



## GENDER AUDIT SURVEY

Report 2020 - 2021

### Preface

The process of being fair to men and women, boys and girls, and importantly the equality of outcomes and results. Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination. It refers to differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes.

Equity ensures that women and men and girls and boys have an equal chance, not only at the starting point, but also when reaching the finishing line. It is about the fair and just treatment of both sexes that takes into account the different needs of the men and women, cultural barriers and (past) discrimination of the specific group. The concept that women and men, girls and boys have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development.

Gender equality is, therefore, the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in the home, community and society. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equality implies that the interests, needs and priorities of both women and men and girls and boys are taken into consideration, recognizing the diversity of different groups and that all human beings are free to develop their personal abilities and make choices without the limitations set by stereotypes and prejudices about gender roles. Gender equality is a matter of human rights and is considered a precondition for, and indicator of, sustainable people-centred development. (UNICEF)

Although India has achieved gender parity at the primary education level and is on track to achieve parity at all education levels, as of June 2019, the proportion of seats in the Lok Sabha held by women had only reached 11% but 46% in the Panchayati Raj Institutions. India is also confronting the challenge of violence against women.



  
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The Government of India has identified ending violence against women as a key national priority, which resonates with the Sustainable Development targets of the United Nations on gender equality. The prime minister's Beti Bachao Beti Padhao initiative aims at equal opportunity and education for girls in India. In addition, specific interventions on female employment, programmes on the empowerment of adolescent girls, the Sukanya Samridhi Yojana on girl child prosperity and the Janani Suraksha Yojana for mothers advance India's commitment to gender equality.

## Objectives of Gender Audit

1. Establishes the Internal Complaints Committee (ICC) and deals with the definition, prohibition, prevention, and redressal of sexual harassment.
2. Acts as a tool to assess and check the '*Institutionalisation*' of gender equality in the environment of the institution.
3. Organize various activities and change aspects of the organisational culture which discriminate against women staff and women "beneficiaries".
4. Identifies critical gender gaps and challenges
5. Makes recommendations of how the gender gaps can be addressed through improvements and innovations.
6. Raises women's awareness of social issues and encourages their participation.

## Key Steps in Gender Audit

1. Planning
2. Discussion
3. Pilot study
4. Pretest of the questions
5. Survey method
6. Final Report



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## Introduction

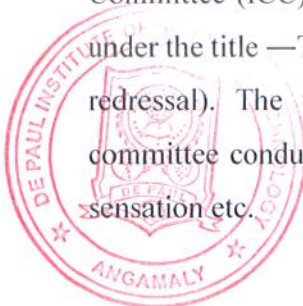
De Paul Institute of Science & Technology (DiST), Angamaly, is an ISO 9001:2015 Certified Arts and Science college, run by the De Paul Education Trust and owned by Marymatha Province of Vincentian Congregation. Established in the year 2002, the institution is affiliated to Mahatma Gandhi University, Kottayam, Kerala and recognized by All India Council for Technical Education, (AICTE), New Delhi.

De Paul Institute of Science & Technology (DiST) is a premier educational institution which provides a platform for the students' intellectual and mental growth. DiST believes that the developmental policies and programmes that do not address gender disparities miss critical developmental opportunities. Education of girls is vital not only on grounds of social justice but also because it accelerates social transformation. Promotion of gender equality in education is essential for human resource development. By educating a woman you educate the whole family. Gender audit was conducted to understand if the institution is in par with the development of the gender and devoid of discrimination and disparity.

Gender Audit Team analysed and assessed the functioning of the institution to know if its gender friendly environment. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity.

Similar to sports, through participation in drama, music, and dance, youth are using art to learn valuable life skills. The performing arts allow for the development and flourishing of self-expression for students to help them establish their identity. In addition, youth are able to use their creativity to create engaging art forms and explore and safeguard their cultures.

**Internal Complaints Committee:** As per rules and regulations the Internal Complaint Committee (ICC) is formed to solve the problems of girl student and women at work place under the title —The Sexual Harassment of women at work place (prevention, prohibition and redressal). The work of committee involves counselling, research and extension. The committee conducts various programs such as awareness classes, counselling, yoga, gender sensation etc.



