



SREE NARAYANA COLLEGE CHENGANNUR

Alappuzha, Kerala

**Affiliated to University of Kerala
NAAC Accredited with 'B' Grade**



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CRITERIA 7

7.1: INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

7.1.1: Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus.

Submitted To



**THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL (NAAC)
FOR ASSESSMENT & ACCREDITATION – CYCLE II
AUGUST 2023**

Established in 1981

**Sree Narayana College
Chengannur, Kerala - 689508**

Managed by the Sree Narayana Trusts, Kollam

Affiliated to the University of Kerala

Accredited by NAAC with B Grade

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The supporting details for the institution has initiated the gender audit and measures for the promotion of gender equity during the last five years are enlisted herewith.

SL No:	PARTICULARS	PAGE NO:
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2	Programmes organized for the promotion of gender equity & sensitization	16 - 30
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PRINCIPAL

SREE NARAYANA COLLEGE, CHENGANNUR

GENDER AUDIT

The gender audit was conducted at Sree Narayana College Chengannur by IQAC and the Women's study unit of college. The audit was carried out at the college to study the gender balance and gender stability existing within the institution. It gave an opportunity to analyze the status of gender equality prevailing at the college and the progress of women's empowerment in society. The present study was based on the data collected from all the departments of the college for a period from 2018 to 2023. The details were collected in an information format prepared for the purpose of a gender audit.

Objectives of Gender Audit

- To monitor and reduce gender discrimination in the institution
- To identify the gaps and challenges in gender equality and establish a baseline for Gender Equality
- To find out the areas where gender imbalance exists and the reasons for inequality
- To suggest new strategies and policies for gender balance
- To foster gender equality in all aspects of college community.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To observe the college's efforts and competence to prevent sexual harassment.

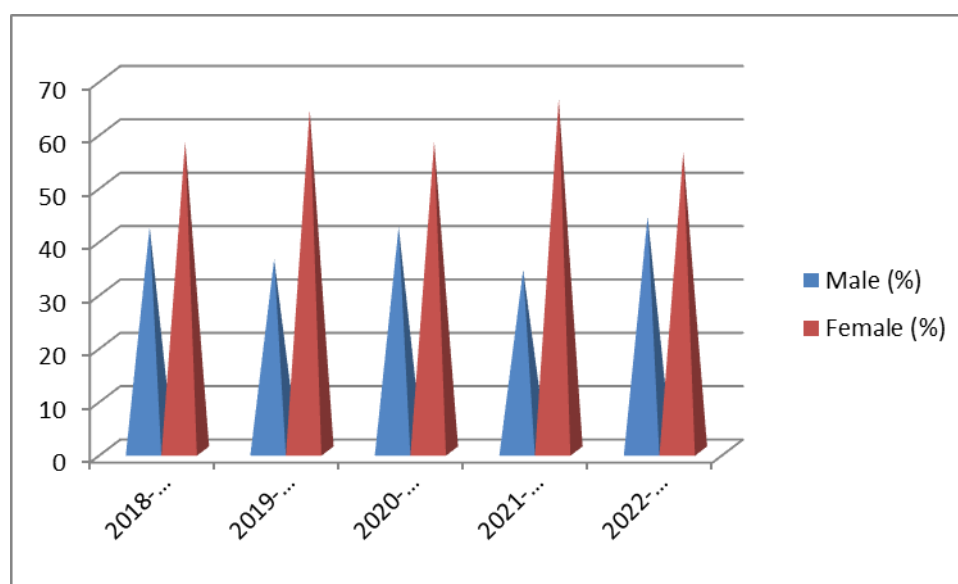
We have conducted Gender Audit at our institution to ensure that the policies of the institute are safer for all genders. The audit process involved collection of data, analysis of the policies, programmes and data to improve the extent of gender equality and balance. Gender equality is sustained at our college through various committees like Anti-ragging, Internal Complaints, Sexual Harassment Prevention, and Women's Study Unit. The college always took keen interest in providing adequate facilities to both girls and boys.

DATA ANALYSIS

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

Sl No:	Year	Total number of students admitted	Male	Female	Male (%)	Female (%)
1.	2018-2019	211	88	123	42	58
2.	2019-2020	188	68	120	36	64
3.	2020-2021	170	72	98	42	58
4.	2021-2022	111	38	73	34	66
5.	2022-2023	80	35	45	44	56

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

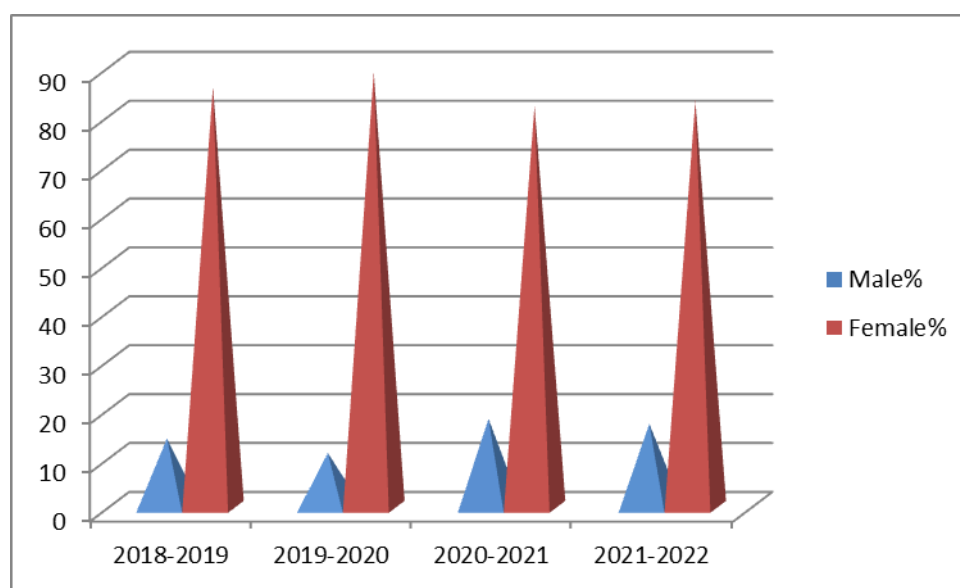


The table shows year-wise gender classification of male and female students and the total number of students admitted to the college. It shows that the number of female students is higher compared to male.

