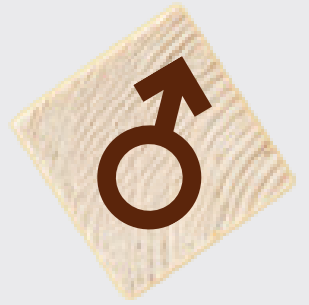


GENDER AUDIT REPORT

MES ASMABI COLLEGE



03/KITES-BD/EL/2024

24 January 2024



CERTIFICATE OF GENDER AUDIT COMPLETION

To Whomsoever It May Concern

This certifies that KITES Foundation in association with the Women Cell and Internal Quality Cell of MES Asmabi College, P Vemballur conducted a comprehensive Gender Audit at MES Asmabi College during December, 2023.

The audit assessed gender-related policies, practices, and organizational climate within MES Asmabi College, aiming to promote gender equality and inclusivity. The collaborative efforts of all parties involved ensured a thorough examination of various aspects related to gender equality within the college premises.

This certificate acknowledges and commends MES Asmabi College for their active participation and cooperation in this significant initiative towards fostering gender equality within the academic community.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ajmal Chakkarapadam".

Ajmal Chakkarapadam
Chief Executive Officer



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About the College

M.E.S. Asmabi College, managed by the Muslim Educational Society (Regd.), stands as a leading educational institution. Its inception in 1968 marked a milestone in P.Vemballur, Kodungallur, a remote coastal village in the S.N. Puram Panchayath of Thrissur District. The institution's primary aim is to empower the educationally deprived, particularly the long-excluded Muslim community in the region.

Named after Hajee Ismail Essa Sait of Cochin's mother "Asmabi," the college was initiated with his generous donation of land and building. It holds the distinction of being the sole college in Kerala bearing a Muslim woman's name. Breaking barriers of class, caste, creed, and religion, it now serves students from across Kerala and Lakshadweep.

Affiliated with Calicut University, the college boasts 2F and 12B status from the U.G.C. Currently, it offers education to over 2500 students, spanning seventeen Undergraduate Programs, six Postgraduate Programs, and three Research Centers. Notably, the institution received a re-accreditation from NAAC at B++ level in 2019.



GENDER SENSITIVE FEATURES OF THE COLLEGE

GENDER EQUITY

MES Asmabi College is dedicated to promoting gender justice, equal opportunities, and democratic freedom for all. Our gender policy aligns perfectly with our institution's vision, mission, and core values. We address gender equity through an inclusive environment and a wide range of curricular and co-curricular activities.

Curricular Aspects

Perspectives on gender equity is incorporated in Undergraduate and Postgraduate programmes through various courses. Eleven courses are offered in the Undergraduate level to conscientise students on the concept of gender. Issues and concerns related to gender are selected regularly by students for their project work, facilitated by WDC submitted to University of Calicut during the sixth semester.

Additionally, the Department of Psychology offers value-added courses, and the audit courses prescribed by Calicut University align with the principles of gender equity.



Co-curricular Aspects

A total of 51 events dedicated to gender equity were conducted between 2018 and 2023.

The Women Development Cell, Career Guidance Cell, E D Club and Incubation Cell together ensure all the departments foster gender - conscious empowerment, career development and entrepreneurship development programmes. These include women's entrepreneurial development orientations, such as meeting entrepreneurs, workshops on product making and marketing and incubation.

WDC special programs address gender-based violence, women's safety laws, and personal hygiene and women's social upliftment. The Mental Health Club focuses on mental health issues and counselling. Each year the Women's Development Cell works with the police department to provide a self-defense training programme for women. The programme is taught by committed officers.

Counselling sessions are regularly organised for students by the Department of Psychology. Special time is allotted weekly for the girls to consult the counsellors.

Institutional mechanisms for gender equity

Commitment to gender equity extends to administrative and governance positions, including the appointment of a female Vice-Principal and 14 of 27 departments headed by women.

Maintain robust institutional mechanisms for gender equity, exemplified by 77% of teaching staff and a 56 % of women in the office staff.

In student union elections, a female student consistently serves as one of the class representatives, reflecting our substantial 70% female student body. Major percentage of student strength in cell /clubs is occupied by girls students.

Gender inclusiveness

MES Asmabi College invites transgender activists and scholars which has been earmarked with the presence of prominent activists like Vijaya Raja Mallika, Seethal Syam Pinkyvisal and Heidi Sadiya, to facilitate meaningful interactions and foster a comprehensive understanding of gender.

Pride Month is celebrated with enthusiasm, marked by rallies and marches that symbolize our unwavering support for the LGBTQ+ community.



Safety and security

Our institution addresses gender consciousness through its conscious alignment in our security policy.

A designated space provides female students with amenities for physical and emotional solace; facilities include a pad vending machine and incinerator.

A student guidance center attached to the Department of Psychology addresses student well-being, stress, career guidance, and family matters.

An entry/exit registry monitors student mobility, reinforced by security personnel, ID cards, uniforms, and CCTV surveillance.

