

# 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 2022-2023

Submitted to



## GENDER AUDIT REPORT 2022-23

### Gender Audit Committee Members 2022-23

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## PREFACE

In an era where inclusivity and equality are paramount, the importance of gender audits cannot be overstated. Rajagiri College, Kakkanad, as a distinguished educational institution, recognizes the necessity of ensuring a fair and equitable environment for all its members. This preface sets the stage for a comprehensive gender audit aimed at evaluating and enhancing gender-related policies, practices, and perceptions within the college community.

A gender audit serves as a critical tool to assess the current status of gender equality within an organisation. At Rajagiri College, this audit endeavours to examine various facets such as recruitment practices, workplace culture, academic policies, and student life to identify any existing disparities or areas for improvement. By conducting this audit, the college demonstrates its commitment to fostering a supportive and inclusive environment where all individuals, regardless of gender identity, feel valued and respected.

Moreover, this preface underscores the institution's proactive approach towards aligning with national and international standards of gender equity in education. By engaging in this audit process, Rajagiri College not only fulfils its responsibility to its students and staff but also contributes to the broader societal goal of creating a more just and equitable world. Through transparency, accountability and collaboration, the outcomes of this gender audit aim to catalyse positive changes that promote gender parity and empowerment within the college and beyond.



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## CHAPTER 1

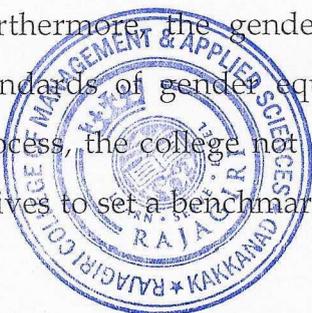
### 1.1 Introduction

Gender equality and inclusivity have become pivotal pillars in shaping modern educational institutions. Rajagiri College of Management and Applied Sciences, situated in Kakkanad, Kerala, stands at the forefront of this paradigm shift by undertaking a thorough gender audit. This introduction sets the stage for a comprehensive exploration into how Rajagiri College is addressing gender dynamics within its academic and administrative frameworks.

The concept of a gender audit is not merely about compliance but signifies a proactive approach to evaluating and enhancing gender-related policies, practices, and perceptions within the college. By conducting such an audit, Rajagiri College aims to critically analyse its existing systems and culture to identify areas of improvement and ensure equitable opportunities for all members of its community. This initiative is rooted in the college's commitment to fostering an environment where diversity is celebrated, and every individual, irrespective of gender, feels empowered to thrive.

In the context of Rajagiri College, the gender audit encompasses a multifaceted assessment. It examines various dimensions including recruitment and retention practices, the inclusivity of academic and extracurricular activities, campus safety measures, and the overall institutional culture regarding gender. Through this holistic approach, the college endeavours to uncover any systemic barriers or biases that may hinder the full participation and success of students, faculty, and staff from diverse gender backgrounds.

Furthermore, the gender audit aligns Rajagiri College with global and national standards of gender equity in higher education. By proactively engaging in this process, the college not only aims to comply with regulatory requirements but also strives to set a benchmark for other educational institutions in the region. Ultimately,



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the outcomes of the gender audit are expected to catalyse positive changes that promote a more inclusive, supportive, and respectful environment for all members of the Rajagiri College community.

## 1.2 Objectives of Gender Audit

- Assess the representation of different genders among students, faculty, and staff across various departments and levels within the college.
- Examine existing policies, procedures, and practices to ensure they are inclusive and supportive of gender equality, identifying any gaps or areas needing improvement.
- Identify barriers or challenges faced by individuals based on gender and recommend changes to foster a more welcoming and inclusive campus environment.
- Ensure equitable access to resources, opportunities, leadership roles, and decision-making processes regardless of gender identity.
- Conduct training sessions and awareness programs to educate the college community about gender issues, promoting understanding and sensitivity among students and Staff

## 1.3 Parameters of the Audit

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 arts



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

1. Gender distribution of teaching staff
2. Gender distribution of non-teaching staff
3. Gender distribution of staff in governing positions like College Council and IQAC.