Table: 2 Gender wise details of Permanent Teaching staff in college

Sl No:	Year	Total Number of permanent teachers	Male	Female	Male (%)	Female (%)
1.	2018-2019	22	3	19	14	86
2.	2019-2020	18	2	16	11	89
3.	2020-2021	17	3	14	18	82
4.	2021-2022	18	3	15	17	83
5.	2022-2023	18	2	16	11	89

Figure: 2 Gender wise details of Permanent Teaching staff in college

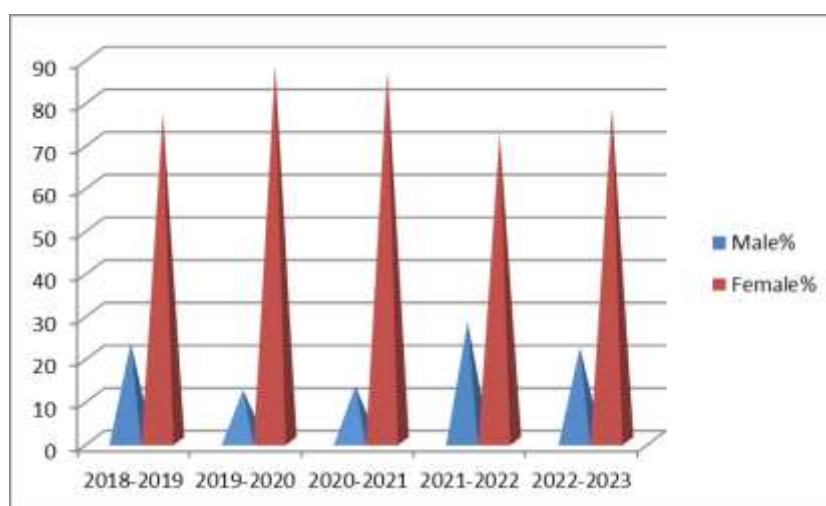


The total number of female teaching staff is more as compared to male. This proves that college management maintains gender equality in workplace.

Table: 3 Gender wise details of Assistant Professor on contract in college

Sl No:	Year	Total Number of Guest Teachers	Male	Female	Male (%)	Female (%)
1.	2018-2019	13	3	10	23	77
2.	2019-2020	17	2	15	12	88
3.	2020-2021	15	2	13	13	87
4.	2021-2022	18	5	13	28	72
5	2022-2023	18	4	14	22	78

Figure: 3 Gender wise details of Assistant Professor on contract in college

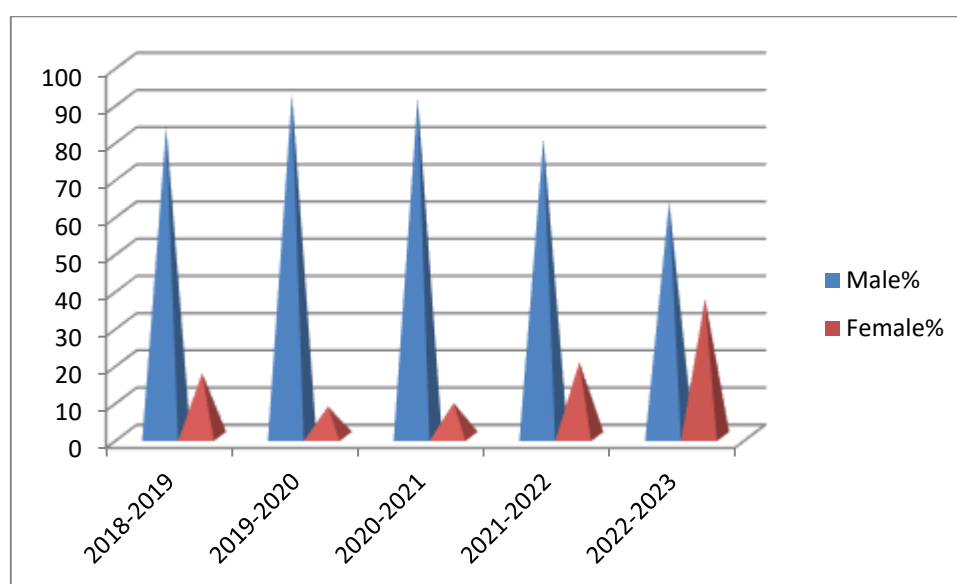


The female participation is much more than male participation under the category of Assistant Professor on contract.

Table: 4 Gender wise details of Non-Teaching staff in college

Sl No:	Year	Total Number of Non-Teaching Staff	Male	Female	Male (%)	Female (%)
1.	2018-2019	12	10	2	83	17
2.	2019-2020	12	11	1	92	8
3.	2020-2021	11	10	1	91	9
4.	2021-2022	10	8	2	80	20
5	2022-2023	8	5	3	63	37

Figure: 4 Gender wise Details of Non-Teaching staff in college

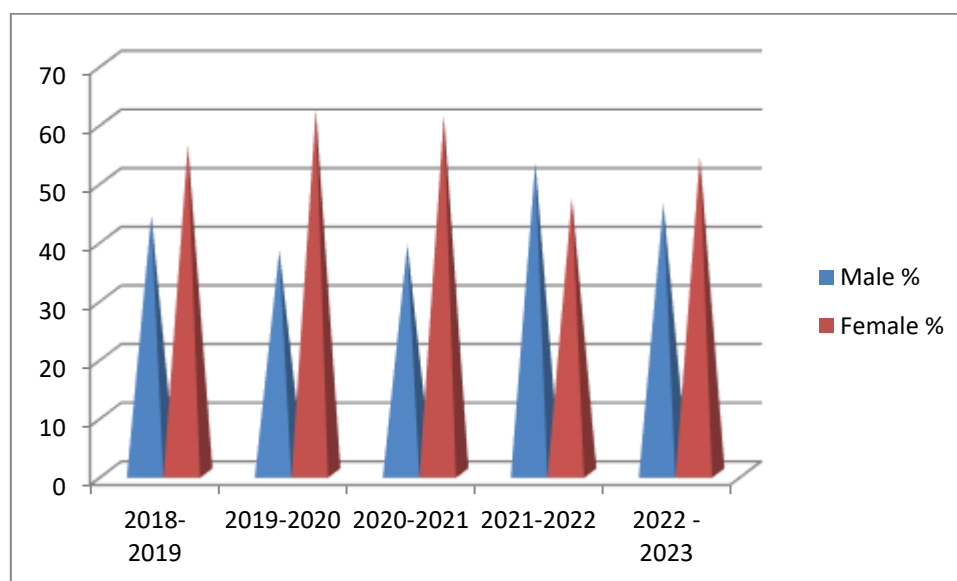


The total number of male non-teaching staff is more compared to females.

Table: 5 Gender wise details of students enrolled in the NSS activities of college

Sl No:	Year	Total students enrolled	Male	Female	Male (%)	Female (%)
1.	2018- 2019	100	44	56	44	56
2.	2019-2020	100	38	62	38	62
3.	2020-2021	100	39	61	39	61
4.	2021-2022	100	53	47	53	47
5.	2022 - 2023	65	30	35	46	54

Figure: 5 Gender wise details of students enrolled in the NSS activities of college

