

**Criterion VI  
Governance,  
Leadership and  
Management**



**RCMAS**  
RAJAGIRI COLLEGE OF MANAGEMENT &  
APPLIED SCIENCES

**RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES**

RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

An ISO 9001 : 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

**6.5**

**Internal Quality Assurance Cell**

**Quality Assurance Initiatives of the Institution**

**6.5.2**

**Gender Audit Report 2023-2024**

Submitted to



## GENDER AUDIT REPORT 2023-24

### Gender Audit Committee Members 2023-24

Dr. Laly Mathew, Principal



Mr. Joby Jacob, IQAC Coordinator



Ms. Geethu Johny, Staff Secretary



Ms. Amrutha Antony, Women's Cell Coordinator



Ms. Jesmi Jacob, Women's Cell Additional Coordinator

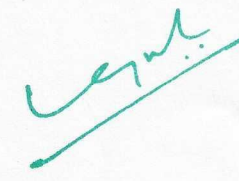


Ms. Sreeja Kumar, Women's Cell Additional Coordinator



Prepared by

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## PREFACE

Rajagiri College of Management and Applied Sciences, situated in Kakkanad, Kerala, stands as a beacon of higher education in the region. Established with a commitment to excellence in learning and holistic development, the college has garnered a reputation for academic rigour, ethical values and fostering a vibrant student community. With a diverse array of programmes spanning management, commerce, computer applications and social sciences, Rajagiri College prides itself on nurturing future leaders equipped with both knowledge and empathy.

Gender equality lies at the heart of Rajagiri College's ethos. Recognizing the imperative to create a campus environment where every individual, regardless of gender, feels safe, respected, and empowered, the institution has continually strived to uphold principles of inclusivity and diversity. Through various initiatives, including student forums, awareness campaigns, and policy frameworks, Rajagiri College endeavours to dismantle barriers to gender parity and promote an atmosphere of mutual understanding and equality.

A gender audit serves as a vital tool to assess and address the current state of gender inclusivity within an institution. It involves a comprehensive review of policies, practices, and attitudes to identify areas where disparities or biases may exist. At Rajagiri College, the gender audit aims to evaluate existing mechanisms for promoting gender equality, examine the effectiveness of current initiatives, and propose actionable recommendations for improvement. By conducting this audit, the college seeks not only to uphold its commitment to gender equality but also to foster a culture of accountability and continuous improvement.



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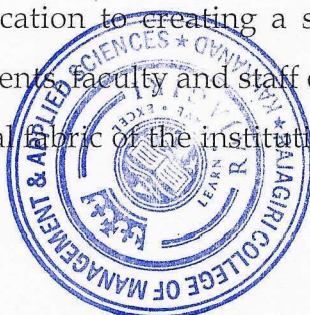
## CHAPTER 1

### 1.1 Introduction

The Gender Audit of Rajagiri College of Management and Applied Sciences endeavours to provide a transparent and evidence-based assessment of gender-related policies and practices within the institution. Through this process, the college aims to strengthen its support systems for gender equality, enhance awareness among stakeholders, and set benchmarks for future progress. Ultimately, this audit represents a proactive step towards creating an inclusive academic environment where all members of the Rajagiri community can thrive and contribute meaningfully to society.

As the College continues its journey towards academic excellence and holistic development, the institution recognizes the critical importance of ensuring gender equality and inclusivity within its campus community. The Gender Audit Report serves as a comprehensive examination and reflection on the current state of gender-related policies, practices, and perceptions within the college. This report aims to assess the effectiveness of existing initiatives, identify areas for improvement, and recommend strategies to foster a more equitable environment for all members of the Rajagiri community.

At its core, the Gender Audit Report reflects Rajagiri College's commitment to upholding principles of fairness, respect, and opportunity for every individual, regardless of gender. It embodies the institution's proactive approach to addressing gender disparities and promoting a culture where diversity is celebrated and differences are valued. By undertaking this audit, Rajagiri College reaffirms its dedication to creating a safe, supportive and empowering environment where all students, faculty and staff can thrive and contribute meaningfully to the academic and social fabric of the institution.



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## 1.2 Objectives of the Audit

- Assess the current state of gender equality within the institution.
- Identify areas of improvement in policies, practices, and institutional culture related to gender.
- Evaluate the effectiveness of existing gender-related initiatives and programmes.
- Gather data and insights to inform evidence-based decision-making on gender issues.
- Ensure compliance with legal and regulatory frameworks concerning gender equality.
- Develop actionable recommendations to enhance gender inclusivity and promote a supportive environment for all genders within the institution.

## 1.3 Parameters to Analyse the Gender Balance in the College

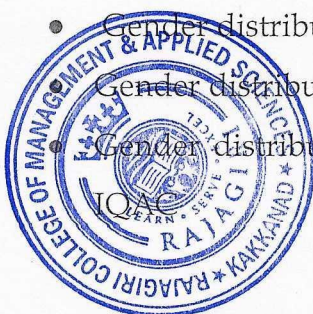
The gender balance and gender equality in the College was analysed by determining the gender ratio among students, teaching staff and non-teaching staff.

