

**ST. JOSEPH'S COLLEGE OF ARTS &
SCIENCE (AUTONOMOUS)
CUDDALORE - 607 001.**


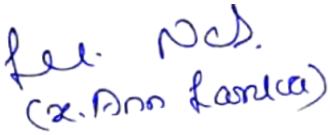





**GENDER AUDIT REPORT
2019-2020 TO 2023-2024**



GENDER AUDIT

Members of the Gender Audit Committee

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**ST. JOSEPH'S COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)
CUDDALORE - 607001**

GENDER AUDIT REPORT FOR THE YEARS 2019-2024

1. Objective

- a) To gain a better understanding of the context in which gender sensitivity and equality exist, as well as the variables that promote gender equality in the college.
- b) Assess the college system's policies, programmes, and practises in relation to the needs and interests of the college community in a gender-just manner.
- c) To gain a better understanding of gender sensitivity and practises in the college's syllabus and programme, as well as extracurricular activities.

2. Introduction

As we delve into the fabric of our institution, we recognize that understanding and addressing gender dynamics is essential for enabling an inclusive and equitable environment. This gender audit report aims to assess the college's policies, practices, and culture through a gender lens. By examining areas such as representation, safety, and opportunities, we seek to identify strengths, gaps, and areas for improvement.

Our commitment to gender equality drives this endeavor, and we invite you to explore the findings and recommendations presented in this report. Together, we can create a campus where every individual thrives, regardless of gender.

3. Representation of Women in Numbers

Gender Audit Report for the Academic Years 2019-2024

S.no	Data	2019-20	2020-21	2021-22	2022-2023	2023-24
1	Number of Women Students Enrolled in UG Programs	2702	2570	2330	2054	1927
2	Number of Women Students Enrolled in PG Programs	401	367	312	327	332
3	Number of Women Faculty Members	78	79	70	70	75
4	Number of Women Students who received Fee Concession	143	68	144	115	229

4. Committees to oversee Gender Equity:

- Internal Complaints Committee
- Students Grievance Committee
- Anti-Ragging Committee / Sexual Harassment Committee
- Students' Disciplinary Committee
- Caste-based Discrimination Committee

5. Curricular Audit

Courses that focus on Gender Sensitivity and Women Empowerment.

S.No	Course Code	Course Title
1	EEN618A	Women's writing
2	EEN512A	Commonwealth Literature
3	EH513	Human Rights
4	ECH901S	Human Rights
5	19TA101	தமிழகவரலாறும் மக்கள் பண்பாடும்
6	17ETA512	நாட்டுப்புறவியல்
7	17TA617	சங்க இலக்கியம்

S.No	Course Code	Course Title
8	19TA407	சமய இலக்கியம்
9	19TA509	இலக்கணம் IV ஏநம்பி அகப்பொருள்
10	17TA407	சமய இலக்கியம்
11	19GCM42A	Entrepreneurial Development
12	BB203AC	Entrepreneurial Development
13	19BB503	Legal Aspects of Business
14	17JBB64A	Project Work
15	17EBB64B	Entrepreneurial Development
16	19GCM42A	Entrepreneurial Development
17	BB203	Entrepreneurial Development
18	19GCA52A	Organizational Behavior
19	ECM513A	Entrepreneurial Development
20	NCMED401	Entrepreneurial Development
21	EMT618A	Operations Research
22	19MB101	Fundamentals of Microbiology
23	20ZO510	Developmental Biology & Immunology
24	PEN31A	Feminist Theory And Practice
25	PEN34A	Subaltern Literature
26	PSW11A	Social Work Profession
27	EPSW15B	Family and Maital Counselling
28	21PSW23	Social Policy and Social Legislations
29	21PSW24	Counseling: Theory and Practice
30	EPSW25A	Sociology for Social Workers
31	19PSW31A	Rural and Tribal Development
32	PSW31C	Medical Social Work
33	19PSW32A	Urban Community Development
34	20PSW32B	Labour Legislations and Labor Welfare
35	20PSW32C	Mental Health and Social Work
36	ECHR901S	Human Rights

