

GENDER AUDIT

2022-23



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PRINCIPAL
P.K.M. COLLEGE OF EDUCATION
KAITHAPRAM. P. O., MADAMPAM
SREEKANDAPURAM, KANNUR DT.,-670631



P.K.M. COLLEGE OF EDUCATION

All India to Kannur University
Accredited by NAAC with 'A' Grade

Gender Audit Members

External Audit Team

External Auditor : Dr. Sunitha Joseph

(Asst. Professor in Economics, SES College, Sreekandapuram)

Local Body Member : Dr. Philomina K.V

(Municipal Chairperson , Sreekandapuram Municipality)

Internal Internal Audit Team

Internal Auditor : Dr. Veena Appukuttan

(Asso.Prof.in Social Science & IQAC Co-ordinator)

Members : 1. Dr. Maya J Pillail

(Associate Professor in General Education)

2. Adithya Raj T.K & Aparna Pradeep

(Dept. of Social Science)



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KANNUR DISTRICT, MADAMPAM
SREEKANDAPURAM, KANNUR DT.,-670631

AUTHENTICATION

This is to certify that we have conducted a gender audit for P.K.M College of Education, Madampam to assess the gender ratio and the gender awareness among the staff and students. The measures and actions taken by the college management towards gender equality are highly appreciable and commendable.



Dr. Sunitha Joseph

(External Auditor)

Assistant Professor,
Department of Economics,
SES college, Sreekanthapuram

Date: 07/03/2023

Place: Madampam



Dr. Philomina K V

(Municipal Chairperson, Sreekanthapuram)

Dr. K V Philomina Teacher

Sreekanthapuram



Dr. Veena Appukuttan

(Internal Auditor)

Associate Professor
Dept. of Social Science



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ACKNOWLEDGEMENT

The team responsible for this audit comprised of Dr. Veena Appukuttan (Asst. Professor in Social Science & IQAC Coordinator) under the supervision and direction of Dr. Maya J Pillai (Associate Professor in General Education, P.K.M College of Education, Madampam), would like to thank those individuals who contributed to this project, particularly the college management, Principal, P.K.M College of Education Madampam, all the faculties and staff who provided insights and comments as part of this audit.



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TABLE OF CONTENTS

1. Introduction.....	6
2. Gender Audit.....	8
3. Objectives of the Audit.....	9
4. Data Analysis.....	10
5. Findings.....	17
6. Recommendations by External audit Team	18



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SEKARANAPETA, TAM. KANNUR DT.,-670631

1.INTRODUCTION

About the college

P.K.M. College of Education, Madampam, Kannur is a Christian minority educational institution. The College was established in 1995 as a self-financing institution and was transformed into an aided college in 1997. It is affiliated to Kannur University and is recognized by NCTE and UGC under 2(f) & 12(B) category. This temple of learning is dedicated to the Sacred Heart of Jesus and is named after Prof. Joseph Kandoth, who was an educational visionary, social reformer and a zealous missionary. He initiated the historical migration of Knanaya Catholic Community which in turn changed the social and economic history of Malabar. P.K.M. College of Education is a temple of learning with difference among the scores of educational institutions in Kerala. The institution is run by the Arch Diocese of Kottayam, belonging to the Knanaya Catholic Community and has invariable relevance as a training institution moulding the prospective teachers for the community, in particular, and society, at large. The college aims to spell out the darkness of ignorance and illiteracy and radiate the glow of enlightenment. The mission of the college is "To Nurture the Holistic Development of Prospective Teachers for a Just and Humane Society."

At present H.E. Mar. Mathew Moolakkat, Arch Bishop of Kottayam Diocese is the patron and H.E. Mar. Joseph Pandarasseril, the Auxiliary Bishop is the Manager. The college is accredited by NAAC with A grade (4-point scale), in the second cycle also.

Mission

To Nurture the Holistic Development of Prospective Teachers for a Just and Humane Society

Vision.

Excellence and Committed Service in Every Realm of Teaching Endeavour.