The student gender balance was determined for the following parameters:

1. Student enrolment to all programmes and programme specific enrolments
2. Student distribution in reservation categories
3. Student distribution for major co-curricular activities like Sports and Art

The gender balance among staff members was determined for the following parameters:

- Gender distribution of teaching staff
- Gender distribution of non-teaching staff
- Gender distribution of staff in governing positions like College Council and



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## CHAPTER 2

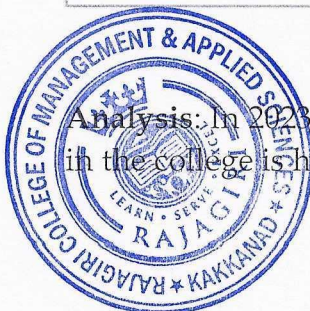
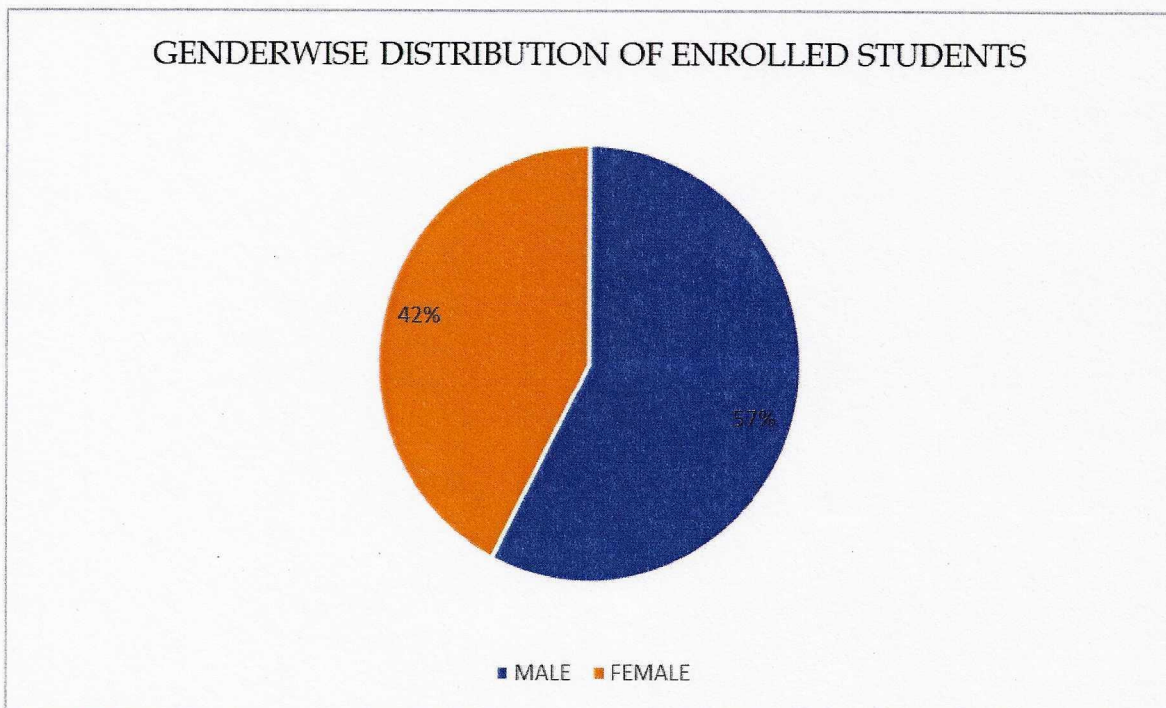
### GENDER INDEX OF STUDENTS

#### 2.1 Gender Index of Enrolled Students

##### 2.1.1 Students Enrolled for all UG And PG Programmes

The gender ratio of enrolled students to 10 UG and 2 PG programme follows the following pattern:

Particulars	Male	Female
Number	353	260
Percentage	57.58%	42.41%



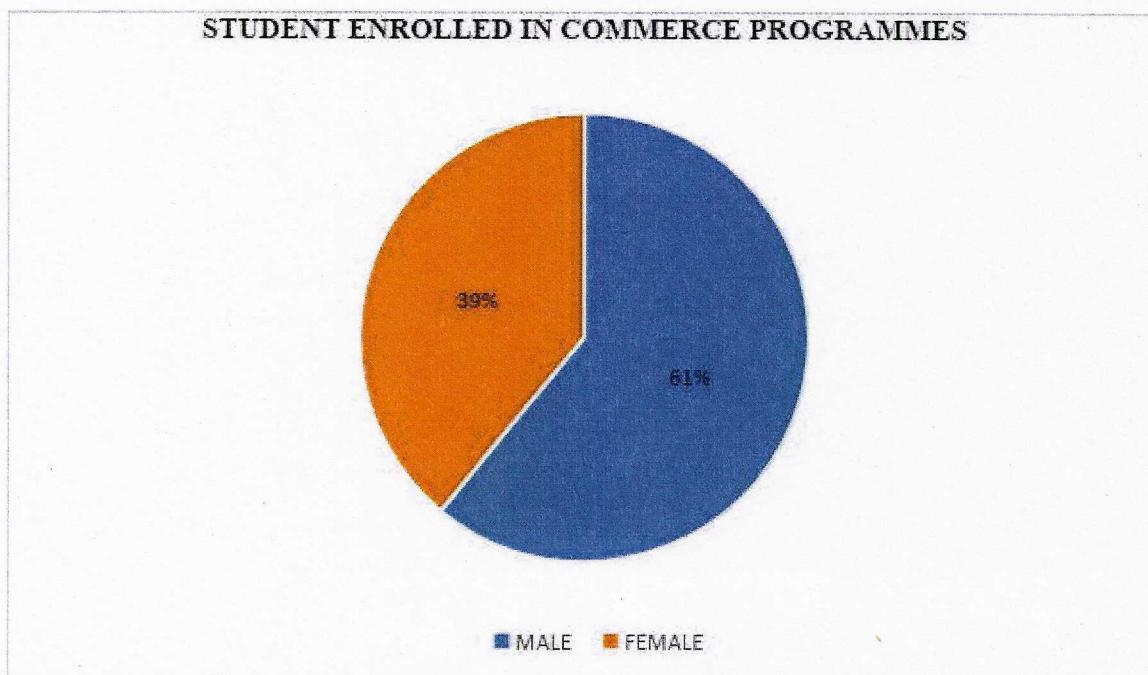
Analysis: In 2023-2024 academic year, the number of male students (57.58%) enrolled in the college is higher than that of female students (42.41%).