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*Table 1: Gender wise details of total Students in the College*

Sl. No	Year	Total	Male	Female	%M	%F
1	2020-21	1316	721	595	54.79	45.21

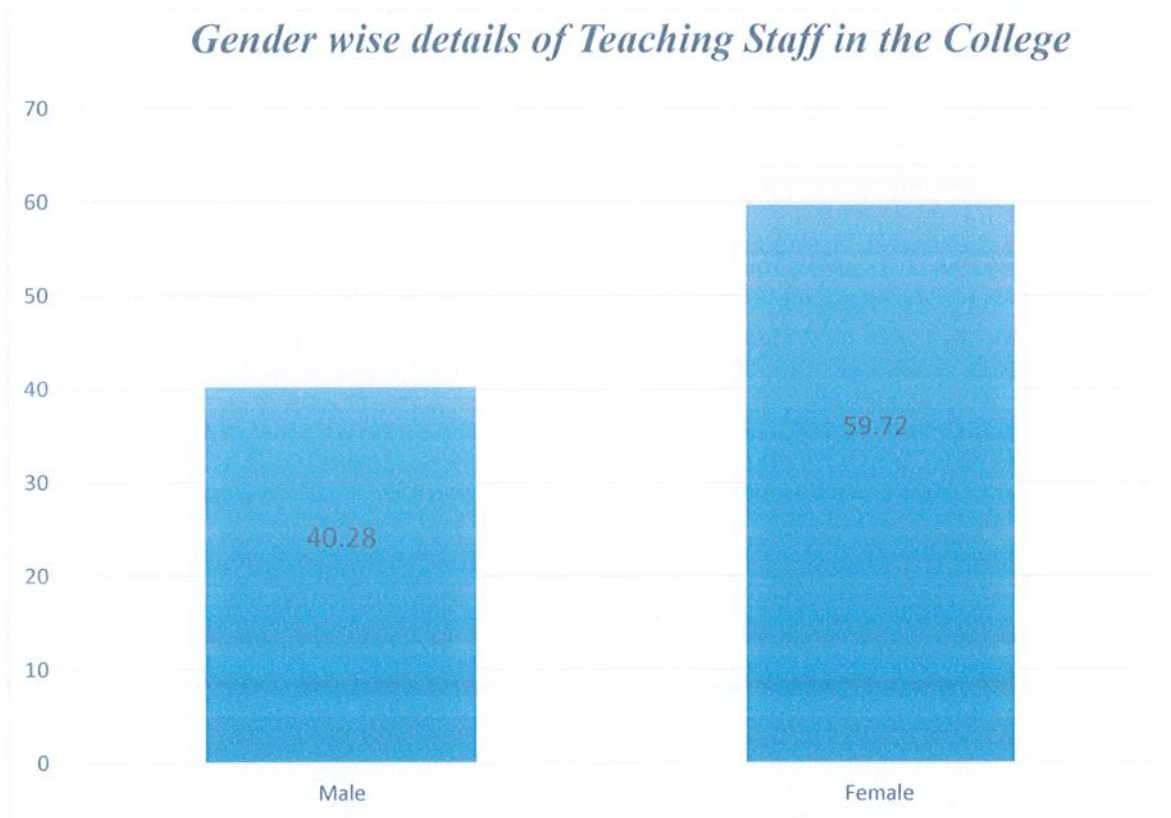


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**Table 2: Gender wise details of Teaching Staff in the College**

