MES KEVEEYAM COLLEGE VALANCHERY
GENDER AUDIT REPORT (2022-2023)

1. Introduction

The Gender Audit for MES Keveeyam College Valanchery for the academic year 2022-23 aims to evaluate the institution's commitment to gender equity. The audit reviews gender representation among students, teachers, and administrative staff to explores how gender-sensitive policies are implemented in the college.

2. Objectives

- To assess gender representation across students, teaching staff, and administrative staff.
- To review the initiatives undertaken by the college to promote gender equality.
- To evaluate the level of awareness among students and staff regarding gender sensitization programs.
- To propose recommendations for strengthening gender equity measures in the institution.

3. Methodology

The audit followed a participatory methodology, collecting both quantitative and qualitative data. Surveys were conducted with students, teachers, and administrative staff to capture their experiences and perspectives on gender equity. The audit also considered institutional policies, programmes, and infrastructure.
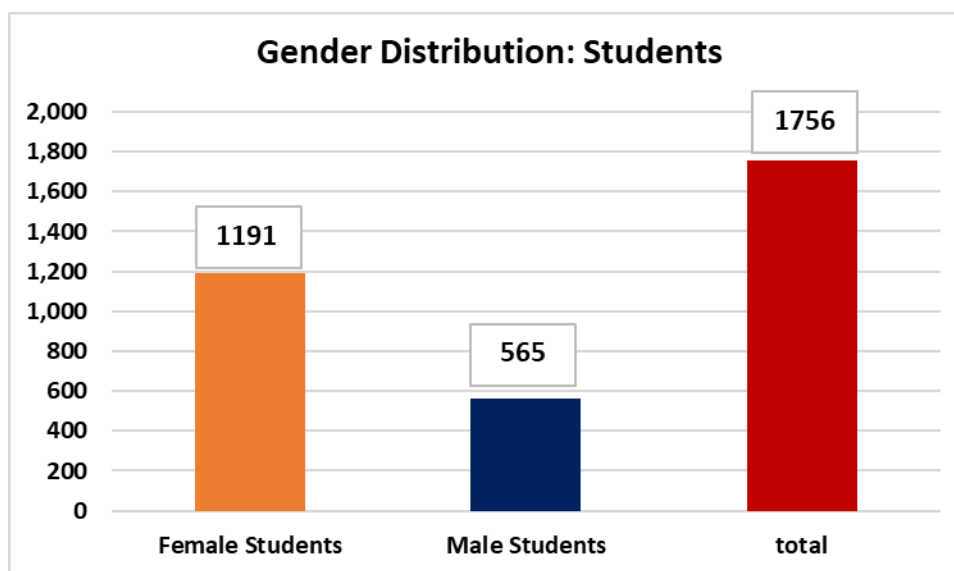
4. Data Analysis

The data collected during the audit is categorised based on gender representation among students and staff, participation in various programmes, and responses to gender sensitisation efforts.

4.1 Gender Distribution: Students

Total Number of Students	1,756
Female Students	1,191 (67.8 %)
Male Students	565 (32.2 %)

Gender Distribution: Students

The total student population stands at 1,756, with a significant representation of female students at 1,191, accounting for 67.8% of the total. Male students number 565, making up 32.2% of the student body. This gender distribution highlights a predominantly female enrollment in the institution.
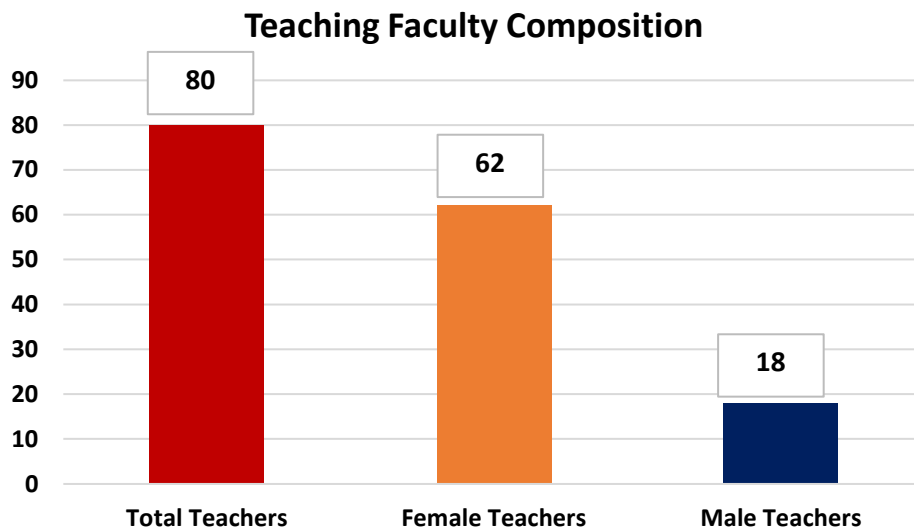
4.2 Gender Distribution: Staff

Total Number of Staff	112
Female Staff Members	74 (66.1 %)
Male Staff Members	38 (33.9 %)

Gender Distribution: Staff

Category	Value
Total Number of Staff	112
Female Staff Members	74
Male Staff Members	38

The total staff count is 112, with female staff members comprising 74, which is 66.07% of the total. Male staff members number 38, representing 33.93%. This distribution indicates a strong presence of female staff within the institution.
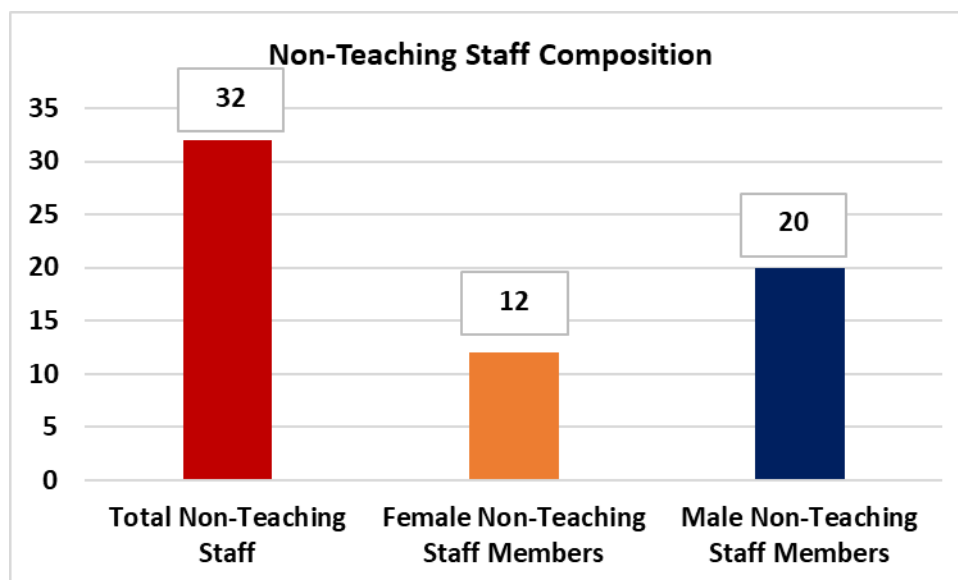
4.3 Teaching Faculty Composition

Total Teachers	80
Female Teachers	62 (77.5 %)
Male Teachers	18 (22.5 %)

Teaching Faculty Composition

The total number of teachers is 80, with female teachers making up 62, or 77.5%, of the total. Male teachers account for 18, representing 22.5%. This highlights a significant majority of female teachers in the faculty.

4.4 Administrative staff Composition

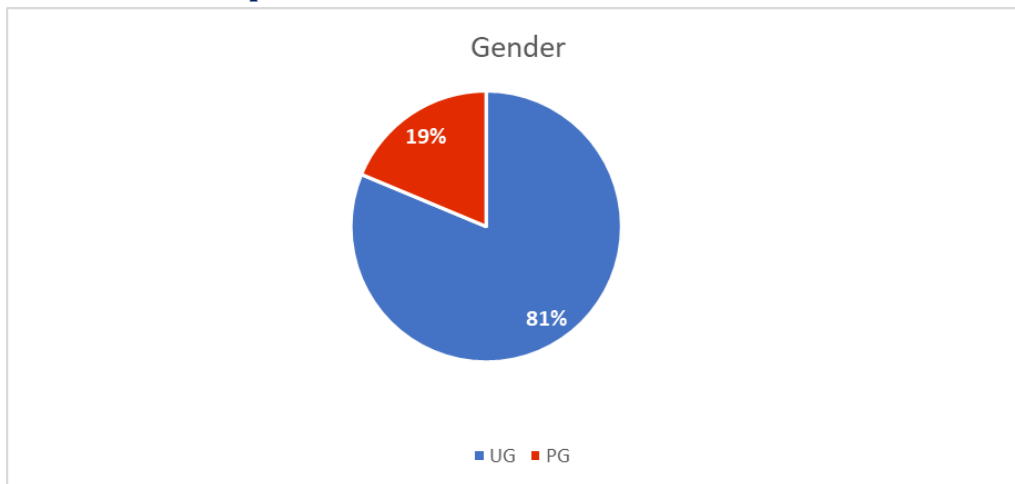| Total Administrative staff	32
Female Administrative staff Members	12 (37.5%)
Male Administrative staff Members	20 (62.5%)

The total number of administrative staff is 32, with female administrative staff comprising 12 members, or 37.5%. Male administrative staff account for 20 members, representing 62.5%. This indicates a higher representation of male staff in administrative roles compared to their female counterparts

5. Survey Results

The following sections provide explanations of the survey conducted among students and staff. Each question was designed to assess gender sensitization, equity, and safety within the college.
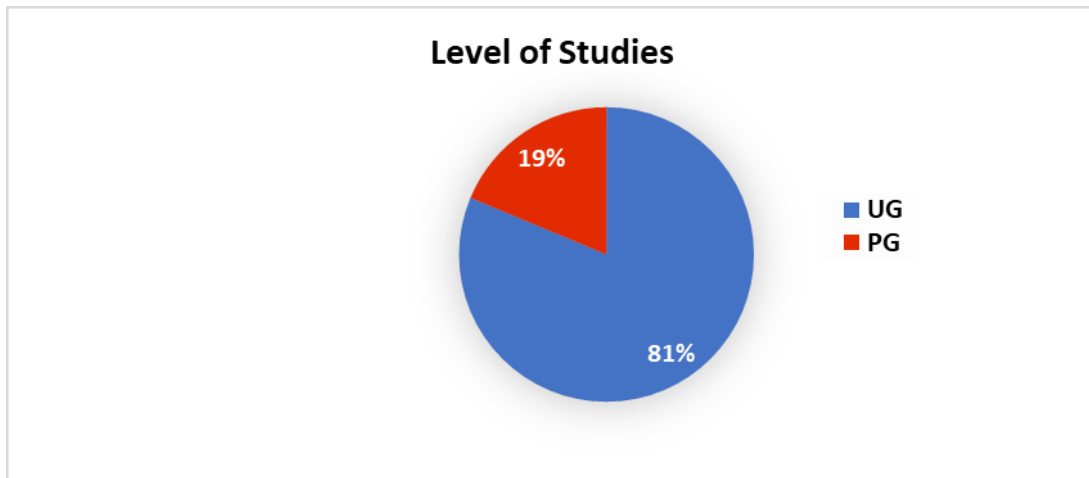
RESPONSE OF STUDENTS

1.   Gender representation

The audit reveals a significant gender imbalance, with 70.6% of respondents identifying as female and 29.4% as male. This disparity suggests the need for increased efforts in promoting gender diversity, particularly in student admissions and faculty recruitment. While there may be historical or societal reasons for this imbalance, focused outreach and targeted programs could help bridge the gap and create a more inclusive environment.

2.   Level of studies

Level of Studies

Level of Studies

19%
81%

- UG
- PG

The majority of respondents (81.3%) are undergraduate students, with a smaller portion (18.7%) at the postgraduate level.

3.   Year of study

Year of Study

27%
29%
44%

- I
- II
- III

There is also a balanced representation across different years of study, with the highest proportion of students in their third year (43.7%). This distribution ensures that the feedback is well-rounded and reflects the experiences of students at various academic stages, giving the audit a comprehensive perspective.