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Table : 1.Course offered by the college

Bachelor of Education	<ul style="list-style-type: none">• English• Malayalam• Mathematics• Natural science• Physical science• Social science
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Table : 2 . Students and faculty strength

Total number of students	99
Teachers	9
Non – teaching staff	13
Total	121




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2. Gender Audit

“We must teach our daughters and sons that gender equality is not just a good idea, it is the only way to live.” – Malala Yousafzai

Gender Audit is a tool to assess and check the institutionalization of gender equality into organisations, including in their policies, programmes, projects and provision of services, structures, proceedings and budgets. As a method for gender mainstreaming, gender audit helps organisations identify and understand gender pattern within their compositions, structures, process, organisational culture and management of human resources and in the design and delivering of policies and services. They also help to assess the impact of organisational performance and its management on gender equality within the organisation. Gender Audit establish baseline against which progress can be measured overtime identifying critical gender gap and challenges and making recommendations of how they can be addressed through improvements and innovations.

Women’s cell

This forum is open to women faculty, women staff and to all girl students of the college. It is functioning with an aim of empowering and orienting women to recognize their true potential and help them to attain their own stand in a competing world. The overall development of women in all spears of life is the goal set by the forum. It helps in creating awareness about important issues related to women and provides a platform for discussion and deliberation on range of issues from, empowerment to environment. It organizes discussions, seminars, awareness programmes, literacy programmes, orientation classes in different areas and skill training in painting, flower arrangement, home management etc. focusing on the issues and needs of women of the present generation.

Objectives:

- Sensitize students on serious gender issues
- Generate awareness about social issues for ensuring holistic education
- To provide knowledge on human rights violations and legal rights of women
- To organize different orientation and personality development programmes.



Women Cell Members

1. Ms. Jomol Jose (Convener)

Members

1. Dr. Jessy NC
2. Dr. Veena Appukuttan
3. Dr. Rekha K R
4. Minimol Simon, (Junior Superintendent)

3. Objectives of Gender Audit

- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish good gender balance in decision making process in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects of college community.
- Prevention of sexual harassment at the college.




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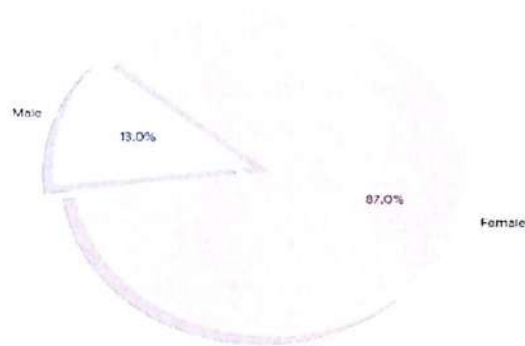
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4. Data Analysis

Table 1: Gender wise details of total students in the college

Sl.no.	Year	Total	Male	Female	% M	% F
1		100	13	87	13	87

Gender Distribution of Students



The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It shows that the no. of female students is higher compared to male students.

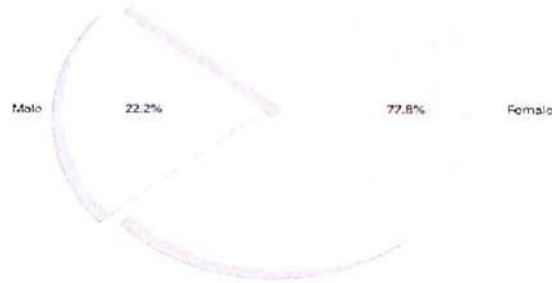
Table 2: Gender wise details of teaching staff in the college

Sl. No.	Year	Total	Male	Female	% M	% F
1		9	2	7	22.2	77.8



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Gender Distribution of Teaching Staff

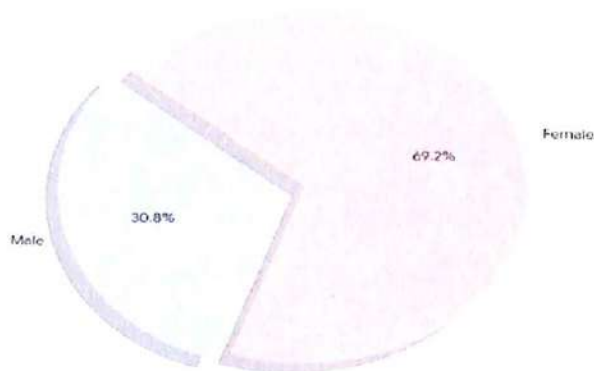


The total number of female teaching staff is more as compared to male.