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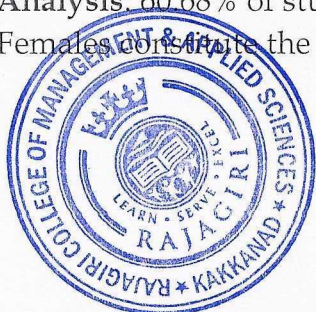


### 2.1.2 Students Enrolled in Commerce Programmes (B. Com & M. Com)

Particulars	Male	Female
Number	230	149
Percentage	60.68%	39.31%



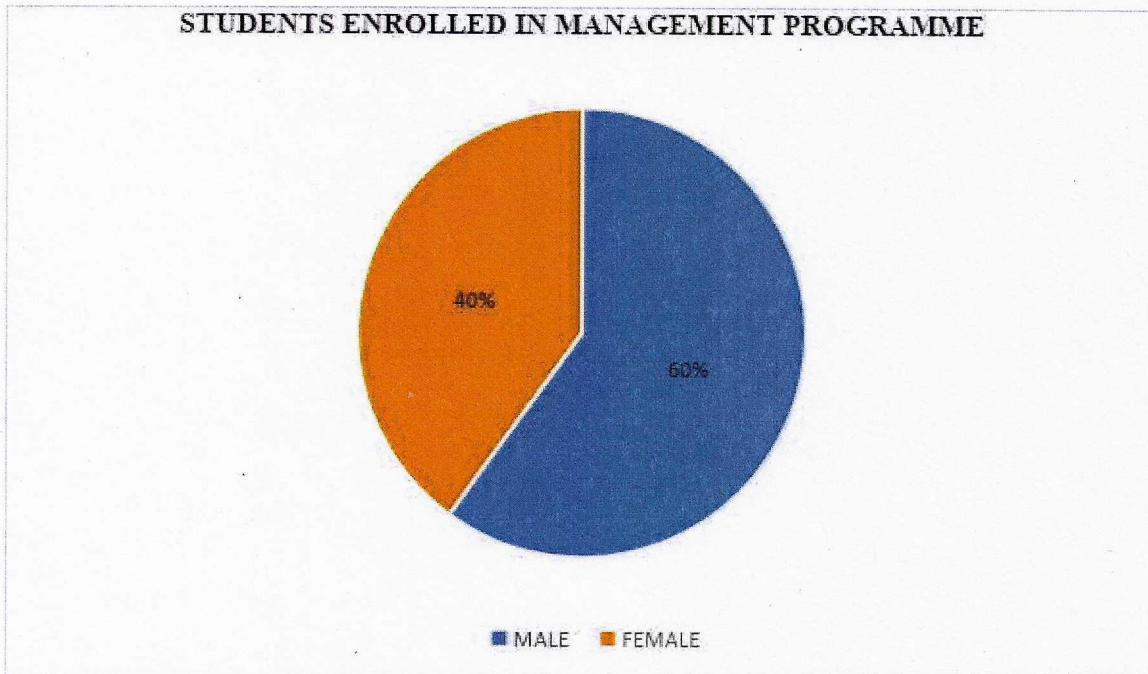
**Analysis:** 60.68% of students enrolled in the Commerce programme are males. Females constitute the remaining 39.31%.



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### 2.1.3 Students Enrolled in Management Programme (BBA)

Particulars	Male	Female
Number	42	28
Percentage	60%	40%



**Analysis:** 60% of students enrolled in the Management programme are males. Females constitute the remaining 40%.



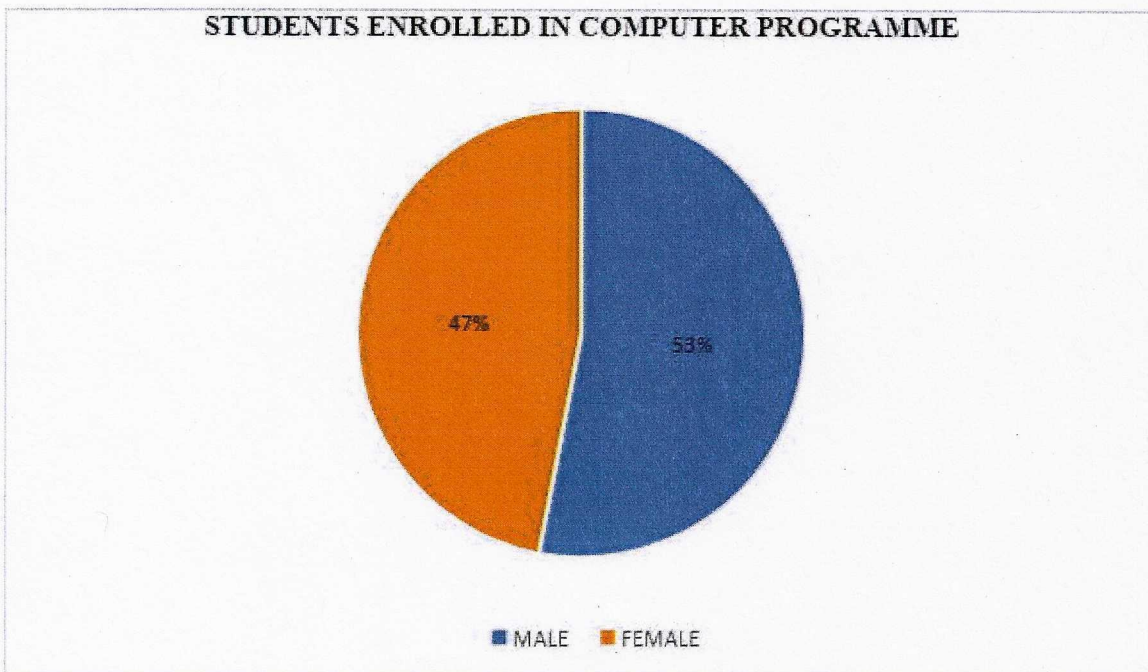
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### 2.1.4 Students Enrolled in Computer Programme (BCA)

