

# **GENDER AUDIT REPORT- 2021-2022**





# St.Mary's College (Autonomous)

Re-accredited with 'A+' Grade  
by NAAC  
Thoothukudi, Tamilnadu.

## TO WHOM SO EVER IT MAY CONCERN

This is to certify that , Dr. R. D. Thilaga, Rtd Associate Professor & Head, Dept of Zoology at St. Mary's College(Autonomous) , Thoothukudi with the cooperation of Women Cell of our institution conducted Gender Audit at Don Bosco College of Arts and Science, Keela Eral, Thoothukudi during the month of March, 2022 and the recommendations are given in the report.

*M. Rajee*

**Dr.M. Rajee**

Co-ordinator of Women Cell,  
Don Bosco College,  
Keela Eral, Thoothukudi.

*Dr. R.D. Thilaga*

**Dr. R.D. Thilaga**

Rtd Associate Professor, *Head*  
St. Mary's College(Autonomous) ,  
Thoothukudi.

## DON BOSCO COLLEGE OF ARTS AND SCIENCE, KEELA ERAL

### VISION

Don Bosco College of Arts and Science, inspired by divine and human values, **envisages enlightenment and empowerment of the youth** towards personal and social transformation.

### MISSION

- To make higher education **qualitative, inclusive, cost effective and accessible** to the rural masses.
- To exercise a preferential option in favor of the rural youth especially the **First Generation Learners and socially and economically weaker sections** of the society.
- To facilitate the actualization of individual **potential, integrating knowledge, skills, values and behaviour** and prepare the students **to face the global opportunities and challenges** of a meaningful life and career.
- To constantly pursue higher standards of **excellence, integrity and credibility** in all endeavors and transform the students, in collaboration with all the stakeholders of higher education, to be agents of social transformation.

### GOALS

- To maintain **unique** academic excellence.
- To inculcate **academic ethics**.
- To **equip** the students with global competencies.
- To bring out the **inner power and potential** in youth and channelize them towards nation-building.
- To **engage** in relevant research activities.
- To **promote** community – oriented programmes.

## ABOUT DBCAS

**Don Bosco College of Arts and Science (DBCAS)** is a self-financing Christian minority institution affiliated with Manonmaniam Sundaranar University, Tirunelveli. Established by the Tiruchy Don Bosco Society in honor of Don Bosco's 200<sup>th</sup> birthday in 2015, the college aims to serve underprivileged and marginalized youth in the area.

Since its inception in August 2013, DBCAS has become renowned as one of the top colleges in Thoothukudi district for academics, sports, and fine arts. Many students come from rural areas, and the college has been a blessing for economically disadvantaged agricultural youth.

Designed as a typical "Don Bosco" institution, DBCAS provides an enjoyable, comfortable, and results-oriented educational experience. It fosters an environment of **knowledge building, critical thinking, skill enhancement, and self-learning**. The college offers a wide range of **student-centric activities** and approaches to ensure holistic development. The alumni have achieved success in various fields, including academia, fine arts, and sports.

The college offers **six undergraduate programs and one postgraduate program**, with a dedicated teaching staff, support staff, and student body. It takes pride in educating first-generation graduates from rural areas, with English as the medium of instruction and evaluation. DBCAS also provides separate hostel facilities for women in collaboration with the Sisters of FMA and offers excellent bus services to remote villages.

DBCAS boasts significant infrastructure, including spacious classrooms, state-of-the-art computer labs with Wi-Fi, a library, seminar hall, and Audio Visual hall with multimedia projectors, a canteen, a gym, a language lab, purified drinking water, and restrooms for students, teachers, and the differently-abled. It also has well-furnished offices, including the principal's office, secretary's office, staff meeting room, controller's office, indoor auditorium, volleyball court, and football ground. The college has achieved notable academic, cultural, and sports performances at the university, regional, and national levels.

As part of the Salesians of Don Bosco, with its headquarters in Rome, DBCAS benefits from the extensive network of 14,486 priests managing educational institutions in 134 countries. In India, the Salesians operate 264 schools, 48 colleges, and a University. This provides an opportunity for DBCAS students to collaborate with students from other countries and colleges, opening up broader connections and benefits for the students of Keela Eral in the future.