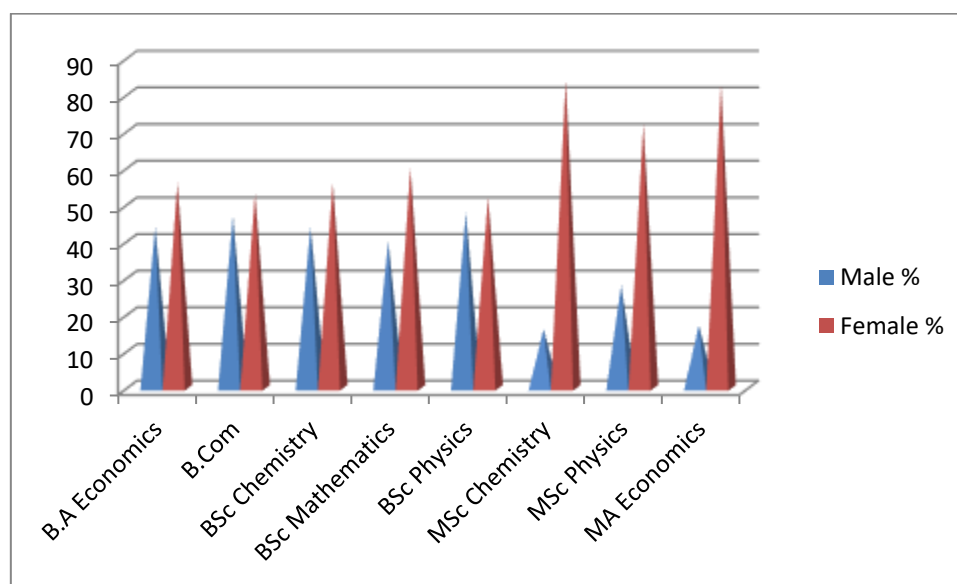


The selection of NSS volunteers are on the basis of their aptitude towards selfless service to societal actions and also the ability to work in group. The data's shows that the percentage of male participation is found to be relatively increasing.

Table: 6 Gender wise details of students enrolled for various courses of college from 2018 to 2022.

Sl No:	Department	Total students enrolled	Male	Female	Male (%)	Female (%)
1.	BA Economics	253	111	142	44	56
2.	B Com	180	85	95	47	53
3.	BSc Chemistry	73	32	41	44	56
4.	BSc Mathematics	40	16	24	40	60
5.	BSc Physics	52	25	27	48	52
6.	MSc Chemistry	80	13	67	16	84
7.	MSc Physics	65	18	47	28	72
8.	MA Economics	12	2	10	17	83

Figure: 6 Gender wise details of students enrolled for various courses of college from 2018 to 2022.

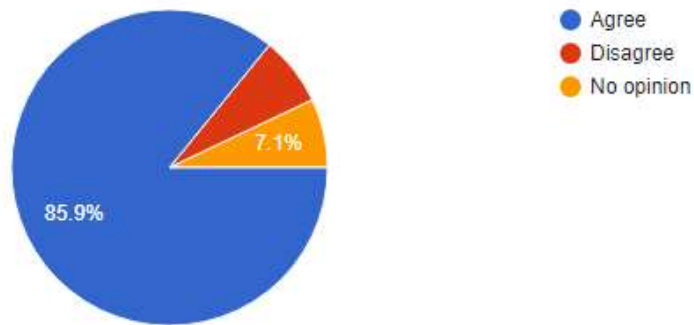


The gender audit data suggest that the number of female students enrolling for PG courses is more than that of UG courses.

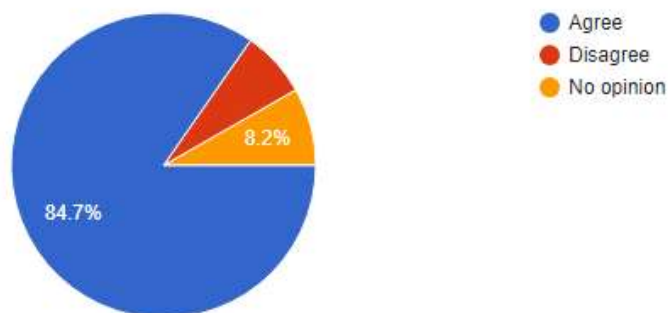
Students Responses:

A total number of 85 students responded to the questionnaire. The responses are represented in the following diagrams.

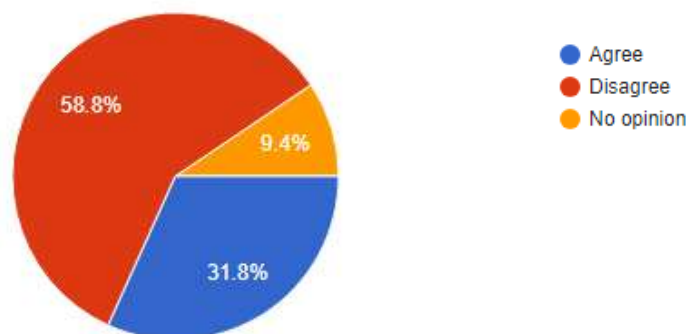
The college conducts gender sensitization programs as a part of its curriculum



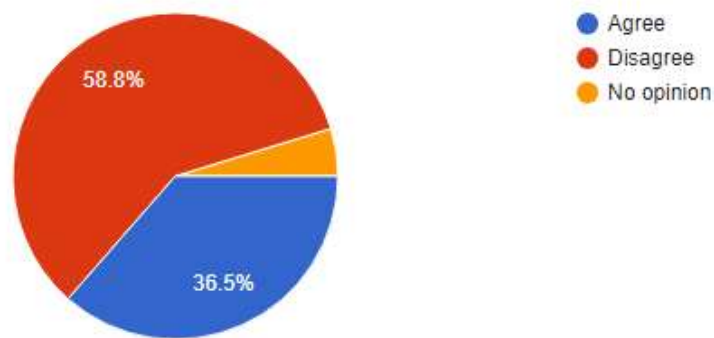
The college conducts gender awareness programs as a part of its curriculum



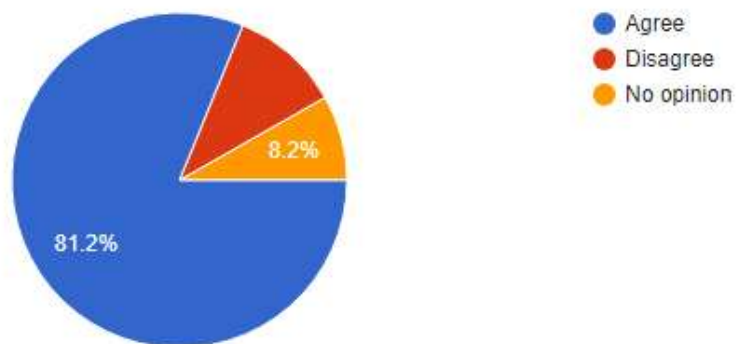
Adequate number of toilets are available in the campus for girls.



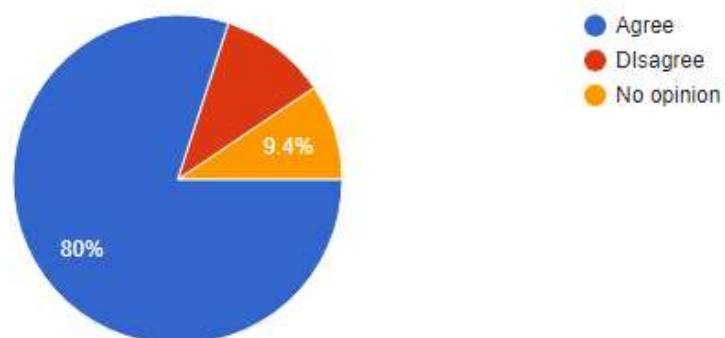
Adequate facilities are available inside the toilet, keeping in mind the need of the girl students.



