



# SIR SYED COLLEGE

Karimbam, Taliparamba, 670142,  
Kannur, Kerala

## GENDER AUDIT REPORT

Internal Quality Assurance Cell (IQAC)



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## **Introduction to Sir Syed College, Taliparamba**

Sir Syed College, Taliparamba, is a premier institution dedicated to imparting quality education and fostering holistic development of its students. With a rich history of academic excellence and a strong commitment to social responsibility, the college strives to create an inclusive and equitable learning environment for all.

### **What is Gender Audit?**

A gender audit is a systematic assessment of the gender dimensions within an institution. It involves a comprehensive analysis of policies, practices, and procedures to identify gender disparities, biases, and inequalities. The objective is to understand the existing gender landscape, identify gaps, and develop strategies to promote gender equality and equity.

### **Gender Audit Committee**

<b>Sl No</b>	<b>Name</b>	<b>Designation</b>	<b>Institution</b>
1.	Dr. Ismail Olayikkara	Chairman	Principal, Sir Syed College, Taliparamba
2.	Dr. Tajo Abraham	Convener	IQAC Coordinator, Assistant Professor, Dept. of Botany, Sir Syed College, Taliparamba
3.	Deepa Mohan	Member	Assistant Professor, Dept. of Sociology, CAS College, Madayi
4.	Fathimath Nitasha Beegum	Member	Assistant Professor, Dept. of Statistics, Sir Syed College, Taliparamba
5.	Haseena K P	Member	LASS Secretary & Assistant Professor, Dept. of Commerce, Sir Syed College, Taliparamba

## **Objectives of Gender Audit**

The primary objectives of conducting a gender audit at Sir Syed College, Taliparamba are:

- To assess the current status of gender equality and equity within the institution.
- To identify gender-based disparities and biases in policies, practices, and procedures.
- To analyse the representation of women in different levels of the institution, including faculty, staff, and students.
- To evaluate the support systems available for women students, faculty, and staff.
- To recommend strategies for enhancing gender sensitivity and promoting gender equality.

## **Methodology Followed for the Audit**

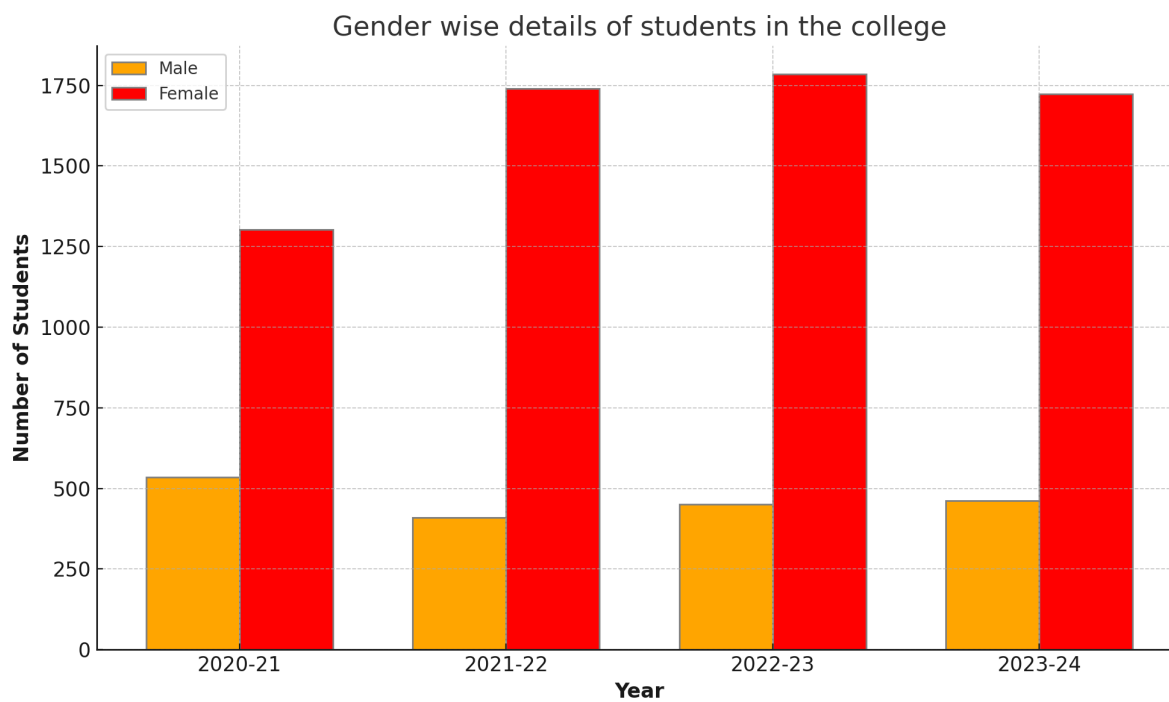
The gender audit at Sir Syed College, Taliparamba was conducted using a mixed-methods approach. The methodology included:

- **Desk Review:** Analysis of existing policies, documents, and data related to gender, such as admission data, faculty profiles, student grievances, and anti-sexual harassment committee reports.
- **Focus Group Discussions:** Conducting focused group discussions with students, faculty, and staff to delve deeper into gender-related issues and challenges.
- **Interviews:** In-depth interviews with key stakeholders, including the college administration, faculty leaders, and student representatives, to gather qualitative data.
- **Observations:** Direct observation of campus facilities, infrastructure, and activities to assess gender inclusivity.

## Gender Balance within the Institution

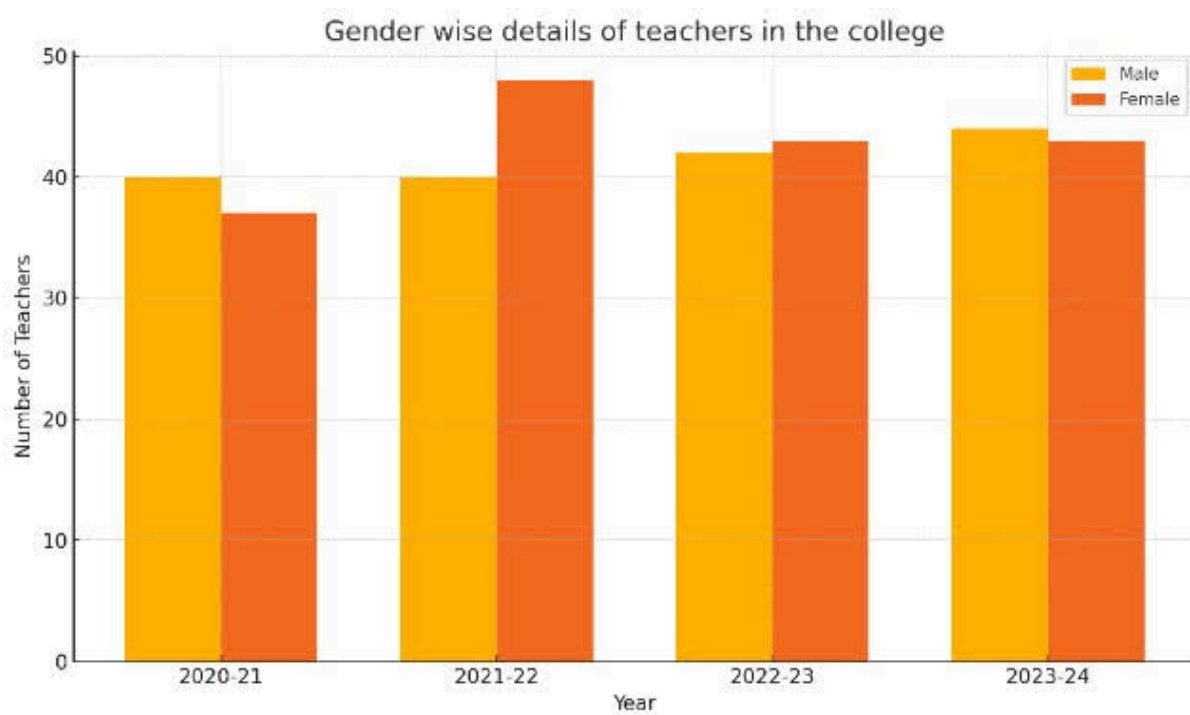
Gender wise details of students in the college:

Year	Total No of Students	Male	Female	Transgender	% of Male	% of Female
2020-21	1837	535	1302	0	29.1	70.9
2021-22	2150	410	1740	0	19.1	80.9
2022-23	2234	450	1784	0	20.1	79.9
2023-24	2185	462	1723	0	21.1	78.9