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## CHAPTER 2

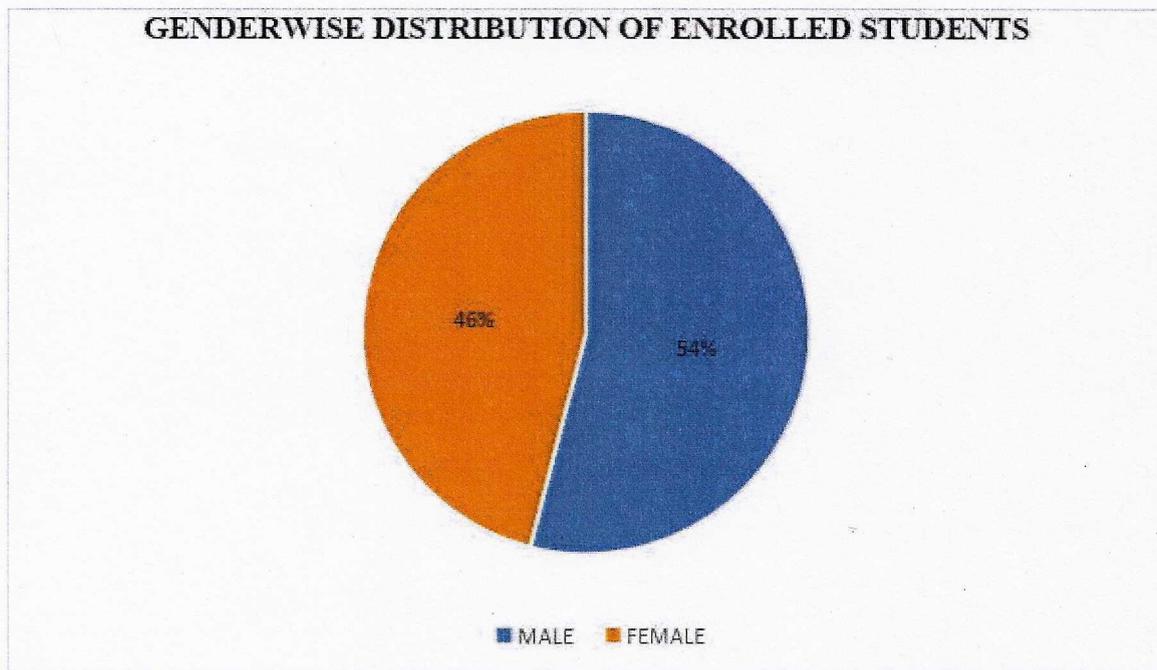
### GENDER INDEX OF STUDENTS

#### 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 1 PG programme follows the following pattern:

Particulars	Male	Female
Number	343	293
Percentage	53.93%	46.06%



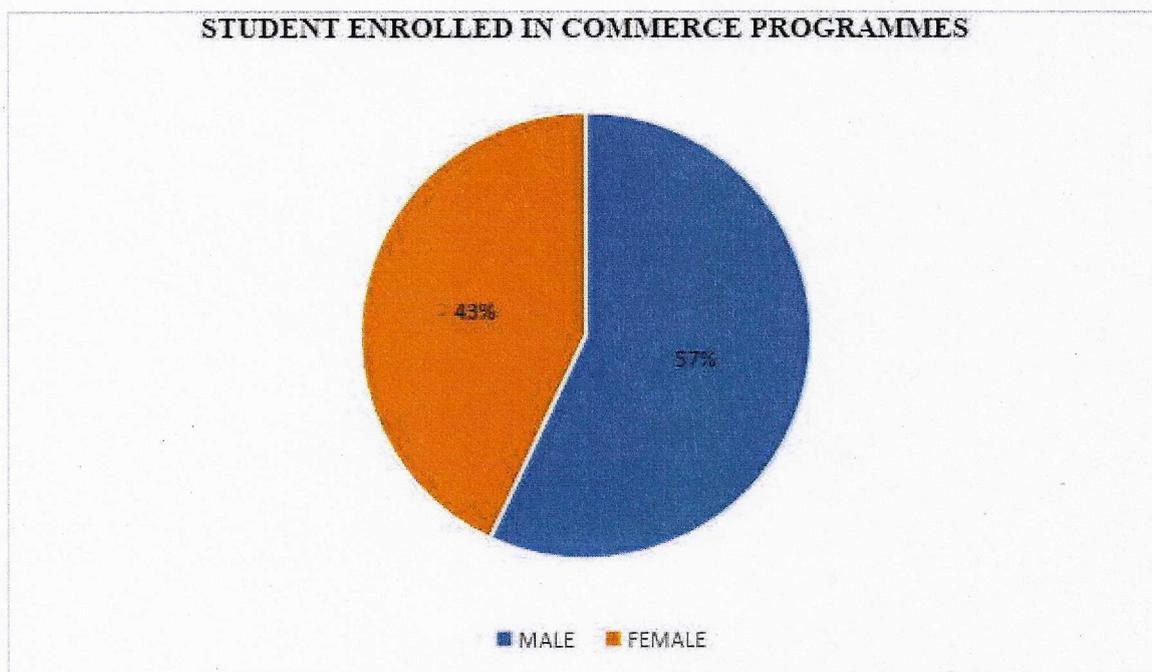
**Analysis:** In the 2022-2023 academic year, the number of male students (53.93%) enrolled in the college is higher than that of female students (46.06%).



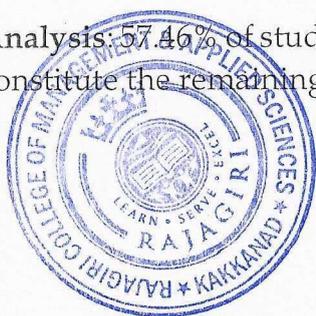
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## 2.1.2 Students Enrolled in Commerce Programmes (B. Com & M. Com)

Particulars	Male	Female
Number	231	171
Percentage	57.46%	42.53%



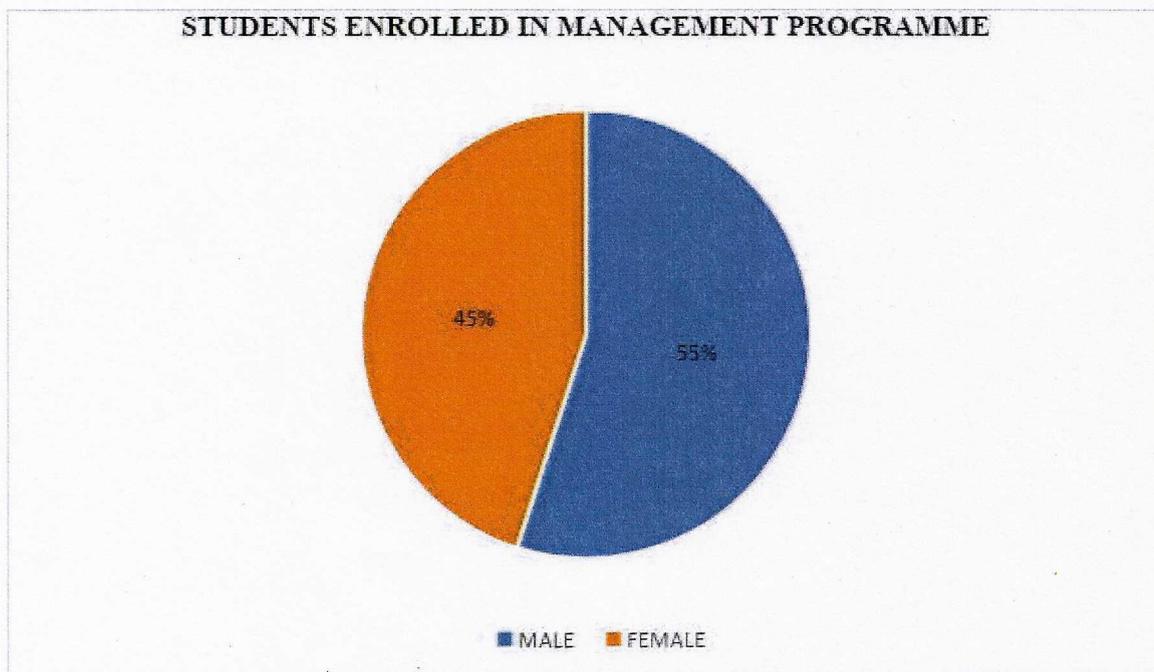
**Analysis:** 57.46% of students enrolled in the Commerce programme are males. Females constitute the remaining 42.53%.