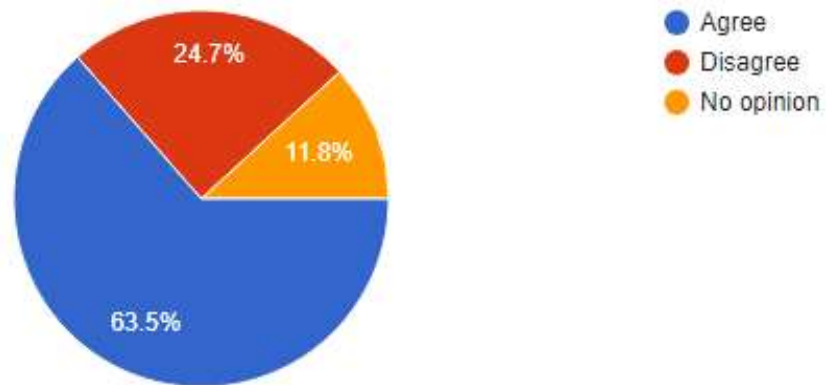
Awareness of Students about Women Cell



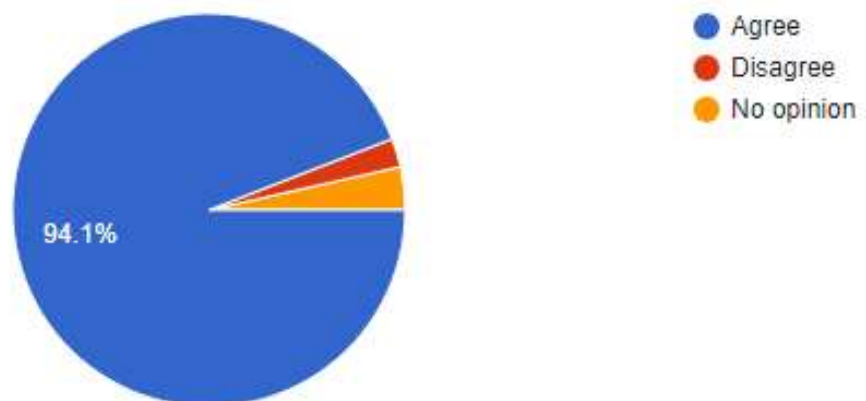
There are lady faculties available in the Women Cell



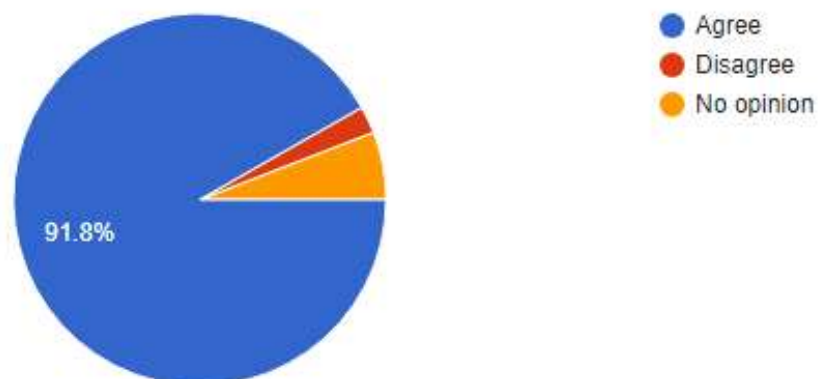
A grievance redresses cell has been set up in the college.



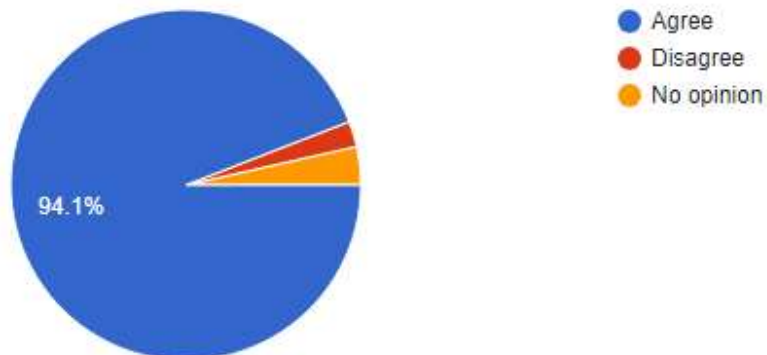
The classroom offers equal opportunities to all students.



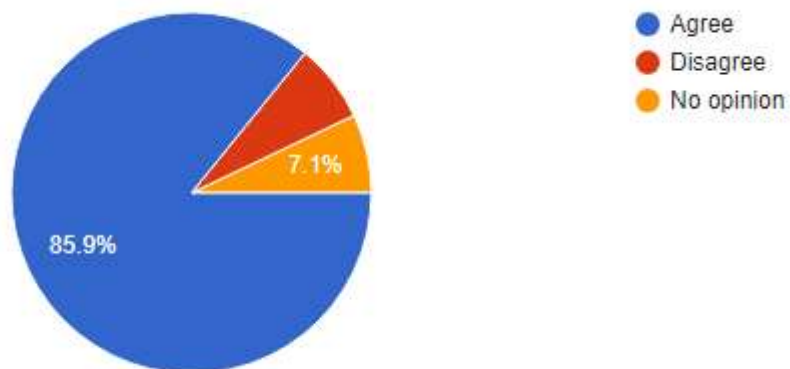
The equal opportunity to all genders to work with various clubs and forums.



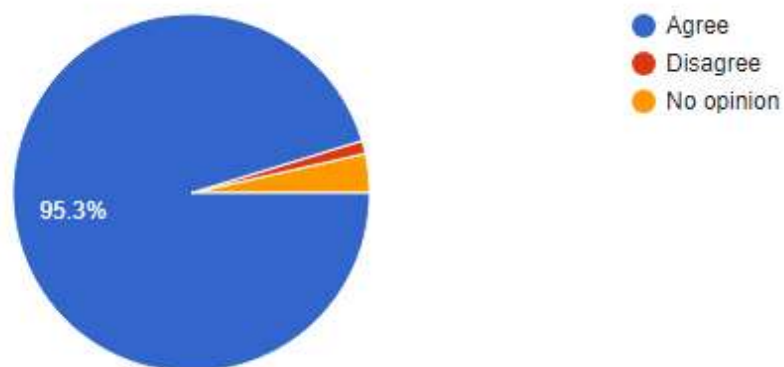
The equal opportunity to all genders for free and fair expression of ideas



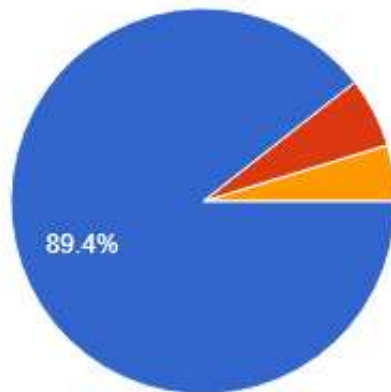
Adequate security arrangements have been made in the campus / Hostel and common areas during day and night.



