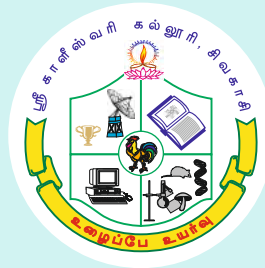


SRI KALISWARI COLLEGE (AUTONOMOUS)

SIVAKASI

Affiliated to Madurai Kamaraj University
Re-accredited with A Grade (CGPA 3.11) by NAAC
NAAC 4th Cycle - Self Study Report



GENDER AUDIT REPORT



CRITERIA VII- INSTITUTIONAL VALUES AND BEST PRACTICES

QnM - 7.1.1 Institution has initiated Gender Audit and Measures for the promotion of gender equity during the last five years (2018-2023).

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

INDEX

S.No	Content	Page Number
Institution has initiated the Gender Audit and measures for the promotion of gender equity during last five years.		
1.	Gender Audit Committee	1
2.	Acknowledgement	2
3.	Gender Equality Policy	3
4.	Gender Audit- Introduction & Objectives	5
5.	Details of total Students ratio in the college 2018 - 2023	7
6.	Details of total Teaching Faculty ratio in the college 2018 - 2023	8
7.	Details of total Non-Teaching Staff ratio in the college 2018 - 2023	9
8.	Details of NSS Enrollment ratio in the college 2018 - 2023	10
9.	Details of NCC Enrollment ratio in the college 2020 -2023	11
10.	Gender Audit Survey Analysis	12
11.	Conclusion and Suggestions	20
12.	Annexure 1: Questionnaire	21

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

Gender Audit Committee

1. Dr.S.Amutharani (Chairperson of Gender Audit Committee)
2. Mrs.M.Archana Devi (Chairperson of Women Empowerment Cell)
3. Ms.C.Alagammal (Co-convenor of Women Empowerment Cell)

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

**Gender Audit Report Prepared by the Gender Audit Committee and
Women Empowerment Cell**

Acknowledgments

The team responsible for this audit, comprised of Mrs.M.Archana Devi and Ms.C.Alagammal under the supervision and direction of Dr.S.Amutharani, Chairperson Gender Audit Committee would like to thank everyone who helped with this initiative, especially the individuals who offered their opinions and thoughts during the audit.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

Gender Equality Policy

Sri Kaliswari College is dedicated to promote and uphold gender equality within its academic, administrative, and social spheres. The college believes that every individual, regardless of gender, deserves equal opportunities, treatment, and respect. This policy outlines our commitment to create a safe, inclusive, and empowering environment are as follows.

1. Equal Educational Opportunities

Ensure that all students have equal access to educational resources, opportunities, and support services regardless of their gender.

2. Gender-Responsive Curriculum

Integrate gender perspectives into the curriculum to address gender-related issues, stereotypes, and experiences across disciplines.

3. Prevention of Harassment and Discrimination

Zero tolerance for any form of gender-based harassment, discrimination, or violence within the college premises. Provide clear mechanisms to report and address such incidents.

4. Promotion of Women's Leadership

Encourage and support the active participation of women in leadership roles among students, faculty, and staff.

5. Safe and Inclusive Campus

Develop and maintain gender-neutral facilities, such as restrooms and changing rooms, to accommodate diverse gender identities. Establish safe spaces for open discussions and support networks for gender-related concerns.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

6. Training and Sensitization

Conduct regular gender sensitization workshops and training for students, faculty, and staff to raise awareness about gender-related issues and promote respectful behavior.

7. Equal Opportunities in Extracurricular Activities

Ensure that all extracurricular activities, including sports, clubs, and events, provide equal opportunities for participation and leadership roles for all genders.

8. Support for Work-Life Balance

Offer flexible work arrangements for faculty and staff to support a healthy work-life balance, recognizing the diverse responsibilities individuals may have.

9. Promotion of Gender Diversity

Celebrate and promote diversity in gender identities and expressions, creating an inclusive environment where everyone feels valued.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

Gender Audit

Introduction

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The gender audit was conducted to identify means to make our college campus safer for girl -students/women and sharing the details with the authority of the college for implementation of the recommendations

Objectives

1. To identify the cells and committees those are actively engaged in promoting gender equity.
2. To analyze the gender ratio among students in the college.
3. To identify the total gender ratio of Teaching Faculty in the college.
4. To know the total gender ratio of Non-Teaching Staff in the college.
5. To know the total gender ratio of NSS Enrollment in the college.
6. To know the total gender ratio of NSS Enrollment in the college.
7. To conduct an audit survey to assess students' opinions on gender equity .

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

Formation of Internal Complaints Committee

As per the University Grants Commission Regulations 2015 the Internal Complaints Committee was formed for prevention, prohibition and redressal of sexual harassment of women employees and students .

Objectives:

- Ensure the protection of employees and students from sexual harassment.
- Organize training programmes, workshops for the students to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities.
- Provide assistance if an employee or a student chooses to file a complaint.
- Provide mechanism of dispute redressal and dialogue to anticipate and address issues.

Formation of Women Empowerment Cell (WEC)

The objectives of the formation of a Women Empowerment Cell are aimed at promoting gender equality, empowering women, and creating an inclusive and supportive environment.

Objectives:

- To raise awareness about the importance of gender equality and the elimination of discrimination.
- To facilitate opportunities for women's personal and professional development.
- To empower women by providing them with the necessary skills, knowledge, and resources to excel in their personal and professional lives.
- To create a platform for women to share their experiences and seek guidance from mentors.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

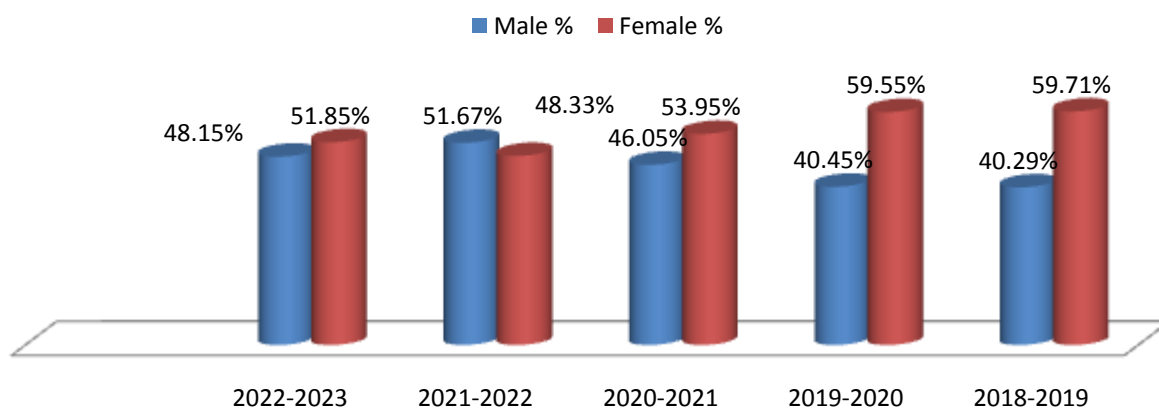
Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

