

**A QUALITATIVE REPORT**

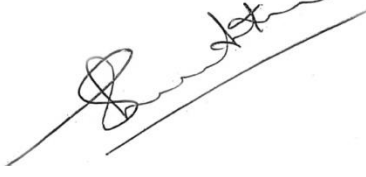
**Gender Audit 2019**

**Sacred Heart College (Autonomous), Thevara**

**Audit Team members:**

**Dr. K M Sheeba**

Professor, Dept. of History  
Co-ordinator, Dakshayani Velayudhan Centre for Women's Studies  
SreeSankaracharya University of Sanskrit, Kalady



**Ms. Mini Mohan**

India-Arab Senior Researcher and Investigator  
Equidem Research, United Kingdom



**Mr. K. C. Santhosh Kumar**

Social activist and Consultant in Gender and Sexuality  
Director, Media Action with Youth and Adolescents, Thrissur



Funded by Sacred Heart College (Autonomous), Thevara

Coordinated by

Dr. Asha Achy Joseph  
Dean, SH School of Communication  
Sacred Heart College (Autonomous), Thevara

## **Acknowledgement**

We three, Dr. K. M. Sheeba, Ms. Mini Mohan and K.C. Santhosh Kumar, thank the Principal of Sacred Heart College Fr.Dr.PrasantPalakkappillilfor giving us this opportunity for conducting the gender audit of this esteemed institution. This is a pioneering effort by an educational institution in Kerala. We would like to thank Dr. K.M. Johnson who is in charge of this effort. Dr. Asha Achy Joseph personally invited us and stood with us in this effort, and also edited this report.

We thank all the faculty and administration members who found time to speak with us. And to the students' community who spoke to us and also spent their time to provide valuable data through the feedback forms.

We are very thankful to Ms. Rakhi, Student Counselor, who took us around and introduced us to all persons we wanted to meet. She also helped us with our survey and its coding with a lot of enthusiasm. Without this help this work would not have been possible. Thanks are also dueto Sreejith M G who silently helped us with the statistics and other information from behind his computer. Besides, we extend our gratitude to all other friends in SH community who helped us execute this task.

Dr. K. M. Sheeba/ Ms. Mini Mohan/ K. C. Santhosh Kumar

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## **INTRODUCTION**

A gender audit is a tool to assess and check the institutionalization of gender equality in organisations present in their policies, programmes, projects and/ or provision of services, structures, proceedings and budgets.

Gender audits give ample opportunity to organisations to set up their own spaces with a keen eye on gender awareness/equality/justice, and to change aspects of the organisational culture which discriminate against women personnel and women “beneficiaries”.

Gender audits facilitate understanding of gender patterns as a method for gender mainstreaming within organisations in composition, structures, processes, organisational culture and management of human resources, and in the design and delivery of policies and services. The impact of organisational performance and its management based on gender equality within the organisation is assessed during the audits. By identifying critical gender gaps and challenges these audits also establish a baseline against which progress can be measured over time, and recommendations made, of how they can be addressed through improvements and innovations.

Although there is no standard approach for carrying out a gender audit, international organisations use two main approaches generally termed as Participatory Gender Audit and

the Gender Integration Framework. We have used the Participatory Audit Approach in Sacred Heart College.

Participatory gender audit assesses to what extent an organisation implements gender mainstreaming effectively in its structures, processes, procedures, policies, programmes, projects and in the services provided. It also assesses to what extent gender mainstreaming is institutionalised in these areas. The key methods used are desk review; semi-structured interviews with staff and a collective workshop.

Participatory gender audit differs from other types of audits by its participatory approach in the programming and implementation of the audit. Its main objectives are to:

Produce knowledge and information on the extent to which gender mainstreaming is institutionalised within the organisation and within the development and delivery of policies, programmes, projects, products and services;

Assess the level of resources allocated to and spent on gender mainstreaming and gender equality activities;

Provide information on the extent to which gender is mainstreamed in human resources policies and whether there is a gender balance in staff at different levels of the organisation;

Set up an initial baseline of performance on gender mainstreaming in the respective organisation to be used as a benchmark to measure progress on gender equality across time, departments and with other organisations;

Measure progress on gender mainstreaming plans/strategies and recommend revisions, if necessary;

Identify mechanisms that have contributed to mainstreaming gender within the respective organisation and share them within and outside the organization and

Provide recommendations to improve the performance of the respective organisation in ensuring gender equality.

The audit team has done the entire process with a base policy vision that Gender Justice/Equality is a human right; each human being regardless of gender is entitled to live in dignity and in freedom, without any fear. Women and other marginalised genders are still at the peripheries of economic, political, social and cultural rights. Gender Justice is indispensable for development, poverty reduction, and is crucial to achieving human progress.

## **OBJECTIVES AND METHODOLOGY**

### **Objectives of the Gender Audit**

- a) To understand areas where Gender sensitivity and equality exists and factors fostering gender equality in the college.
- b) To examine the policies, programmes and practices of the college system towards the needs and interests of college community with gender justice.
- c) To understand gender sensitivity and practices in syllabus and curriculum, and extra-curricular activities of the college.
- d) To examine steps to establish gender equality in decision making process in all areas of policy making/ programmes/ activities of the college.
- e) Suggest measures for bridging the gender gap in fostering gender equality in all aspects of college life and college community.
- f) To evaluate the work and capacity for prevention of sexual harassment at the college.

### **The Audit Team and Methodology**

The Gender Audit for the Sacred Heart College, Thevara was conducted on October 3, 4 and 14, 2019. The two members of the team consisting of Ms. Mini Mohan and Mr. K. C. Santhosh Kumar visited the college and met the Principal, teachers, students and other concerned collectively and individually to elicit the information. The team also conducted surveys among the students with the support of IQAC of the college.

A general framework for collecting gender disaggregated data, including social details was followed. The lists of information collected were based on

- The status of teaching / Non-Teaching staff
- Enrolment of students
- Persons with different gender and sexual orientation (LGBTQI), persons with disability
- Participation in Sports and scholarship programmes
- Representation of students in Committees / Councils / Cultural events
- Placement facilities
- Representation of girls in NSS / NCC Camps/Gender Champions

### **Services and Infrastructure**

- Access to Study room / Library / Sports / Canteen
- Hostel facilities
- Access to class rooms (Staircase / Sitting around

- Rest rooms / Toilets for women/ Availability and disposal of sanitary napkins
  - Drinking water, Health Care facilities.
- Anti-ragging measures
- Counseling and support facilities for students

### **Prevention of Sexual Harassment**

- Awareness creation, constitution of Internal Complaints Committee
- Awareness about the functioning of ICC.

Any other good practices to promote Gender Equality

### **Team conducted interactions over three days with :**

- Principal
- Bursar
- Administration personnel
- Heads of 12 departments
- Heads of various Committees
- NCC/ NSS/ SWASTI (Women Development Cell)
- College Union members
- In-Charges of various Clubs
- Ladies' Hostel Warden
- Student Development Officer
- Students' Counselor
- Students

### **Limitations of Audit**

The team could not visit all Departments, Warden of the Men's Hostel and sportspersons due to shortage of time. Direct personal interactions with a wide range of students could not be undertaken by the team due to the examinations that were going on.



## **DATA ANALYSIS**

Sacred Heart College was established in 1944 as a higher education institution for men in Thevara. It became a co-ed institution only by 1975. The first woman academic faculty in the Government aided stream was appointed in 2010. Till then, there were only men as faculty members except two nuns. But women have been allowed to work as guest faculty.

The college has 16 Under Graduate and 17 Post Graduate programmes in both Government aided and the self-financing streams. It runs three M Phil and seven Doctoral programmes.

There are 33 committees to administer the college functioning and 28 clubs and fora for student activities. Among the 33 committees only two are headed by women.

There is a fulltime counselor for students to approach with their issues; also a Student Development Officer who is in charge of compulsory Social Work Course for students.

There is a doctor on call for the college.

Management is sensitive to the needs of the women staff, opined Ms. Sobha Lisa John, Head of additional languages department.

There is no general system for relief for women faculty who face sickness during their periods or pregnancy, but arrangements are made internally to support them, said the Head of the Department, Dept. of Commerce.

Though all the Departments conduct orientation programmes for the first year students at the start of first semester, there is no specific input on gender justice.

### **a. Curriculum**

In final year of UG Programme in Department of English, the students are expected to write an essay on feminism. In the same Department for PG, an entire course is devoted to Gender Studies.

Literature students are conversant with gender related ideas and the senior faculty member Dr. C. S. Francis is of the opinion that, students from other Departments have a perception gap with students from English Department. Also it is felt that there is regular need for a public forum to discuss these subjects, which is missing in the college.

Gender is touched upon in the paper 'Corporate Governance and Business Ethics' in the PG third semester syllabus of Department of Commerce.

In classrooms of Department of Commerce sitting arrangement in the classroom is changed periodically to mix students of different genders.

In Sociology, Post Graduate Programme has a course on Gender and Society. Sociology UG programme has topics such as marginalization, social stratification and crime in which gender is dealt with.

Seminar on Transgender persons was conducted by the Sociology Department.

In the class rooms of Department of Sociology, there is no permanent seating for students based on their gender; it is changed at regular intervals.

In the syllabus of Programmes offered by Department of Computer Science, course on Cyber Law has a topic on Cyber security. Sexual harassment is discussed in this Course. For the 5<sup>th</sup> semester of UG programme offered by Department of Computer Science, an Open Course on Cyber security is offered by the Department. In BCA, a paper on Human Rights is part of the syllabus.

UG programme in School of Communication, BA Animation and Graphic Design, has an English course in second semester which discusses English and Life skills education including a topic on gender and sexuality in it. Assignments and projects for this course also reflect social issues.

In the PG courses of the School– Gender studies are included in the new syllabus. Media laws and ethics paper discusses issues of Gender inequality in society.

In School of Communication, Cinema, advertisement and newspaper production projects are done in which themes include gender. The School also takes up issues of social significance for campaigns, like menstrual hygiene management, partnering with UNICEF campaign on health of women and children and the programme ‘GenderallySapeaking’.

Gender sensitization is part of orientation programme in School of Communication. Mixed seating arrangement is followed in the classrooms.

Regarding working hours in labs it was told to the team that Physics lab keys are always with a male research scholar. In most of the labs it has been generally observed that, so far, the need for female researchers to stay back at night has not come up.

**b. Teaching Faculty:**

Stream	Male	Female	Total
Govt. Aided	60	15	75
Self-Financing	27	37	64
Total	87	52	139

Mr. Rajesh James, faculty member of Department of English is working on the subject of gender and sexuality. Ms. Shanthi Mathai is the office bearer of Christian Womens Organization working for gender just society, Dr. Asha Achy Joseph the founder member of Women in Cinema Collective (WCC) which has made considerable dialogue on equal spaces and equal opportunities for women in cinema and Ms. Jeeva K.J a regular member of WCC belong to SH School of Communication.

**c. Students**

Year	Male	Female	Total
2017-18	304	520	824
2018-19	322	613	935
2019-20	310	540	850
Total	936	1673	2609

**1. Rules**

Mobile phones are expected to be switched off at the entrance of the college every morning and kept so until the student leaves the campus. (In effect, the women students in the college hostel are denied the opportunity of telephonic conversation for 21 hours every day.)

After 5.30 pm, students other than sportspersons are not allowed to remain on the main campus except in the library and research labs. School of Communication, which is outside the main campus, allows students to spend time discussing, watching films and working.

**2. Students Union**

It is the parliamentary system for electing the Students' Union. One representative is elected from each class, but one male and one female student are elected for classes with more than 30 students. The class representatives and Union office holders are mostly male. In the Union, Vice Chairperson seat is reserved for a female candidate and there are two Lady Representatives. This year, the Chairperson is a female student.

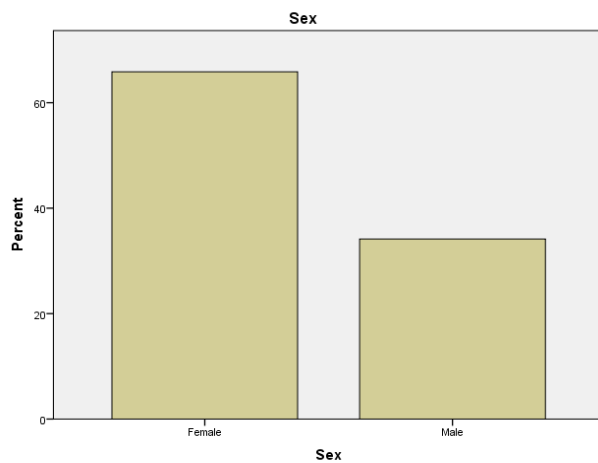
**3. Survey**

A survey was conducted among students with the help of IQAC team. Information was sought on 41 points in eight different areas. Descriptive comments were encouraged. 123 forms were valid among the filled up feedback forms. Sample feedback form is attached along as appendix.

### 3.1. General Information

#### 3.1.1. Gender

<b>Gender</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	81	65.9	65.9	65.9
	Male	42	34.1	34.1	100.0
	Total	123	100.0	100.0	

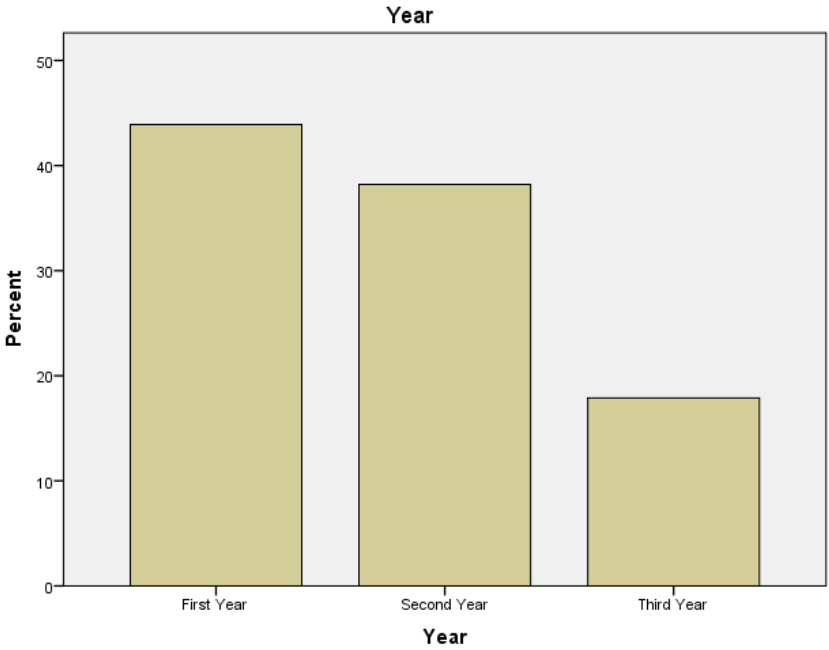


Out of 123 students participated in the survey, 65.9% are women and 34.1% are men.

#### 3.1.2. Year of Study

<b>Year</b>
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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	First Year	54	43.9	43.9	43.9
	Second Year	47	38.2	38.2	82.1
	Third Year	22	17.9	17.9	100.0
	Total	123	100.0	100.0	

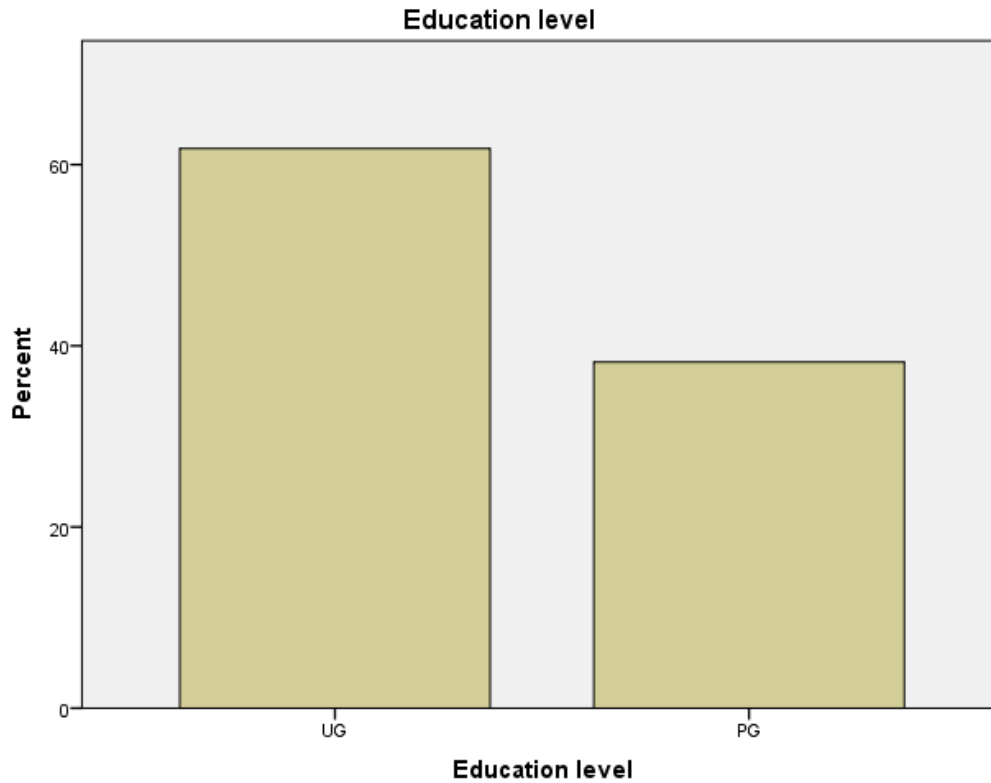


Out of 123 students, 43.9% are in the first year. 38.2% and 17.9% are second and third year students respectively.