The library offers equal opportunities to all genders.

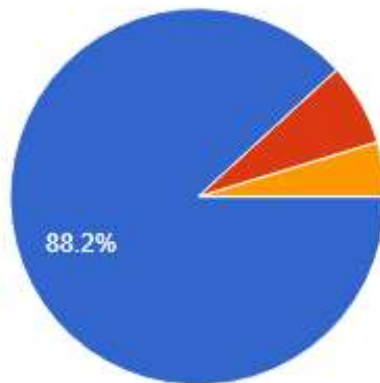


Safe environment is available for all girl students in the campus.



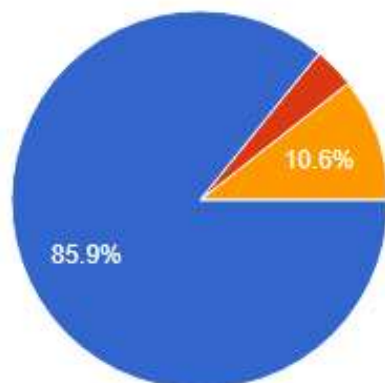
- Agree
- Disagree
- No opinion

Entry and exit timing of the College / hostel are appropriate.



- Agree
- Disagree
- No opinion

The college offers equal opportunities to all genders on sports



- Agree
- Disagree
- No opinion

Salient Findings of the Audit Team:

- Number of girl students admitted at the college is higher than boys for all five years.
- Female: male ratio in the staff is fairly high in all academic years.
- The number of male staff is more compared to female in the non-teaching sector.
- Participation of male in NSS activities is greater than the female. It is necessary to motivate girls to participate in NSS activities because it can create social awareness among them.
- Special awareness programmes are organized for girls by women cell.
- The college has a functional Women's Study Unit and an ICC.
- Majority of the students are aware about the functioning of Grievance Redressal cell in the college.
- The college conducts gender sensitization activities to orient the students and staff members.

Suggestions:

- Define and deepen the understanding of concepts regarding gender equality and empowerment of women.
- Organize more sports programmes for female students and staff members on a regular basis.
- Introduce more skill enhancement programmes for girls.
- Display posters for women helpline numbers and instructions at the college under the guidance of women's cell
- Improvise toilet facilities for girls at college.
- Enhance cultural programs and women's participation under the guidance of various clubs
- Organize self-defense programmes for girls on a regular basis.
- Conduct awareness program on legal rights.
- Introduce self-employment trainings in different subjects.

Conclusion:

The gender audit showed that the institution sticks to its gender equity goals and objective, which are incorporated in all the policies and programmes of the college. The gender-based analysis of student enrolment and employees, reveals the progress of the institution towards gender equality. According to female students, they never encountered any problems related to gender discrimination at the college. It is further evaluated that the gender equality and gender

sensitivity is encouraged by management and staff of the college. Efforts towards gender sensitization through gender awareness programmes and seminars reflect the commitment of the institution in creating a gender inclusive and gender justice society.

SREE NARAYANA COLLEGE, CHENGANNUR

**PROGRAMMES ORGANIZED FOR THE PROMOTION OF GENDER
EQUITY & SENSITIZATION**

Sl No:	Name of the event	Date
1	Life skill development programme	13 th March 2023
2	Seminar on women centric law	18 th November 2022
3	Self defence awareness talk	26 th August 2022
4	International Women's Day	8 th March 2022
5	International Girl Child Day	11 th October 2021
6	Women's equality day	26 th August 2021
7	The program against dowry prohibition	18 th July 2021
8	International Yoga Day	21st June 2021
9	Webinar on Gender equality and Social security	12 th December 2020
10	International Women's Day	8 th March 2020
11	Hands on training: paper bag making	13 th January 2020
12	Vegetable carving class	3 rd August 2019
13	Flash mob and skit	12 th March 2019
14	Seminar on International Women's Day	8 th March 2019
15	Seminar on "Prevention of lifestyle diseases"	8 th March 2018

LIFE SKILL DEVELOPMENT PROGRAMME

On 13th March 2023, Life Skill Development Programme was organized by IQAC in association with Women's Study Unit, and Department of Chemistry. Dr. Sheela S. Fernandez, Professor and Former Head, Department of Chemistry handled the technical session which was inaugurated by Dr. Shereen K, Principal in Charge Sree Narayana college Chengannur. The resource person has delivered a lecture on the need of the hour to develop the life skills for a successful life. She gave training on various flower arrangements and the students also were very enthusiastic to practice the same. She also took class on vegetable carvings and students learned the various possibilities of vegetable carvings.

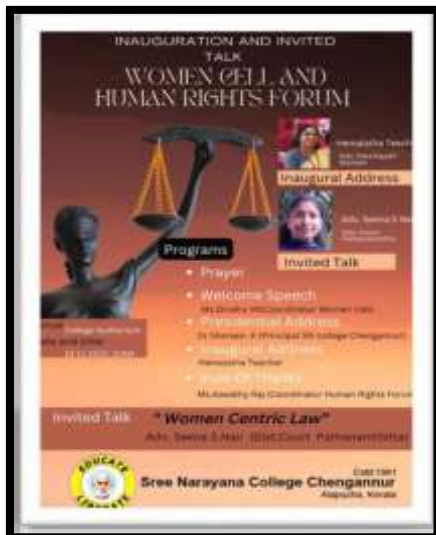




Life skill development programme by Dr. Sheela S. Fernandez on 13th March 2023

SEMINAR ON WOMEN CENTRIC LAW

On 18th November 2022 a seminar on women centric law was organized by womens cell and human rights forum at the college auditorium. The inaugural address was delivered by Smt.Hemalatha teacher, Alappuzha District Panchayat Member and the invited talk was delivered by Smt. Seena.S.Nair, Advocate, district court Pathanamthitta on the topic “Women Centric Law”. All students and staff actively participated in the seminar.





വിമൻസ് സ്ട്രഡി യൂണിറ്റ് ഉദ്ഘാടനം **Manorama**

ചെങ്ങന്നൂർ • ശ്രീ നാരായണ കോളജിൽ വിമൻസ് സ്ട്രഡി യൂണിറ്റിന്റെയും ഹസ്തമർ റൈറ്റിംഗ് ഫോറത്തിന്റെയും ഉദ്ഘാടനം ആലപ്പുഴ ജില്ലാ പഞ്ചായത്ത് അംഗ ഹോമലത മേഹറൻ നിർവഹിച്ചു. വിമൻസ് സെൻട്രിക് ലോ എന്ന വിഷയത്തെ ആസ്പദമാക്കി സീന എസ്.നായർ പ്രഭാഷണം നടത്തി. പ്രിൻസിപ്പൽ, ഡോ.കെ. ഷൈനിൻ അധ്യക്ഷത വഹിച്ചു. വിമൻസ് സെൽ കോ ഓർഡിനേറ്റർ വി.കെ.ബിന്ദു, ഹസ്തമർ റൈറ്റിംഗ് ഫോറം കോ ഓർഡിനേറ്റർ അശ്വതി രാജ് എന്നിവർ പ്രസംഗിച്ചു.

