

GENDER AUDIT REPORT SUMMARY 2022-‘23



Prepared by
Internal Quality Assurance Cell
Union Christian College, Aluva

May 2023

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1. Introduction

A gender audit is a systematic assessment of how gender considerations are integrated into policies, programs, 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:

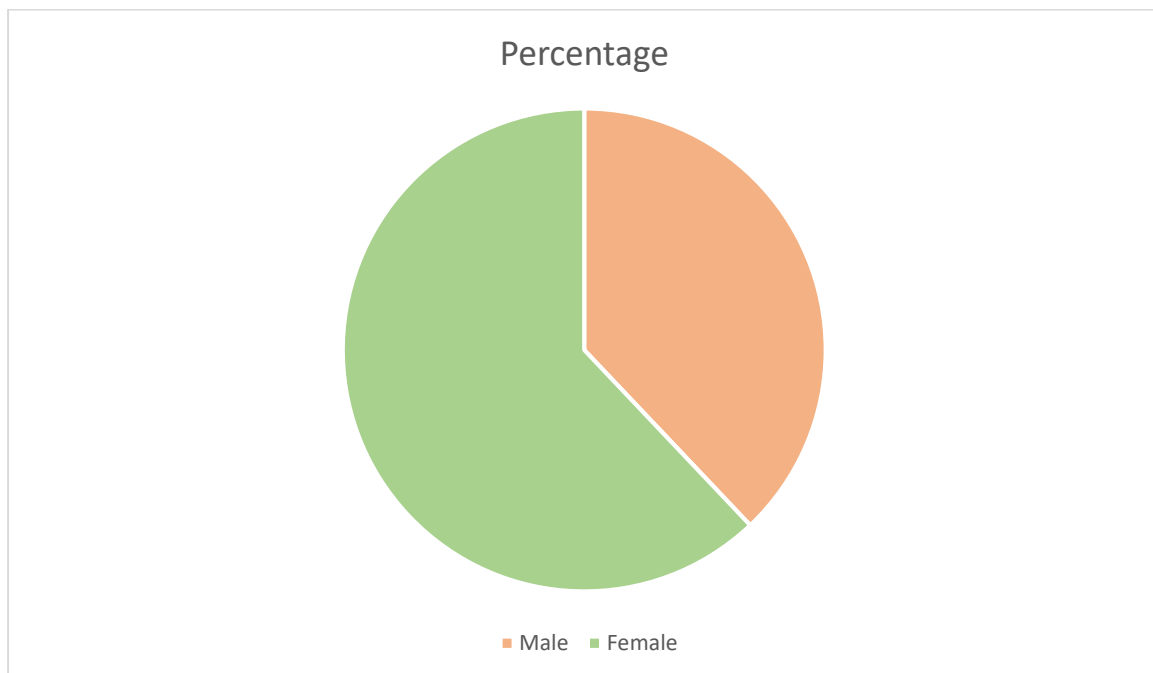
- a) Assessing and addressing gender inequalities among students, faculty, and staff within the college.
- b) Evaluating the integration of gender perspectives into academic policies, curriculum development, and teaching practices.

- 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 extracurricular activities.

