



**NMSM
GOVERNMENT
COLLEGE KALPETTA**
NAAC ACCREDITED B+

**GENDER AUDIT REPORT
NMSM GOVT COLLEGE KALPETTA**

**PUZHAMUDI P. O,
KALPETTA, WAYANAD DISTRICT
KERALA- 673122**

GENDER AUDIT REPORT NMSM GOVT COLLEGE KALPETTA

Date of Audit Report Submission : 13/03/2024

Date of Gender Audit Committee Constitution: 17/11/2023

In March 2021, the College Council and IQAC of NMSM Government College, Kalpetta, initiated a comprehensive gender audit to ensure the alignment of the institution's policies, practices, and environment with its commitment to gender equality and inclusivity. This audit was conducted as per the gender policy implemented by the college in the 2019-20 academic year. The audit aimed to identify strengths and areas for improvement to further promote a culture of inclusivity and gender sensitivity across all levels of the institution. The audit was carried out in accordance with the guidelines of the University Grants Commission (UGC), in compliance with state and central government directives, and was overseen by both an External Committee and an Internal Committee, constituted on 17/11/2023.

The gender audit reviewed the following key areas to evaluate the institution's progress in promoting gender equality:

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1. **Facilities for Female Students:** Evaluating the infrastructure and physical resources available for female students.
2. **Gender Sensitization Programs:** Reviewing workshops, training, and awareness programs related to gender issues.
3. **Gender Sensitization Plan:** Assessing the institution's long-term plan to promote gender awareness and inclusivity.
4. **Gender Aspects in Curriculum:** Examining how gender sensitivity is embedded in the curriculum and co-curricular activities.
5. **Achievements of Female Students:** Highlighting the academic and extracurricular achievements of female students.
6. **Inclusive Measures:** Evaluating policies and actions taken to promote gender inclusivity, particularly for non-binary and transgender individuals.
7. **Representation of Women in Leadership:** Assessing the presence and role of women in key leadership positions, both among the student body and staff.

Findings

Facilities for Female Students:

The college provides excellent infrastructure for female students, including secure hostels, hygienic restrooms equipped with menstrual hygiene products, and designated common areas.

The Kabani Ladies Hostel is well-maintained, offering a safe living environment for female students with 24/7 security.

Gender Sensitization Programs:

The college conducts regular gender sensitization workshops and awareness programs for students, faculty, and staff. These sessions focus on issues such as gender equality, sexual harassment prevention, and the broader gender spectrum.

The Internal Complaints Committee (ICC) and the Anti-Sexual Harassment Cell actively participate in these awareness programs.

Gender Sensitization Plan:

The college has implemented a structured Gender Sensitization Plan, as per UGC guidelines, to promote continuous education on gender issues.

The plan includes integrating gender discussions in student orientations, sensitization programs for faculty, and extending support to the broader gender spectrum beyond the binary framework.

Gender Aspects in Curriculum:

Courses across departments include modules that address gender issues, gender equality, and diversity, helping students understand and engage in conversations about gender inclusivity.

Faculty members actively encourage students to explore gender-related research and discussion topics in academic assignments and seminars.

Achievements of Female Students:

Female students at NMSM Government College have consistently excelled in both academics and extracurricular activities, with many receiving university-level awards and scholarships.

The college promotes leadership roles for female students in student councils, clubs, and cultural activities, further nurturing their personal and professional development.

Inclusive Measures:

In addition to fostering a gender-equal environment for male and female students, the college has taken steps to be inclusive of non-binary and transgender students. Workshops on understanding the gender spectrum have been conducted, with more planned as part of the gender sensitization plan.

The college has also implemented flexible policies for students needing menstrual or maternity leave, ensuring that academic progress is not hindered.

Representation of Women in Leadership:

Women are well-represented in the teaching faculty and administrative positions. Approximately 50% of the teaching and non-teaching staff are women, and many hold leadership roles.

Among the students, female representation is strong in leadership roles such as student council presidents, club leaders, and academic representatives, further highlighting the college's commitment to gender equity in governance.

Recommendations

Increase Awareness on Gender Spectrum:

While progress has been made in promoting gender equality, the college should enhance its focus on the inclusion of non-binary and transgender individuals by organizing more sensitization programs on the gender spectrum

Expand Gender-Sensitive Infrastructure:

Continue improving facilities for female students and further extend gender-sensitive infrastructure for non-binary students, ensuring their comfort and well-being on campus.

Strengthen Career Development for Female Students:

Organize more career development and leadership programs aimed at empowering female students to achieve greater professional success

Regular Review and Feedback:

Continue the practice of gathering regular feedback from students and staff on gender-related issues, ensuring policies are responsive to their evolving needs.

The gender audit of NMSM Government College, Kalpetta, demonstrates that the institution has made significant progress in promoting gender equality and inclusivity. The college excels in providing facilities, empowering female students, integrating gender sensitivity into the curriculum, and promoting women in leadership roles. With continued efforts, particularly in expanding gender spectrum awareness, the college is well-positioned to foster an even more inclusive and gender-sensitive environment.

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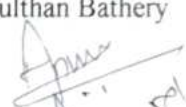
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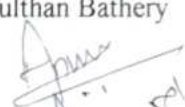
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