

NAAC
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Documents



THUNCHAN MEMORIAL GOVT. COLLEGE, TIRUR

Vakkad P.O., Malappuram (Dist), Kerala
India-676502, Ph: +91 494 2630027

Email: tmgctirur@gmail.com, Web: www.tmgctirur.ac.in

Criterion 7

Institutional Values and Social Responsibilities

7.1.1



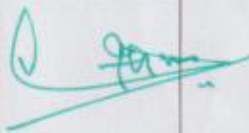
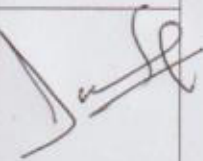
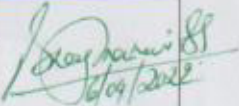
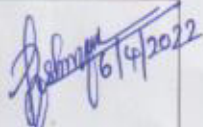

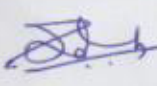
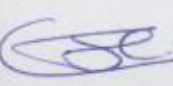
Gender Audit Report

**Gender Audit Report
2021-2022**



**Thunchan Memorial Govt. College
Vakkad P.O., Malappuram Dist. Kerala,
India PIN-676502
Phone (Office) +91 494 2630027 Phone (Principal)+91 494 2632130 Email:
tmgetirur@gmail.com
(Affiliated to University of Calicut)**

Audit Assessment Team

Sl.No.	Name and Designation	In charge	Signature
1	Dr. Ajith-M.S Principal in charge	Chairman	
2.	Dr. Abdul Jaleel.T Assistant Professor	IQAC Coordinator & Member.	
3.	Dr. Swapnani.S.S Assistant Professor & Director Sociology School Thunchath Ezhuthachan Malayalam University, Tirunelveli	Chairperson of the External Audit Committee	
4	Dr. Roshai Swapna. P. Assistant Professor & Director School of Literature Studies Thunchath, Ezhuthachan Malayalam University, Tirunelveli	External Member	
5	Dr. Subha K. Assistant Professor School of Literature Studies Thunchath Ezhuthachan Malayalam University, Tirunelveli	External Member	
6.	Dr. Sanjayak Associate Professor Dept of Hindi T.M.Govt. College, Tirunelveli	Member	
7.	Jayasree. K. Assistant professor Dpt. of physics. T.M. Govt College Tirunelveli	member.	

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Concept

Gender equity is the process of being fair to men and women, boys and girls and importantly the equality of outcomes and results. To ensure fairness measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a mean; equality is the result.

(UNESCO gender mainstreaming implementation framework 2003)

Overview of the Institution:

Vision:

To be an institution that strives for excellence in higher education, to create a just and vibrant society through the development and promotion of knowledge upholding the values envisaged by Thunchath Ezhuthachan, the father of modern Malayalam.

Mission:

We endeavour to facilitate the creation and promotion of socially relevant education, towards creation of a society that is sensitive to human rights, ecology, environment and sustainable development.

The college was set up in the year 1980 and supported the student community a long way in their pursuit of dreaming the hike of the sky in acquiring knowledge. The Institute has a standing of about 43 years, dedicated and glorious service to the cause of higher education in one of the most socially and economically backward area, Vettom Panchayath of the District of Malappuram, Kerala. The establishment of the College owes to the keen desire of a group of people of this area, since the establishment of a centre for higher education in this area was the need for the economic empowerment of all socially marginalized groups who had so far been deprived of their right to education and employment. The college website expresses a desire to work for creating a breed of qualified, innovative and dynamic professionals for different sect of the society, industry, for self-employment, for academic & research institutions. Thunchan Memorial Government College, Tirur was started as a junior college with Pre-Degree course in the year 1980 and has maintained its affiliation with the University of Calicut for more than 42 years since its inception. The enrolment over the years reveals that the college has made substantial contribution for the education of women, especially girls from educationally and socially backward and minority communities. The college was upgraded into a Degree College in the year 1991, into P.G. College in the year 1995 by introducing M.Sc. Mathematics and now looks forward in establishing research centres. Admissions to the Under-Graduate and post graduate courses are purely based on merit as per the criteria suggested by the affiliated University time to time. At present College has eleven academic departments and two skill acquisition centres supported

by the several service centres like LAN lab, INFLIB Net, Audio Visual Lab, Language labs and Central Library. The college offers six Under-Graduate programmes in different subjects viz Mathematics, Physics, Commerce, Arabic and Malayalam and four Post-Graduate courses, viz Mathematics, Commerce, Arabic and Malayalam. Apart from academic activities, the co-curricular activities, sports, cultural and social- service activities seem to be a significant part in the life of the students.

Courses offered.

The institutes offer various undergraduate programs and 3 Post graduate programs under the affiliation of University of Calicut. At present institution also offer several addon courses and certificate courses along with the university affiliated programmes.