➤ Details of Students Ratio in the College

S.No.	Year	Male	Male %	Female	Female %	Total No. of Students
1.	2022-2023	391	48.15%	421	51.85%	812
2.	2021-2022	403	51.67%	377	48.33%	780
3.	2020-2021	408	46.05%	478	53.95%	886
4.	2019-2020	381	40.45%	561	59.55%	942
5.	2018-2019	432	40.29%	640	59.71%	1072

Total Students Ratio in the College



The above graph shows the classification regarding the ratio of admissions of male and female students for various Courses. The ratio of male and female students' admissions for arts and science courses in the last five years is moderate and seems average through all the years. It can be easily analyzed that the ratio of male students was low during the last five years when it was compared to the admitted female students. The percentage of female students was significantly high. It is observed that institutional provides campus and gender promotion activity-based education for female students. Since the students come from rural areas, socially disadvantaged groups, the institution offers education with affordable fees. The institution has even ways through transportation and other activity programs.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

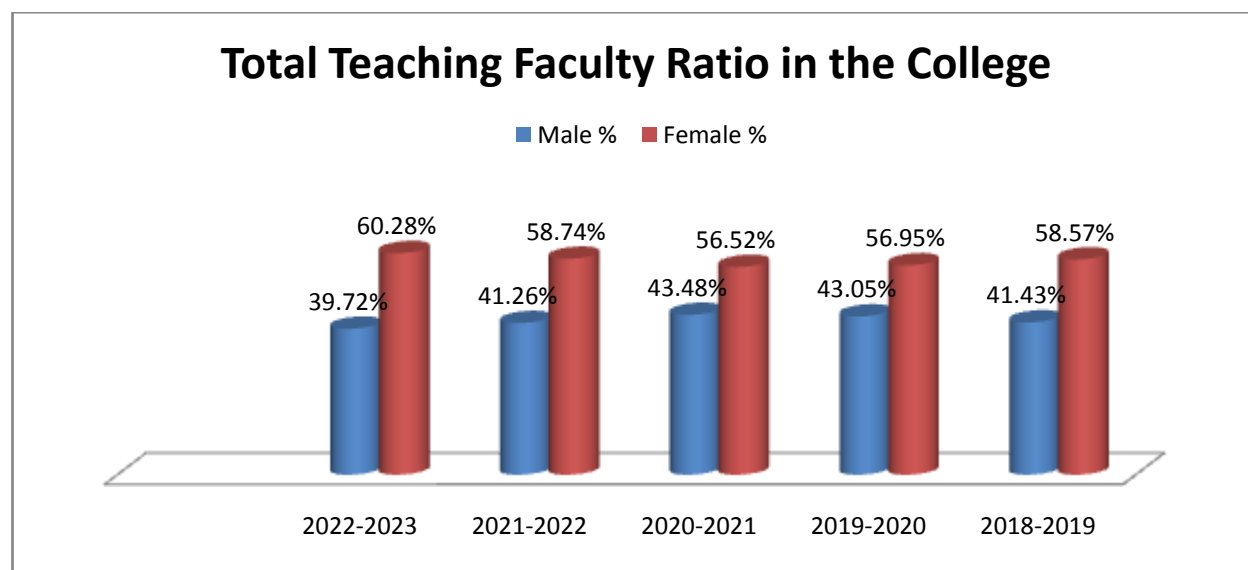
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

➤ Details of Total Teaching Faculty Ratio in the College

S.No.	Year	Male	Male%	Female	Female %	Total No. of Faculty
1.	2022-2023	58	39.72%	88	60.28%	146
2.	2021-2022	59	41.26%	84	58.74%	143
3.	2020-2021	60	43.48%	78	56.52%	138
4.	2019-2020	62	43.05%	82	56.95%	144
5.	2018-2019	58	41.43%	82	58.57%	140



The above graph shows the proportion of male and female Teaching Faculty . An analysis of the ratio of Teaching Faculty from the academic year 2018-19 to 2022-23 is shown above. In the academic year, 2018 -2019 and 2019-2020 the ratio of male teaching faculty was 41 - 43% and female teaching faculty was 58-57%. The ratio of male teachers from year 2020-2021 to 2022-2023 shows decrease by 4% and ratio of female teaching staff was increased by 4%.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

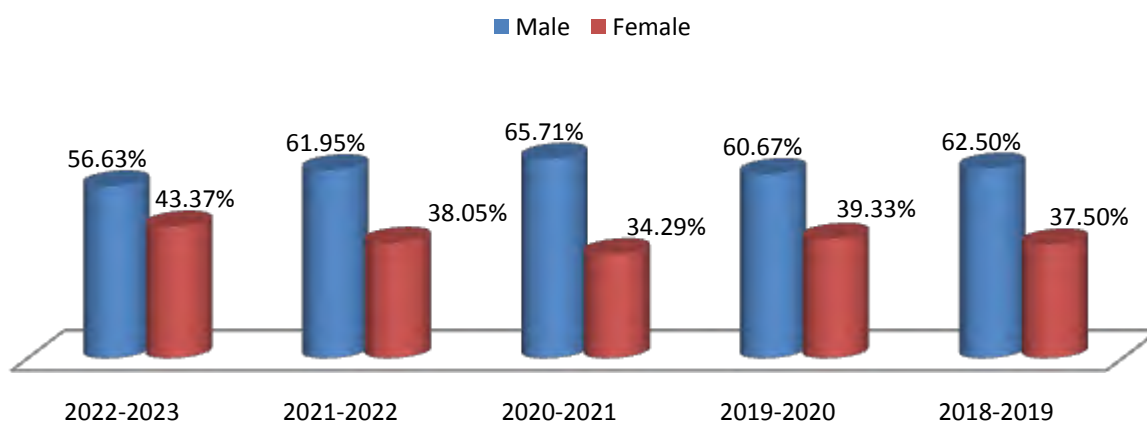
Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