Reservations are provided in the hostel specially for women students from Lakshadweep and foreign countries.

Facilities for women in the Campus

Gender inclusiveness

The facilities available in the campus are judiciously utilised by students and they have been instrumental in their achievements at the curricular and co-curricular level. Following are the facilities available for women in the campus.

I) Hostel

II) Retiring Rooms

III) Prayer Hall

IV) Day Care Center

V) Health Club

VI) Gym attached to the Hostel

GENDER AUDIT

The institutionalization of gender equality within organizations, encompassing policies, programs, services, structures, proceedings, and budgets, is evaluated through a gender audit tool. Embracing a democratic ideal of equality within the higher education system involves recognizing diverse gender identities. Identifying and addressing any gender gaps within the educational system necessitates a comprehensive cross-sectional analysis using various socio-economic indicators. MES Asmabi College conducted a gender audit to explore and rectify such gaps, striving for equity within its campus.

This report delves into the college's policies, practices, and overall environment to assess strengths, weaknesses, and areas needing improvement in terms of gender equity. The primary goal is to comprehensively understand how gender considerations are integrated across different facets of the college, aiming to create a more inclusive and supportive community.

To achieve this goal, the women's cell, with support from the Political Science department, conducted a gender audit survey within the college campus. This survey specifically aims to uncover gender dimensions and assess the balance of genders across the college and its departments. Additionally, it endeavors to analyze the gender inequalities experienced by the students.

OBJECTIVES

The main objectives of this Gender Audit Report encompass several key areas.

Firstly, to find out the adequacy of facilities available in the campus for all genders

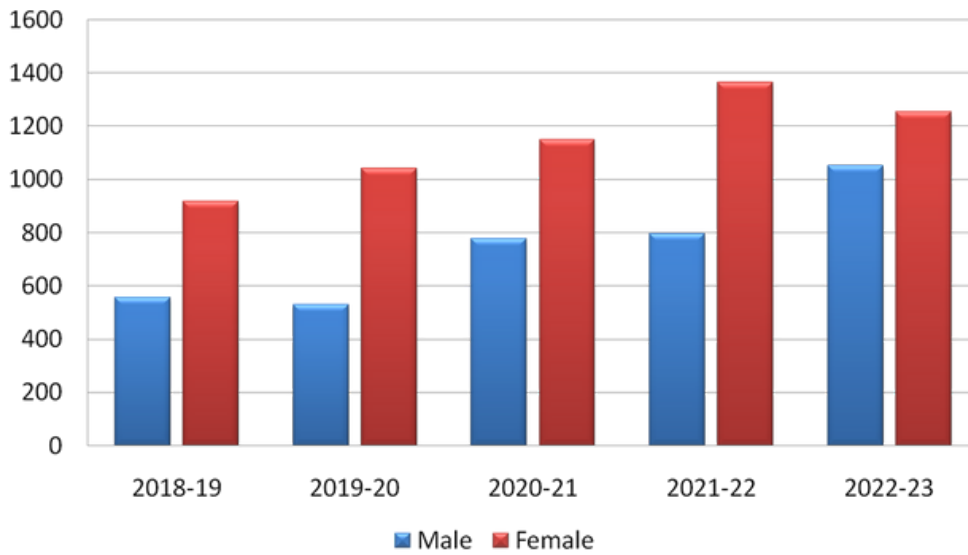
Secondly, it aims to assess the extent to which the college's policies and practices promote gender equality and inclusivity across academic, administrative, and extracurricular domains.

Thirdly, the report aims to identify any existing gender disparities in areas such as student enrolment, faculty representation, leadership positions, and resource allocation.

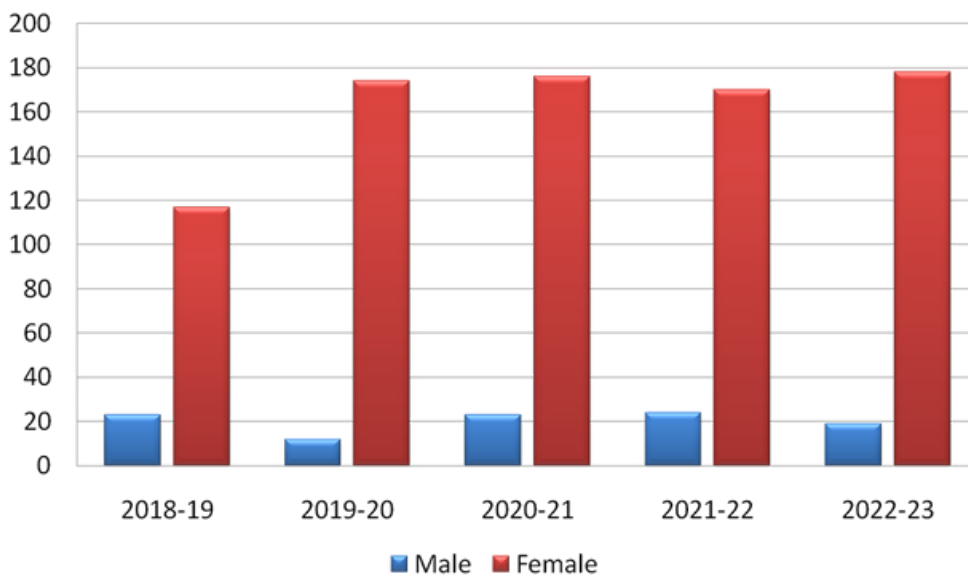
Additionally, it seeks to evaluate the effectiveness of support systems and resources available to address gender-based issues or concerns within the college community. Overall, the goal is to provide actionable insights and recommendations to enhance the college's commitment to fostering a more equitable and inclusive environment for all genders within the arts and sciences academic landscape.

