

# **GENDER AUDIT REPORT SUMMARY 2022 – 2023**



**Prepared by**  
**Internal Quality Assurance Cell**  
**Union Christian College, Aluva**

**May 2023**

## **CONTENT**

### **1. Introduction**

### **2. About the Institution**

### **3. Objectives**

### **4. Gender Distribution**

- a) Gender Distribution among Students
- b) Gender Distribution among Teaching Staff
- c) Gender Distribution among Non-Teaching Staff
- d) Gender Distribution among Senior Staff in Administrative/Academic positions

### **6. Facilities for Women on Campus**

- a) Women's restrooms
- b) Separate washrooms
- c) Recreation room
- d) Day care centre for young children
- e) Changing rooms/locker rooms
- f) Specific facilities in terms of safety and security
- g) Counselling services
- h) Inclusive sports facilities
- i) Gender-neutral spaces

### **7. Grievance redressal**

- a) Anti-Harassment Committee
- b) Anti-Ragging cell
- c) Students' Grievance Redressal Cell
- d) Internal Complaints Committee

### **8. Gender sensitization activities** in the institution during 2022- '23 (Women's Cell, NCC, NSS, Teaching departments and clubs)

### **9. Feedback from students and staff** on the gender sensitization/empowerment programmes and suggestions

## **1. Introduction**

A gender audit is a systematic assessment of how gender considerations are integrated into policies, programmes, and practices within an organization. Gender audits aim to identify and resolve gender inequalities, evaluate how well gender considerations are integrated into policies, and ensure compliance with legal standards. They also seek to improve organizational culture, enhance stakeholder relationships, and facilitate ongoing improvements in gender-related initiatives for a more inclusive and equitable workplace.

## **2. About the Institution**

Union Christian College (UCC), Aluva was founded in 1921 as an ecumenical, Indian Christian initiative in the field of higher education in Kerala. The College is located on the banks of river Periyar, about 12 kilometers away from the Cochin International Airport. Affiliated to the Mahatma Gandhi University, the institution is known for its academic excellence and social commitment, and has been rated 'A' Grade by the National Assessment & Accreditation Council (NAAC). The College, placed 97th in the NIRF ranking of Colleges across India in 2021-22, improved its position to 77th in 2022-23. The institution distinguishes itself in its:

- Interdenominational management
- Participatory form of administration based on Christian fellowship
- Service to the nation
- Residential life
- Cosmopolitan and secular ethos
- Christian and humanistic values

These still remain the key features of UCC. The College, which initially was fully-residential, has now on its roll more day-scholars than residents. The present management, faculty, administration and students strive to live up to these cardinal values envisaged by the founding fathers.

## **3. Objectives**

The major objectives of gender audit are as follows:

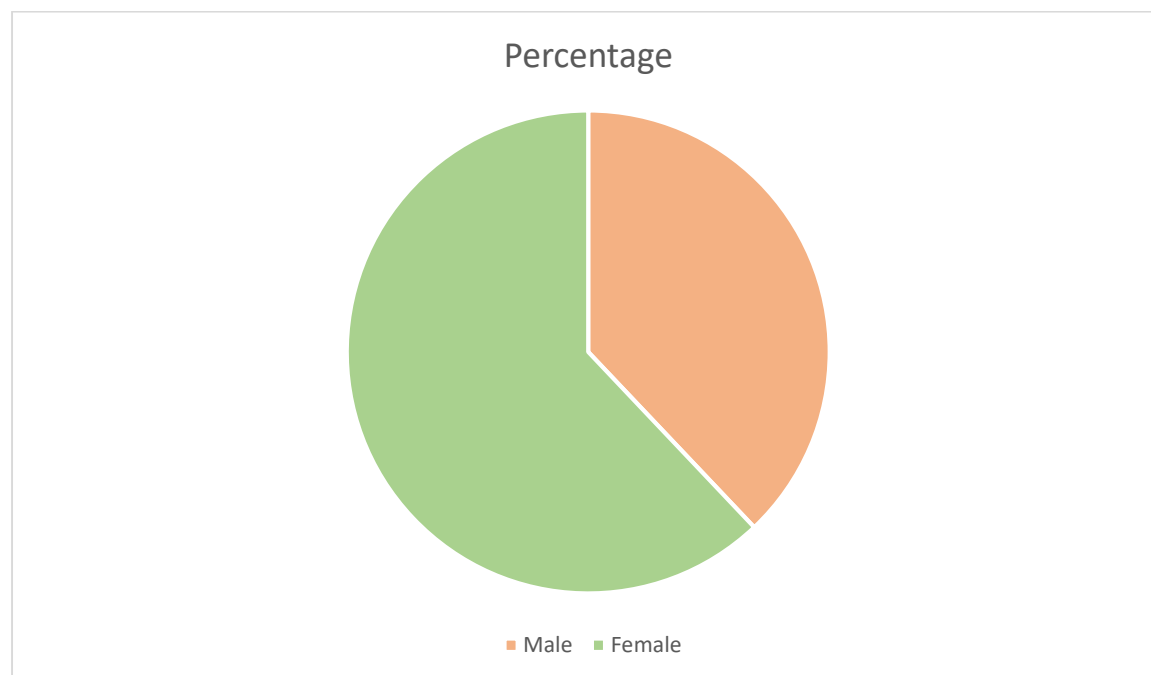
- a) Assessing and addressing gender inequalities among students, faculty, and staff within the college.
- b) Evaluating the integration of gender perspectives into academic policies, curriculum development, and teaching practices.

- c) Ensuring that the curriculum is inclusive and free from gender biases, fostering an environment that promotes equal learning opportunities.
- d) Ensuring equal opportunities for men and women in areas such as admissions, scholarships, and participation in extracurricular activities.
- e) Assessing the gender composition among faculty and staff, and promoting gender diversity in hiring and promotions.
- f) Reviewing safety measures and policies to create a secure environment for all students, with a focus on addressing any gender-specific safety concerns.
- g) Evaluating the effectiveness of policies and mechanisms in place to prevent and address gender-based violence and sexual harassment.
- h) Implementing initiatives to empower women in academics, leadership roles, and co-curricular activities.

#### 4. Gender Distribution

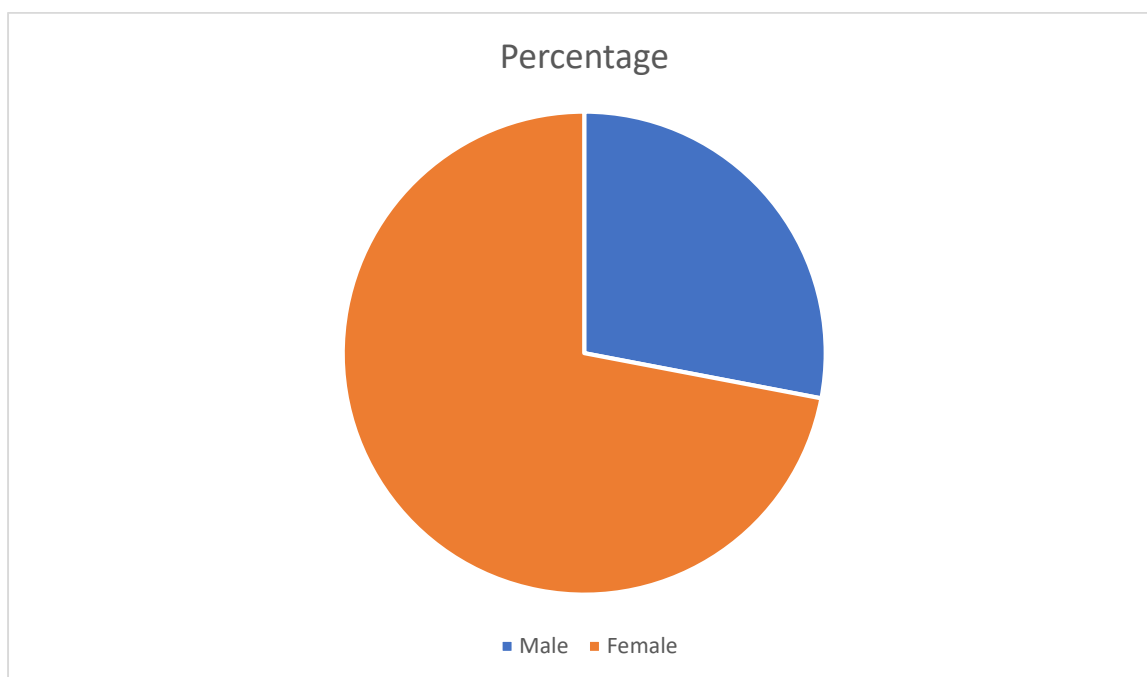
##### a) Gender Distribution among Students

