



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: 2023-2024

Submitted to



National Assessment and Accreditation Council



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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 2023-2024

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 12, 2023

ANAGH

Joint secretary
Academic and Research wing
coordinator, Dhisha





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Gender Audit Committee Members 2023-2024

- Dr. M. Geetha (Principal)
- Dr. Sindhu K. (IQAC Coordinator)
- Ms. Stividya K.S. (WGC Convenor)
- Dr. Poornima C.C (Faculty member)
- Mrs. 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. To ensure our commitment to gender equity, we have conducted a gender audit for the academic year 2023-2024. The purpose of this audit is to identify and address any gender-based disparities in our policies, practices, and programs. The gender audit conducted by the College focused on examining student distribution in various categories of admission, participation in extracurricular activities, female staff distribution, and female representation in governance. We are committed to addressing the findings of the gender audit and making Cochin College a more equitable and inclusive place for all students.





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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.

2.1 Parameters to Analyze Gender Balance in the College

The gender balance and gender equality in the 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 creating a gender-sensitive and inclusive educational environment, addressing gender disparities, and ensuring equity for all members of its community.





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3 Gender Distribution of Students

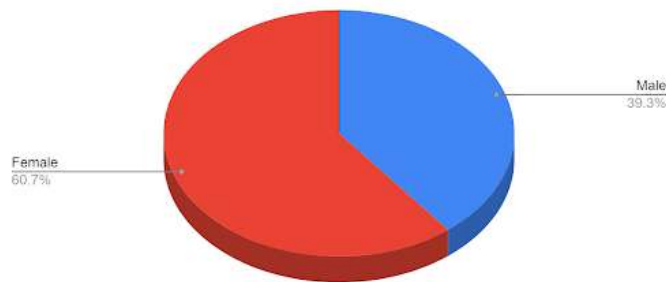
3.1 Gender Distribution in Enrollment of Students

3.1.1 Student Enrollment for all UG and PG Programmes

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

Students	Male	Female
Number	258	398
Percentage	39.3%	60.7%

Genderwise Distribution of Enrolled Students



Analysis: In the 2023-24 academic year, the number of female students (60.7%) enrolled in the college is higher than that of male students (39.3%).

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

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

Students	Male	Female
Number	89	158
Percentage	36%	64%





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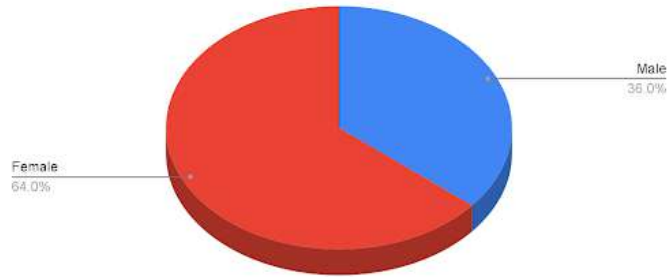
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Students enrolled in Science Programmes



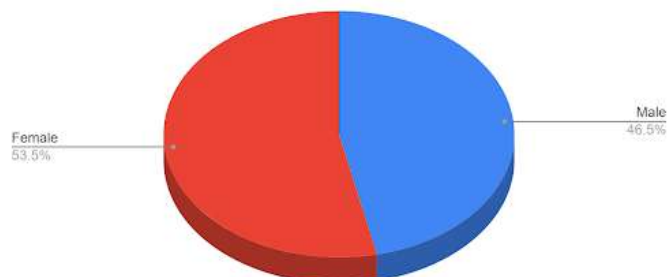
Analysis: 64% of students admitted in the Science stream are females. Males constitute the remaining 36%.

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

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

Students	Male	Female
Number	121	139
Percentage	46.5%	53.5%

Students Enrollment in Commerce Programmes



Analysis: 53.5% of students admitted in the Commerce programme are females. Males constitute the remaining 46.5%.