Sl. No	Year	Total	Male	Female	%M	%F
1	2020-21	72	29	43	40.28	59.72

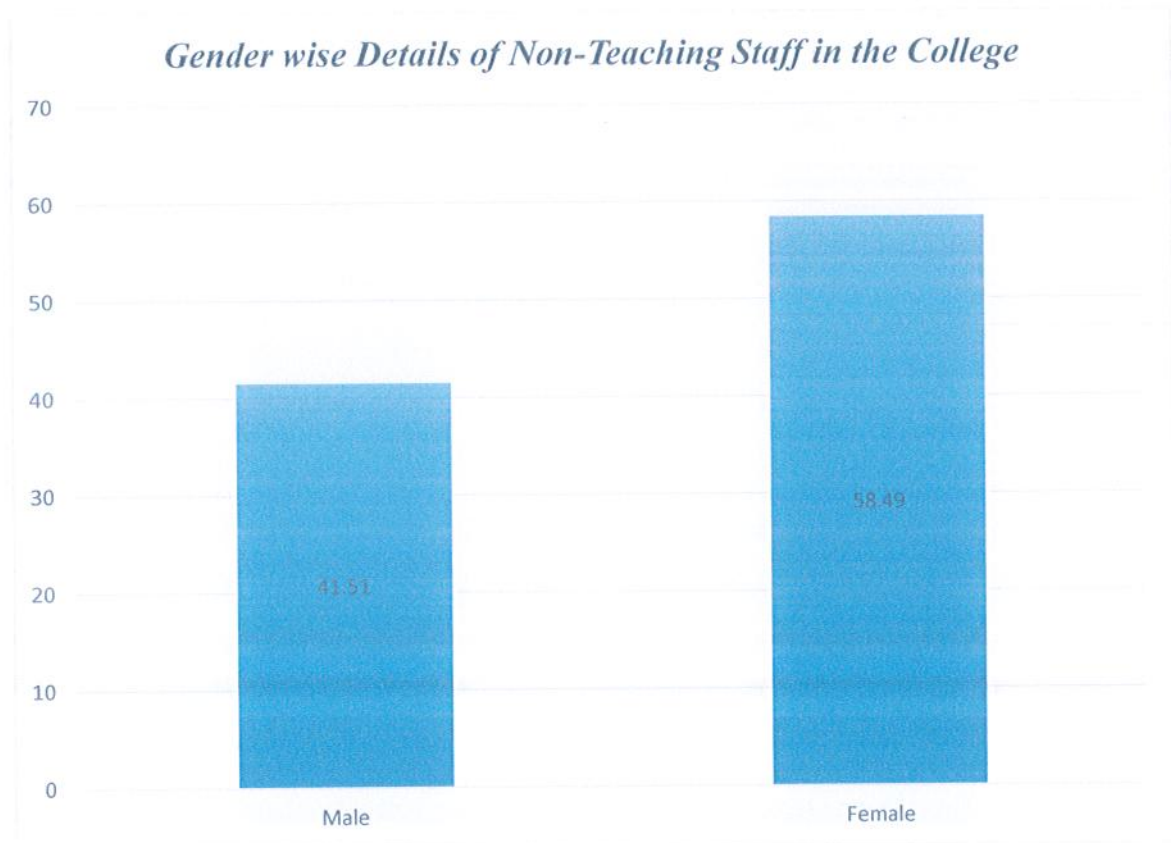


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**Table 3: Gender wise Details of Non- Teaching Staff in the College**