Group	Male	Female	Total
Number	1012	1656	2668
Percentage	37.93	62.06	100



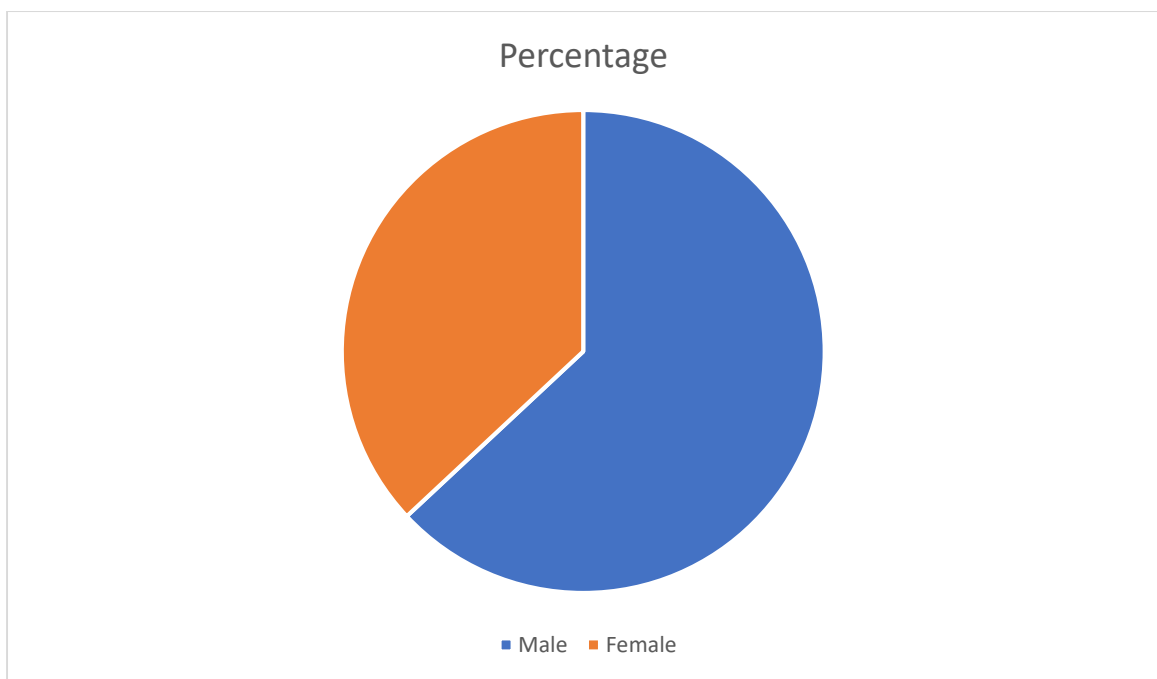
### b) Gender Distribution among Teaching Staff