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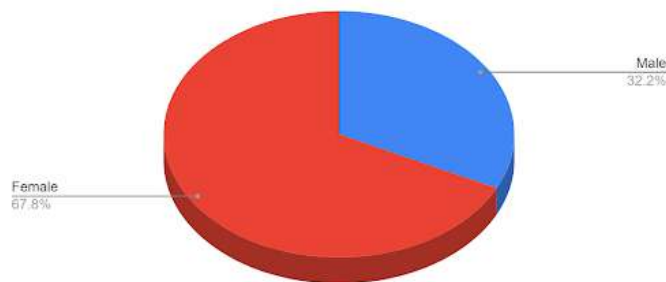
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3.1.4 Student Enrollment in Language and Humanities Programmes (BA & MA)

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

Students	Male	Female
Number	48	101
Percentage	32.2%	67.8%

Students Enrolled in Arts Programmes



Analysis: 67.8% of students admitted in the Language and Humanities programmes are females. Males constitute the remaining 32.2%.

3.2 Students Enrolled in Reservation Categories

3.2.1 Gender Distribution in Scheduled Caste (SC) Category

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

Students	Male	Female
Number	30	38
Percentage	44.1%	55.9%





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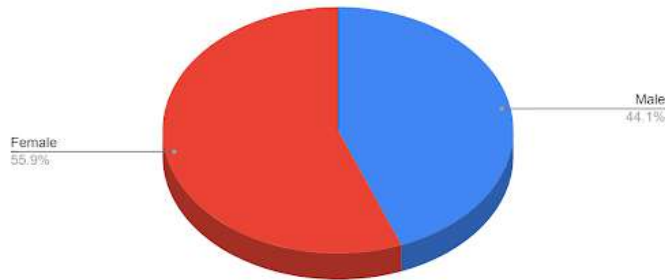
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Genderwise Distribution of Students in SC Category



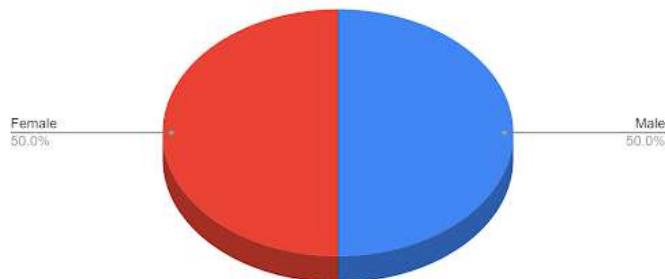
Analysis: 55.9% of students admitted in the SC category are females. Males constitute the remaining 44.1%.

3.2.2 Gender Distribution in Scheduled Tribe (ST) Category

The genderwise enrollment of students in Scheduled Tribe (ST) Category is as follows:

Students	Male	Female
Number	3	3
Percentage	50%	50%

Gender wise Distribution of Students in ST Category



Analysis: Both male and female students in the ST category admitted are 50%.



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Mrudula Menon V.
Principal-in-Charge
The Cochin College



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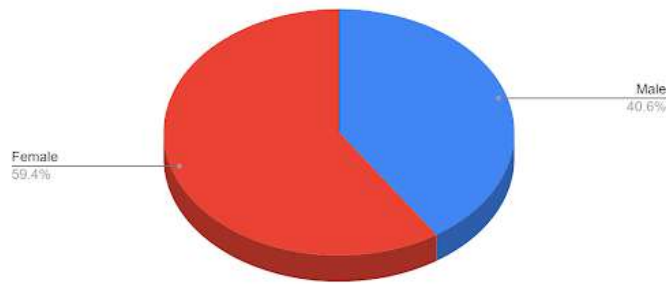
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3.2.3 Gender Distribution in Other Backward Caste (OBC) Category

The genderwise enrollment of students in Other Backward Caste (OBC) Category is as follows:

Students	Male	Female
Number	13	19
Percentage	40.6%	59.4%

Gender wise distribution of students in OBC Category



Analysis: 59.4% of students in the OBC category enrolled in this academic year are females and 40.6% are male students.