Gender Balance in the College

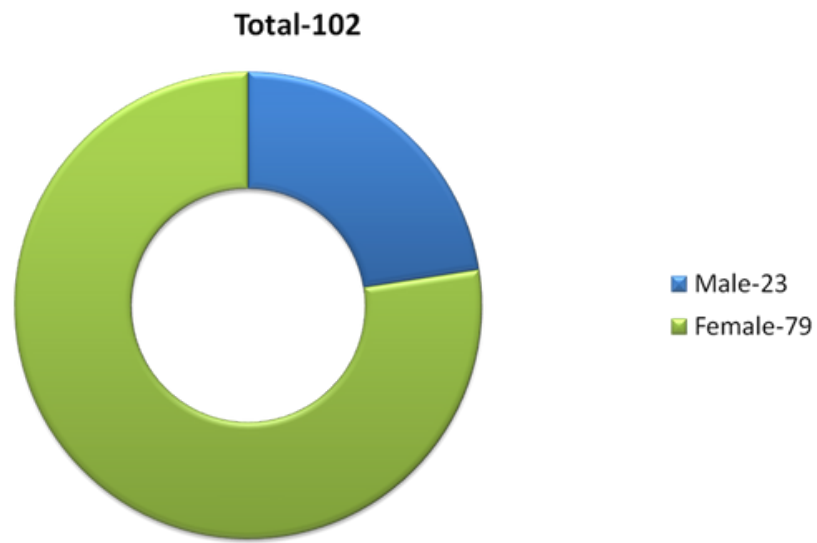
Students in UG programmes (Figure-1)



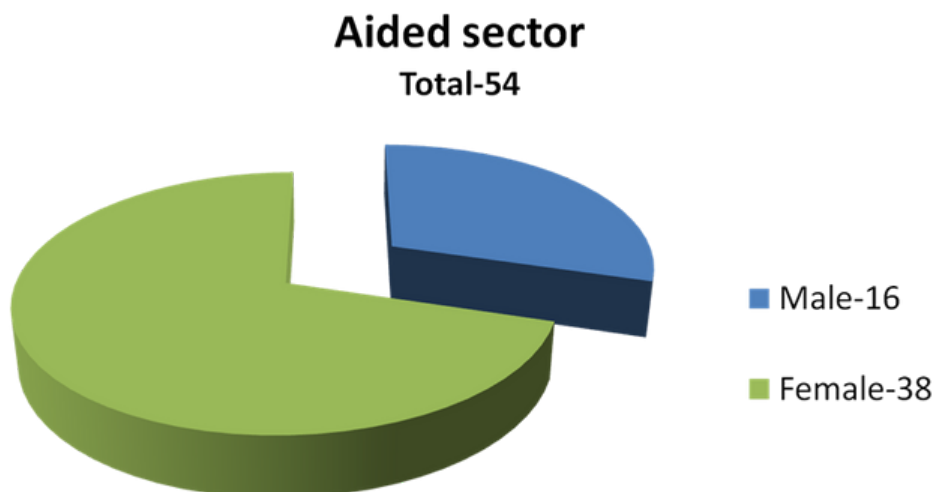
Students in PG programmes (Figure-2)



Total number of teachers (Figure-3)



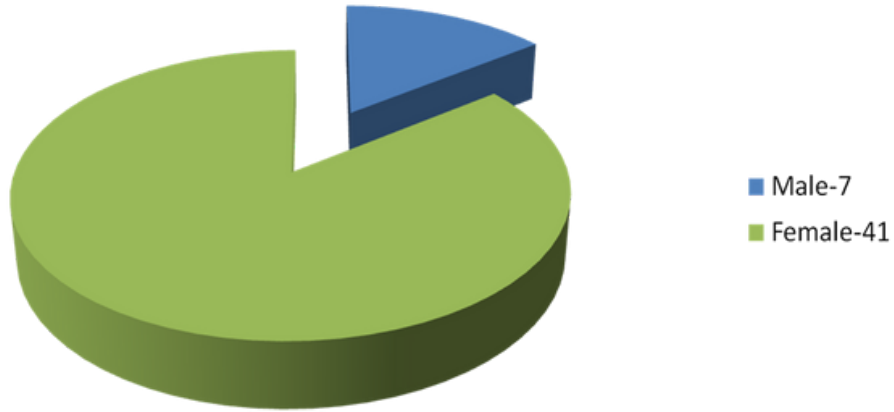
Teaching Staff (Figure-4)