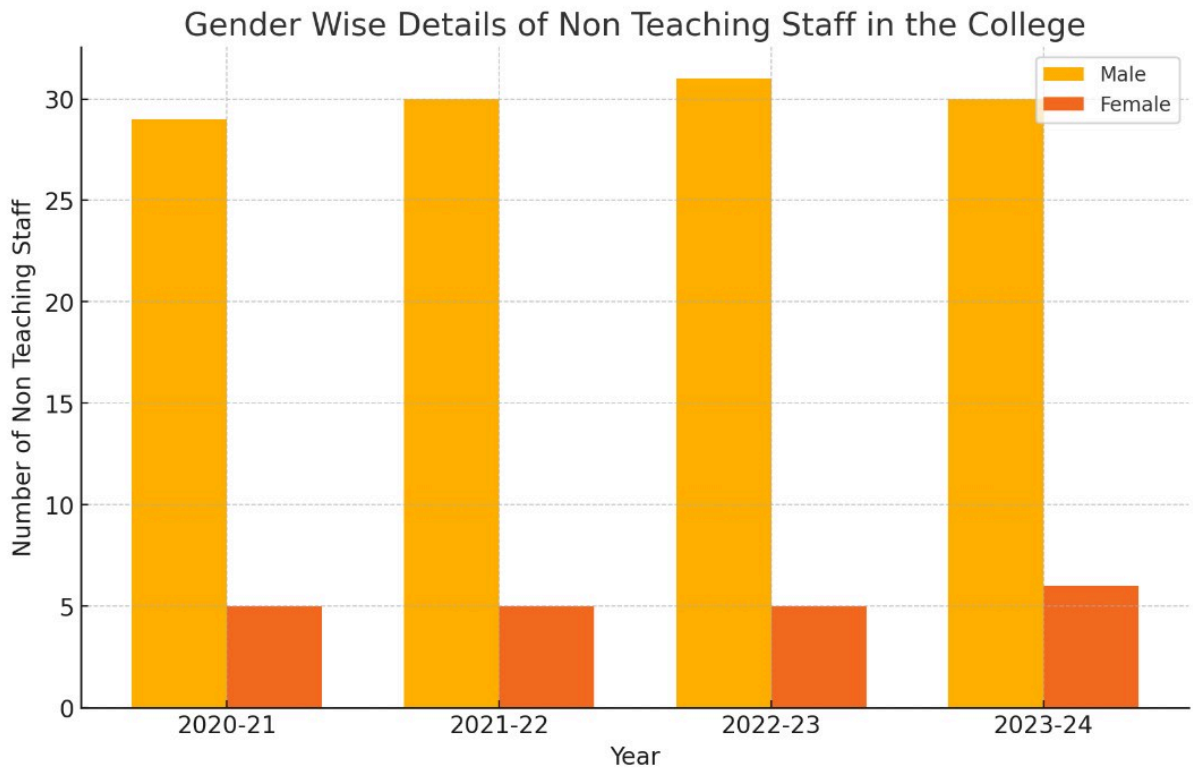
Gender wise details of teachers in the college:

Year	Total No	Male	Female	% of Male	% of Female
2020-21	77	40	37	51.9	48.1
2021-22	88	40	48	45.5	54.5
2022-23	85	42	43	49.4	50.6
2023-24	87	44	43	50.6	49.4



Gender wise details of non teaching staff in the college:

Year	Total No	Male	Female	% of Male	% of Female
2020-21	34	29	5	85	15
2021-22	35	30	5	85.7	14.3
2022-23	36	31	5	86.1	13.9
2023-24	36	30	6	83.3	16.7



## **Gender Sensitisation Initiatives:**

### **LASS: Empowering Women on Campus**

The Ladies Association of Sir Syed College (LASS) is an association of girl students and female teachers of the college. LASS is a platform that empowers female students to address their concerns, challenges, and aspirations. Through workshops, seminars, and counselling services, LASS aims to create a supportive community and foster leadership skills among female students.

Collaborating closely with the Women and Child Welfare Department, LASS undertakes a range of initiatives to address the specific needs and challenges faced by women on campus.

#### **Key functions and activities of LASS include:**

- **Advocacy and Support:** LASS serves as a platform for female students to voice their concerns, seek support, and advocate for their rights. The association provides a safe space for students to share their experiences and seek guidance on various issues.
- **Mentorship and Guidance:** LASS organises mentorship programs pairing senior female students with their juniors to provide academic, personal, and career guidance. This helps create a strong support network for new students.
- **Awareness Creation:** LASS conducts workshops, seminars, and awareness campaigns on issues such as gender equality, sexual harassment, mental health, and women's empowerment. These initiatives aim to educate the campus community about gender-related concerns and promote a culture of respect.
- **Collaboration with External Agencies:** LASS works closely with the Women and Child Welfare Department and other relevant organisations to access resources and expertise. This collaboration enables LASS to provide comprehensive support to female students.
- **Recognition and Appreciation:** LASS celebrates the achievements of female students and faculty by organising award ceremonies and felicitations. The annual recognition of girl achievers on Women's Day is a highlight of the association's activities.