S.No	Course Code	Course Title
37	19EPS33A	Computer Application in Social Work
38	19EPS33B	Corporate Social Responsibility
39	22EPSW33C	Management of Organizations
40	19PSWF3	Concurrent Field Work Practicum – III
41	19SPS34A	National Social Work Perspectives – An Academics Visit
42	19SPS34B	Child Welfare and Social Work
43	19SPS34C	Hospital Administration
44	19PS43	Working with Elderly People
45	19PS34E	Women and Development
46	19PS34F	Compensation Management
47	19SPS34G	Summer Placement
48	19PSW41A	Project Management
49	19PSW41B	Organizational Behavior
50	PSW41C	Psychiatric Social Work
51	PSW42A	Community Development Management
52	PSW42C	Community Health
53	EPMT810T	Operations Research
54	EPD201A	Dynamics Personality

6. Gender in Co-Curriculum

Club	Aims
Women Empowerment Cell	To Conduct Programmes and Competition Regarding Equity.
Gender Champions Club	To Promote Gender Sensitization and Women Empowerment Programmes on Campus

7. Administrative Positions Held By Women

List of Administrative Positions Held By Women during 2019-2024

No	Name of the faculty	Position
1	Dr. P. James Mary	Vice-Principal (Shift -II) Student Discipline
2	Dr. R. Vidya	Vice-Principal (Shift-II) Student Welfare
3	Dr. P. Thenmozhi	Head, Zoology
4	Dr. Mercy Anthony	Head, Statistics
5	Dr. Alice Mathai	Head, Economics
6	Dr. E. Ruby Violet Rani	Head, Psychology
7	Dr. R. Vidya	Member, Research Development Cell
8	Dr. R. Vidya	Coordinator, Research Executive Committee
9	Dr. Mercy Anthony	Coordinator, Curriculum Development Committee
10	Dr. R. Vidya	Coordinator, Anti-Ragging/Sexual Harassment
11	Dr. Alice Mathai	Coordinator, Internal Complaints Committee
12	Dr. J. Kavitha	Coordinator, Library Committee
13	Dr. V. Sudha	Coordinator, Caste Based Discrimination Committee & Committee for SC/ST and OBC
14	Dr. G. Bhuvaneshwari	Assistant Coordinator, Extra-Curricular Activities Committee
15	Dr. T. Miranda Lakshmi	Coordinator, Alumni Association
16	Dr. R. Vidya	Core Committee Member, SLP
17	Dr. A. Annammal	Core Committee Member, SLP
18	Dr. G. Bhuvaneshwari	Core Committee Member, SLP
19	Dr. T. Sheela	Unit-2 Programme Officer
20	Dr. Sangeetha Margreat	Programme Officers, Youth Red Cross
21	Mrs. T. Shalini	Programme Officer, Red Ribbon Club
22	Dr. C. Devi. Shyamala Mary	Programme Coordinator, Rotaract Club
23	Dr. R. Aruna Krithika	Programme Coordinator, Social Welfare Club
24	Dr. S. Umamageswari	Coordinator, Fine Arts Club
25	Dr. P. Thenmozhi	Coordinator, Enviro Club
26	Dr. M. Monika	Coordinators, Citizen Consumer Club
27	Dr. M.A. Mary	Coordinator, Youth Parliament Programme
28	Dr. S. Megala	Coordinator, Bureau of Indian Standards

No	Name of the faculty	Position
29	Ms. W. Angel	Coordinator, SWACHH Bharat Mission
30	Dr. R. Padma Priya	Coordinator, Road Safety Club
31	Dr. P. James Mary	Coordinator, Women Empowerment Cell
32	Dr. X. Ann Lanka Jeyadarshini	Coordinator, Women Empowerment Cell
33	Dr. E. Ruby Violet Rani	Coordinator, Guidance and Counselling Cell
34	Dr. A. Victoria Anand Mary	Coordinator, Pudhumai Penn Scheme
35	Dr. T. Miranda Lakshmi	Implementation of MOOCS – SWAYAM Mentor
36	Dr. Alice Mathai	Coordinator, MoU