Women centric law Seminar on 18th November 2022

SELF DEFENCE AWARENESS TALK

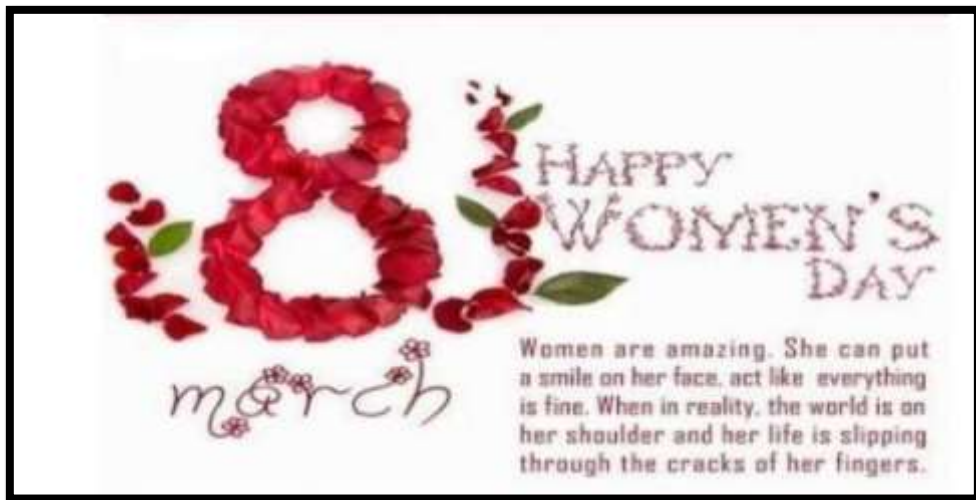
On 26th August 2022 an awareness class on self-defence was given by the Principal-in-charge and Assistant Professor of Physical Education Department, Dr Shereen K in connection with Women's Equality Day celebration. After the keynote address, Dr. V. Shree Renjini, HoD of Department of Hindi took an interesting session about personal hygiene.



Personal hygiene Session by Dr V Shree Renjini on 26th August 2022

INTERNATIONAL WOMEN'S DAY

On 8th March 2022 international women's day was celebrated in our college. International women's day celebration was inaugurated by the respected principal Dr. Sheeren K. and delivered a short speech on the purpose of celebrating women's day. She emphasized the importance to raise awareness about the status and dignity of women among the students.



Inaugural session was followed by a talk of Smt. Parvathy Ramachandran (Writer and Assistant Professor, Department of English) at college auditorium on the topic “Most Inspirational Speech For Women”.



Inaugural session was followed by a debate competition on the topic “Women’s Entrepreneurship”. After the debate competition, cultural programs like songs, dance, fashion show etc were conducted at the college auditorium. The winners of debate competition were Ms. Ganga. Y, Department of Economics and Ms. Anamika. S Department of Commerce.

At the end of the program Women’s Study Unit in association with National Service Scheme organized a rally from college to nearby locality with pluck card. All the teachers and students actively participated in the programme.



International Women’s Day celebrations on 8th March 2022

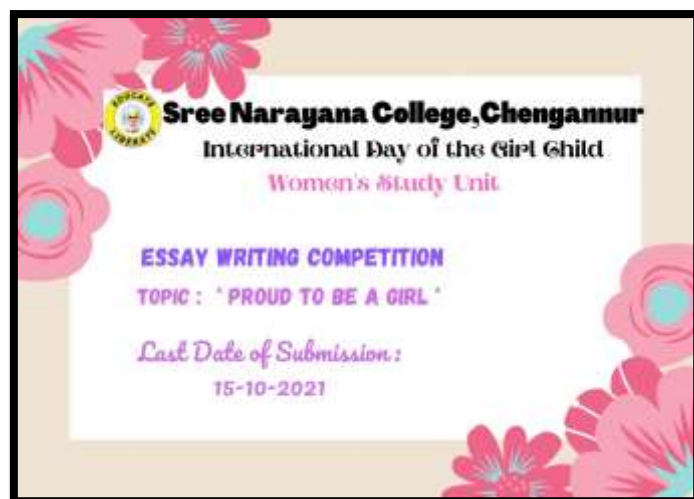


International Women's Day celebrations on 8th March 2022

A webinar was organized at 7.00 pm through Google meet. The resource person was Dr. Unnimaya Rajeev, Vanitha Committee Convener Ayurveda Medical Association of India, Chengannur area. She works at Omkar Ayurveda and Panchakarma Centre, Mannar & Oushadhi, Thiruvalla. In the webinar she shared her experiences in medical field and instructed on how to stay healthy, clean and how to lead a healthy life. She also shared her view with us about gender equality, violence and abuse against women and rights of women. She urged the girl students should face various life situations with courage.

INTERNATIONAL GIRL CHILD DAY

Women's Study Unit has conducted an essay writing competition on the topic "Proud to be a Girl" on 11th October 2021. Ms. Abhi Suresh of Economics Department got first prize in the competition and Ms. Avanthika .S, Department of Commerce won the second prize.



International girl child day celebration on 11th October 2021

WOMEN'S EQUALITY DAY

On 26th August 2021, Women's Equality Day was celebrated our college to commemorate the 1920 adoption of the Nineteenth Amendment to the United States Constitution, which prohibits the states and the federal government from denying the right to vote to citizens of the United States on the basis of sex. After the inaugural function, Smt. Parvathy Ramachandran, Assistant Professor, Department of English delivered a talk on Women's Equality and Empowerment.



Talk on Women's Equality and Empowerment on 26th August 2021

THE PROGRAM AGAINST DOWRY PROHIBITION

On 18th July 2021, Women's cell of Sree Narayana College conducted a program against the system of dowry in the college auditorium. The HOD of English Department, Smt. Ashwathy Raj gave an awareness talk to our students regarding the Dowry Prohibition Act.



Awareness talk regarding the Dowry Prohibition Act on 18th July 2021

INTERNATIONAL YOGA DAY

The International Yoga Day was celebrated on 21st June 2021 through online platform. The class was guided by the yoga Trainer Liyas P N and has given us his valuable guidance to enhance the mental strength through yoga. Most of the students and teachers participated in the programme.



International Yoga Day celebration on 21st June 2021

WEBINAR ON GENDER EQUALITY AND SOCIAL SECURITY

A webinar on Gender Equality and Social Security was conducted through google meet on 12th December 2020. The resource person is Smt. Surya Ishaan (Social Activist, State 1G Justice Board member and Founder of Dwya Charitable Society). She gave an excellent and motivating talk on Gender equality. During the discussion, students asked questions regarding her experience as a transgender and problems she faced during her school and college life. The teachers also participated in the interactive session.