3.3 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:

3.3.1 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	27	73
Percentage	27%	73%





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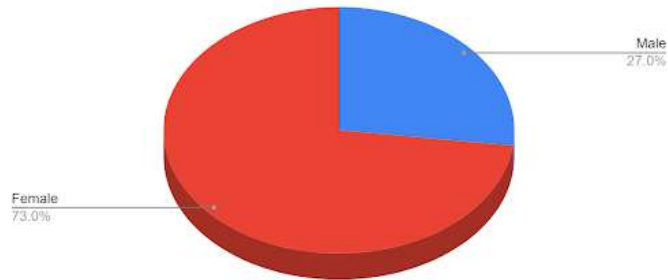
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Gender wise distribution of students in NSS



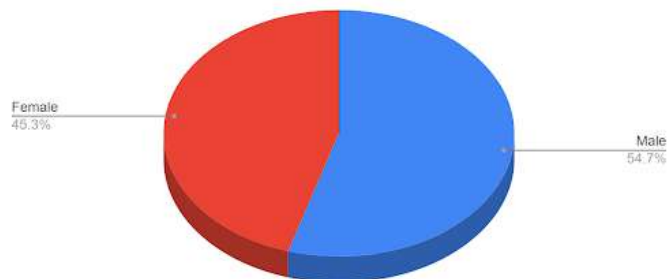
Analysis: 73% of NSS volunteers are female students while the percentage of male students is 27%.

3.3.2 Number of Students Participated in Sports

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

Students	Male	Female
Number	111	92
Percentage	54.7%	45.3%

Gender wise distribution of students participated in sports



Analysis: The percentage of female students participating in sports is 45.3%, whereas male is 54.7%.





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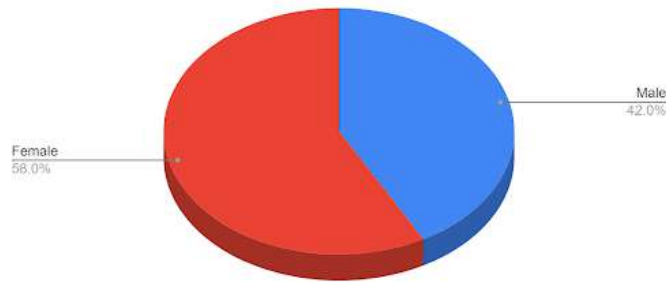
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3.3.3 Number of Students Participated in Arts

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

Students	Male	Female
Number	121	167
Percentage	42%	58%

Gender wise distribution of participation in arts



Analysis: 58% of the total participants are females whereas 42% are males.

3.3.4 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 categories.
- The gender distribution pattern among students shows that all co-curricular activities on the campus are conducted without gender bias.

4 Gender Distribution of Staff Members

4.1 Gender Distribution of Staff Members in the College

4.1.1 Gender Wise Distribution of Teaching Staff

The gender ratio among teaching staff members is given below:





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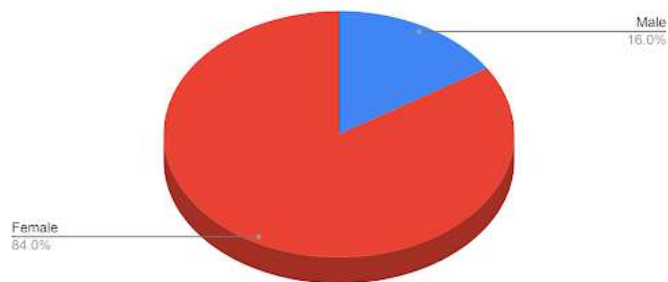
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Teaching Staff	Male	Female
Number	16	84
Percentage	16%	84%