Table 3: Gender wise details of Non-Teaching Staff in college

Sl. No.	Year	Total	Male	Female	% M	% F
1		13	4	9	30.8	69.2

Gender Distribution of Non-Teaching Staff



Data Analysis and Interpretation

A structured questionnaire was developed and used for the collection of data. The questionnaire contains various gender related questions and the data was collected among the 46 B.Ed. students on the campus. The collected

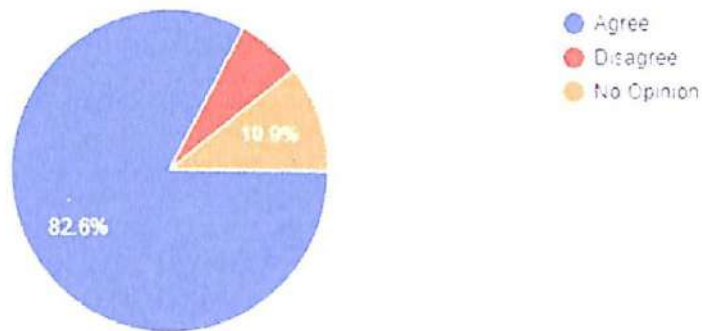


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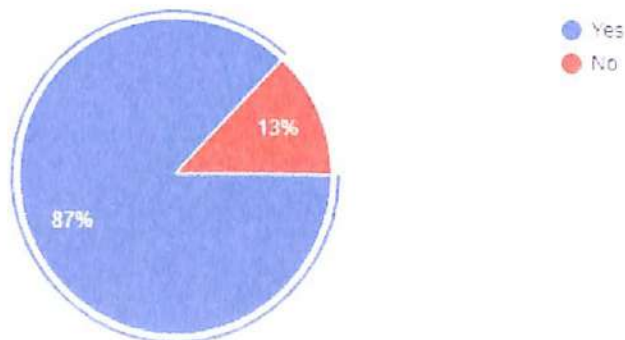
data were tabulated and analysed with the help of Microsoft Excel. The graphical representation of analysed data is given below.


1. A Women cell is set up in the college and students are aware about the women cell.



Agree: 82.6% Disagree: 6.5% No Opinion: 10.9%

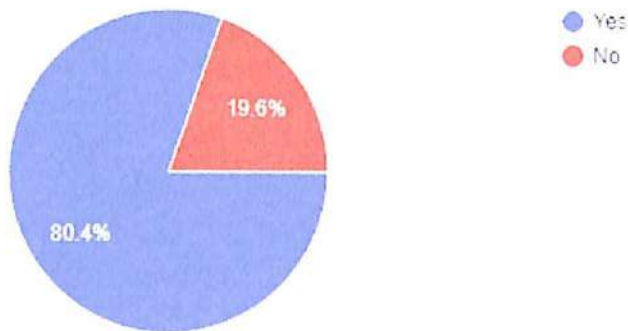
2. There are lady staff available in the women cell




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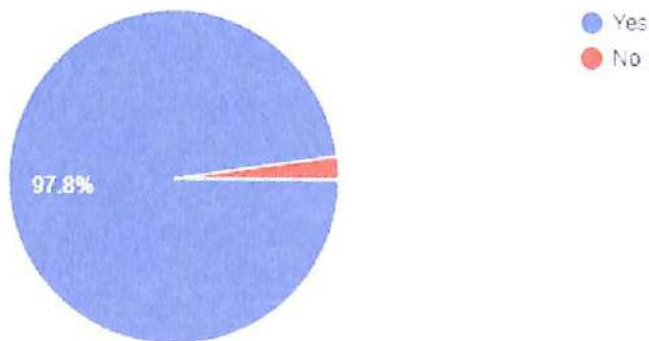
Yes: 87% No: 13%