Details of UG & PG Programmes

SL NO	PROGRAMMES	UG/PG
1	M.A. ARABIC LANGUAGE & LITERATURE	POST GRADUATE PROGRAMME
2	M.A. MALAYALAM LANGUAGE & LITERATURE	
3	M.COM. (FINANCE)	
4	M.SC. MATHEMATICS	
5	INTEGRATED M.A. ENGLISH & MEDIA STUDIES	
6	B.A. ARABIC LANGUAGE & LITERATURE	UNDER GRADUATE PROGRAMME
7	B.A. MALAYALAM LANGUAGE & LITERATURE	
8	B.COM. (CO-OPERATION)	
9	B.SC. MATHEMATICS	
10	B.SC. PHYSICS	

CERTIFICATE

This is to certify that a "Gender Audit" for **Thunchan Memorial Govt. College Vakkad P.O, Malappuram Dist. Kerala, India PIN-676502** has been conducted to assess the efforts of the college and the effectiveness in fostering gender equity among its students and staff members.

Chairperson of the

External Audit Committee

[Handwritten Signature]
6/14/2022

Director
School of Sociology
Thunchath Ezhuthachan Malayalam University
Tirur, Malappuram - 676 502

Members (External)
Gender Audit

[Handwritten Signature]
6/14/2022

Director
School of Literature Studies
Thunchath Ezhuthachan Malayalam University
Tirur, Malappuram - 676 502

Member (external)

Dr. Subha.K.
Assistant professor,
School of literature
& studies,
Thunchath ezhuthachan
malayalam university,



The Evaluation Period:

The evaluation period under the audit is from the academic year 2019-20 to 2021-22.

General Objectives:

These are the general objectives for which a gender audit is being conducted.

- To enhance and maintain the availability and accessibility of the facilities and amenities that cater to the specific needs of women students and staff.
- To strengthen and improve the effectiveness of gender specific cells and committees in promoting gender equity and addressing incident of sexual harassments and student's misconduct.
- To evaluate and optimize the implementation of financial support initiatives to ensure women students receiving necessary aid.
- To foster an inclusive environment that provide equal opportunities for all students to continuously engage in co-curricular and curricular activities enhancing their personal growth and development.
- To effectively transact gender sensitive content in classrooms by integrating it to the curriculum in order to sensitize students on gender rights and promote critical thinking about gender equality and inclusivity.

While conducting an audit the team has set specific objectives based on our general objectives focusing on the relevant points, they deemed imperative to be assessed. Those audit objectives are given below.

Report

Gender Equity is a critical aspect of achieving gender equality ensuring justice, opportunity and the impartial treatment for all genders. Educational institutions play a major role in creating an inclusive environment that promotes gender equity and women empowerment. Thunchan Memorial Government College is one such institution, situated in the coastal belt of Malappuram district in Kerala has initiated various activities to create a supportive and empowering atmosphere for its predominantly female body. The college has invested several facilities and amenities, adequate washrooms, incinerators, dustbins, amenity centre, and the canteen cater to the specific needs of women students and the staff. The availability of counselling services helps improving the mental health and providing a support system to the women community. Ladies hostel and staff quarters ensure safe accommodation for the resident scholars and the staff.

Various committees, cells and forums established in the college address gender related issues

and work hard to achieve gender equality. The Women Cell plays a crucial role in organizing awareness programmes in the campus by conducting workshops, campaigns and discussions. Those discussions challenge the existing gender norms and promote inclusivity. The college has established efficient bodies such as ICC and Women's Grievance Redressal Cell, diligently address any incidents of sexual harassment and misconduct, ensuring a safe and secure campus for all. The curriculum activities in the college strives to achieve gender equity by incorporating gender sensitivity content. Mandatory courses such as common courses and audit courses include chapters that encourage critical thinking about gender issues and advocate for gender equality. The student body is got enlightened regarding gender rights and perspectives.

Financial aid is an important aspect for ensuring equal opportunities for students of all genders to pursue their educational aspirations. The college is committed to ensure that the necessary financial aids provided through Central and State Government grants and scholarships are given on time for the student community.

The participation in activities organized by NCC and NSS is opened to every student. The selection process to get accepted in these schemes is appear to be transparent and barrier free. This inclusive approach may give have equal opportunity to all students to engage in co-curricular and curricular endeavours initiated by the institution. In short, the college may lead a pathway towards a more equitable and progressive society. While gender equality remains a lofty goal the initiatives taken by the college appears to be contributed to the personal growth and success of their students by nurturing an atmosphere of respect, understanding and the empowerment. As the institution claims to create a just and vibrant society by promoting human rights and sustainable development, we are obliged to evaluate the effectiveness and efficiency of the mechanisms, methodologies and infrastructures which in turn will serve us as parameters in promoting gender equity and social justice. The gender audits are being conducted in order to ensure the benefits of continuous evaluation and recommendations out of it.

Detailed Audit Objectives:

- To assess the efforts of the college and the effectiveness in fostering gender equity among its students and staff members.
- To evaluate the availability and accessibility of washrooms, amenity centre, canteen and the counselling services for women students and women staff.
- To check the adequacy and safety of staff quarters and the ladies hostel for resident scholars.

