



NASRA COLLEGE OF ARTS AND SCIENCE, TIRURKAD

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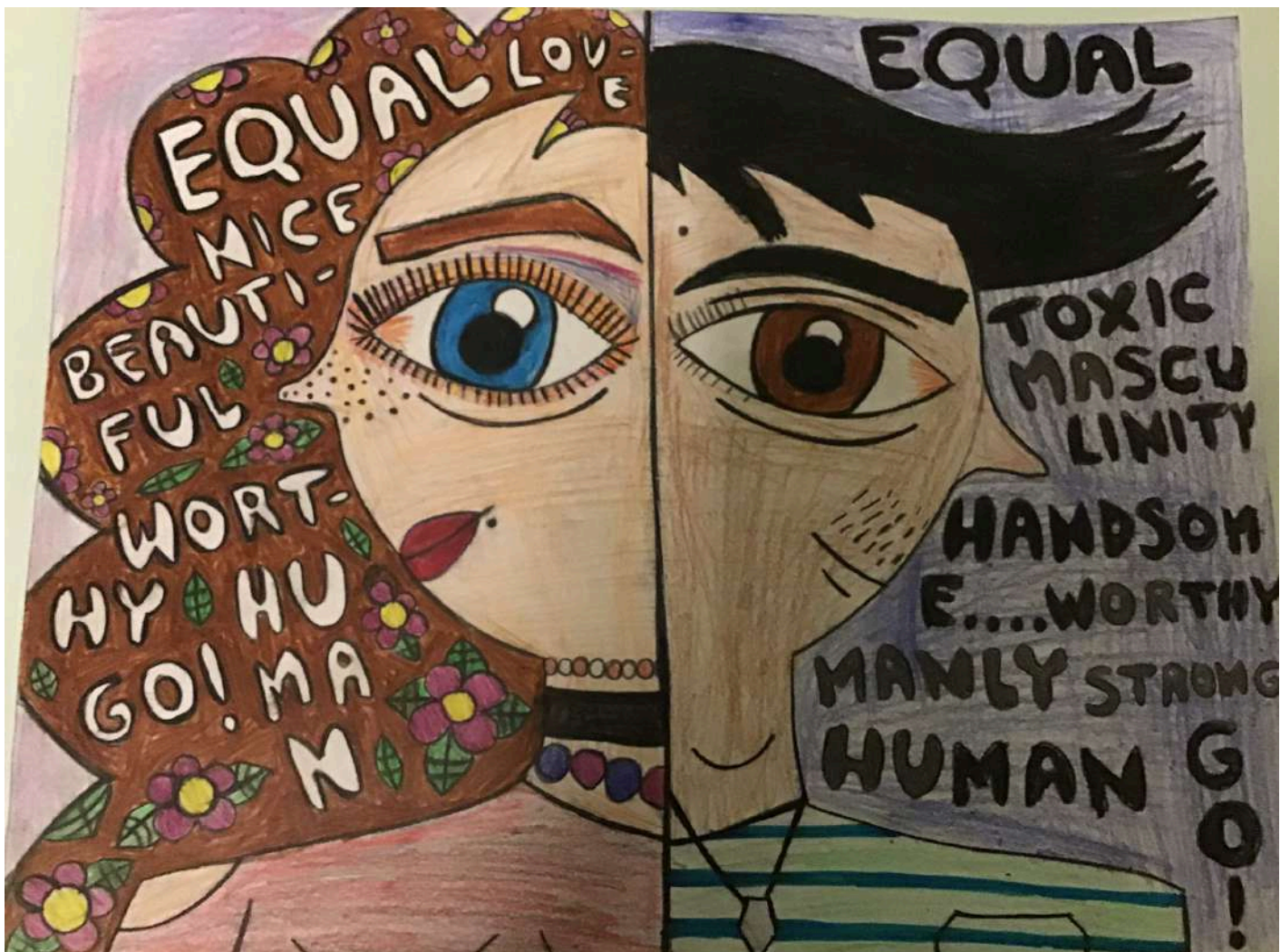
University of Calicut (Order No.GAI/G2/8634/2011)

GENDER AUDIT REPORT 2018-2019

Prepared by

WOMEN DEVELOPMENT CELL

Nasra College of Arts and Science Tirurkad



Dr. P. Zubair

Principal

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INTRODUCTION

Human beings are inherently born with the freedom to pursue their lives and aspirations on equal footing, without discrimination. Equality ensures that each individual has a fair chance to fulfill their potential and aspirations, regardless of factors like race, gender, caste, color, or disability. Gender equality emphasizes equal access to economic, social, and cultural opportunities, while gender equity entails ensuring fairness between women and men.

Equity is the pathway to achieving equality. Gender equality necessitates that both women and men have equal access to valued resources, opportunities, and rewards. It doesn't imply sameness between genders but rather equal access to opportunities and life changes regardless of gender.

To realize gender equality, it's imperative to eradicate all forms of violence and exploitation against women and girls, both in public and private spheres. A proactive step towards fostering a safe environment for women on college campuses involves conducting gender audits. These audits entail selecting appropriate audit sites, involving relevant stakeholders, preparing comprehensive checklists, and presenting findings to college authorities for implementing recommended changes.

GENDER POLICY VISION

Gender Champions are envisioned as leaders within academic institutions who cultivate an environment where girls are treated with dignity and respect. Their role is to empower young individuals, regardless of gender, to advocate for gender equality and oversee progress towards gender justice.

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Nasra College's gender equity vision underscores the importance of providing equal opportunities for all members of the campus community, without discrimination based on gender, in terms of resource access, benefits, and educational services. India's Constitution promotes gender equality and human development, aligning with international conventions that advocate for integrating gender issues into educational systems. Here, "gender" refers to culturally accepted attitudes and behaviors associated with femininity and masculinity, while "equity" signifies fairness and impartiality.

Gender equity entails ensuring fairness and justice in distributing benefits and responsibilities between genders, acknowledging their differing needs and power dynamics, and addressing imbalances. Discrimination, conversely, involves treating one sex as inferior, impacting the distribution of social, economic, and political benefits and influence.