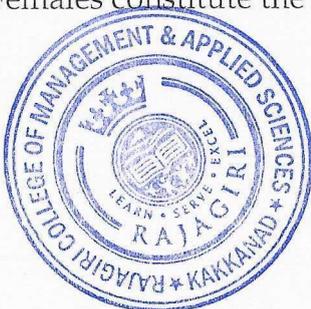
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### 2.1.3 Students Enrolled in Management Programme (BBA)

Particulars	Male	Female
Number	35	29
Percentage	54.68%	45.31%



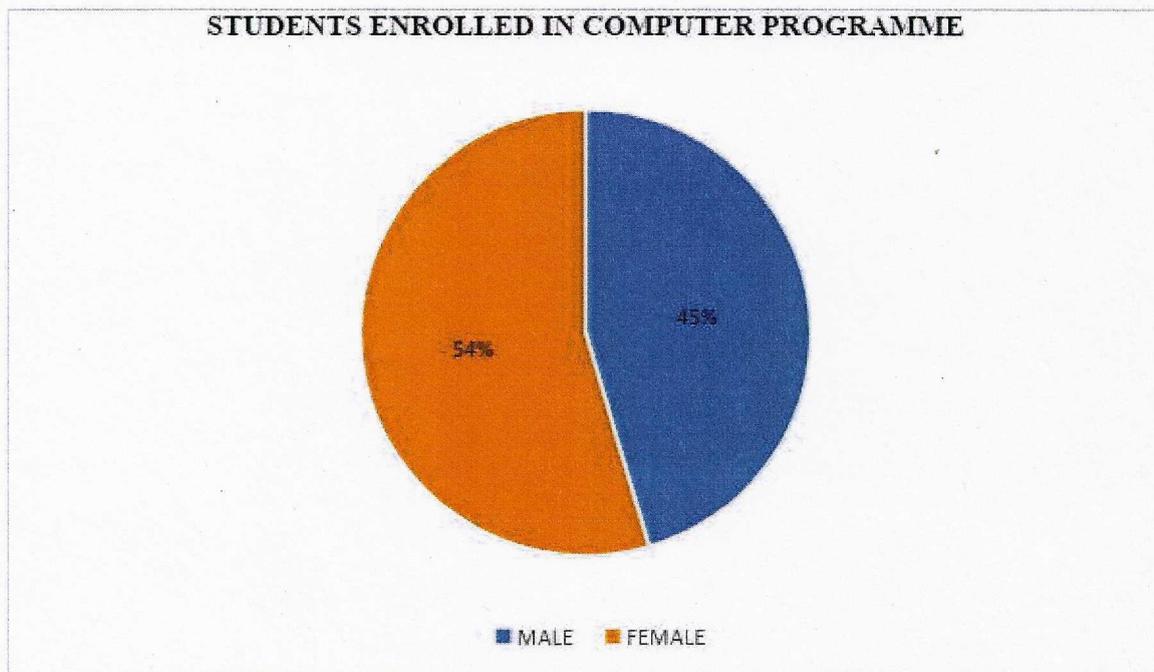
**Analysis:** 54.68% of students enrolled in the Management programme are males. Females constitute the remaining 45.31%.



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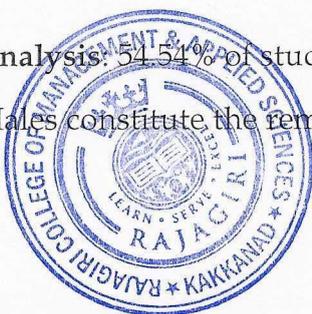
### 2.1.4 Students Enrolled in Computer Programme (BCA)

Particulars	Male	Female
Number	30	36
Percentage	45.45%	54.54%



Analysis: 54.54% of students enrolled in the computer programme are females.

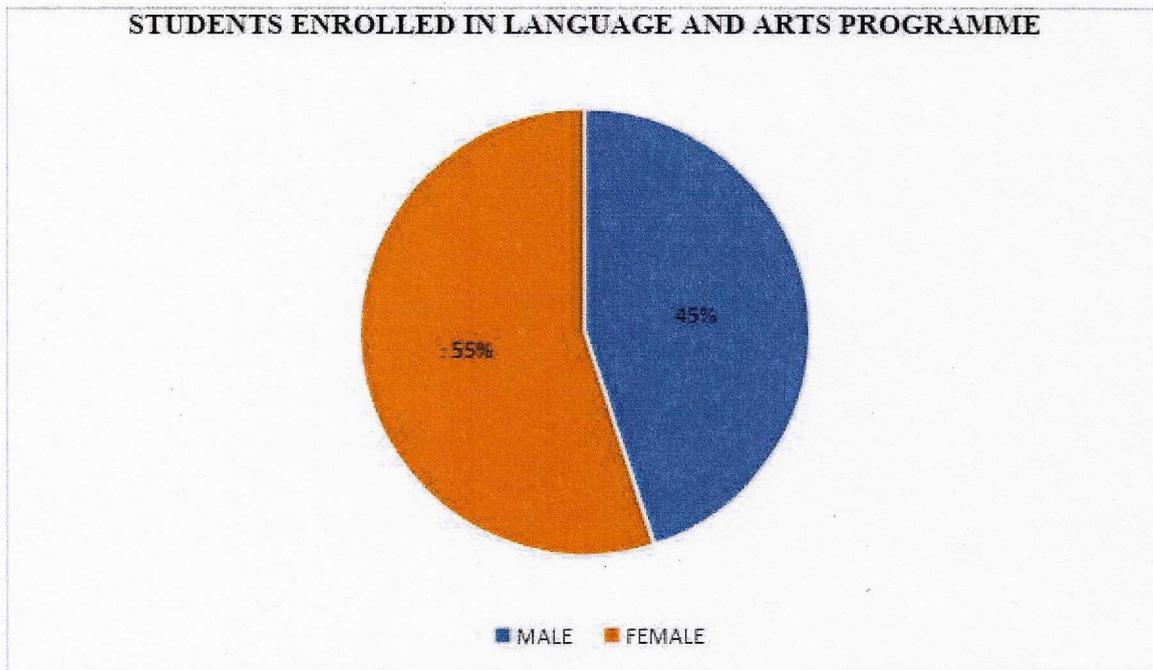
Males constitute the remaining 45.45%.



