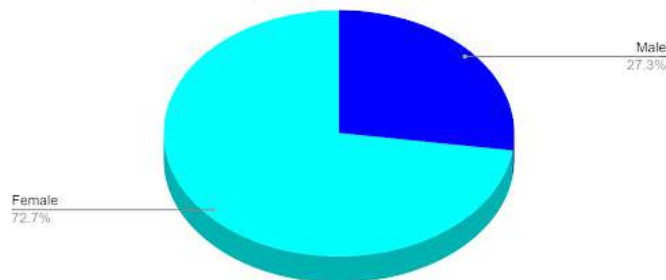
3.2 Gender Distribution of Staff in Governing Positions

3.2.1 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	6	16
Percentage	27.3%	72.7%

College Council members(HODs)



Analysis: 72.7% of College Council members (Head of the departments) of the college are women.

3.2.2 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	3	12
Percentage	20%	80%

Analysis: 80% of IQAC members of the college are women.





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3.3 Overview of Gender Distribution Among Staff

Report:

- 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 the Principal, IQAC coordinator, Office Superintendent, PTA Secretary, and a female Librarian.

4 Gender Equity at The Cochin College

4.1 Gender Equity Programmes

The college has organized gender equity initiatives/activities for inculcating gender sensitivity among the students during the academic year 2022-2023 on the recommendations received from the previous gender audit.

Activities on Gender Equity 2022-2023

SI No	Activity	Date	Outcome
1	“Pathway- The Social Wellness Programme”	01-02-2023	Encouraged healthy social behaviors and attitudes
2	Participated in a project CUP OF LIFE sponsored by Hon. Hibi Eden to create awareness and promote the use of menstrual cups among women	31-08-2022	Created awareness on maintaining healthy menstrual habits

4.2 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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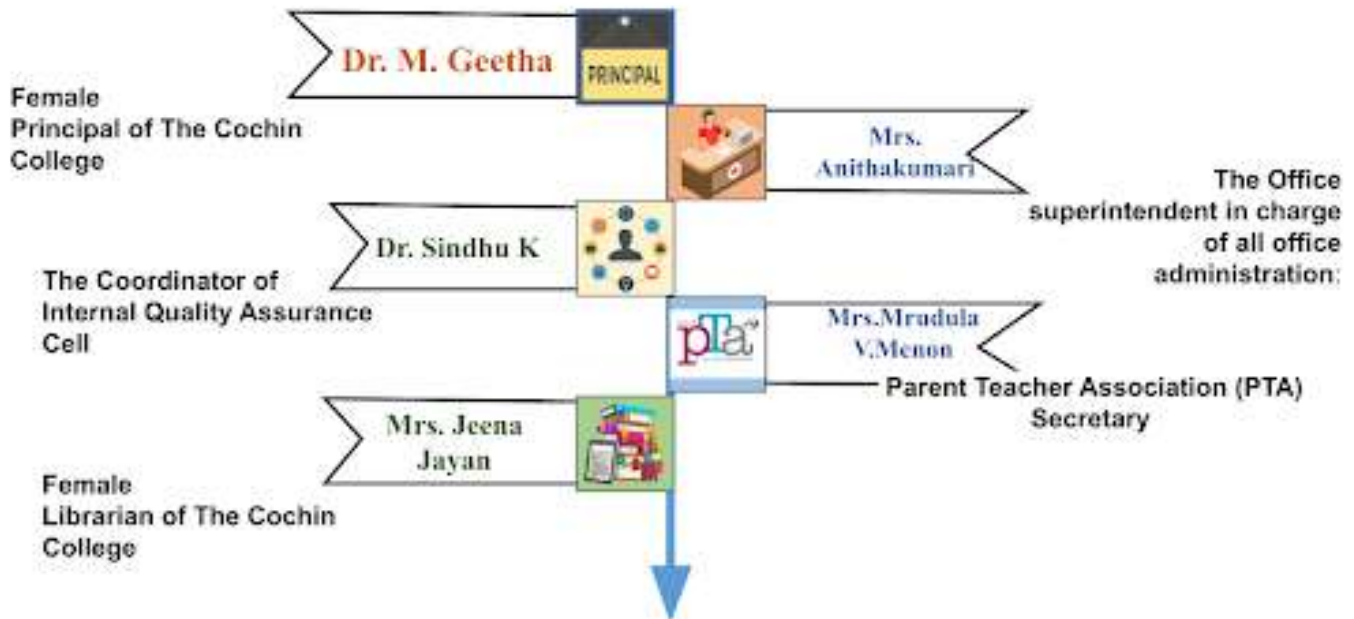
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Women in Governance