## **GENDER EQUALITY AT DBCAS**

An educational institution plays a crucial role in raising awareness about gender issues among students. Changing students' perceptions of the opposite sex is essential, and to achieve this, teachers regularly counsel them in classrooms and on campus, promoting mutual respect. Our college is well-prepared to handle and address gender-sensitive matters, fostering an environment where both men and women can collaborate with personal security and dignity.

Gender equality, encompassing men, women, and transgender individuals, does not imply making everyone the same, but rather ensuring that their rights, responsibilities, and opportunities are not influenced by their gender at birth. Gender equity entails treating all genders fairly based on their respective needs. Gender is a matter of universal significance, and promoting gender equality, women's empowerment, and the freedom for all genders to work can significantly reduce poverty, social injustices, and promote overall growth, health, and a harmonious domestic environment.

Gender parity is not only a human rights achievement but also a prerequisite for sustainable development. By promoting gender awareness, women can challenge conventional gender stereotypes and rigid roles. Discussions and campaigns on gender equity empower women to take action against oppression and exploitation.

In our college, emphasis is placed on students' qualitative performance and overall personality development. To ensure gender equality, various facilities and special attention are provided to girls. There are dedicated spaces for girls, such as the Girls' Sick Room and a Sanitary Napkin Disposal Machine. Female attendants are present on every floor, and workshops on "Women and Human Rights" enlighten girls about their rights and responsibilities, with lectures from eminent lawyers, doctors, and gynecologists on topics like "Menstrual Hygiene" and "Polycystic Ovaries Syndrome."

Furthermore, every student committee maintains a fair balance of male and female participants, along with teacher in-charges to address their concerns effectively. The college is committed to fostering an inclusive and empowering environment for all students, irrespective of their gender, promoting their personal growth and development.

### **GENDER POLICY**

**Don Bosco College of Arts and Science's** gender policy seeks to advance equality of access and treatment for all genders who work and study there.

The DBCAS upholds the ideals of justice, fairness, and equality for all. Chances and education that are inclusive the management, faculties, and employees of the college are fully committed to and actively involved in the practise of inclusion in education.

The College strives within the guidelines below to foster an environment on campus that is welcoming and respectful of people of all genders. They are: Discrimination based on gender is prohibited in all forms

- The organization must give all genders equal opportunities.
- The right of everyone, regardless of gender, to freedom of expression
- There needs to be a confidential, readily available, active, and impartial grievance redressal cell.
- The institute will set up practical safeguards for everyone's safety and security.
- Ongoing discussions with the stakeholders regarding the need of upholding human dignity.
- Giving student audiences guest lectures on diversity, gender sensitivity, and shifting gender roles.
- Regular actions to educate faculty and students about the importance of gender representation include: an active women's development cell;
- The DBCAS faculty promotes students' recognition of and appreciation for diversity in the classroom.

The individuality that each gender possesses. They establish a setting for learning that promotes dialogue, fairness, and involvement. Students can speak with their coaches to talk about both personal and professional issues.

Regardless of gender, the college has always placed a strong emphasis on students' overall development. An excellent gender balance is a sign of a top-notch institution. Through carefully thought out policies, our college works to improve equity and guarantee the participation of women in all activities. The Gender Audit for the A.Y. 2021-2022 was conducted via Google form .The audit's main goals were to investigate the college's rules and regulations in relation to the needs and interests of both male and female students, promote gender equality in all facets of college life, and throughout the college community.

## **GENDER AUDIT**

A gender audit serves as a tool to assess and evaluate the integration of gender equality within organizations, encompassing their policies, programs, projects, provision of services, and proceedings. In the context of an educational institution, the fundamental premise of a gender audit is acknowledging that public policies affect female and male learners differently. The primary objective of a gender audit is to drive changes in public policies that contribute to enhancing gender equality. Without conducting a gender audit, it remains uncertain whether the institution is fully committed to improving the overall status of women and amplifying women's voices.

According to UNICEF, gender equality means that women and men, as well as girls and boys, have equal access to rights, resources, opportunities, and protections. It does not imply that girls and boys, or women and men, should be identical or treated exactly the same. Achieving global gender equality necessitates eradicating harmful practices against women and girls, such as sex trafficking, femicide, wartime sexual violence, the gender wage gap, and other oppressive tactics. By addressing these issues, societies can strive towards a more equitable and just future for all genders.