4. Gender Distribution

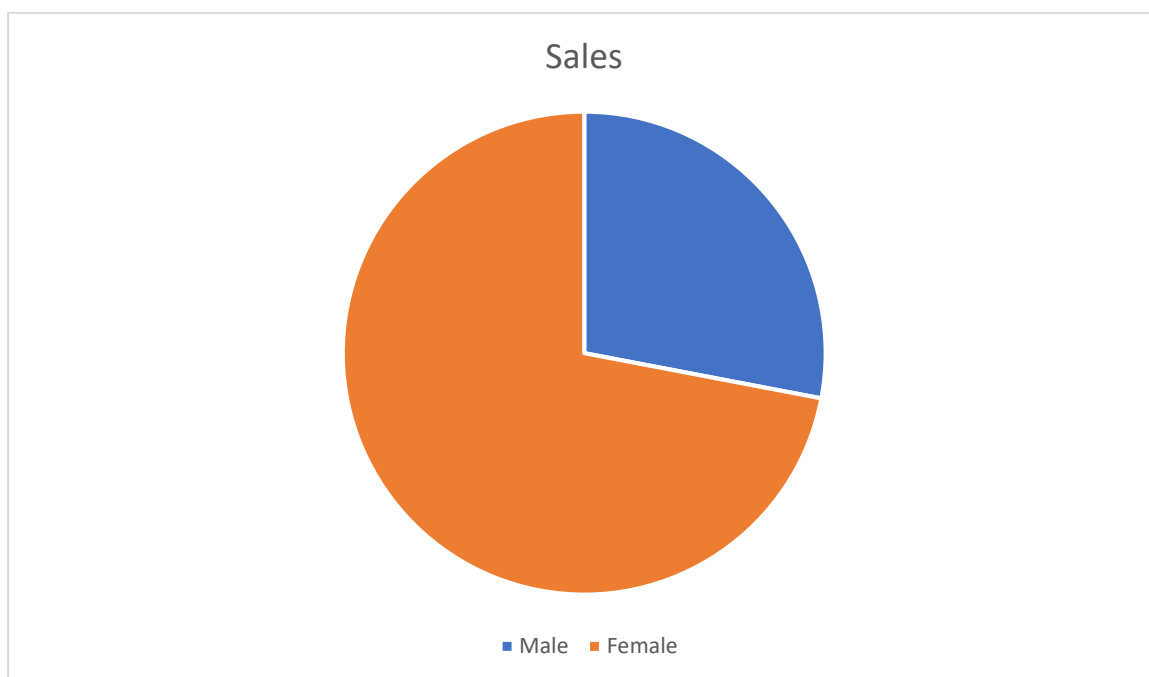
a) Gender Distribution among Students

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



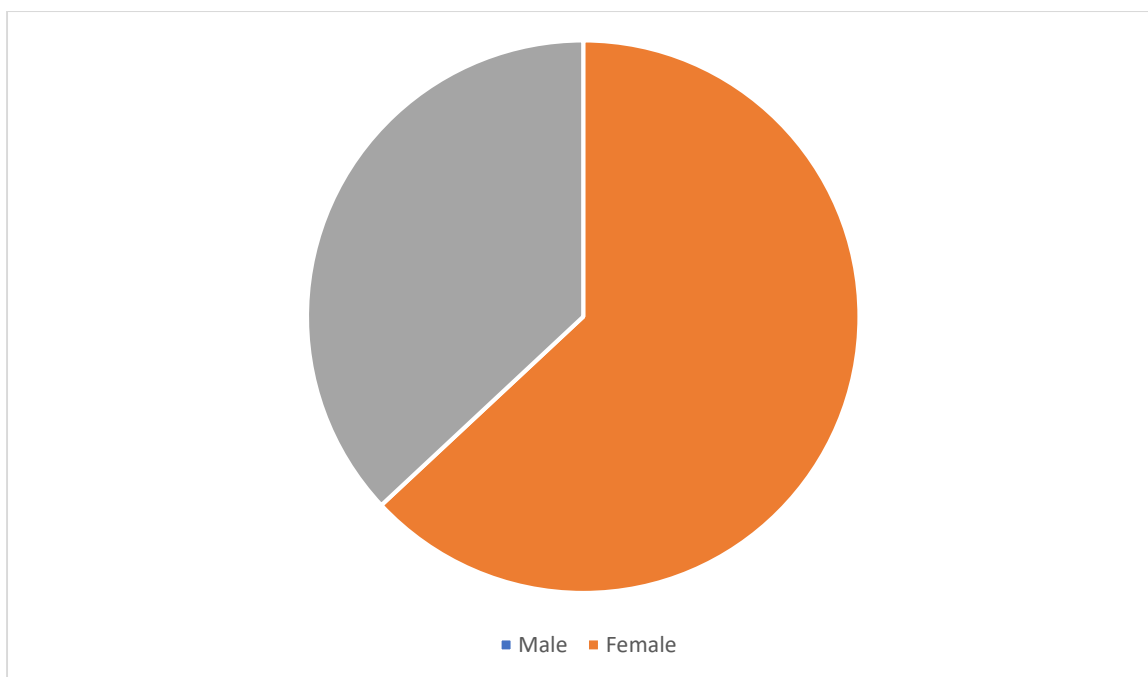
b) Gender Distribution among Teaching Staff