Group	Male	Female	Total
Number	39	100	139
Percentage	28	72	100



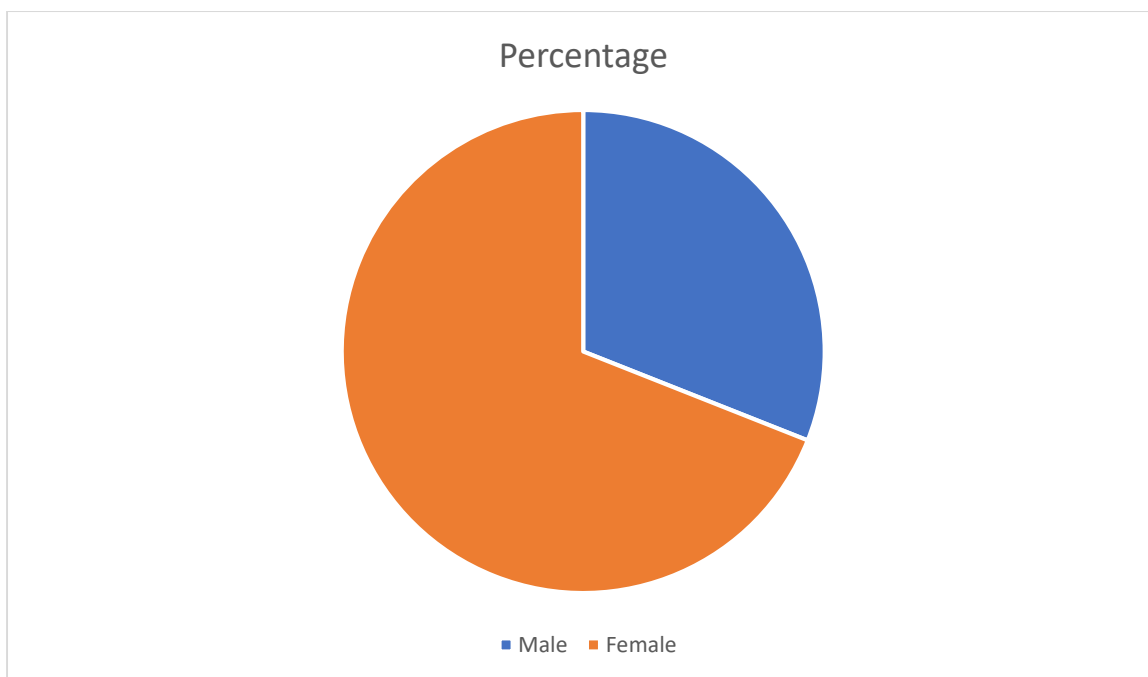
### c) Gender Distribution among Non-Teaching Staff

Group	Male	Female	Total
Number	29	17	46
Percentage	63.04	36.95	100



**d) Gender Distribution among Senior Staff in Administrative/Academic positions**

	Teaching Staff	
	Male	Female
Principal	1	-
Bursar	1	-
Heads of Department	3	15
Office Superintendent	1	-
University Exam Superintendent	-	2
Deans	2	1
Total	8	18
Percentage	30.7	69.3



## 6. Facilities for women on campus

- a) Women's restrooms
- b) Separate washrooms
- c) Recreation room
- d) Day care centre for young children
- e) Changing rooms/locker rooms
- f) Specific facilities in terms of safety and security
- g) Counselling services
- h) Inclusive sports facilities
- i) Gender-neutral spaces

## 7. Grievance redressal

Grievance redressal and monitoring of gender equality is carried out and required measures are implemented in the college with the active involvement of the following committees.

- a) Anti-Harassment Committee
- b) Anti-Ragging cell
- c) Students' Grievance Redressal Cell
- d) Internal Complaints Committee

**a) Anti-Harassment Committee**

The committee has been constituted to address any instances of harassment on the college campus.

**Presiding Officer-** Major. K.S. Narayanan

**Members-** Ms. Syna Soosan Abraham, Dr. Simi Pushpan K., Ms. Minu Joys,  
Mr. Soni Varughese

**b) Anti-Ragging Cell**

The Anti-Ragging Cell is constituted as per the guidelines issued by the Supreme Court of India and the UGC to prevent ragging on college campus. The college maintains strict vigilance against all instances of ragging and any incident reported is addressed with utmost seriousness.

**Presiding Officer -** Ms. Nino Baby

**Members -** Maj. K.S. Narayanan, Dr. Alex Mathew, Adv. Shery P.A.(NGO),  
Mr. Soni Varughese (Office Supdt.), Mr. M.P. Joseph (Area  
Reporter, Malayala Manorama), Ms. Sreelatha Lalu (President,  
Karumaloor Panchayat), Adv. Ayub Khan P.A. (PTA Vice-President),  
Student Representatives.