Particulars	Male	Female
Number	36	32
Percentage	52.94%	47.05%



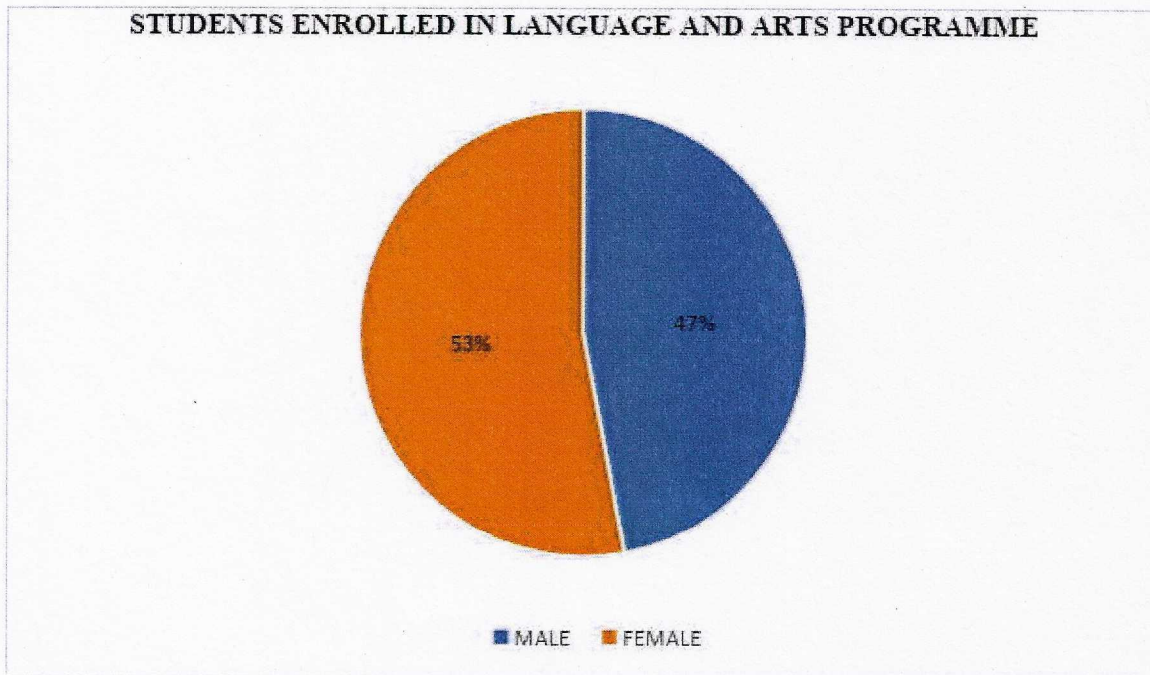
Analysis: 52.94% of students enrolled in the computer programme are males. Females constitute the remaining 47.05%.



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2.1.5 Students Enrolled in Language and Arts Programme (BAE, BAGD & MAGD)

Particulars	Male	Female
Number	45	51
Percentage	46.87%	53.12%



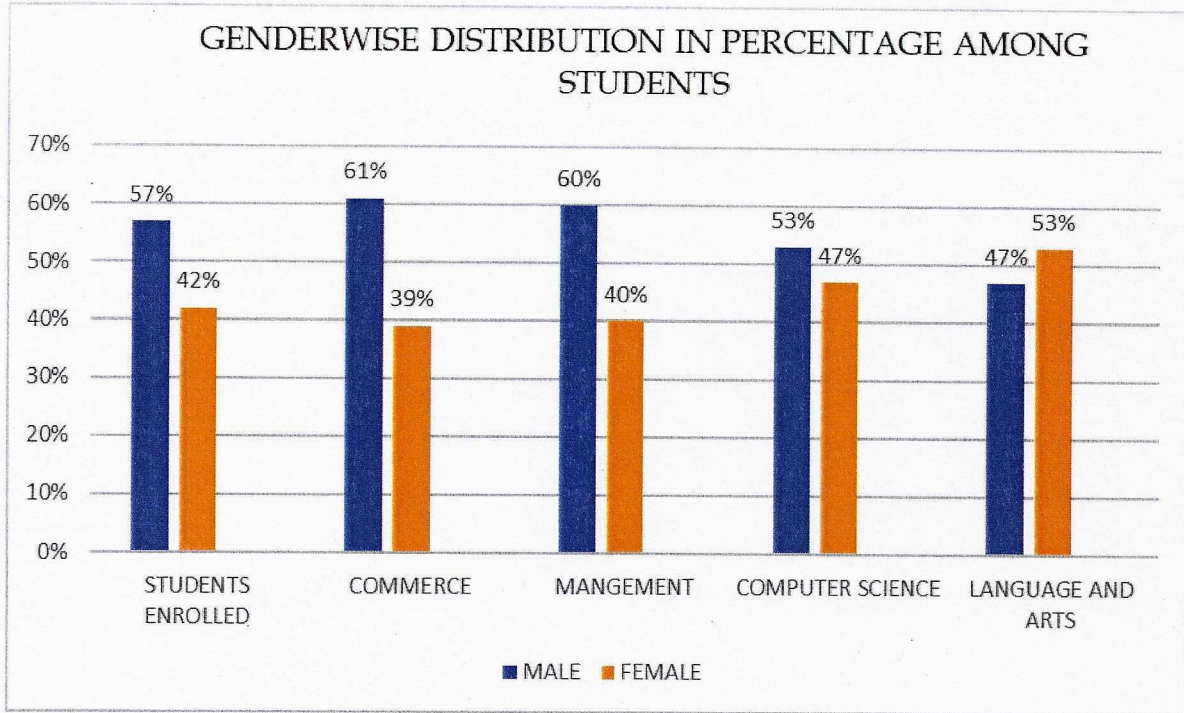
**Analysis:** 53.12% of students enrolled in the language and arts programme are females. Males constitute the remaining 46.87%.



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### 2.1.6 Overview of Gender Distribution among Students



**Analysis:** The total students enrolled in 2023-2024 shows a higher percentage of male students. The overall gender distribution shows that the enrolled male female student percentage differs in each programme. The students enrolled in language and arts programmes show a higher percentage of female students than male students.