Sl. No	Year	Total	Male	Female	%M	%F
1	2020-21	53	22	31	41.51	58.49

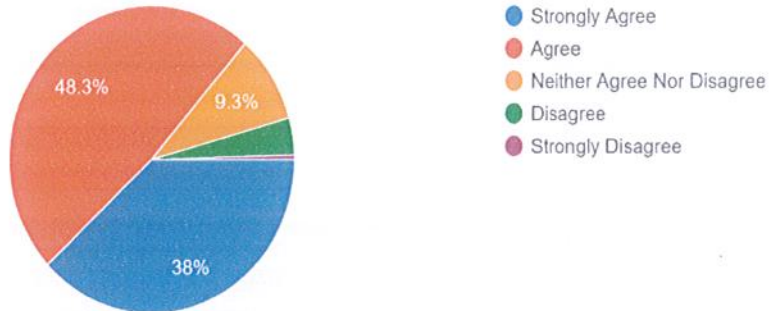



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## GENDER SURVEY

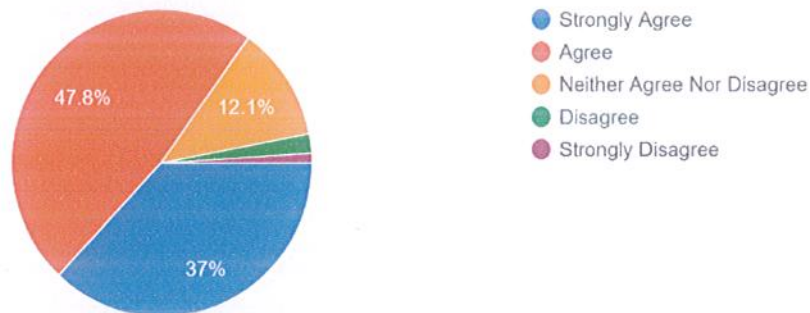
1. Institution conducts different programmes annually for empowering women.

389 responses



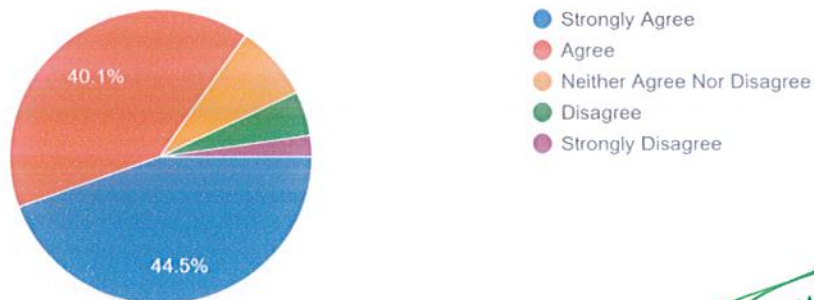
2. Women's club plays an integral role in gender sensitization and awareness every year.

389 responses



3. Institution is Gender friendly.

389 responses

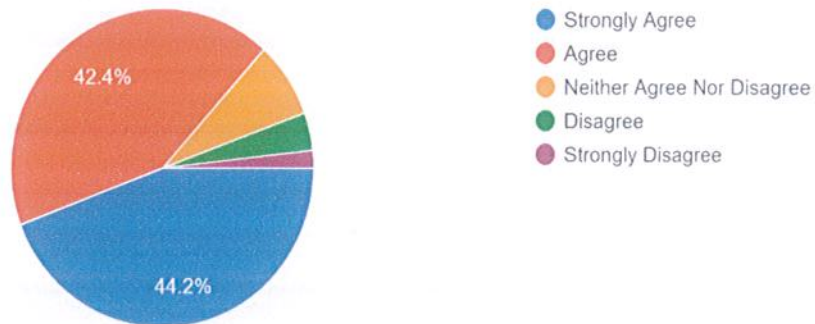


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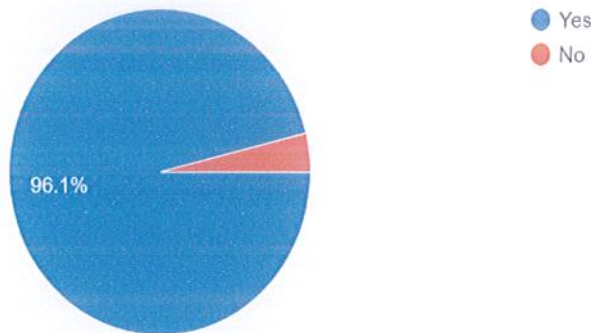
4. Classroom facilities and other infrastructure facilities highly encourage gender equality.

389 responses



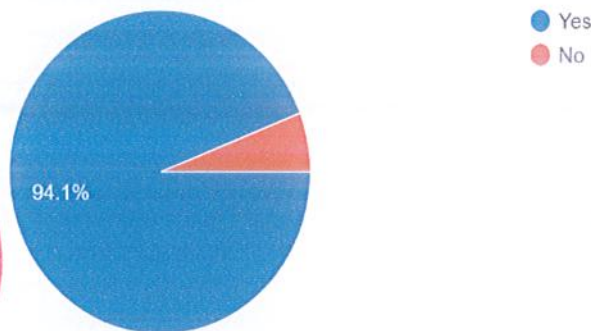
5. Institution has rest room for women.