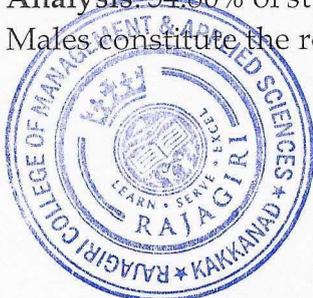
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2.1.5 Students Enrolled in Language and Arts Programme (BAE & BAGD)

Particulars	Male	Female
Number	47	57
Percentage	45.19%	54.80%

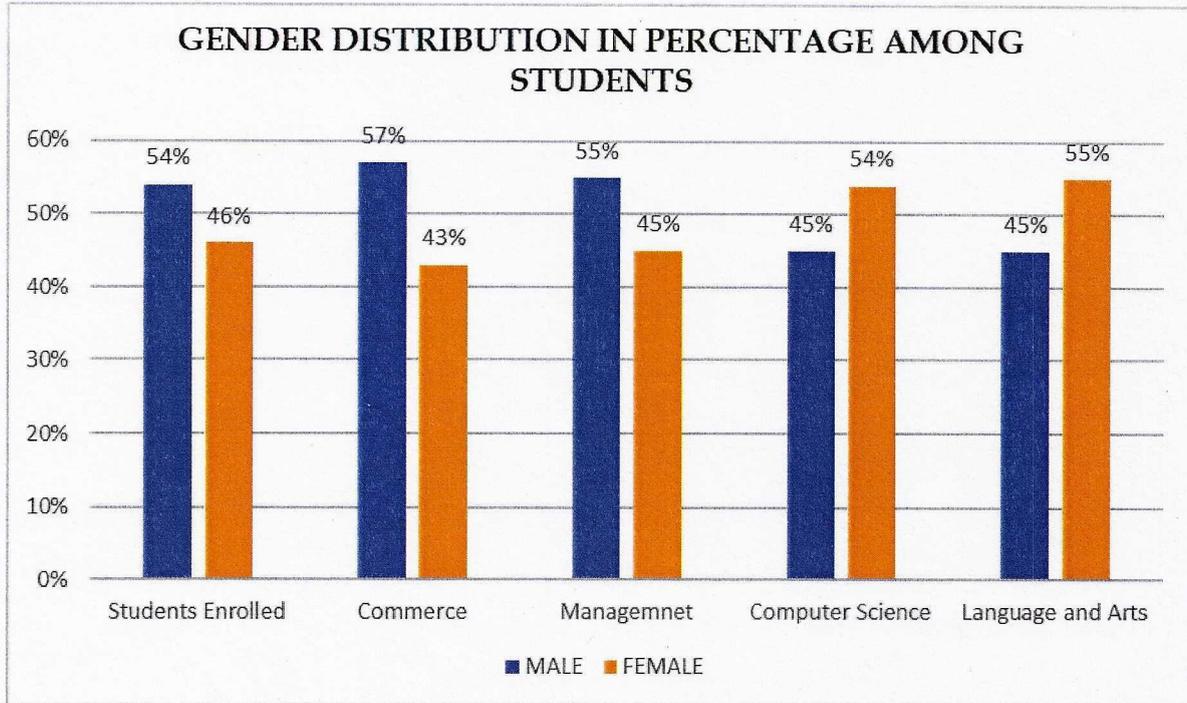


**Analysis:** 54.80% of students enrolled in the language and arts programme are females. Males constitute the remaining 45.19%.



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### 2.1.6 Overview of Gender Distribution among Students



**Analysis:** The total students enrolled in 2022-2023 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 computer programmes and language and arts programmes show a higher percentage of female students than male students.



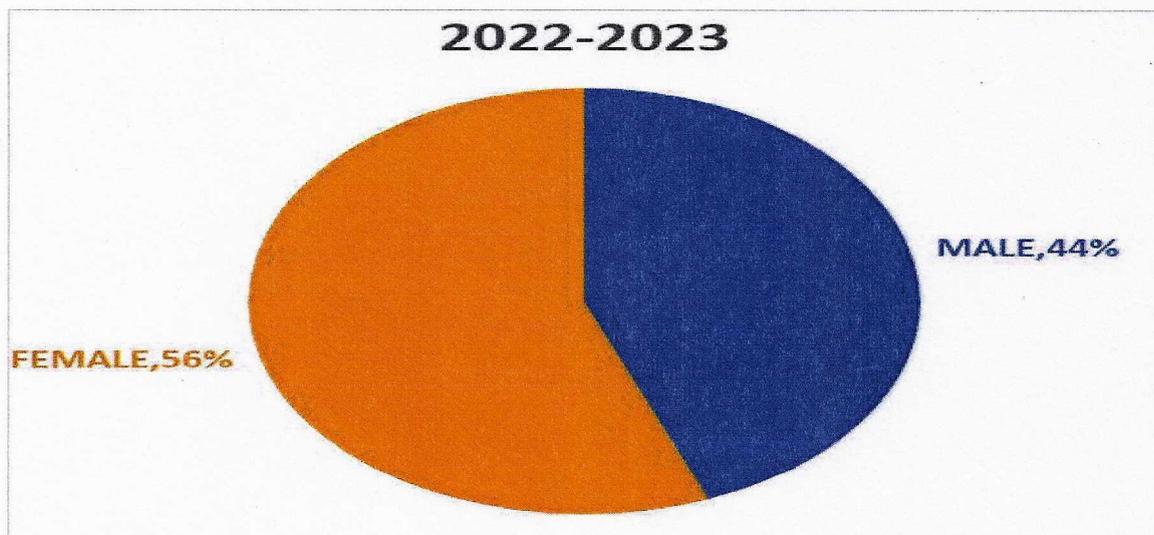
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### 2.1.7 Gender Distribution of NSS Members of the College for the Year 2022-2023