Gender wise distribution of teaching staff



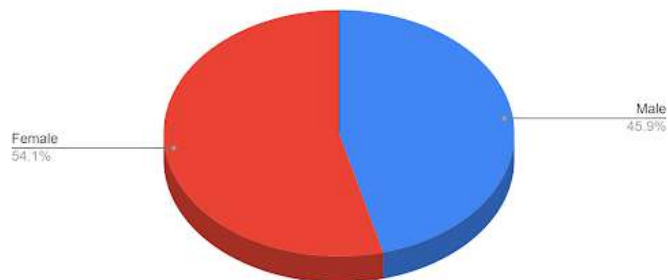
Analysis: The percentage of female teaching staff in the college is 84% which is markedly higher than male teaching staff which constitutes 16%.

4.1.2 Gender Wise Distribution of Non-Teaching Staff

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

Non-Teaching Staff	Male	Female
Number	17	20
Percentage	45.9%	54.1%

Gender wise distribution of Non Teaching Staff





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Analysis: 54.1% among the non-teaching staff of the college are women.

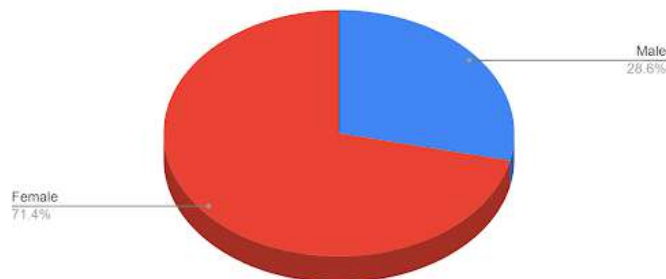
4.2 Gender Distribution of Staff in Governing Positions

4.2.1 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	15
Percentage	28.6%	71.4%

College Council Members(HODs)



Analysis: 71.4% of College Council members (Head of the departments) of the college are women.

4.2.2 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	2	12
Percentage	14.3%	85.7%





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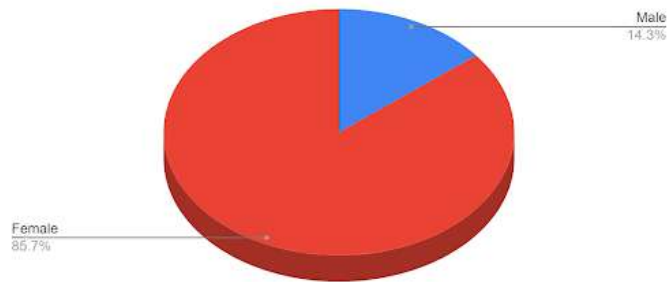
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Gender distribution of staff in IQAC



Analysis: 85.7% of IQAC members of the college are women.

4.3 Overview of Gender Distribution Among Staff

Report:

- It is clearly evident that The Cochin College follows a gender-neutral policy at all levels of governance. Female staff members are well represented in governing bodies like the 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.

5 Gender Equity at The Cochin College

5.1 Gender Equity Programmes

The college has organized gender equity initiatives/activities for inculcating gender sensitivity among the students during the academic year 2023-2024 on the recommendations received from the previous gender audit.