Webinar on Gender Equality and Social Security on 12th December 2020

INTERNATIONAL WOMEN'S DAY

International Women's Day celebrations was held on 8th March 2020. An Essay Writing Competition, Drawing Competition and a Poster Designing Competition was also conducted. Many students were participated in this competition.



International Women's Day celebrations on 8th March 2020

HANDS ON TRAINING: PAPER BAG MAKING

The NSS units of college organised a training session on paper bag making on 13th January 2020 using newspaper. The session was lead by Smt Bindhu, the Asha worker of Public Health Centre, Cheriyanadu Panchayath. The objective of the session was to teach the students, how to make paper bags and making them aware about the threat of plastic bags to the environment. The students were quite enthusiastic about the whole activity. The students were taught the fact that bags made from paper are biodegradable and hence highly environment friendly than plastic bags, which pose a threat to the environment.





NSS volunteers making paper bag from newspaper on 13th January 2020

VEGETABLE CARVING CLASS

The women study unit organized a vegetable carving class on 3rd August 2019. The class was handled by Dr. Sheela S Fernandez. The students enthusiastically listened to the vegetable carving class and they practiced the same.



Vegetable carving class on 3rd August 2019

FLASH MOB AND SKIT

The Anti-Narcotic club, Women's club and Health club of the college in association with St. Gregorius School, Mulakkuzha organized a Flash Mob and skit at the college campus on 12th March 2019. The programme was supervised by the Excise department and inaugurated by the college principal, Dr. Shiny K. Sreedhar. The aim of the programme was to create awareness against the usage of alcohol and narcotic drugs.



Flash Mob and skit at the college campus



Newspaper report about the activity on 12th March 2019

SEMINAR ON INTERNATIONAL WOMEN'S DAY

International Women's Day programs were held on 8th March 2019 at college auditorium and was inaugurated by the principal Dr. Shiny K. Sreedhar. An essay writing competition and a seminar on "Women Capacity Building" was conducted on this day.



International Women's Day programs on 8th March 2019

SEMINAR ON PREVENTION OF LIFESTYLE DISEASES

On 8th March 2018, the Department of Physical Education in association with the Women cell organised a seminar on "Prevention of lifestyle diseases". The classes was handled by Dr. N. Madhavan, Associate Professor, Sree Ayappa College, Eramallikkara.





Seminar on prevention of lifestyle diseases on 8th March 2018

SREE NARAYANA COLLEGE, CHENGANNUR

FACILITIES FOR WOMEN IN THE COLLEGE

Ladies Waiting Room



Ladies Hostel



Ladies Hostel Inside View



CCTV Facilities



Free internet Facility in Ladies Hostel



Incinerator and Vending Machine installed in Ladies Toilet



Security Staff



Female Warden Staff in Hostel



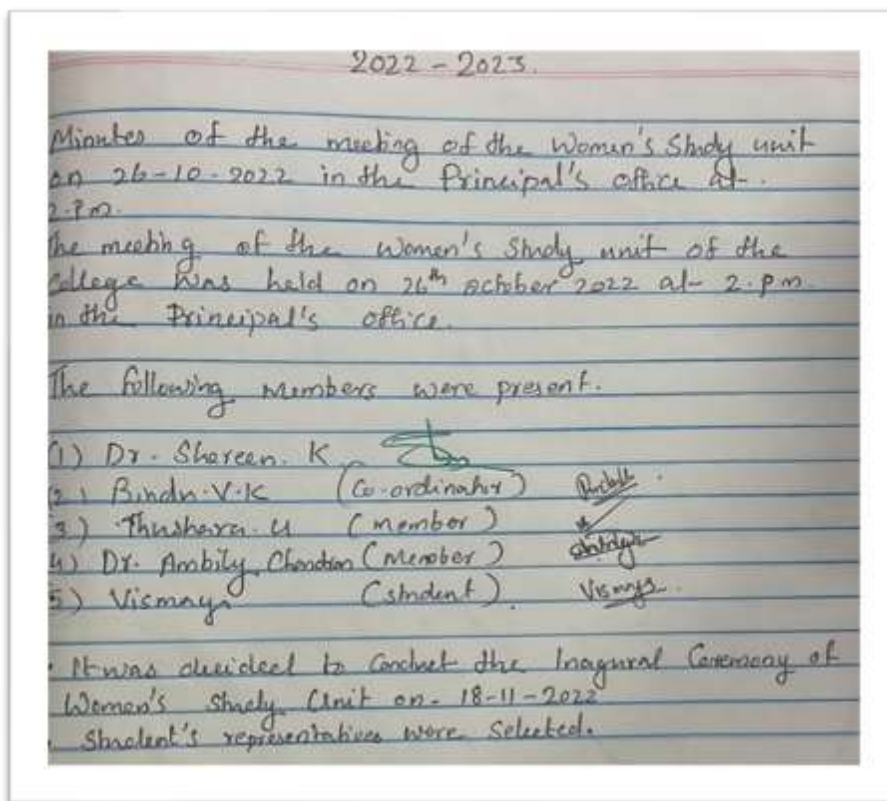
Womens Study Unit

Coordinator: Smt. Bindhu V K

Member: Smt Thushara U S

Member: Dr Ambily Chandran

Student Representative: Ms. Vismaya M



Internal Complaints Committee

Chairperson: Dr. Shereen K. (Principal-in-charge)

Presiding Officer: Smt.Sreedevi Gopalakrishnan

Faculty Members: Dr. Anju K.S.

: Smt. Thushara U.S.

: Smt. Aswathy R

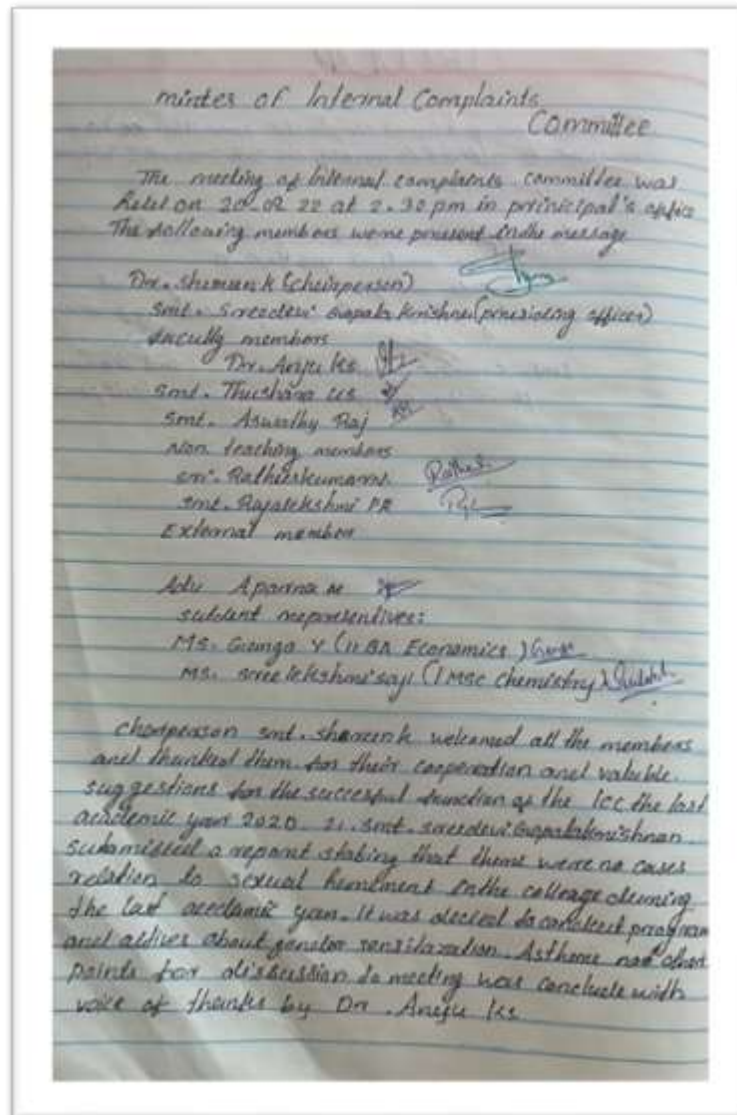
Non-Teaching Members: Sri. Ratheeskumar N.