### 3.1.3. Education level

<b>Education level</b>
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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	UG	76	61.8	61.8	61.8
	PG	47	38.2	38.2	100.0
	Total	123	100.0	100.0	



Out of 123 students who gave valid feed forms, 61.8% and 38.2% are Under Graduate and Post Graduate students respectively.

### 3.2. Survey Data

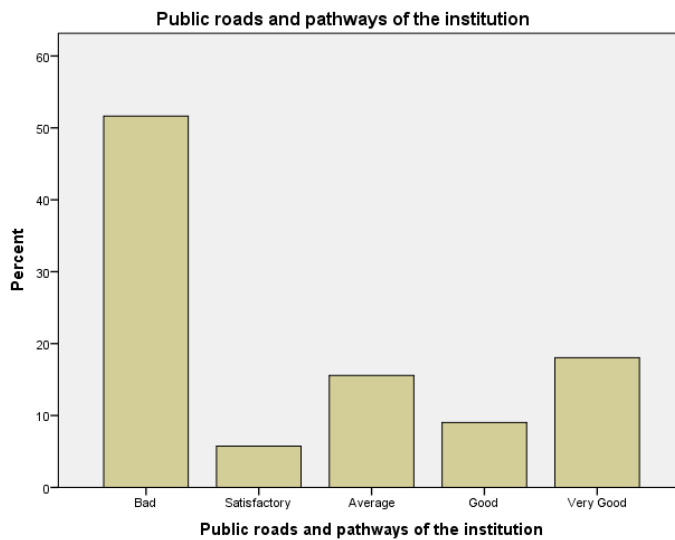
#### 3.2.1. Physical spaces

Information was sought on 'Gender free' access to five different spaces in the campus. But the students mostly replied to quality of the spaces. Six points are covered here.

##### 3.2.1.1. Public Roads and Pathways

<b>Public roads and pathways of the institution</b>				
	Frequency	Percent	Valid Percent	Cumulative Percent

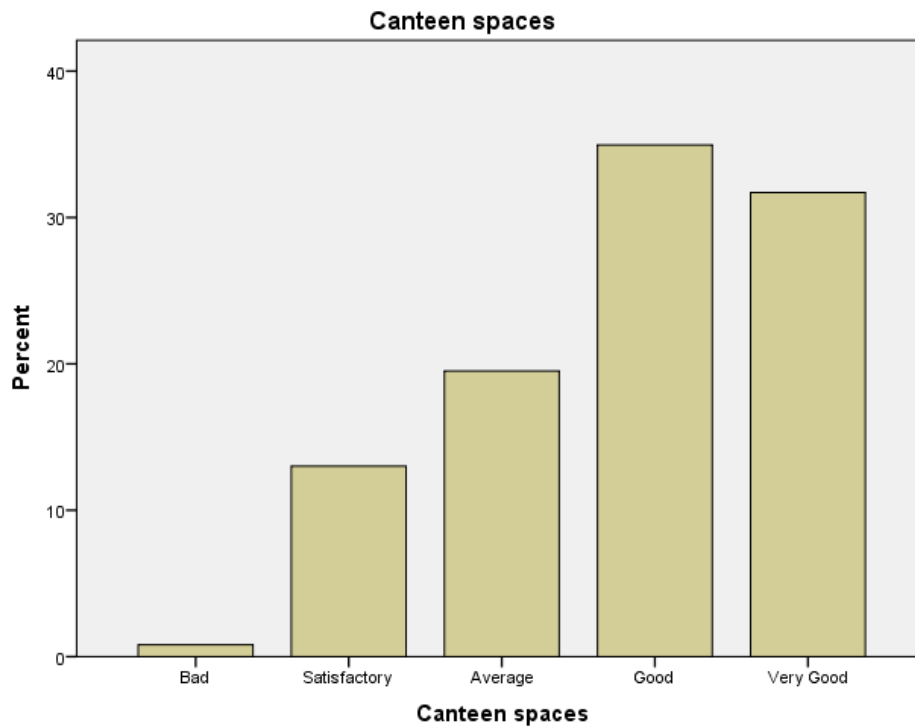
Valid	Bad	63	51.2	51.6	51.6
	Satisfactor y	7	5.7	5.7	57.4
	Average	19	15.4	15.6	73.0
	Good	11	8.9	9.0	82.0
	Very Good	22	17.9	18.0	100.0
	Total	122	99.2	100.0	
Missing	System	1	.8		
Total		123	100.0		



51.2% of students felt bad about the public road which was dug up for laying water pipeline. And 33% of students have a good feeling about the pathways in the campus.

### 3.2.1.2. Canteen Space

<b>Canteen spaces</b>					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Bad	1	.8	.8	.8
	Satisfactor y	16	13.0	13.0	13.8
	Average	24	19.5	19.5	33.3
	Good	43	35.0	35.0	68.3
	Very Good	39	31.7	31.7	100.0
	Total	123	100.0	100.0	

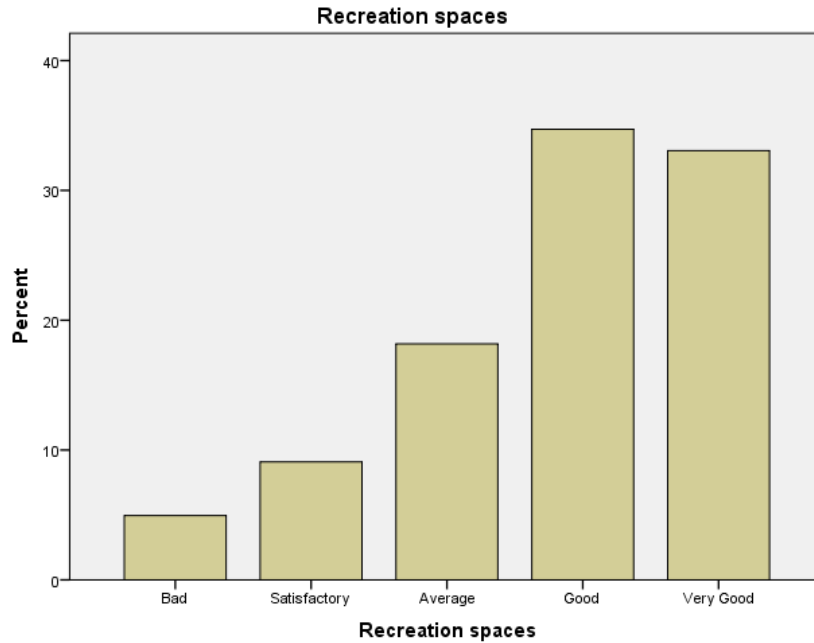


31.7% and 35% respondents feel good and very good respectively about the canteen space. Another 40% feel satisfied and rate above average about canteen. Only one person feels bad about the canteen.

### 3.2.1.3. Recreation Spaces

Recreation spaces					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	6	4.9	5.0	5.0
	Satisfactory	11	8.9	9.1	14.0
	Average	22	17.9	18.2	32.2
	Good	42	34.1	34.7	66.9
	Very Good	40	32.5	33.1	100.0
	Total	121	98.4	100.0	
Missing	System	2	1.6		
Total		123	100.0		

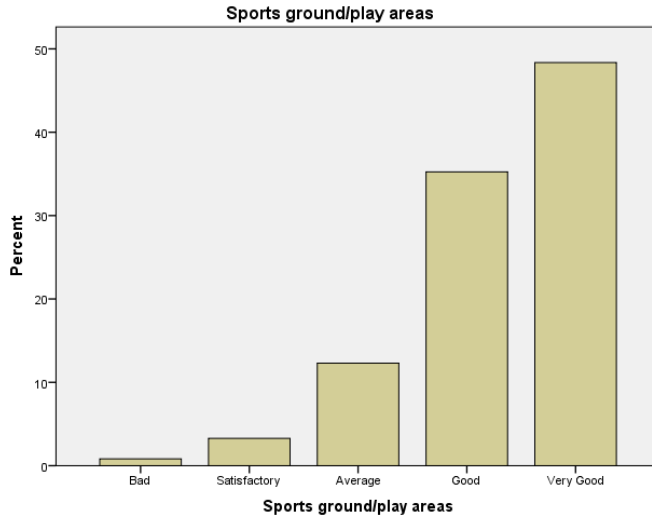




32.5% and 34.1% students rate very good and good about recreation spaces in campus. Another 11% feel satisfied and 22% rate recreation spaces average. Only six percent feel it is bad.

#### 3.2.1.4. Sports Ground/ Play Areas

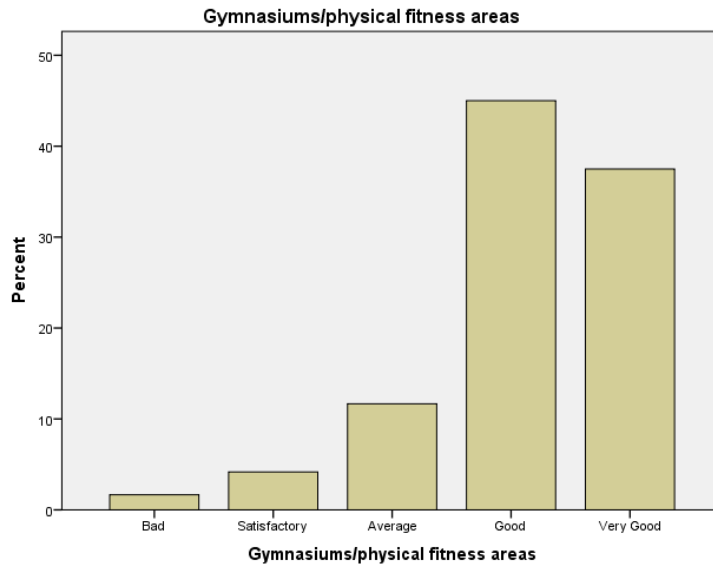
<b>Sports ground/play areas</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	1	.8	.8	.8
	Satisfactory	4	3.3	3.3	4.1
	Average	15	12.2	12.3	16.4
	Good	43	35.0	35.2	51.6
	Very Good	59	48.0	48.4	100.0
	Total	122	99.2	100.0	
Missing	System	1	.8		
Total		123	100.0		



Among the respondents, 48% rate sports ground and play areas very good while 35% rate these as good. 12.2% feel it is only average.

### 3.2.1.5. Gymnasiums/ Physical Fitness Areas

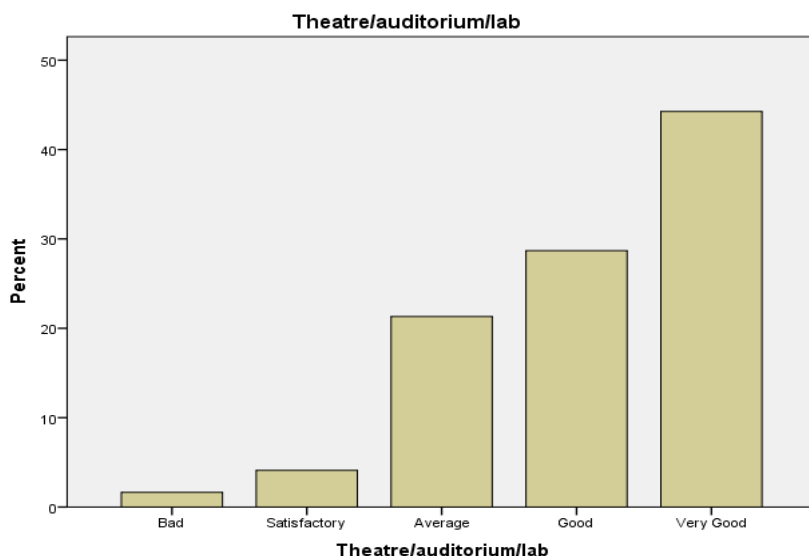
<b>Gymnasiums/physical fitness areas</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	2	1.6	1.7	1.7
	Satisfactory	5	4.1	4.2	5.8
	Average	14	11.4	11.7	17.5
	Good	54	43.9	45.0	62.5
	Very Good	45	36.6	37.5	100.0
	Total	120	97.6	100.0	
Missing	System	3	2.4		
Total		123	100.0		



Among the respondents of the survey, 43.9% rate the gymnasium and physical fitness area as good and another 36.6% rate these as very good. While 11.4% feel these facilities as average.

### 3.2.1.6. Theatre/ Auditorium/ Lab

<b>Theatre/auditorium/lab</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	2	1.6	1.6	1.6
	Satisfactory	5	4.1	4.1	5.7
	Average	26	21.1	21.3	27.0
	Good	35	28.5	28.7	55.7
	Very Good	54	43.9	44.3	100.0
	Total	122	99.2	100.0	
Missing	System	1	.8		
Total		123	100.0		



A 43.9% of respondents rate theatre, Auditorium and labs as very good while 28.5% think these are good. Among respondents, 21.1% rate these spaces as average.

### 3.2.1.7. Gender free access to physical Spaces –Comments

The participants of the survey wrote their comments apart from ticking concerned columns in the feedback form. Following comments are taken from the comment box.

1. The physical spaces in the institution are very good and comfortable. But the problem is only with public roads and pathways of the institution. The road in front of the institution is making a lot of problems for everyone, some accidents occur too. (F)
2. The public road on the college is in very poor condition. It's very difficult to travel. Students cannot walk through it safely.it should be properly constructed. (F)
3. Women's participation in sports is very less. Need to make sure that they get equal opportunity to participate in sports like boys. (F)
4. Auditorium is outdated and should be improved. (M)
5. Girls should have separate places for workout in the gym and have special timings for using the gym. (M)
6. Campus is very good and beautifully maintained. Only problem is with the public road in front of college where the Municipality had dug for water connection in the month of May and still no action has been taken for repair. (F)
7. Few apparatus in the physics lab are in proper working condition and there is not enough apparatus for all students. Public road is in very poor condition with potholes. (F)
8. In fitness areas girls are not given ample facilities and trainers. (F)
9. The public roads of the institution are badly damaged. Institution should ensure the safety of college students. (F)

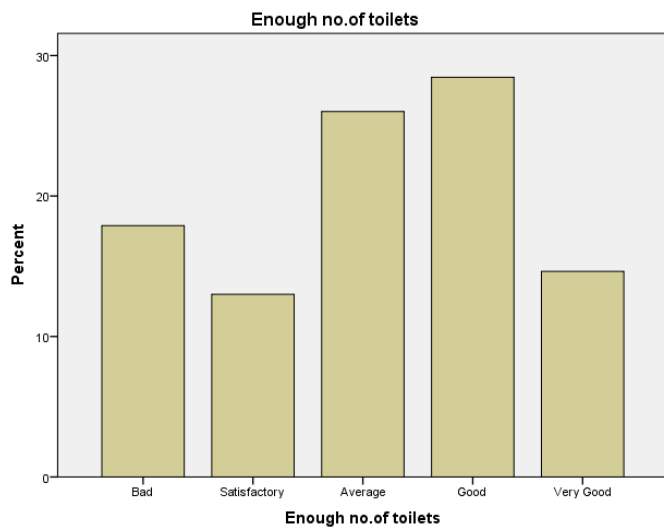
10. Need coffee vending machine. (F)
11. Need to improve campus studio facilities, recreation spaces and canteen facilities. (M)
12. The only good recreational area is the ground behind the college but students are often not permitted to sit there and relax. Also, apart from the sports students, others do not have any space or time for physical exercises or activities. Though the ground open after class hours most students have to travel along distance to home so they cannot utilise it. Instead of making students sit for hours inside a closed classroom one hour of every day should be allowed for recreational activities. (M)
13. Price of food in canteen is very high for hostel students. (M)
14. Sports ground utilization in low as the college does not provide any physical training to the entire students. (M)
15. The overall physical space on college is good and the public road is just only satisfactory and it could be improved. (F)

### 3.2.2. Facilities

Six points regarding toilets and counselling are covered in this section.