### **Objectives of Gender Audit**

1. To identify the areas where the gender inequality exists
2. To identify the probable reason for the gender inequality
3. To maintain good gender balance in all fields of college.
4. To advise ways to bridge the gender gap
5. To implement prevention of sexual harassment effectively.

### **The Gender Audit was conducted in the following process –**

i) Orientation of the students and Staff members through various activities like webinars, Guest Lectures, Interactive Talk-shows, Workshop and Research Conference. Posters, PPT Presentations, Debate Competitions and Statistical Research cases were also presented.

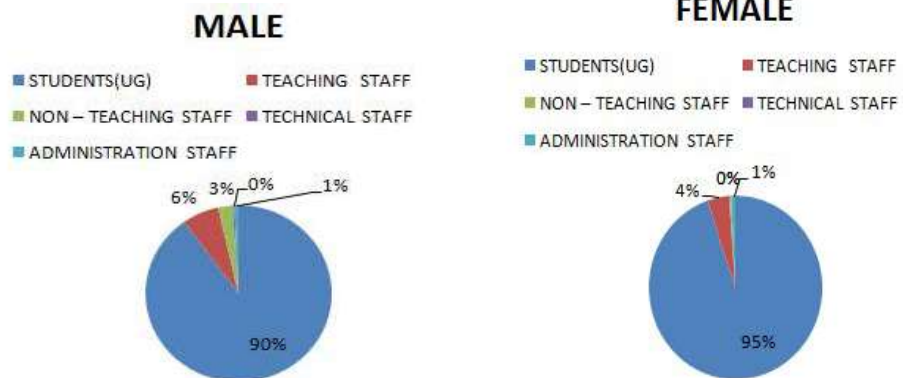
ii) Questionnaire was circulated among the students to understand their awareness about women safety in the College premises

iii) Statistical Gender Analysis was collected of all staff-members, students and management DBCAS hopes to create, attract and retain gender sensitive staff who in turn would help achieve better man-woman relationships in the community and make all our students responsible citizens of this country.

### GENDER AUDIT AT DBCAS

The details of gender audit survey for the year 2021-22:  
Gender Inclusion Details –

PARTICULARS	MALE	FEMALE	TOTAL
STUDENTS	253	249	502
TEACHING STAFF	18	11	29
NON – TEACHING STAFF	7	1	8
TECHNICAL STAFF	1	0	1
ADMINISTRATION STAFF	2	2	4

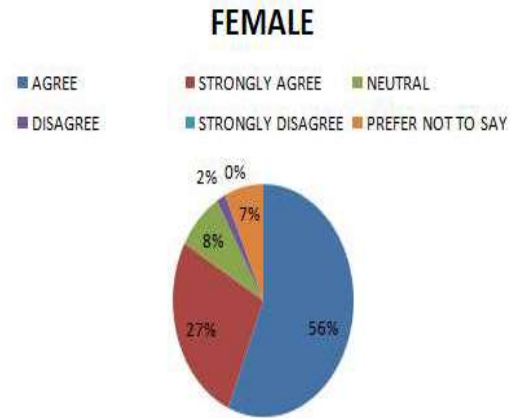
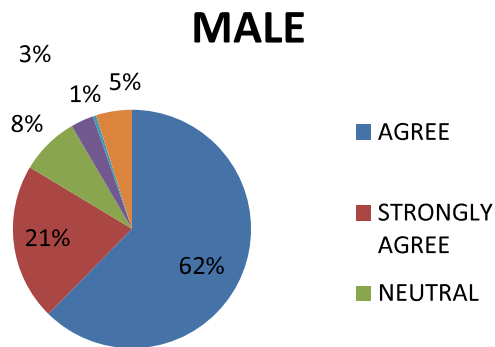