➤ Details of total non-teaching staff ratio in the College

S.No.	Year	Male	Male%	Female	Female %	Total No. of Non-teaching
1.	2022-2023	64	56.63%	49	43.37%	113
2.	2021-2022	70	61.95%	43	38.05%	113
3.	2020-2021	69	65.71%	36	34.29%	105
4.	2019-2020	54	60.67%	35	39.33%	89
5.	2018-2019	60	62.50%	36	37.5%	96

Non-Teaching Staff Ratio in the College



An analysis of the ratio of non-teaching staff from the academic year 2018-19 to 2022-23 is shown above. The percentage of males and females in the last five years is overall the same with minimal difference until 2022-2023. The male percentage is higher whereas the female percentage is low compared to male non-teaching staff. Compared with the initial stage the percentage started increasing from the year 2020-2021 to 2022-2023

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

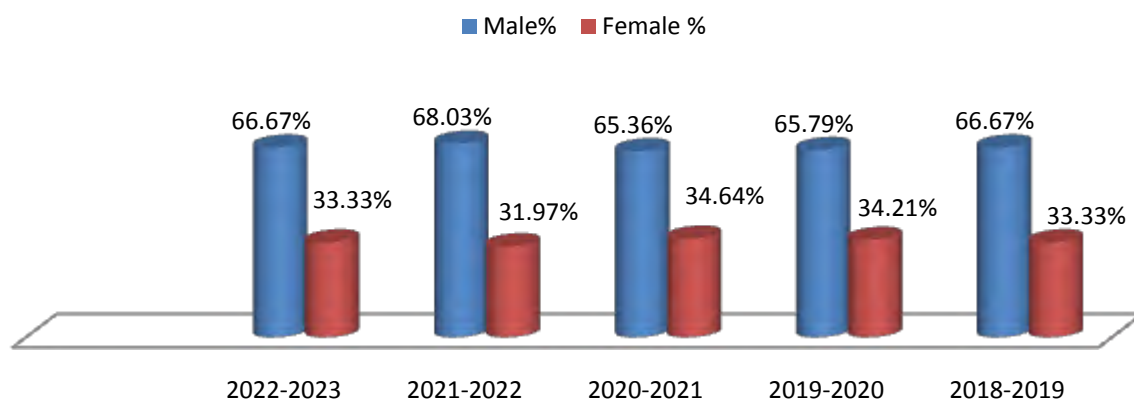
Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

➤ Details of total ratio of NSS students enrolled

S.No.	Year	Male	Male%	Female	Female %	Total No. of Students
1.	2022-2023	100	66.67%	50	33.33%	150
2.	2021-2022	100	68.03%	47	31.97%	147
3.	2020-2021	100	65.36%	53	34.64%	153
4.	2019-2020	100	65.79%	52	34.21%	152
5.	2018-2019	100	66.67%	50	33.33%	150

Ratio of NSS Students Enrolled



The ratio of NSS Enrolment from the academic year 2018-19 to 2021-22 shows that the ratio of male student volunteers to female student volunteers is high. Because two NSS Units are functioning for boys and one NSS Unit is functioning for Girls.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

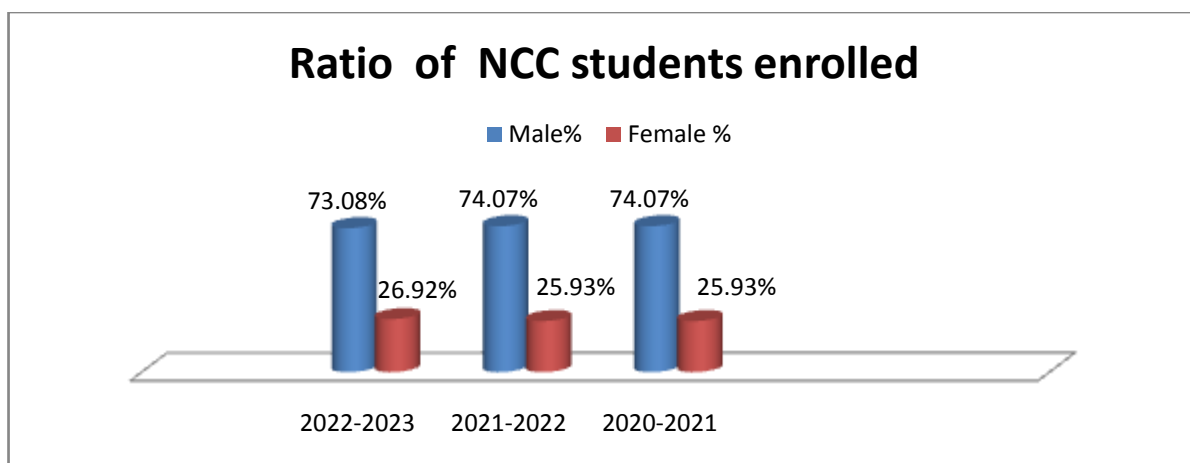
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

➤ Details of total ratio of NCC students enrolled

S.No.	Year	Male	Male%	Female	Female %	Total No. of Students
1.	2022-2023	19	73.08%	7	26.92%	26
2.	2021-2022	20	74.07%	7	25.93%	27
3.	2020-2021	20	74.07%	7	25.93%	27



The ratio of NSS Enrolment from the academic year 2020-2021 to 2022-23 shows that the ratio of male student volunteers against female student volunteers is higher. Each year same percentage of students are enrolled in the NCC.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