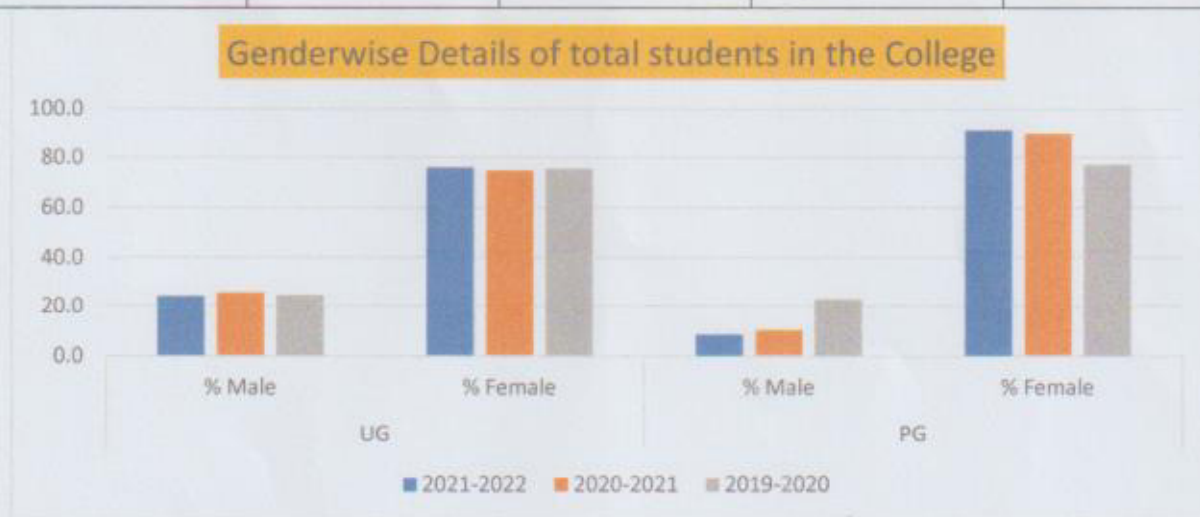
- To evaluate the activities such as awareness programmes, classes, and campaigns organized by the women cell to promote gender equity and women empowerment within the college.
- To assess the effectiveness of Women Grievance Redressal Cell and ICC in addressing incidents of sexual harassment and misconduct.
- To examine the gender sensitive content of mandatory courses such as common courses and audit courses.
- To assess the implementation of Central and State scholarships for women students.
- To review the policies and the practices of equal opportunities cell to ensure inclusiveness.
- To examine the accessibility and the engagement levels of women students in activities organized by National Service Scheme (NSS) and National Cadet Corps (NCC).

Evaluation and findings:

The statistical data of the college community- Gender wise analysis and findings

Gender wise Details of total students in the college

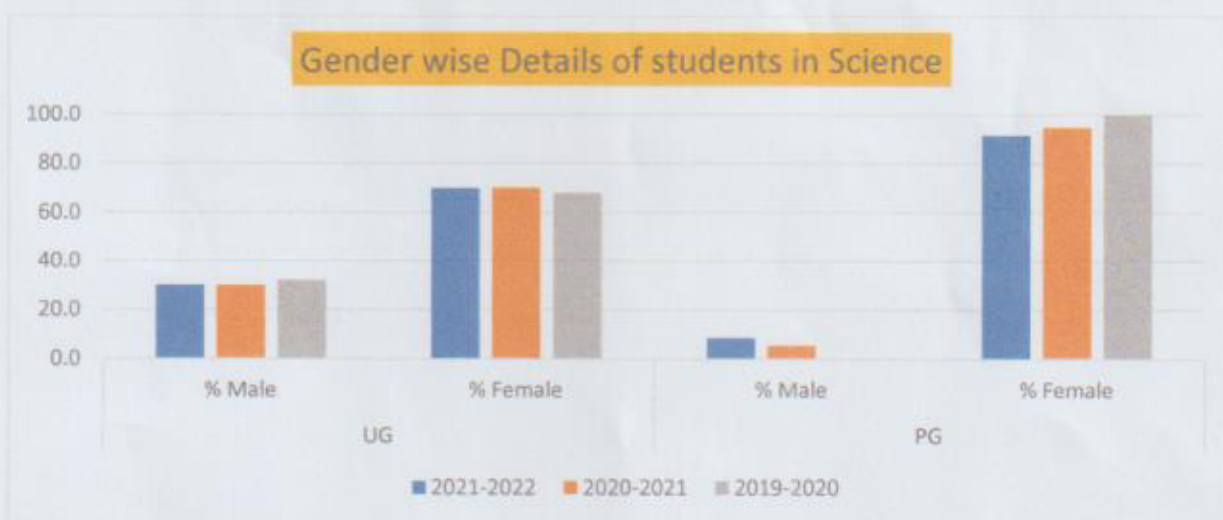
Total students	UG		PG	
Year	% Male	% Female	% Male	% Female
2021-2022	24.0	76.0	8.7	91.3
2020-2021	25.4	74.6	10.4	89.6
2019-2020	24.5	75.5	22.8	77.2



Both in UG and PG the number of men students are lesser than women students. From 2019 onwards the number of women students in PG increases while the number of men students decreases. In UG for the academic year 2020-21, there is slight increase in the number of men students.

