

POST GRADUATE DEPARTMENT OF COMMERCE

GENDER AUDIT

2023-2024



REPORT OF GENDER AUDIT 2023-2024

INTRODUCTION

As part of its action planning process, the Postgraduate Department of Commerce at Kristu Jyoti College of Management and Technology has conducted a comprehensive gender audit in order to foster a diverse, inclusive, and equitable environment. This project demonstrates our commitment to making sure that everyone has an equitable opportunity to learn, develop, and thrive within our academic community.

The gender audit is a critical step towards identifying and addressing any gender disparities and promoting a more inclusive culture that values the unique contributions of all members of our department. The participatory audit method identifies the department's strengths and limitations in integrating gender, as well as gender equity initiatives and activities. They can aid in pinpointing problem areas and monitoring development towards reaching gender equality objectives. This audit outlines our objectives, methodology, and the anticipated impact of the gender audit as we work collectively to create a more equitable and welcoming academic space within the Commerce Department. Gender audits are a vital tool for any institution to ensure that it fosters an inclusive and equal environment for all genders.

The primary objectives of this gender audit are the following:

- Examine the gender distribution of the teachers and students in the department of commerce.
- Ensure that the department's curriculum promotes gender equality and includes topics relevant to gender.
- Eliminate any gender bias and ensure equitable admission processes.
- Examine the representation of various genders in leadership and decision-making positions in the Commerce Department.
- Design and execute gender sensitivity and diversity training programmes.

PROFILE

Gender wise Representation of Students

The Postgraduate Department of Commerce was established in 2003 with the goal of providing a comprehensive education in commerce. Since 2012, our department has offered a variety of programmes including B.Com. Computer Applications and B.Com. Finance & Taxation, as well as M. Com Finance & Taxation. Our mission is to familiarize students with diverse business areas, promoting self-employment, higher education, and career opportunities in various sectors. We accept students from all backgrounds and are committed to diversity and quality education. We cultivate humanistic principles, cultural respect, and a vision for excellence. As part of our

commitment to equity and opportunity, we conducted a gender audit study utilising participatory methodology.

- At the undergraduate level, the overall number of girl students is approximately 37% of the total admitted students.
- At the P.G. level, the number of girl students is 55% of the total admitted PG students.
- In general, there is a greater representation of girl students.
- The commerce department strictly follows M.G. University rules. As per the prevailing rules, there is no separate reservation for the admission of girl students. However, the large number of girls taking voluntary admission in the department indicates that it has been providing a safe environment for girls.

Gender Equity Awareness Programmes

The Post Graduate Department of Commerce is dedicated to fostering gender inclusivity within its academic programmes and campus facilities.

- The department takes proactive steps by organizing gender equity awareness programmes and Gender Sensitization activities that educate students and staff about gender issues, stereotypes, and inclusivity. It can help create awareness and promote respectful interactions.
- Department conducts mentorship sessions for all students to provide guidance and support in their academic and personal development.
- The department adheres to the College Internal Complaints Committee, a statutory body responsible for addressing harassment complaints and ensuring formal proceedings for resolution.
- The department actively engages both female and male students in various college activities, such as those organized by the college women cell, NSS, Arts, and Sports events. This collaborative approach encourages enthusiastic participation and fosters a healthy cooperation among students of all genders.
- Department utilizes the counseling services of Counseling Cell to address gender-related concerns, mental health, and well-being, providing a safe and supportive environment for students.
- The Post Graduate Department of Commerce has worked towards increasing the enrollment of female students, ensuring a more balanced and diverse student body.

These initiatives reflect the department's overarching goal of promoting a culture of gender inclusivity and empowering all students to excel in their academic and personal pursuits.



Kristu Jyoti College
Gender Equity Programme
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686104, India

Teaching Faculties

The department is proud of the significant representation of women in important leadership positions. With 20 women and 08 men as part of the teaching staff, the department maintains an excellent gender balance among its faculty. These staff members, regardless of gender, exhibit exceptional professionalism and a strong commitment to their roles. Notably, the department has benefited from the leadership of senior female employees, including Ms. Anu Mercy Zachariah and Dr. Anu Antony, Head of the College's Internal Quality Assurance Cell (IQAC). Their presence underscores the significant contributions of women in influential positions. All department activities are actively participated in and contributed to by female teachers as well.

Currently, the department is led by a diverse team comprising two male staff and one female staff in prominent roles. Dr. Varghese Antony serves as the Head of the Department, while Mr. Thomaskutty M.O takes on the vital role of Course Coordinator. Additionally, Ms. Anu Eappen fulfills the crucial position of staff secretary. This gender-inclusive leadership reflects the department's commitment to promoting women's representation in higher positions and fostering a diverse and inclusive academic environment.



Student's Union and Cultural Activities

The department actively promotes student-led clubs and organizations that center on diversity and inclusion, creating a space for students to engage in meaningful conversations about gender-related issues and coordinate events that raise awareness. Emphasizing gender balance, the department encourages female representation in student council, clubs, and leadership roles across the campus.

Remarkably, female students are enthusiastic participants in various co-curricular activities and have taken up pivotal leadership positions. They play a substantial role in the core leadership of numerous societies and the department itself. In particular, a number of young women have displayed keen interest in areas such as yoga, entrepreneurship, instrumental music, and others. This dedication to supporting and empowering female students underscores the department's commitment to diversity and inclusivity.

Sports

To promote gender equity in sports, the department actively organizes and supports a variety of sports events for both men and women, fostering an inclusive sports culture. While students have the opportunity to participate in sports such as basketball, football, and high jump, the department also periodically encourages female students to join sports events. The department is wholeheartedly supportive of girls in sports and is dedicated to providing them with a supportive and empowering environment.

Despite the available opportunities, it is noted that female participation in basketball and football is currently limited. The department recognizes the need to further encourage and facilitate the involvement of girls in these sports, with the goal of achieving greater gender equity and inclusivity in the realm of sports.

Infrastructure Facilities

The department places a strong emphasis on maintaining the cleanliness and hygiene of all allocated classrooms, the sick room, and restroom facilities. It is dedicated to ensuring a safe and sanitary environment for students. Additionally, female students within the department have access to the college's sanitary napkin disposal facilities, highlighting the department's commitment to addressing the specific needs of women students and staff.