8. List of Sports Achievements by Women Students

1. K. Sumitha, PhD Commerce, and R. Sandiya II M.Com participated in friendly matches with Vietnam National Team from 31.10.2019 to 05.11.2019.
2. K. Sumitha, PhD Commerce and R. Sandiya II M.Com won the Gold Medal in 13th South Asian Football Games 2019 held from 1.12.2019 to 10.12.2019
3. K. Sumitha, PhD Commerce and R. Sandiya II M.Com participated in friendly matches held at Uzbekistan, Turkey, Dubai and Bahrain.
4. Senior Women's Team of our college attended the national coaching camp from 28.03.2020 to 3.04.2020.
5. Senior Women's Team of our college participated in AFC, Indian Navy, Mumbai.
6. S. Sadhana of I BCom won the third place in weight lifting under Junio Women Category.
7. CM Trophy: 1st prize in Kabaddi and won the runner-up volleyball, Basketball and Football and
8. CM Trophy: 2nd prize in Beach Volleyball held on 25.02.2023.
9. Intercollegiate-level: 1st place in Football, kabaddi, Handball, Badminton, Table Tennis, Kho-Kho.

10.2023: M. Lakshmi Swathika of III BCom got 1st Prize in Swimming held on 08.02.2023

11.2023: A. Kowsalya of I .B.Com got I Prize in Archery

12.S. Sathya III BA English participated in Senior National Level Kabaddi Villupuram and State Level Kabbadi Thoothukudi and got 1 lakh cash prize in Cuddalore District Level Competition and the Best Player Award and received a scooty as a prize.

13.M. Rakshana of III B.Com participated in Swimming Competition held on 11.12.2023 and Won the 1st prize

14.A. Kowsalya of II B.Com got I Prize in Archery

9. Key Strengths of the Institute:

- 1. Enhanced Gender Sensitivity Training:** Conducted regular workshops on gender sensitivity, addressing cultural nuances specific to the institution. Faculty, staff, and students actively participated, fostering awareness and respectful behaviour.
- 2. Policy and Procedure Review:** Reviewed and revised college policies to align with Indian legal frameworks. Designed and adopted Gender Equity Policy.
- 3. Increased Representation:** Actively encouraged women, especially from marginalized communities, to participate in decision-making bodies. Achieved balanced representation across various levels of governance.
- 4. Safe and Inclusive Spaces:** Implemented safety measures. Improved lighting, security, and accessibility on campus. Created safe spaces for open discussions.
- 5. Gender-Responsive Curriculum:** Infused Indian feminist perspectives into course content. Addressed gender disparities prevalent in Indian society through relevant case studies and discussions.

6. **Addressed Sexual Harassment:** Strengthened the Internal Complaints Committee (ICC) to handle cases promptly. Conducted awareness campaigns and sensitization programs.
7. **Flexible Work Arrangements:** Introduced flexible work hours and parental leave policies, acknowledging cultural expectations related to family responsibilities.
8. **Promoted Gender-Equal Participation in Extracurricular Activities:** Encouraged women's active involvement in sports, cultural events, and student clubs. Celebrated Indian festivals and traditions to foster inclusivity.

10. Sample Activities Carried out by for Women Students :

Activity : Awareness Programme on POCSO Act-Poster Presentation

Date : 02.08.2019



Activity : Awareness on Menstrual Issues & Herbal Napkins

Date : 22.01.2020



Activity : Beti Bachao, Beti Padhao – Skit on Challenges Faced by Women

Date : 28.02.2020



Activity : Hair Donation for Cancer Survivors

Date : 05.03.2020



Activity : Awareness Video to Celebrate the Girl Child to Commemorate International Day of the Girl Child