Nasra College's education system bears the responsibility of promoting social justice by providing equal opportunities for female and male students to access, participate in, and benefit from education. Gender equity in education is crucial for recognizing and rectifying inequalities stemming from gender norms, with the Gender Equity in Campus Policy aimed at maximizing individuals' potential.

MISSION

The objective is to foster, promote, and coordinate the delivery of top-tier education that is attuned to and addresses gender concerns. This educational approach should actively encourage the involvement of all learners in sustainable development initiatives.

OBJECTIVES

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Establishing an inclusive environment within the institution where individuals of all genders are treated with dignity and respect.

- Cultivating a positive learning atmosphere: Recognizing that gender norms are shaped from infancy through various social institutions, including families, communities, and schools, it is essential to introduce gender-sensitive activities to foster a positive, egalitarian mindset.
- Offering comprehensive guidance to peers on integrating and mainstreaming gender considerations into all institutional activities through focused group discussions, debates, and poster competitions.
- Providing students with guidance and raising awareness about Women Welfare Laws.
- Ensuring accountability for addressing the needs and interests of women: Collaborating with women's rights organizations and groups in gender mainstreaming initiatives to uphold a steadfast commitment to gender equality.
- Disseminating information about the essential aspects of girls' hygiene, health, nutrition, education, and safety throughout society.

GENDER AUDIT

Nasra College of Arts and Science, Tirurkad, has established itself as a prominent institution in Malappuram since its inception in 2012, earning recognition from the University of Calicut. Committed to delivering quality education, the college emphasizes diligence, dedication, and devotion to all its endeavors. In line with its dedication to promoting gender equality, the college recently conducted a Gender Audit to evaluate its initiatives aimed at empowering women in society.

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The Gender Audit team meticulously assessed the operational environment and context of Nasra College of Arts and Science, Tirurkad. Their findings revealed an environment where all individuals have access to a comprehensive array of opportunities to derive social, psychological, and physical benefits from participating in sports and physical activities. Gender equity necessitates providing girls and women with a diverse range of activity and program options tailored to their needs, interests, and experiences, including programs identical to those offered to boys and men, adapted programs, and entirely distinct ones.

Nasra College of Arts and Science, Tirurkad, places significant emphasis on fostering students' qualitative performance and holistic personality development. To uphold gender equality, the college ensures equal participation opportunities in organizations like NSS and various clubs, aimed at nurturing qualities such as discipline, leadership, a secular outlook, and a spirit of adventure among students.

Moreover, the college offers dedicated waiting rooms and safety measures for girls, along with self-defense training, skill enhancement workshops, yoga, meditation sessions, and educational workshops focusing on women's human rights and laws. Analysis of student feedback regarding program planning and design, as well as college activities, indicates that a majority of students believe the college's policies and programs promote adequate gender equity.

GENDER AUDIT ANALYSIS

Table 1: Gender wise Details of Total Students in the College

Sl	Year	Female	Male	Total	F%	M%
1	2018-2019	320	347	667	48%	52%

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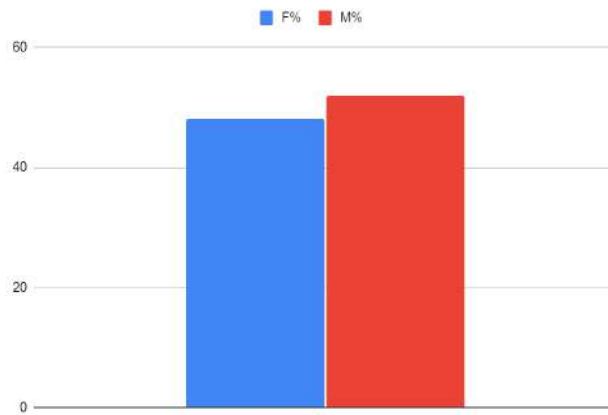


Table: 2 Gender wise Details of Total Students in Commerce Subjects

SL	YEAR	FEMALE	MALE	TOTAL	F%	M%
2	2018-2019	171	265	436	39.2%	60.7%

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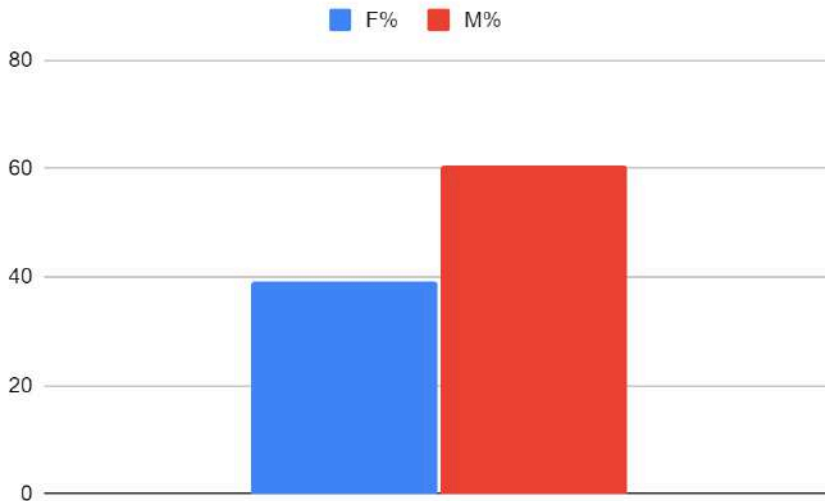