3. A Grievance redressal cell has been setup



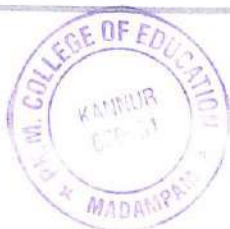
Yes: 80.4% No: 19.6%


4. The classroom offers equal opportunities to all genders

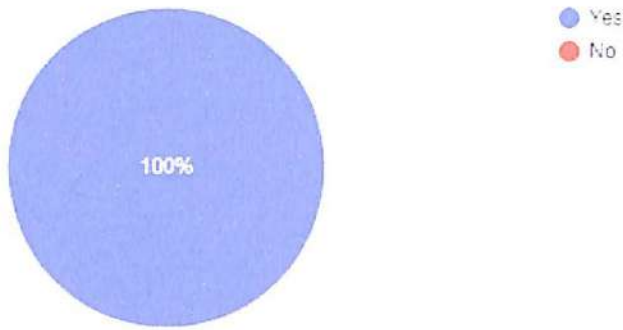


Yes: 97.8% No: 2.2%

5. The Library facilities offers equal opportunities to all genders

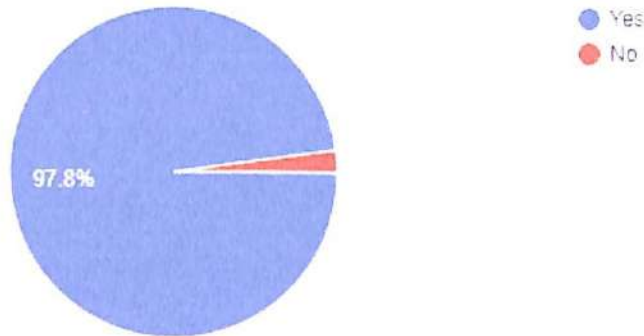



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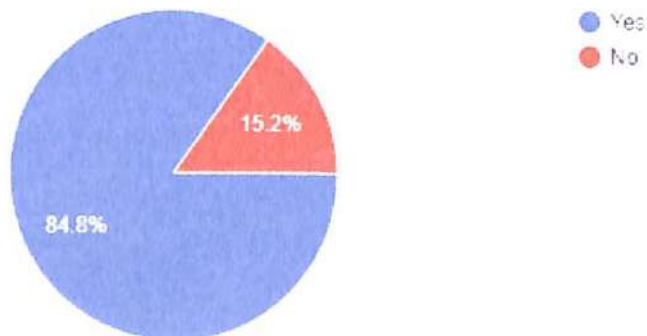
Yes: 100% No: 0%


6. Safe environment is available for all girl students in the campus



Yes: 97.8% No: 2.2%

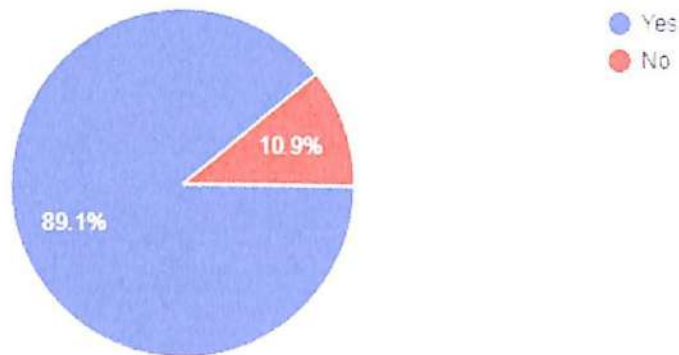
7. Adequate number of toilets are available in the college for girls and boys




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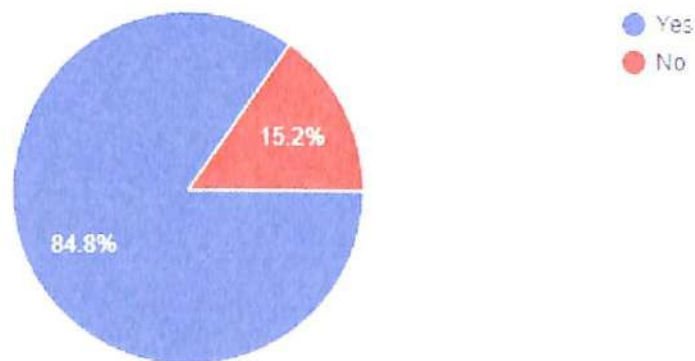
Yes: 84.8% No: 15.2%

8. Adequate facilities are available inside the toilet keeping in mind the need of the girl students



Yes: 89.1% No: 10.9%

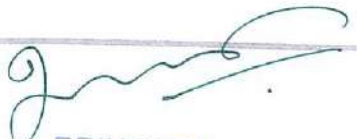
9. Healthcare facilities are available to girls and boys students in the campus.