Furthermore, the provision of the Girl's Hostel, fortified with round-the-clock security through security guards and CCTV cameras. The hostel is not only architecturally well-designed but also offers ample space, an ideal location, and a range of amenities to cater to the needs of girl students. The hostel is equipped with adequate ventilation, restroom and laundry facilities, as well as a well-equipped pantry. Additionally, the Common Study Hall for girls is maintained in a clean, well-ventilated, and spacious manner, fostering an environment conducive to focused and attentive learning.

GENDER AUDIT SURVEY AND ANALYSIS

2023-2024

Conducting a Gender Audit Survey in 2023-2024 is a proactive move towards better understanding gender dynamics inside our institution. This extensive survey tries to dissect difficult issues and collect data in a systematic manner. The use of tables and charts as visualisation tools will aid interpretation, allowing us to dig deeper into the survey results with more clarity. Following each table, detailed interpretations will provide useful insights into the percentages presented, allowing us to make educated decisions and deepen our commitment to gender equity and diversity.

GENDER WISE CLASSIFICATION OF FACULTIES

Gender wise classification of faculties is presented in Table 1.1

Table 1.1

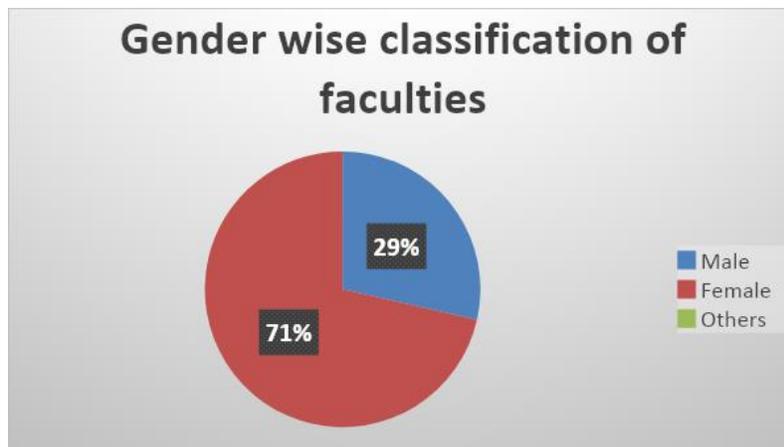
Gender wise classification of faculties

Gender	Number of Respondents	Percentage
Male	08	29
Female	20	71
Others	0	0
Total	28	100

Source: Primary Data

Figure 1.1

Gender wise classification of faculties



GENDER WISE CLASSIFICATION OF STUDENTS

Gender wise classification of students is presented in Table 1.2

Table 1.2

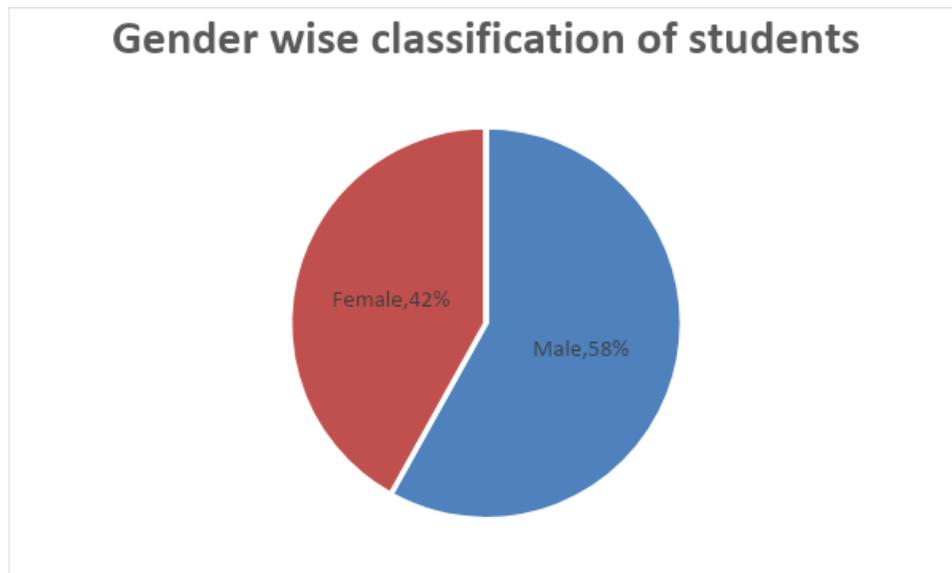
Gender wise classification of students

Gender	Number of Respondents	Percentage
Male	399	59
Female	288	41
Others	0	0
Total	687	100

Source: Primary Data

Figure 1.2

Gender wise classification of students



GENDER SENSITIZATION PROGRAMMES CONDUCTED BY COLLEGE AS PART OF CURRICULUM

Gender sensitization programmes conducted by college as part of curriculum is presented in Table 1.3

Table 1.3

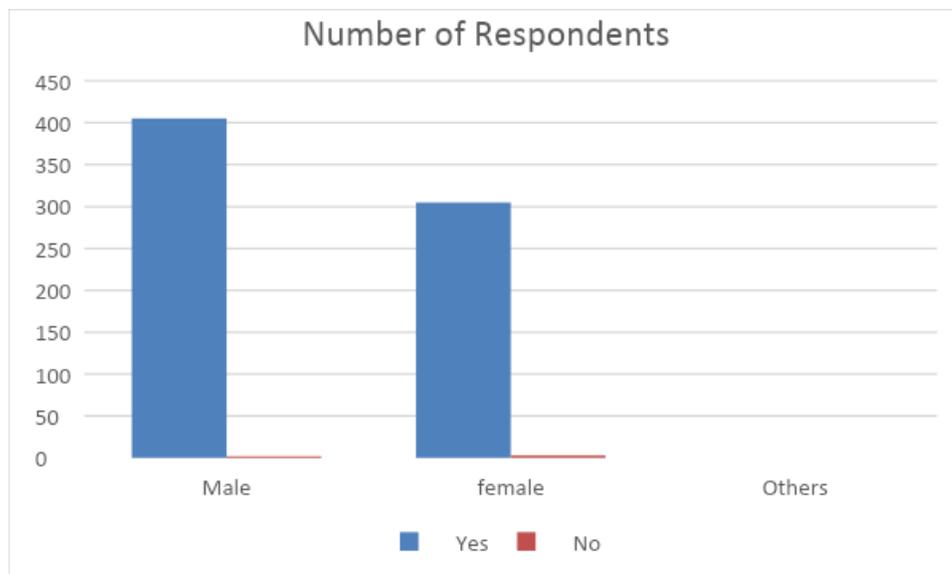
Gender sensitization programmes conducted by college as part of curriculum