The gender representation in NSS Unit no 236 is as follows

#### NSS UNIT NO.236

Particulars	Male	Female
Number	22	28
Percentage	44	56



**Analysis:** 56% of students taken into NSS are females. Males constitute the remaining 44%.



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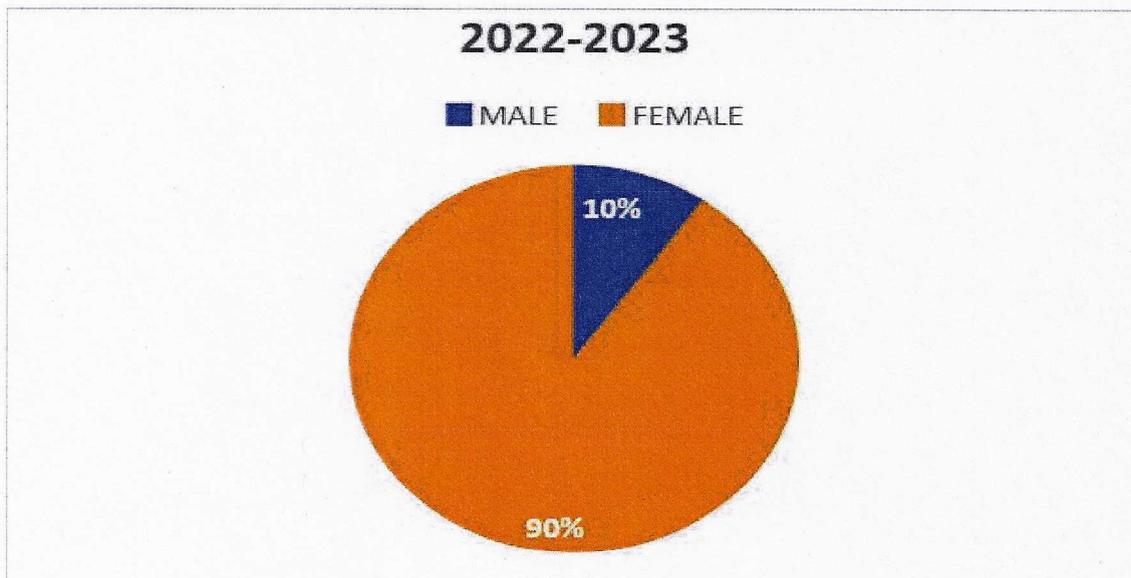


### 2.1.8 Table Showing List of Rank Holders

The following table shows the gender representation of rank holders for the academic year 2022-2023.

Particulars	Male	Female
Number	3	28
Percentage	10 %	90 %

### CHART SHOWING LIST OF RANK HOLDERS ACADEMIC YEAR 2022-2023



**Analysis:** The male population accounted for 10% of the total, while the female population accounted for 90%.



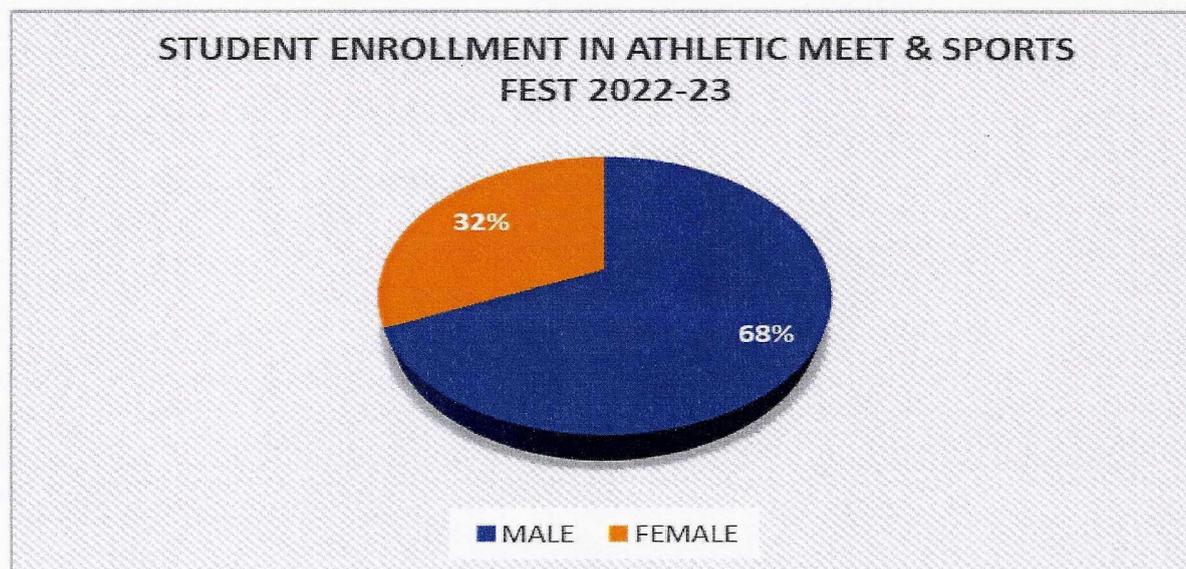
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## 2.2 Gender Audit of Athletic Meet & Sports Fest

### 2.2.1 Gender Representation of Students in Athletic Meet & Sports Fest

The gender ratio for enrolment of students in Athletic meet & Sports fest follows the given pattern

Particulars	Male	Female
Number	119	55
Percentage	68.39%	31.61%



**Analysis:** In 2022-23 Academic Year, the number of male students (68.39%) enrolled in the college is higher than that of female students (31.61%)