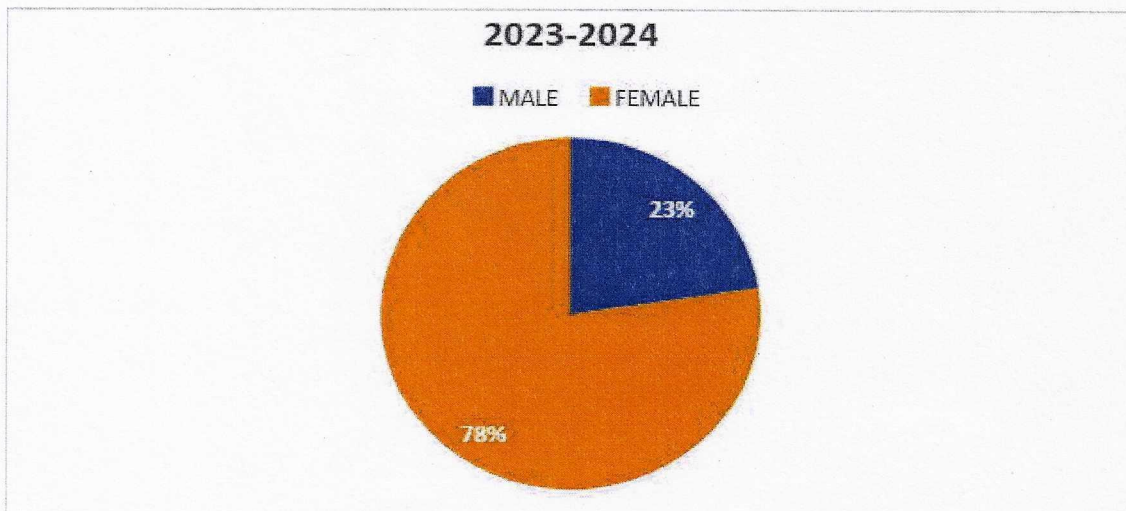
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2.1.7 Table Showing List of Rank Holders for the Academic Year 2023-2024

Particulars	Male	Female
Number	9	31
Percentage	22.5	77.5

Chart Showing List of Rank Holders for the Academic Year

2023-2024



**Analysis:** In terms of percentages, males accounted for 22.5% of the total, while females accounted for 77.5%.



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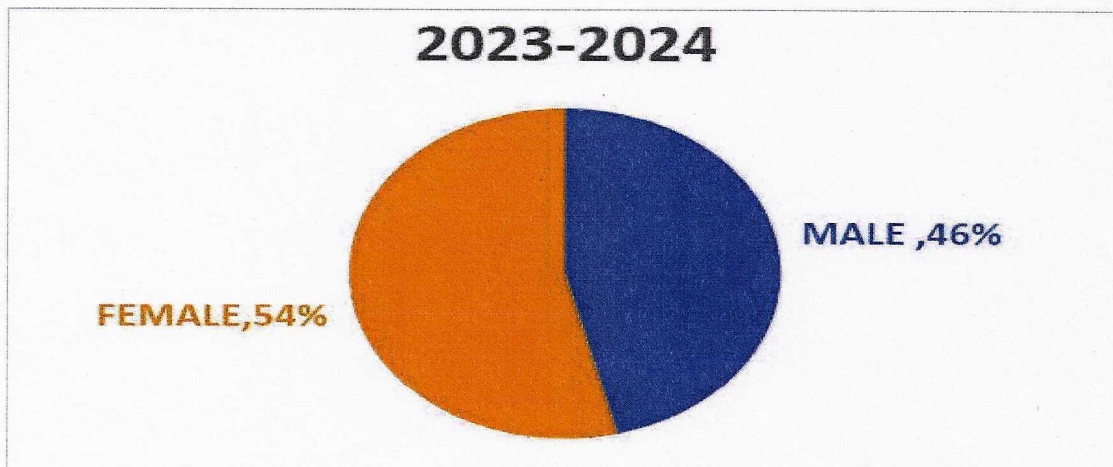




### 2.1.8 Gender Audit of NSS Members of the College for the year 2023-2024

The gender representation in NSS Unit no 236 is as follows

Particulars	Male	Female
Number	23	27
Percentage	46	54



Analysis: 54% of members in NSS are female.



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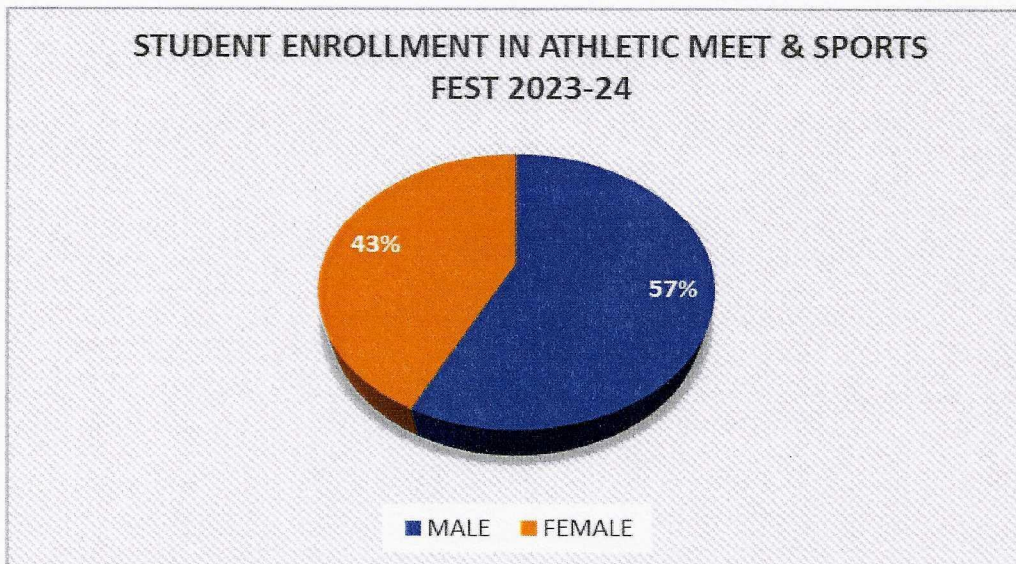