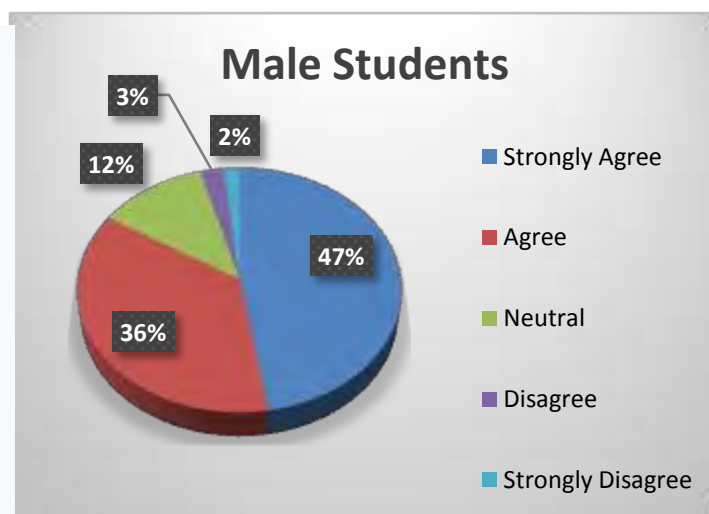
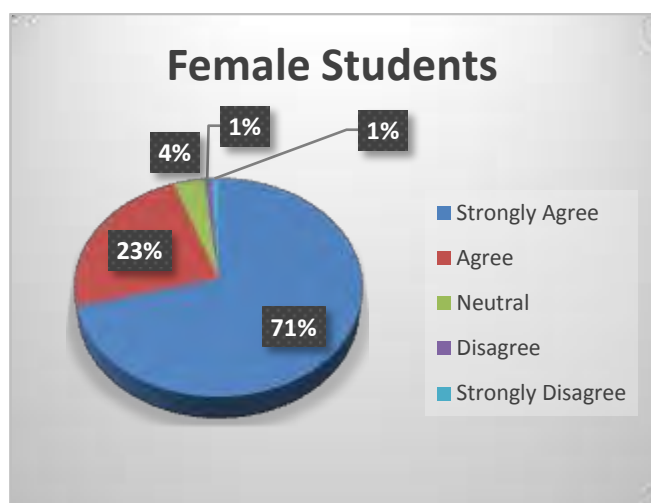
NAAC 4th Cycle - Self Study Report

GENDER AUDIT SURVEY AND ANALYSIS

The Gender Audit survey was conducted by circulating Questionnaire among the students to understand their awareness about gender equity. Out of 2368 students, data were collected from 817 students (513 girls +304 boys).

Q1)The class room offers equal opportunities to all.

	No. of Female Students	No. of Male Students
Strongly Agree	364	144
Agree	121	111
Neutral	19	36
Disagree	5	8
Strongly Disagree	4	5



SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

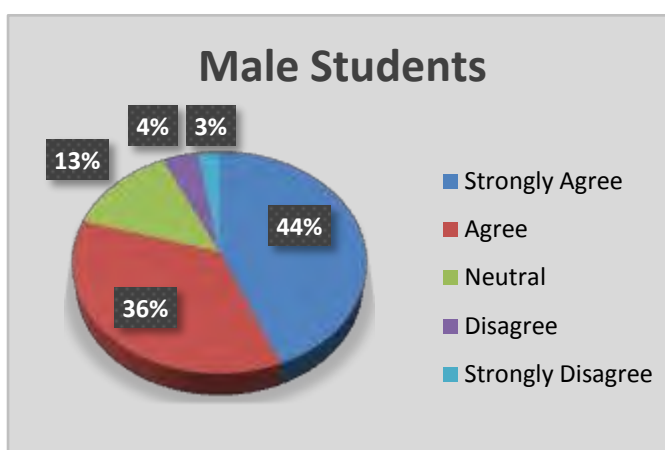
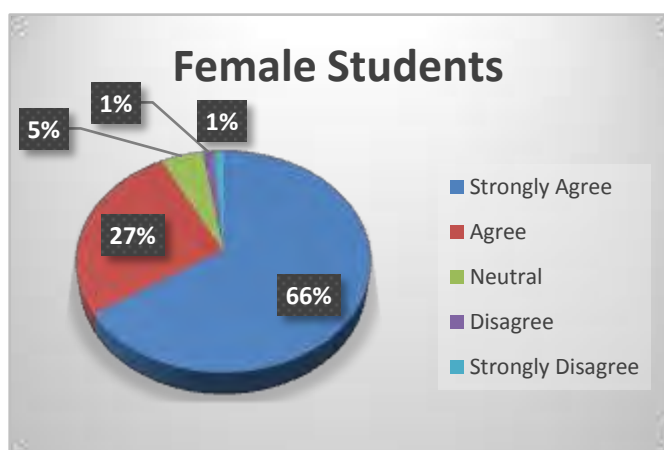
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

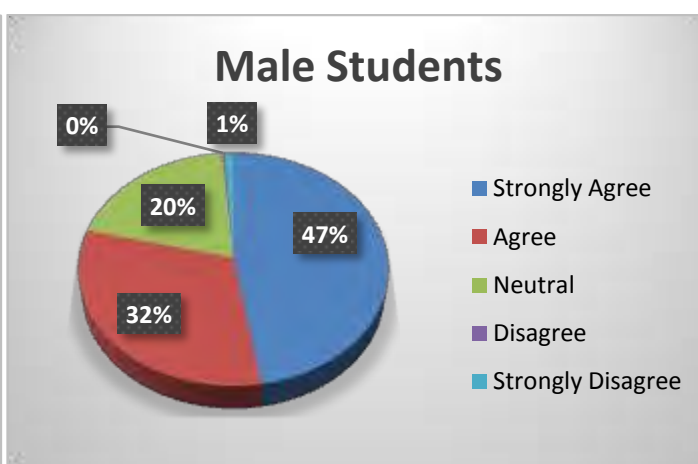
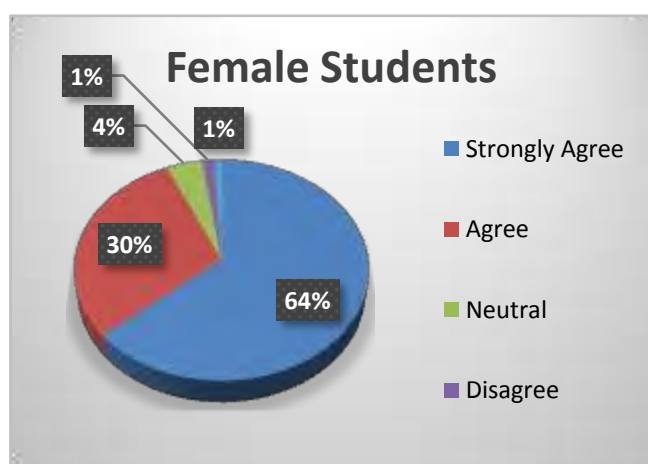
Q2) The College offer equal opportunity in sports/NSS/NCC

	No. of Female Students	No. of Male Students
Strongly Agree	338	133
Agree	136	109
Neutral	26	41
Disagree	7	13
Strongly Disagree	6	8



Q3) Equal opportunity given to all gender to work with various clubs, forum, cultural events and competitions

	No. of Female Students	No. of Male Students
Strongly Agree	327	144
Agree	152	96
Neutral	22	60
Disagree	8	1
Strongly Disagree	4	3



SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

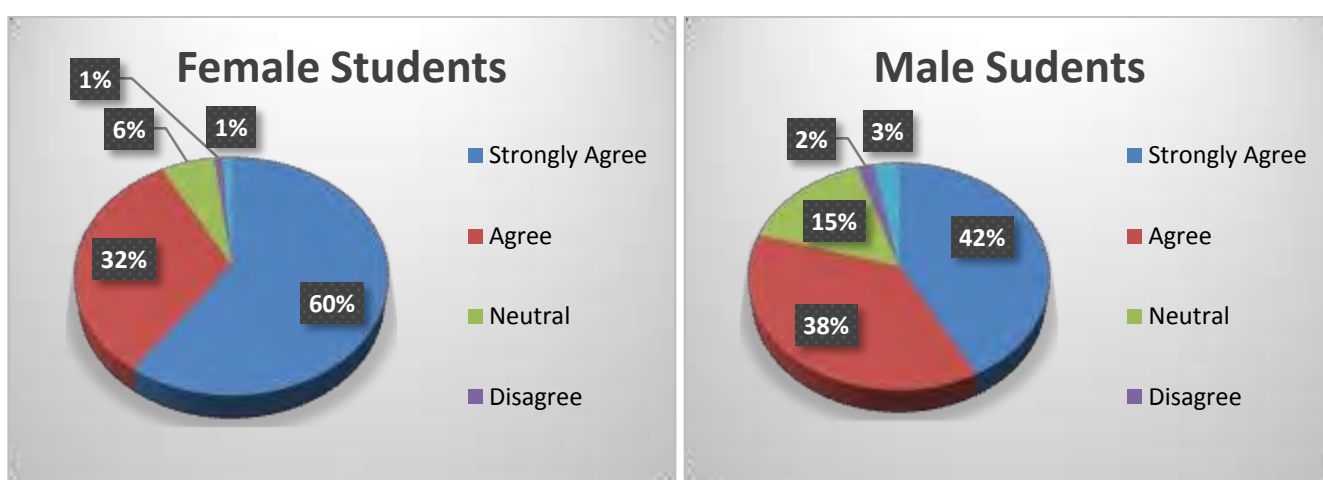
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

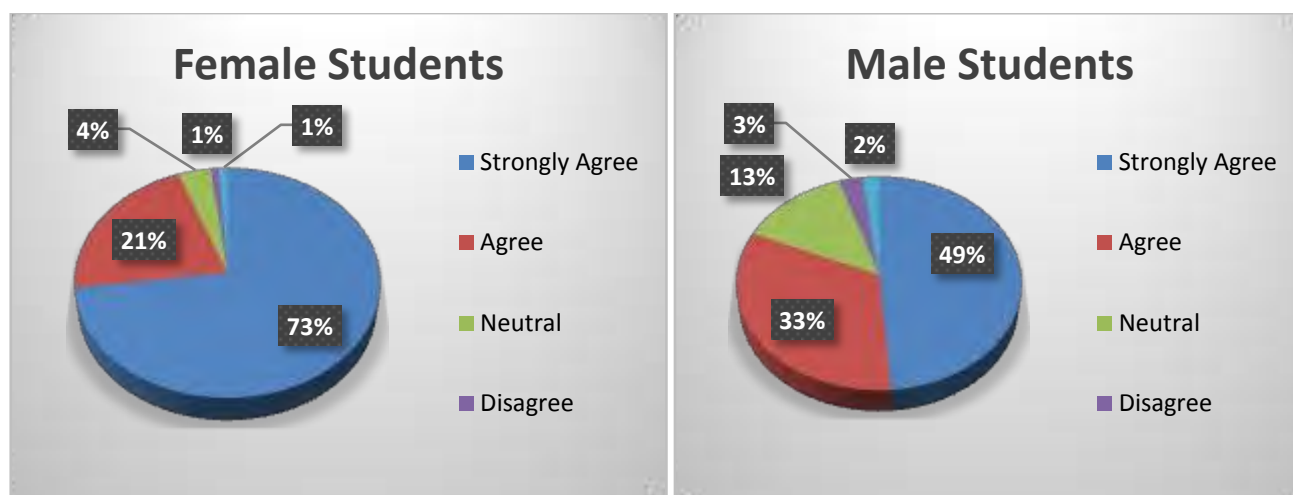
Q4) Equal opportunity given to all gender for free and fair expressions of their ideas

	No. of Female Students	No. of Male Students
Strongly Agree	307	128
Agree	165	114
Neutral	31	47
Disagree	5	6
Strongly Disagree	5	9



Q5) College has arranged sufficient safety and security measures

	No. of Female Students	No. of Male Students
Strongly Agree	374	148
Agree	110	100
Neutral	19	41
Disagree	5	9
Strongly Disagree	5	6



SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

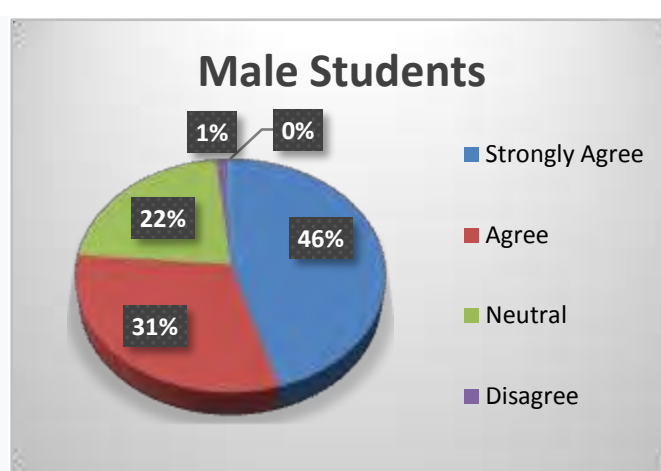
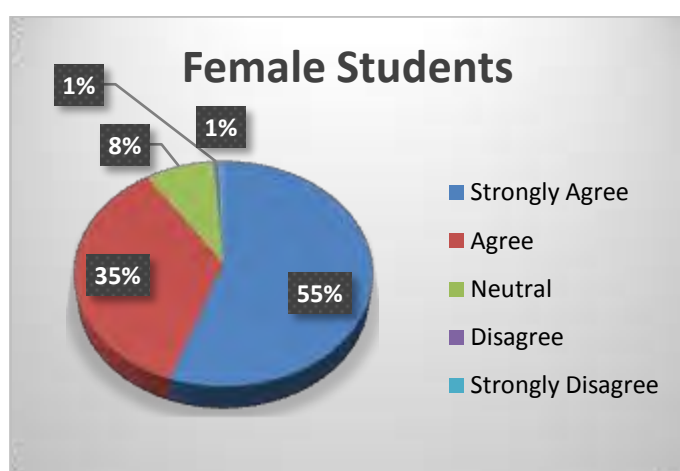
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