4.   Gender and Anti-Discrimination Policies

The college has clear gender policies or anti-discrimination policies in place
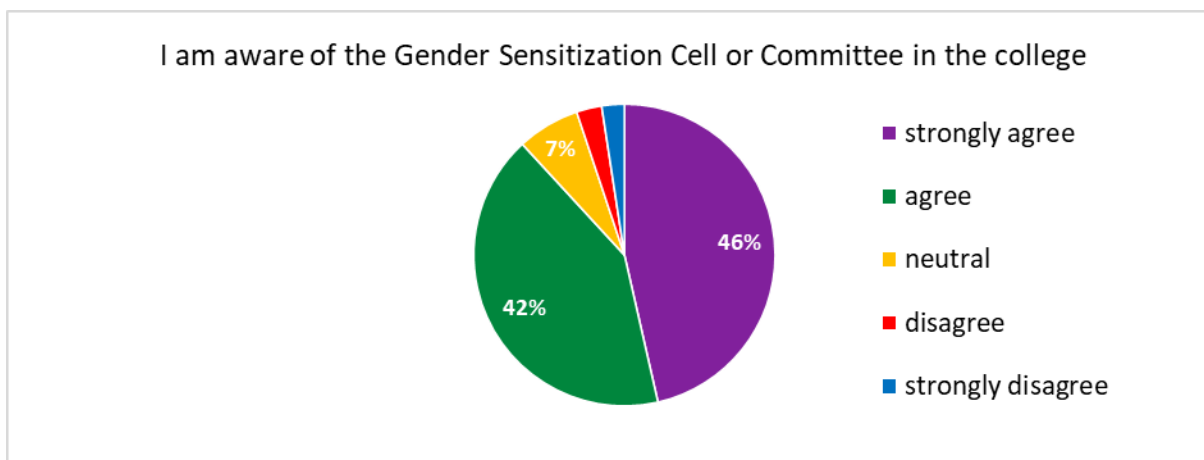
- strongly agree
- agree
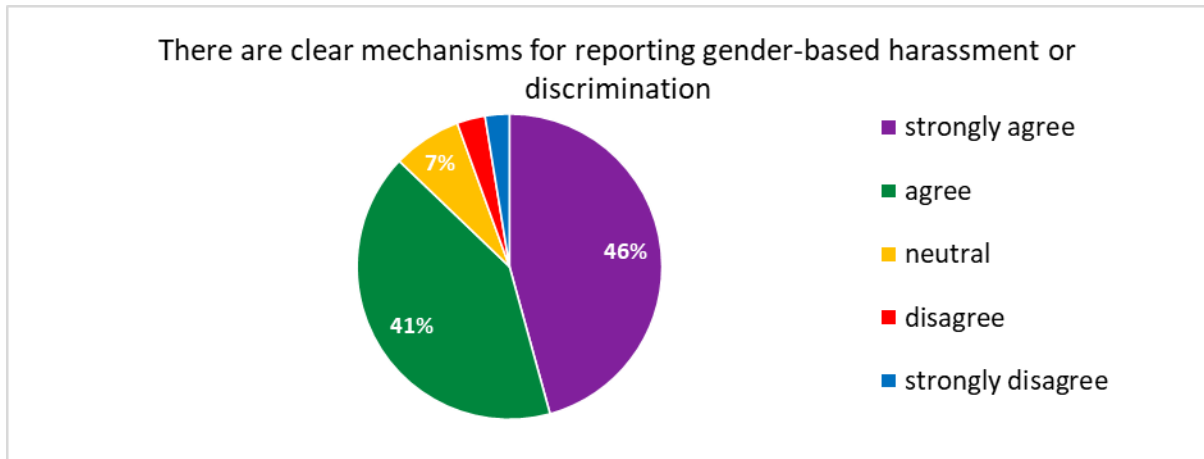- neutral
- disagree
- strongly disagree

46%
38%
9%

Most respondents (84.3%) either strongly agree or agree that the college has clear gender and anti-discrimination policies. This high level of agreement indicates that the institution has successfully implemented policies to safeguard gender equality. However, the 8.9% who remained neutral or disagreed highlight that awareness or confidence in the policies could still be improved, possibly through more visible communication of these policies to the entire student body and staff.

5.   Awareness of Gender Sensitization Cell

I am aware of the Gender Sensitization Cell or Committee in the college

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

46%
42%
7%

A majority of respondents (88.1% strongly agree and agree) are aware of the Gender Sensitization Cell, a crucial body for addressing gender-related issues. The high awareness level shows the college's success in promoting this initiative. However, a small portion of respondents (5.1%) either disagreed or strongly disagreed, indicating that efforts to enhance visibility and the role of this committee could be beneficial.

6. Reporting Mechanisms for Harassment

There are clear mechanisms for reporting gender-based harassment or discrimination

- strongly agree 46%
- agree 41%
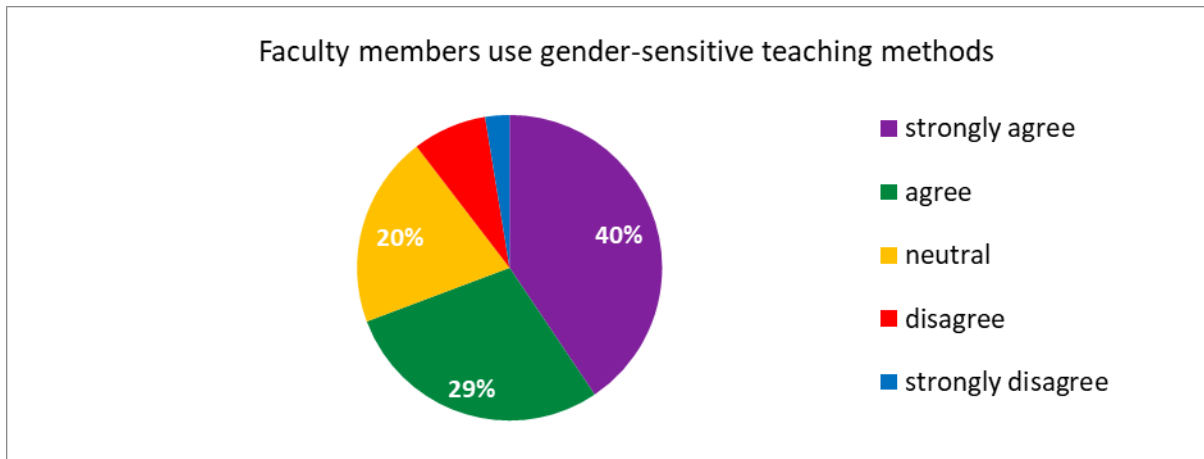- neutral 7%
- disagree
- strongly disagree

Majority (Around 87.1% strongly agree and agree) of participants believe there are clear mechanisms for reporting gender-based harassment. This reflects the college's commitment to creating a safe environment. However, the remaining respondents, particularly the 10.9% who are neutral or disagree, indicate room for improvement in making these mechanisms more accessible and widely understood.

7. Gender Ratio in Departments

The gender ratio in my department reflects a balanced representation of male and female students

- strongly agree 15%
- agree 16%
- neutral 11%
- disagree 22%
- strongly disagree 36%

The responses from participants reveal diverse opinions on the institution's gender ratio, with a significant portion raising concerns. The college's predominantly female student body is a result of the university's merit-based, centralized admission process, which prioritizes academic excellence. This system enables top-performing students, many of whom are women, to secure admission, underscoring both our commitment to academic quality and the remarkable achievements of women in higher education.

8. Gender-Sensitive Teaching Methods

Faculty members use gender-sensitive teaching methods

- strongly agree — 40%
- agree — 29%
- neutral — 20%
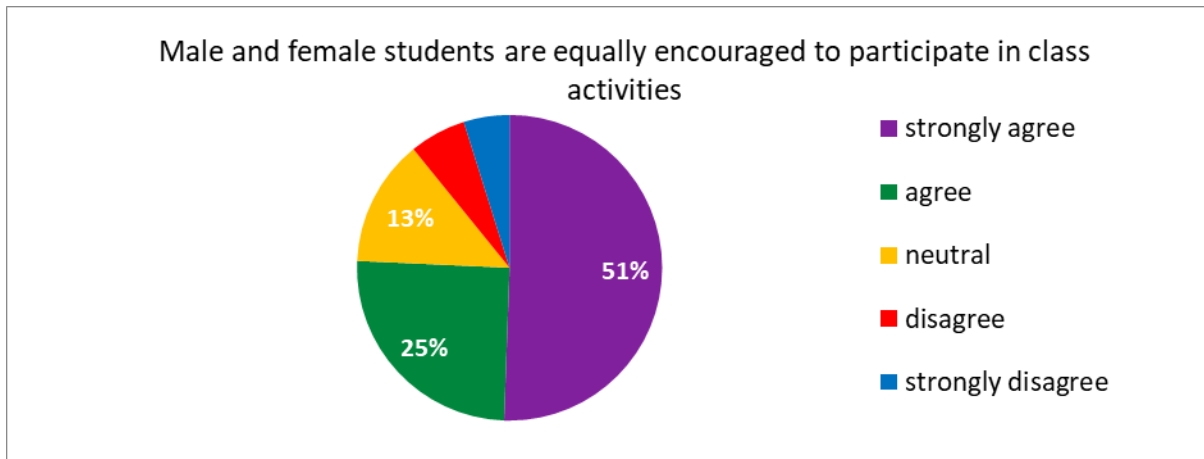- disagree
- strongly disagree

The data shows that 69.3% of faculty members are seen as using gender-sensitive teaching methods, though 20.3% remain neutral. This suggests that while the majority of educators are conscious of gender inclusivity, additional training or awareness programs could be introduced to further improve teaching practices.

9. Gender inclusive course materials

The course materials are inclusive of gender perspectives

- strongly agree — 62%
- agree — 28%
- neutral — 5%
- disagree
- strongly disagree

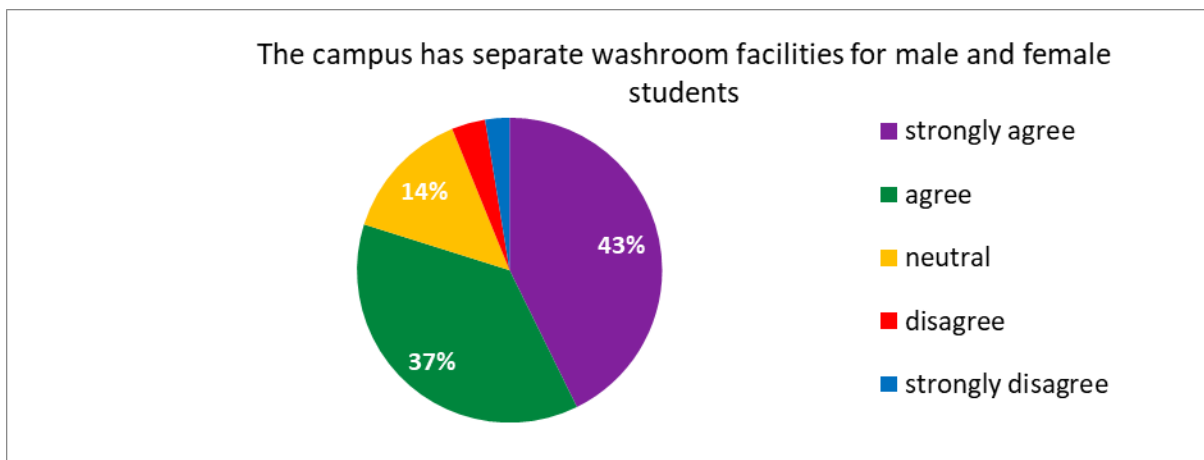Respondents largely agree (90% strongly agree and agree) that course materials are inclusive of gender perspectives, which suggests that the college is proactive in integrating gender-sensitive content into its curriculum. This inclusivity is crucial in shaping students' understanding of gender issues and promoting equality within academic discourse.