## 2.2 Gender Audit of Athletic Meet & Sports Fest 2023-2024

### 2.2.1 Gender Ratio for Enrolment of Students in Athletic Meet & Sports Fest

The gender ratio for enrolment of students in athletic meet & sports fest follows the following pattern

Particulars	Male	Female
Number	260	194
Percentage	57.27%	42.73%



**Analysis:** In 2023-24 academic year, the number of male students (68.39%) enrolled in the college is higher than that of female students (31.61%)



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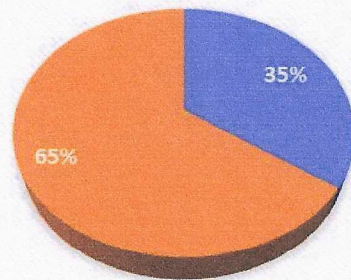


## 2.2.2 Gender Audit- Sarganjali - Arts Fest 2023-2024

The gender ratio for enrolment of students in Sarganjali programme follows the following pattern

Particulars	Male	Female
Number	311	581
Percentage	34.87%	65.13%

STUDENT ENROLLMENT IN SARGANJALI FEST 2023-24



■ MALE ■ FEMALE

**Analysis:** In 2023-24 Academic Year, the number of female students (65.13%) enrolled in the college is higher than that of male students (34.87%)



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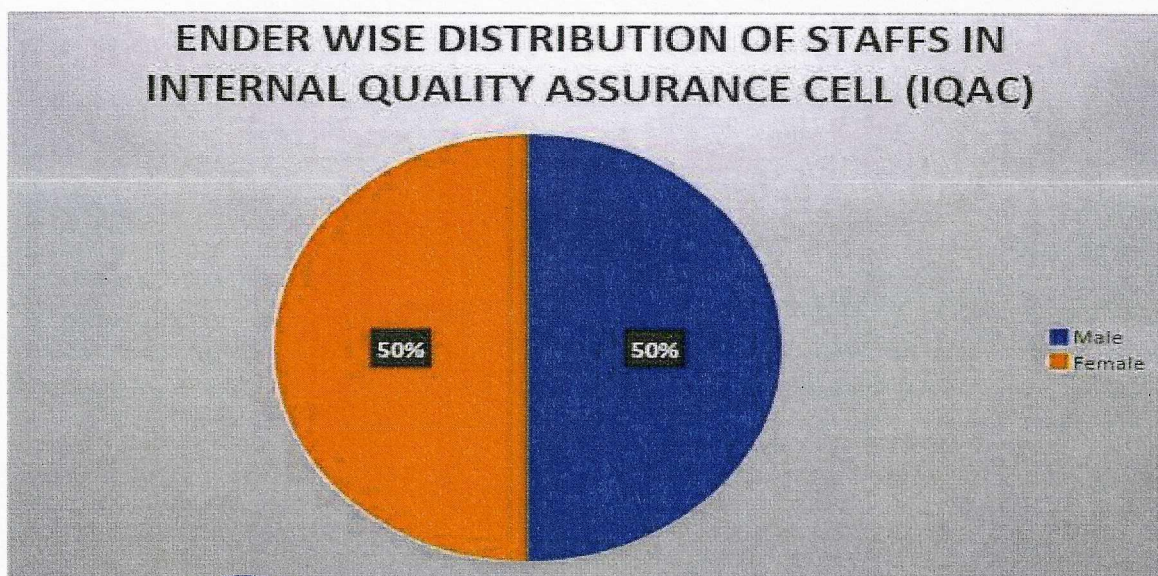


## CHAPTER 3

### GENDER DISTRIBUTION OF STAFF MEMBERS IN THE COLLEGE

#### 3.1 Gender Wise Distribution of Staffs in the Internal Quality Assurance Cell (IQAC)

IQAC		
Particulars	Male	Female
Number	11	11
Percentage	50%	50%



Analysis: 50% among the IQAC members are women

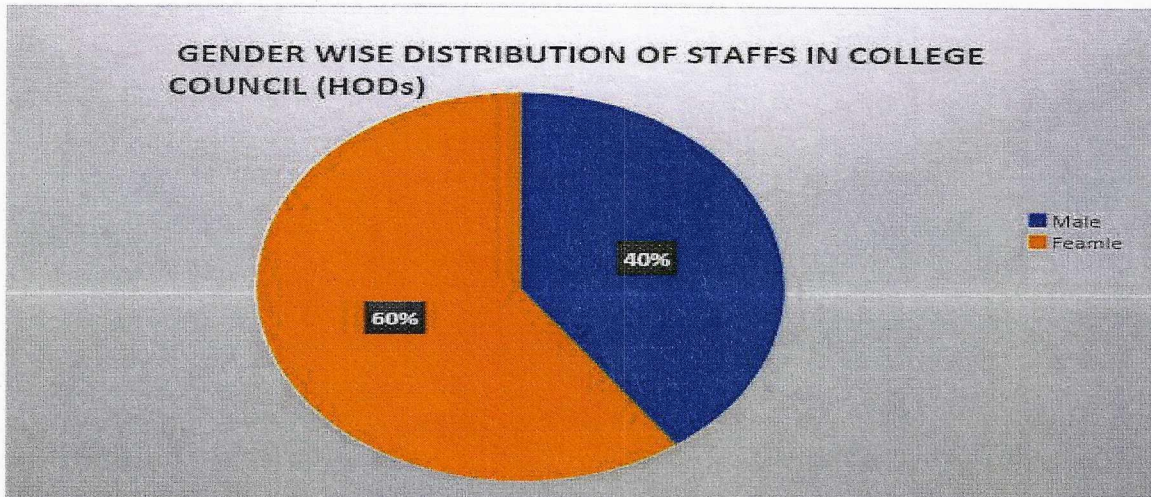


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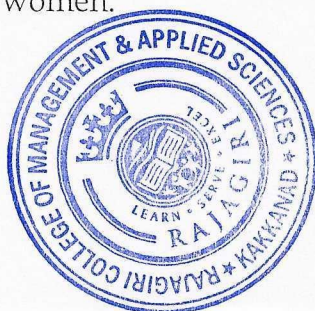