Gender wise details of students in Science

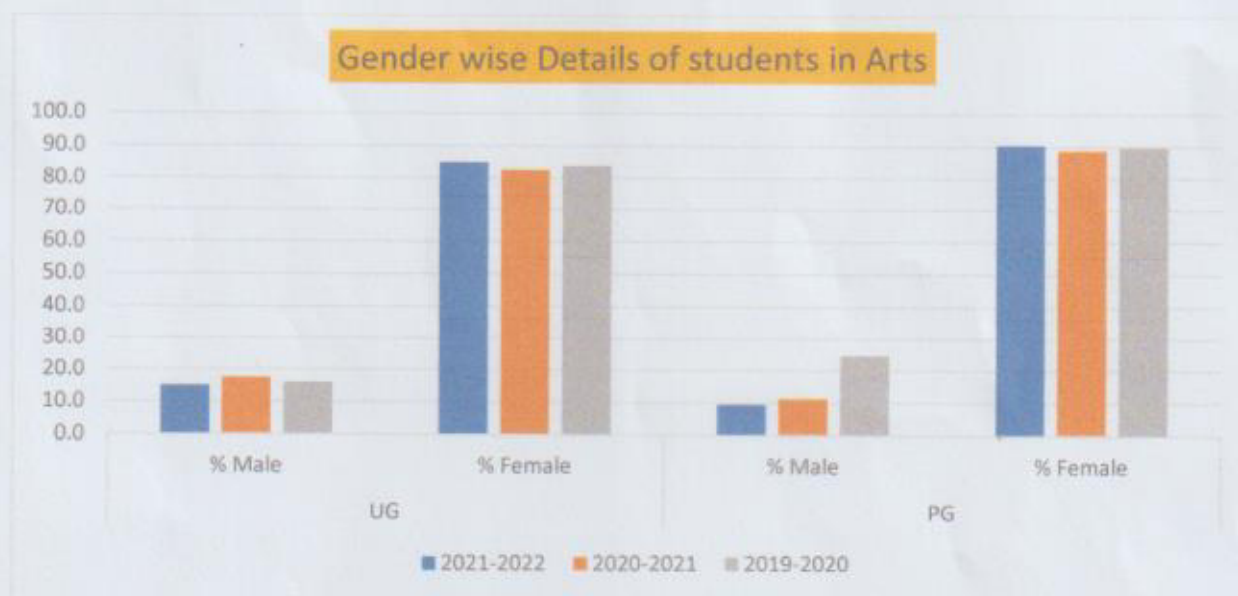
Science	UG		PG	
Year	% Male	% Female	% Male	% Female
2021-2022	30.0	70.0	8.6	91.4
2020-2021	29.8	70.2	5.4	94.6
2019-2020	31.9	68.1	0.0	100.0



In Science stream during the evaluation period there is no notable change that occur in the pattern which is already seen in the previous graph although there may be a slight change as the academic year proceeds. In comparison with previous year 2019 & 2020 the academic year 2021-22, see a slight increase of women students pursuing science. On the other hand, the men students pursuing science show slight decrease in number over the same time period. In PG there is a gradual increase in number when it comes to men students while the number of women students perusing PG decreases over the period from 2019-20 to 2021-22.

Gender wise details of students in Arts

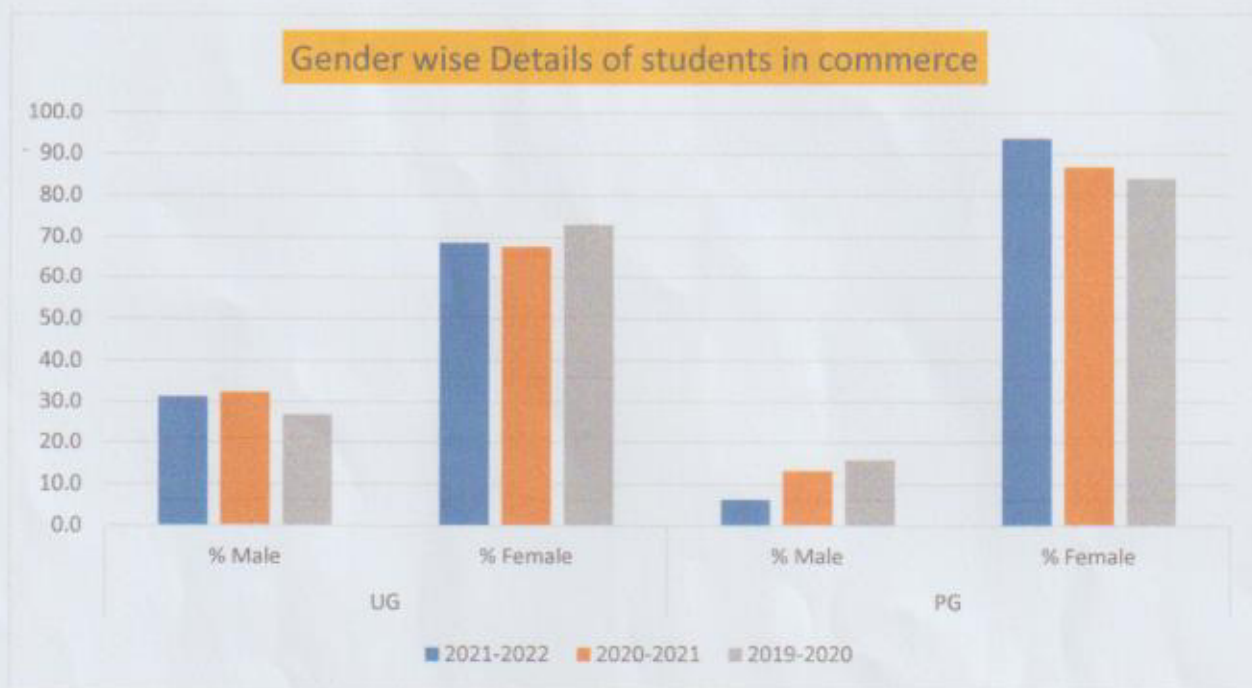
Arts	UG		PG	
	% Male	% Female	% Male	% Female
2021-2022	15.0	85.0	9.5	90.5
2020-2021	17.4	82.6	11.2	88.8
2019-2020	16	84	24.6	89.9