389 responses



6. Institution has sanitary vending machine.

389 responses

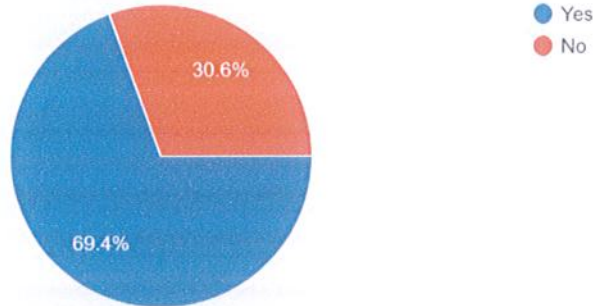


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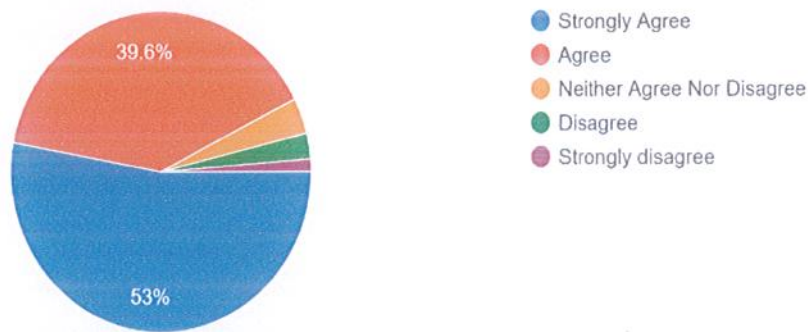
7. Institution has yoga practice for women.

389 responses



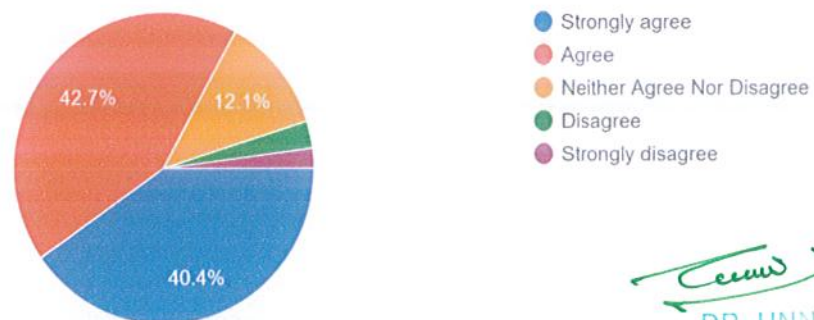
8. Institution provides equal opportunity for both the genders to take part in all programmes conducted in the campus.

