

KRISTU JYOTI COLLEGE OF MANAGEMENT AND TECHNOLOGY

(Affiliated to Mahatma Gandhi University, Kottayam

Approved by UGC 2(f) & AICTE, New Delhi)

(An ISO 9001-2015 Certified Educational Institution)

**PG DEPARTMENT OF
PSYCHOLOGY**

GENDER AUDIT REPORT

2023-2024



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Introduction

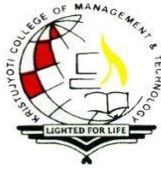
A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets. The higher education system definitely setup a democratic ideal of equality among both men and women and should acknowledge that people have different gender identity. If there is any gender gap in the educational system, this should be addressed with a rigorous cross-sectional analysis of gender with various socio-economic indicators. In order to finding out this gap, University of Kerala has conducted this gender audit. Gender audit is one such attempt to understand the lacunae and ensure equity and removing gender gap in the university campus. This ensures the democratic ideals among the teaching, nonteaching staff and students and their dignified existence of different gender identities. This gender audit has tried for identifying the best practices and gender friendly initiatives in the campus as well as to understand the lives of people in different categories. It covers all aspects about their studies like teaching, classroom activities, behaviour of teachers towards students, facilities in the departments, hostel information etc.

For this purpose, the PG Department of Psychology with the initiative of IQAC, the gender audit survey has been conducted among students and teachers. The main purpose of this audit is to find out the gender dimensions. The gender audit is an attempt to analyse whether the department have an equal gender ratio and also trying to analyse the gender inequalities faced by the students.

About the Department

The Department of Psychology in Kristu Jyoti College of Management and Technology came into existence in the year 2014 with an eclectic vision and motive to develop scholars with holistic vision in life integrated with paramount academic excellence. Department offers BSc Psychology and MSc Psychology courses under Mahatma Gandhi University Kottayam. Psychology learning blended with cardinal academic cognitive attributes, research and clinical experience is being assured. Since the inception in 2014, the department created historical milestones by achieving university levels ranks in consecutive pass out batches of BSc Psychology; 2014-17, 2015-2018, 2016-2019 and 2017-2020.

Department's well-equipped learner centred atmosphere and Modern Psycho-Lab with various psychometric tools to assess Neuro-Psycho-Behavioural-Linguistic parameters. We assure an environment that enhances the research skills, trans-disciplinary research and students research publications. To guarantee the multifaceted development of meta cognitive domains among the scholars, the department ensures extra-curricular activities and programs.



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Gender Auditing Committee Members

Principal

Vice Principal

Manager

Bursar

Staff representative

Objectives

General objective

To conduct a gender-based (based on sexual identity) analysis, gender issues and related issues faced by the students and staffs in the department.

Specific objectives

1. To find out the areas of gender differences that exist in the Department
2. To find out the gender-based discrimination and inequalities faced in academic and non-academic activities in the Department.

Methodology

Survey method was used for the Gender Audit. A questionnaire was prepared and circulated among the teachers and students.

Questionnaire for Gender Audit

1. Have you personally experienced or witnessed instances of gender discrimination in your workplace/college?
2. Are you aware of policies or procedures in your workplace /college that address gender discrimination?
3. Do you think that opportunities for career advancement are equal for people of all genders in your workplace/college?
4. Have you ever been subjected to offensive or derogatory comment or jokes related to Gender?
5. Have you ever felt that you were treated unfairly due to your gender in your workplace / College?



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6. Have you noticed any pay disparities between individuals of different genders in your workplace? (Question for Teachers)

OR

Have you ever felt that you were born in the opposite gender? (Question for Students)

7. Do you believe that gender-based stereotypes impact the way people are perceived or treated in your workplace/college?