Students pursuing UG in Arts shows similar tendencies. Men students over the period from 2019- 20 to 2021-22 decreases although there is a slight increase of 2.4 percentage during the pandemic. Women students as expected shown increase in numbers. Number of Men students pursuing PG shown a notable decrease over the years from 2019-20 to 2021-22. On the other hand, the women students pursuing PG slightly increases over the years as it is really clear from the graph.

Gender wise Details of total students in commerce

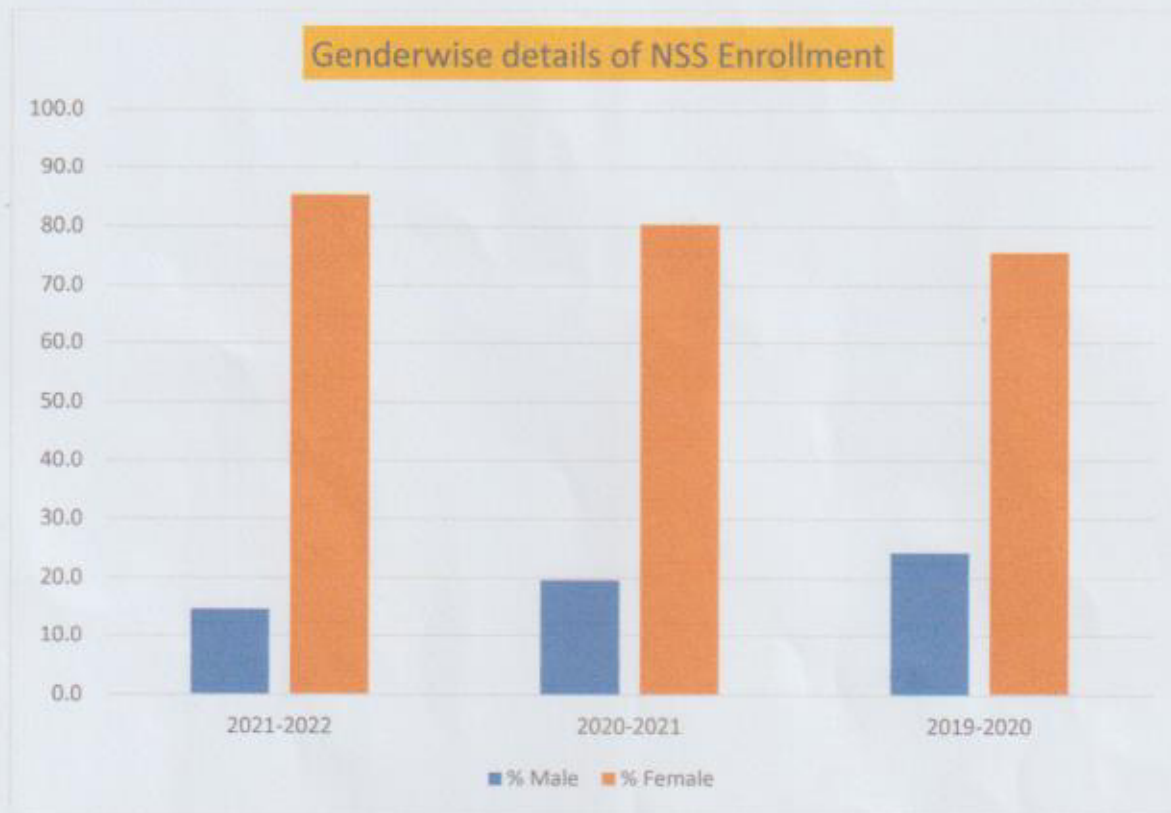
Commerce	UG		PG	
	% Male	% Female	% Male	% Female
2021-2022	31.3	68.7	6.3	93.8
2020-2021	32.4	67.6	13.2	86.8
2019-2020	26.8	73.2	15.8	84.2



Women students pursuing commerce over the year 2019-20 to 2020-21 show a drop in 6 percentage. Though there is a slight increase after the pandemic as there was one percentage of increase in 2021. Men Students are shown more interested over the years as one can see from the graph their number increases 4 percentage in 2019 compare to 2020 and then there's a slight decrease of almost one percent in 2021. Women students pursuing PG increases over the period from 2019 to 2021. Men students on the other hand shows gradual decrease over the given period.