Date : 10.10.2020

Meeting Link : <https://www.youtube.com/watch?v=mZ2lsVgcNKs>



International Day of the Girl Child 2020



Dr. T. Miranda Lakshmi
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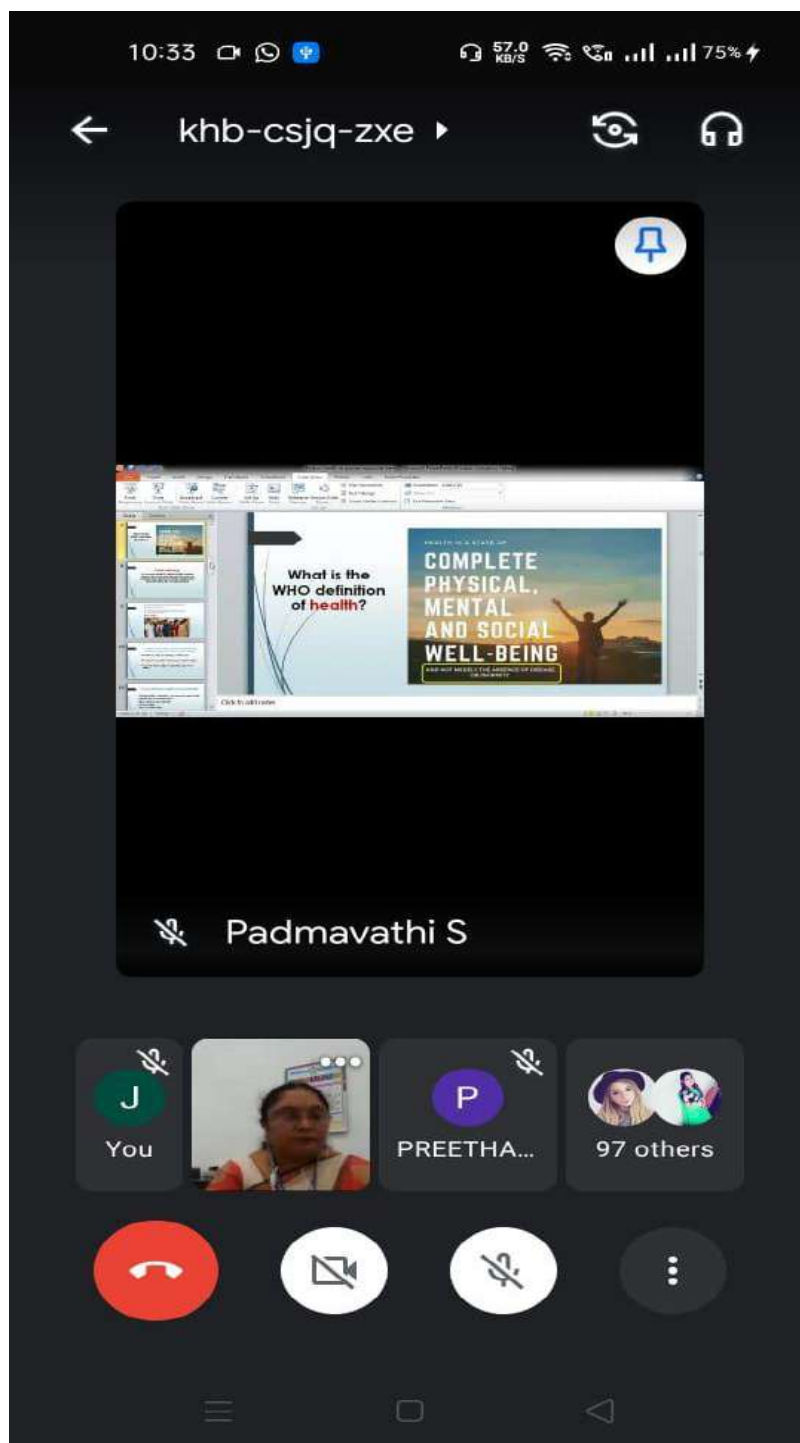
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Activity : Webinar- Role of Health in Women Empowerment