8. Have you encountered obstacles or bias related to gender when seeking healthcare or other services?

9. Are you aware of any initiatives or programs aimed at promoting gender equality in your workplace/college?

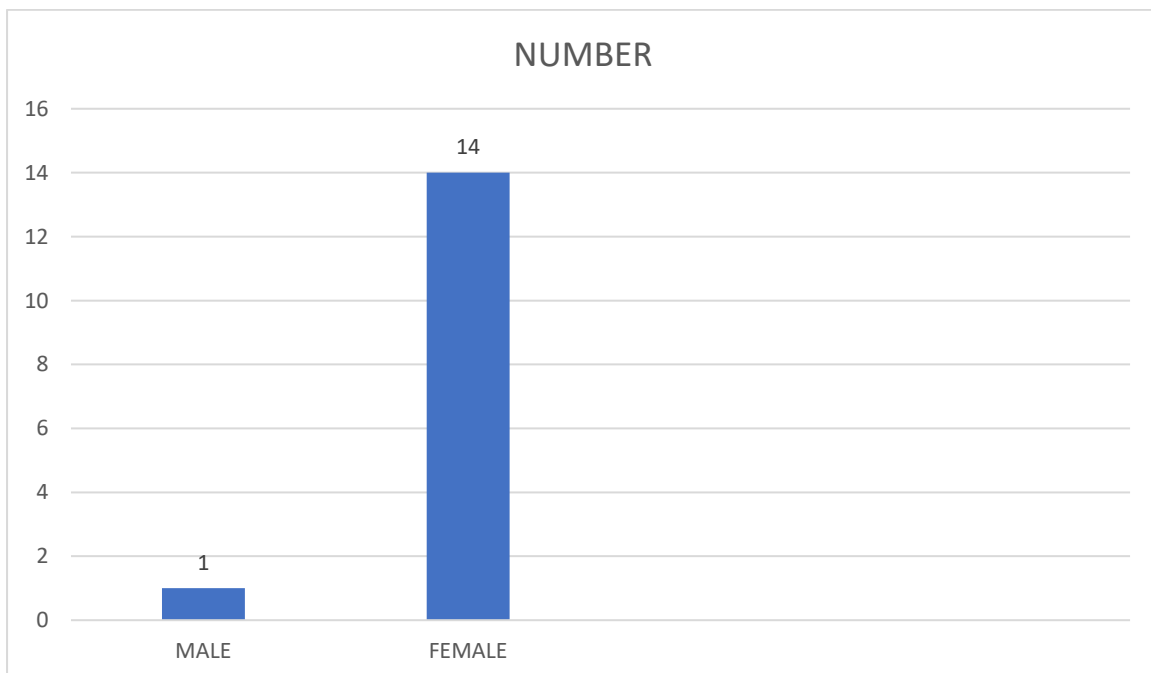
10. Do you have any suggestions for reducing gender discrimination in your college?

The department has (number) teachers and (number) students. Teachers, B.Sc. students and M.Sc. students were participated in the survey.

Table 1: The number of male and female teaching staff in the department

| Male | Female |
|------|--------|
| 1 | 14 |

Figure 1: Showing the number of male and female teaching staff in the department





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Table 2: Showing the number of male and female students in the department

| Male | Female |
|------|--------|
| 43 | 256 |

Figure 2: Showing the number of male and female students in the department

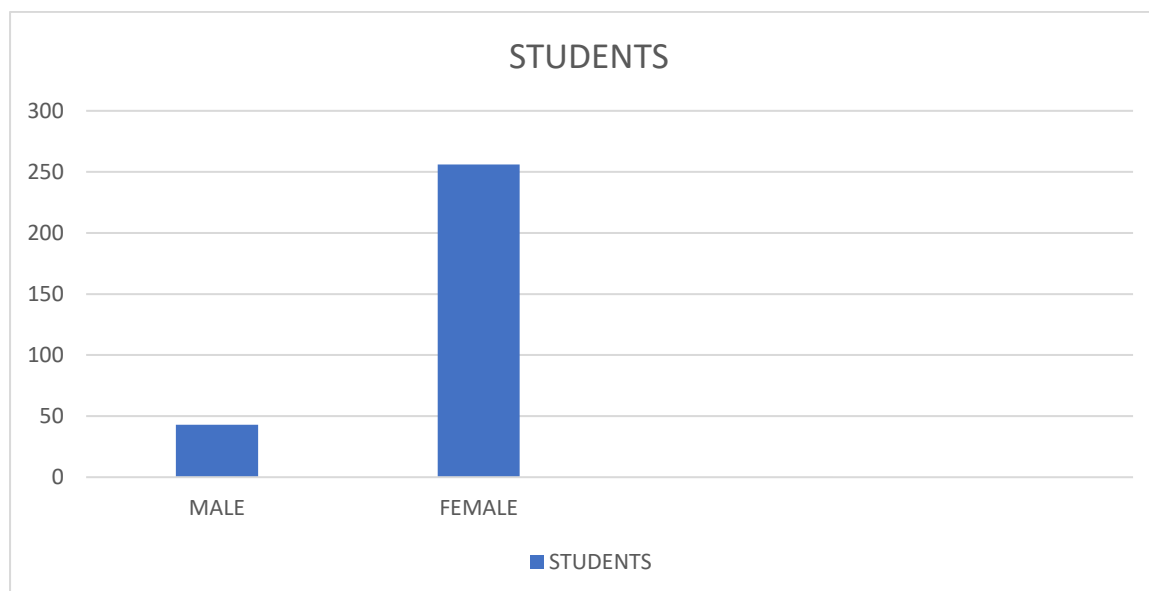




Figure 3. Showing the work life satisfaction of staffs



A Graph on work satisfaction (90% satisfied and 10% needs extra time to complete the work)

Staffs and students were unanimously agreed with that they didn't face any discrimination in the department. Some were suggested regarding the work life satisfaction, it would be more effective if they had enough completion time.