10. Encouragement to Participate in Class Activities

Male and female students are equally encouraged to participate in class activities

- strongly agree — 51%
- agree — 25%
- neutral — 13%
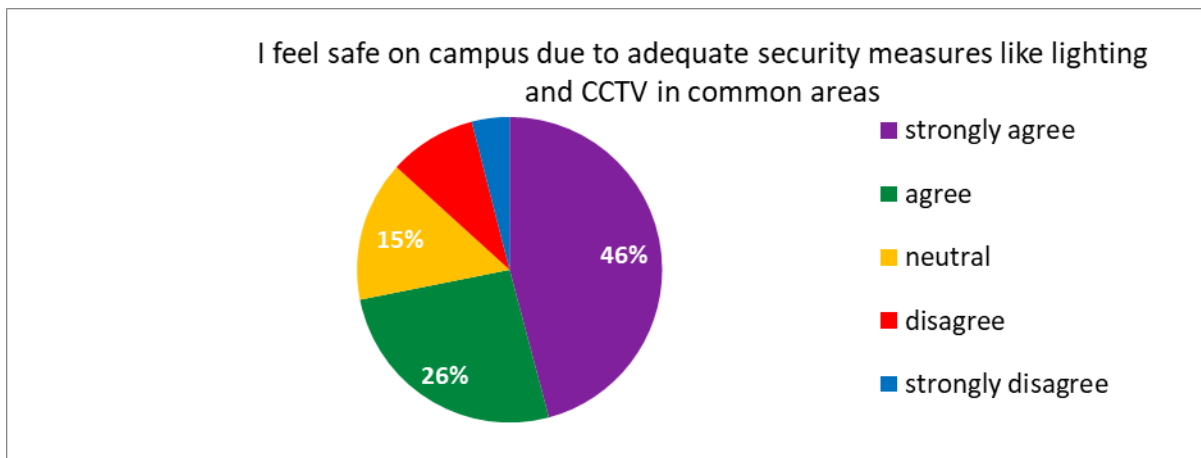- disagree
- strongly disagree

A significant number of students (75.7% strongly agree and agree) feel that male and female students are equally encouraged to participate in class activities. This reflects the college's effort to maintain an equitable classroom environment. However, the 17.3% who feel neutral or disagree indicate that there may be certain classes or departments where improvements in this area are needed.

11. **Campus Facilities for Gender Inclusivity**.

The campus has separate washroom facilities for male and female students

- strongly agree — 43%
- agree — 37%
- neutral — 14%
- disagree
- strongly disagree

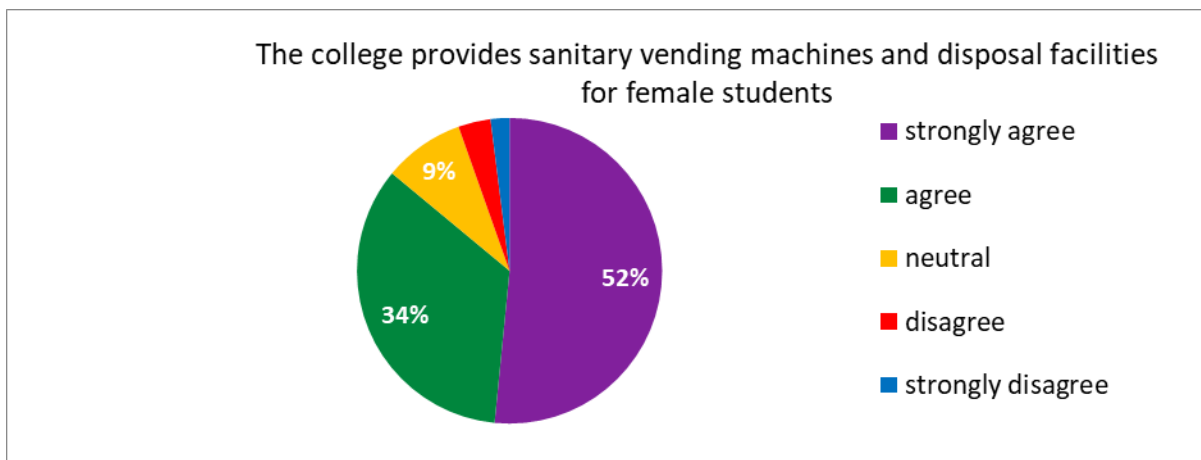The provision of separate washrooms for male and female students is well acknowledged by 79.9% of respondents. This demonstrates that the college has taken important steps toward ensuring gender-sensitive infrastructure. Nevertheless, 14% of respondents were neutral, which may point to the need for improvements in the maintenance or availability of these facilities in certain areas.

13. Security Measures on Campus

I feel safe on campus due to adequate security measures like lighting and CCTV in common areas

- strongly agree — 46%
- agree — 26%
- neutral — 15%
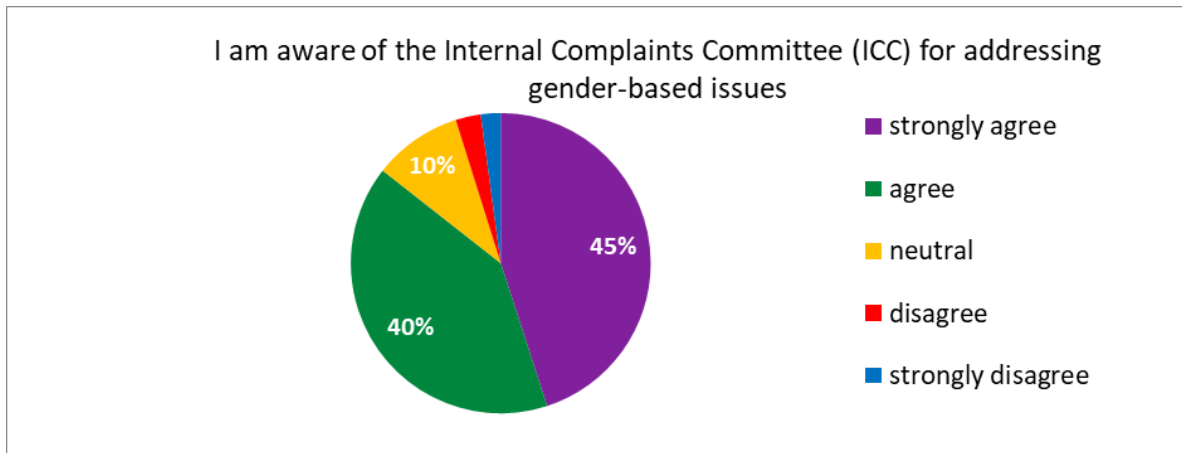- disagree
- strongly disagree

Around 71.9% (strongly agree and agree) of respondents feel safe on campus due to security measures like CCTV and adequate lighting. However, 23.1% of students expressed neutrality or dissatisfaction, indicating that certain areas on campus may require enhanced security to ensure all students feel protected, particularly during night hours.

14. Sanitary Facilities for Female Students

The college provides sanitary vending machines and disposal facilities for female students

- strongly agree — 52%
- agree — 34%
- neutral — 9%
- disagree
- strongly disagree

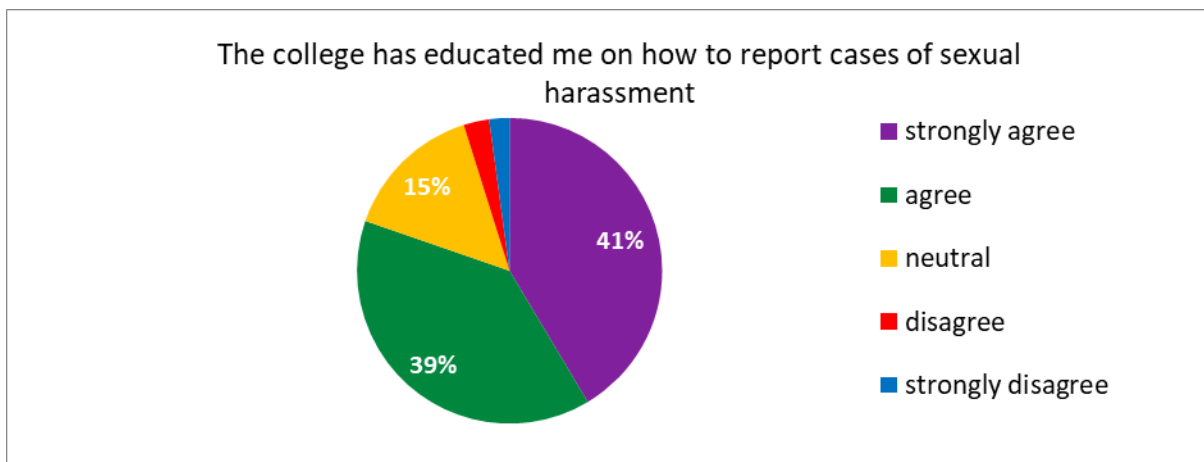A significant 86% of respondents agree that the college provides adequate sanitary vending machines and disposal facilities for female students. This reflects a commendable effort in addressing the specific needs of female students, but the 11.9% who are neutral or disagree may point to inconsistencies in the availability of these resources across campus.

15. Awareness of the Internal Complaints Committee (ICC)

I am aware of the Internal Complaints Committee (ICC) for addressing gender-based issues

- strongly agree 45%
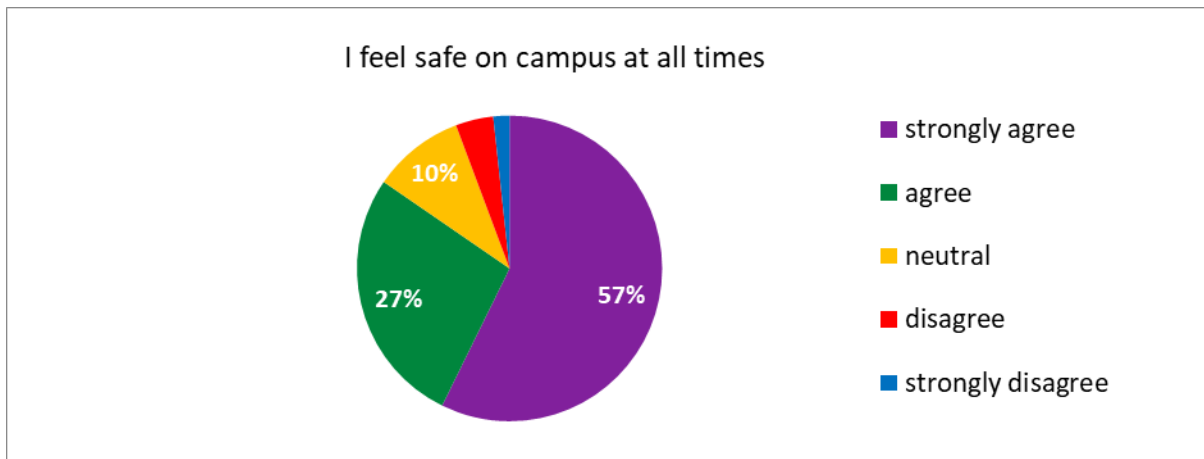- agree 40%
- neutral 10%
- disagree
- strongly disagree

With 85.6% (strongly agree and agree) of respondents aware of the ICC for addressing gender-based issues, it is clear that the college has been successful in promoting this important body. However, 9.6% of respondents being unaware or uncertain suggests that further promotion of the ICC's role and activities could be beneficial.

16. Reporting of sexual harassment cases

The college has educated me on how to report cases of sexual harassment

- strongly agree 41%
- agree 39%
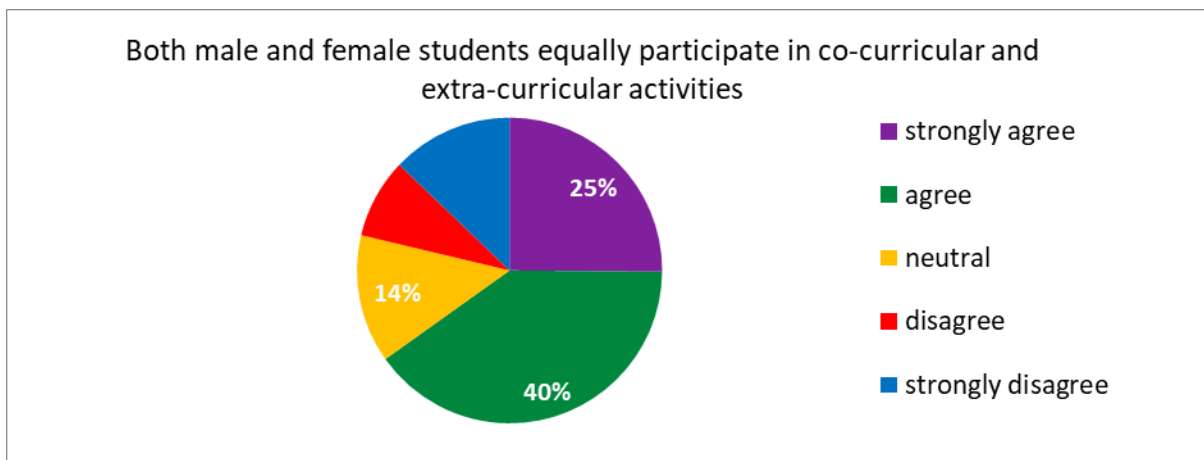- neutral 15%
- disagree
- strongly disagree

The results demonstrate the college's effective efforts in educating students about reporting sexual harassment, with a significant majority either strongly agreeing or agreeing with the statement. This positive feedback shows that many students feel informed about the available mechanisms.