Date : 06.03.2021

Meeting Link : <https://meet.google.com/khb-csjq-zxe>



Activity : Gender Sensitisation Programme on Transgenders

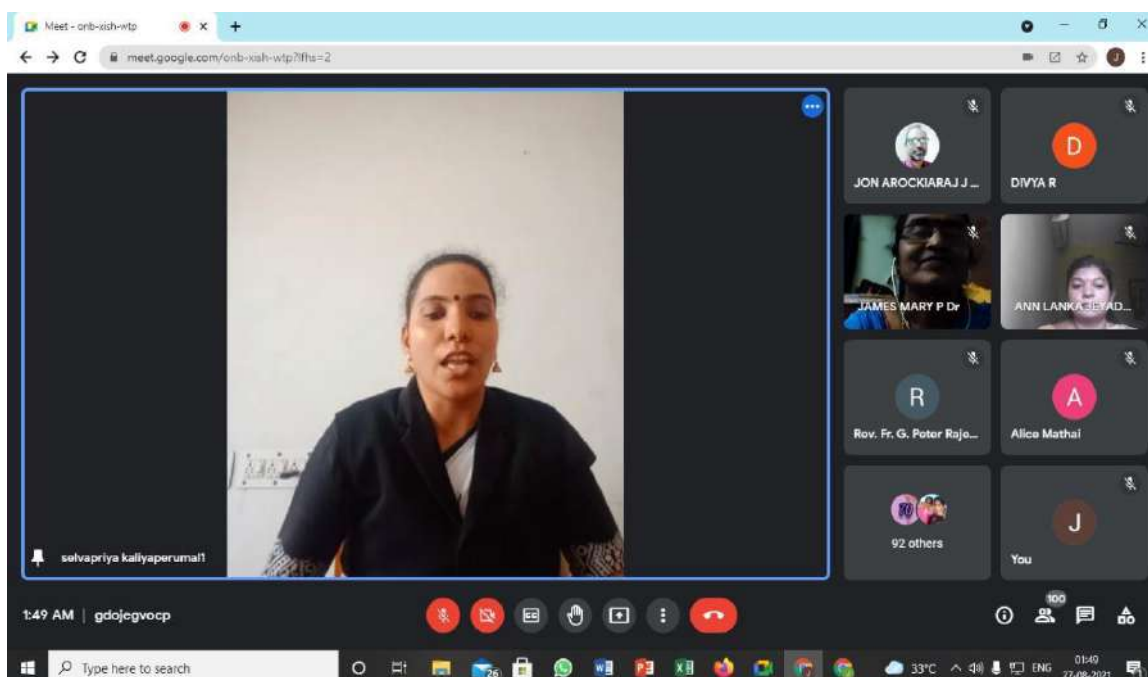
Date : 25.10.2021



Activity : Webinar on Legal Provisions for Women

Date : 27.08.2021

Meeting Link : <https://meet.google.com/onb-xish-wtp>



Activity : Beti Bachao, Beti Padhao

Date : 15.09.2022



Activity : Awareness on PCOD

Date : 16.02.2023



Activity : Awareness on Importance of Mental Well-Being and Mental Health

Date : 08.03.2023



Activity : Entrepreneurship Programme-College Bazaar

Date : 21.07.2023



Activity : Awareness on Importance of Breast Feeding

Date : 02.08.2023



Activity : Cancer Awareness Programme

Date : 30.08.2023



Activity : Singapenne 2023 - Women Entrepreneurship

Date : 14.10.2023



Activity : Prize Winners of Quiz Competition, Kandasamy Naidu College, Cuddalore

Date : 15.02.2024



Activity : International Women's Day Celebrations

Date : 08.03.2024



11. Recommendations:

1. Apart from lectures, the college might consider using
 - a. Host screenings of documentaries or films related to gender issues. Follow up with open discussions where participants can share their perspectives and learn from one another.
 - b. Panel Discussion by eminent women personalities may be conducted.
2. Gender Studies may be offered as a mandatory course for all UG students.


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