Table 3: Sex wise representation of teachers and their opinion regarding discrimination in work life.

Table 3.1 Table showing the opinion in percentage

| Sex | Satisfactory | Not satisfactory |
|--------|--------------|------------------|
| Male | 1(100%) | |
| Female | 14 (100%) | |

Figure 4. Graph showing the representation of teachers and their opinion regarding the discrimination in work life.

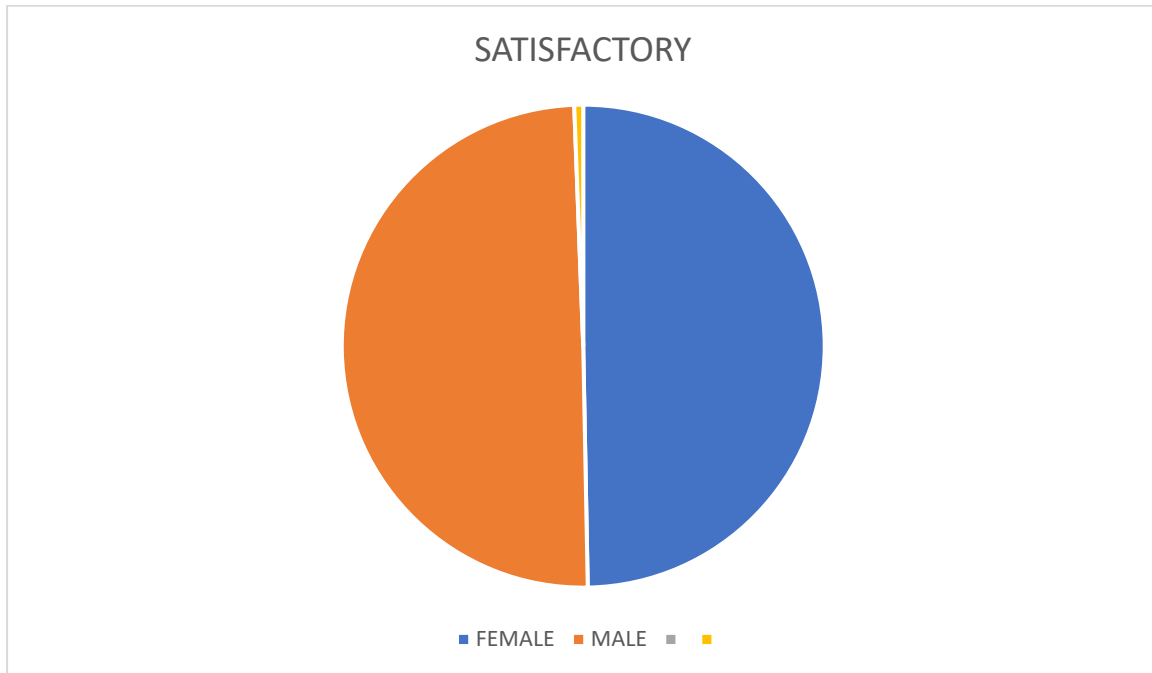


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From the given data, it is clear that staffs and students doesn't face any discrimination in work life. They were satisfied in this environment.

Table 4: Gender Equality Data based on voicing your demands in the affairs of your department in par with your male counterparts or vice versa.