Table: 3 Gender wise Details of Total Students in Arts Subjects

SL	YEAR	FEMALE	MALE	TOTAL	F%	M%
3	2018-19	387	395	782	49.4%	50.51%

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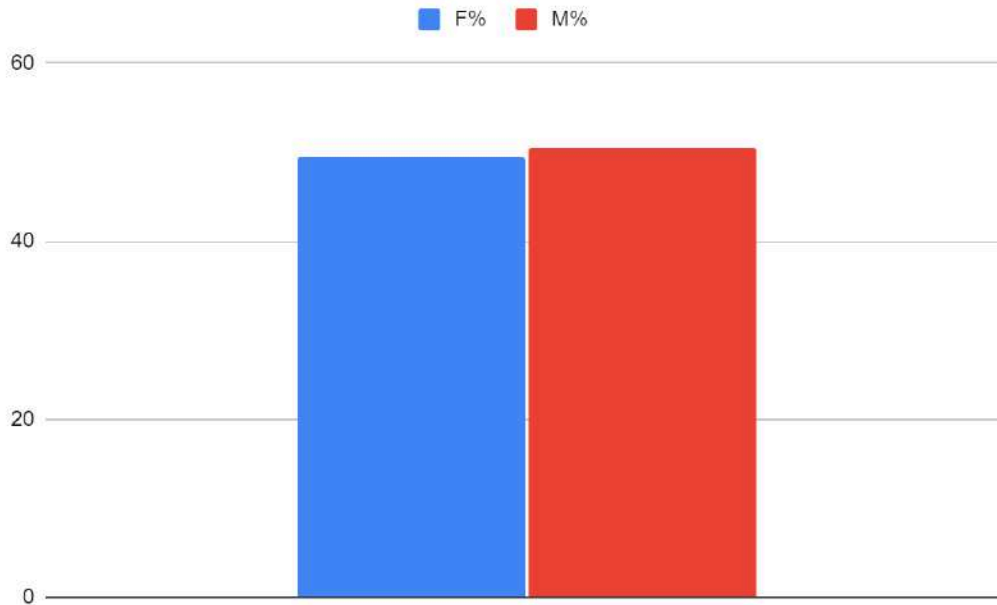


Table: 4 Gender wise Details of Total Students in Science Subjects

SL	YEAR	FEMALE	MALE	TOTAL	F%	M%
4	2018-19	39	96	135	28.8%	71.1%

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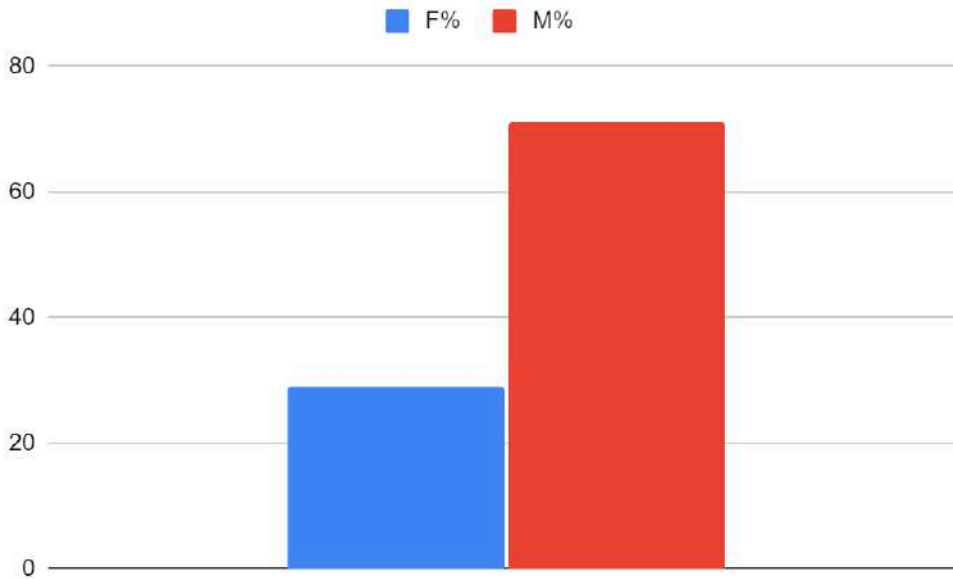


Table:5 Gender wise Details of Teaching staff in College

SL	YEAR	FEMALE	MALE	TOTAL	F%	M%
5	2018-19	20	17	37	54.05%	45.9%

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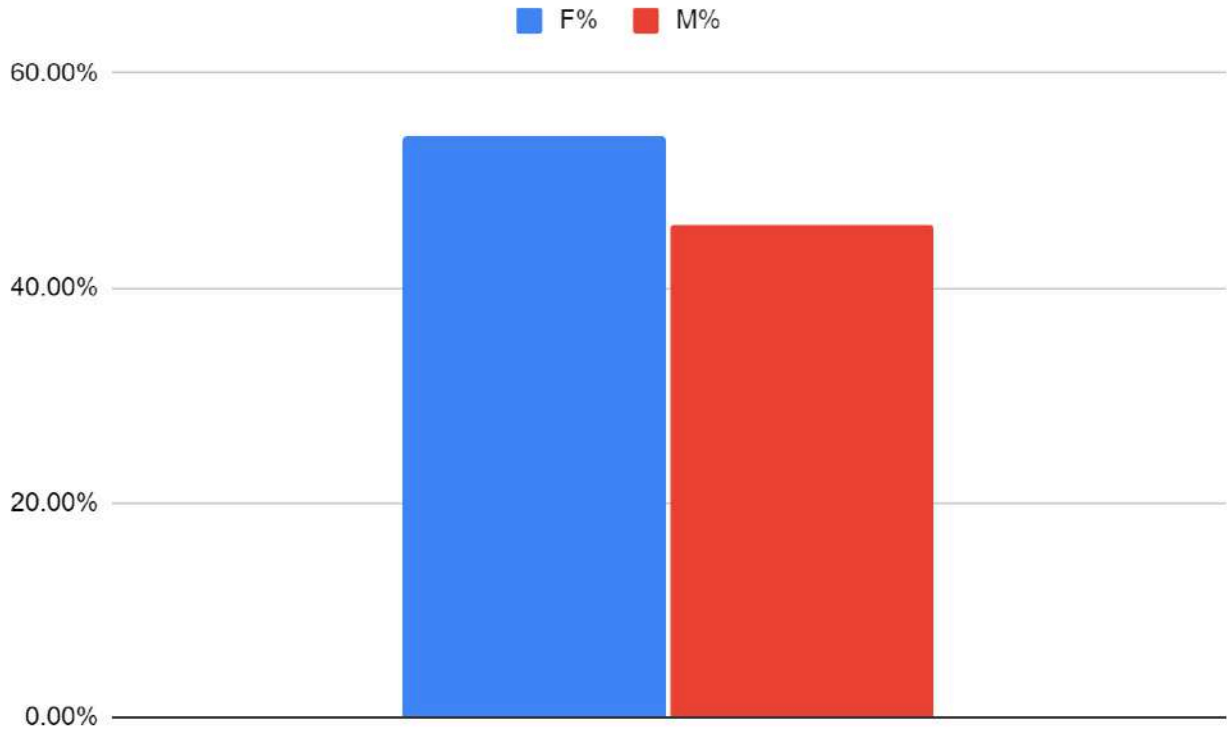