(Figure-5)

Self financing sector

Total-48



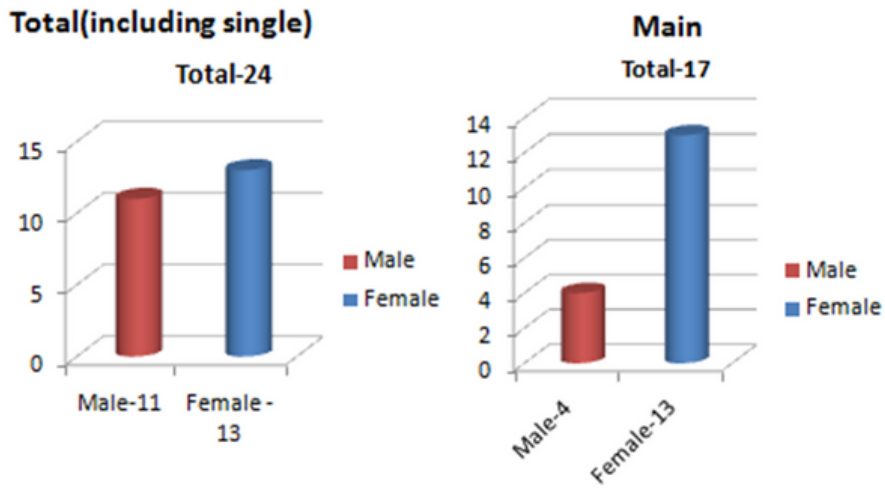
Non teaching staff (Figure-6)

Total-37

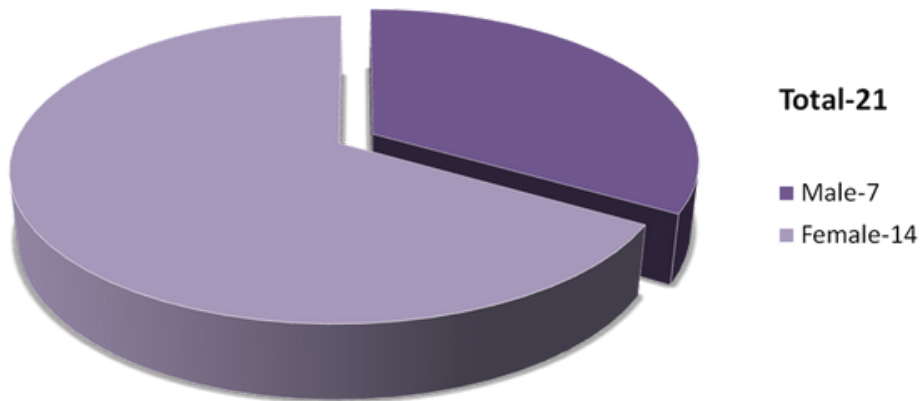


(Figure-7)