17. Safety in campus

I feel safe on campus at all times

- strongly agree
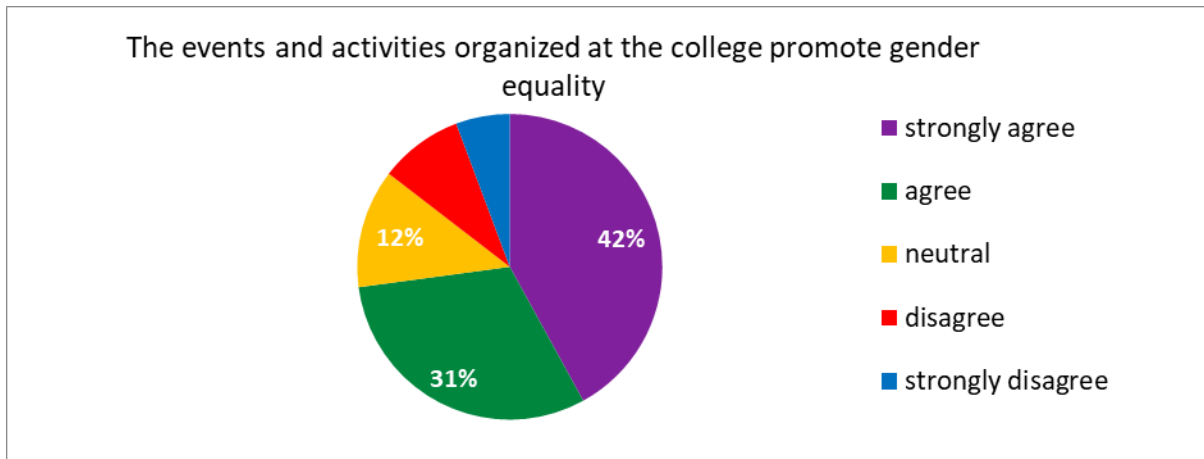- agree
- neutral
- disagree
- strongly disagree

The majority of respondents (84.7 %) feel safe on campus, reflecting positive perceptions of security measures. However, 9.6 % remain neutral, and 5.6 % disagree, indicating areas for improvement. Increasing awareness of safety protocols and encouraging dialogue could enhance overall confidence in campus safety among the community.

18. Equal Participation in Co-Curricular Activities

Both male and female students equally participate in co-curricular and extra-curricular activities

- strongly agree
- agree
- neutral
- disagree
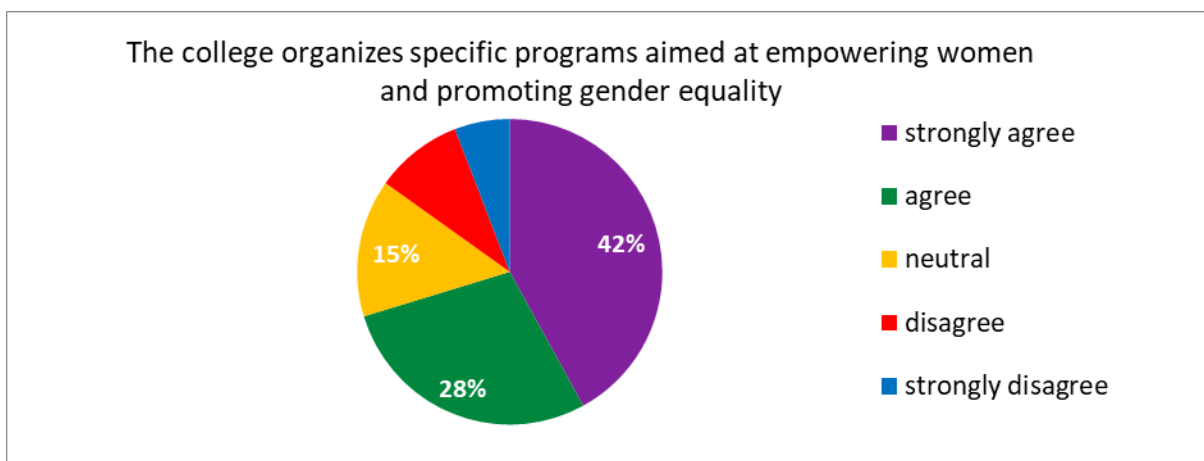- strongly disagree

While 65.1% agree that both male and female students equally participate in co-curricular activities, a notable 21.3% either disagree or strongly disagree. This suggests that certain cultural or logistical barriers may still exist, preventing equal participation, and efforts should be made to identify and remove these barriers.

19. Promotion of Gender Equality through Events

The events and activities organized at the college promote gender equality

- strongly agree
- agree
- neutral
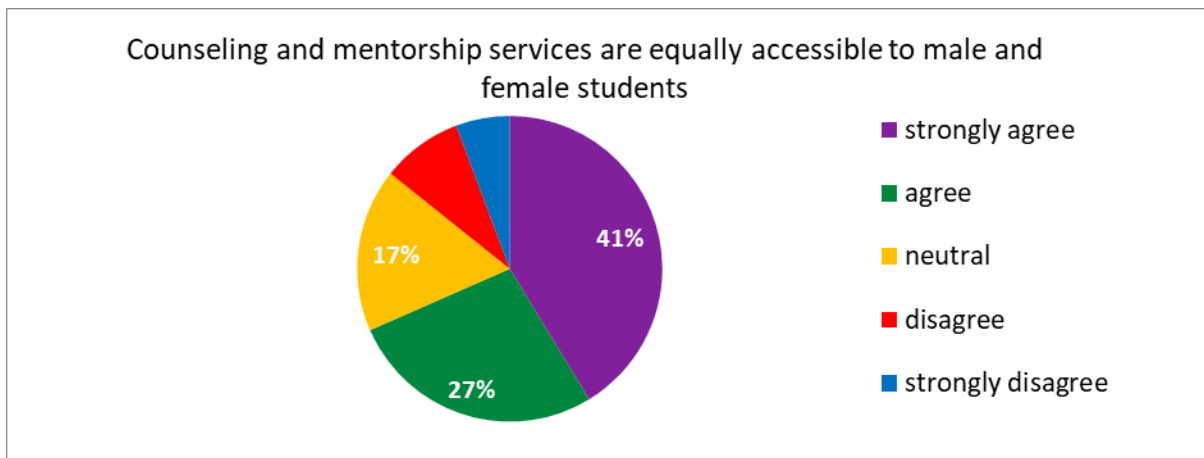- disagree
- strongly disagree

Most respondents (72.9% strongly agree and agree) feel that the events and activities organized by the college promote gender equality, although 14.6% disagree or strongly disagree. This suggests that while the college is organizing meaningful programs, there may be room for improving the inclusivity or impact of these initiatives.

20. Programs for Empowering Women

The college organizes specific programs aimed at empowering women and promoting gender equality

- strongly agree
- agree
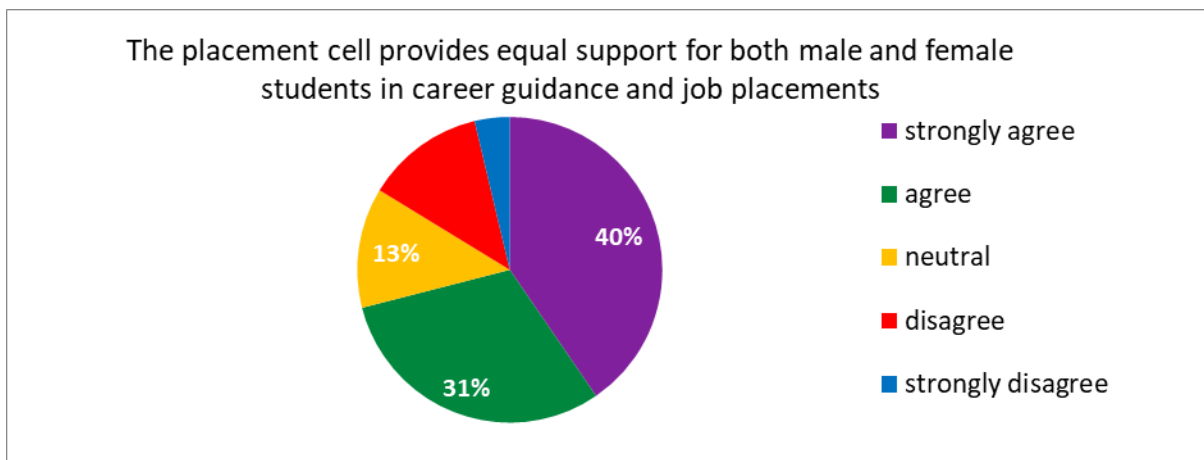- neutral
- disagree
- strongly disagree

A strong majority (70.3%) agree that the college organizes programs aimed at empowering women. However, a notable 15.1% remain neutral, indicating the need for more visibility or frequency of such programs to ensure broader awareness and participation.

21. Access to Counseling and Mentorship

Counseling and mentorship services are equally accessible to male and female students

A total of 68.4% agree that counseling and mentorship services are equally accessible to male and female students, though 26.9% either disagreed or were neutral. This highlights the need for better communication and promotion of these services, particularly to female students who may face additional barriers to accessing support.
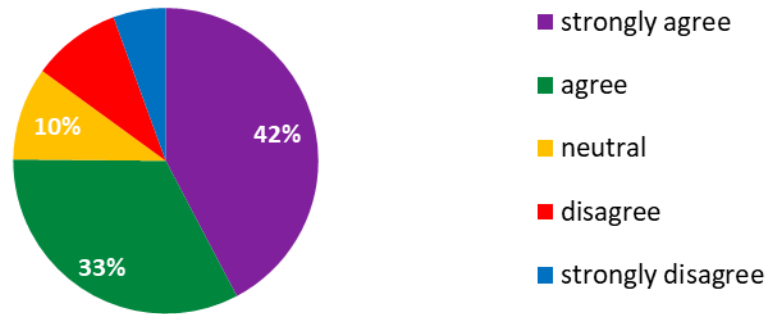
22. Placement Cell Support

The placement cell provides equal support for both male and female students in career guidance and job placements

While 71% agree that the placement cell provides equal support to male and female students, 25.3% were neutral or disagreed. This indicates that there is still work to be done in ensuring that both genders have equal opportunities and support during their transition to the job market.