Table:6 Gender wise Details of Non-teaching staff in College

SL	YEAR	FEMALE	MALE	TOTAL	F%	M%
6	2018-19	5	5	10	50%	50%

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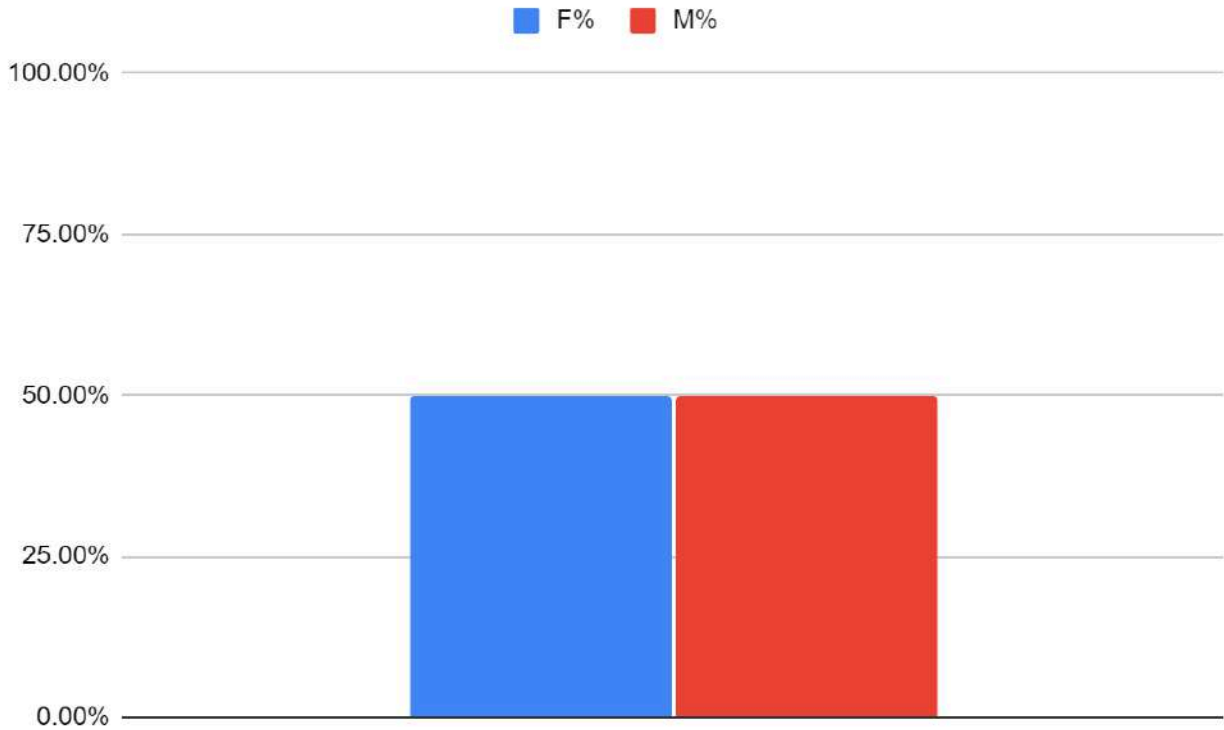


Table: 7 Gender wise Details of total students in NSS

SL	YEAR	FEMALE	MALE	TOTAL	F%	M%
7	2018-19	20	30	50	40%	60%

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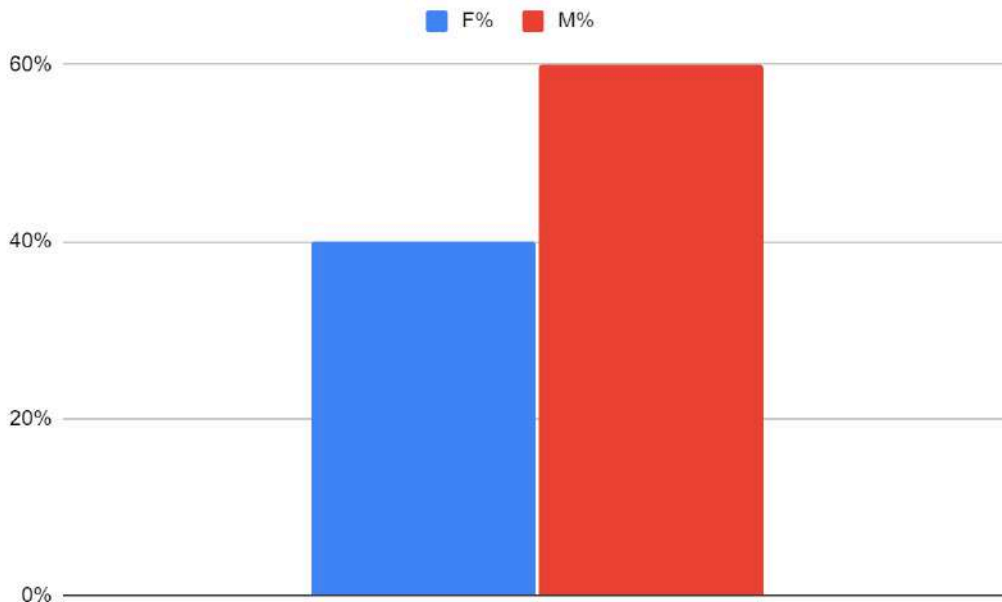
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From the given tables, we can see that the overall percentage of female students in the college is higher than that of male students (52% vs. 48%). However, when we look at the subject-wise distribution of students, we see that in Commerce subjects, there is an almost equal distribution of male and female students (39% vs. 60%), while in Arts subjects, the percentage of female students is much higher than male students (49% vs. 50%). In Science subjects, although the percentage of female students is higher than male students (28% vs. 71%), the difference is not as significant as in Arts subjects.