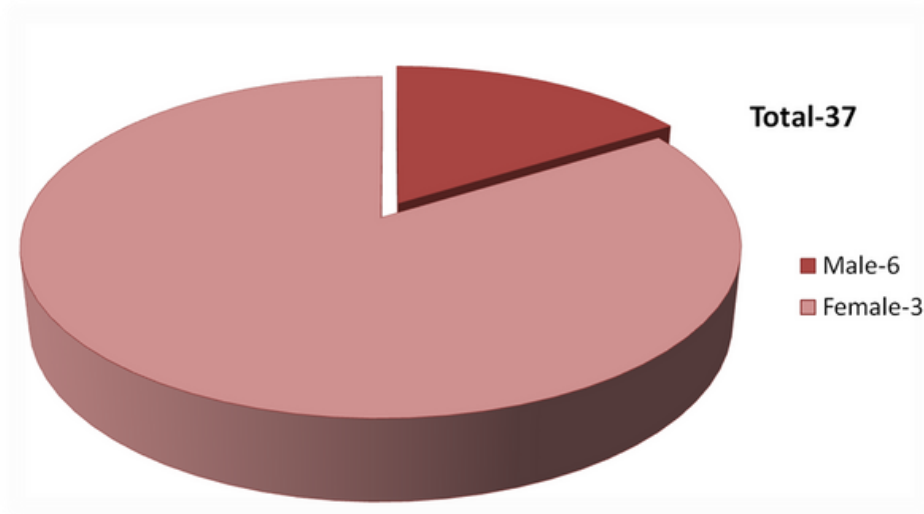
Head of the Departments



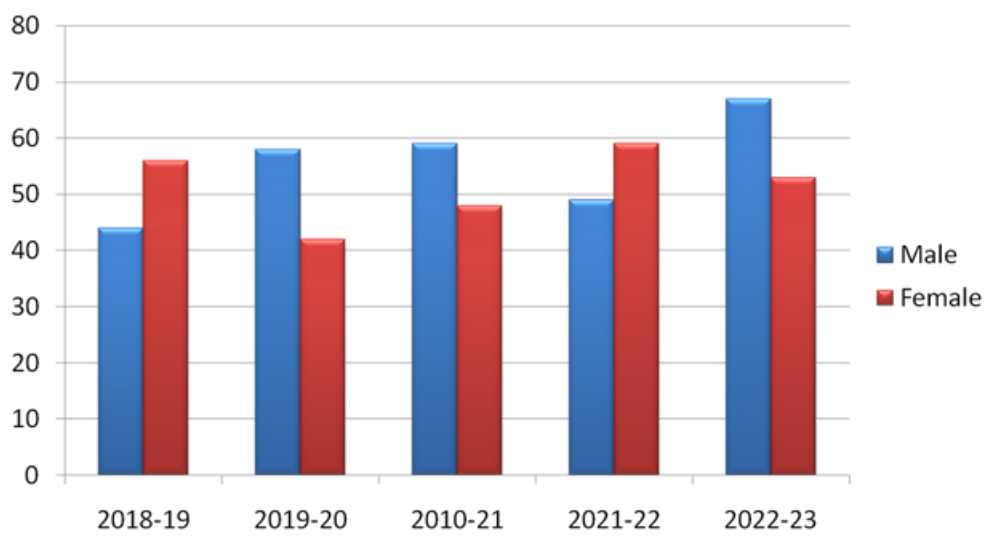
Research guides (Figure-8)



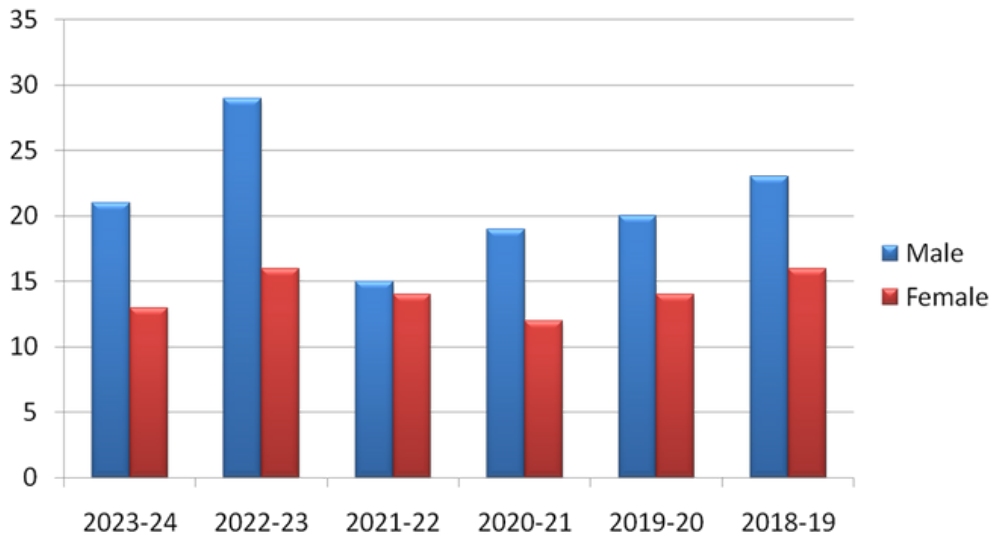
Research scholars (Figure-9)



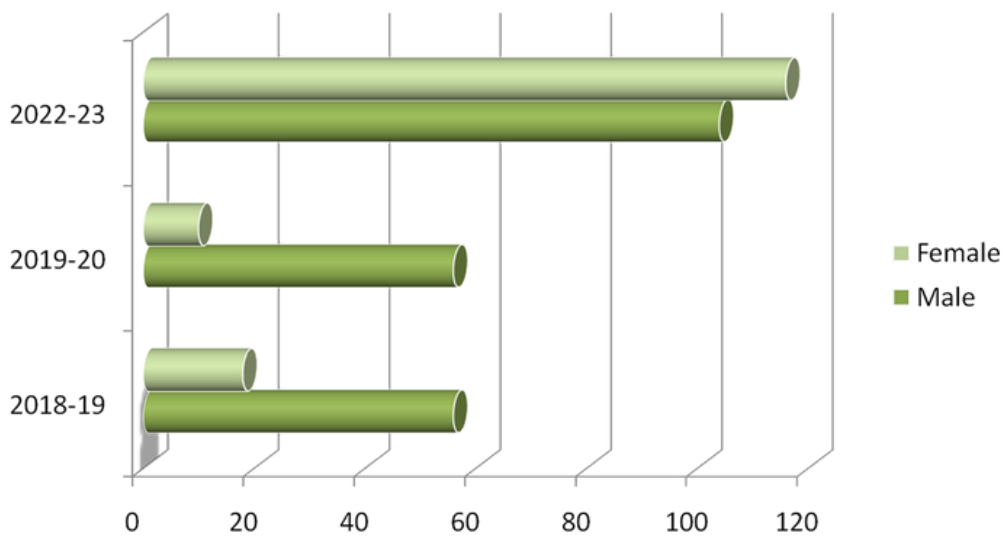
Students enrolled in NSS(Figure-10)