**c) Students' Grievance Redressal Cell**

The Students' Grievance Redressal Cell is constituted as per the MG University Order 71151/Ac. A1/2/2023/Ac. A1 dated 16 June 2023 to listen to, record and scrutinize the grievances submitted to them by staff and students, and take necessary action immediately.

**Chairperson:** Prof. Dr. M.I. Punnoose (Principal)

**Members:** Ms. Nino Baby, Dr. Nelson Joseph

**Student Representatives:** Mr. Rohit Rajeev, Ms. Bijina B., Ms. Ashlin V,  
Ms. Parvathy Raveendran, Mr. Eldhose Rajesh, and  
Adv. Ayub Khan (PTA Vice-President)

**d) Internal Complaints Committee (ICC)**

The Internal Complaints Committee (ICC) is constituted as per the UGC Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulations, 2015. The above Regulations are based on the Government of India's Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In compliance with the UGC statutes regarding measures for ensuring the safety of women and Programmes for Gender Sensitization



on Campus, the ICC is committed to a zero tolerance policy towards sexual harassment and strives to create a campus free from discrimination, harassment or sexual assault.

**Presiding Officer** - Ms. Rekha Nair

**Members** - Teaching Staff: Dr. Malini R, Dr. Shimi Paul Baby

NGO: Adv. Shery P.A.

Non-teaching Staff: Mr. Soni Varughese (Office Supdt.),

Ms. Remya K. Nair, Ms. Viji Devasia

Three Elected Student Representatives

**8. Gender sensitization activities** in the institution during 2022- '23 (Women's Cell, NCC, NSS, Teaching departments and clubs)

## Gender Equity Report of the events from 1<sup>st</sup> June 2022 – 31<sup>st</sup> May 2023

### 1. Menstrual Hygiene and Sustainable Menstrual Practices

The Post Graduate and Research Department of Zoology organized a discussion with service-learning students from the International Christian University, Japan on 29<sup>th</sup> July 2022. The discussion was related to environmental concerns followed by deliberations on the Community extension project 'Menstrual Hygiene and Sustainable Menstrual Practices'

POST GRADUATE AND RESEARCH DEPARTMENT OF ZOOLOGY  
UNION CHRISTIAN COLLEGE, ALUVA  
Organizes a Dialogue with Japanese students

**LIFE AND SCIENCE**

From  
29<sup>th</sup> July 2022 at Zoology Department 09:30 A.M. onwards

Endo Mirai and Okano Megumi  
International Christian University, Tokyo, Japan

Resource Person  
**Dr. Elizabeth V. Mathew**  
Assistant Professor in Zoology  
Union Christian College, Aluva

Resource Person  
**Dr. Revathy V. S.**  
Assistant Professor in Zoology  
Union Christian College, Aluva

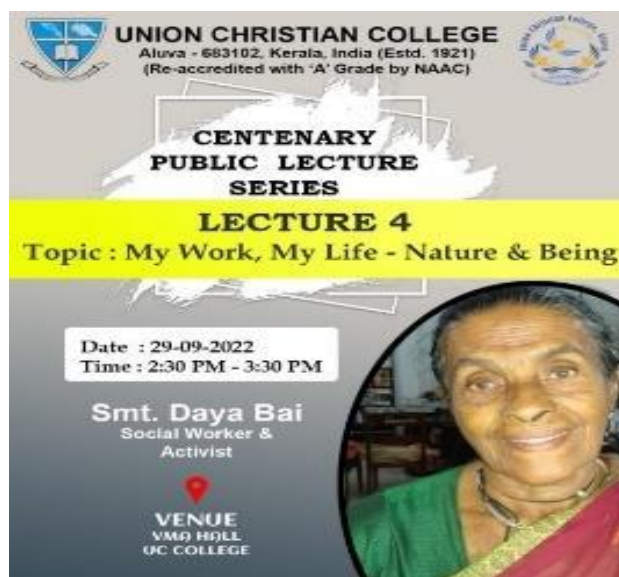
**Discussion**  
Environmental Concerns followed by Deliberation on the community extension project  
'Menstrual hygiene and sustainable menstrual practices'