Basis	Male	female	Others	Total	Percentage
Yes	405	305	0	710	99
No	02	03	0	05	1
Total	407	308	0	715	100

Source: Primary Data

Figure 1.3

Gender sensitization programmes conducted by college as part of curriculum



ADEQUATE NUMBER OF TOILETS ARE AVAILABLE FOR GIRLS IN THE CAMPUS

Adequate number of toilets are available for girls in the campus is presented in Table 1.4

Table 1.4

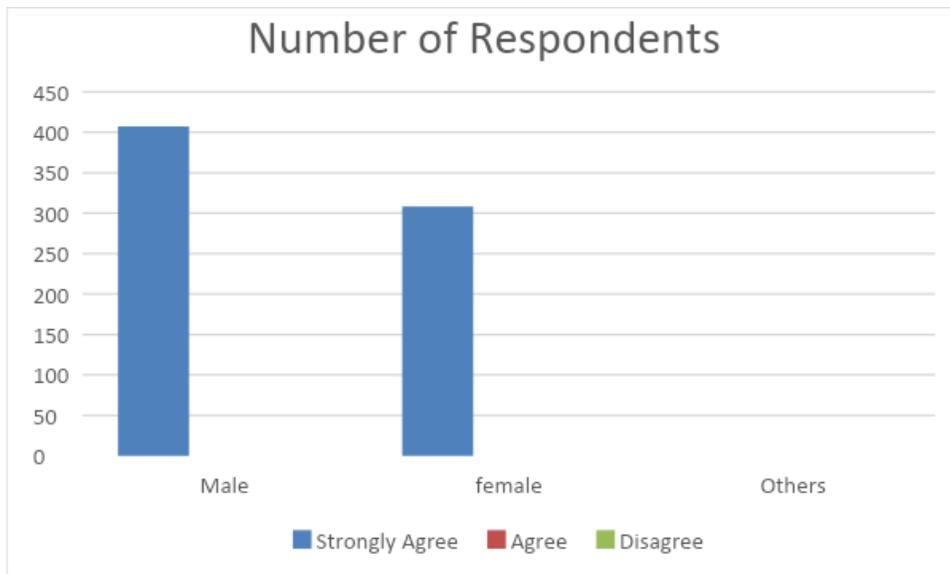
Adequate number of toilets are available for girls in the campus

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source: Primary Data

Figure 1.4

Adequate number of toilets are available for girls in the campus



ADEQUATE FACILITIES ARE AVAILABLE INSIDE THE TOILET KEEPING IN MIND THE NEEDS OF GIRL STUDENTS

Adequate facilities are available inside the toilet keeping in mind the needs of girl students are presented in Table 1.5

Table 1.5

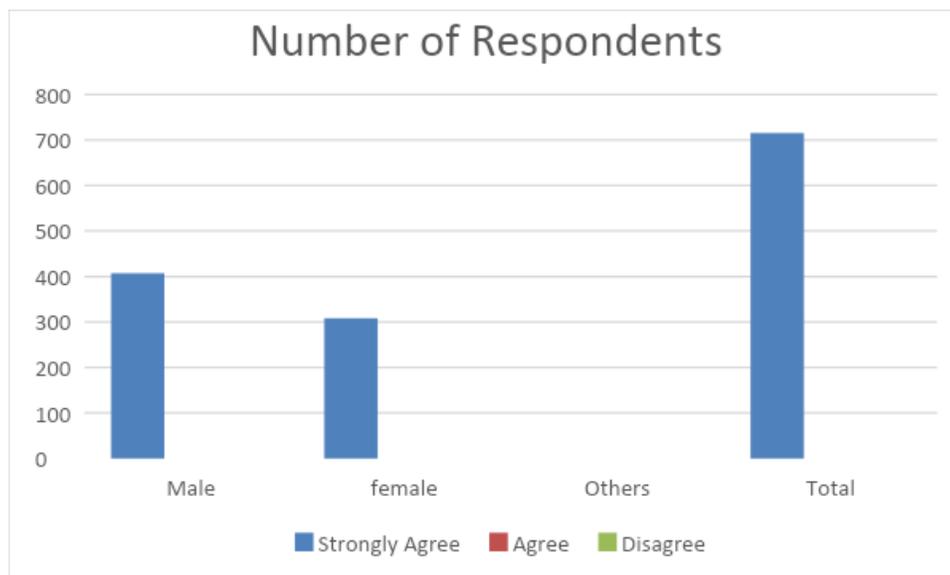
Adequate facilities are available inside the toilet keeping in mind the needs of girl students

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.5

Awareness of policies and procedures in college that address gender discrimination



AWARENESS OF POLICIES AND PROCEDURES IN COLLEGE THAT ADDRESS GENDER DISCRIMINATION

Awareness of policies and procedures in college that address gender discrimination is presented in Table 1.6