Gender wise details of NSS Enrollment

Year	Male	Female	Total	% Male	% Female
2021-2022	17	99	116	14.7	85.3
2020-2021	23	94	117	19.7	80.3
2019-2020	29	90	119	24.4	75.6

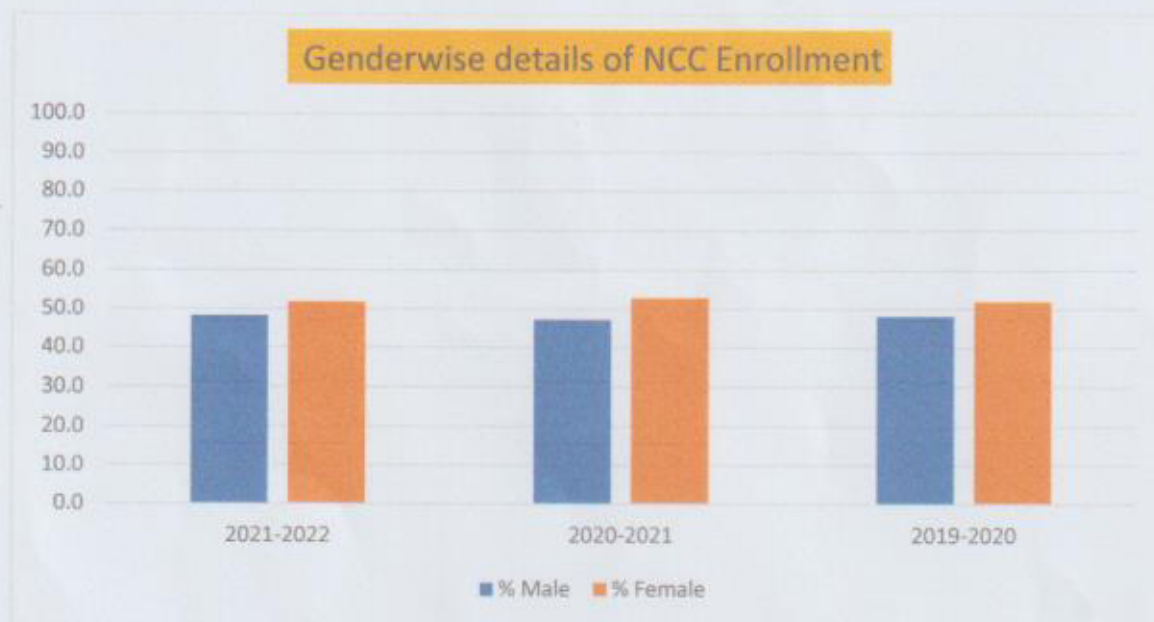


Women students enrolling and participating in NSS increase over the given period while men students enrollment and participation decreases over the same period

Gender wise details of NCC Enrollment

Year	Male	Female	Total	% Male	% Female
2021-2022	27	29	56	48.2	51.8
2020-2021	25	28	53	47.2	52.8
2019-2020	26	28	54	48.1	51.9

Although there may be slight difference in calculating the percentage. Overall, the statistics indicates what appears to be the closest to gender equity and equal opportunity.