**Contact Details**  
Department of Zoology, Union Christian College,  
Kerala, South India, Aluva- 683102  
Tel: 0484 2609194  
Email: zoology@uccollege.edu.in, zoologyucc@gmail.com  
Website: zoology.uccollege.edu.in

f i t /zoologyucc

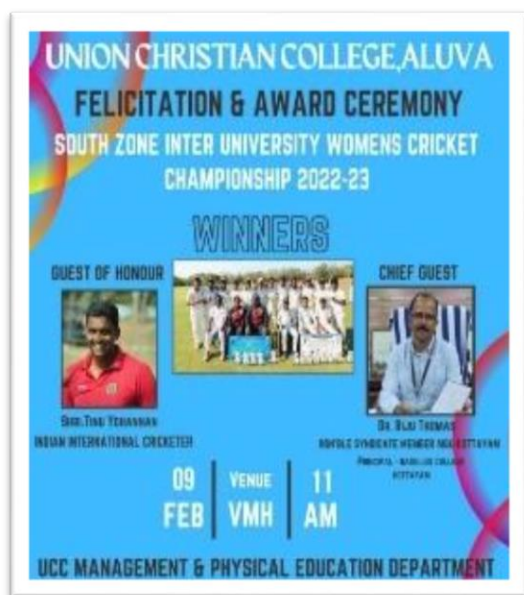
## **2. My Work My Life- Nature and Being**

The 4<sup>th</sup> Lecture of the Union Christian College Centenary Public Lecture Series was held on 29th September 2022 at 2.30 pm at the VMA Hall. The Resource Person, Smt. Daya Bai, renowned social worker and activist, spoke on the topic 'My Work My Life- Nature and Being'. Daya Bai, through her speech requested students to be involved with the discriminated set of people in the society for various social and humanitarian causes.



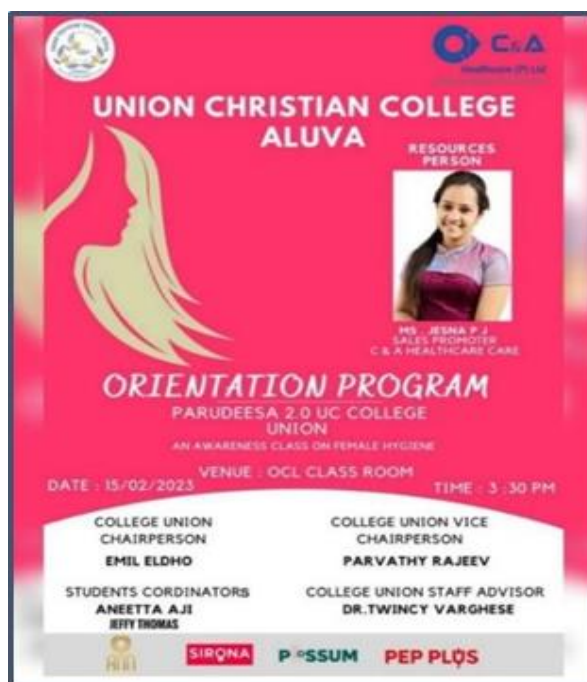
## **3. Felicitation and Award ceremony- South Zone Inter University Women's Cricket Championship 2022-'23**

The College hosted a felicitation and award ceremony, to honour the winners of the South Zone Inter University Women's Cricket Championship 2022-'23 on 9<sup>th</sup> February 2023.