Table 1.6

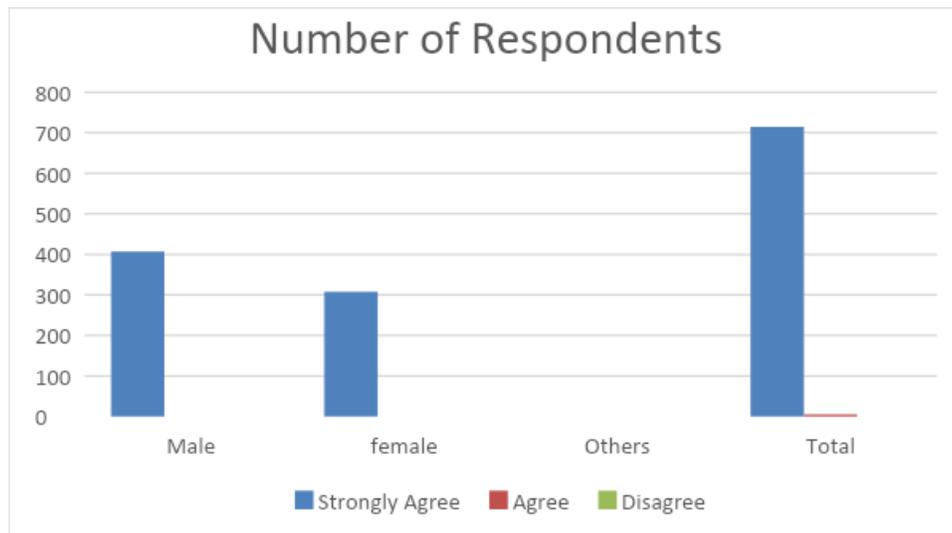
Awareness of policies and procedures in college that address gender discrimination

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	99
Agree	0	0	0	05	1
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source: Primary Data

Figure 1.6

Awareness of policies and procedures in college that address gender discrimination



**OPINION ABOUT EQUAL TREATMENT OF STUDENTS AND FACULTIES
ACCORDING TO GENDER IN COLLEGE**

Opinion about the treatment of students and faculties according to gender in college is presented in Table 1.7

Table 1.7

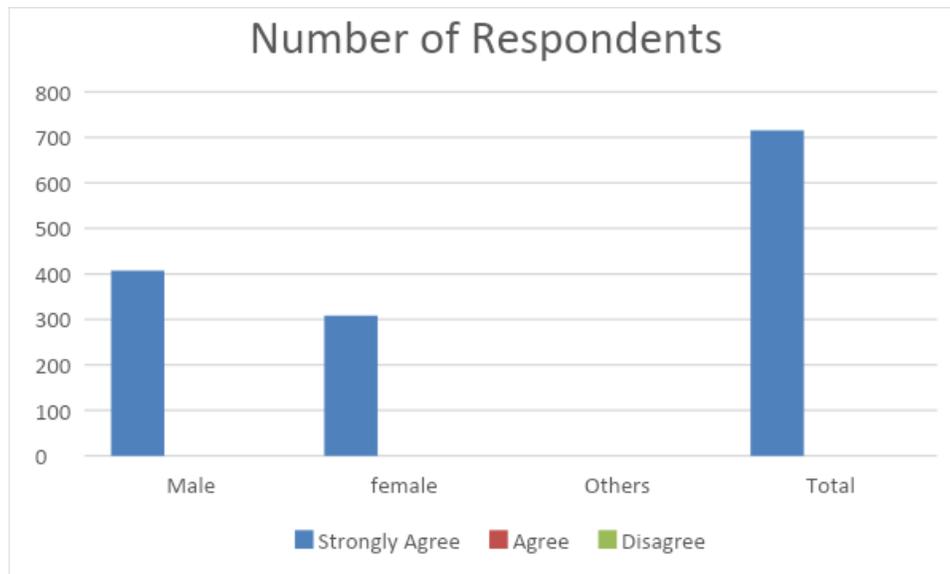
Opinion about the equal treatment of students and faculties according to gender in college

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.7

Opinion about the equal treatment of students and faculties according to gender in college



DO YOU FEEL THAT THE COLLEGE CAMPUS IS INCLUSIVE AND WELCOMING TO PEOPLE OF ALL GENDER IDENTITIES?

Table 1.8

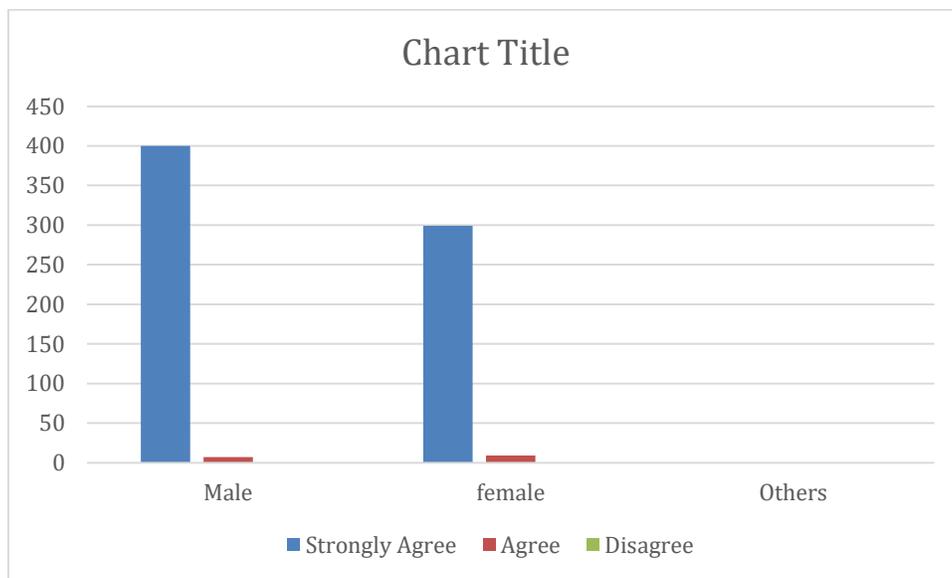
Do you feel that the college campus is inclusive and welcoming to people of all gender identities?

Basis	Male	female	Others	Total	Percentage
Strongly Agree	400	299	0	699	98
Agree	07	09	0	16	2
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.8

Do you feel that the college campus is inclusive and welcoming to people of all gender identities?