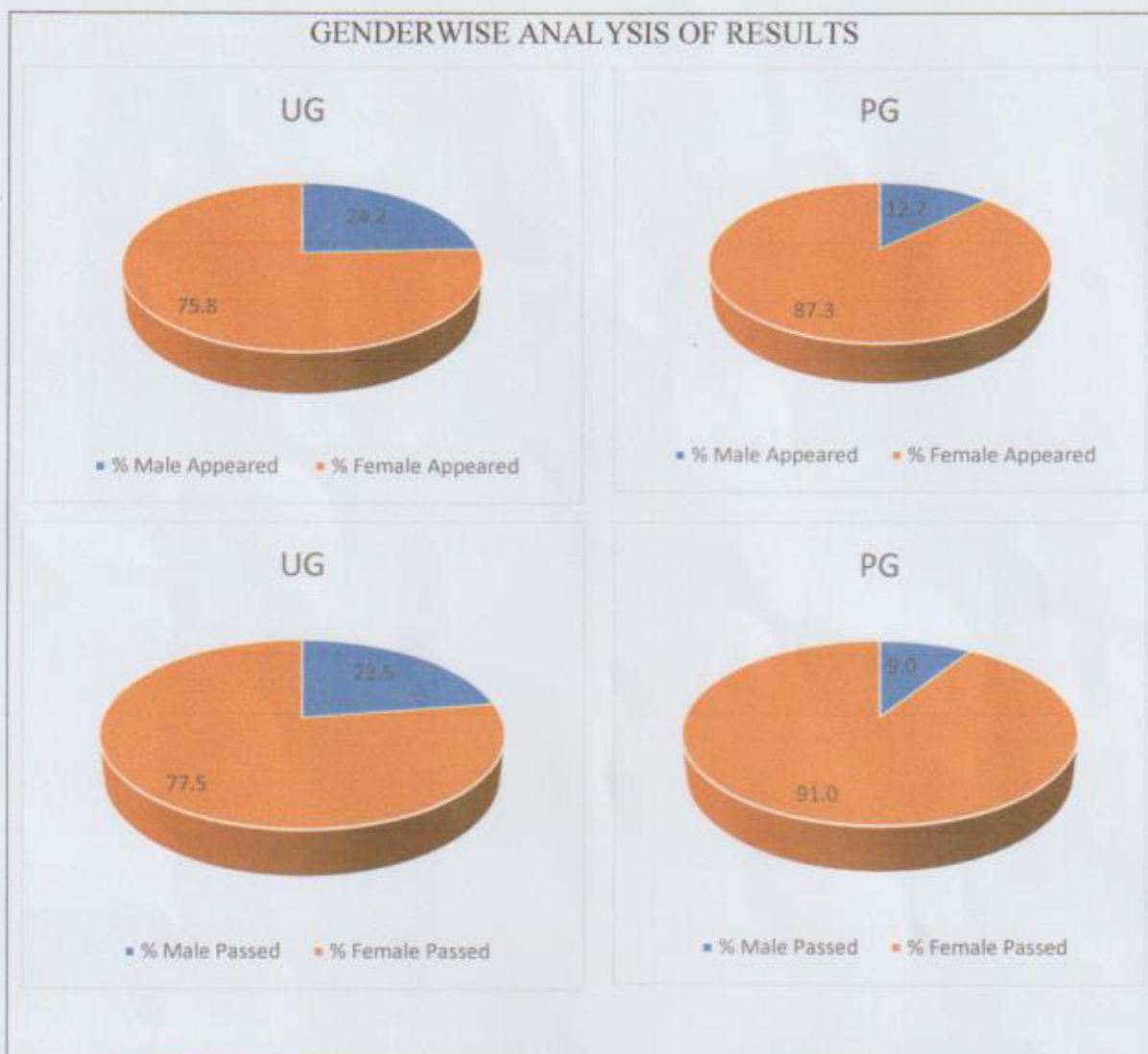


Gender wise Analysis of Results

The chart reflects the increased number of women students perusing and successfully finishing their education all the while men students are appears to be less oriented towards traditional education as their participation itself is not comparable that to woman. To prove this point there is a sample result analysis of 2021-22 batch given below where one can extract similar conclusion by observing the data

	Total students Appeared for the Examination	Total students Appeared		Total students passed in the examination		Total students passed in the examination		% Male Passed	% Female Passed	
		Male	Female	Male	Female	Male	Female			
2021-2022	198	48	150	24.2	75.8	178	40	138	22.5	77.5
UG	198	48	150	24.2	75.8	178	40	138	22.5	77.5
PG	79	10	69	12.7	87.3	67	6	61	9.0	91.0

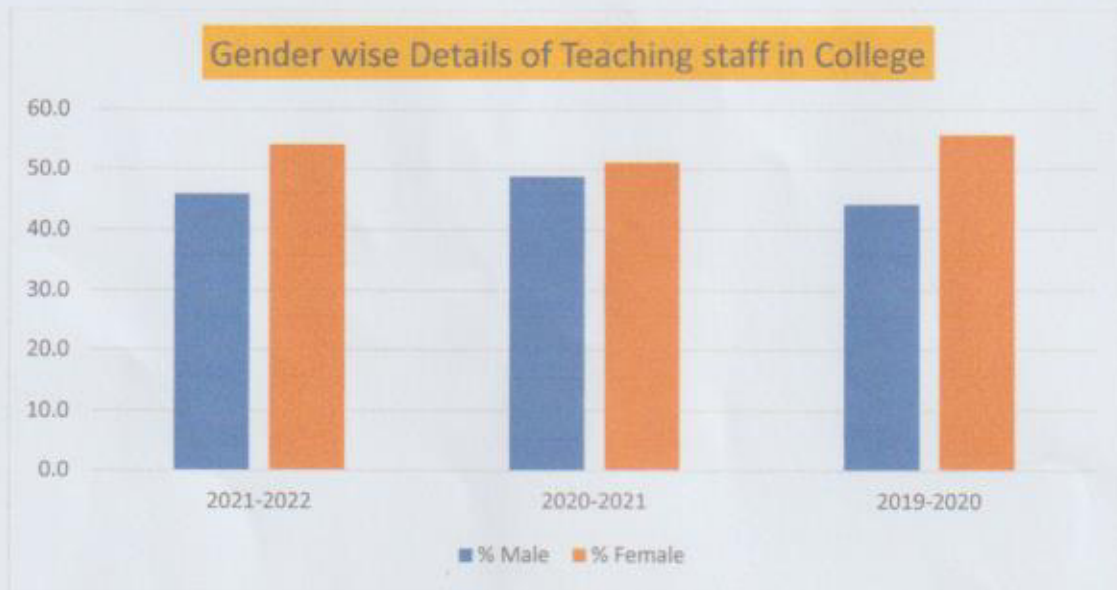
GENDERWISE ANALYSIS OF RESULTS



Gender wise Details of Teaching staff in College

Teaching staff	% Male	% Female	Male	Female	Total
2021-2022	45.8	54.2	22	26	48
2020-2021	48.8	51.2	21	22	43
2019-2020	44.2	55.8	23	29	52