#### 3.2.2.1. Number of toilets

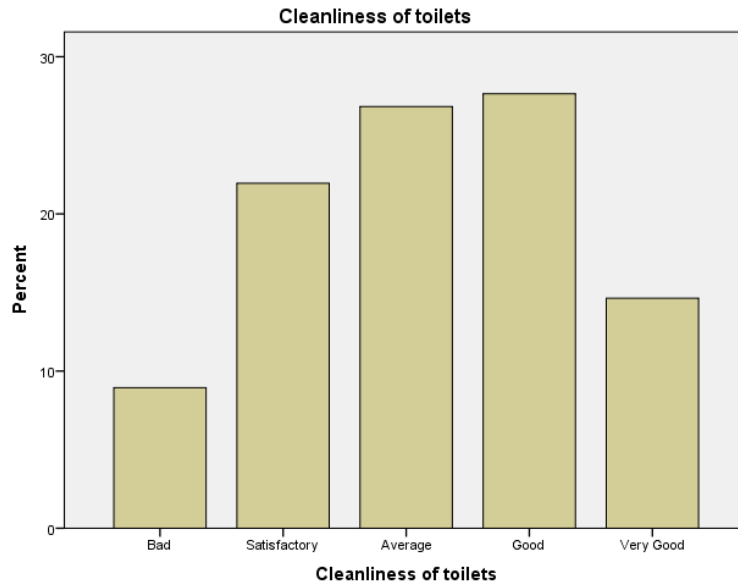
<b>Enough no.of toilets</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	22	17.9	17.9	17.9
	Satisfactory	16	13.0	13.0	30.9
	Average	32	26.0	26.0	56.9
	Good	35	28.5	28.5	85.4
	Very Good	18	14.6	14.6	100.0
	Total	123	100.0	100.0	



Among the respondents, 14.6% feel there are very good number of toilets. A 28.5% and 26% think that the number of toilets in the campus is good and average respectively. Another 13% feels satisfied with the number of toilets available.

### 3.2.2.2. Cleanliness of Toilets

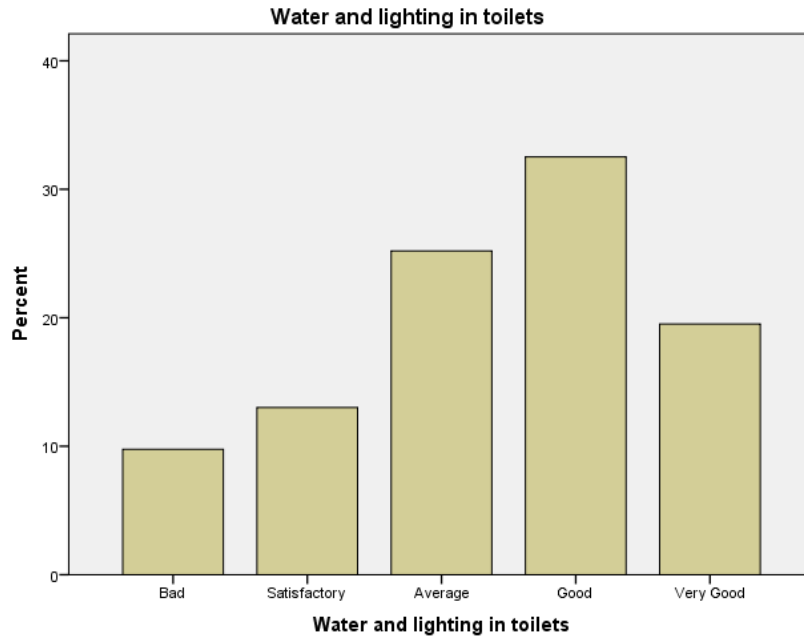
Cleanliness of toilets					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	11	8.9	8.9	8.9
	Satisfactory	27	22.0	22.0	30.9
	Average	33	26.8	26.8	57.7
	Good	34	27.6	27.6	85.4
	Very Good	18	14.6	14.6	100.0
	Total	123	100.0	100.0	



A 14.6% of the respondents feel very good about the cleanliness of the toilets while 27.6% feel good. Another 22% are satisfied while 26.8% think the cleanliness is only average.

### 3.2.2.3. Water and Lighting in Toilets

Water and lighting in toilets					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	12	9.8	9.8	9.8
	Satisfactory	16	13.0	13.0	22.8
	Average	31	25.2	25.2	48.0
	Good	40	32.5	32.5	80.5
	Very Good	24	19.5	19.5	100.0
	Total	123	100.0	100.0	

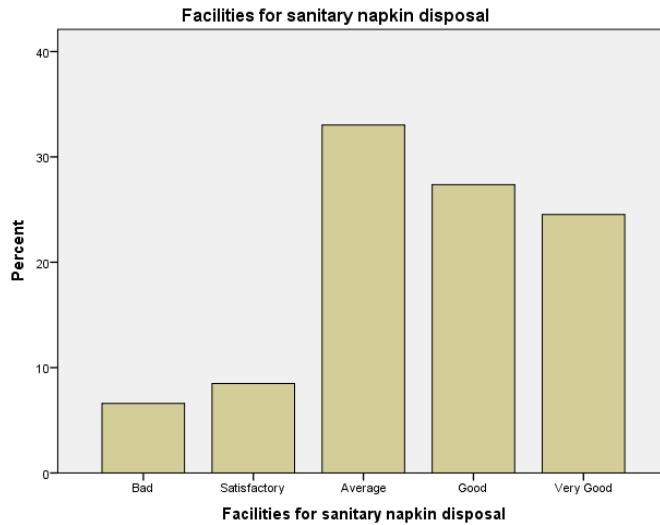


A 19.5% of the respondents feel very good about the water availability and lighting in the toilets while 32.5% feel good. Another 13% are satisfied while 25.2% think it is only average.

#### 3.2.2.4. Facilities for Sanitary Napkin disposal

<b>Facilities for sanitary napkin disposal</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	7	5.7	6.6	6.6
	Satisfactory	9	7.3	8.5	15.1
	Average	35	28.5	33.0	48.1
	Good	29	23.6	27.4	75.5
	Very Good	26	21.1	24.5	100.0
	Total	106	86.2	100.0	
Missing	System	17	13.8		
Total		123	100.0		

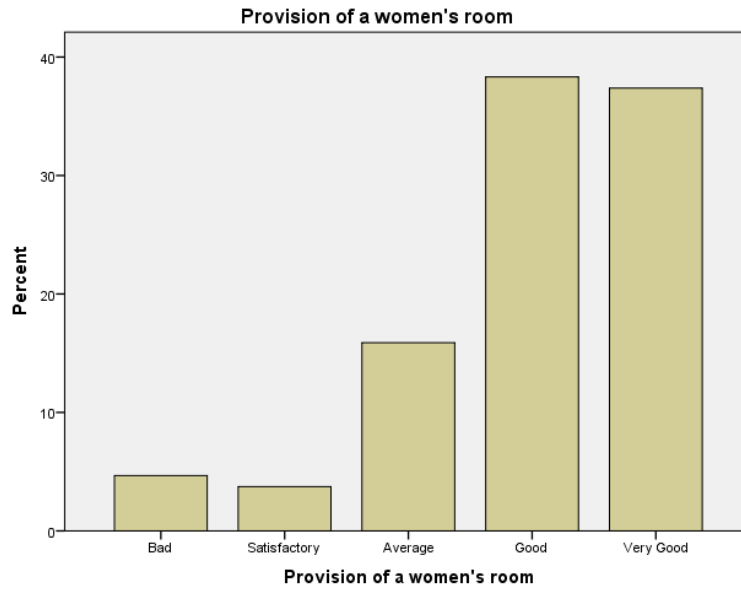




A 21.1% of the respondents feel very good about the facilities for sanitary napkin disposal while 23.6% feel good. Another 28.5% think it is only average.

### 3.2.2.5. Provision of a Women's Room

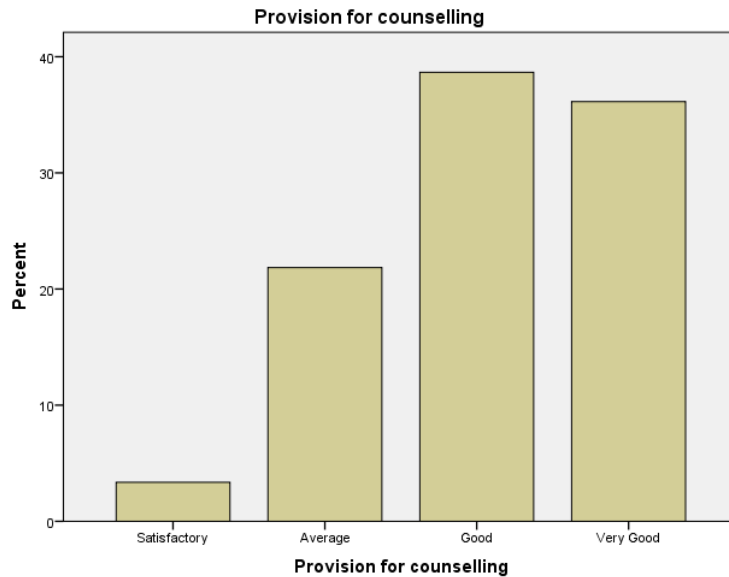
Provision of a women's room					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	5	4.1	4.7	4.7
	Satisfactory	4	3.3	3.7	8.4
	Average	17	13.8	15.9	24.3
	Good	41	33.3	38.3	62.6
	Very Good	40	32.5	37.4	100.0
	Total	107	87.0	100.0	
Missing	System	16	13.0		
Total		123	100.0		



A 32.5% of the respondents feel very good about the women's room while 33.3% feel good. Another 13.8% think it is only average.

### 3.2.2.6. Provision for Counseling

Provision for counseling					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Satisfactory	4	3.3	3.4	3.4
	Average	26	21.1	21.8	25.2
	Good	46	37.4	38.7	63.9
	Very Good	43	35.0	36.1	100.0
	Total	119	96.7	100.0	
Missing	System	4	3.3		
Total		123	100.0		



Provision for counseling is very good for 35% respondents while 37.4% said it is good. 21.1% is of the opinion that it is average.

### 3.2.2.7. Facilities - Comments

1. Cleanliness of toilets is mainly to be concerned about. (F)
2. Toilets should be cleaner. The rest room for girls do not have any facilities.
3. College bus is not available for boys. (M)
4. Need more improvement all areas. (M)
5. Toilets for boys are too small and there are only 2 of these and they are at corners of tops bottom floor of the campus. (M)
6. There should be toilets on the first floor. Boys should have proper restroom facilities. (F)
7. The facilities in the college are very good in overall. (F)

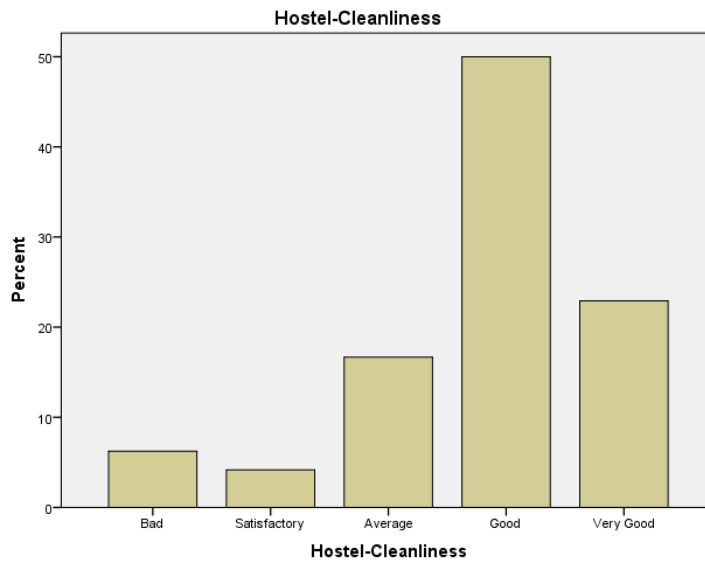
### 3.2.3. Hostels

The survey enquires on four counts in this area.

#### 3.2.3.1. Hostel - cleanliness

Hostel-Cleanliness					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	6	4.9	6.3	6.3
	Satisfactory	4	3.3	4.2	10.4
	Average	16	13.0	16.7	27.1

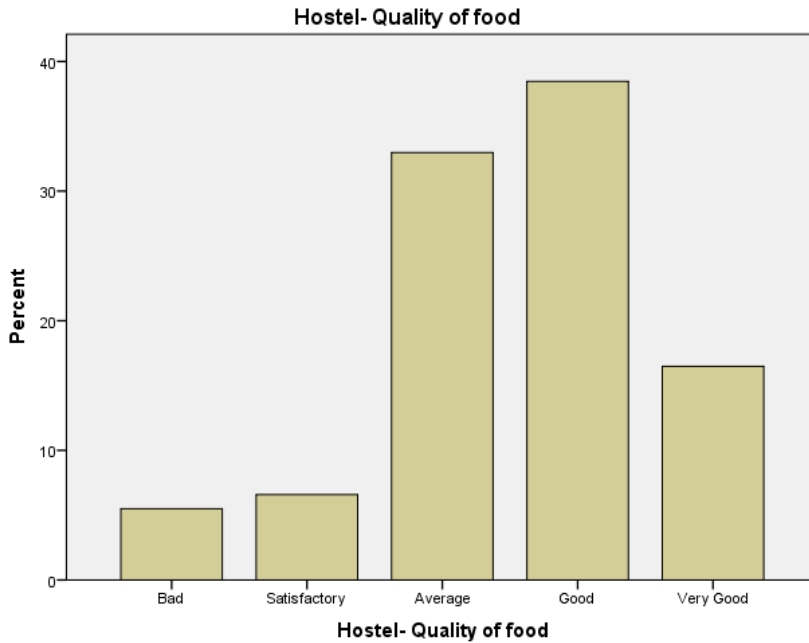
	Good	48	39.0	50.0	77.1
	Very Good	22	17.9	22.9	100.0
	Total	96	78.0	100.0	
Missing	System	27	22.0		
Total		123	100.0		



Hostel cleanliness is very good for 17.9% and good for 39% respondents. It is only average for 13% of them.

### 3.2.3.2. Hostel – Quality of food

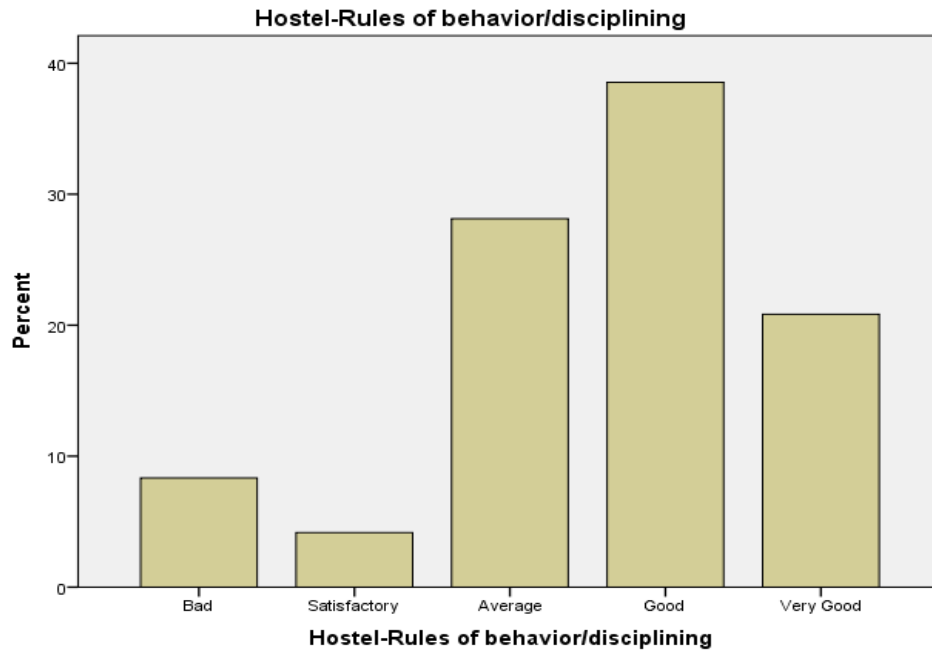
<b>Hostel- Quality of food</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	5	4.1	5.5	5.5
	Satisfactory	6	4.9	6.6	12.1
	Average	30	24.4	33.0	45.1
	Good	35	28.5	38.5	83.5
	Very Good	15	12.2	16.5	100.0
	Total	91	74.0	100.0	
Missing	System	32	26.0		
Total		123	100.0		



Quality of food in the hostel is very good for 12.2% and good for 28.5% of the respondents. And it is average for 24.4% respondents.