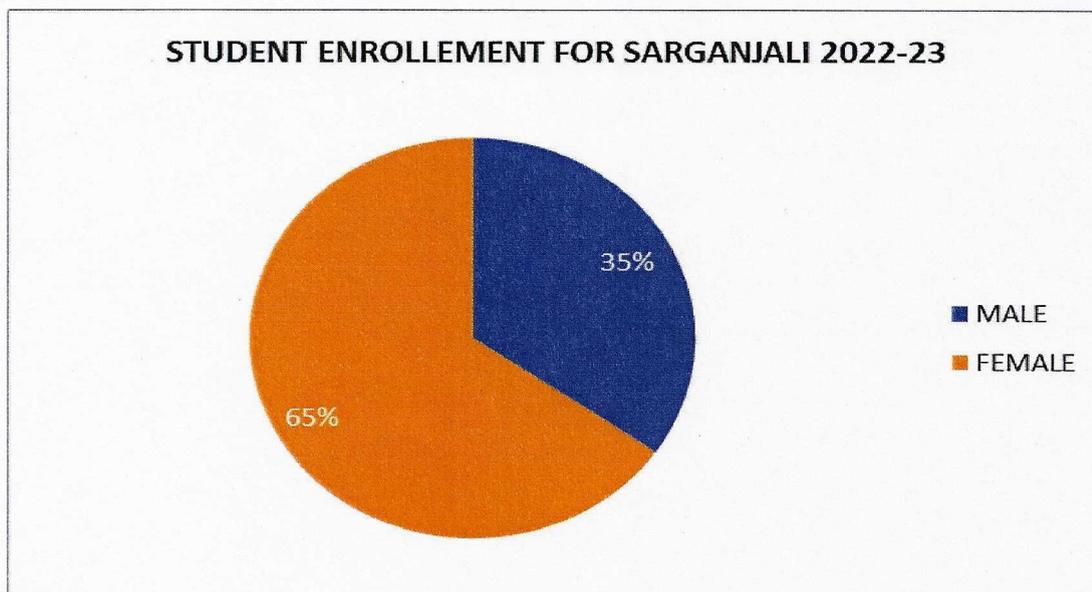


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## 2.2.2 Gender Representation in Sarganjali

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

Particulars	Male	Female
Number	179	337
Percentage	34.69%	65.31%



**Analysis:** In 2022-23 Academic Year, the number of female students (57.04%) enrolled in the college is higher than that of male students (42.96%)



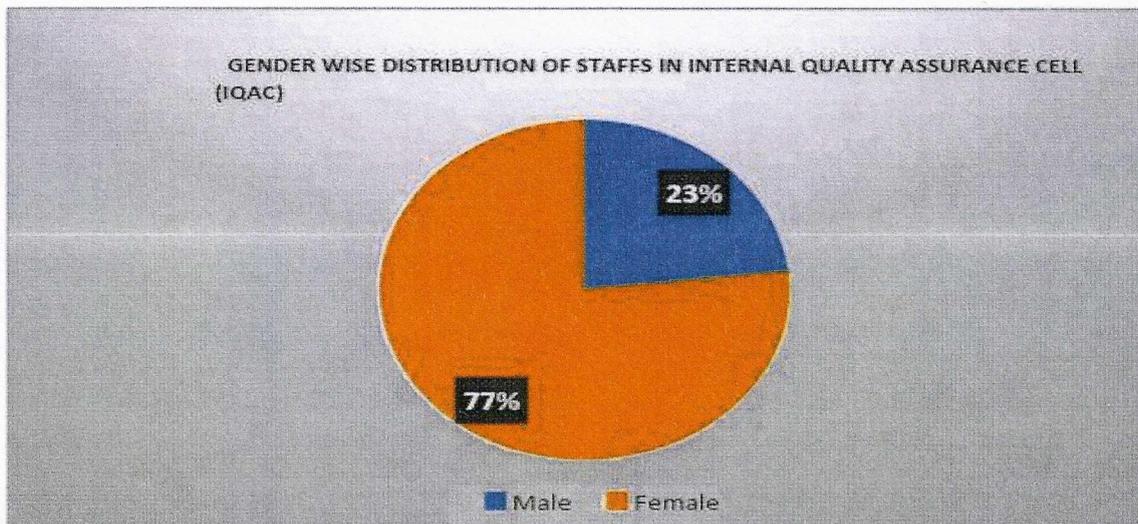
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## CHAPTER 3

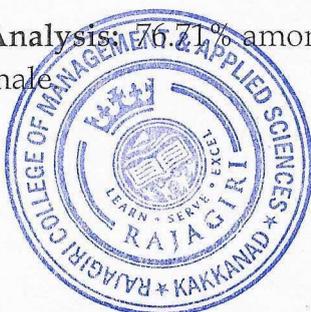
### 3.1 Gender Distribution of Staff Members in the College

#### 3.1.1 Gender-wise Distribution of Staffs in Internal Quality Assurance Cell (IQAC)

IQAC		
Particulars	Male	Female
Number	17	56
Percentage	23.29%	76.71%



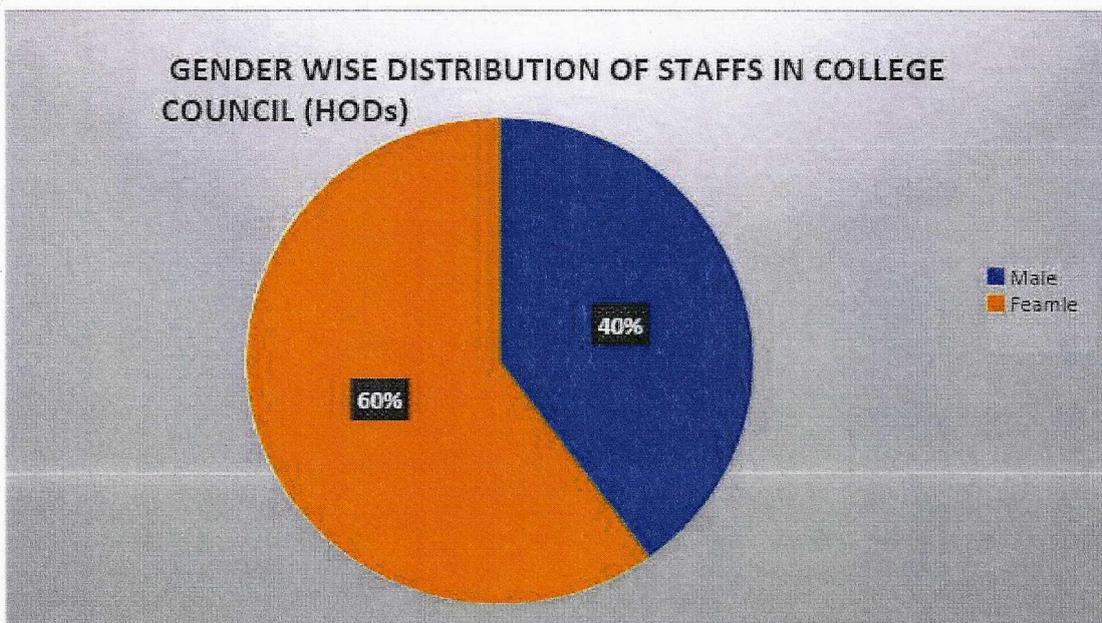
Analysis: 76.71% among the IQAC members are female and the remaining 23% is male