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



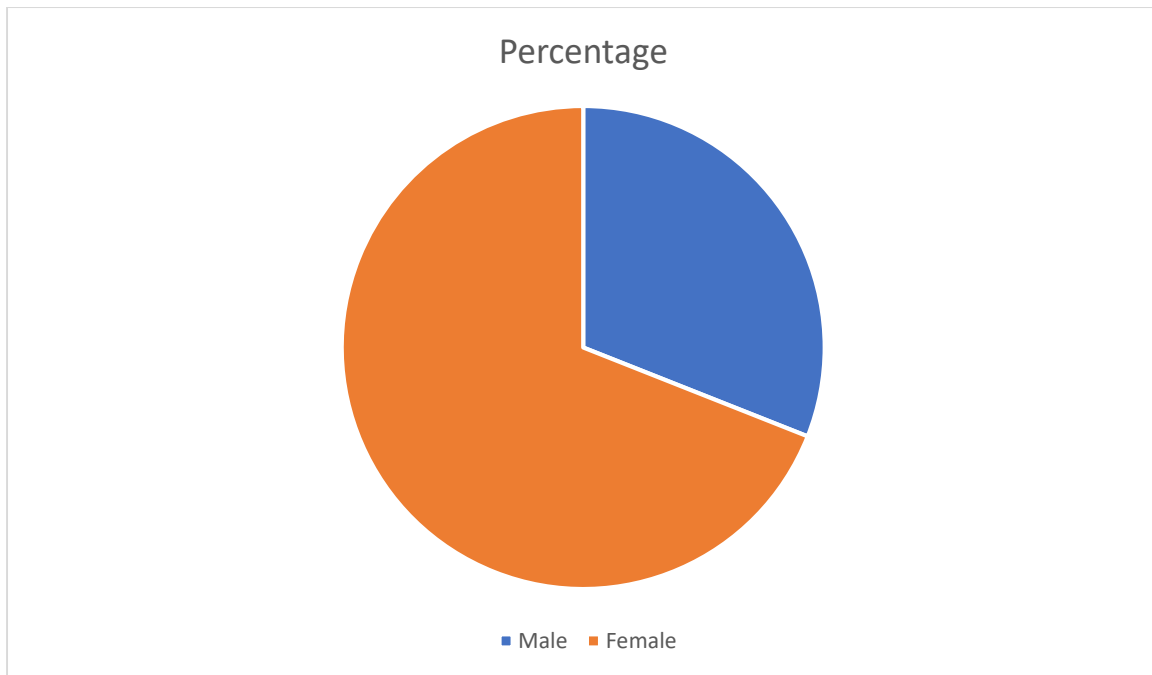
c) Gender Distribution among Non-Teaching Staff

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 wash rooms
- 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- Teaching Staff: 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 Rederessal Cell is constituted as per the MG University Order 71151/Ac. A1/2/2023/Ac. A1 dated 16 June 2023 to listen, record and scrutinise the grievances submitted to them by staff and students and take necessary steps immediately.

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

Members: Ms. Nino Baby, Dr.. Nelson Joseph, Student Representatives: Mr. Rohit Rajeev, Ms. Bijina

B., Ashlin V, 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,
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 of June 1, 2022- May 31, 2023

The Post graduate and Research Department of Zoology organized a discussion with service-learning students from the International Christian University, Japan on July 29, 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
29th July 2022 at Zoology Department

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'

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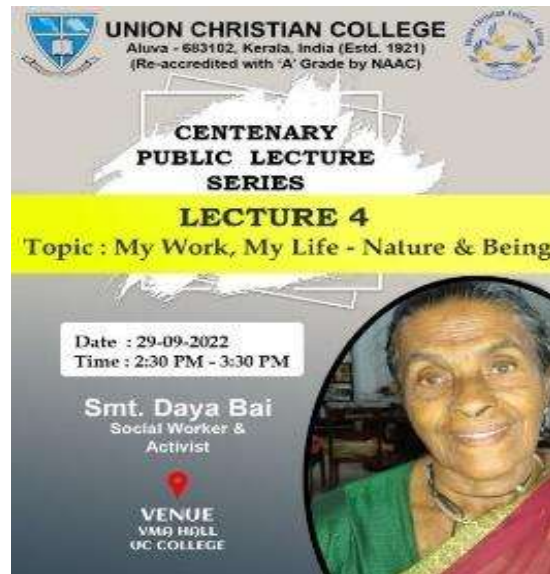