Looking at the teaching staff, we can see that the percentage of female staff is higher than male staff. Among teaching staff, the percentage of female staff is 54%, while among non-teaching staff, it is 50%.

In the NSS, there is distribution of male and female students (40% vs. 60%). These data suggest that while the overall percentage of female students in the college is higher, there are some

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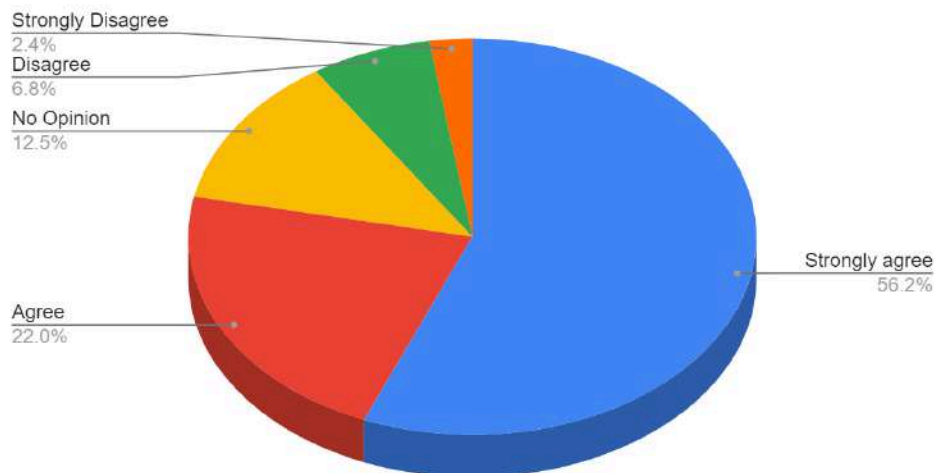
subjects and positions where the percentage of male students/staff is higher than female students/staff. This could be an area of focus for the college to ensure equal representation and opportunities for both genders across all subjects and positions.


Survey Result Analysis

Number of Participants: 408

The college conducts Gender sensitization program as a part of its curriculum

	Strongly agree	Agree	No Opinion	Disagree	Strongly Disagree
Number	230	90	51	28	10
percentage	56%	22%	12%	7%	2%




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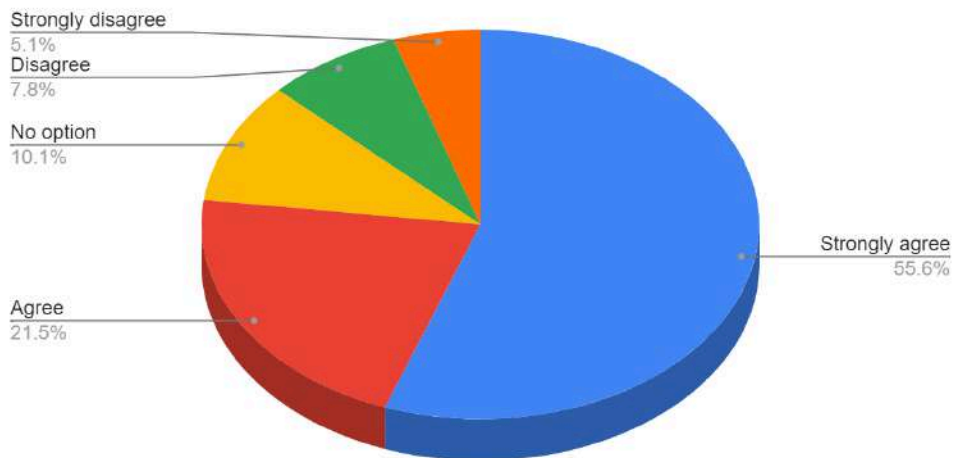
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The college conducts gender awareness program as a part of its curriculum

	Strongly agree	Agree	No option	Disagree	Strongly disagree
Number	220	85	40	31	20
Percentage	56%	21%	10%	8%	5%

Gender awareness program as a part of its curriculum



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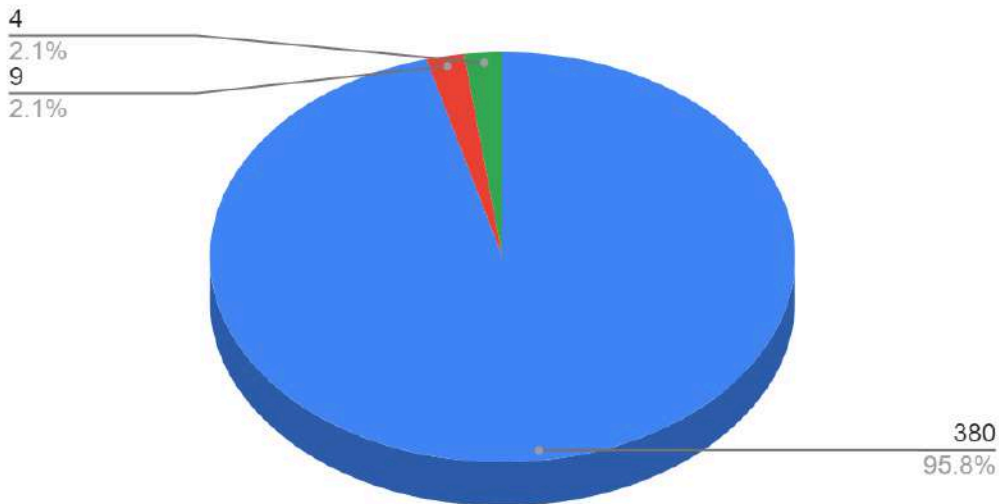
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Adequate Number of toilets are available in the campus for girls

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	380	9	0	4	0
percentage	91%	2%	0%	2%	0%