### 3.2.3.3. Hostel – Rules of Behavior and Discipline

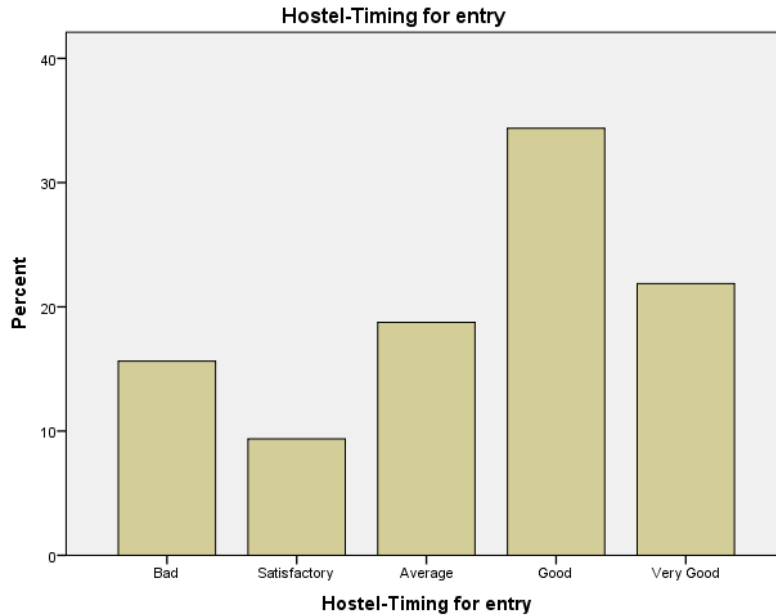
<b>Hostel-Rules of behaviour/disciplining</b>					
		Freque ncy	Percent	Valid Percent	Cumulative Percent
Valid	Bad	8	6.5	8.3	8.3
	Satisfactor y	4	3.3	4.2	12.5
	Average	27	22.0	28.1	40.6
	Good	37	30.1	38.5	79.2
	Very Good	20	16.3	20.8	100.0
	Total	96	78.0	100.0	
Missing	System	27	22.0		
Total		123	100.0		



Hostel rules of behavior and discipline are very good according to 16.3% of respondents while good for 30.1%. These are average for 22% of the respondents.

#### 3.2.3.4. Hostel Timings for entry

<b>Hostel-Timing for entry</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	15	12.2	15.6	15.6
	Satisfactory	9	7.3	9.4	25.0
	Average	18	14.6	18.8	43.8
	Good	33	26.8	34.4	78.1
	Very Good	21	17.1	21.9	100.0
	Total	96	78.0	100.0	
Missing	System	27	22.0		
<b>Total</b>		<b>123</b>	<b>100.0</b>		



Hostel timings for entry is very good according to 17.1% of the respondents and 26.8% feel good about hostel timings. 12.2% feel bad about the hostel timing.

### 3.2.3.5. Hostel -Comments

1. The Ladies hostel is very neat and clean. But the quality of food is not satisfactory. (F)
2. Need to make sure that proper inspection in all hostels is done regularly by college authorities. (F)
3. College hostel money return on account of leave is very low and we get that money only if leave is taken for 12-14days and that too only around 200 Rupees. (F)
4. Timing to enter the Ladies hostel must be extended from 5.30 to 7pm. In college Ladies Hostel money return for leave is very low and we get money only if leave is taken for 12-14 days. (F)
5. In Ladies'Hostels attached to the college, facilities are not enough; food is of very low quality. Behaviour of staff is disgusting. Timing for entry is 6.30pm which is inconvenient. (F)
6. Men's hostel is a very old building. Shakes even when a helicopter flies overhead. (M)
7. There is no change in the menu and we felt gender discrimination in hostel especially in the matter of timings; they do not allow girls to go outside on Sundays. (F)
8. Timing for entry should be same for boys' and girls' hostels. Restrictions for time even for attending the Sunday holy mass during the morning hours are a violation of our rights. We are not provided with food even if we were late only for few

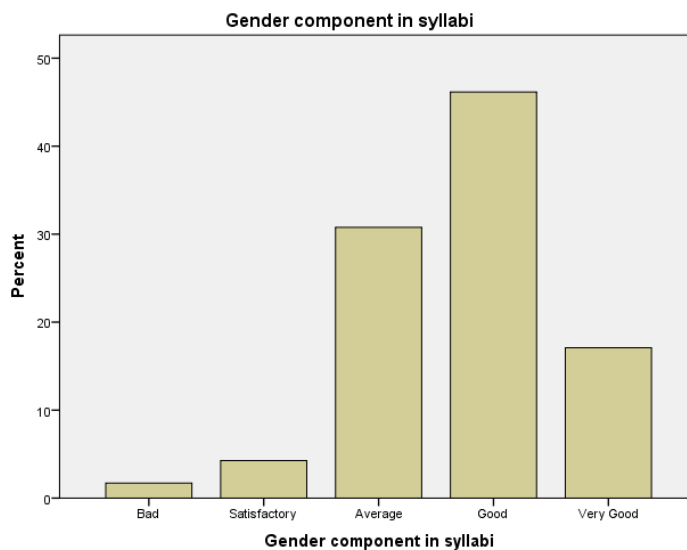
- minutes. We are not permitted to take food to the rooms to those who are ill and unable to visit the mess. (F)
9. Hostel students must be given permission to attend night programs of the college. (F)
10. Mess is required for the Men's hostel. (M)

### 3.2.4. Teaching/ Learning Practices

The survey takes six counts in this area.

#### 3.2.4.1. Gender component in syllabi

<b>Gender component in syllabi</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	2	1.6	1.7	1.7
	Satisfactory	5	4.1	4.3	6.0
	Average	36	29.3	30.8	36.8
	Good	54	43.9	46.2	82.9
	Very Good	20	16.3	17.1	100.0
	Total	117	95.1	100.0	
Missing	System	6	4.9		
Total		123	100.0		

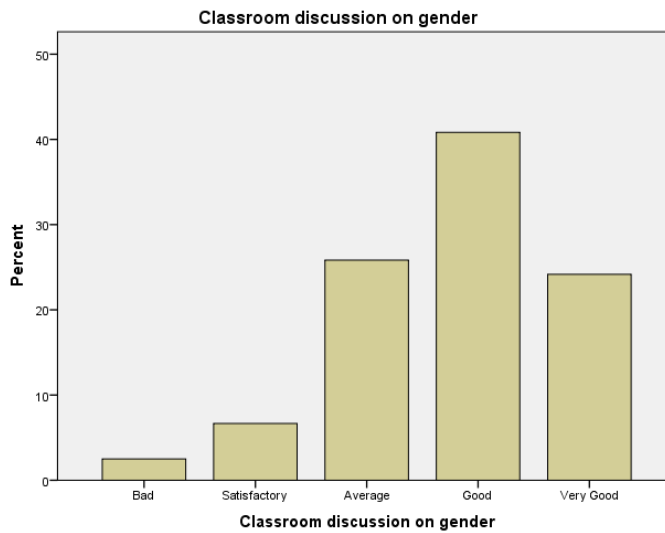


Gender component in syllabi is very good for 16.3% of the respondents and good for 43.9% of them. It is average for 29.3% respondents.



### 3.2.4.2. Classroom Discussions on Gender

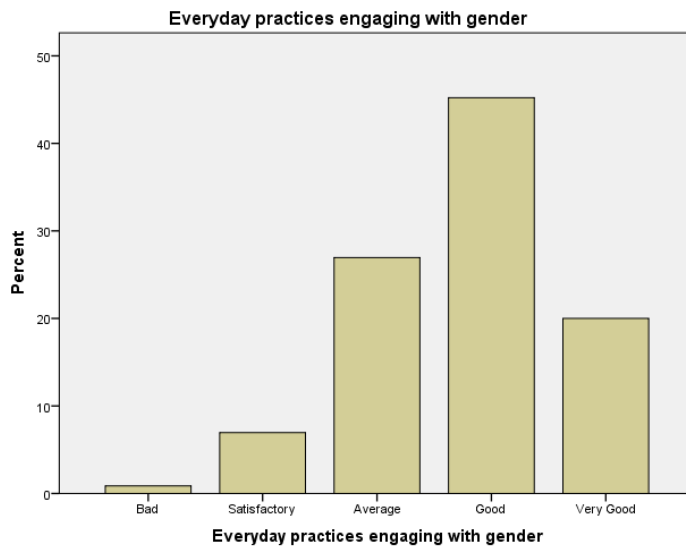
Classroom discussion on gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	3	2.4	2.5	2.5
	Satisfactory	8	6.5	6.7	9.2
	Average	31	25.2	25.8	35.0
	Good	49	39.8	40.8	75.8
	Very Good	29	23.6	24.2	100.0
	Total	120	97.6	100.0	
Missing	System	3	2.4		
Total		123	100.0		



A 23.6% of the respondents think the classroom discussion on gender is very good and another 39.8% think it is good. The percentage of respondent who think it is average is 25.2.

### 3.3.4.3. Everyday practices Engaging with Gender

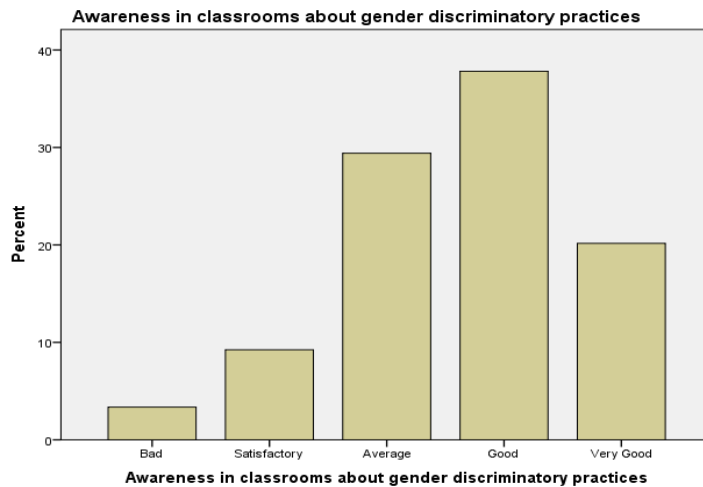
Everyday practices engaging with gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	1	.8	.9	.9
	Satisfactory	8	6.5	7.0	7.8
	Average	31	25.2	27.0	34.8
	Good	52	42.3	45.2	80.0
	Very Good	23	18.7	20.0	100.0
	Total	115	93.5	100.0	
Missing	System	8	6.5		
Total		123	100.0		



An 18.7% of the respondents think that the everyday practices of engaging with gender is very good and 42.3% rate it as good. 25.2% think it as average.

### 3.3.4.4. Awareness in Classrooms about Gender Discriminatory Practices

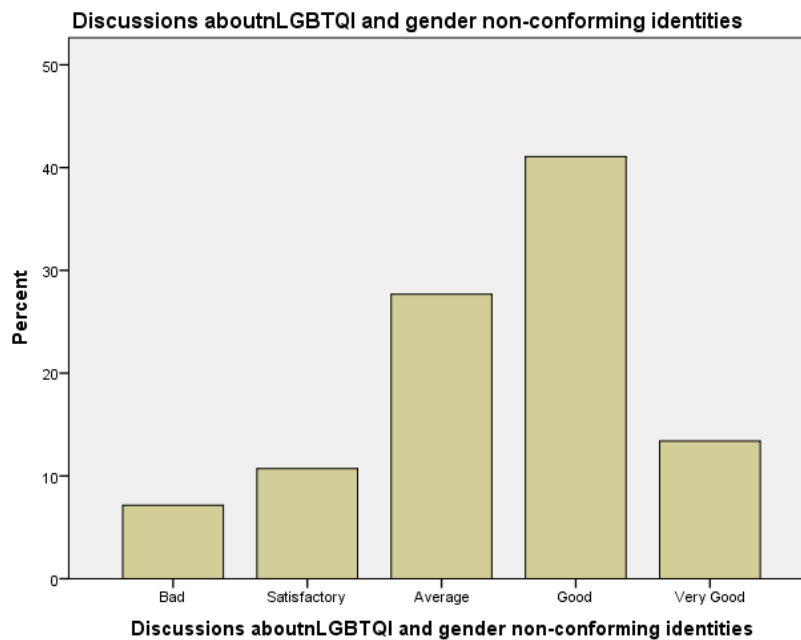
Awareness in classrooms about gender discriminatory practices					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	4	3.3	3.4	3.4
	Satisfactory	11	8.9	9.2	12.6
	Average	35	28.5	29.4	42.0
	Good	45	36.6	37.8	79.8
	Very Good	24	19.5	20.2	100.0
	Total	119	96.7	100.0	
Missing	System	4	3.3		
Total		123	100.0		



The awareness in the classroom about gender discriminatory practices is very good according to 19.5% and good according to 36.6%. 28.5% think it is only average.

### 3.3.4.5. Discussions about LGBTQI and Gender Non-conforming Identities

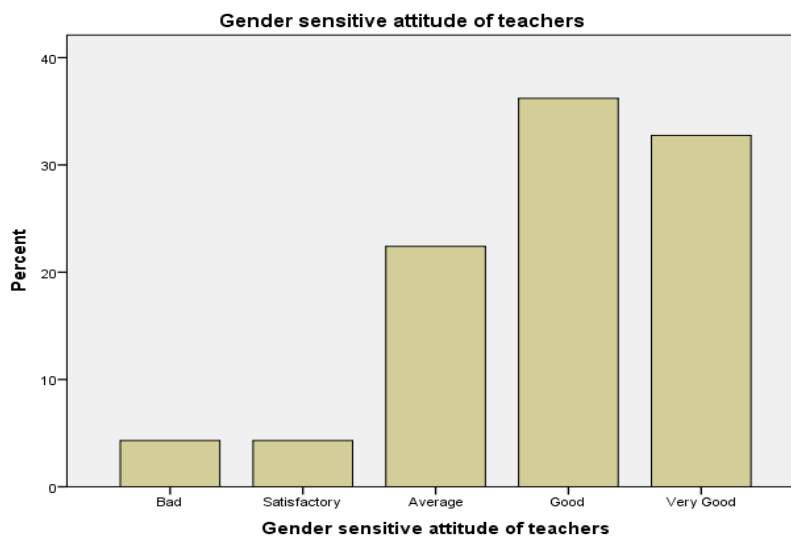
Discussions about LGBTQI and gender non-conforming identities					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	8	6.5	7.1	7.1
	Satisfactory	12	9.8	10.7	17.9
	Average	31	25.2	27.7	45.5
	Good	46	37.4	41.1	86.6
	Very Good	15	12.2	13.4	100.0
	Total	112	91.1	100.0	
Missing	System	11	8.9		
Total		123	100.0		



12.2% rate the discussions about LGBTQI and gender non-conforming identities as very good while 37.4% rate it as good. 25.2% of respondents think it as average.

### 3.3.4.6. Gender Sensitive Attitude of Teachers

<b>Gender sensitive attitude of teachers</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	5	4.1	4.3	4.3
	Satisfactory	5	4.1	4.3	8.6
	Average	26	21.1	22.4	31.0
	Good	42	34.1	36.2	67.2
	Very Good	38	30.9	32.8	100.0
	Total	116	94.3	100.0	
Missing	System	7	5.7		
Total		123	100.0		



30.9% of respondents gave very good to the gender sensitive attitude of teachers. A 34.1% gave good and another 21.1% average rating.

### 3.3.4.7 Teaching/Learning Practices- Comments

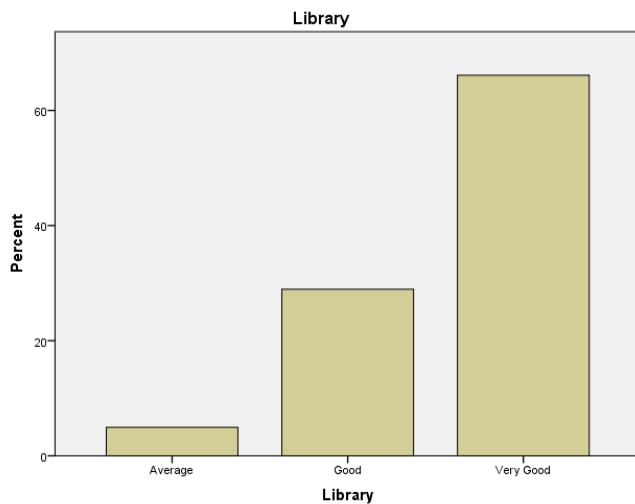
1. Teachers are the best. Very much experienced and good teachers are there and all teachers are taking their best efforts to teach in the best way possible. (F)
2. Awareness on gender discriminatory practices should be conducted. There are not enough discussions and classes for the same. (F)
3. Ensure there is proper instruction to all students about gender equality. (F)
4. There should be more interactive sessions and pupils should have mixed seating in classes. (M)

### 3.2.5 Gender Sensitive Attitudes of Institution Personnel

In this area, survey participants rate gender attitude of personnel from Library, Hostel, Administrative offices, Authorities (Principal) and Functionaries(Wardens and others).

#### 3.2.5.1. Library

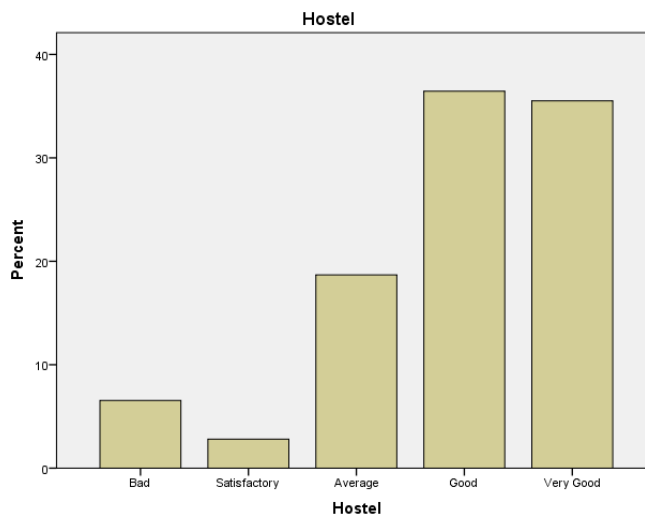
Library					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Average	6	4.9	5.0	5.0
	Good	35	28.5	28.9	33.9
	Very Good	80	65.0	66.1	100.0
	Total	121	98.4	100.0	
Missing	System	2	1.6		
Total		123	100.0		



A 65% of the respondents rate the library as very good and a 28.5% as good.