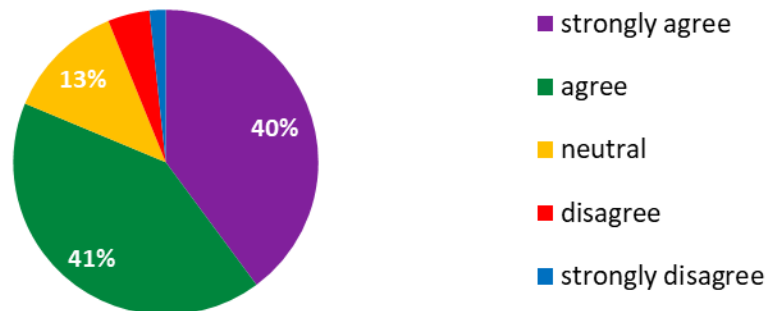## 23. Institutional Environment for All Genders

The institution provides a safe and equal environment for all genders

- strongly agree — 42%
- agree — 33%
- neutral — 10%
- disagree
- strongly disagree

The majority feel that the college provides a safe and equal environment for all genders, but the 15% who disagree or remain neutral indicate that there are still areas where the institutional climate could be improved, particularly in terms of inclusivity and safety for minority groups.
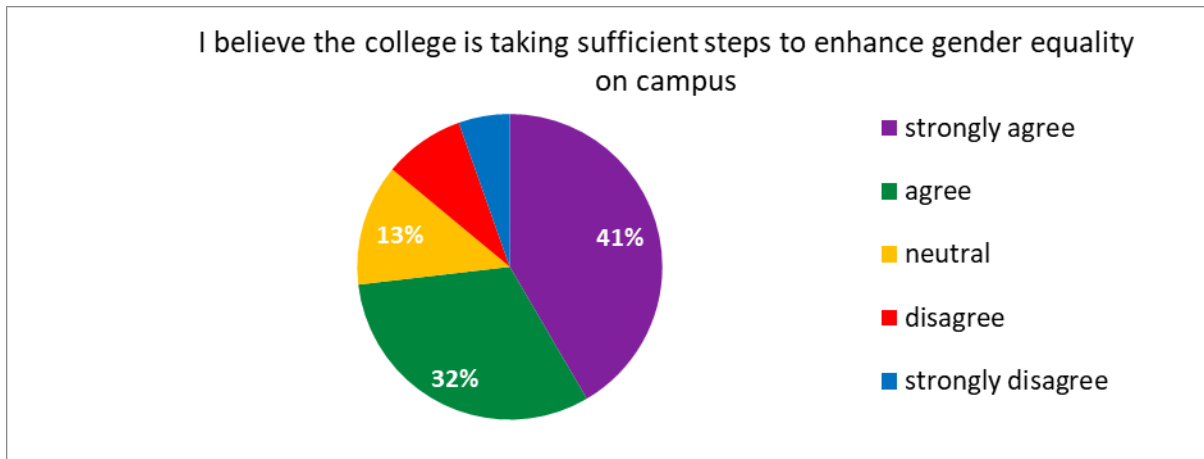
24. Gender-based discrimination or harassment in the institution

I have never experienced or witnessed gender-based discrimination or harassment in the institution

- strongly agree — 40%
- agree — 41%
- neutral — 13%
- disagree
- strongly disagree

An impressive 81.3% of respondents strongly agree or agree that they have never experienced or witnessed gender-based discrimination or harassment at the institution. While this reflects a largely positive environment, the 16.1% who are neutral or disagree indicate that continued efforts are essential to ensure everyone feels safe and supported.
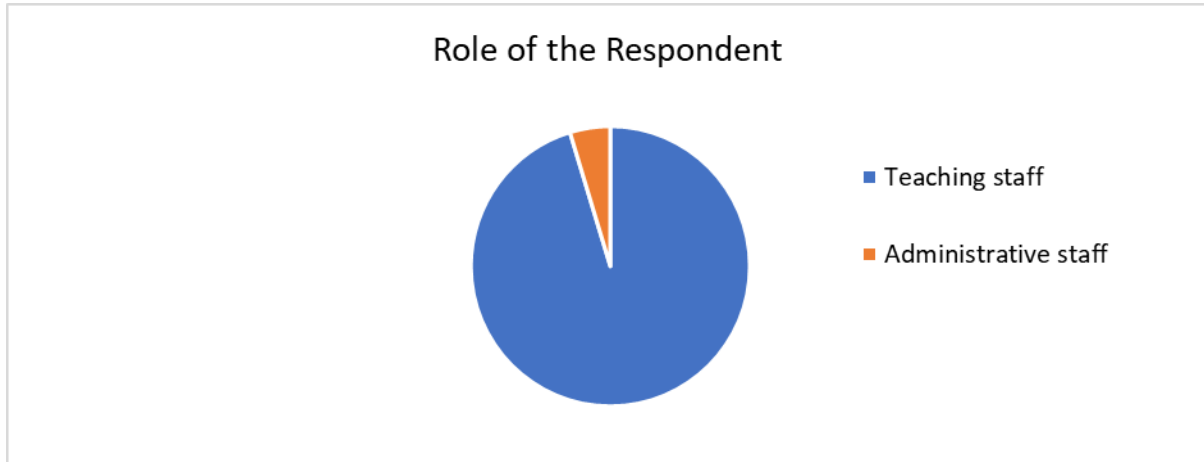
25. College's Efforts Towards Gender Equality

I believe the college is taking sufficient steps to enhance gender equality on campus

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

41%
32%
13%

A strong 73.1% of respondents believe the college is taking sufficient steps to enhance gender equality on campus, with 41.6% strongly agreeing. However, the 14.0% who are neutral or disagree suggest there may be room for improvement in communicating the college's initiatives and fostering a more inclusive atmosphere for all.
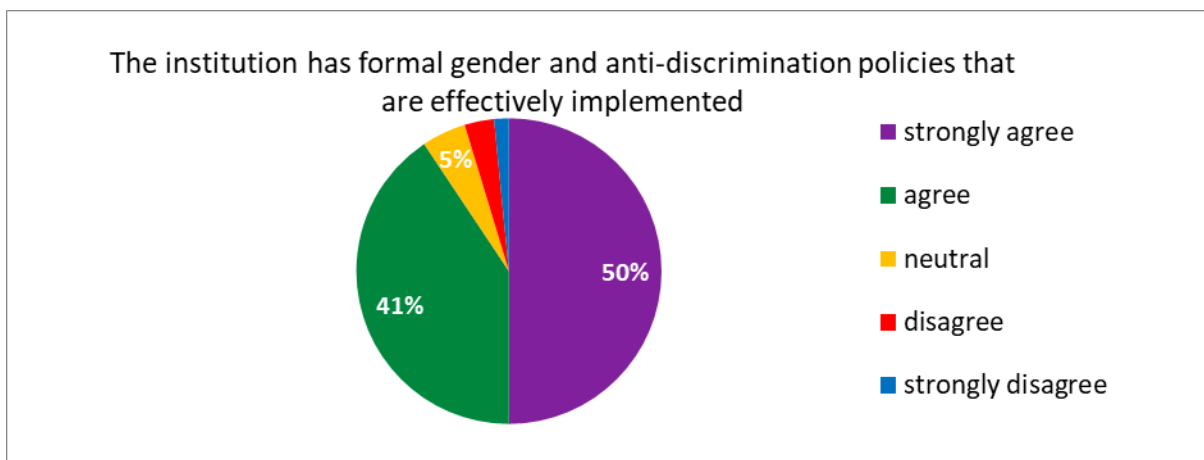
TEACHER AND ADMINISTRATIVE STAFF QUESTIONNAIRE RESULTS:

1.   Role of respondent

Role of the Respondent
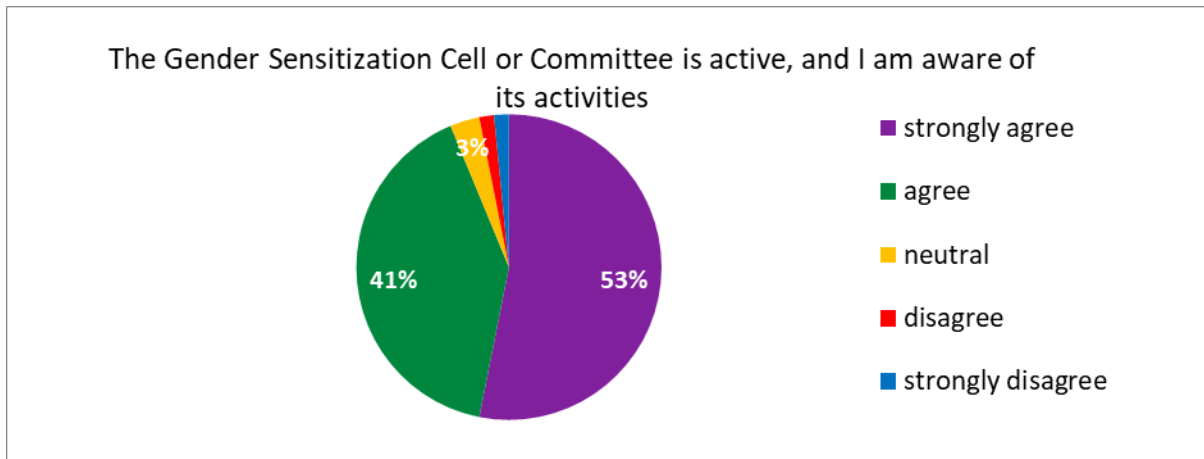

- Teaching staff
- Administrative staff

The majority of respondents were teaching staff (95.31%), indicating a strong representation of educators in the audit. This significant participation ensures that the perspectives gathered reflect the teaching environment effectively, allowing for more informed insights into gender dynamics within the institution.

2.   Formal Gender Policies

The institution has formal gender and anti-discrimination policies that are effectively implemented

- strongly agree
- agree
- neutral
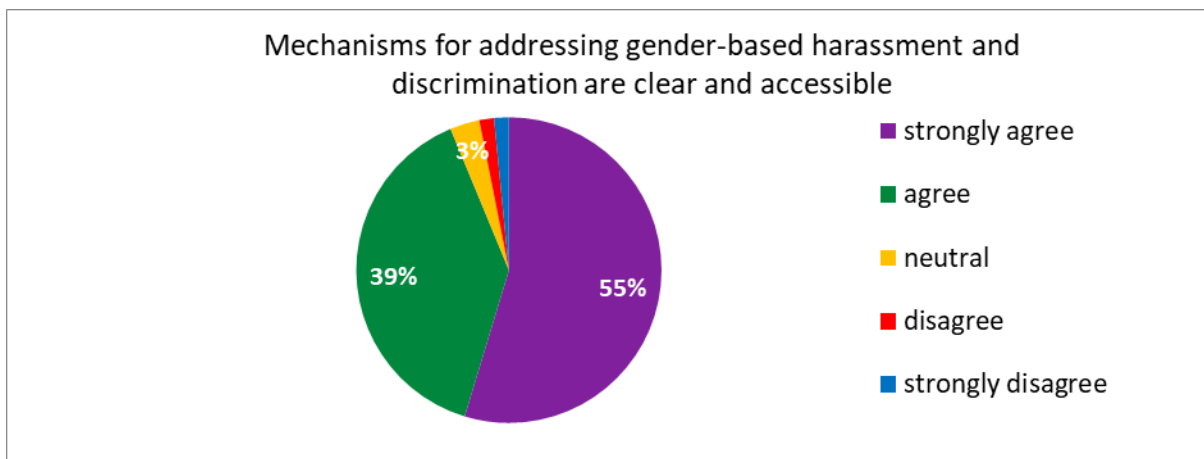- disagree
- strongly disagree

5%

50%

41%

A combined 90.6% of respondents either strongly agree or agree that the institution's gender and anti-discrimination policies are both formal and effectively implemented. This positive response suggests that staff are aware of and support these policies, fostering a safer and more inclusive environment.

3.   Awareness of Gender Cell Activities

The Gender Sensitization Cell or Committee is active, and I am aware of its activities

- strongly agree
- agree
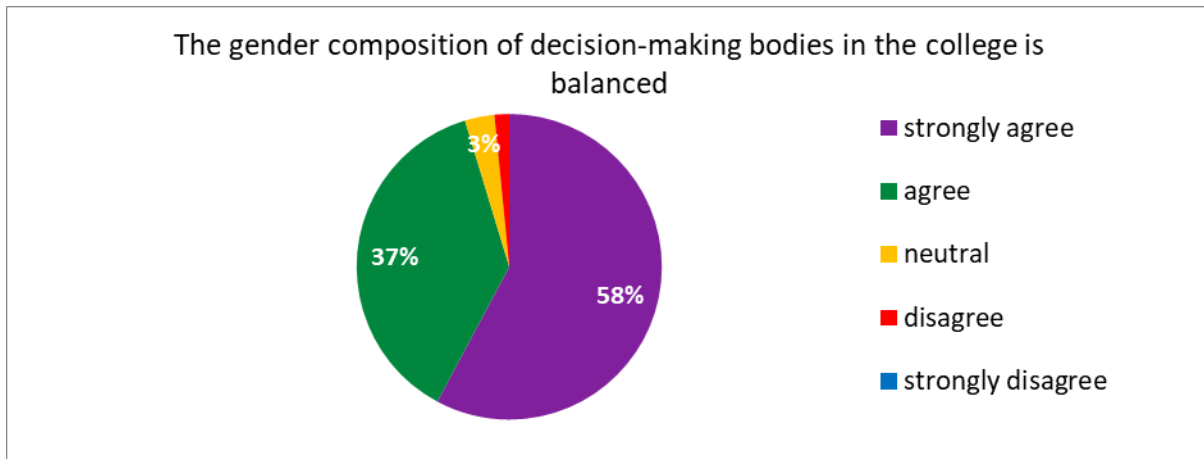- neutral
- disagree
- strongly disagree

3%

41%   53%

With 93.8% (strongly agree and agree) of respondents indicating awareness of the Gender Sensitization Cell's activities, there is a strong recognition of its role in promoting gender sensitivity. This level of awareness reflects positively on the college's commitment to addressing gender issues actively.