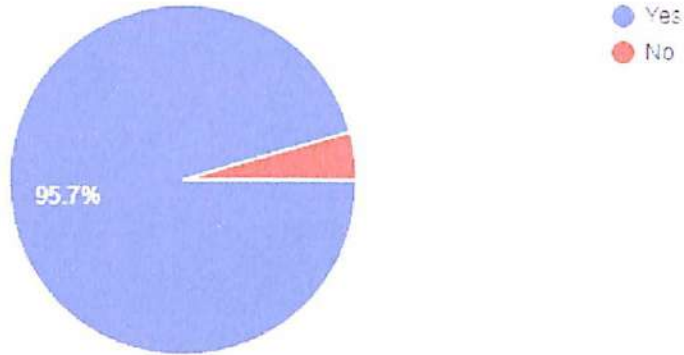


Yes: 84.8% No: 15.2%

10. Adequate number of supporting staff are deployed.

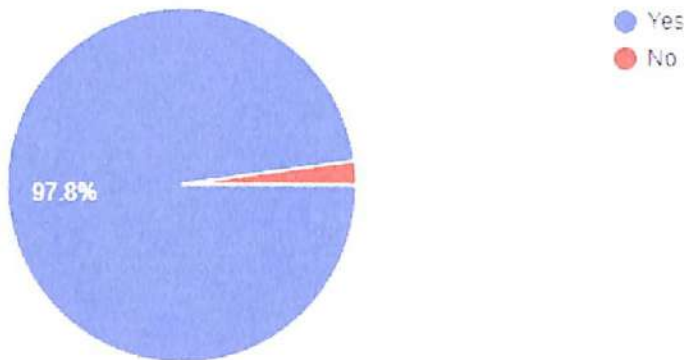



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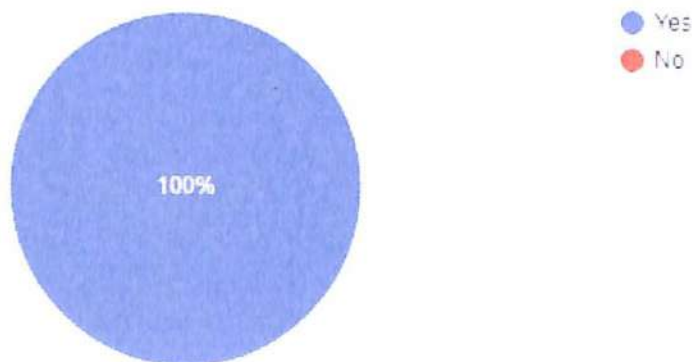
Yes: 95.7% No: 4.3%


11. Student support services are gender responsive and meet the needs of all students



Yes: 97.8% No: 2.2%

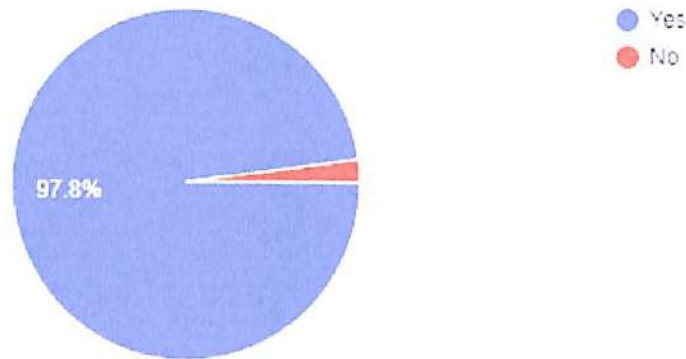
12. Organizational culture is supportive of gender equality and promotes a positive and inclusive environment for all




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Yes: 100% No: 0%

13. Classroom environment and teaching practices are gender sensitive and promote the participation of all students



Yes: 97.8% No: 2.2%

5. Salient Findings

- ❖ Students strength, particularly girls' strength, is high
- ❖ Among regular teaching staff, the strength of female is higher than male
- ❖ All students are aware about the functioning of women development cell in the campus.
- ❖ There is equal opportunity for all gender in the classroom and library.
- ❖ Adequate toilet facilities is available for girls students inside the campus and hostel.

6.Recommendations by External audit Team

- ❖ More awareness programmes on legal rights, medical awareness, martial arts etc. may be organised.
- ❖ Organise more sports programmes / Physical activities on a regular basis
- ❖ Organise self defence programmes on a regular basis
- ❖ Provide generous and gender-neutral parental leave policies to support both male and female employees in balancing their professional and family responsibilities
- ❖ Organise more Gender Awareness Classes.
- ❖ Integrate gender-sensitive policies and practices across all organizational areas, ensuring equal opportunities, representation, and benefits for all genders.