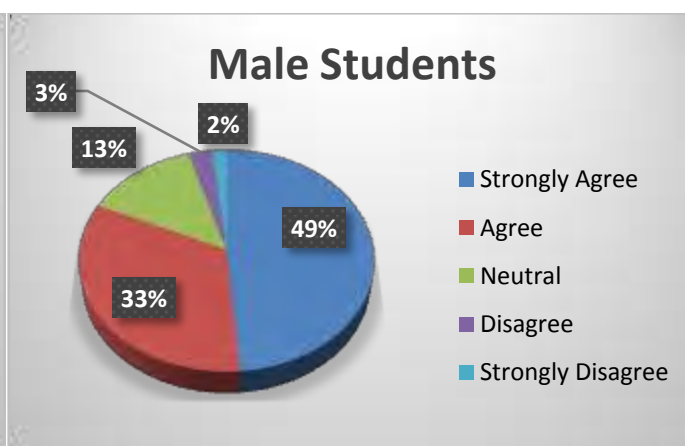
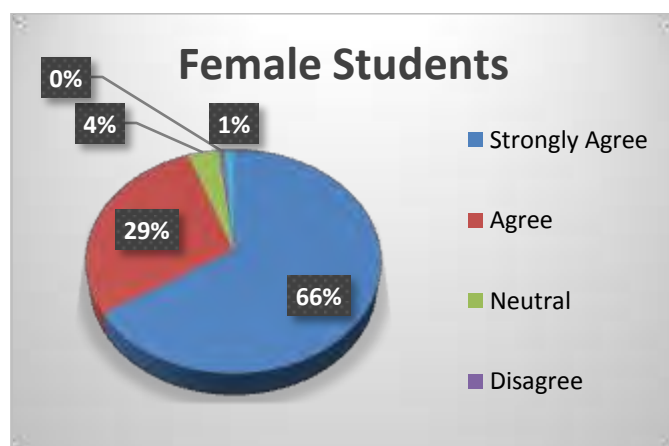
Q6) Adequate number of toilets are available in the campus.

	No. of Female Students	No. of Male Students
Strongly Agree	284	138
Agree	181	94
Neutral	42	67
Disagree	3	4
Strongly Disagree	3	1



Q7) Adequate infrastructure facilities available with CCTV and Security Guard

	No. of Female Students	No. of Male Students
Strongly Agree	338	148
Agree	147	101
Neutral	19	41
Disagree	3	9
Strongly Disagree	6	5



SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

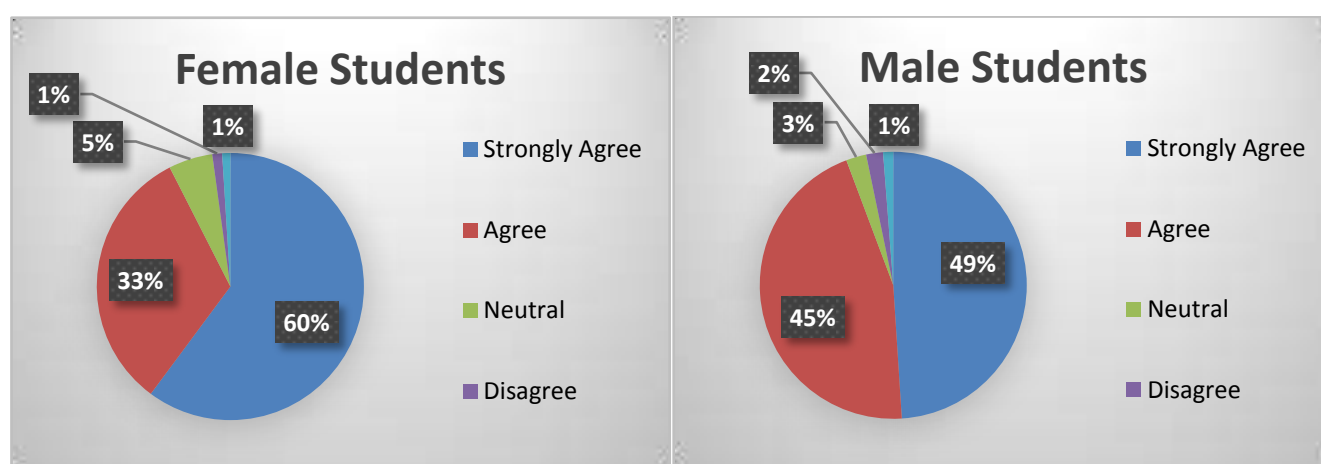
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

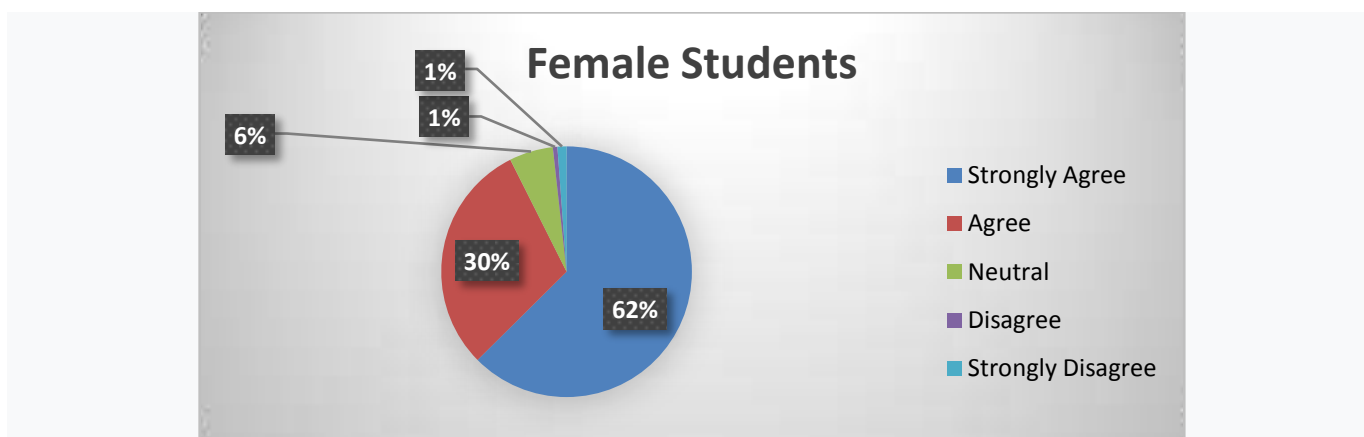
Q8) Grievance box helps us to register our complaints