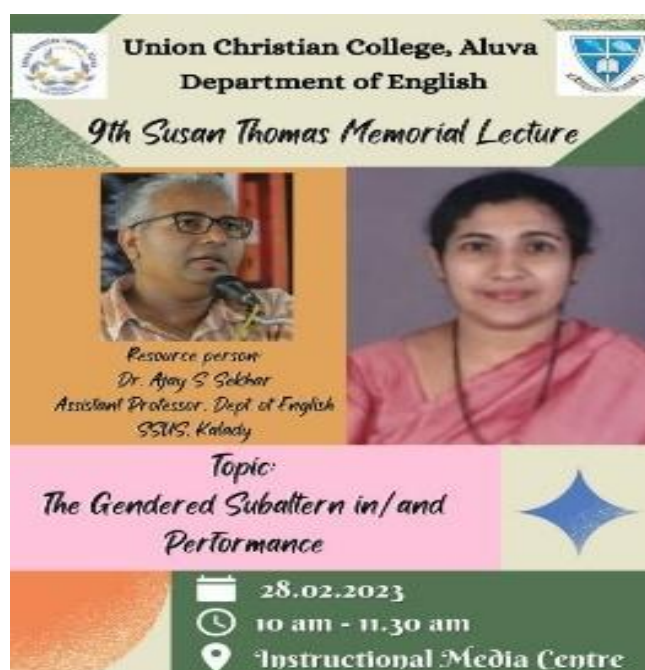
#### 4. Orientation programme on Female Hygiene

An orientation programme on female hygiene was conducted by the College Students Union in association with C&A Healthcare on 15th February 2023. The programme was open to all the students in the college and 112 students participated in the programme. The resource person was Ms. Jesna P. J. (Sales Promoter, C & A Healthcare). The class covered different topics such as changes during menstruation, personal hygiene etc.



## 5. The Gendered Subaltern in/and Performance- 9<sup>th</sup> Susan Thomas Memorial Lecture

The 9<sup>th</sup> Susan Thomas Memorial Lecture 'The Gendered Subaltern in/and Performance' was organized by the Department of English on 27<sup>th</sup> February 2023. Dr. Ajay S. Sekher, Assistant Professor of the Department of English, SSUS, Kalady was the resource person.



## 6. Gender sensitization webinar- KSWDC in collaboration with the Departments of Mathematics and History

The KSWDC in collaboration with the Departments of Mathematics and History organized a Gender sensitization webinar on 3<sup>rd</sup> March 2023. The chief speaker of the session was Surya Ishan, Transgender Activist.



## 7. Safe and Healthy Menstrual Practices and a session on Sexual and Reproductive Health

An outreach programme on safe and healthy menstrual practices and a session on sexual and reproductive health was organized by the Dept. of Zoology in association with Kadamakkudy Panchayat and JCI Cochin on 5<sup>th</sup> March 2023.

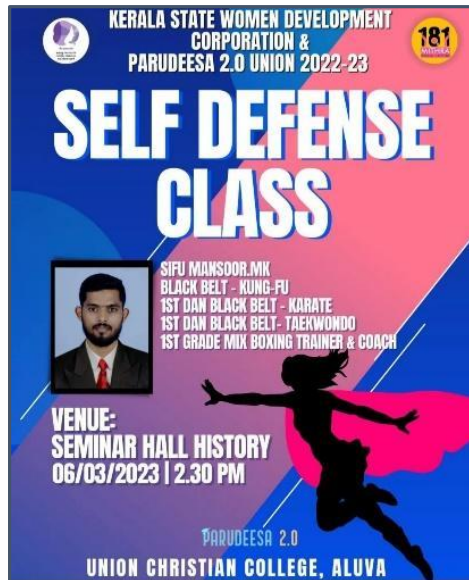


## 8. Self-Defence

In relation to women's day celebration, the College Students Union, in association with the Women Cell conducted a session on 'Self-Defence' on 6<sup>th</sup> March 2023. The class