Activities on Gender Equity 2023-2024

SI No	Activity	Date	Outcome





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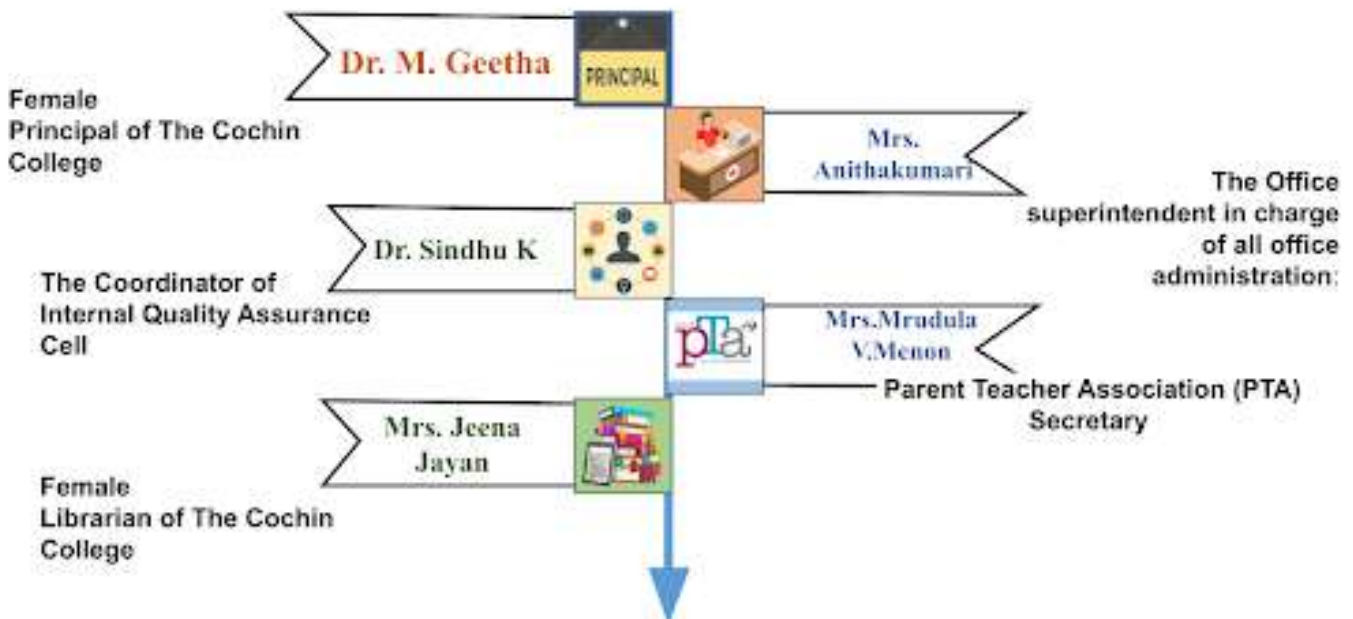
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1	FemmeFury Women’s Day Celebration	12-03-2024	Enhanced understanding of women’s achievements and ongoing challenges
2	Women’s Day Celebration “Angana” and Extension Activity	12-03-2024	Gender sensitivity and Women empowerment
3	“Swasthya” Health Awareness Camp	16-08-2023	Women health and hygiene

5.2 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.

Women in Governance





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6 Gender Index of The Cochin College (2023-2024)

6.1 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.

6.2 Gender Index Results

Category	Male Students	Female Students	Gender Index (GI)
Overall Enrollment (UG & PG)	258	398	154.26
Science Programs (B.Sc. & M.Sc.)	89	158	177.53
Commerce Programs (B.Com & M.Com)	121	139	114.88
Language and Humanities Programs (BA & MA)	48	101	210.42
Scheduled Caste (SC) Category	30	38	126.67
Scheduled Tribe (ST) Category	3	3	100.00
Other Backward Caste (OBC) Category	13	19	146.15
NSS Enrollment	27	73	270.37
Sports Participation	111	92	82.88
Arts Participation	121	167	137.93

7 Summary of Gender Index Results

Overall Enrollment (UG & PG)

Gender Index (GI): 154.26





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Summary: The overall Gender Index indicates that female students significantly outnumber male students at The Cochin College. With a Gender Index of 154.26, there are approximately 154 female students for every 100 male students, reflecting a strong female presence across all undergraduate and postgraduate programs.

Science Programs (B.Sc.& BCA & M.Sc.)

Gender Index (GI): 177.53

Summary: The Science programs at The Cochin College have a notably high Gender Index of 177.53, indicating a strong female majority. This suggests that female students are highly represented in the Science stream, with nearly 178 female students for every 100 male students.