### 3.2.5.2. Hostel

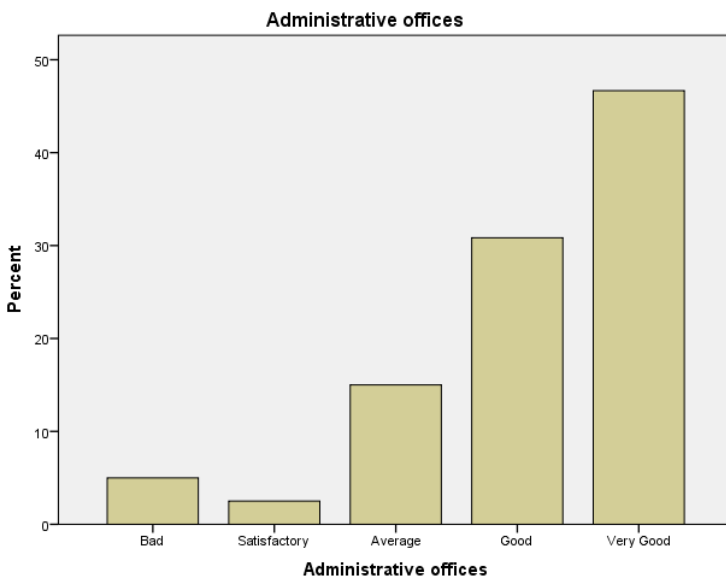
<b>Hostel</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	7	5.7	6.5	6.5
	Satisfactory	3	2.4	2.8	9.3
	Average	20	16.3	18.7	28.0
	Good	39	31.7	36.4	64.5
	Very Good	38	30.9	35.5	100.0
	Total	107	87.0	100.0	
Missing	System	16	13.0		
Total		123	100.0		



Hostel is rated 30.9%, 31.7% and 16.3% as very good, good and average respectively by the respondents.

### 3.2.5.3. Administrative offices

Administrative offices					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	6	4.9	5.0	5.0
	Satisfactory	3	2.4	2.5	7.5
	Average	18	14.6	15.0	22.5
	Good	37	30.1	30.8	53.3
	Very Good	56	45.5	46.7	100.0
	Total	120	97.6	100.0	
Missing	System	3	2.4		
Total		123	100.0		

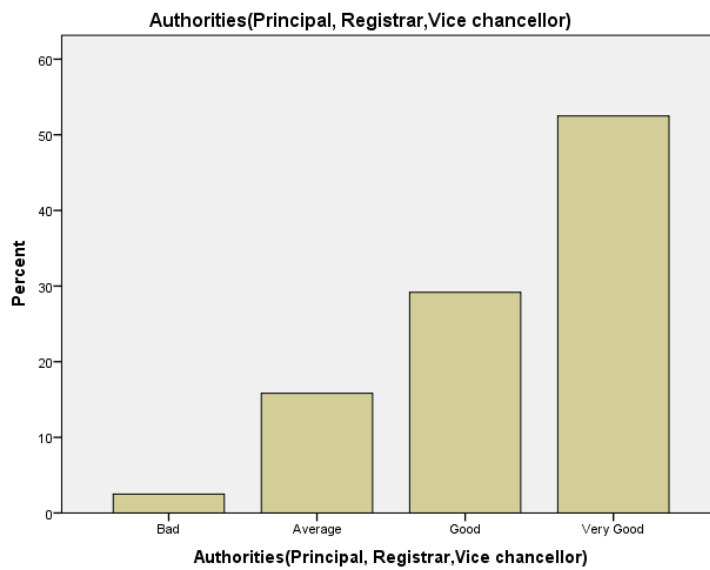


The administrative office is rated very good (45.5%), good (30.1%) and average (14.6%) by the respondents.



3.2.5.4. Authorities (Principal, Bursar, Vice Principal)

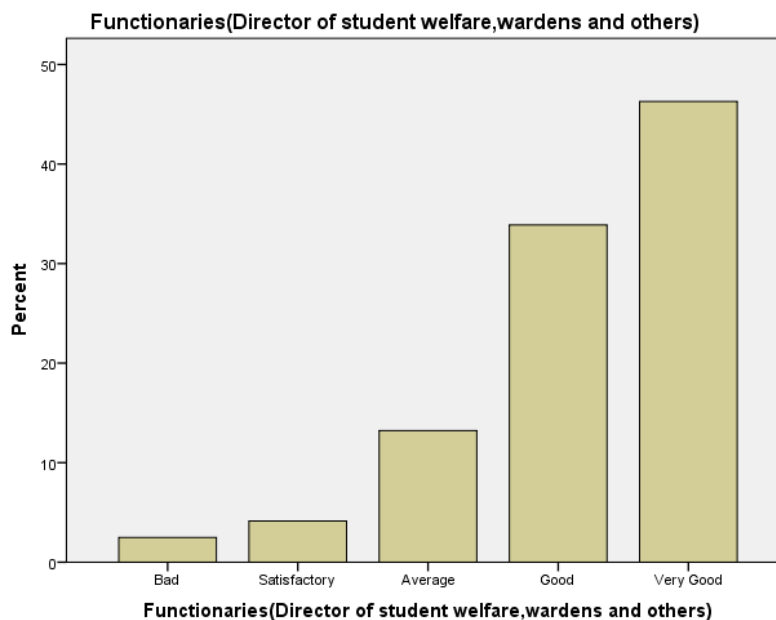
<b>Authorities(Principal, Bursar, Vice Principal)</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	3	2.4	2.5	2.5
	Average	19	15.4	15.8	18.3
	Good	35	28.5	29.2	47.5
	Very Good	63	51.2	52.5	100.0
	Total	120	97.6	100.0	
Missing	System	3	2.4		
Total		123	100.0		



Among respondents 51.2% think that authorities, Principal and others are very good and another 28.5% rates them good. 15.4% of the students rate them average.

### 3.2.5.5. Functionaries (Director of Student welfare, Wardens and others)

<b>Functionaries(Director of student welfare,wardens and others)</b>		Freque ncy	Percent	Valid Percent	Cumulative Percent
Valid	Bad	3	2.4	2.5	2.5
	Satisfactor y	5	4.1	4.1	6.6
	Average	16	13.0	13.2	19.8
	Good	41	33.3	33.9	53.7
	Very Good	56	45.5	46.3	100.0
	Total	121	98.4	100.0	
Missing	System	2	1.6		
Total		123	100.0		



Among the respondents 45.5% rate the functionaries' very good and 33.3% as good. Another 13% respondents rated them as average.

### 3.2.5.6. Gender Sensitive attitude of institution personnel

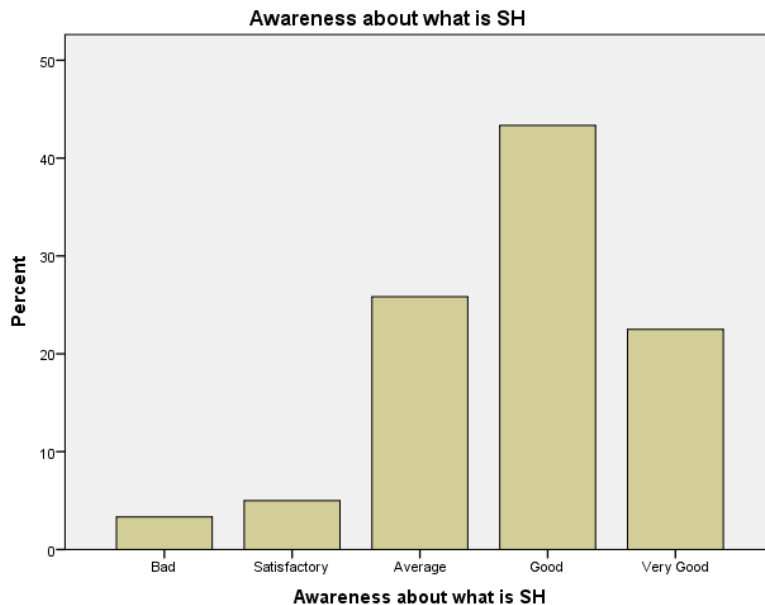
1. The faculty members are really good, helping others. (F)
5. Need improvement in few areas of the college. (M)
6. Warden shows gender discrimination, always says that girls should behave (F)
7. There is no gender discrimination in the college and approach towards that is satisfactory. (F)

### 3.2.6. Sexual Harassment (SH)

Under this topic, four points were discussed in the survey. Awareness about Sexual Harassment, legal provisions to tackle SH, awareness about I C C and satisfaction with the redressal of grievances/ complaints are surveyed here.

#### 3.2.6.1. Awareness about what is Sexual Harassment

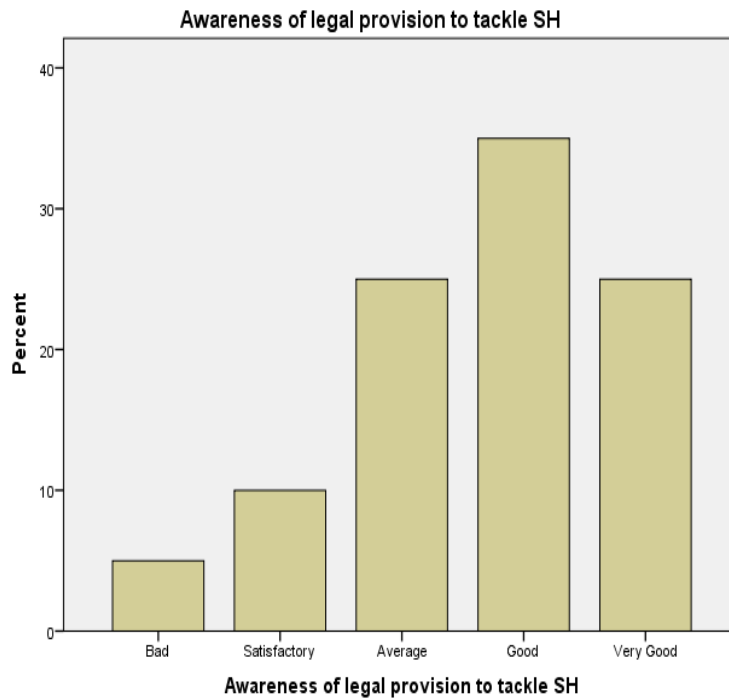
<b>Awareness about what is SH</b>		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	4	3.3	3.3	3.3
	Satisfactory	6	4.9	5.0	8.3
	Average	31	25.2	25.8	34.2
	Good	52	42.3	43.3	77.5
	Very Good	27	22.0	22.5	100.0
	Total	120	97.6	100.0	
Missing	System	3	2.4		
Total		123	100.0		



Among respondents 22% rated the awareness very good and another 42.3% as good. Among the rest 25.2% rate the awareness average.

### 3.2.6.2. Awareness of legal provision to tackle SH

Awareness of legal provision to tackle SH					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	6	4.9	5.0	5.0
	Satisfactory	12	9.8	10.0	15.0
	Average	30	24.4	25.0	40.0
	Good	42	34.1	35.0	75.0
	Very Good	30	24.4	25.0	100.0
	Total	120	97.6	100.0	
Missing	System	3	2.4		
Total		123	100.0		

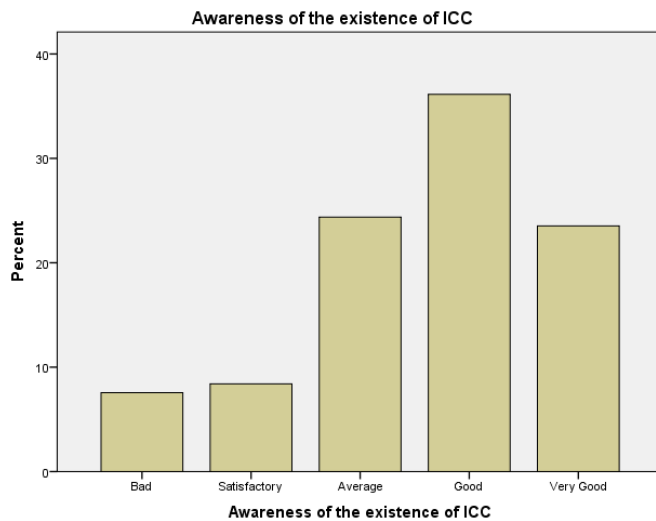


24.4% of the respondents rated the awareness about legal provision to tackle SH as very good. 34.1% and 24.4% rated the legal awareness good and average respectively.

### 3.2.6.3. Awareness of the existence of ICC

Awareness of the existence of ICC					
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Bad	9	7.3	7.6	7.6
	Satisfactory	10	8.1	8.4	16.0
	Average	29	23.6	24.4	40.3
	Good	43	35.0	36.1	76.5
	Very Good	28	22.8	23.5	100.0
	Total	119	96.7	100.0	
Missing	System	4	3.3		
Total		123	100.0		

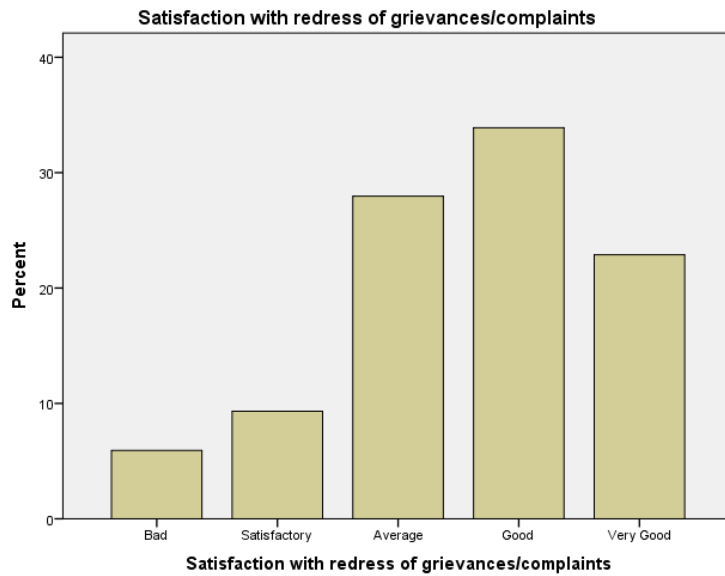


Awareness about existence of ICC is rated very good by 22.8% respondents while 35% and 23.6% rated it as good and average respectively.

#### 3.2.6.4. Satisfaction with redress of grievances/ complaints

<b>Satisfaction with redress of grievances/complaints</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	7	5.7	5.9	5.9
	Satisfactory	11	8.9	9.3	15.3
	Average	33	26.8	28.0	43.2
	Good	40	32.5	33.9	77.1
	Very Good	27	22.0	22.9	100.0
	Total	118	95.9	100.0	

Missing	System	5	4.1		
Total		123	100.0		



It is rated that the satisfaction with redress of grievances/ complaints is very good by 22%, good by 32.5% and average by 26.8% of the respondents.

### 3.2.6.5. Sexual Harassment-Comments

1. Institutional arrangements are enough. (F)
2. The committees for solving complaints should be made more effective. (F)
3. Ensure proper awareness about what is sexual harassment. (F)
4. Need to conduct more programmes and self-defense training as most of the girl students are coming from other places and need to protect themselves from anti-socials. (M)
5. No awareness programmes. (M)
6. Not very satisfied. (F)

### 3.2.7. Awareness classes on various topics

This area of survey deals with Classes on Cyber-crimes, Menstrual Hygiene, Sexuality and Sexual Orientations, Gender Relations and Society as well as Awareness about existing Committees for tackling sexual harassment.

### 3.2.7.1. Classes on Cyber Crime

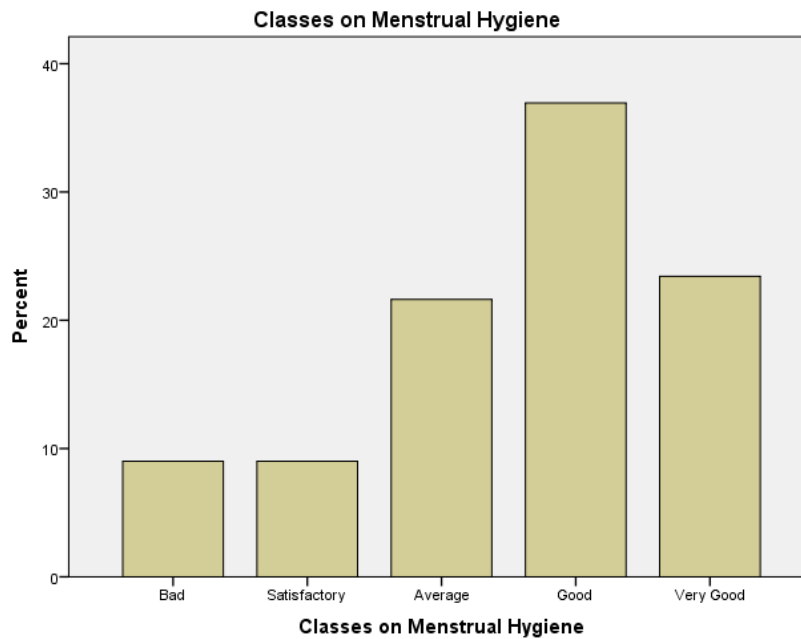
Classes on Cyber Crime					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	11	8.9	9.4	9.4
	Satisfactory	13	10.6	11.1	20.5
	Average	31	25.2	26.5	47.0
	Good	41	33.3	35.0	82.1
	Very Good	21	17.1	17.9	100.0
	Total	117	95.1	100.0	
Missing	System	6	4.9		
Total		123	100.0		



Among the respondents 17.1% rates very good, 33.3% good, 25.2% average and 10.6% satisfactory.