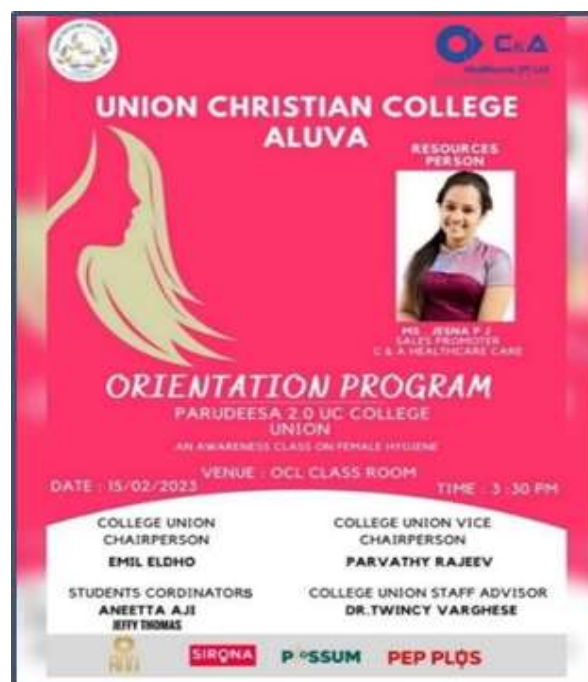
The 4th Lecture of the UC College Centenary Public Lecture Series will be held on 29th September 2022 at 2.30 pm at the VMA Hall. The Resource Person: Shri. Daya Bai renowned social worker and activist on the topic 'My work my life- Nature and Being. Daya Bai, through her speech requested students to be involved with the discriminated set of people in the society for various social and humanitarian causes.




UCC hosted a felicitation and award ceremony, for honouring the women's cricket championship winners of South zone Inter University Women's Cricket 2022-'23 on February, 09, 2023.




An awareness class on female hygiene was conducted by the college union in association with C&A Healthcare on 15th February 2023 as an orientation programme at college OCL classroom. The programme was open to all the students in the college and 112 students participated in the programme from different department. The resource person was Ms. Jesna P. J. who is the sales promoter of C & A Healthcare. The class covered different topics such as changes during menstruation, personal hygiene etc.




The 9th Susan Thomas Memorial Lecture was organized by the Department of English on 'The Gendered Subattern in/and performance' on February 27, 2023. Dr. Ajay S. Sekhar, Assistant Professor of the Department of English, SSUS, Kalady was the resource person.




Union Christian College, Aluva
Department of English




9th Susan Thomas Memorial Lecture




Resource person:
Dr. Ajay S. Sekhar
Assistant Professor, Dept. of English
SSUS, Kollam




Topic:
The Gendered Subaltern in/and
Performance






28.02.2023



10 am - 11.30 am



Instructional Media Centre

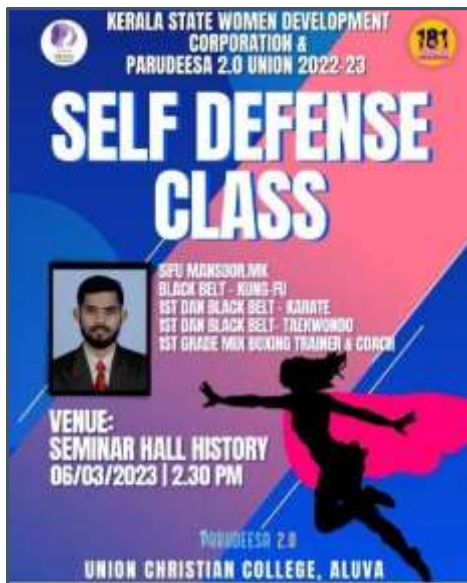
The KSWDC in collaboration with the Department of Mathematics and History organized a Gender sensitization webinar on March 03, 2023. The chief speaker of the session was Surya Ishan, Transgender Activist.