389 responses



9. Institution has systematic grievance redressal cell for solving women's issues

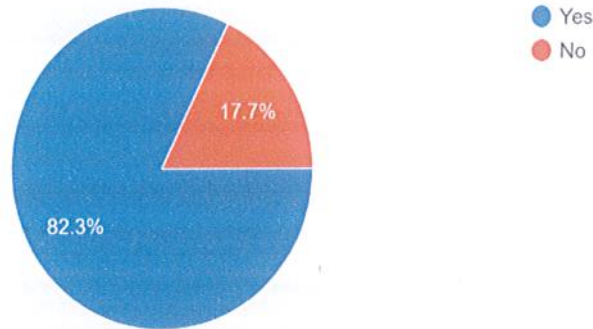
389 responses



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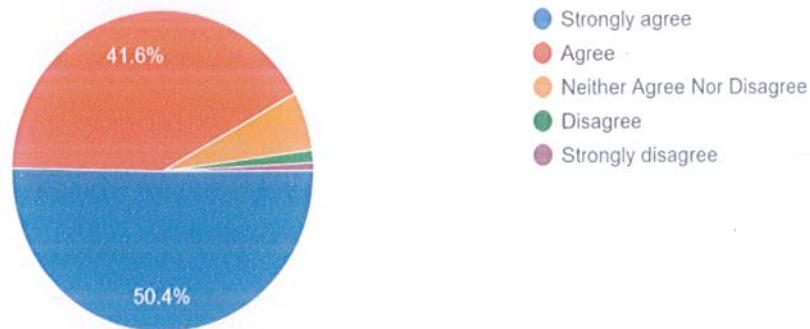
10. Institute has an Internal Complaints Committee (ICC) to solve the issues of women.

389 responses



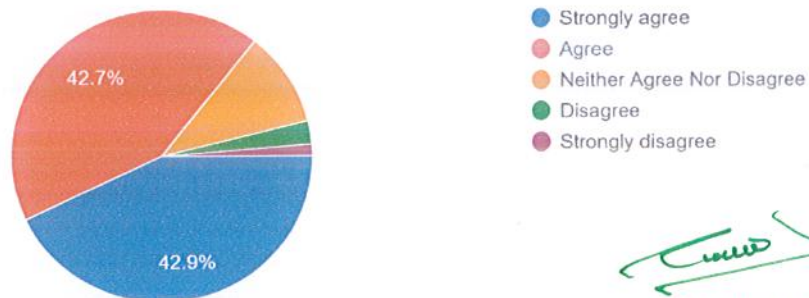
11. Institution is always keen to provide opportunities for women for arts and sports activities.

389 responses



12. Institution organizes different programmes annually on legal awareness, rights and provisions for women.

389 responses

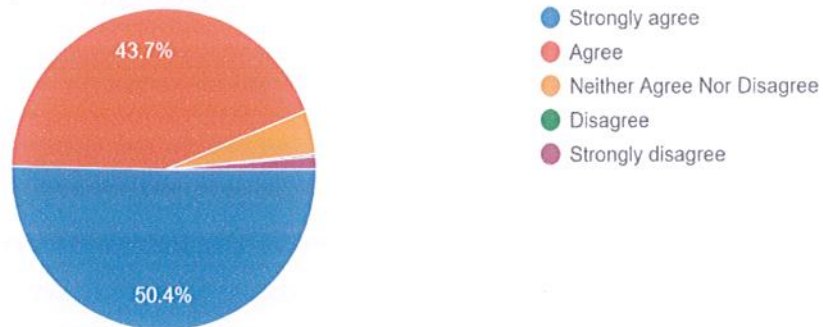



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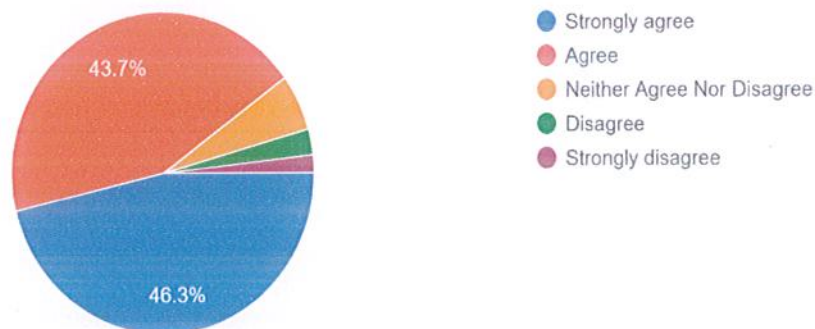
13. Institution provides gender wise equal opportunities for entry and participation in different clubs and forums.

389 responses



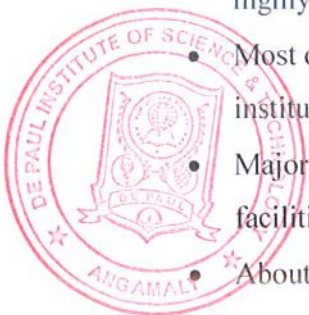
14. Institution culture enhances opportunity for free expression of thoughts and ideas for both genders equally.