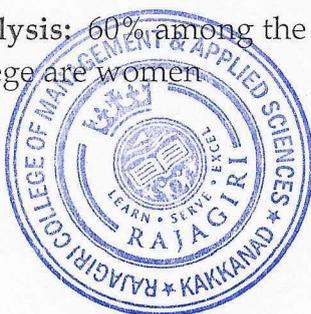
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### 3.1.2 Gender-wise Distribution of Staffs in College Council (HODs)

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



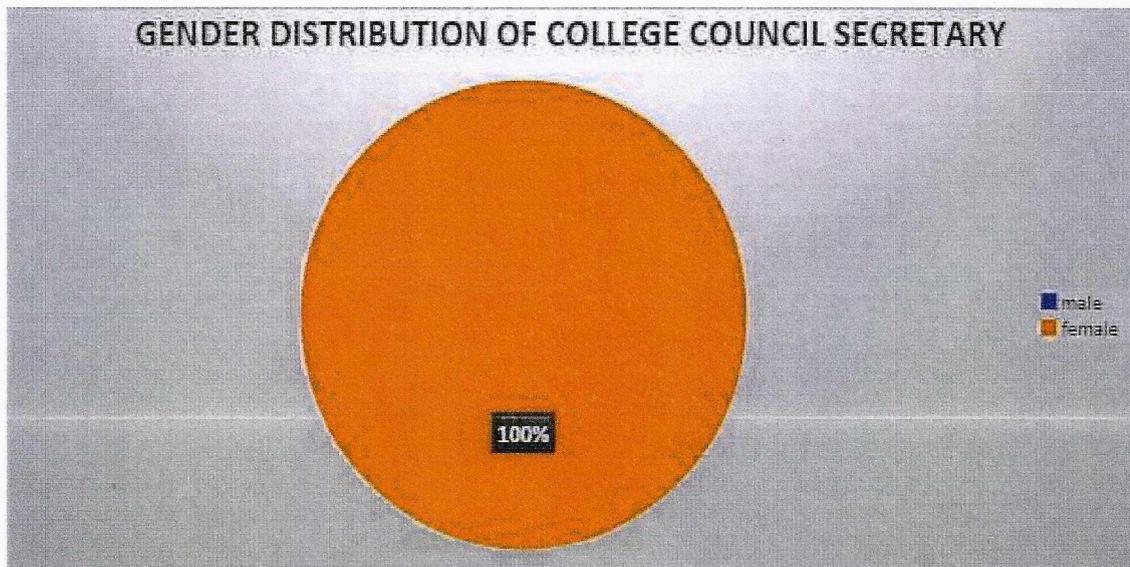
**Analysis:** 60% among the College Council members (Head of Departments) of the college are women.



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### 3.1.3 Gender-wise Distribution of College Council Secretary

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



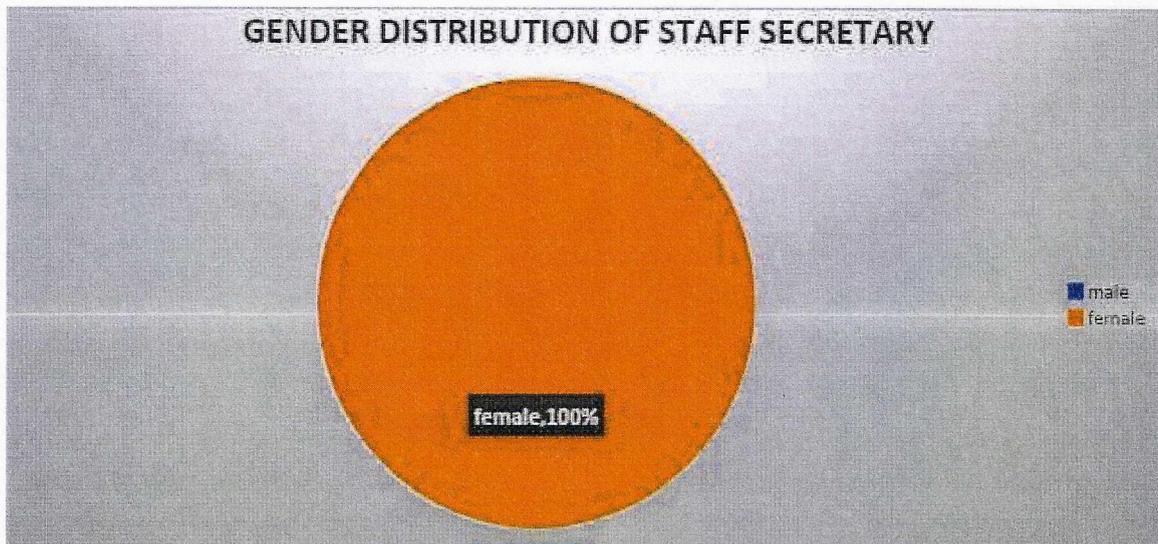
**Analysis:** The college council secretary is female.



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### 3.1.4 Gender-wise Distribution of Staff Secretary