### 3.2.7. 2.Classes on Menstrual Hygiene

Classes on Menstrual Hygiene					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	10	8.1	9.0	9.0
	Satisfactory	10	8.1	9.0	18.0
	Average	24	19.5	21.6	39.6
	Good	41	33.3	36.9	76.6
	Very Good	26	21.1	23.4	100.0
	Total	111	90.2	100.0	
Missing	System	12	9.8		
Total		123	100.0		



Classes on menstrual hygiene are rated very good 21.1%, good by 33.3% and average by 19.5% of the respondents.

### 3.2.7.3. Classes on Sexuality and Sexual Orientation



<b>Classes on Sexuality and Sexual Orientation</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	13	10.6	11.2	11.2
	Satisfactory	16	13.0	13.8	25.0
	Average	35	28.5	30.2	55.2
	Good	31	25.2	26.7	81.9
	Very Good	21	17.1	18.1	100.0
	Total	116	94.3	100.0	
Missing	System	7	5.7		
Total		123	100.0		



Classes on sexuality and sexual orientation are rated very good 17.1%, good by 25.2 %, average by 28.5%, satisfactory by 13%, bad by 10.6% of the respondents.

#### 3.2.7.4. Classes on Gender Relations and Society

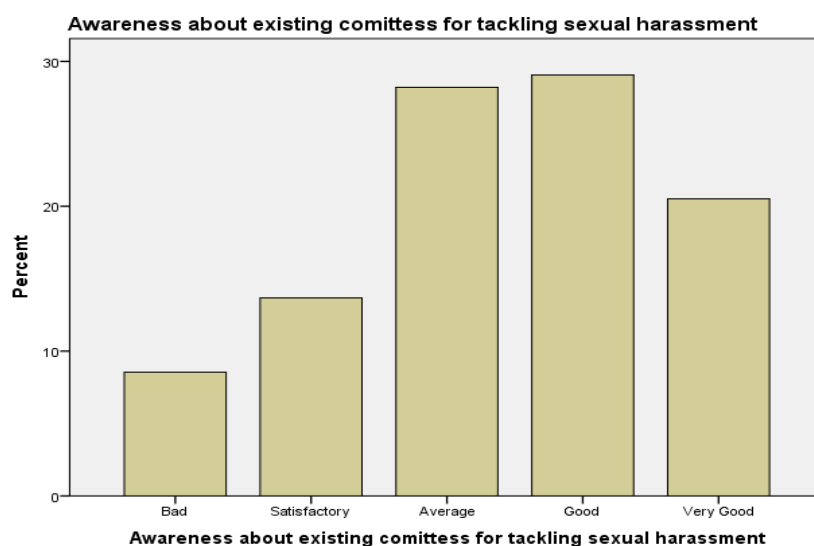
<b>Classes on Gender Relations and Society</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	12	9.8	10.2	10.2
	Satisfactory	11	8.9	9.3	19.5
	Average	32	26.0	27.1	46.6
	Good	42	34.1	35.6	82.2
	Very Good	21	17.1	17.8	100.0
	Total	118	95.9	100.0	
Missing	System	5	4.1		
Total		123	100.0		



Classes on gender relations and society are rated very good 17.1%, good by 34.1% and average by 26% of the respondents.

### 3.2.7.5. Awareness about Existing Committees for Tackling Sexual Harassment

<b>Awareness about existing committees for tackling sexual harassment</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	10	8.5	8.9	8.9
	Satisfactory	16	13.9	14.6	23.5
	Average	33	28.4	29.9	53.4
	Good	34	26.2	27.5	80.8
	Very Good	24	18.3	19.2	100.0
	Total	117	95.1	100.0	
Missing	System	6	4.9		
Total		123	100.0		



Awareness about existing committees is rated very good 18.3%, good by 26.2%, average by 28.4% and satisfactory by 13.9% of the respondents.

### 3.2.7.6. Awareness programmes Comments

1. The classes on cyber-crime are very good. (F)
2. More Classes should be conducted. (F)
3. No awareness programmes. (M)
5. It is not at all good perhaps poor and need sufficient timing. (M)

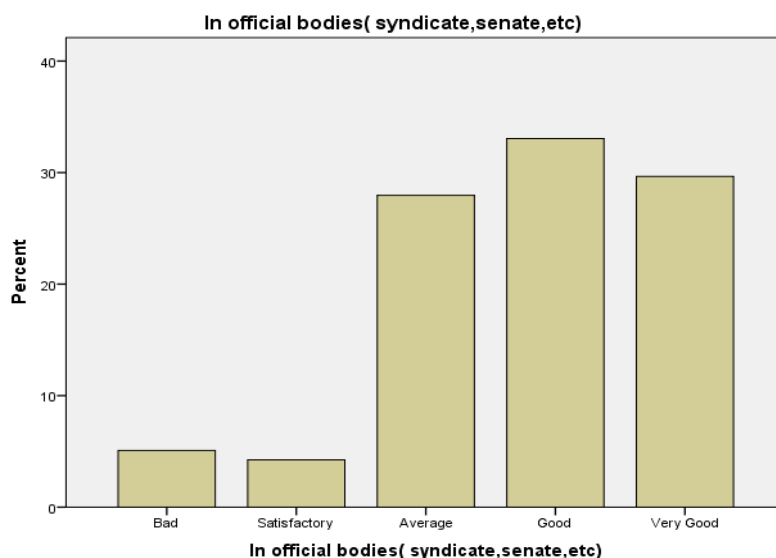
6. The college is providing useful awareness programmes mainly based on cyber-crimes. (F)

### 3.2.8. Representation in Various Forums

Representation of students as student representatives in Official Bodies (Students' Unions, Syndicate, Senate, etc.), in Committees and Councils, As committee members to hold cultural events, As candidates contesting elections, In NSS/NCC and In sports teams.

#### 3.2.8.1. In Official Bodies (college union ,etc.)

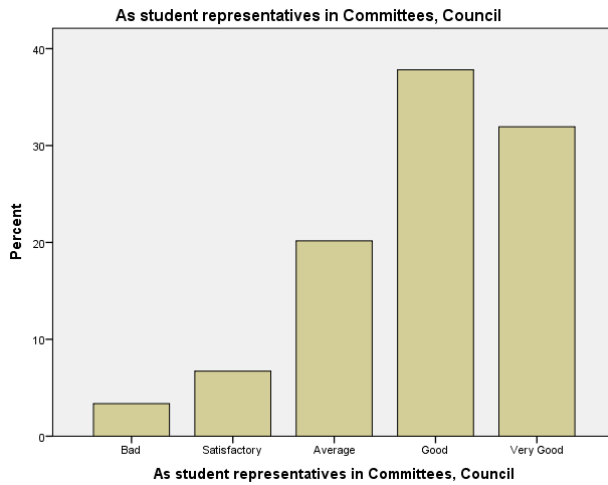
<b>In official bodies( college union, etc.)</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	6	4.9	5.1	5.1
	Satisfactory	5	4.1	4.2	9.3
	Average	33	26.8	28.0	37.3
	Good	39	31.7	33.1	70.3
	Very Good	35	28.5	29.7	100.0
	Total	118	95.9	100.0	
Missing	System	5	4.1		
Total		123	100.0		



The student representation is rated as very good by 28.5%, good by 31.7% and average by 26.8% of the respondents.

3.2.8.2. As Student Representatives in Committees,Councils,etc.

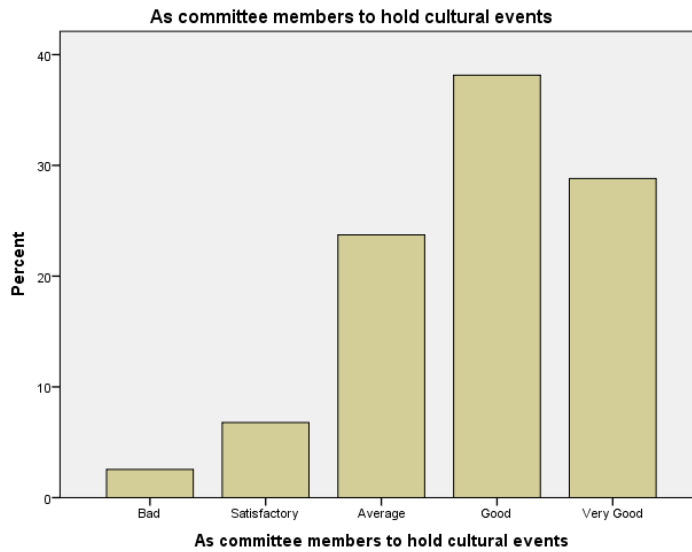
<b>As student representatives in Committees, Council</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	4	3.3	3.4	3.4
	Satisfactor y	8	6.5	6.7	10.1
	Average	24	19.5	20.2	30.3
	Good	45	36.6	37.8	68.1
	Very Good	38	30.9	31.9	100.0
	Total	119	96.7	100.0	
Missing	System	4	3.3		
Total		123	100.0		



The student representation is rated as very good by 30.9%, good by 36.6% and average by 19.5% of the respondents.

### 3.2.8.3. As Committee Members to Hold Cultural Events

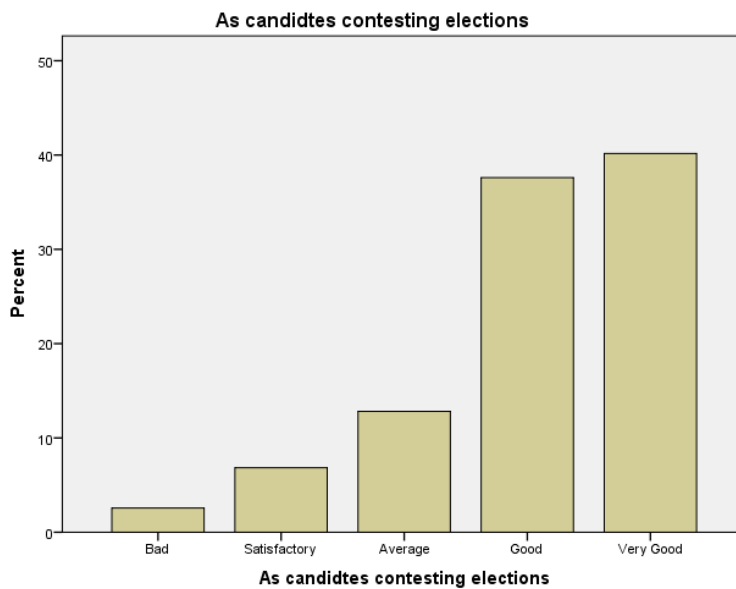
<b>As committee members to hold cultural events</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	3	2.4	2.5	2.5
	Satisfactor y	8	6.5	6.8	9.3
	Average	28	22.8	23.7	33.1
	Good	45	36.6	38.1	71.2
	Very Good	34	27.6	28.8	100.0
	Total	118	95.9	100.0	
Missing	System	5	4.1		
Total		123	100.0		



The student representation is rated as very good by 27.6%, good by 36.6% and average by 22.8% of the respondents.

### 3.2.8.4. As Candidates Contesting Elections

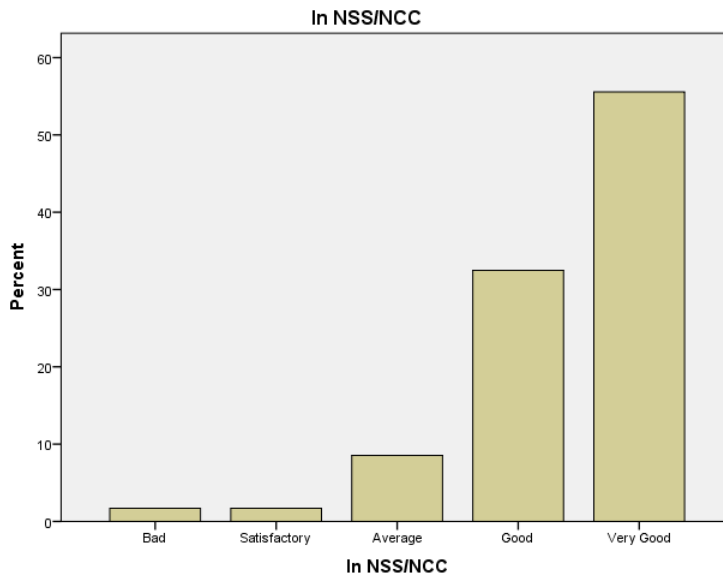
<b>As candidates contesting elections</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	3	2.4	2.6	2.6
	Satisfactor y	8	6.5	6.8	9.4
	Average	15	12.2	12.8	22.2
	Good	44	35.8	37.6	59.8
	Very Good	47	38.2	40.2	100.0
	Total	117	95.1	100.0	
Missing	System	6	4.9		
Total		123	100.0		



The student participation in elections is rated as very good by 38.2%, good by 35.8% and average by 12.2% of the respondents.

3.2.8.5. In NSS/ NCC

In NSS/NCC					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	2	1.6	1.7	1.7
	Satisfactory	2	1.6	1.7	3.4
	Average	10	8.1	8.5	12.0
	Good	38	30.9	32.5	44.4
	Very Good	65	52.8	55.6	100.0
	Total	117	95.1	100.0	
Missing	System	6	4.9		
Total		123	100.0		

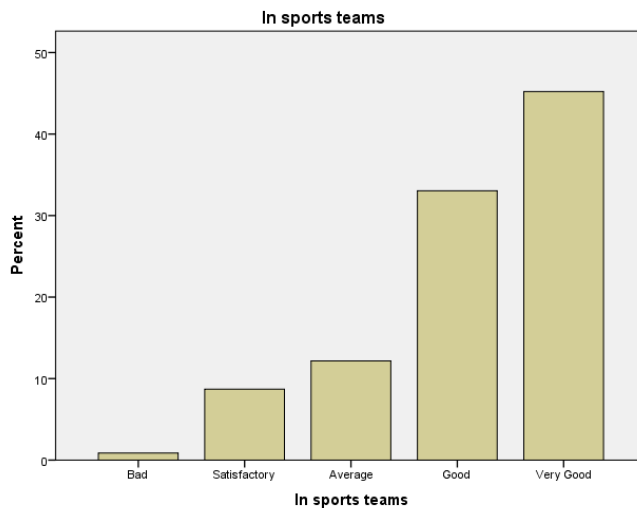


The student participation is rated as very good by 52.8%, good by 30.9% and average by 8.1% of the respondents.



### 3.2.8.6. Representation in Sports Teams

Representation In sports teams					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bad	1	.8	.9	.9
	Satisfactory	10	8.1	8.7	9.6
	Average	14	11.4	12.2	21.7
	Good	38	30.9	33.0	54.8
	Very Good	52	42.3	45.2	100.0
	Total	115	93.5	100.0	
Missing	System	8	6.5		
Total		123	100.0		



Students generally feel the representation of both genders in sports teams are very good (42.3%) and good (30.9%), it shows almost 72% of students responded the situation is above satisfactory level.

### 3.2.8.7. Representation Comments

1. All the areas of NCC and sports are very good. (F)
2. The number of girls who represent in each field is very satisfactory and the college is promoting it at its best level. (F)

3. There is bad political culture in the campus. (M)
4. Placement opportunities for MSc courses should be provided. (F)

### 3.2.9. Any Other Comments

1. There should be separate blocks where girls can take rest and refresh themselves. More awareness programmes for boys must be there as we should stop asking girls not to go out during night and tell boys to behave to girls like their fellow humans. (M)
2. The campus is academically vibrant and there is even more scope for excellence. (M)

#### d. Physical Education

Physical education is oriented towards winning tournaments. Number of women's teams is less, only six for women against 11 of men. Attention is given to already proven sports persons. No promotion or encouragement for ordinary students to taken up sports or games.

Physical Education department offered a self-defense course for girls but there were not enough takers to run the course. It does medical camps regularly and an open course on yoga.

#### e. Library

Library is open from 8AM to 8 PM.

Girls use the library more.

There is a drop box for suggestions to request for books to be purchased.

Students from English and Sociology Departments loan books on gender from library.