4.   Accessibility of Harassment Mechanisms

Mechanisms for addressing gender-based harassment and discrimination are clear and accessible

- strongly agree
- agree
- neutral
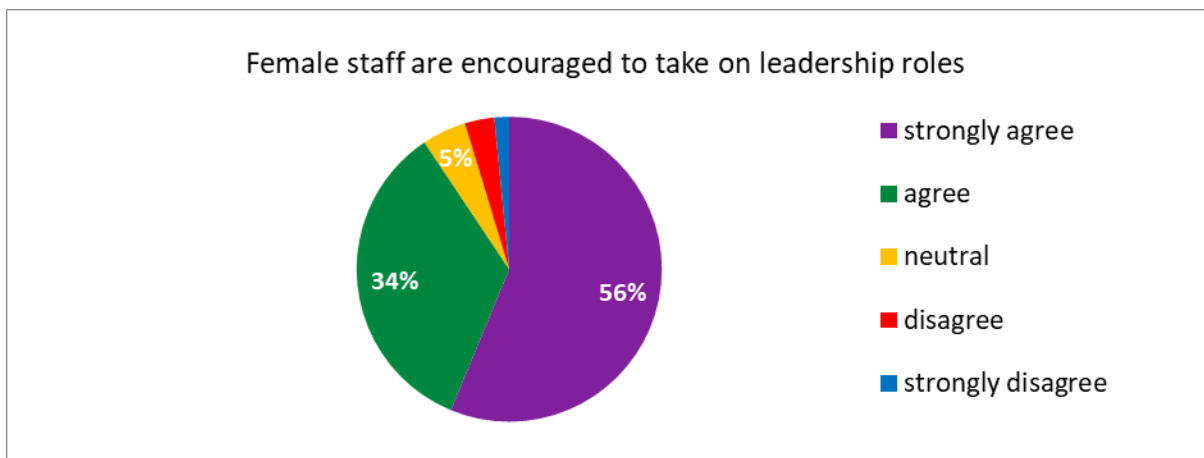- disagree
- strongly disagree

3%

39%   55%

A noteworthy 93.8 % of respondents feel that mechanisms for addressing gender-based harassment and discrimination are clear and accessible. This confidence suggests effective communication and resources, empowering staff to seek help and report issues without hesitation.

5.   Balanced Gender Composition in Leadership

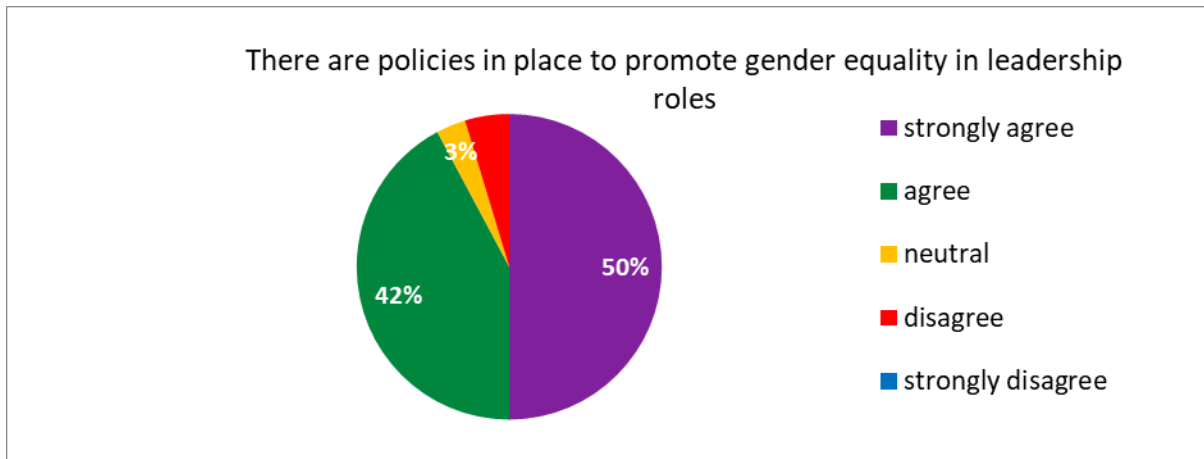The gender composition of decision-making bodies in the college is balanced

With 95.3 % of respondents either strongly agreeing or agreeing, there is a strong belief in balanced gender representation within decision-making bodies. This indicates a commitment to inclusivity in leadership, essential for fair and equitable institutional governance.

6.   Encouragement of Female Leadership

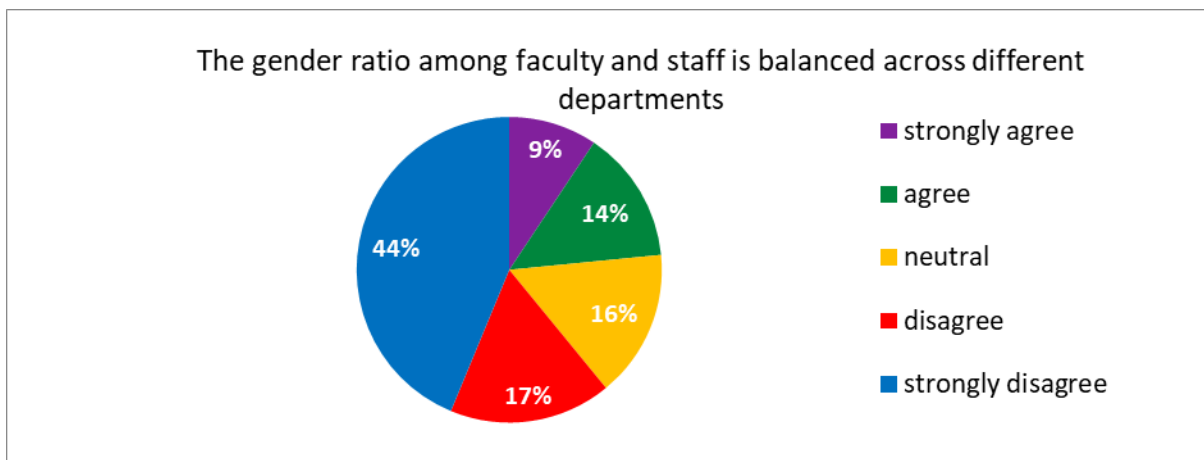Female staff are encouraged to take on leadership roles

A significant 90.6 % of respondents either strongly agree or agree that female staff are encouraged to pursue leadership roles. This encouragement is vital for promoting gender equity within academic leadership, ensuring diverse perspectives are represented in decision-making.

7.   Policies for Gender Equality in Leadership

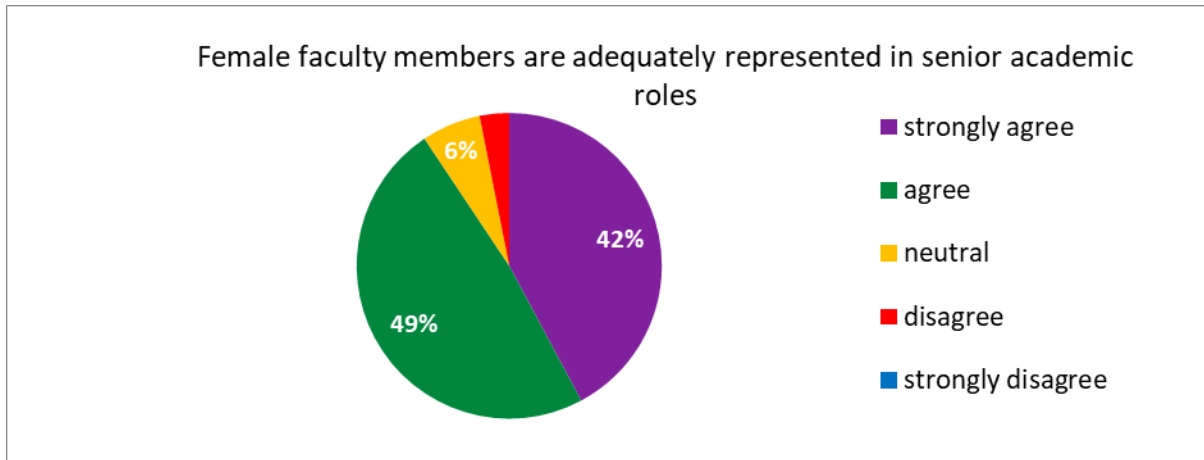There are policies in place to promote gender equality in leadership roles

With 92.2 % of respondents supporting the existence of policies promoting gender equality in leadership, the institution demonstrates a proactive approach. These policies are crucial for fostering an environment where both genders can aspire to and achieve leadership positions.

8.   Gender Ratio Among Faculty

The gender ratio among faculty and staff is balanced across different departments

The gender audit on department gender ratios reveals a disparity, with only 9% strongly agreeing that it is balanced, and 61% indicating disagreement or strong disagreement. Although the gender ratio is imbalanced, the fact that many departments have a majority of women, and some departments show balance, highlights progress toward gender equality. The increasing presence of women in higher education is a positive sign of advancing gender inclusivity and empowerment in the workforce.

9. Representation of Female Faculty

Female faculty members are adequately represented in senior academic roles

- strongly agree — 42%
- agree — 49%
- neutral — 6%
- disagree
- strongly disagree

A strong 90.6 % of respondents believe that female faculty members are well-represented in senior academic roles. This positive perception underscores the institution's commitment to gender equity at higher levels of academia, fostering an inclusive academic environment.

10. Promotion of Gender Equality in Recruitment

The institution promotes gender equality in recruitment and promotions

- strongly agree — 53%
- agree — 21%
- neutral — 17%
- disagree
- strongly disagree

With 73.4% of respondents agreeing that the institution promotes gender equality in recruitment and promotions, this reflects a robust framework aimed at ensuring fair hiring practices and career advancement opportunities for all genders.

11.   Integration of Gender Perspectives in Curriculum

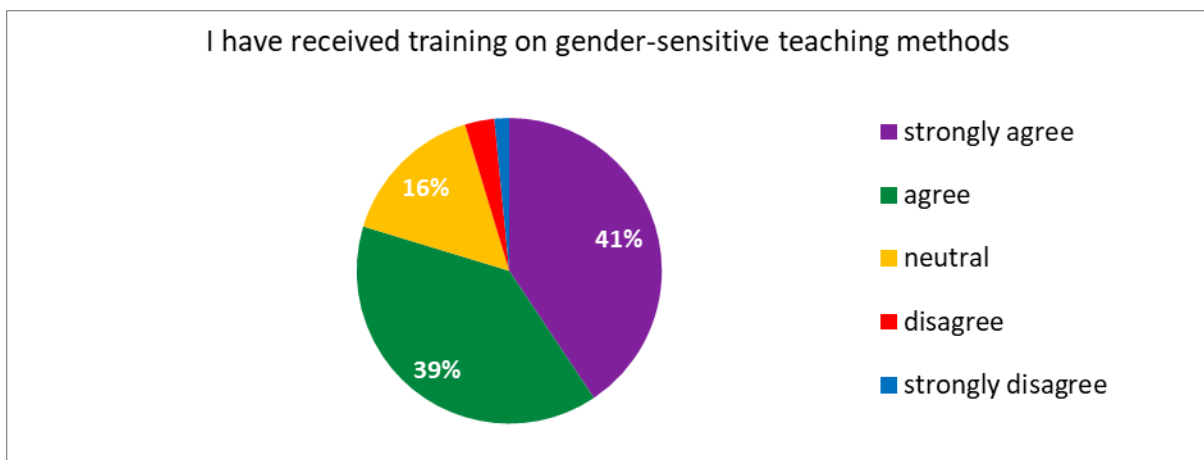
Gender perspectives are integrated into course syllabi and teaching materials

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

63%
23%
6%

Majority of respondents affirm that gender perspectives are incorporated into course syllabi and teaching materials. This integration is crucial for fostering an inclusive learning environment and preparing students to engage with gender issues critically.