Number of toilets are available in the campus for girls



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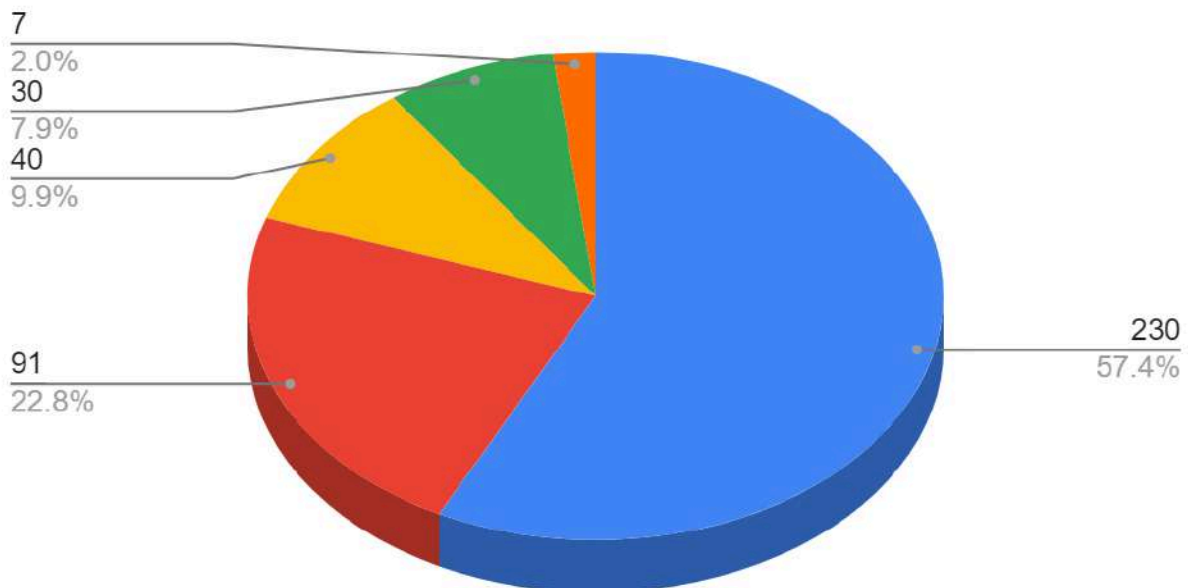
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Adequate disposal bins are available in the toilet

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	230	91	40	30	7
Percentage	58%	23%	10%	8%	2%

Disposal bins are available in the toilet



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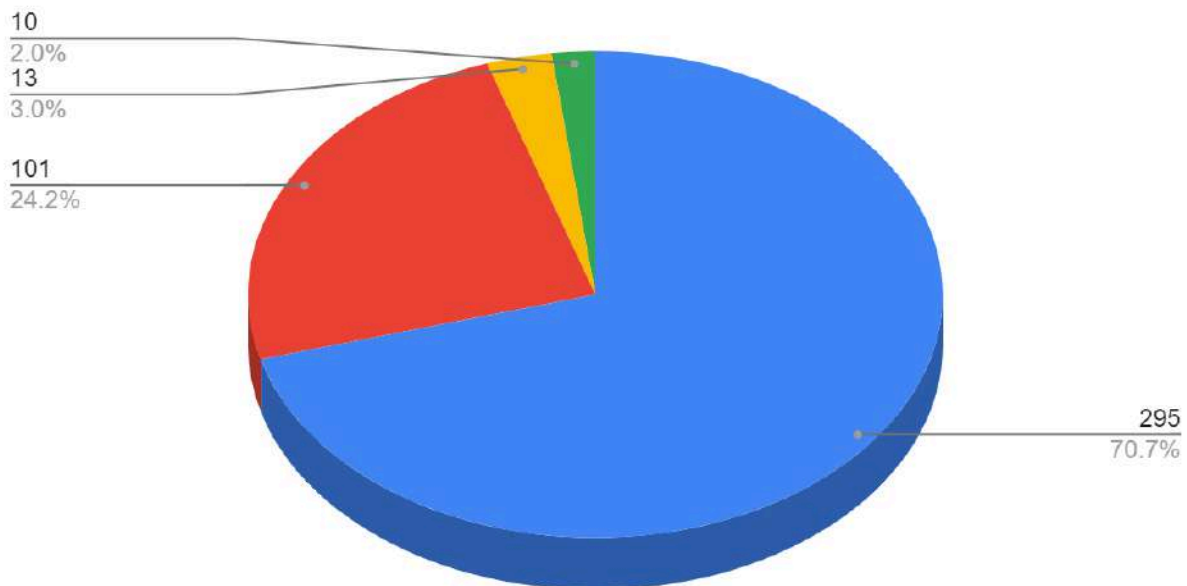
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Awareness of Students about Women Cell

	Strongly agree	Agree	No Opinion	Disagree	Strongly Disagree
Number	295	101	13	10	0
Percentage	70%	24%	3%	2%	0%

Awareness of Students about Women Cell



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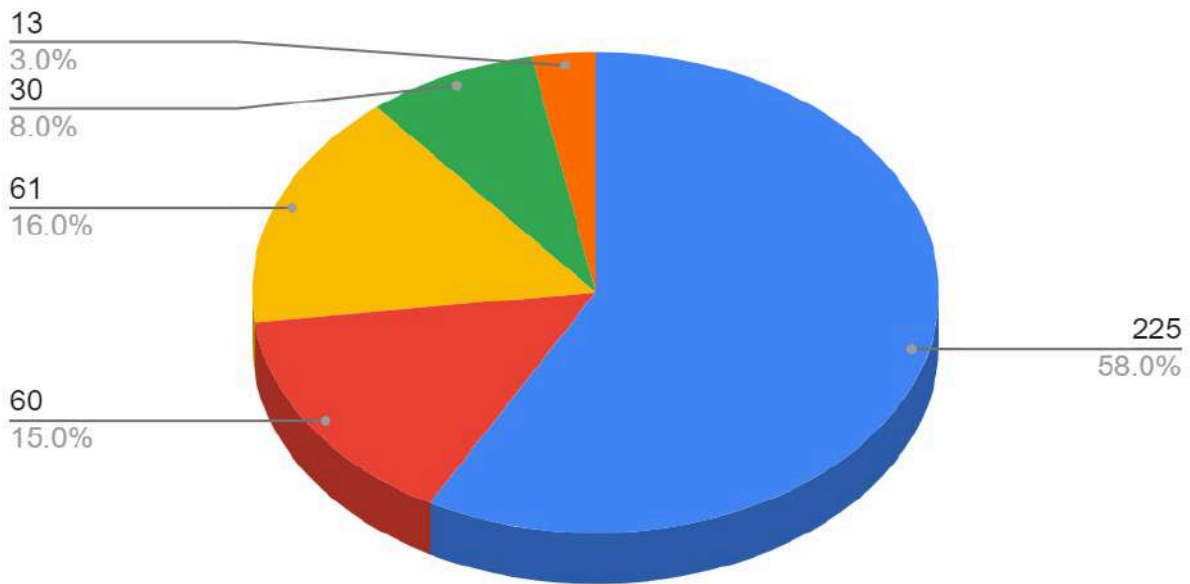
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A grievance redressal cell has been set up