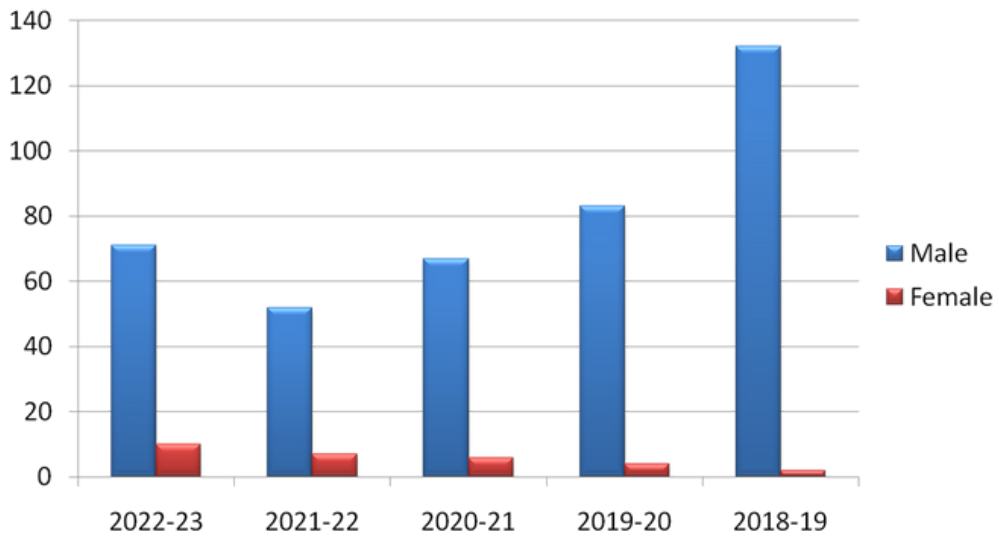
Students enrolled in NCC (Figure-11)



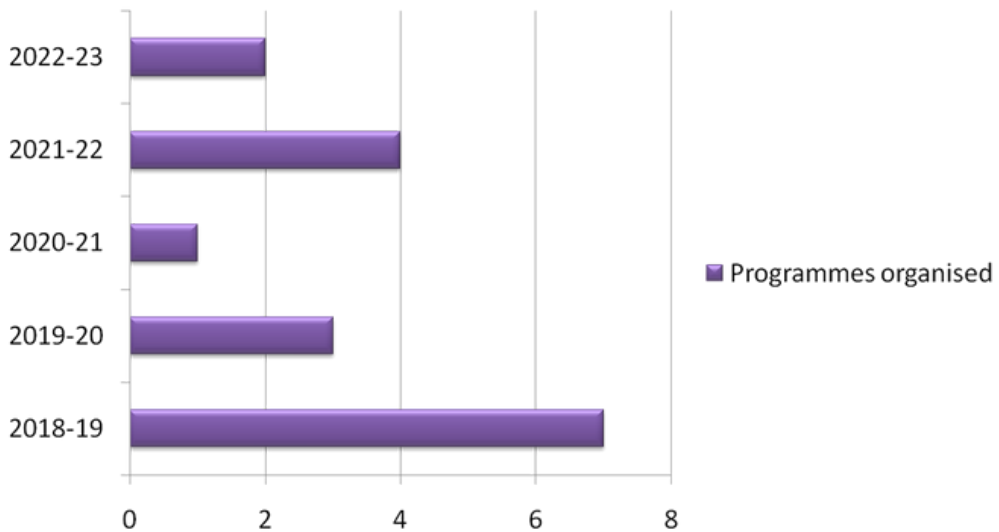
Participation in Zonal arts festival (Figure-12)



Sports- participation in university level (Figure-13)



Women Development Cell (Figure-14)



SAMPLE SURVEY

The Women's Cell, in association with the Internal Quality Assurance cell, initiated a gender audit survey within the college premises. This survey aims to gauge students' perceptions regarding the college's gender sensitivity, including its infrastructure and internal complaint resolution mechanisms. Moreover, it endeavors to analyze and address the gender disparities experienced by the students.