5 Gender Index- 2022-2023

5.1 Method of Calculation

The Gender Index (GI) is calculated using the following formula:

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

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.

5.2 Gender Index Calculations

Category	Male Students	Female Students	Gender Index (GI)
Overall Enrollment (UG & PG Programs)	295	436	147.80
Science Programs (B.Sc. & M.Sc.)	88	142	161.36
Commerce Programs (B.Com & M.Com)	131	200	152.67





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Category	Male Students	Female Students	Gender Index (GI)
Language and Humanities Programs (BA & MA)	52	113	217.31
Scheduled Caste (SC) Category	26	63	242.31
Scheduled Tribe (ST) Category	3	4	133.33
Other Backward Caste (OBC) Category	54	15	27.78
NSS Enrollment	36	64	177.78
Sports Participation	123	118	95.93
Arts Participation	89	137	153.93
Teaching Staff	18	82	455.56
Non-Teaching Staff	14	19	135.71
College Council Membership (HODs)	6	16	266.67
IQAC Membership	3	12	400.00

5.3 Summary of Gender Index Results

- Overall Enrollment: 147.80
- Science Programs: 161.36
- Commerce Programs: 152.67
- Language and Humanities Programs: 217.31
- Scheduled Caste (SC) Category: 242.31
- Scheduled Tribe (ST) Category: 133.33
- Other Backward Caste (OBC) Category: 27.78
- NSS Enrollment: 177.78
- Sports Participation: 95.93
- Arts Participation: 153.93
- Teaching Staff: 455.56
- Non-Teaching Staff: 135.71





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- College Council Membership (HODs): 266.67
- IQAC Membership: 400.00

These Gender Index values provide an insight into the gender distribution across different categories at The Cochin College. Higher values indicate a higher proportion of female participants relative to male participants.

6 Suggestions and Recommendations

- Events and Workshops: Organize regular events, workshops, and seminars focused on gender equity, inclusivity, and related topics to engage the college community.
- Mentorship Programs: Develop mentorship programs that connect female students with alumni and professionals in their field of interest, providing guidance and support.
- Library Resources: Expand library collections to include a diverse range of materials on gender studies, feminist literature, and related fields, making them accessible to all students.
- Create safe spaces for open discussions on gender-related topics.
- Encourage students to share their experiences and perspectives.

7 Conclusion

The Cochin College has consistently demonstrated its deep commitment to creating a safe and inclusive environment for all students, standing as a beacon of hope and inspiration in the pursuit of gender equality. The college's dedication to offering equal opportunities and support for both male and female students has cultivated a harmonious learning atmosphere where mutual respect and collaboration thrive.

Led by a woman principal and supported by a gender-balanced staff, The Cochin College's leadership symbolizes the institution's strong commitment to gender equity. The college's proactive stance on addressing gender-related challenges, through comprehensive safety measures and robust support systems, underscores its dedication to nurturing a positive environment for everyone. With a legacy of over five decades, The Cochin College has been a steadfast advocate for providing a secure and supportive educational experience, particularly for women. This commitment to gender sensitivity goes beyond academics, as the college actively promotes female participation in sports, leadership roles, and part-time work opportunities. These initiatives not only empower female students but also foster a culture of self-reliance and independence, reinforcing the college's role as a leader in gender equality.