	Strongly agree	Agree	No Opinion	Disagree	Strongly Disagree
Number	225	60	61	30	13
Percentage	58%	15%	16%	8%	3%

Has been set up A grievance redressal cell




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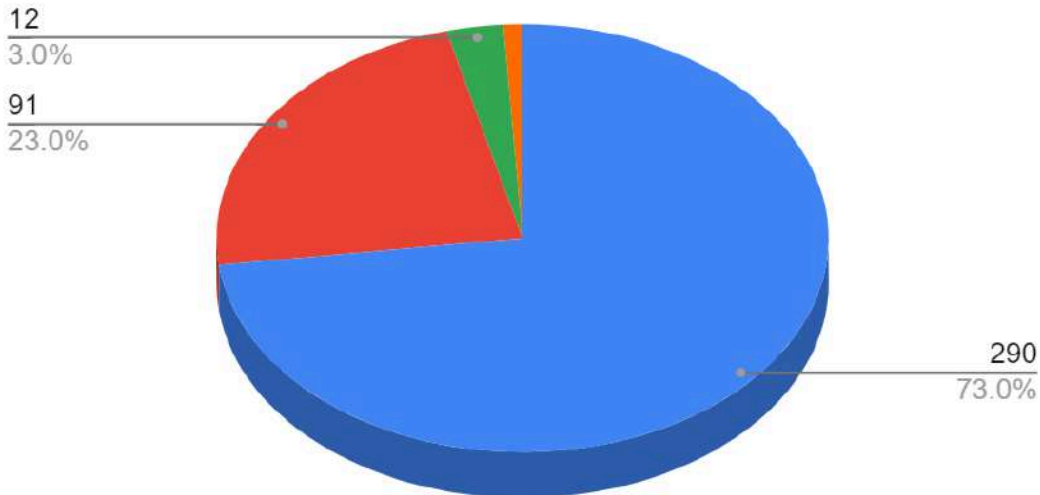
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Do you reach out to women cell

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	290	91	0	12	5
Percentage	73%	23%	0%	3%	1%

The classroom offers equal opportunities to all



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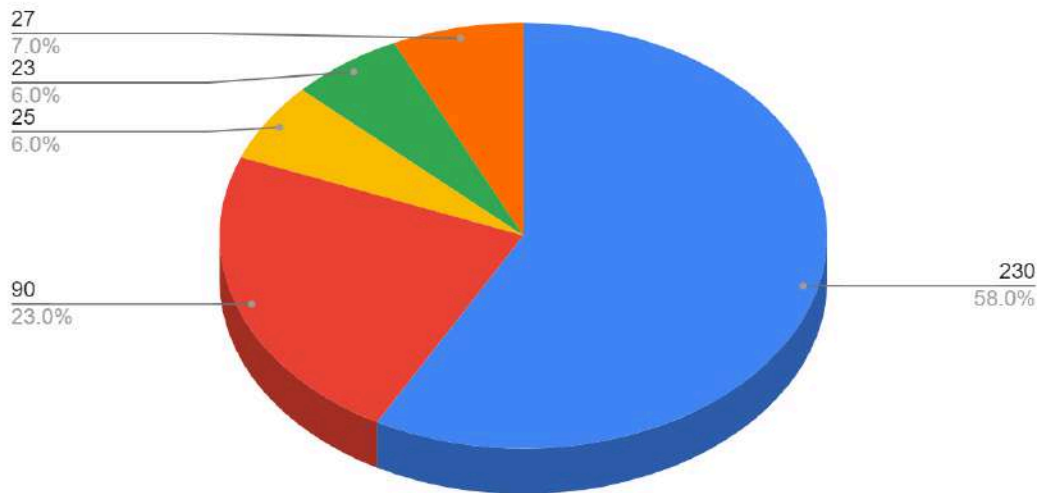


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The college offers equal opportunities to all genders on Sports

	Strongly agree	Agree	No Opinion	Disagree	Strongly Disagree
Number	230	90	25	23	27
Percentage	58%	23%	6%	6%	7%



equal opportunities to all genders in Clubs and Forums

	Strongly agree	Agree	No Opinion	Disagree	Strongly Disagree
Number	240	110	33	17	12
Percentage	58%	27%	8%	4%	3%

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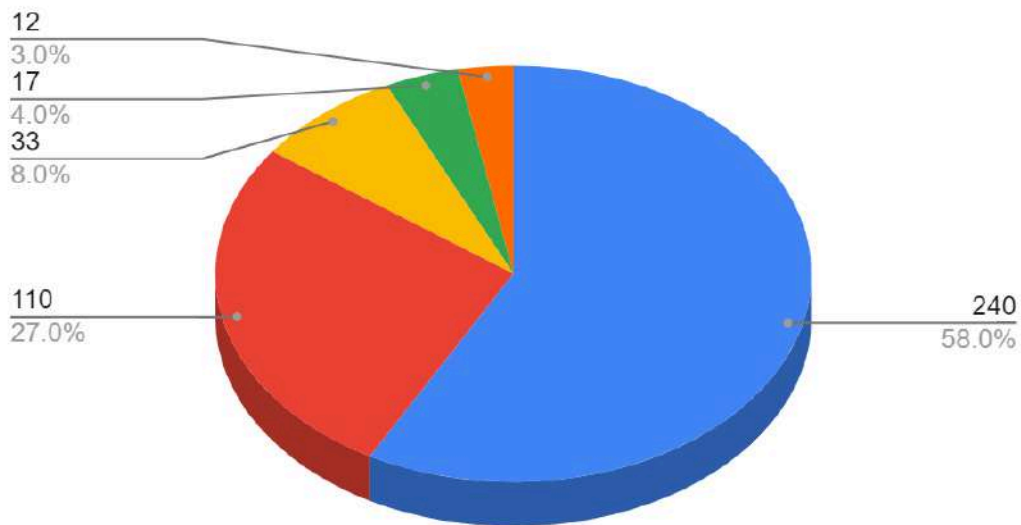
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equal opportunities to all genders in Clubs and Forums



opportunity to all genders for free and fair expression of ideas The equal

	Strongly agree	Agree	No Opinion	Disagree	Strongly Disagree
Naumber	245	90	42	11	15
Percentage	61%	22%	10%	3%	4%