	No. of Female Students	No. of Male Students
Strongly Agree	305	120
Agree	164	111
Neutral	27	6
Disagree	6	5
Strongly Disagree	5	3



Q9) I am aware about Anti-ragging Committee, Women Development Cell & Internal Complaint Committee in the college

	No. of Female Students
Strongly Agree	321
Agree	154
Neutral	29
Disagree	3
Strongly Disagree	6



SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

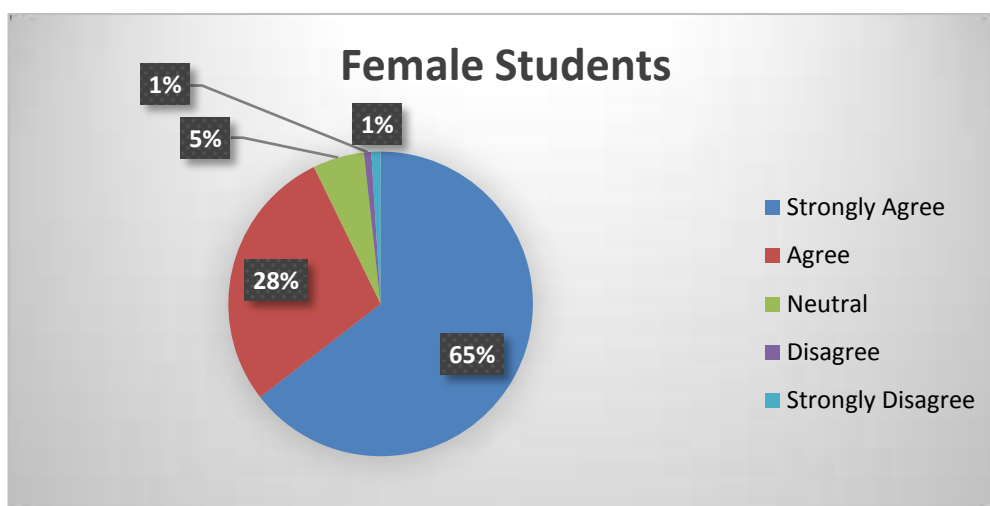
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

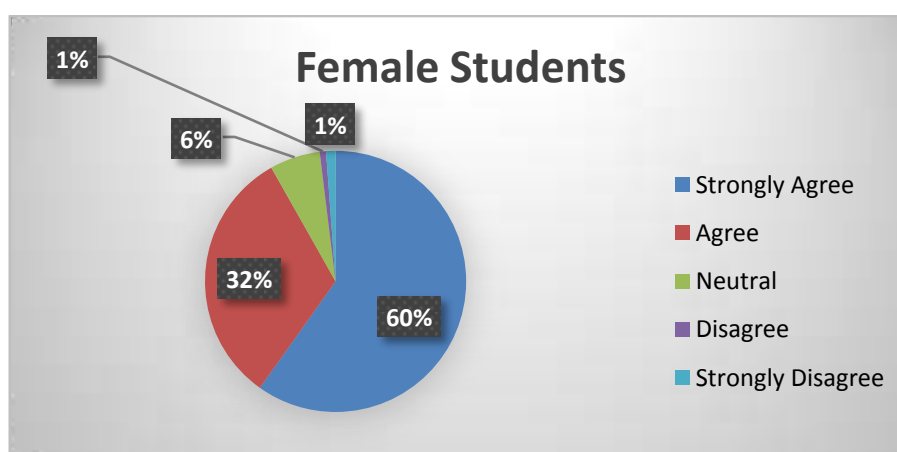
Q10) College and Department have arranged adequate number of programme for Women Empowerment /Self Development

	No. of Female Students
Strongly Agree	331
Agree	145
Neutral	28
Disagree	4
Strongly Disagree	5



Q11)I can easily approach Internal Complaint Committee to report gender issues

	No. of Female Students
Strongly Agree	307
Agree	164
Neutral	32
Disagree	4
Strongly Disagree	6



SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

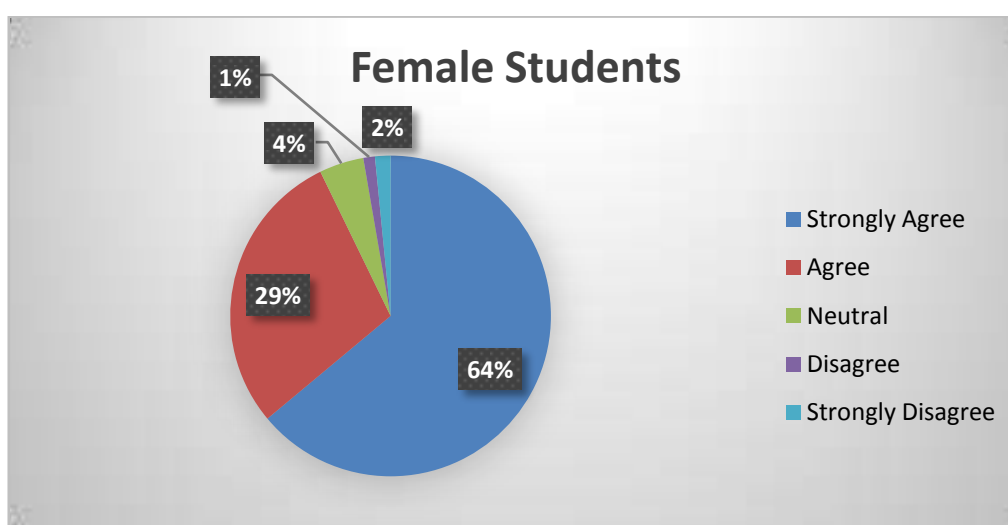
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