AWARE OF THE INSTITUTION'S POLICIES AND INITIATIVES RELATED TO GENDER EQUALITY AND INCLUSIVITY

Aware of the institution's policies and initiatives related to gender equality and inclusivity

Table 1.9

Table 1.9

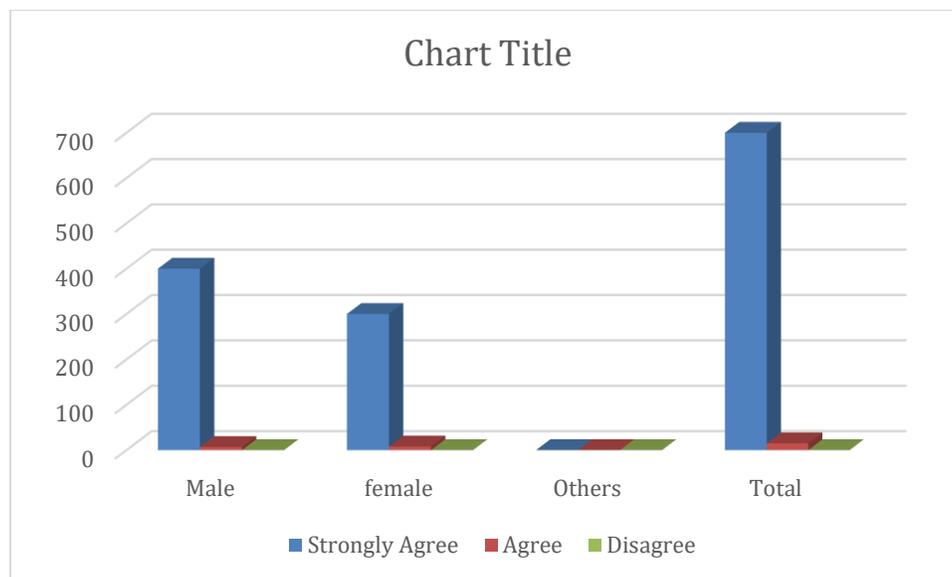
Aware of the institution's policies and initiatives related to gender equality and inclusivity

Basis	Male	female	Others	Total	Percentage
Strongly Agree	400	300	0	700	100
Agree	07	08	0	15	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source: Primary Data

Figure 1.9

Aware of the institution's policies and initiatives related to gender equality and inclusivity



DO YOU THINK THESE POLICIES ARE EFFECTIVELY COMMUNICATED TO THE STUDENTS AND STAFF?

Table 1.10

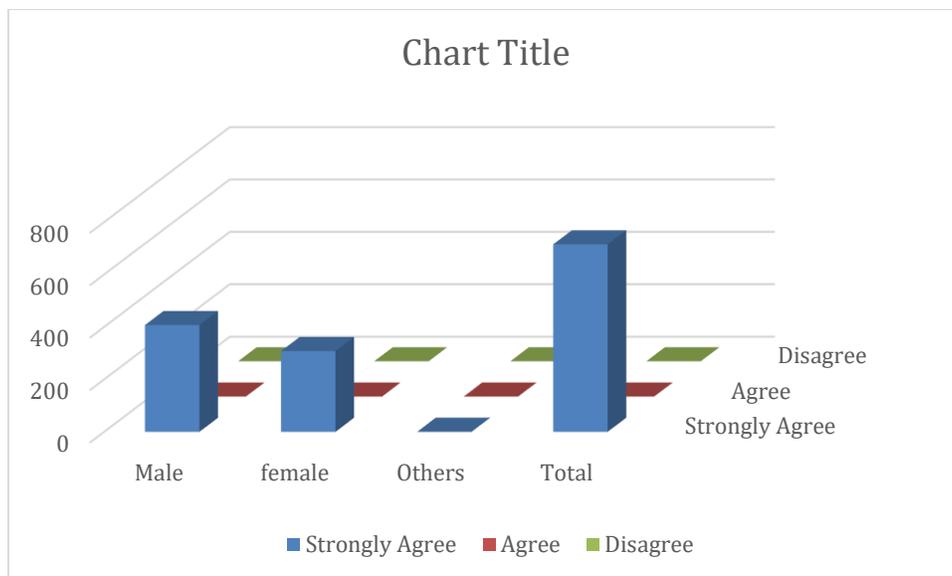
Do you think these policies are effectively communicated to the students and staff?

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.10

Do you think these policies are effectively communicated to the students and staff?



HOW INCLUSIVE DO YOU FIND CAMPUS EVENTS, ORGANIZATIONS, AND ACTIVITIES IN TERMS OF GENDER REPRESENTATION AND INVOLVEMENT?

Table 1.11

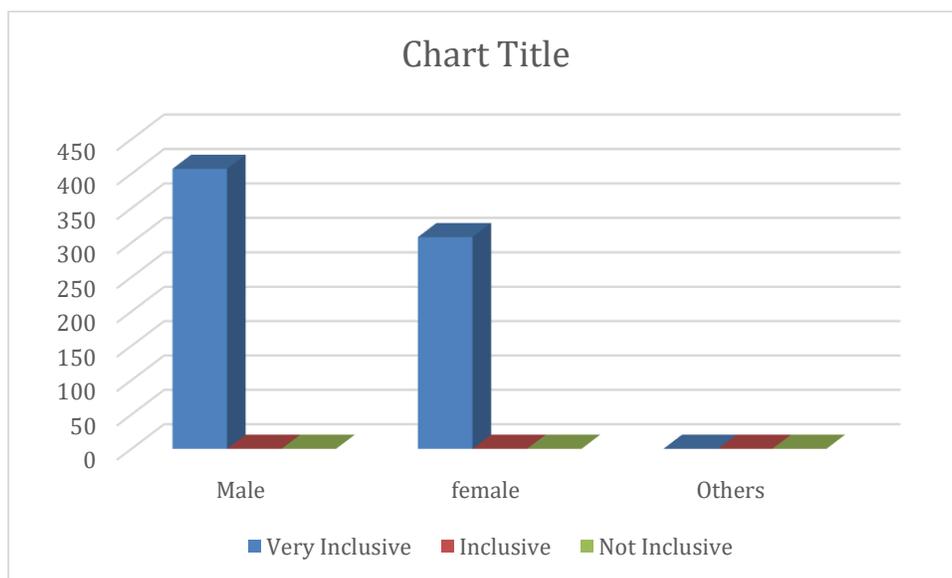
How inclusive do you find campus events, organizations, and activities in terms of gender representation and involvement?