Questionnaire

- The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.
 - agree
 - disagree
 - No opinion
 - strongly agree
 - strongly disagree
- Awareness of the existence of Internal Complaint Committee
 - agree
 - disagree
 - No opinion
 - strongly agree
 - strongly disagree
- Awareness of Students about Women Cell activities
 - agree
 - disagree
 - No opinion
 - strongly agree
 - strongly disagree



- Adequate numbers of toilets are available in the campus for girls

- agree
- disagree
- No opinion
- strongly agree
- strongly disagree

- Adequate disposal bins are available in the toilet

- agree
- disagree
- No opinion
- strongly agree
- strongly disagree

- The classroom offers equal opportunities to all


- agree
- disagree
- No opinion
- strongly agree
- strongly disagree

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

- agree
- disagree
- No opinion
- strongly agree
- strongly disagree

- The equal opportunity to all genders for participation in sports

- agree
- disagree
- No opinion
- strongly agree
- strongly disagree

- 
- The equal opportunity to all genders for participation in arts
 - agree
 - disagree
 - No opinion
 - strongly agree
 - strongly disagree

 - The equal opportunity to all genders for participation college union activities
 - agree
 - disagree
 - No opinion
 - strongly agree
 - strongly disagree

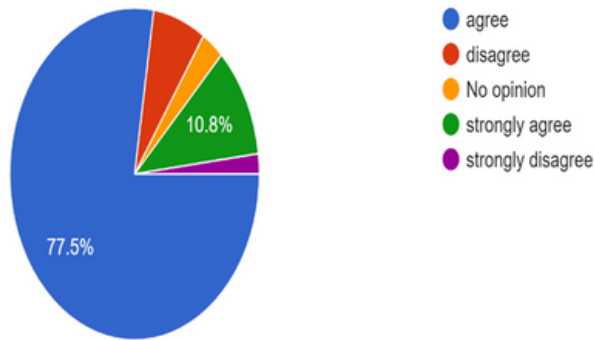
 - The equal opportunity to all genders for participation in NSS
 - agree
 - disagree
 - No opinion
 - strongly agree
 - strongly disagree

 - The equal opportunity to all genders for participation in NCC
 - agree
 - disagree
 - No opinion
 - strongly agree
 - strongly disagree

RESULT ANALYSIS

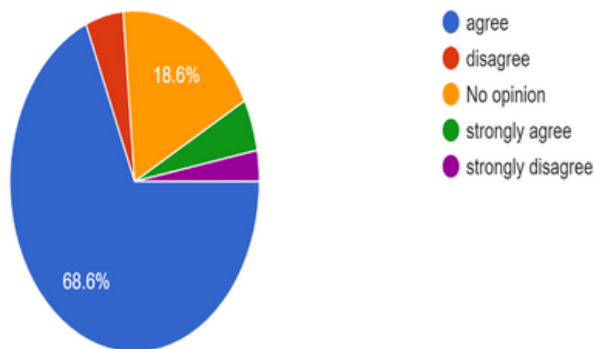
The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.

102 responses



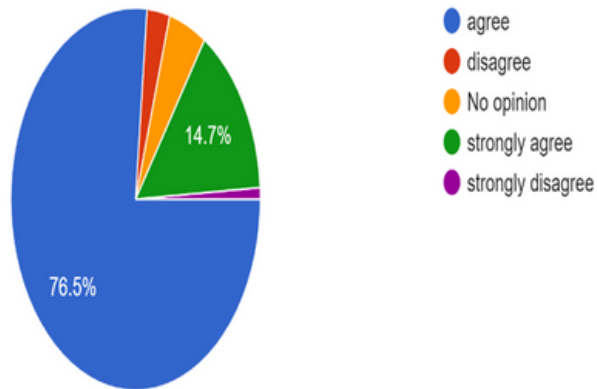
Awareness of the existence of Internal Complaint Committee

102 responses



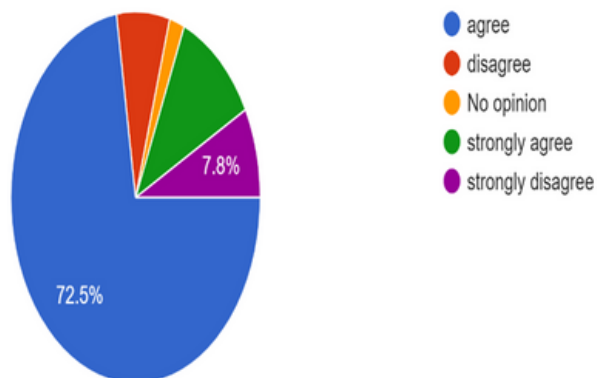
Awareness of Students about Women Cell activities

102 responses



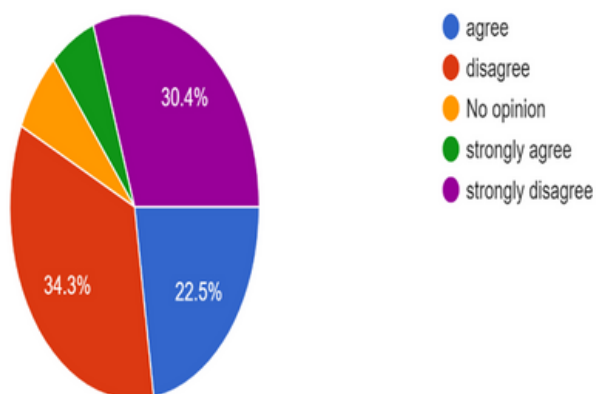
Adequate numbers of toilets are available in the campus for girls.