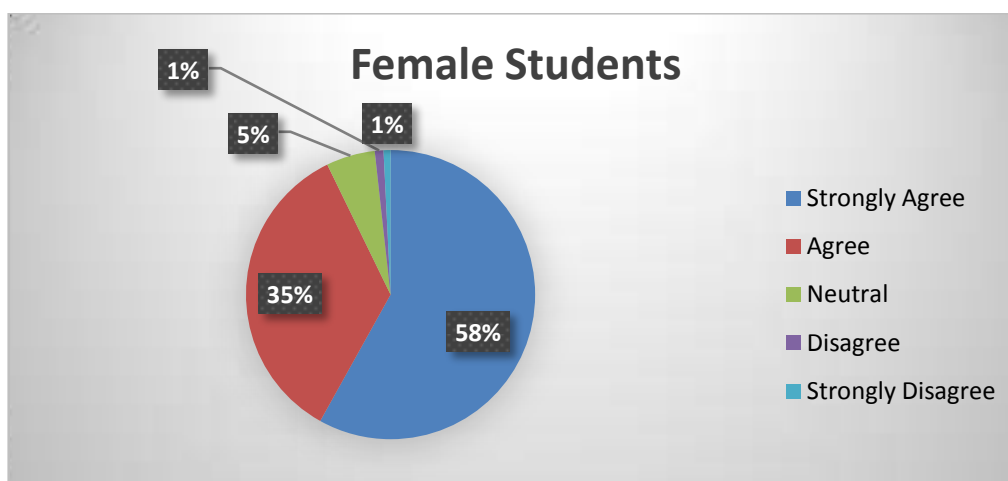
Q12) ICC gives counselling to solve gender related problems

	No. of Female Students
Strongly Agree	298
Agree	178
Neutral	28
Disagree	5
Strongly Disagree	4



Q13) Women's Day celebration motivate us to become a successful women

	No. of Female Students
Strongly Agree	328
Agree	148
Neutral	23
Disagree	6
Strongly Disagree	8



SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

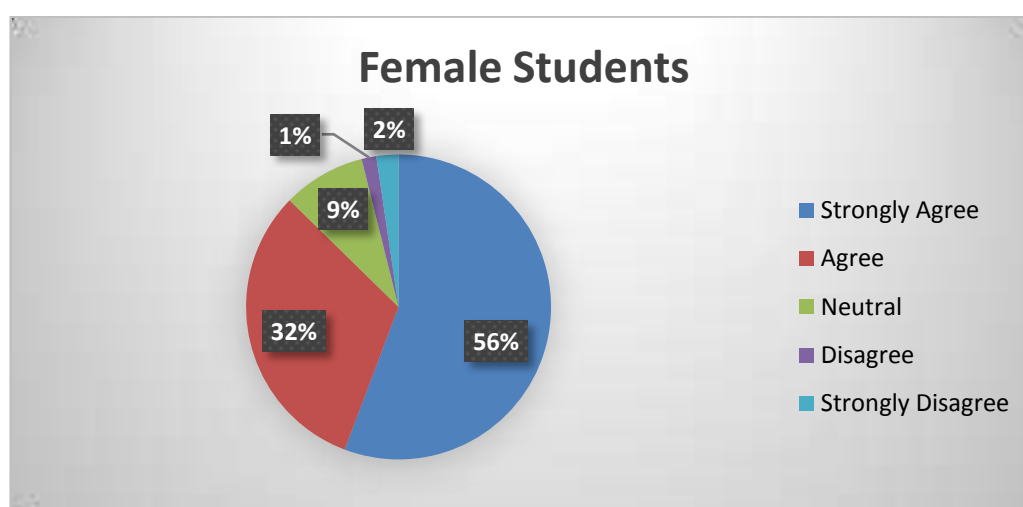
Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

Q14) Adequate number of Napkin Vending Machine & Incinerators are available on campus.

	No. of Female Students
Strongly Agree	286
Agree	162
Neutral	45
Disagree	8
Strongly Disagree	12



Findings

1. Sample survey covered 1/3rd of the total strength. 40.20% of the Female Students and 25.29% of the Male Students are involved in the survey. Most of the students are aware about Gender Sensitization programs and Gender Audit conducted by the college.
2. 92.59% of the female Students surveyed are aware about Internal Complaints Committee and Women Development Cell. It is functional effectively to solve gender related problems and other problems of the students.
3. It is also observed that 92.78 % of the respondents feel that adequate number of Women Empowerment/Self Development Programmes are organized by the ICC/Women Empowerment Cell /Departments/ College.
4. Students have given satisfactory responses towards the infrastructural facilities and safety and cleanliness of the campus.

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

5. More than 90% of male and female students agreed that classroom, clubs, forum, cultural events and completions offer equal opportunities for all gender.

Suggestions

- ICC and Women Empowerment Cell have to organize more awareness programmes on Legal rights of Women by inviting successful women.
- The College should ensure the safety of students by installing more number of CCTV in the campus at all the strategic locations. Keeping in view the responses, installing of more number of CCTV in all classrooms, laboratory and library may be considered.
- Awareness about sanitary napkin vending and disposal machines installed in the college campus should be spread to first year students.
- Male students may be made to participate in Women's day celebration, to promote gender equality and support the empowerment of women. Their involvement will help break down barriers, foster understanding, and create a more inclusive society where everyone, regardless of gender, can thrive.

Signature

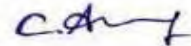
Dr.S.Amutharani (Chairperson Gender Audit Committee)



Mrs.M.Archana Devi (Chairperson of Women Empowerment Cell)-



Ms.C.Alagammal (Co-convener of Women Empowerment Cell)-



Principal

Principal
SRI KALISWARI COLLEGE
(Autonomous)
SIVAKASI - 625 130

SRI KALISWARI COLLEGE (AUTONOMOUS), SIVAKASI

Affiliated to Madurai Kamaraj University

Re-accredited with A Grade (CGPA 3.11) by NAAC

NAAC 4th Cycle - Self Study Report

Annexure I Questionnaire

S.No.	Opinion	SA	A	N	DA	SDA
1.	The Class room offers equal opportunity to all gender					
2.	College offers equal Opportunity in Sports/NSS/NCC					
3.	Equal opportunity given to all gender to work with various clubs, forum, cultural events and competitions					
4.	Equal opportunity given to all gender for free and fair expressions of their ideas					
5.	College has arranged sufficient safety and security measures					
6.	Adequate number of toilets are available in the campus					
7.	Adequate infrastructure facilities available with CCTV and Security Guard					
8.	Grievance box helps us to register our complaints					
Only for Girls						
9.	I am aware about Anti-ragging Committee, Internal Complaint Committee & Women Development Cell in the college					
10.	College and Department have arranged various programme for Women Empowerment /Self Development					
11.	I can easy approach Internal Complaint Committee for gender issues					
12.	ICC give counselling to solve gender related problems					
13.	Women's Day celebration empower the women					
14.	Adequate number of Napkin Vending & Incinerator are available					