### 3.2 Gender Wise Distribution of Staffs in the College Council (HODs)

Staff council members (HODs)		
Particulars	Male	Female
Number	2	3
Percentage	40%	60%



**Analysis:** 60% among the College Council members (Head of Departments) of the college are women.

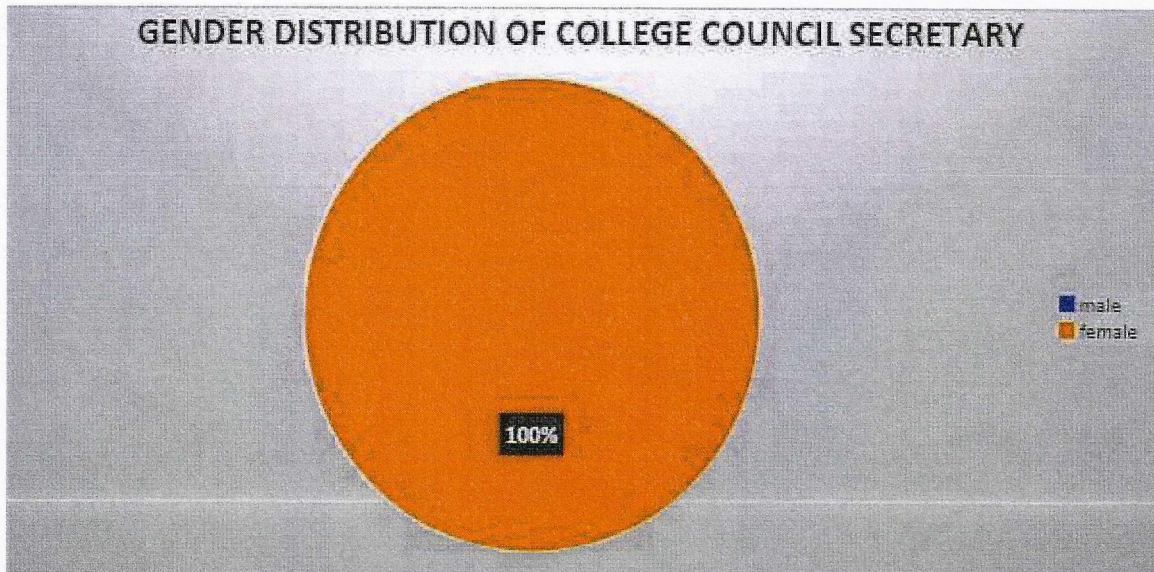


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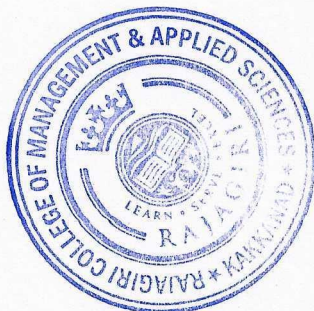


### 3.3 Gender Wise Distribution of the College Council Secretary

Particulars	College Council Secretary	
	Male	Female
Number	0	1
Percentage	0%	100%



Analysis: The college council secretary is female.



*Legal*



### 3.4 Gender Wise Distribution of Staff Secretary

Particulars	Staff Secretary	
	Male	Female
Number	0	1
Percentage	0%	100%



**Analysis:** The staff secretary is female.



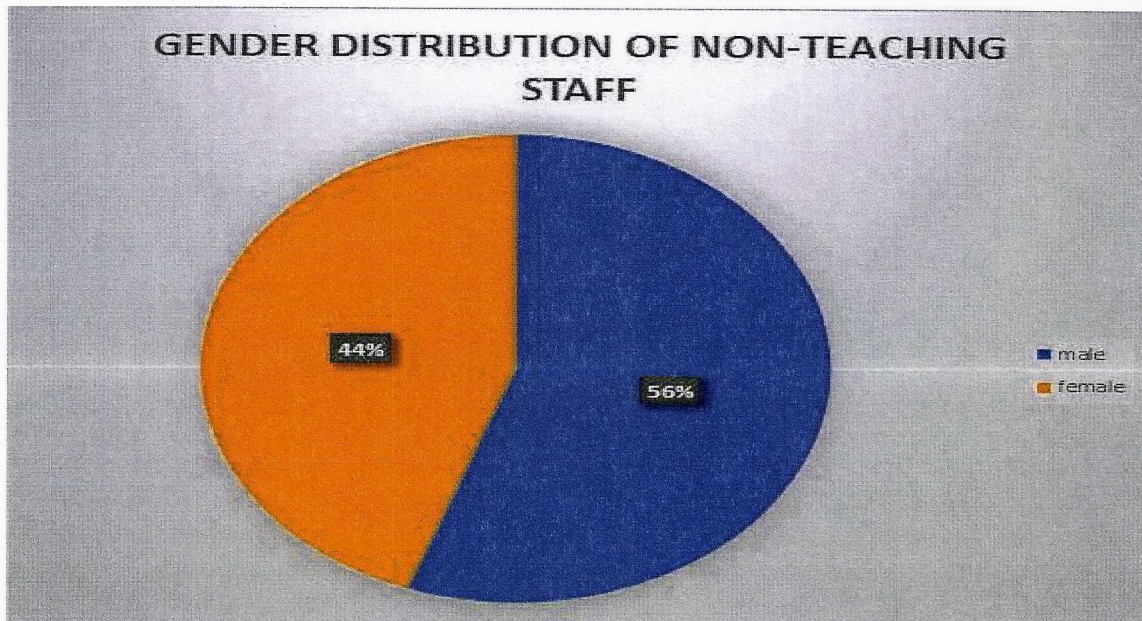
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### 3.5 Gender Wise Distribution of Non - Teaching Staff