Basis	Male	female	Others	Total	Percentage
Very Inclusive	407	308	0	715	100
Inclusive	0	0	0	0	0
Not Inclusive	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.11

How inclusive do you find campus events, organizations, and activities in terms of gender representation and involvement?



OPINION ABOUT SUPPORT SYSTEMS FOR ADDRESSING GENDER-RELATED CONCERNS WITHIN THE DEPARTMENT

Opinion about support systems for addressing gender-related concerns within the department
in Table 1.12

Table 1.12

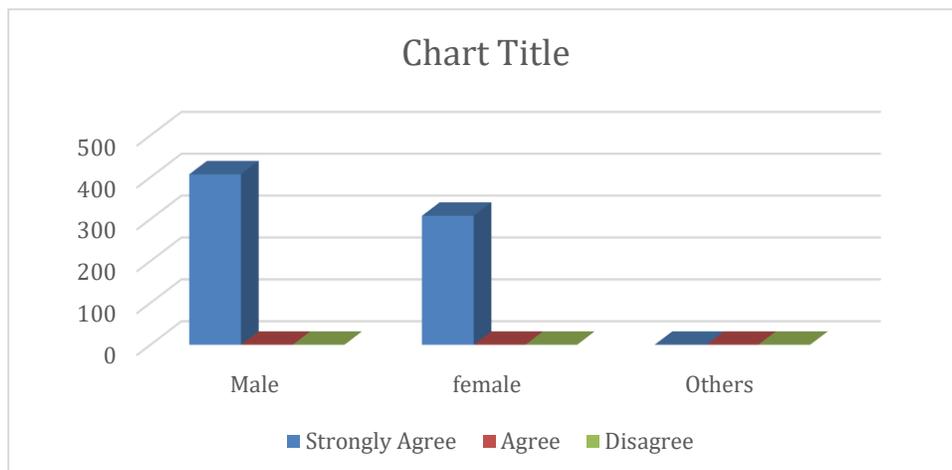
Opinion about the equal treatment of students and faculties according to gender in college

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source: Primary Data

Figure 1.12

Opinion about the equal treatment of students and faculties according to gender in college



**AWARE OF THE REPORTING MECHANISMS IN PLACE FOR INCIDENTS
RELATED TO GENDER-BASED DISCRIMINATION OR HARASSMENT**

Aware of the reporting mechanisms in place for incidents related to gender-based discrimination or harassment shown in Table 1.13

Table 1.13

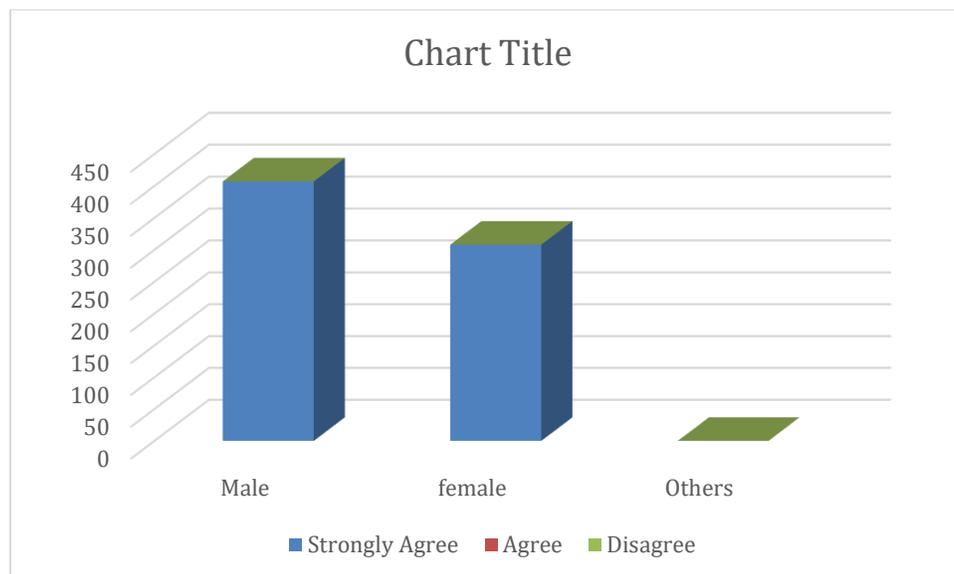
Aware of the reporting mechanisms in place for incidents related to gender-based discrimination or harassment

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.13

Aware of the reporting mechanisms in place for incidents related to gender-based discrimination or harassment



ARE THERE COUNSELING OR MENTAL HEALTH SERVICES THAT ARE SENSITIVE TO THE NEEDS OF INDIVIDUALS WITH DIFFERENT GENDER IDENTITIES

Table 1.14

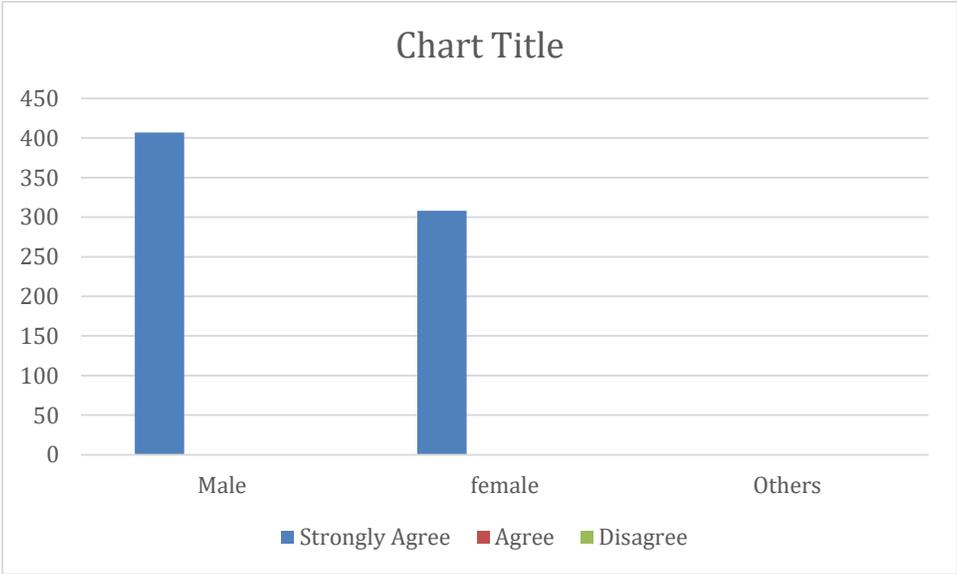
Are there counseling or mental health services that are sensitive to the needs of individuals with different gender identities