Commerce Programs (B.Com & M.Com)

Gender Index (GI): 114.88

Summary: The Gender Index in Commerce programs is 114.88, showing a relatively balanced gender distribution with a slight majority of female students. For every 100 male students, there are approximately 115 female students, indicating a healthy gender balance.

Language and Humanities Programs (BA & MA)

Gender Index (GI): 210.42

Summary: The Language and Humanities programs have the highest Gender Index of 210.42, signifying a strong female dominance in these fields. For every 100 male students, there are over 210 female students, reflecting a significant preference or inclination of female students towards these disciplines.

Scheduled Caste (SC) Category

Gender Index (GI): 126.67

Summary: Within the Scheduled Caste (SC) category, the Gender Index of 126.67 indicates a higher enrollment of female students compared to male students. This shows that female students in the SC category are well represented at The Cochin College.

Scheduled Tribe (ST) Category

Gender Index (GI): 100.00





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Summary: The Gender Index for the Scheduled Tribe (ST) category is perfectly balanced at 100.00, indicating an equal number of male and female students in this category. This equality reflects a balanced approach in enrollment within the ST category.

Other Backward Caste (OBC) Category

Gender Index (GI): 146.15

Summary: The OBC category has a Gender Index of 146.15, indicating a strong female presence. For every 100 male students in the OBC category, there are approximately 146 female students, showing a higher enrollment rate among female students in this category.

NSS Enrollment

Gender Index (GI): 270.37

Summary: The Gender Index for NSS enrollment is exceptionally high at 270.37, showing that female students are overwhelmingly represented in this co-curricular activity. For every 100 male students, there are over 270 female students participating in NSS activities.

Sports Participation

Gender Index (GI): 82.88

Summary: The Sports Participation Gender Index of 82.88 indicates that male students are more dominant in sports activities at The Cochin College. There are approximately 83 female students for every 100 male students participating in sports, reflecting a need for greater female involvement in sports.

Arts Participation

Gender Index (GI): 137.93

Summary: The Gender Index for Arts Participation is 137.93, showing a higher involvement of female students in arts-related activities. For every 100 male students, there are nearly 138 female students participating in arts, indicating strong female engagement in cultural activities.

The Gender Index results reveal a significant female presence across most categories, indicating a strong gender balance in favor of female students. Notably, the Gender Index in the Science Programs, Language and Humanities Programs, and NSS Enrollment is exceptionally high, showcasing a robust female representation in these areas. Conversely, the Sports Participation Gender Index is lower, suggesting more male dominance in this activity. The overall Gender Index





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across all programs indicates that female students outnumber male students, reflecting The Cochin College's commitment to gender inclusivity and equity.

8 Suggestions and Recommendations

- Include more Gender Awareness Programmes
- Create safe spaces for open discussions on gender-related topics
- Encourage students to share their experiences and perspectives
- Review and revise college policies to ensure they are inclusive and non-discriminatory

9 Conclusion

The Cochin College Gender Audit, following a thorough examination of all facets related to gender sensitivity and the adequacy of facilities for both men and women, highlights a positive and commendable situation within the institution. Renowned for fostering a safe and supportive environment for women's education, Cochin College has upheld this reputation for many decades, distinguishing itself as one of the few colleges in Kerala with a longstanding commitment to admitting and supporting women. The current leadership, spearheaded by a gender-balanced staff, continues to uphold the tradition of gender sensitivity, ensuring that the college remains a place of healthy interaction between male and female students.

In light of the positive findings from the Gender Audit, it is evident that Cochin College is not merely a bastion of academic excellence but also a pioneer in fostering an inclusive and respectful environment for all its students. The commitment to gender sensitivity, exemplified by the college's leadership and staff, reflects a broader dedication to creating an educational space that encourages collaboration, mutual respect, and the holistic development of both male and female students. The Cochin College Gender Audit serves as a testament to the institution's success in maintaining its legacy of providing a secure and supportive educational environment for women while fostering healthy interactions between genders.