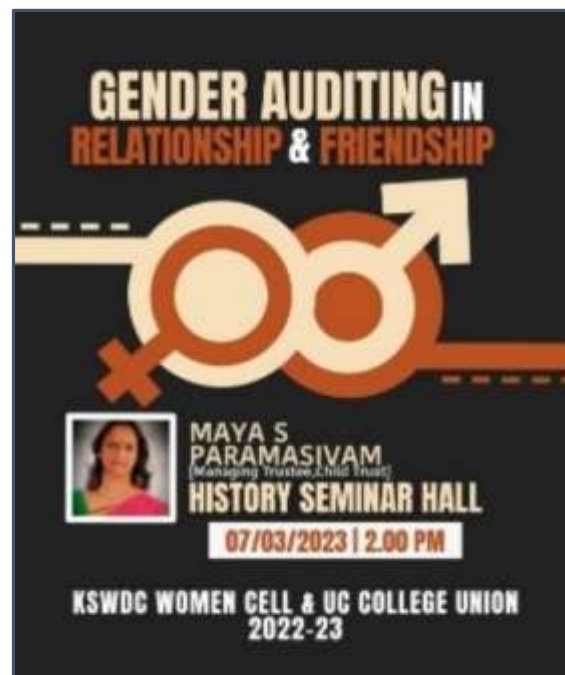
An outreach programme on safe and healthy menstrual practices and a session on sexual and reproductive health was organized by the dept. of Zoology in association with Kadamakkudy panchayath and JCI Cochin on March 5, 2023.



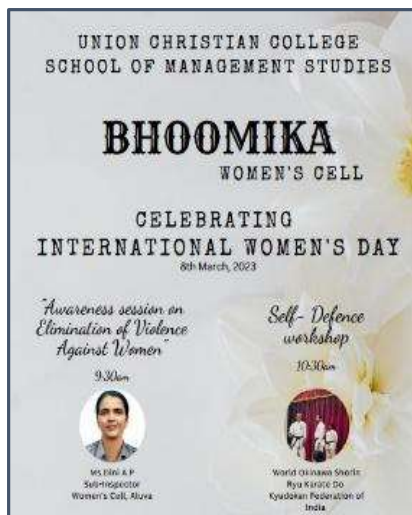
In relation to women's day celebration, college union in association with college women cell conducted a session on 'Self Defense' on March 6, 2023. The class was led by Mr. Sifu Mansoor M. K., who is black belt-kung fu, 1st dan black belt- karate, 1st dan black belt- taekwondo, 1st grade mix boxing trainer and coach. 40 students participated in the class. The class included live demonstration and practice session.



In connection with Women's day celebrations, the college union in association with Women cell, UCC conducted a session on 'Gender auditing in relationship and friendship' on March 07, 2023. The session was led by managing trustee of child trust Ms. Maya S. Paramasivan. The class also included an interactive session. 64 students from various departments attended the programme.



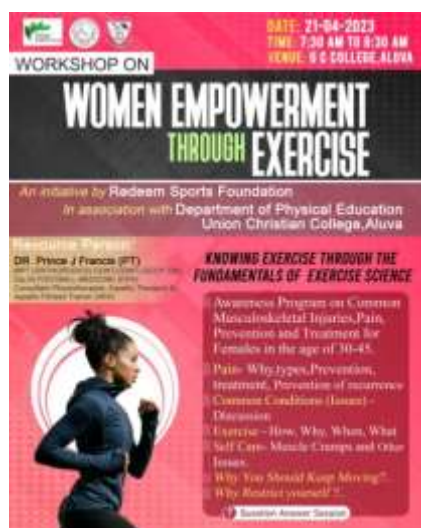
On the occasion of International Women's day, March 8, 2023, the Department of Business Administration of UCC organized a programme with the Regional Sub Inspector Ms. Dini A. P. as the chief resource person. She spoke about the problems faced by women and its legal possibilities. Then a self-defense session was also conducted for girls under the auspices of Kyutoko Karate Federation of India.



KSWDC Women Cell and Vara Club of UCC conducted a workshop for fabric painting focussing on empowerment of women on March 24, 2023.



On April 21, 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 taken 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.