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.14

Are there counseling or mental health services that are sensitive to the needs of individuals with different gender identities



OPINION ABOUT IS GENDER BALANCE IN STUDENT COUNCIL, CLUBS, AND LEADERSHIP ROLES WITHIN THE DEPARTMENT

Opinion about is gender balance in student council, clubs, and leadership roles within the department in Table 1.15

Table 1.15

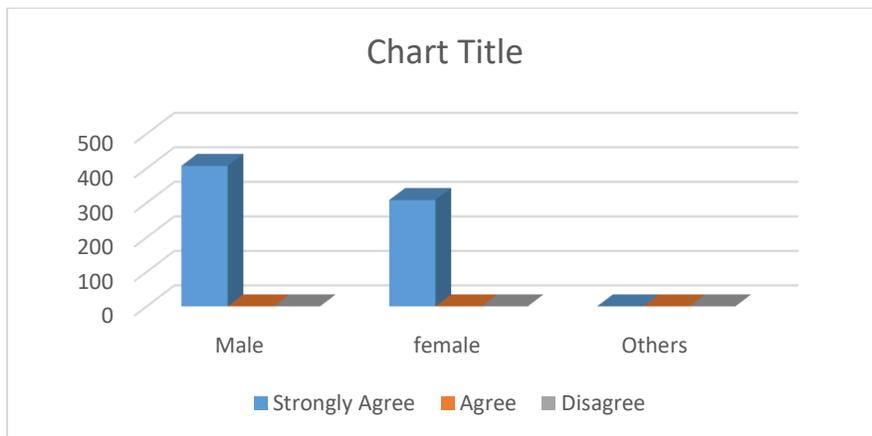
Opinion about the equal treatment of students and faculties according to gender in college

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.15

Opinion about the equal treatment of students and faculties according to gender in college



DO YOU BELIEVE THERE IS EQUAL ENCOURAGEMENT FOR BOTH GENDERS TO PARTICIPATE IN SPORTS AND OTHER ACTIVITIES?

Table 1.15

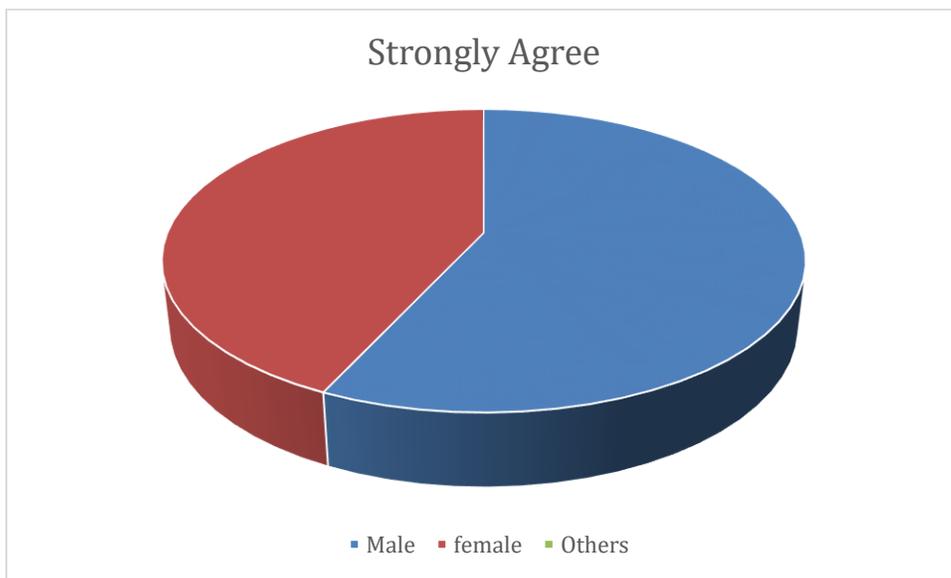
Do you believe there is equal encouragement for both genders to participate in sports and other activities?

Basis	Male	female	Others	Total	Percentage
Strongly Agree	407	308	0	715	100
Agree	0	0	0	0	0
Disagree	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.15

Do you believe there is equal encouragement for both genders to participate in sports and other activities?



PARTICIPATION IN ANY GENDER-RELATED WORKSHOPS, SEMINARS, OR TRAINING ORGANIZED BY THE DEPARTMENT

Table 1.16

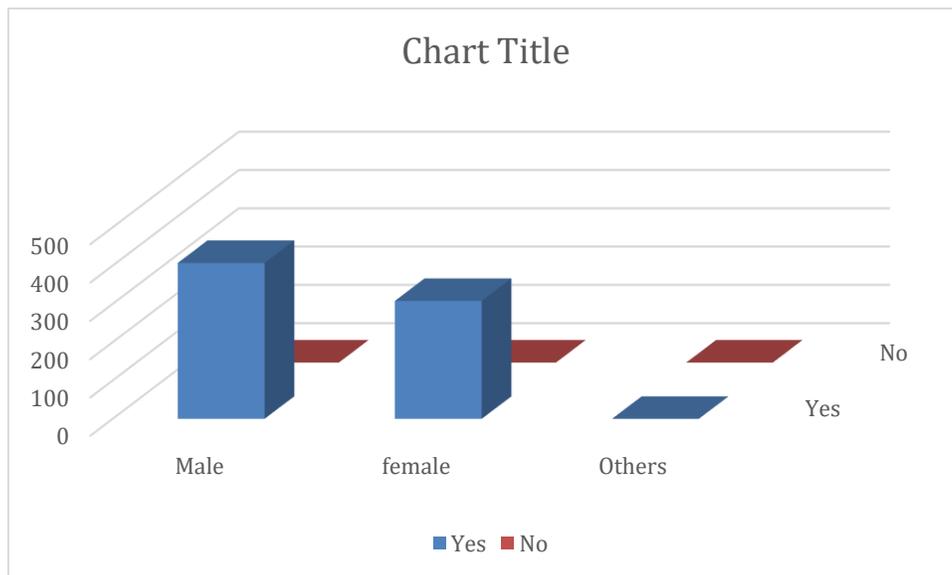
Participation in any gender-related workshops, seminars, or training organized by the department