| Sex | Yes | No |
|--------|------|----|
| Male | 100% | |
| Female | 100% | |

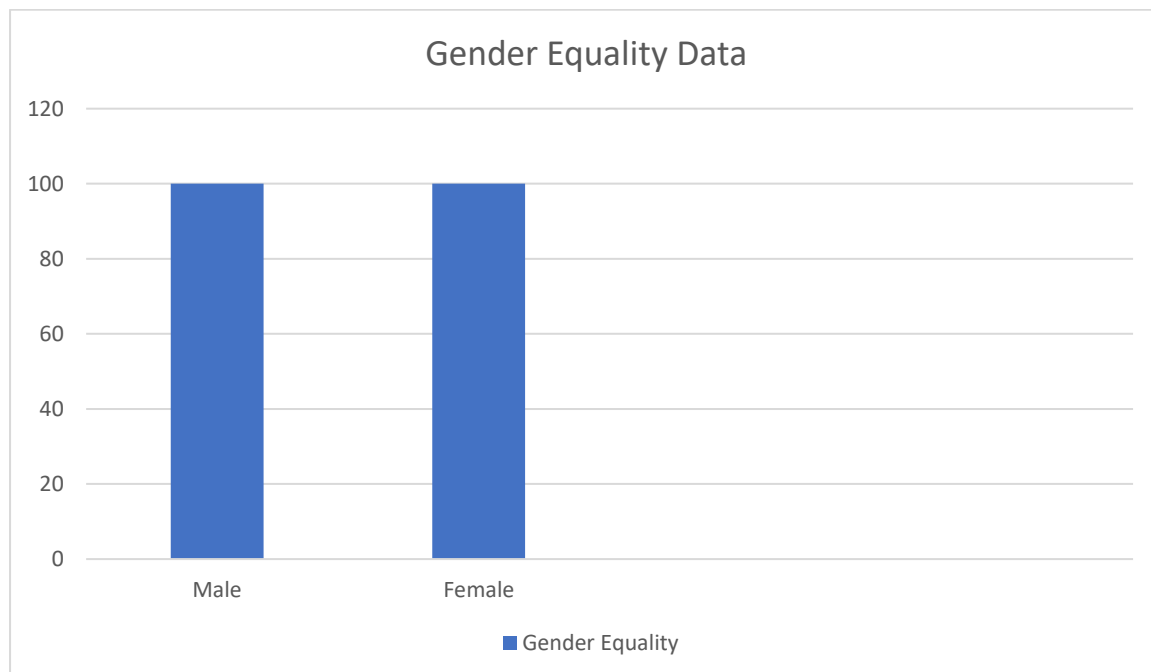


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Questionnaire contains ten questions, variables selected for the study were staffs and students. From the data given, it is evident that neither teachers nor students face any gender discrimination problem in the psychology department. Data revealed that male and female staffs have provided equal chance of participating and demands regarding the department affairs.

Table 5: Gender stereotyping in assigning duties and responsibilities

| Sex | Yes | No |
|--------|-----|------|
| Male | 50% | 50% |
| Female | 0 | 100% |

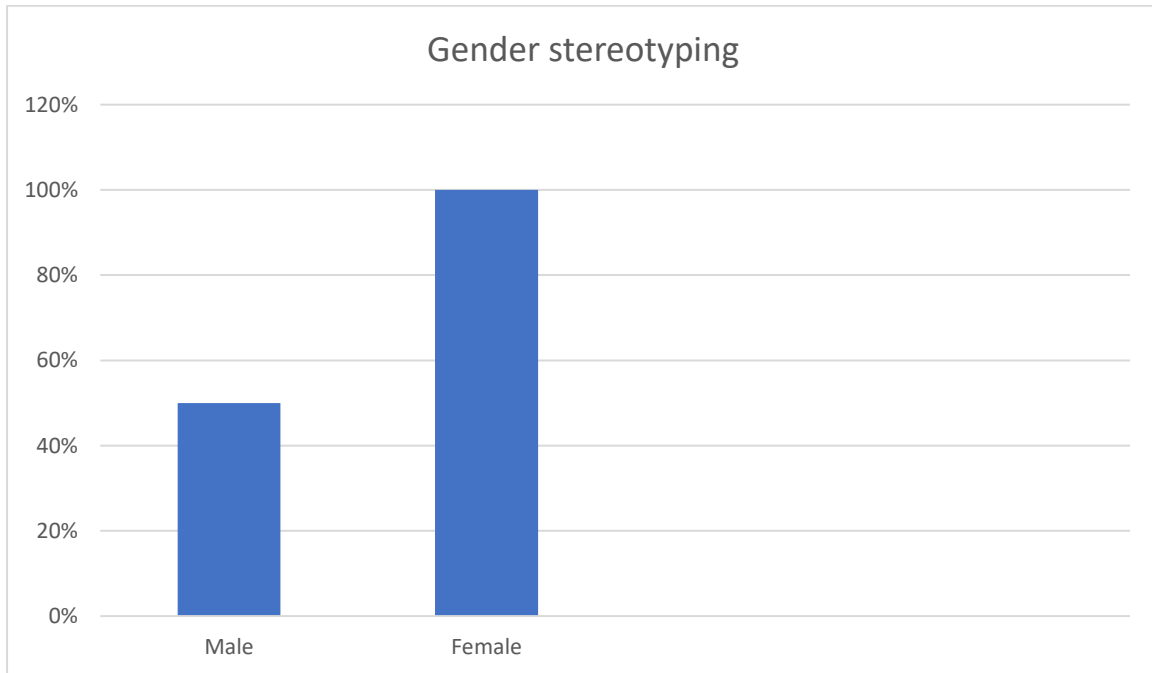


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Here 50% male staffs (Total 2 male staffs) answered that they have faced gender stereotyping in assigning duties and responsibilities. But the female staffs answered that they didn't feel any stereotyping.

Actions taken

The gender auditing committee has decided to consider suggestions from both staff and students and provide suitable recommendations to the authorities.

Recommendations

Provide boys hostel facility.

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