102 responses



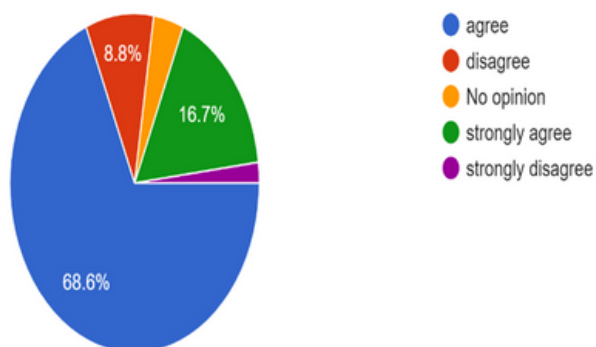
Adequate disposal bins are available in the toilet

102 responses



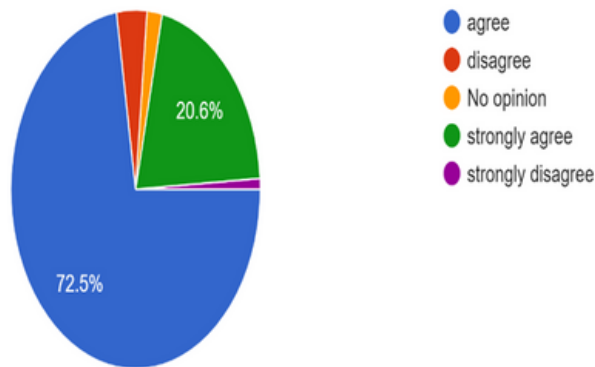
The classroom offers equal opportunities to all

102 responses



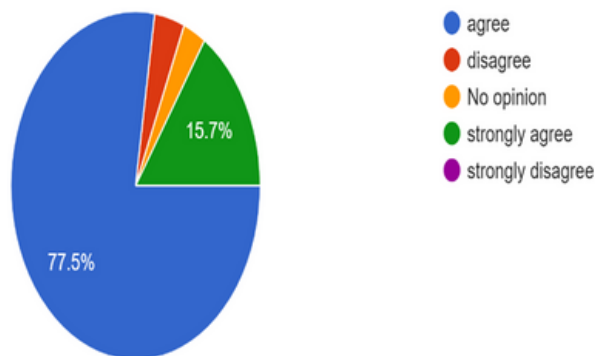
The equal opportunity to all genders for participation in arts

102 responses



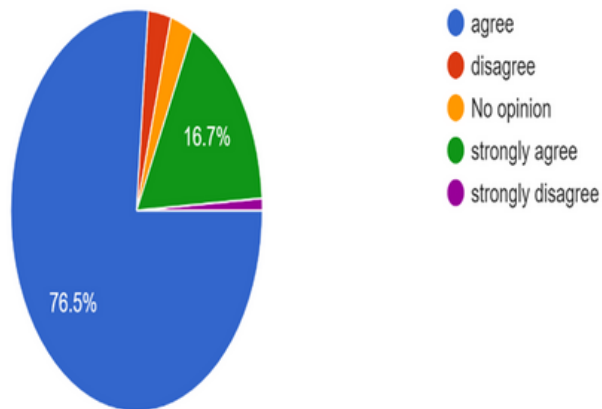
The equal opportunity to all genders for participation in NSS

102 responses



The equal opportunity to all genders for participation in NCC

102 responses



FINDINGS

- Enrolment numbers in PG programs show a significant dominance of female students, exceeding 80%.
- In PhD programmes 80% scholars are females among registered PhD Scholars.
- Within NSS, 50% of volunteers are girls, and this number is consistently rising in subsequent years.
- NCC boasts 52% male cadets among its ranks.
- Across various classes, girls outnumber boys in enrolment.
- Majority of the students (76.5%) are aware about the functioning of Women Development Cell in the campus
- Majority of students said that there is equal opportunity to all genders for free and fair expression of ideas.
- Over the years, girls have showcased higher participation in cultural activities compared to boys.
- 34.3% students not agreed to adequate facilities are available inside the toilets keeping in mind the need of the girl students.
- Sports, however, witness a higher participation of boys than girls.
- Among the regular teaching staff, females outnumber males in terms of strength.



CONCLUSION AND SUGGESTIONS

- Organize awareness programs covering legal rights, medical awareness, and martial arts accessible to all gender categories.
- Enhance washroom facilities and recreational amenities due to a larger female presence on campus.
- Improve basic facilities like sanitary pad vending machines and incinerators in girls' restrooms.
- Implement regular sports programs for women.
- Expand residential and hostel facilities especially for women.
- Increase understanding and utilization of the ICC's potential among the beneficiary community.
- Conduct empowerment-focused programs by the Women's Development Cell.
- Every complaint concerning gender discrimination, regardless of its scale, should be addressed with utmost seriousness to ensure justice for the petitioner.
- The college should establish a procedure to forward students' petitions and complaints regarding gender discrimination and associated violations occurring outside the campus to the police or relevant authorities.