- **Community Outreach:** LASS engages in community outreach programs to address issues affecting women in the larger society. This helps to broaden the association's impact and create a positive social change.

By undertaking these initiatives, LASS contributes significantly to the overall well-being and empowerment of female students on campus. It fosters a sense of community, provides essential support services, and advocates for gender equality.

### **Physical Infrastructure: Creating Inclusive Spaces**

- **Ladies Retreat:** This dedicated space serves as a sanctuary for female students, providing a quiet and comfortable environment for relaxation, study, and social interaction. Equipped with necessary amenities such as comfortable seating, study tables, and refreshments, the Ladies Retreat fosters a sense of belonging and well-being among female students.
- **Girls Room:** Designed to cater specifically to the needs of female students, the Girls Room offers a recreational space for leisure activities, group discussions, or simply unwinding. It promotes a sense of community and camaraderie among female students.
- **Washroom Facilities:** The institution prioritises the hygiene and safety of female students by providing clean, well-maintained, and accessible washroom facilities exclusively for their use. This ensures privacy and comfort, fostering a positive learning environment.

### **Support Systems: Empowering and Protecting**

- **Ladies Hostel:** The institution provides safe and secure accommodation exclusively for female students. The hostel environment is designed to promote academic excellence, personal growth, and a sense of belonging.
- **Counseling Center:** A dedicated centre offering psychological support and counselling services to students, addressing issues related to gender, relationships, and personal well-being.
- **Permanent Cell to Combat Sexual Harassment:** The institution has established a dedicated cell to prevent and address sexual harassment. This

cell comprises trained personnel who provide confidential counselling, support, and legal assistance to survivors.

- **Internal Complaint Committee:** The Internal Complaint Committee (ICC) is an independent body responsible for receiving, investigating, and redressing complaints of sexual harassment. The ICC ensures a fair and impartial process for addressing such complaints.
- **Gender Equality Cell:** A dedicated body to promote gender equality, address gender-based issues, and implement initiatives to create a gender-inclusive campus

### **Awareness and Skill Development**

- **Seminars and Workshops:** Regular seminars and workshops on gender equality, women's rights, and gender-based violence to raise awareness and challenge stereotypes.
- **Self-Defense Classes:** Empowering female students with self-defence skills to enhance their safety and confidence.
- **Premarital Counselling:** Offering pre-marital counselling to couples to address gender roles, expectations, and communication within relationships.

### **Representation and Empowerment: Breaking Barriers**

**NCC for Girls:** Led by a female Associate NCC Officer to provide mentorship and guidance, the senior wing of the National Cadet Corps (NCC) offers female students opportunities for leadership development, discipline, and character building. By encouraging participation in NCC, the institution empowers female students to take on leadership roles and contribute to nation-building.

**Representation in Academic and Administrative Bodies:** The institution actively promotes gender equality by ensuring adequate representation of women, both female members of the faculty and girl students in academic and administrative positions. By providing women with opportunities to contribute to decision-making, the institution fosters a culture of inclusivity and equity.

## **Conclusion and Recommendations**

The gender audit conducted at Sir Syed College, Taliparamba, presents a comprehensive assessment of gender dynamics within the institution. While the college has made significant strides in achieving gender parity, particularly in student enrollment, there is scope for improvement in faculty representation and leadership positions.

The audit highlights the implementation of various gender sensitization initiatives aimed at creating a supportive and inclusive campus environment for women. These initiatives encompass physical infrastructure, support systems, awareness programs, and empowerment opportunities. The LASS, in particular, has emerged as a crucial platform for female students to voice their concerns, seek support, and contribute to the overall well-being of the campus community.

Sir Syed College's commitment to gender equality is evident through the implementation of various initiatives aimed at creating a supportive and inclusive campus environment for women. The college has made significant progress in addressing gender-related issues, but there is still room for improvement.

To further enhance gender equality, the college should prioritise the following recommendations:

- Increase the representation of women in faculty and leadership positions through targeted recruitment and mentorship programs.
- Expand gender sensitization training to encompass all members of the college community.
- Strengthen the LASS association by providing adequate resources and support.
- Conduct regular gender audits to monitor progress and identify emerging challenges.
- Collaborate with external stakeholders to enhance the impact of gender equality initiatives.