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



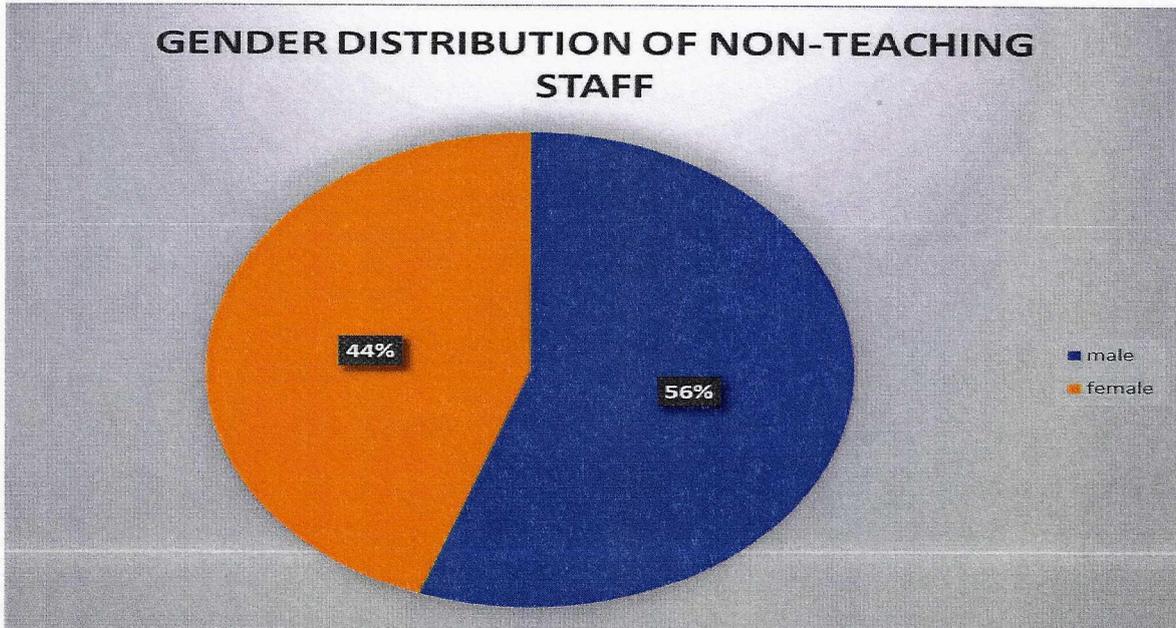
**Analysis:** The staff secretary is female.



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### 3.1.5 Gender-wise Distribution of Non - Teaching Staff

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



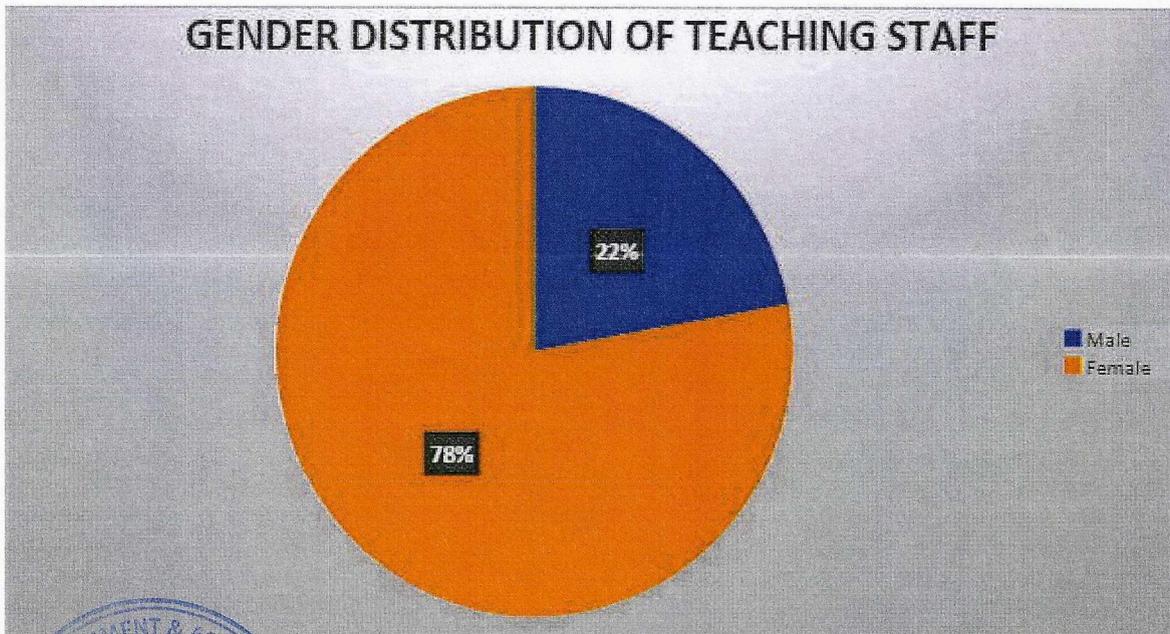
**Analysis:** 56% of Non-Teaching Staff Are Male



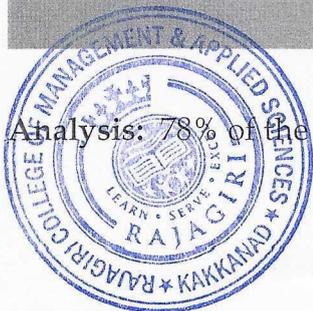
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### 3.1.6 Gender-wise Distribution of Teaching Staff

Teaching Staff		
Particulars	Male	Female
Number	17	56
Percentage	22.08%	77.92%



Analysis: 78% of the teaching staff are female.



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## CHAPTER 4 GENDER EQUITY

### 4.1 Gender Equity Programmes

In response to the 2021-2022 gender audit, the college implemented a robust slate of gender equity initiatives during the 2022-2023 academic year. These initiatives aimed to put forth a more inclusive learning environment for all students by promoting gender sensitivity.

#### Activities on Gender Equity 2022-2023

Sl. No	Nature / Name on Gender Equity Initiatives	Date of Initiatives
1.	Workshop on Menstrual Cup usage as a part 'Cup of Life' Campaign	13/09/2022
2	Orange the World Campaign- A Pledge of Solidarity	09/12/2022



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## CHAPTER 5

### CONCLUSION

#### 5.1 Suggestions and Recommendations

- It is suggested to improve gender sensitivity training. Training sessions and awareness programmes aiming at gender sensitivity should be amped up and encouraged to develop a deeper understanding and sensitivity towards gender equity.
- It is recommended to monitor and evaluate progress. A well-oiled and robust system for monitoring and evaluation is required for timely intervention and continuous improvement in gender equity and its promotion.

#### 5.2 Conclusion

Gender equity and gender inclusion have been the priorities at Rajagiri College of Management and Applied Sciences. New and innovative programmes and implementations aimed at gender sensitivity set the stage for this year.

The gender equity audit conducted this year reveals a mixed yet progressive signalling gradual growth. The analysis of various aspects unveiled significant improvements in efforts towards gender balance and other notable achievements

This year a series of initiatives promoting gender equity and gender sensitivity were undertaken. Among these key programmes and initiatives, the "Cup of Life" program, demonstrating a commitment to fostering an equitable environment caught the most attention.

The overall progress throughout the years and the management's ideal of developing a gender-neutral campus were really evident.



Rev. Fr. Ajeesh Puthussery CMI

Principal

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