Dept. of English and Dept. of Sociology have requested to buy books on Gender

After 5.30, library is manned by a male staff.

Girls use library even after 5.30.

#### f. Women's Development Cell (*SWASTI*)

Women's Development Cell is called *SWASTI* (Sacred Heart Women's Association for Service, Truth and Integration) was started in 1990. It conducts an orientation class for girl students at the time of joining the college. It is running a physical fitness programme using Sumba dance and also self-defense programmes. A finishing school started last year. It conducts programmes on communication, entrepreneurship, skill development, competitions on special days, awareness programmes and campaigns,

outreach programmes to orphanages and old age homes, etc. It is planning to organize shuttle badminton and walking clubs for ensuring physical fitness among girl students. In many programmes, they rope in boys to participate with the help of NSS. WDC used to do counseling for students earlier, now there is a full time counselor for students and a separate office for this purpose.

g. NSS

	Male	Female	Total
II year	31	55	86

Female volunteers are almost double the number of male volunteers.

There are two NSS units in the college and both NSS officers are women and the secretaries are girl students. There is no programme to address the discrimination attitude of boys which is there, as admitted by the Programme Officer. The officer, however, thinks that there is no need for any gender sensitization programme.

h. NCC

Stream	Male	Female	Total
Army	65	43	108
Navy	23	27	50
Airwing	19	31	50
Total	107	101	208

There are more women, except in the Army wing, in NCC units of the college.

i. Clubs

Drama and Theatre Club has an all women mime team. It is impossible to discuss the issues of women and discriminatory attitude of the students, especially boys, and sensitise the team members, both boys and girls. Nobody came out in the open to discuss these subjects, said the in-charge.

In the Entrepreneur Club, it is noted that girls are taking initiative and are outcome/goal oriented. Boys enjoys leadership and inheritance of ancestral property comes easily to them, but girls have to fight and work hard to develop a business as they rarely inherit family businesses as the norms are against them. Business is a second plan/option after marriage for girls, noted the faculty in-charge.

j. Career Development and Placement Cell

There is Placement and Career Guidance Cell working in the college led by a faculty member in the Commerce Department. It seems that some companies still have stereotypical gender bias and seek boys for jobs requiring certain 'superior' skills and girls for jobs which need patience and management of stress. It is noted that many girls from rural areas specifically approach the cell for immigration services. Commerce Department conducts finishing school and preparatory class for marriage. The HoD thinks that the students should know about ICC and laws.

k. Faculty Committees

It is mandatory to prominently display boards with information on anti-ragging, ICC and RTI cells, at the entrance of the institution. But these were missing in the college entrance.

1. Complaint Redress System

The general perception is that there is no inequality on the campus. The presence of a large number of female students is shown as proof to this. Even the phrase "domination of girls" is used. Faculty members and students/ union think the same.

Grievance Redressal and Discipline committees are very functional. All issues are attended by these committees.

There is a well publicised and effective redressal system functioning. Complaints are handled in escalation starting from mentor to HoD to Principal and handed over to Grievance Redressal or Discipline Committee.

Complaint Boxes for students to drop their grievances are kept in two places; at the Library and in front of Principal's office. It is opened every two weeks.

There are two people for mentoring every class; the class teacher and another teacher from the same Department.

Individual faculty members are also effective in handling various student related matters. Students know whom to approach in case of need. Students feel that each member in the chain is accessible and friendly.

When the first year students join the college, they are given orientation classes for a day. This includes information about the anti-ragging cell, grievance redressal mechanism, student counseling, etc.

The College Council takes care of grievances of teachers and other staff members of the college. There are two elected staff representatives in it apart from nominated members.

2. Internal Complaints Committee (ICC)

There is an all-women ICC with two faculty members and two external members, one of them a lawyer and the other an elected representative of the Cochin Municipal Corporation. However, almost all the faculty members we spoke to said that the regular grievance redressal mechanism has so far taken care to solve complaints and ICC has been very rarely contacted for resolution of issues. ICC conducts programmes in collaboration with SWASTI (Women's Development Cell).

l. Principal's Observations

Critical thinking and gender sensitivity are lacking among the students.

Mentor should have wholesome understanding of each student. It is lacking in the college mentoring system and among mentors.

Teacher should contribute to overall development of students.

Aligning service rules of the college with I C C and Gender policy is needed.

Gender budgeting yet to be taken up in the college.

After 5.30 pm, only students involved in sports are allowed to be present on the campus.

It is possible to change syllabus, especially in sciences, to include the gender justice perspective in them.

Lady Chairperson of the students' union of this year is more patient to listen.

Timing of the Ladies Hostels are controlled by admins of those hostels. Cannot interfere in it to allow female students to spend more time in the college.

m. Administration

Stream	Male	Female	Total
Govt. Aided	15	01	16
Self-Financing	19	10	29
Total	34	11	45

Administrative office is under staffed. Only one female staff is there.

Girl students are getting more scholarships.

No trainings to deal with the changes in the field of work.

There is an evident shift in recruitment policy since 2010, in terms of gender balance. Preference is given to recruiting female faculty after the policy shift.

n. Infrastructure

Restroom for the girl-students is a room with a stuffed feeling and with not enough lighting. It is situated at one corner of the main building making immediate access difficult. Female teachers do not have restrooms. They make use of empty cabins and corners in the Departments when they need to rest.

There are only 18 washrooms for girls and 10 for boys. In many Departments, male faculty uses the common washrooms and women use the Department washrooms exclusively. There is need for more washrooms.

There are infrastructure issues – lack of space and facilities, for the School of Communication.

o. Ladies Hostel

Ladies hostel wardens have retired. Positions are lying vacant now.

Hostel timing is 5.30PM. After 5.30, it is permitted on request. Generally, on Sundays, students can go to church or temple, but otherwise not allowed outside.

For recreation, TV and carom board are there. No open area for exercise or to sit outside.

Laptop is not allowed to be used in the room; only in the common area. There is a common computer terminal for the use of 100 inmates.

Mobile phone use is regulated between evening 5.30 to 8.30PM. Rest of the day the phone is kept under lock by the warden. It is not allowed inside the college.

Rooms are dormitories of 10 beds each.

Communication Department has special arrangements with Ladies' Hostels for late check in as the students have to work late in the Department. Department needs exclusive hostel facility as the learning and working hours of their students are different.

p. Student Development Officer

It is compulsory to undergo 40 hours of social work as part of the credit system. UGC now proposes 100 hours.

Agriculture/ Computer education for outsiders/ health/ social survey/ nature conservation are the social work areas.

There is Department-wise difference in selection of social work by the students. Teaching computer is generally done by girl students.

q. Student Counselor

35 to 40 cases of various nature are attended.

There is an orientation programme in the first semester. Later students approach or teachers ask the counselor to discuss relevant issues with students in a particular class.

Central syllabus students are more vulnerable to stress and emotional break downs than the State syllabus students.

Discrimination against SC/ST students is not noticed.

Suggestion boxes are not working for the past three years.

r. General inputs

In various Departments, girls take initiative for cluster learning for the students who lag behind in studies.

It is noticed that few girl students who get married drop out of their studies but have never enquired with those students about the reasons for dropping out. It would be good to have a crèche facility.

Girls are hard-working and many more of them are getting placement from Computer Science Department.

Sports quota is mostly filled by boys. Less number of girls gets opportunity to join in sports quota.

## General Observations

### Strengths

- Around 70% are female students.
- Overall feeling of safety and equality among students exist.
- A system to redress grievances is in place – it is known among students and is working.
- There is an orientation programme for first year students in the first week of their entry to the college.
- There are teachers who are sensitive and understand gender justice/equality.
- Institution is willing to respond to situations.

### Weakness

- System is sympathetic/ benevolent but not rights-oriented.
- The community is not aware or sensitive, as it thinks that there are no gender issues/ discrimination on the campus.
- Regular Gender sensitisation programmes do not exist.
- The potential and scope of ICC is not understood by the beneficiary community.
- Women's Development Cell could conduct more programmes with empowerment orientation.
- There are progressive changes happening in the college. Still more to be done in the area of gender biases which suffocate the work environment.
- Students are not made aware about discrimination and harassment that exists in the workplace and equipped to deal with these which make them employable. Students are not made self-aware.
- Citizenship is not built since students are not made aware of rules, laws and rights. The values are not placed in secular framework.
- Students pass out without learning to engage as equals within the hierarchical system.
- System support for change making is almost nil, especially if initiative is from an individual.



## Opportunity

- The orientation programme at the start of the first semester could be used to impart basic understanding of the gender equality, laws and system against violence against women.
- Physical education should be creating an overall culture for the entire community - of physical fitness, self-confidence, team work and skills in handling both success and failures. It must get ahead of just building winning teams. This Department can work with other clubs and forums.
- Gender related laws need to be part of training undertaken by all clubs/fora/cells.
- Gender Equality understanding could be included in the curriculum, as papers or programmes, not only for humanities and languages but also in subjects like sciences, commerce, etc. in the areas of history, philosophy, laws of any discipline
- Gender could be introduced into syllabi in all programmes as the institution has autonomy to select its courses as Autonomous institution of higher education.

## Challenges

- Both ICC and Women's Cell need to take it upon themselves to empower men, women and other genders.
- ICC should build its own reputation as a quasi-judicial body and have own sensitization programmes to fulfill its sexual harassment prevention role.
- Student representation to ICC from 3 levels- UG, PG and research must be filled in at the earliest. It could be through elections.
- Sexual Harassment and related laws are to be discussed. These are not to be read/seen as problem creators.
- NCC, NSS, Sports and other clubs could be incorporated in all awareness generation programs.
- There is an obvious need of relating theory and practice in gender related education. It is suggested that as practiced in other major institutions around the country, a group of Departments could initiate a Gender Studies Centre.
- In the changing social scenario, more girls are going to be married off during their studies and beget children. They would need child care facilities; otherwise they would lose the opportunity to complete their studies.

## Lack of Orientation

- Overall quality of responses shows lack of understanding and orientation. In the student survey, except about bad Public road and Pathways, the students do not have any complaints, including about restrictive rules in Ladies' Hostel.
- Higher number of complaints have been about the number of toilets, restroom spaces and hostel timings. There seems to be a greater concern on these aspects.
- All groups involved need to undergo specific training and awareness programs if the real meaning of gender justice is to be applied.

## Conflict Transformation

- A logical and scientific understanding that demand for gender equality could generate original conflict, which calls for serious efforts in resolution, is lacking in community.
- The existing conflicts of Patriarchy cannot be resolved easily as it has been with us for more than 5000 years.
- The new understanding on gender aims at a conflict transformation instead of resolution process through which all sides become aware that suggesting peripheral solutions is simplistic and does not help anyone in the long run. Conflict transformation is more relevant and gives space to better understanding of different situations while agreeing to disagree on certain elements of conflict. By adopting this process, each side engages in deeper dialogue to accept the perspective of the other. And social change is initiated through long term understanding and consistent engagement.
- Gender education by introducing conflict transformation measures builds self-confident, empathetic and responsible citizens (and Nation)

## Recommendations

As per the mandate of the UGC, the higher education institutions have to conduct gender audit to ensure women's safety in campus and also initiate programmes for gender sensitization. It becomes very important to have such audit at educational institutions, as these are very important spaces for bringing transformative changes. Instilling positive thoughts on gender issues will enable the future generation to overcome gender discriminatory practices. This process need to be strengthened by doing such audits periodically and also creating enabling environment for gender equality through awareness seminars, debates and discussions on gender issues at all levels.

- A clearly stated Gender Policy need to be framed, publicized and specific fund allocation should be made for its implementation.
- The Gender Policy needs to be linked with service rules and ICC.
- Student representatives could be included in the ICC who could be elected along with the college union representatives or nominated.
- Gender Stereotype perception need to be challenged at all levels. There should be focus on gender sensitization of the faculty members and students so that they take the presence of more number of female students with an open mind.
- Affirmative policies to admit LGBTQI persons to different academic programmes of study should be set in place. Entire college community need to be oriented towards the policy. Public awareness drive about the policy that the students from LGBTQI community can enroll in the same need to be part of the above.
- Affirmative policies of Gender sensitization programmes need to be organized for the staff members and students.
- A sense of complacency that there are no discriminatory practices or 'problems' should be challenged to reveal how patriarchy works subtly in the lives of both men and women.
- Boards for publicising contact information of ICC members should be exhibited prominently in front of the main building as also in the website of the college.
- Specific budget allocation should be made for creating gender awareness in various departments and also in the campus. Gender sensitization can be done through these days too like: International Youth day, International Day of Older Persons, International day of Non-Violence, Children's Day, World Aids Day, International Women's Day, etc.
- Affirmative steps may be taken to bring more women into faculty in Government aided stream and as Heads of committees of the college.
- More toilets for men, both for students and faculty, are needed as well as a restroom for men.
- Women's restroom should be made airier and pleasant.
- There should be a female staff for the evening duty in library.
- Physical education Department should either have a female teacher and /or coaches.
- Physical education Department should implement a programme for physical fitness for all, especially for women on the campus, other than self-defense programme.
- Career and Guidance Cell, finishing school, SWASTI, NSS and NCC units should sensitise students about equality, gender justice and active citizenship. Also they should inform students about various laws and rules which affect them as individuals and contributors to society.
- A gender study center should be established to impart sensitization and conduct research in gender in relation to all other aspects of society, especially media, science and technology.

- Timings of the Ladies Hostel should be relaxed to accommodate the opportunities for inmates to engage in sports and other activities and use library which is open till 8pm.
- More sports and entertainment opportunities should be given to Ladies Hostel inmates.

## Appendix -1

### **SH Gender Policy (submitted for Audit)**

Sacred Heart College is a centre of Higher Education, open to all. Though it began as a Men's College, its recent past shows that majority of its student population is women.

It envisions a similar openness in the matter of staff appointment as well, roping in more women in the teaching and non-teaching categories.

It promotes gender equality by focusing on Women's Development through the erstwhile statutory Women's Cell, functioning in the college as a women's forum called SWASTI (Sacred Heart Women's Association for Service, Truth and Integration). It envisages periodic training and exposure programmes for women's empowerment and gender justice.

The management is committed to ensure that the mandatory Anti-Sexual Harassment Cell at work place (Supreme Court & UGC guidelines) is duly constituted and functioning in the college.

In all this, Mary, the Mother of Jesus, at the same time empowered and empowering, shall be the model and inspiration (Ref. Lk. 1: 46-55; Jn 2: 1-5; Jn 19:25-27; Acts 1:14).

## Appendix -2

### **REPORT: SWASTI (WOMEN DEVELOPMENT CELL)**

SWASTI, Women's Cell of our college started functioning in 1990, following the Government of India's initiatives to empower the women of the country. The women's cell of our college functions under the banner SWASTI (Sacred Heart Women's

Association for Service, Truth and Integration). A former faculty in Chemistry and Rev Dr. Sr Elizabeth Williams, established Swasti coordinating its activity for a number of years. Swasti aims at empowerment by the overall development of our girl students, exploring their true potential resorting to various programmes organised all throughout the academic year.

The objective of the Women's cell is the overall development of the women students in the college through conscientisation of their responsibility in building the society; cultivating in them a deeper interest in the cultural heritage of our country; bringing out the best in them by providing opportunities in the form of discussions, seminars, symposia, exposure programmes, and taking up projects in related issues as well as developing leadership qualities in them. Membership to SWASTI is open to all the women students of the college.

Previous years activity of Swasti includes, service oriented activities, such as helping women of the flood affected area by providing them with sanitary napkins. Sanitary napkins were collected from students and teachers of our college.

To infuse in them a sense of patriotism, a competition was organised for teachers and students to write slogans, articles, essays or poems on Independence of women on 72th Independence Day of India.

Finishing School a three days programme was coordinated to mould the final year students was on Manners and Etiquettes How to face an interview and a baking session which also gave an opportunity for them to interact with a Brazilian.

A Hair Donation camp was organised for all those willing to donate their hair and huge participation was seen from teachers and students, even many outsiders turned up. The donors were given a certificate and the collected hair was given to Amala Cancer Centre , Trissur for the financially unabled cancer patients.

Poster Designing competitions are conducted in connection with observance of International Days and winners were awarded.

Swasti supported the venture Golden Girls a talent hunt by Times of India. Five of the young talented girls students were selected and awarded Rs. 20,000 as Scholarship.

Regular talks on cyber law and current women issues are conducted in the form of open forums and discussions which will be followed by a questionnaire where students actively participated. In association with other clubs and fora's, Swasti organises Grand Open Forums to discuss and deliberate current historic verdicts of Supreme Court- such as recent Section 377, Section 497 and Sabarimala case.

SWASTI, Women cell of our College began the activities of academic year 2018 - 19 by helping the women of the flood affected area - Chellanam, providing them with sanitary napkins. Sanitary napkins were collected from students and teachers of our college and was distributed in the flood affected area by the NSS unit.

A competition for teachers and students to wr

ite slogans, articles , essays or poems on Independence of women was conducted in connection with 72th Independence Day of India.