389 responses



### Salient Findings

- Out of 389 respondents, 86.3% agreed that the Institution is gender friendly and highly encourages gender equality
- Most of the respondents accepted that various programs were conducted by the institution annually for empowering women.
- Majority of the respondents agreed that the Institution provides all the infrastructural facilities like rest rooms, sanitary vending machines etc. for women.
- About 69.4% respondents are aware that the Institution provides Yoga Practice for women.




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- It is found that about 83.1% of respondents agreed that the Institution has a Systematic Grievance Redressal Cell which plays a major role in solving women issues.
- Majority of the respondents believe that the Internal Complaints Committee is very active in solving issues of women.
- Majority of the respondents agreed that the Institution provides equal opportunity for both the genders to take part in all programmes conducted in campus including club activities, arts, sports etc.

### Suggestions

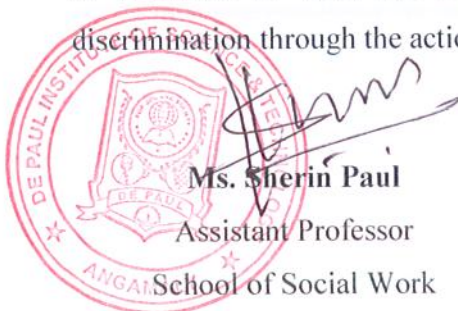
- The awareness about Grievance Redressal Cell must reach the whole campus.
- A Yoga session must be conducted once in every week as a part of curriculum.
- More sports activities should be encouraged.
- Women's Club can take initiatives to deepen the concept of gender equality, women empowerment etc. by conducting gender awareness programmes on regular basis.

### Conclusion

The main findings of the audit shows that, in general, the students are aware about the need for gender sensitization at a general level. It was also observed that a number of best practices such as, awareness programs etc. are followed in the campus.

A true gender equality can be brought out only when Gender Policy Document is implemented in all its fairness and consistency. This committee appreciates the efforts taken by the College in bringing out gender parity in all walks of College life.

The Committee specially appreciates the vision of the College in designing its Gender Policy Document that aims to achieve high levels of gender balance in the College campus. The Committee is of the view that the Gender Equality schemes introduced will support the College as it strives to meet the requirement to promote gender equality and eliminate sex discrimination through the action plan which it sets to implement in the coming years.



**Ms. Sherin Paul**  
Assistant Professor  
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**Ms. Sini Sebastian**  
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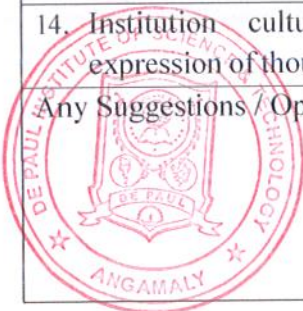
### Gender Audit Survey

Name of the Programme :

Batch & Semester :

*Please mark your opinion in the boxes given below*

<i>1 – Strongly Agree, 2 – Agree, 3 – Neither Agree Nor Disagree, 4 – Disagree, 5- Strongly Disagree</i>					
	1	2	3	4	5
1. Institution conducts different programmes annually for empowering women.					
2. Women's' club plays an integral role in gender sensitization and awareness every year.					
3. Institution is Gender friendly.					
4. Classroom facilities and other infrastructure facilities are highly encouraging gender equality.					
5. Institution has rest room for women.					
6. Institution has sanitary vending machine.					
7. Institution has yoga practice for women.					
8. Institution provides equal opportunity for both the genders to take part in all programmes conducted in the campus.					
9. Institution has systematic grievance redressal cell for solving women's issues.					
10. Institute has an Internal Complaints Committee (ICC) to solve the issues of women.					
11. Institution is always keen to provide opportunities for women for arts and sports activities.					
12. Institution organizes different programmes annually on legal awareness, rights and provisions for women.					
13. Institution provides gender wise equal opportunities for entry to different clubs and forums.					
14. Institution culture enhances opportunity for free expression of thoughts and ideas for both genders equally.					
Any Suggestions / Opinions:					



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