12.   Training in Gender-Sensitive Teaching

I have received training on gender-sensitive teaching methods

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

41%
39%
16%

With nearly 80.7 % of respondents either strongly agreeing or agreeing, there is a strong foundation of gender-sensitive teaching methods among faculty. This training is essential for promoting an equitable classroom environment and addressing diverse student needs.

13. Encouragement of Student Participation
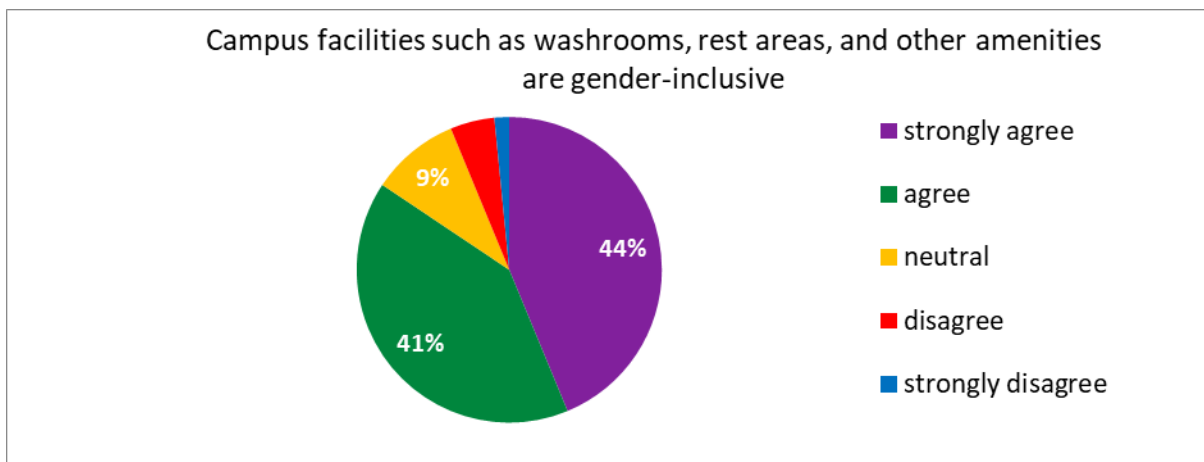
Male and female students are equally encouraged to participate in classroom discussions and activities

- strongly agree
- agree
- neutral
- disagree
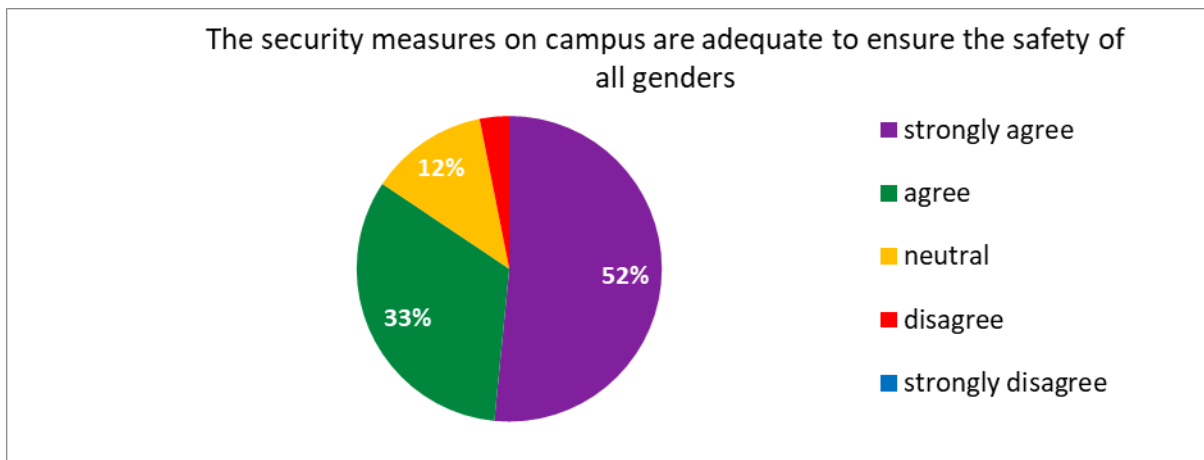- strongly disagree

53%
25%
13%

A combined 78.1 % of respondents agree that both male and female students are encouraged to engage equally in classroom activities. This inclusivity is vital for fostering diverse perspectives and promoting equal participation in the learning process.

14. Gender-Inclusive Campus Facilities

Campus facilities such as washrooms, rest areas, and other amenities are gender-inclusive

- strongly agree
- agree
- neutral
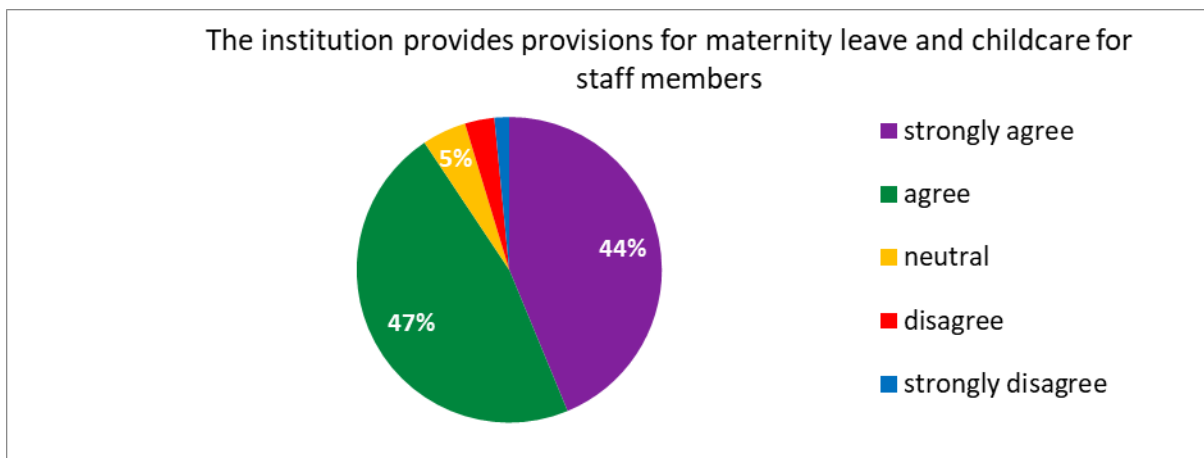- disagree
- strongly disagree

44%
41%
9%

A total of 84.4 % of respondents affirm that campus facilities are gender-inclusive. This positive feedback indicates a commitment to providing equitable access to amenities, which is essential for creating a supportive and accommodating environment for all students

15. Campus Security Measures

The security measures on campus are adequate to ensure the safety of all genders

- strongly agree
- agree
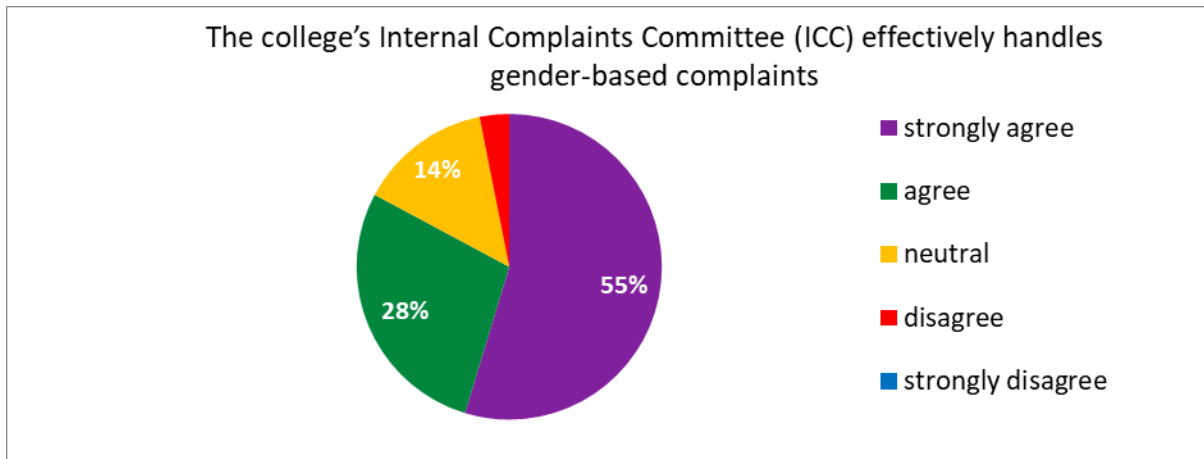- neutral
- disagree
- strongly disagree

52%
33%
12%

With 84.5 % of respondents feeling confident in the adequacy of campus security measures, this reflects a strong perception of safety among staff. Effective security measures are vital for maintaining a secure environment conducive to learning and development.

16. Provisions for Maternity Leave

The institution provides provisions for maternity leave and childcare for staff members

- strongly agree
- agree
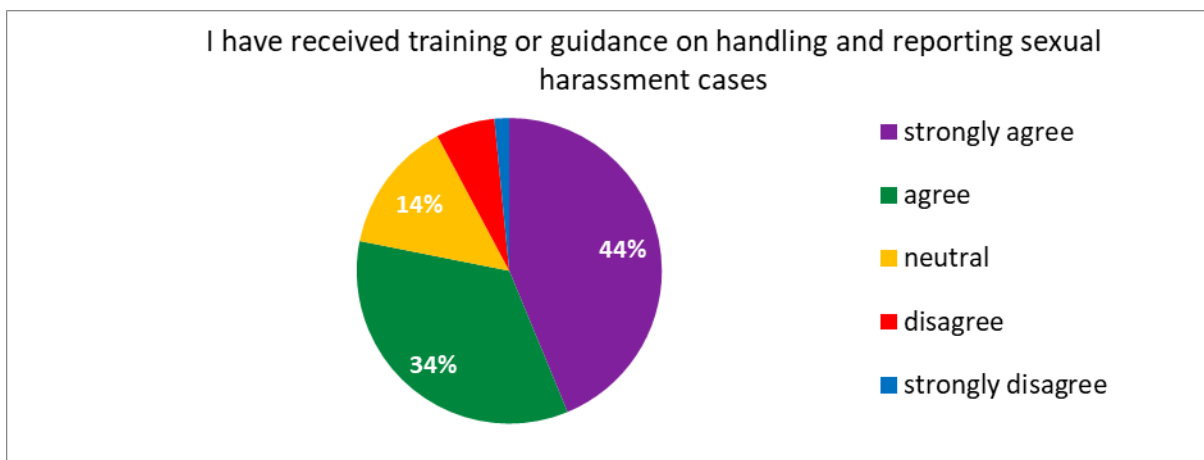- neutral
- disagree
- strongly disagree

44%
47%
5%

An impressive percentage (90.6 % strongly agree and agree) of respondents support the availability of maternity leave and childcare provisions. This commitment to supporting staff with families is essential for fostering a workplace that values work-life balance and gender equality.

17.   Effectiveness of Internal Complaints Committee

The college's Internal Complaints Committee (ICC) effectively handles gender-based complaints

- strongly agree
- agree
- neutral
- disagree
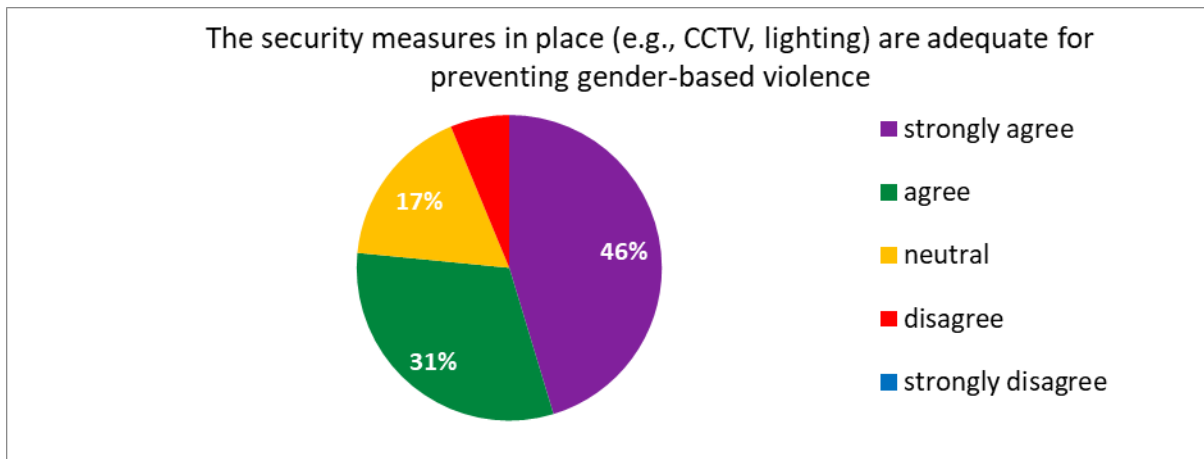- strongly disagree

14%

28%

55%

With 82.8 % of respondents feeling that the ICC effectively manages gender-based complaints, this suggests a strong trust in the system. Effective handling of such complaints is crucial for maintaining a safe and supportive institutional environment.