In association with Speakers Forum, SWASTI organised a Grand Open Forum on 5th October to discuss and deliberate on the three historic verdicts of Supreme Court- Section 377, Section 497 and Sabarimala case. Participation of teachers made the program interesting.

Finishing School a 3 days programme to mould the third year students was conducted on 9th 10th and 12th Nov . The first session was on Manners and Etiquettes led by Kanak Jinan. Followed by Mr Ajith Thanur's session on How to face an interview. And the last was a Sweet Making session with Juliana Seiko which also gave an opportunity to interact with a Brazilian.

A Hair Donation camp was organised on 12th November for all those willing to donate at least 30 cm of their hair and huge participation was seen from teachers and students, even many outsiders turned up. The donors were given a certificate and the collected hair was given to Amala Cancer Centre , Thrissur for the financially unable cancer patients.

Poster Designing competition was conducted on 18th Nov in connection with International Day to Eliminate Violence against Women on the topic How to Eliminate Violence against Women. Winners were awarded.

Golden Girls a talent hunt for college girls by Times of India was coordinated at our college by SWASTI. Five students were selected and awarded Rs 20000 as Scholarship.

An inspirational talk by Dr Dhanya Pattathil Menon , First Women Cyber Crime Investigator, on 8th February, where she motivated the students to achieve more in their chosen field and gave a peak into the cyber law and the interesting cases she had gone through. Followed by a questionnaire where students actively participated.

2017-18

1. WOMENS DAY- 8th march : Various posters related to women empowerment were put up in the portico by the swasti members. A talk on the topic 'Be bold for a change' was conducted by prof. Asha Achi Joseph, HOD, SH School of communication.

2. PASSAGE - 29th aug : SWASTI under the sponsorship of Eastern group organised a one hour interactive session with the celebrity entrepreneur MsPoornimaIndrajith. Her story of success in film industry and entrepreneurship was an inspiration for the heartians.

3. PAPER BAG MAKING : Taking a step forward to being ecofriendly, paper bag making was taught to the members of swasti byMsUsha from Fevicryl company.

On the 5th of Oct a training on paper bag making was given to the Age-Friendly students by the Swasti members.

4. AARTHAVAYAANAM - 30th Nov : SWASTI in coordination with the Sustainable Menstruation Kerala Collective and Red cycle, conducted an awareness event on promoting sustainable menstruation. MsKavya Menon and others from the group gave a talk on the social stigma related to menstruation. The volunteers of the SMKC introduced some ecofriendly, reusable products to the students. it was followed by an interactive session.

5. FIRST-AID AWARENESS- 4th Dec : An initiative by SWASTI and NSS. A powerpoint presentation, educating the students on the important firstaid techniques was organised by the doctors from the Lakeshore hospital and the Rotary club volunteers. A detailed class on the CPR life saving technique was conducted, followed by four practical sessions.

[02/02, 7:39 pm] Abhinaya: 6. RESTROOM CLEANING- 19th Jan

The ladies restroom was renovated and cleaned by SWASTI members. Around 45 members took part in this serviceprogramme.

7. ZUMBA for a cause- 31st Jan

SWASTI and the age friendly group in organised Zumba fitness class in association with the college union. Zumba trainer, Miss Poornimaenergised our students and the age friendly batch with some Zumba moves. It was entertaining and well enjoyed by all.

We have conducted the following prog.

2016-17

1. Orientation for first year girls: Genesis A new beginning

Lead by Varghese Paul, Trainer for alternate life style, Chalakkudy

A zumba dance session was conducted in the same eve

2. A series of talk on the Theme, 'Igniting the young minds with a living example' Inauguration by Mayor and delivered the first talk..second by Ms. ReshmaLekhani and a third talk by Dr Gita from an NGO U and Me who works for women rights



3. A Leadership student camp was conducted enhancing the entrepreneurial skills of students and conscientising them on an alternate life style in line with nature,
4. Set up a stall 'uppilittathu' in Ed club fair trade mega mela, an overwhelming demand for the sale items inspired enthusiasm in students
5. CANCER AWARENESS by active involvement of public raising money for cancer society, along with Zumba Trainers Association' ZUMBA IN PINK'

2014-15

- Inauguration of activities Ms.Aruna Sundararajan IAS.
- 'Know your body Types' A session for Fashion Designing by Shalini James, MANTRA.
- Training on Paper bag and Ornament making
- 'Dance for a cause' the anti breast cancer movement , a session on zumba dance training by certified zumba trainer and our alumni Ms. PoornimaViswanathan
- 'Remembrance Day'- A Tribute to NirbhayaAn Open Forum was provided to heartians to express their views on different forms of abuse against women
- A talk by Dayabai, sharing her life experience in social work
- Prolife seminar to final year students

Inauguration of activities:

The activities of the year 2014 commenced with an Inaugural Ceremony by Ms. Aruna Sundararajan IAS on 25th July, 2014. She encouraged the group of students including members of SWSTI and civil service aspirants not to be taken aback by failures as nothing else can strengthen us as we learn from setbacks and move forward. She encouraged the women fraternity to be empowered within to empower others. Be equal to the male counterpart and they are not an enemy rather woman herself when acts against nobody can help us as well.Later in the interactive active session she had a hearty discussion on various topics raised by students. Principal Dr. Prasant felicitated the activities. Avantika and Shobitha Thomas were given best volunteer award for their active involvement and ten of the volunteers were honored for their leadership.

We had a very vibrant session for Fashion Designing by Shalini James conducted by SWASTI 'Know your body Types'. A taste of fashion was instilled in the students through that workshop conducted.

Training on Paper bag and Ornament making by our students in line with Go green policy. Sreepriya of II MA Economics helped conduct the Paper Bag Making Workshop. Over 60 paper bags were made by the students which were later used for various college activities. Jewellery Making Workshop headed by Shobhitha Thomas, III B.Com CA.

In line with the anti breast cancer movement we had a session on 'Dance for a cause' zumba dance training by certified zumba trainer and our alumni Poornima on Dec 2 nd. The Zumba Dance Fitness Training programme by Ms. PoornimaViswanathan witnessed an active involvement of several students from various departments.

An Open Forum was provided to heartians to express their views on different forms of abuse against women as part of 'Remembrance Day'- A Tribute to Nirbhaya which marked the end of the activities for the year 2014.

Report of SWASTI 2013-2014

One Day Orientation to UG Girls

Be Equipped was an orientation for first year UG girls by SWASTI. AgeethaBeegum IPS, Crime branch D Sp of Ernakulum inaugurated and shared some tips on self defense technique. She shared her experience where the defense training helped her to be confident and contributing to society. Famous Gynecologist Dr Grace Thomas took an interactive session on gynec problems of women - Be conscious of your body. Active counselor MsDeepa Thomas answered the queries on mental health- Be contributive-roles and responsibilities of women.

SWASTI's Special program on Communication

SWASTI initiated two sessions dedicated to basics of Communication- 'Communication- A Doorway to Open up'. 150 women students and women faculty members actively participated in these sessions held on 18th and 25th July. Dr. Asha Achy Joseph, Head of the Department, SH School of Communication lead the dialogue on Assertive Communication with presentations including examples of adolescent girls and young women like Talia Joy Castellano, Malala Yusufzai and Nirbhaya.

Training on Self defence

This was a self-defence training given to our UG girls under the auspicious of SWASTI. All the participants mastered the basic techniques while the UG Boys had a session on Personality Development by Junior Chamber international Trainers of JCI Kochi. In this special programme all UG first year girls of our college could master some important techniques to handle an un expected attack. Their feedback on the programme clearly pictured the self

confidence that they clustered from this one day workshop. Thanks to JCI and principal Fr Prasant

#### Prolife Seminar

A prolife seminar on degrading value system was conducted to all final year UG and PG students. The half daylong session was led by famous social worker Ugesh Pulican illustrating the life related topics drug abuse, abortion, divorce, happy married life, healthy food and success in life.

#### Outreach Programme

About 40 students actively took part in the outreach Programme organized only for the girl students of our college to Home of faith, visiting the less privileged class of our society and was inspired to donate generously for them. Later visited terrace craft- a world of terracotta. The creativity of the sculptures and the environment friendly products inspired students to pursue their talents in creative arts.

#### Gift bag making

It is the proud privilege that the Gift Paper Bags that we made were used for giving away the Mementoes of Heartifest 2014. Earlier the training on Paper Bag Making was given by Sreepriya of M A Economics, our past secretary.

#### Interactive Talk on Human rights and women

Was conducted as joint ventures of Economics Add on course. A Lady advocate from High court of Kerala, Adv. Thanuja Roshan George took the half daylong session followed by discussions.

Our regular meetings on Thursday dealt with current social topics which directly affect women and we celebrated International Day of Child and Women, Nirbhaya Day with charts exhibiting in the Portico.

#### Achievements

Our Secretatry Ms Shobitha Thomas won the Miss Excellentia Title at various competitions held at St. Xaviers College Aluva and Ms. Avanthika and Ms. Anu Mathai represented SWASTI at various conferences held in and around Kochi.

#### 2011- 2012

1. The inauguration of the talk series of successful women from different life situations ' My Life-the road taken' was done by hon. Deputy mayor Ms Bhadra B in the college. Councillor Soumini James an alumni of the college was felicitated on the occasion. Women has

the innate talent to adapt to newer life challenges she said. social and political zone is now accessible to women and the right consciousness will strengthen women to take the lead. Rev DrPrsant CMI chaired the session

2. Ms. Pamela Anna Mathew, director OEN interacted with the students, on ' Entrepreneurship and Challenges' and inaugurated the activities of the College Entrepreneurship Development Club-Swastiorganised the program me. She discussed the challenged she faced and the lessons learntfrom her experience as an industrialist. The hard work and determination behind her success changing the turn over of the company from 6 crores to 60 crores giving lively hood to many

3. Prof.Muse Mary, writer, columnist and film critic interacted with students of Literary club and SWASTI on the topic-'keralathintesadachara police'-on increasing atrocities against women.

4.Craft Workshop for the members of SWASTI on 24th September

5. A one day seminar was organised as a combinedventure of NSS, Womens Cell (SWASTI) , AICUF and Entreprenuership club of ourcollege on 'Youth and Governance' . Resource persons were from LYF-Centre forpublicpoicy research.40 selected students attended the prog. Principal rev.Dr. Prasantpalackappilil inaugurated the programme.

6. Paper bag workshop conducted by SWASTI encouraging a 'say no to plastic' campaign and an entreprenurship to the girlstudent in the bag making.we plan to use this skill preparing it and marketingit with the commerce entrepreneureship club and using these for the local use inthecollege.The class was taken by Usha Kamal a professional trainer in Kochi. the bags made by SWASTI were later marketed with the help of Entrpreneureship Club of the college who arranges a 'monthly market exclusively for the student's products.

7. debate and discussion on the current social issue -'Stop! violence against women' organised under the leadership of DrThommachan Xavier and Dr M S Francis

8.Fabric painting Workshop by a Professional trainers from Fevicryl co.

9.On Womens Day video conference with liverpool university students of UK.

10. DrLalitha, Chairperson (Womens wing IMA) and Dr C J John (Psychiatrist, Medical trust) handled separate session for girls and boys of degree first semester students on the topic:'Growing healthy - Body and relationships' which dealt with the healthy relationships between opposite sex and how to tackle the physical maturity with the social concepts.

REPORT OF THE ACTIVITIES OF WOMEN'S CELL FOR THE YEAR 2011-12

1. The activities of Swasti for the academic year 2011-12 was inaugurated by hon. Deputy mayor of Kochi Corporation MsBhadra B on 7th July 2011. Kochi Corporation CouncillorSoumini James an alumni of the college was felicitated on the occasion. Women have the innate talent to adapt to newer life challenges she said. social and political zone is now accessible to women and the right consciousness will strengthen women to take the lead. Rev DrPrsant CMI chaired the session
2. Ms. Pamela Anna Mathew, director OEN on 22nd July 2011 inaugurated the talk series of successful women from different life situations ' My Life-the road taken'. Later she interacted with the students, on ' Entrepreneurship and Challenges'. She discussed the challenges she faced and the lessons learnt from her experience as an industrialist. The hard work and determination behind her success changing the turnover of the company from 6 cores to 60 cores giving lively hood to many.
3. A one day seminar was organised as a combined venture of NSS, Women's Cell (SWASTI), AICUF and Entrepreneurship club of our college on 'Youth and Governance' on 19th August 2011. Resource persons were from LYF-Centre for public policy research. 40 selected students attended the prog. Principal rev. Dr. PrasantPalackappilil inaugurated the programme.
4. Paper bag workshop conducted by SWASTI encouraging a 'say no to plastic' campaign and an entrepreneurship to the girl student in the bag making on 12 th September 2011. We planned to use this skill preparing it and marketing it with the commerce entrepreneurship club and also for the local use in the college. The class was taken by Usha Kamal a professional trainer of Fevicryl Co.
5. Ms. Muse Mary, writer, columnist and film critic interacted with students of Literary club and SWASTI on the topic-'KeralathinteSadachara Police'-on increasing atrocities against women on September 17th 2011.
6. Craft Workshop for the members of SWASTI on 24th Sept. 2011. The items prepared by the student marketed in the ED Club market organized later in the college.
7. Debate and discussion on the current social issue -'Stop! violence against women' organised to voice the protest against the brutalities faced by girl children.
8. An awareness program me on value of life-a Pro Life Seminar on 3rd Jan 2012 for the III year Degree students. A socially committed group 'We for Life' conducted this programme, on the topic- 'Value of Life and Threats to Life'. Mr. UgeshPulican was the resource person.

9. A talk on 'safety places for women' for the lady faculty was conducted on 17th February 2012. Dr. Neena Joseph, Professor, Institute of Management in Government lead the session for the Lady faculty and a team of faculty interacted with the girl students as a part of their gender audit.

10. As part of shouldering the awareness of various cancers among the students a seminar on 'Breast cancer Awareness-its causes, early detection and treatment' was organized jointly with the Zoology Association on 22nd Feb. 2012. Dr K Chitrathara, Head, Dept. of Oncology Welcare Hospital Kochi was the resource person.

#### REPORT OF THE ACTIVITIES OF WOMEN'S CELL FOR THE YEAR 2012-13

SWASTI is Sacred Heart Women's Association for Service Truth and Integration, a 'Penkootayma,' for inculcating Leadership Qualities, Communication and Interpersonal skills, Confidence and Integrity in girls students of our college.

In association with various Forums and Talent Clubs of the college SWASTI focuses on the overall development of the college. Principal Fr PrasantPalackappillil gives immense support. DrJinu George and Mrs.Achama Cherian are the Co ordinators and Ms.AnsaBabu acts as student co ordinator.

1. The activities of Swasti for the academic year 2012-13 was inaugurated by Mrs.SheelaKochousep, Managing Director, V Star Creations (an internationally renowned brand in various fields) in July 2012. She shared her experience as an entrepreneur and the challenging decisions she took during her growing stage from an ordinary house wife to the leader in her industry.

2. Ms. ParveenHafeez,Managing Director, Sun Rise Hospital, Kakkanad, Dubai shared her experience on 19th July 2012 in the talk series of successful women from different life situations ' My Life-the road taken'. Later she interacted with the students, on ' LEADERSHIP SKILLS'. She discussed the challenges she faced and the lessons learnt from her experience as an industrialist. The hard work and determination behind her success changing the turnover of the company from 60 bedded hospital to this far giving lively hood to many.

3. In guidance of the Fevicryl Co. resource persons Fabric cum Glass painting workshop was organized on 15th August 2012. The students were already trained in Paper Bag Making which they took up as an income generating means as well as a campaign against the over use of plastic. They designed and manufactured paper bags for Momentos of the college and presents to the Chief Guests of various Programes. The class was taken by Usha Kamal a professional trainer of Fevicryl Co.

4. Training on Self Defence Technique was organized in association with the Physical Education Department in the view of equipping our girl students against physical attacks.

5. A Protesting March against the Delhi Gang rape was organized along with the college Union
6. SWASTI members actively volunteered in receiving DrKalam for the Chavara Award Ceremony and during the College Annual Program me, Hearty Fest 2013.
7. Women's Day was celebrated on the theme 'Gender Sensitization' in association with National Rural Health Mission, Govt. of Kerala. A renowned social activist and Chairperson of Cultural Peace Academy Ms. Beena Sebastian was the Chief guest.
8. SWASTI arranged a cubicle depicting its activity during the NAAC Visit on 3rd Feb 2013

July 13, 2013

Be Equipped was an orientation for first year UG girls by SWASTI

AgeethaBeegum IPS inaugurated and shared some tips on self-defence technique. She was a very shy person and her aspirations led her way to become the first Muslim IPS from Tamil Nadu. She shared her experience where the defence training helped her to be confident and contributing to society. She encouraged girls to avoid unlighted places un accompanied and flashy ornaments.

How to give a glare to bad strangers and how to act intelligently on sudden attacks, the technique of screeching to attract attention as well.

She told girls to wear a confident look and think about risky situations they may be thrown into at any times and act accordingly.

Dr Grace Thomas on Be conscious of your body

MsDeepa Thomas on Be contributive-roles and responsibilities of Women