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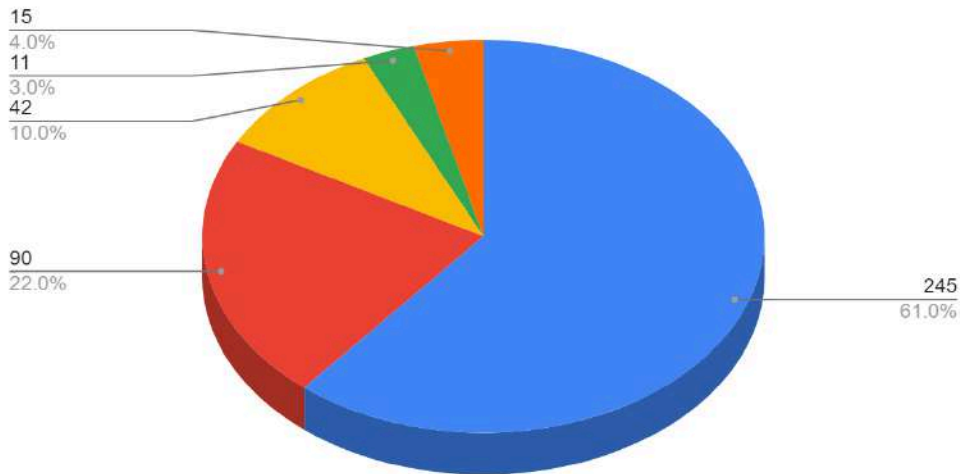
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equal opportunities to all genders in Clubs and Forums



The equal opportunity to all genders for free and fair expression of ideas

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
Number	247	90	42	11	16
Percentage	61%	22%	10%	3%	4%

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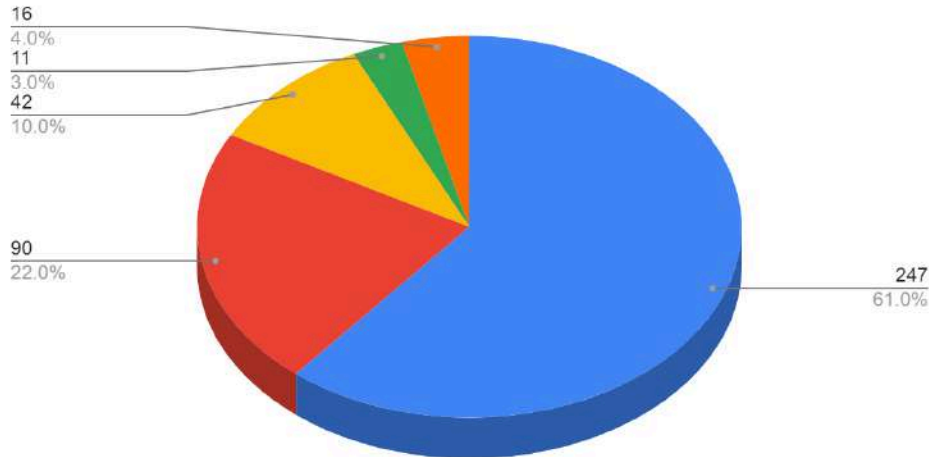


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equal opportunity to all genders for free and fair expression of ideas



FINDINGS

- 91% of respondents strongly agree that an adequate number of toilets are available for girls in the campus, while only a small percentage (2%) disagree
- The availability of adequate disposal bins in the toilets is less agreed upon, with only 58% strongly agreeing and 2% Disagreeing.
- The awareness of students about the Women Cell is moderate, with 70% strongly agreeing and 24% agreeing.
- The classroom is perceived to offer equal opportunities to all, with 73% strongly agreeing and 23% agreeing.
- The college's equal opportunities in sports is perceived positively, with 58% strongly agreeing and 23% agreeing.
- The equal opportunities in clubs and forums are also perceived positively, with 61% strongly agreeing and 22% agreeing.

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- The equal opportunity to all genders for free and fair expression of ideas is perceived positively, with 61% strongly agreeing and 23% agreeing.

SUGGESTIONS

Although there is widespread agreement regarding the availability of toilets, there is still room for improvement concerning the provision of adequate disposal bins within them. To address this issue, the administration may consider increasing the number of bins and ensuring regular emptying to maintain cleanliness and hygiene standards.

Enhancing awareness about the Women's Cell can be achieved through conducting awareness campaigns and making information easily accessible to students. This proactive approach can improve engagement and support for the initiatives undertaken by the Women's Cell.

While the overall perception of the classroom environment is positive, it's essential to ensure that equal opportunities are accessible to all students, irrespective of their background or circumstances. This inclusive approach fosters a supportive and equitable learning environment for everyone.

Expanding opportunities for participation in sports, clubs, and forums for all genders, especially for those traditionally underrepresented, is a critical aspect for promoting inclusivity and diversity within the college community.

The administration should continue to uphold and promote the free and fair expression of ideas among all students, fostering an environment where diverse perspectives are valued and respected. This encourages intellectual growth and contributes to a vibrant academic community.

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CONCLUSION

In general, the feedback indicates a positive perception of the college regarding its efforts to offer equal opportunities to all genders across different domains. Nonetheless, there are areas where enhancements could be made, such as ensuring sufficient disposal bins in toilets, raising awareness about the Women's Cell, and guaranteeing equitable opportunities for all students. By taking these suggestions on board, the college can continue to enhance the experiences of its student body.

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