: Smt. Rajalekshmi P. R.

External Member: Adv. Aparna M.

Student Rep: Ms. Ganga Y. (II BA Economics)

: Ms. Sreelekshmi Shaji (I MSc Chemistry)



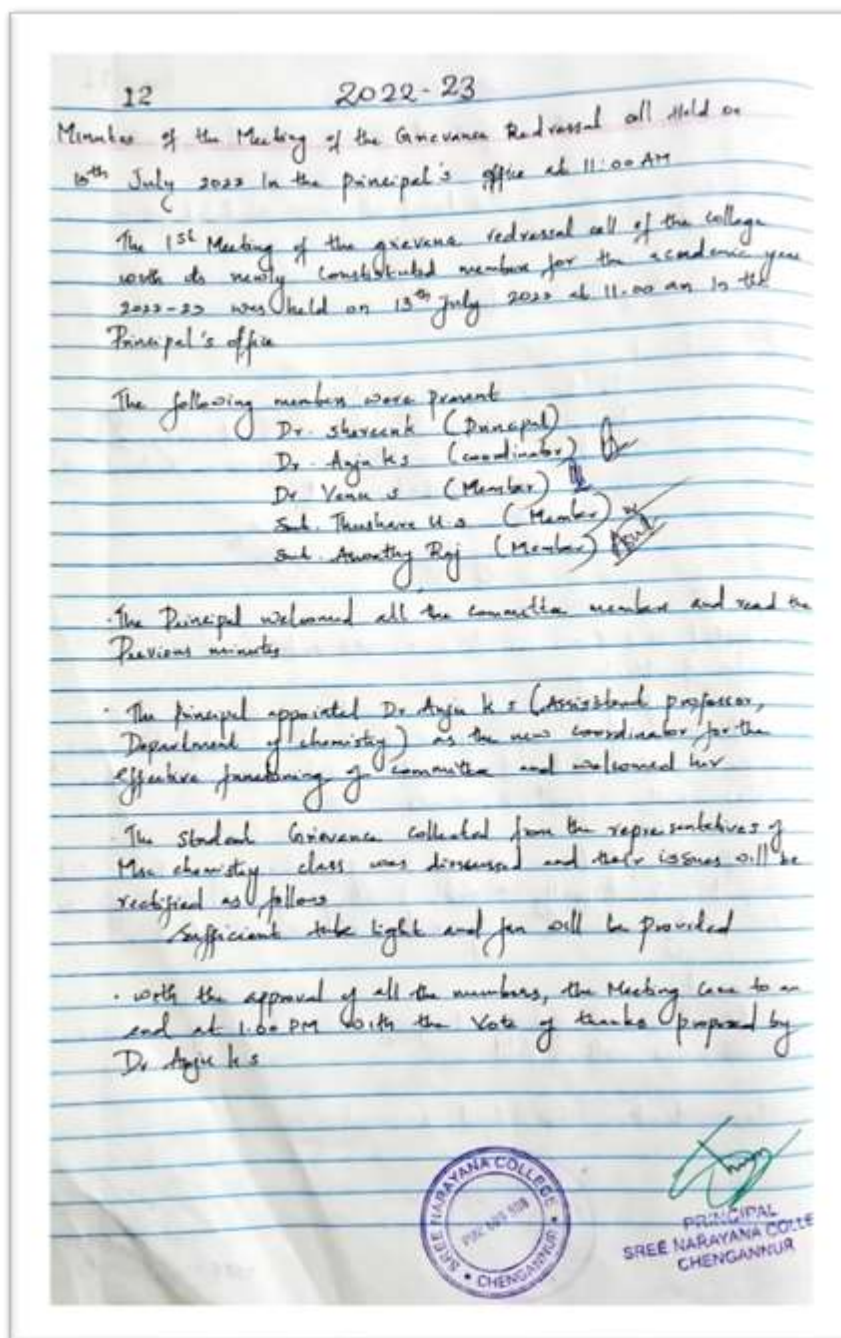
Grievance Redressal Cell

Coordinator : Dr. Anju K.S

Members : Dr. Venu S.

: Smt. Thushara U.S.

: Smt. Aswathy Raj



Harassment Prevention Committee

Coordinator: Dr. Nishad A.

Members: Dr. Reshmi R.

: Smt. Bindu V. K.

: Smt. Soumya Surendran

Minutes of Meeting of Harassment Review on Committee

Sri Aloysius College, Mangalore

Harassment Review on Committee

Date: 14/03/2020

Time: 4.30 pm - 05.30 pm

Location: Principal's Room

Agenda: Review of Incidents of Harassment

Minutes

1. Call to order:

The meeting was called to order at 04.30 pm by Coordinator

2. Approval of previous Minute:

Minute of the previous meeting was approved as Corrected

3. Discussion of recent incidents on grounds:

The Committee emphasized that in order to create awareness and continuous sensitization for all

members, it is essential to put up banners and notices in conspicuous places in the workplace relating Sexual Harassment and about the composition and Contact Information of the members of the Complaints Committee - promoting a social and psychological enable to create awareness on harassment in its various forms

4. Proceedings

No incidents of Harassment have been reported since last meeting. The Committee meeting is held every 3 months on 14.03 and 14.06 respectively. The next meeting will be on 16/03/2020. The chair person expressed her thanks to all participants and the meeting ended with vote of thanks to the chair

Attendees:

- 1) Mrs. Shreevas K - principal - chair person of the committee
- 2) Sr. Archana A - Dept of Commerce - Coordinator
- 3) Dr. Parvathi - Dept of Chemistry - Member
- 4) Mrs. Sangeeta Subramanian - Dept of Commerce
- 5) Mrs. Anitha V.K - Dept of Mathematics
- 6) Mrs. Varsha Rajesh - Student Representative

Respectfully Submitted by

Mrs. Archana A.

Coordinator
Harassment Review on Committee