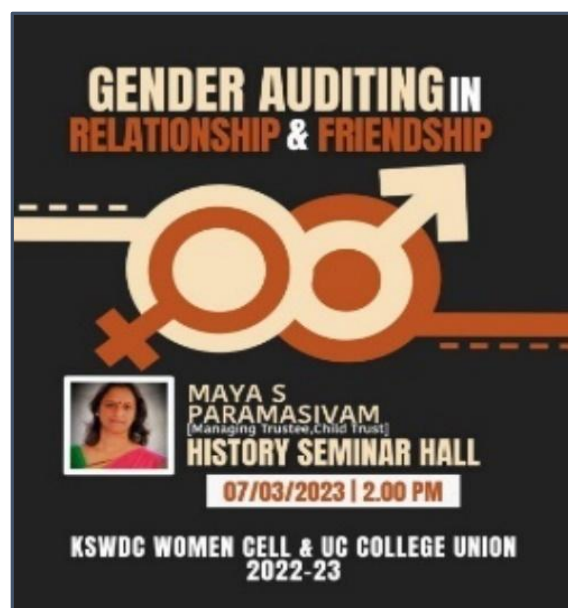


was led by Mr. Sifu Mansoor M. K. (Kung Fu-Black Belt, Karate – 1<sup>st</sup> Dan Black-Belt, Taekwondo - 1<sup>st</sup> Dan Black Belt, Mix Boxing trainer -1st grade and coach). 40 students participated in the class. The class included live demonstration and practice session.



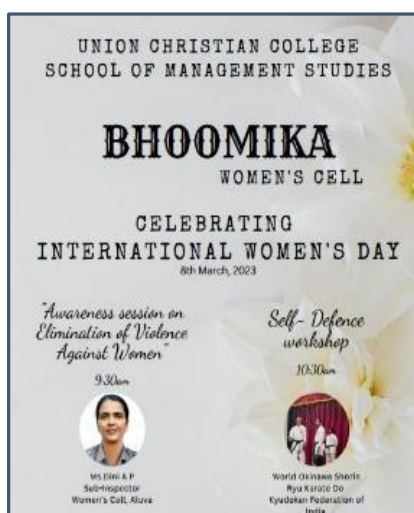
## 9. Gender Auditing in Relationship and Friendship

In connection with Women's day celebrations, the College Students Union, in association with Women cell, conducted a session on 'Gender Auditing in Relationship and Friendship' on 7<sup>th</sup> March 2023. The session was led by managing trustee of Child Trust, Ms. Maya S. Paramasivam. The class also included an interactive session. 64 students from various departments attended the programme.



## 10. Self-Defence

On the occasion of International Women's day, 8<sup>th</sup> March 2023, the MBA Department of the College organized a programme with the Regional Sub-Inspector Ms. Dini A. P. as the chief resource person. She spoke about the problems faced by women and its legal possibilities. A session on self-defence was also conducted for girls under the auspices of Kyutoko Karate Federation of India.



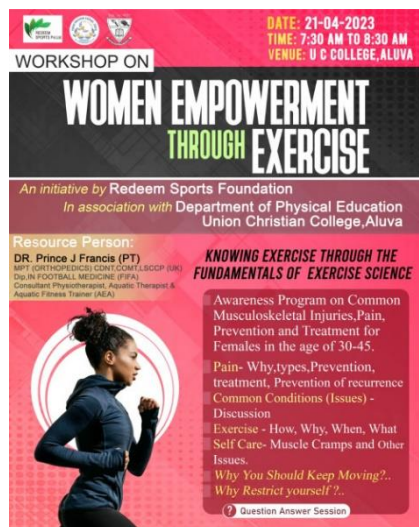
## 11. A workshop for Fabric Painting focussing on Empowerment of Women

KSWDC Women Cell and Vara Club of the College conducted a workshop for fabric painting focussing on empowerment of women on 24<sup>th</sup> March 2023.



## 12. Women Empowerment through Exercise

On 21<sup>st</sup> April 2023, the Department of Physical Education conducted a workshop on 'Women Empowerment through Exercise' in association within Redeem Sports Foundation



## 9. Feedback from students and staff on the gender sensitization/empowerment programmes and suggestions



Feedback from staff and students regarding the gender equity and sensitization programmes organized every year have been collected from time to time, and the management takes necessary steps to take corrective measures. During the year 2022-'23, the following suggestions were given by the staff and students.

- **Support Systems:** Establish support systems for victims of gender-based violence or harassment, including confidential reporting mechanisms and counseling services.
- **Review and Update Policies:** Regularly review and update college policies to ensure they reflect a commitment to gender equality. This includes policies related to admissions, recruitment, promotion, and addressing instances of harassment.
- **Diverse Representation:** Ensure diverse representation in decision-making bodies, leadership roles, and guest lectures to reflect and promote gender inclusivity.