18.   Training on Sexual Harassment Reporting

I have received training or guidance on handling and reporting sexual harassment cases

- strongly agree
- agree
- neutral
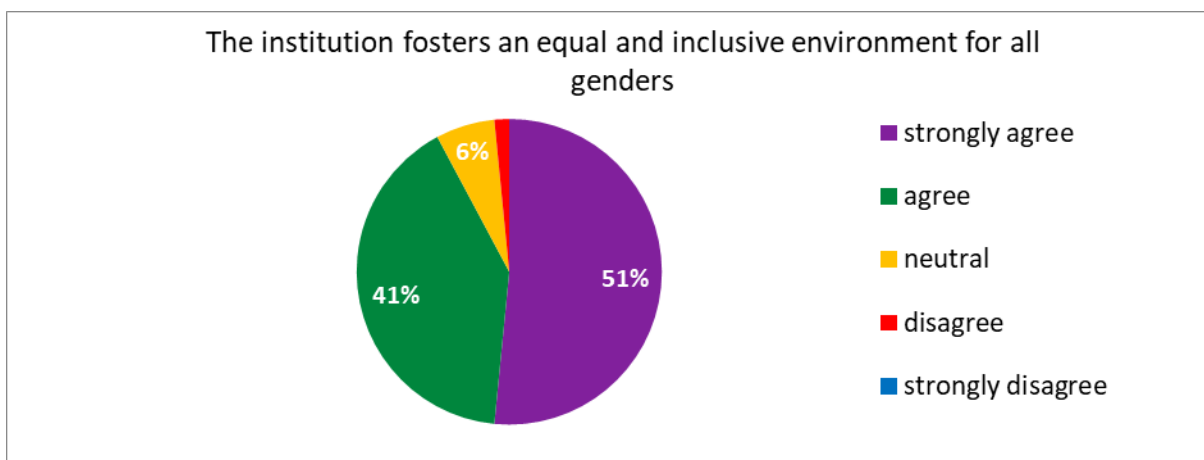- disagree
- strongly disagree

14%

34%

44%

Majority respondents of respondents indicate they have received training on handling and reporting sexual harassment cases (78 % strongly agree and agree). This preparedness is vital for creating a culture of awareness and proactive response to gender-based issues.

19.   Adequacy of Security Measures Against Violence

The security measures in place (e.g., CCTV, lighting) are adequate for preventing gender-based violence

- strongly agree
- agree
- neutral
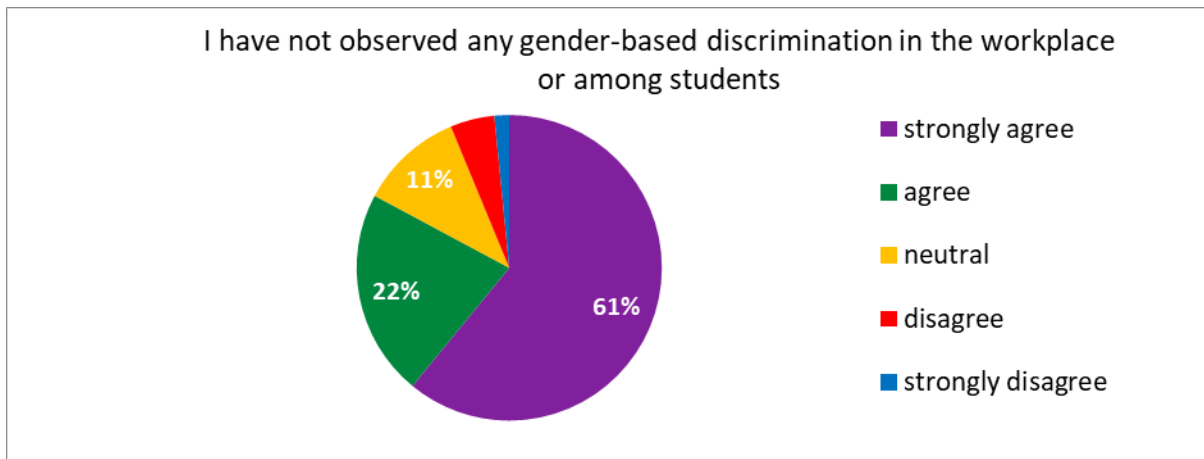- disagree
- strongly disagree

46%
31%
17%

Majority respondents agreeing that (71 % strongly agree and agree) security measures are sufficient, this highlights a positive view of campus safety initiatives. Adequate security measures are essential for preventing gender-based violence and ensuring a secure educational environment.

20.   Promotion of Equal and Inclusive Environment

The institution fosters an equal and inclusive environment for all genders

- strongly agree
- agree
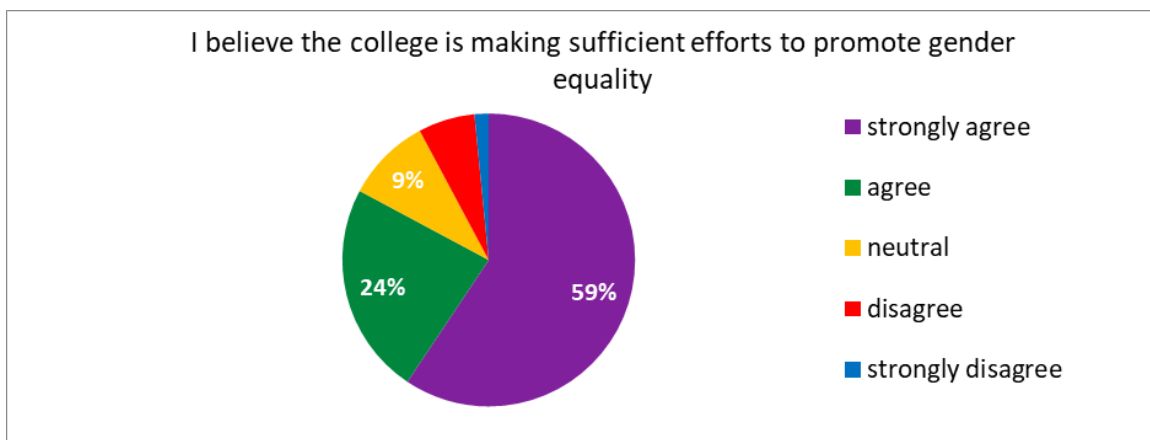- neutral
- disagree
- strongly disagree

51%
41%
6%

A robust 92.2 % of respondents affirm that the institution promotes an equal and inclusive environment. This positive response reflects the college's commitment to creating a space where all genders feel valued and included.

21.   Observation of Gender-Based Discrimination

I have not observed any gender-based discrimination in the workplace or among students

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

61%
22%
11%

A significant 82.8% of respondents report not observing gender-based discrimination, indicating a generally positive atmosphere. This suggests effective policies and practices in place to combat discrimination and promote equality.

22.   Efforts to Promote Gender Equality

I believe the college is making sufficient efforts to promote gender equality

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

59%
24%
9%

With 82.8 % of respondents strongly agreeing or agreeing, there is a strong belief that the college is adequately addressing gender equality. This positive perception reflects the institution's ongoing commitment to fostering a fair and equitable environment

Major Findings

1. **Student and Staff Gender Representation**:

   Female students make up a significant portion (67.8 %) of the total student population, and female staff (66.1%) and teaching faculty (77.5 %) also represent the majority. However, administrative staff roles are predominantly male (62.5 %).

2. **Awareness and Participation in Gender Initiatives**:

   Awareness of gender sensitization programs and anti-discrimination policies is high, with 84.3% of students acknowledging clear gender policies and 88.1% aware of the Gender Sensitization Cell. This shows successful institutional efforts, though a small percentage remain unaware.

3. **Reporting Mechanisms**:

   Around 87.1% of students feel there are clear harassment reporting mechanisms, with the majority feeling safe on campus due to security measures. However, 10.9% remain neutral or disagree, indicating that access to these mechanisms could be further clarified.

4. **Gender Balance in Departments and Leadership**:

   Only 31.7% of students feel that their departments reflect balanced gender representation. Conversely, 95.3% of staff affirm balanced gender composition in leadership, with policies supporting gender equality in these roles.

5. **Campus Security and Inclusivity**:

   Security measures like CCTV and lighting ensure 71.9% of students feel safe, but certain areas require improvement, as noted by the remaining 23.1%. Additionally, gender-sensitive facilities like sanitary vending machines are appreciated by most respondents, yet some feel accessibility could be better.

Suggestions

1.   Improve Communication of Gender-Related Policies:

Regularly update and communicate gender policies and reporting mechanisms to students and staff through seminars, emails, and posters to ensure everyone understands their rights and available support.

2.   Expand Gender Sensitization Training:

Provide training in gender-sensitive teaching and curriculum inclusion for faculty, addressing areas of gender sensitivity and inclusivity to further enhance the classroom environment.

Recommendations

1.   Increase Visibility of the Gender Sensitization Cell:

Organize workshops and awareness drives about the Gender Sensitization Cell's roles and activities to ensure its functions are known and accessible to all students and staff.

2.   Develop Gender Inclusive Curricula:

Encourage departments to integrate gender perspectives in syllabi and provide gender-sensitive materials to enhance awareness and understanding among students.

3.   Address Student Concerns Regarding Safety:

Conduct a safety audit focusing on areas highlighted by students and enhance the visibility of security measures on campus.

4.   Promote Equal Participation in Extracurricular Activities:

Facilitate programs aimed at improving the participation of underrepresented genders in co-curricular activities, addressing cultural or logistical barriers.

Future Plan

1. **Yearly Gender Audits**:

   Conduct annual gender audits to track the progress of implemented policies, assess new challenges, and adapt measures as necessary.

2. **Targeted Outreach Programs**:

   Initiate programs that encourage applications from underrepresented genders in departments with noticeable gender imbalances, particularly in areas where inclusivity is lacking.

3. **Feedback Mechanism for Continuous Improvement**:

   Establish a feedback system for students and staff to provide input on gender-related issues in real time, ensuring that policies and measures can be refined regularly based on community insights.

4. **Strengthen Leadership Development Programs for Female Staff**:

   Expand programs that encourage female staff to pursue leadership roles, fostering balanced representation in decision-making bodies over time.

Conclusion

The Gender Audit for MES Keveeyam College Valanchery for the academic year 2022-2023 highlights the institution's substantial efforts toward creating an inclusive and gender-sensitive environment. With a predominantly female student and faculty population, the college demonstrates a commitment to gender equity through effective policies, awareness programs, and supportive infrastructure. Most students and staff recognize and appreciate the college's initiatives, such as the Gender Sensitization Cell, anti-discrimination policies, and secure reporting mechanisms, which contribute to a positive campus climate.

However, areas for improvement remain. Specific departments show a gender imbalance, and a small percentage of students and staff are less aware of the resources and mechanisms available to them. Furthermore, while the majority feel safe on campus, there are localized concerns regarding security measures,

particularly at night, and some feel that more can be done to ensure accessibility and inclusivity across campus facilities and activities.

Overall, the findings underscore MES Keveeyam College's proactive stance in promoting gender equality while offering guidance for enhancements that will build upon its achievements. By addressing identified gaps and implementing targeted strategies, the college can strengthen its position as a leader in fostering a balanced, safe, and inclusive educational environment.

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