## GENDER AUDIT SURVEY AND ANALYSIS

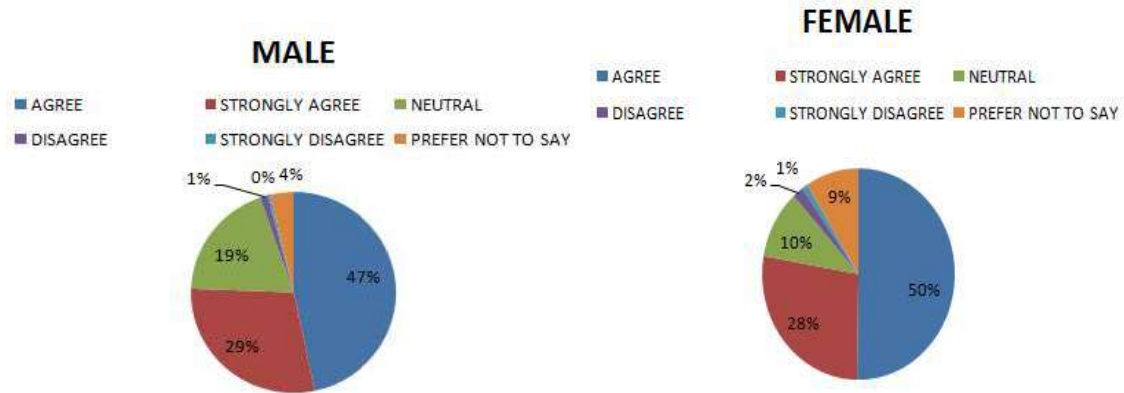
**Q1] The College conducts gender sensitization programs as a part of its curriculum.**

PARTICULARS	MALE	FEMALE
AGREE	141	137
STRONGLY AGREE	48	65
NEUTRAL	18	20
DISAGREE	7	4
STRONGLY DISAGREE	1	0
PREFER NOT TO SAY	11	17



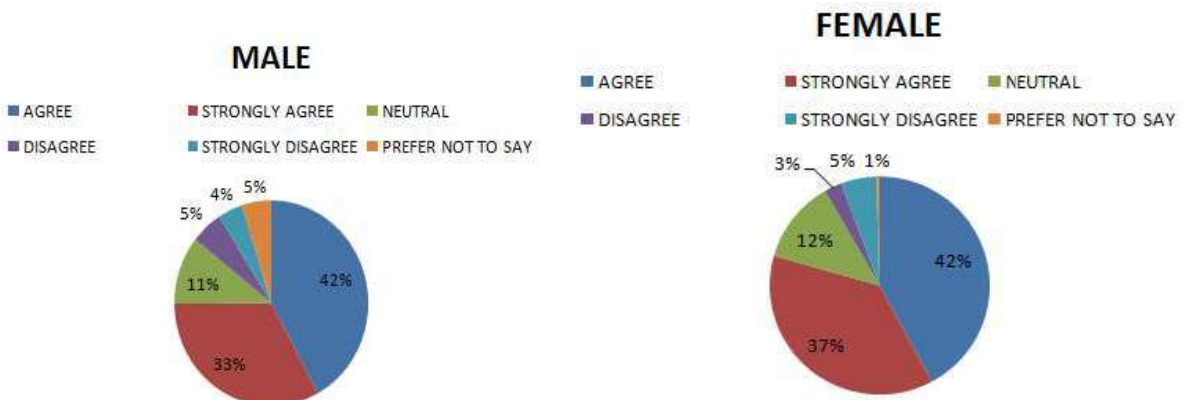
**Q2] The college conducts gender awareness programs, such as awareness of sexual harassment, Laws concerning sexual harassment, Respect every gender etc.**

PARTICULARS	MALE	FEMALE
AGREE	113	106
STRONGLY AGREE	70	58
NEUTRAL	46	22
DISAGREE	3	4
STRONGLY DISAGREE	1	2
PREFER NOT TO SAY	9	19



**Q3] Adequate number of toilets are available on each floor of the college campus for students**

PARTICULARS	MALE	FEMALE
AGREE	102	96
STRONGLY AGREE	80	85
NEUTRAL	26	28
DISAGREE	13	6
STRONGLY DISAGREE	10	12
PREFER NOT TO SAY	12	1

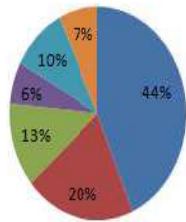
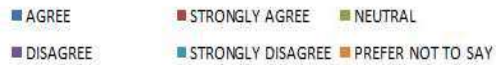