Basis	Male	female	Others	Total	Percentage
Yes	407	308	0	715	100
No	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.16

Participation in any gender-related workshops, seminars, or training organized by the department



RATE THE OVERALL ENVIRONMENT IN THE DEPARTMENT IN TERMS OF PROMOTING GENDER EQUALITY AND A CLEAN, SAFE ATMOSPHERE

Opinion about the treatment of students and faculties according to gender in college is presented in Table 1.17

Table 1.17

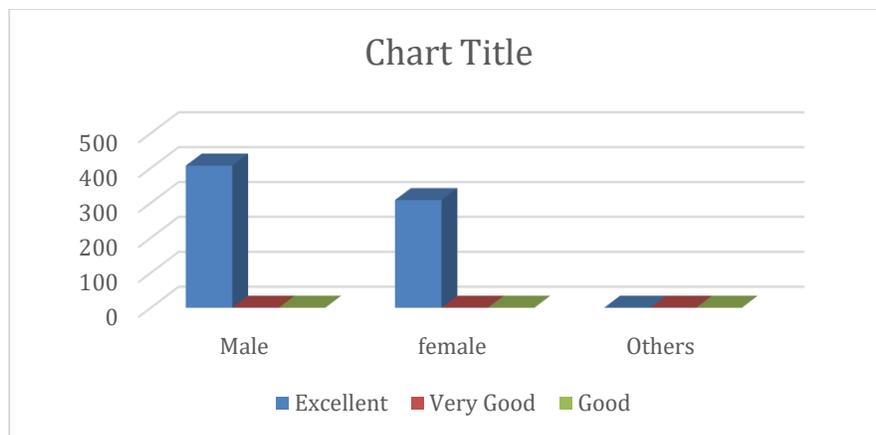
Rate the overall environment in the department in terms of promoting gender equality and a clean, safe atmosphere

Basis	Male	female	Others	Total	Percentage
Excellent	407	308	0	715	100
Very Good	0	0	0	0	0
Good	0	0	0	0	0
Total	407	308	0	715	100

Source:Primary Data

Figure 1.17

Opinion about the equal treatment of students and faculties according to gender in college



SUGGESTIONS

1. Organize regular gender sensitization workshops for both students and staff to raise awareness about gender-related issues and socially relevant issues like sex education, cyber cell awareness classes, women laws, etc.
2. Implement strategies to increase female participation in sports, such as creating female-specific sports events and offering opportunities for women to join traditionally male-dominated sports.
3. Incorporate gender-related topics and perspectives into the academic curriculum, promoting a deeper understanding of gender issues and their societal impact.
4. Ensure that reporting mechanisms for harassment and discrimination are well-publicized, confidential, and accessible, fostering a safe environment for addressing concerns with the help of Internal Complaint Committee (ICC) as per Sexual Harassment of Women at Workplace Prevention, Prohibition and Redressal, Act 2013.

CONCLUSION

The department has taken commendable measures to facilitate the active involvement of all students in both academic and extracurricular pursuits, prioritizing the delivery of high-quality education. The Head of the Department's dedication is remarkable, as they consistently champion and foster the realization of every student's maximum potential. Notably, there is a steadfast commitment to ensuring equal access to educational services, with no discrimination based on gender. The principal and faculty leave no stone unturned in their efforts to promote equity, making gender equality a tangible reality on the campus.

Questionnaire

1.Name

2.Age:

Below 20

20-40

40-50

50-60

Above 60

3.Gender

Male

Female

Others

4.Status

Teacher

Student

5.Did the college conducts gender sensation programmes?

a. Yes b. No

6. Adequate number of toilets are available in the department for girls.

a. Strongly Agree b. Agree c. Disagree

7. Adequate facilities are available inside the toilet keeping in mind the needs of girl students.

a. Strongly Agree b. Agree c. Disagree

8. Are you aware of policies or procedures in your college that address gender discrimination?

a. Strongly Agree b. Agree c. Disagree

9. Have you ever felt that you were treated unfairly due to your gender in college?

a. Strongly Agree b. Agree c. Disagree

10. Do you feel that the college campus is inclusive and welcoming to people of all gender identities?

a. Strongly Agree b. Agree c. Disagree

11. Are you aware of the institution's policies and initiatives related to gender equality and inclusivity?

a. Strongly Agree b. Agree c. Disagree

12. Do you think these policies are effectively communicated to the students and staff?

a. Strongly Agree b. Agree c. Disagree

13. How inclusive do you find campus events, organizations, and activities in terms of gender representation and involvement?

Very Inclusive

Inclusive

Not Inclusive

14. Do you feel there are adequate support systems for addressing gender-related concerns within the department?

a. Strongly Agree b. Agree c. Disagree

15. Are you aware of the reporting mechanisms in place for incidents related to gender-based discrimination or harassment?

a. Strongly Agree b. Agree c. Disagree

16. Are there counseling or mental health services that are sensitive to the needs of individuals with different gender identities?

a. Strongly Agree b. Agree c. Disagree

17. Do you think there is gender balance in student council, clubs, and leadership roles within the department?

a. Strongly Agree b. Agree c. Disagree

18. Do you believe there is equal encouragement for both genders to participate in sports and other activities?

a. Strongly Agree b. Agree c. Disagree

19. Have you participated in any gender-related workshops, seminars, or training organized by the department?

a. Yes b. No

20. How would you rate the overall environment in the department in terms of promoting gender equality and a clean, safe atmosphere?

a. Excellent b. Very Good c. Good

21. What suggestions do you have to enhance gender equality and inclusivity within the postgraduate department of commerce?