Particulars	Non - Teaching staff	
	Male	Female
Number	10	8
Percentage	56%	44%



Analysis: 56% of Non-Teaching Staff Are Male

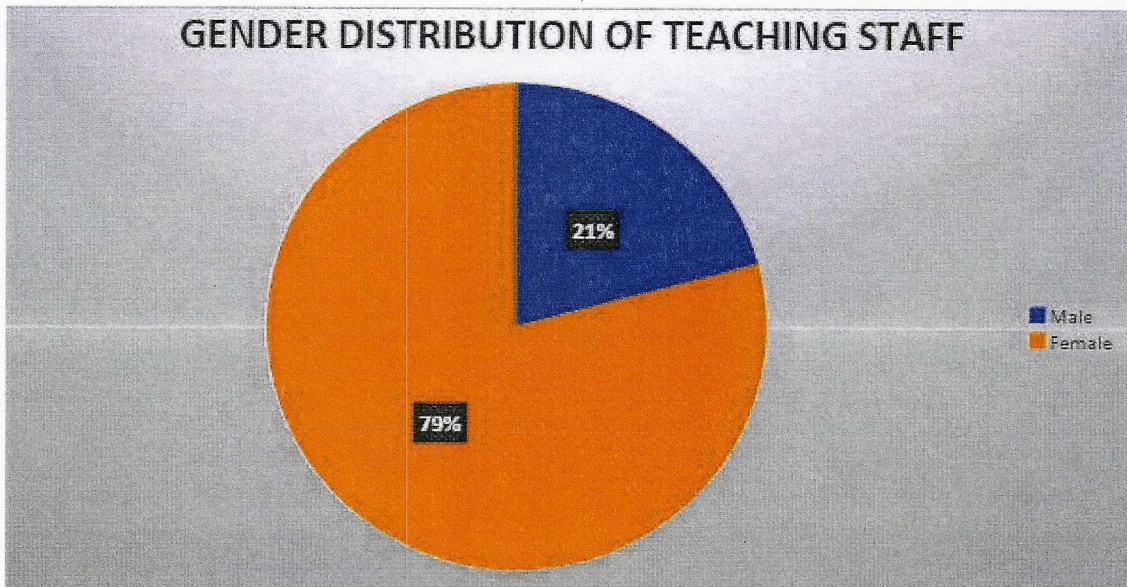


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### 3.6 Gender Wise Distribution of Teaching Staff

Teaching Staff		
Particulars	Male	Female
Number	15	57
Percentage	20.83%	79.17%



**Analysis:** 79% of the teaching staff are female.



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## CHAPTER 4

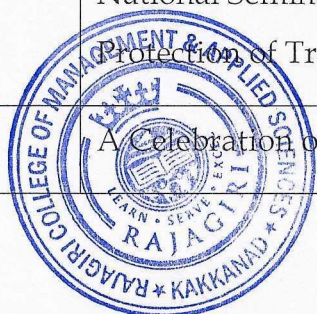
### GENDER EQUITY

#### 4.1 Gender Equity Programmes

The college has organised the following gender equity initiatives/ activities for inculcating gender sensitivity among the students during the academic year 2023-2024

#### Activities on Gender Equity 2023-2024

Sl no.	Name on Gender Equity Initiatives	Date of Initiatives
1.	Gender Equity Talk- Kanal Campaign	31/07/23
2.	Self-defence Class- Kanal Campaign	31/07/23
3.	Flash Mob for Transgender Awareness Week	13/11/2023
4.	Human Rights Symposium on Gender equality and Social Inclusivity of Transgender person	14/11/2023
5.	Debate on Topic Recognition on Third Gender	15/11/2023
6.	Group Discussion on Political Representation of Transgenders	16/11/2023
7.	National Seminar on Civil Rights Protection of Transgender Persons	05/12/2023
8.	A Celebration of Feminity	08/03/2024





## CHAPTER 5

### CONCLUSION

#### 4.1 Suggestions and Recommendations

- It is suggested to enhance gender inclusion in extra-curricular activities to foster male participation in art programs and other cultural events to break the traditional social stigma and stereotyping.
- It is suggested to host gender equity programmes with added stress on inclusion of non-binary and transgender individuals.
- It is recommended to review and update institutional policies to better fit the ideals of gender equity and inclusion.

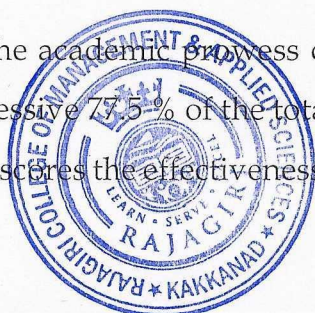
#### 5.2 Conclusion

The commitment of Rajagiri College of Management and Applied Sciences towards inducing gender equity and inclusion among its students and staff is evident as highlighted in the gender audit.

Activities such as the Kanal Campaign discussions, self-defence classes and awareness events during transgender awareness week were instrumental in improving awareness about gender equity and gender sensitivity. These initiatives helped to encourage an open dialogue and empower students.

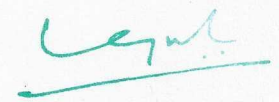
The presence of women in key governance positions, which includes the College Council and IQAC (Internal Quality Assurance Cell), is an excellent indicator of inclusive management and progressive morals.

Furthermore, the academic progress of female students is highlighted by the gender audit. An impressive 77.5% of the total rank holders turned out to be female students. This also underscores the effectiveness of inclusive programs and support mechanisms



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Progressively evolving gender equity programs, support systems and awareness campaigns all highlight the growth of gender sensitivity and inclusion as a key ideal of both the management and the students. However, this growth is not without challenges. Gender distribution and disparities in the same should be monitored and addressed proactively.



Dr. Laly Mathew

Principal

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