**Q4] ONLY FOR GIRL STUDENTS --**

**Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet**

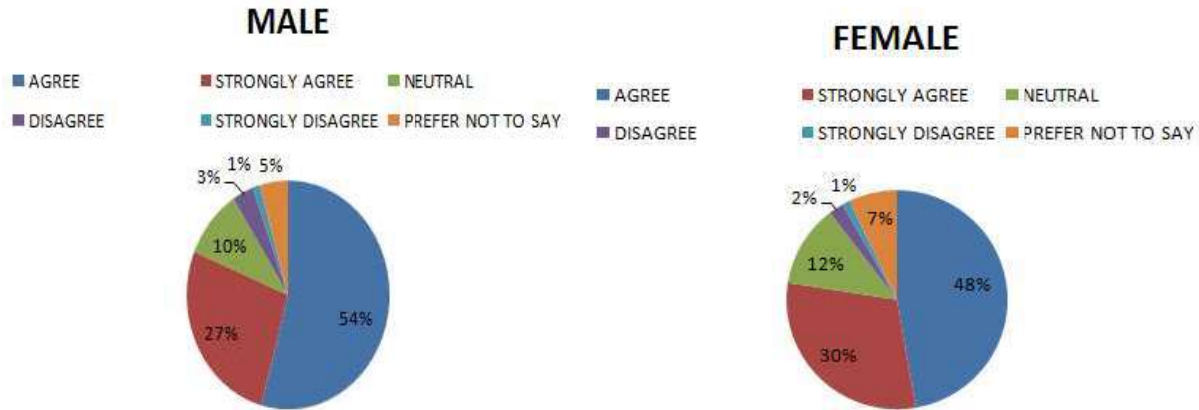
PARTICULARS	FEMALE
AGREE	96
STRONGLY AGREE	45
NEUTRAL	28
DISAGREE	14
STRONGLY DISAGREE	22
PREFER NOT TO SAY	16

**FEMALE**



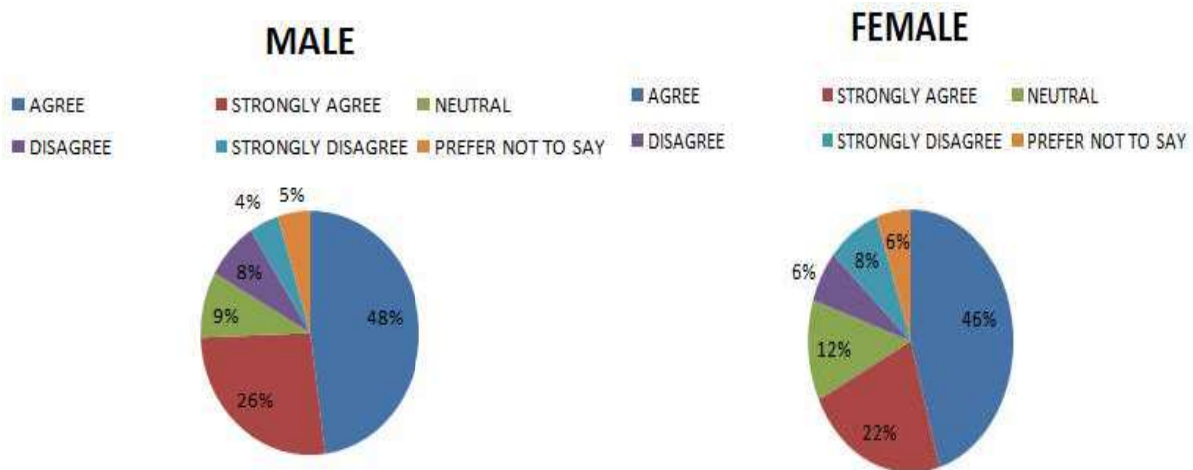
**Q5] Adequate security arrangements have been made in the campus and common areas during day and night.**

PARTICULARS	MALE	FEMALE
AGREE	95	86
STRONGLY AGREE	47	55
NEUTRAL	17	22
DISAGREE	6	4
STRONGLY DISAGREE	2	2
PREFER NOT TO SAY	8	13



**Q6] There is equal opportunity to all genders for free and fair expression of ideas.**

PARTICULARS	MALE	FEMALE
AGREE	99	100
STRONGLY AGREE	55	49
NEUTRAL	18	27
DISAGREE	16	14
STRONGLY DISAGREE	9	18
PREFER NOT TO SAY	10	12



## **CONCLUSION**

Students have given satisfactory responses towards the measures initiated for gender equity like awareness programs, infrastructural facilitates and safety and cleanliness.