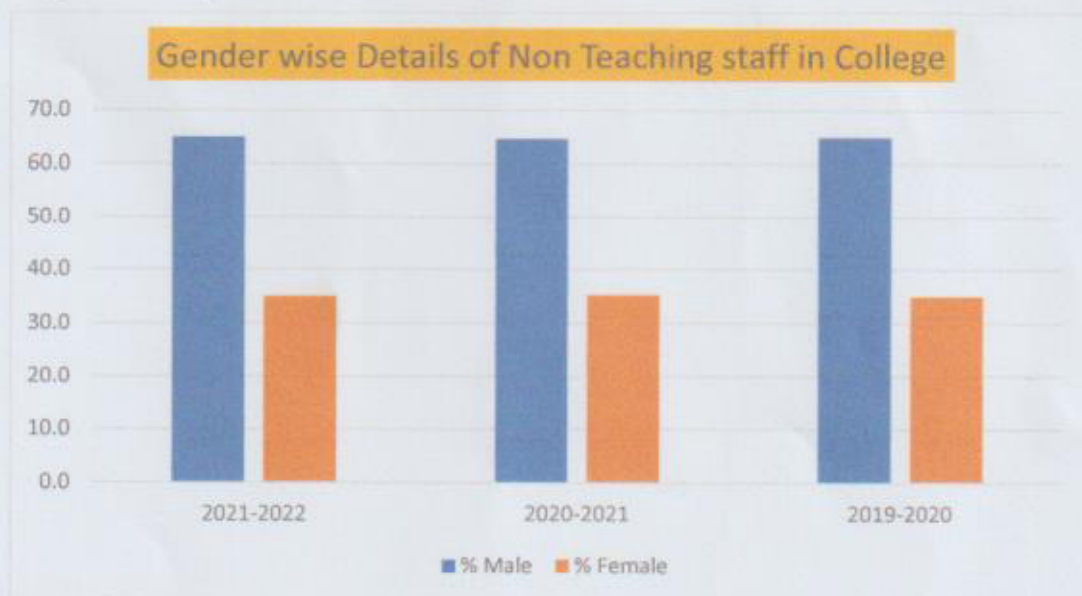
When it come to the teaching staff of the college there is not a specific pattern to be followed as it goes in a zigzag manner as the diagram says.



Gender wise Details of Non-Teaching staff in College

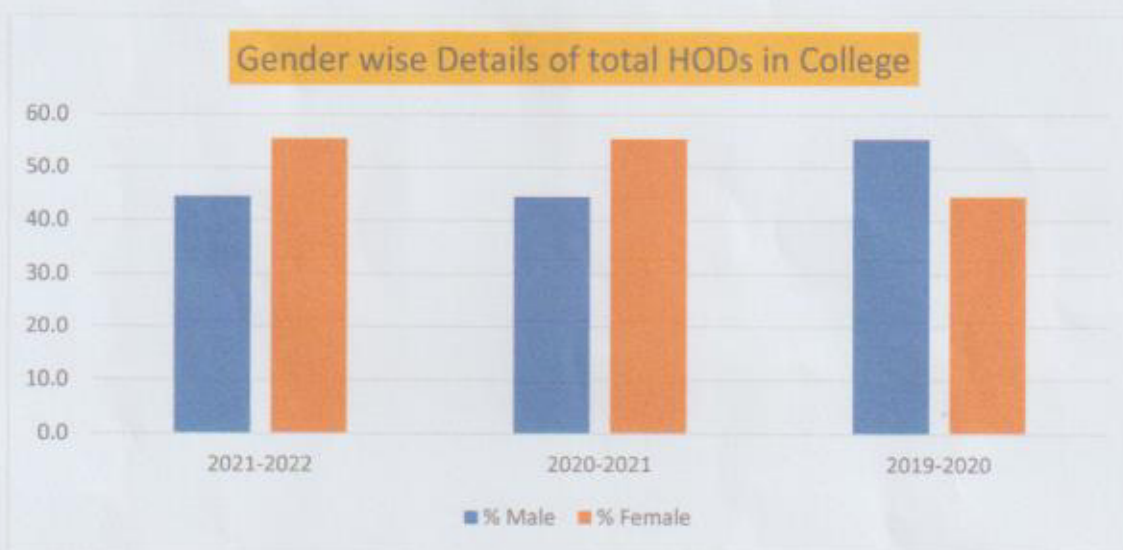
Non-Teaching staff	% Male	% Female	Male	Female	Total
2021-2022	65.0	35.0	13	7	20
2020-2021	64.7	35.3	11	6	17
2019-2020	65.0	35.0	13	7	20

When it comes to non-teaching staff there is a clear majority as the number of men staff is higher in comparison with women staff.



Gender wise Details of total H.O.D s in the College

H.O. D	% Male	% Female	Male	Female	Total
2021-2022	44.4	55.6	4	5	9
2020-2021	44.4	55.6	4	5	9
2019-2020	55.6	44.4	5	4	9



HoDs in the departments shows a zigzag pattern as the external factors such staff transfers and appointment details and even the service rules play crucial role in deciding the Head of the Departments in a government institution.

Recommendations based on the evaluation

Encourage men's participation in science: Since there has been a slight decrease in the number of men pursuing science, it would be beneficial to implement initiatives that promote and encourage men's participation in science fields. This could include awareness campaigns, mentorship programs, and scholarships specifically targeting men.

Promote women's participation in PG programs: As the number of women pursuing PG programs has shown a decrease over the years, it is important to create an inclusive and supportive environment for women to pursue higher education. This can be done by providing scholarships, mentorship programs, and promoting the achievements and success stories of women in PG programs.

Address the decrease in men pursuing UG in Arts: Since there has been a decrease in the number of men pursuing UG in Arts, efforts should be made to understand the underlying reasons for this trend. This could involve conducting surveys or studies to identify any barriers or challenges that men might be facing in pursuing arts education. Based on the findings, appropriate interventions can be implemented to attract more men to the field of arts.

Support men's enrollment in PG programs: Given the notable decrease in the number of men pursuing PG programs, it would be beneficial to identify the factors contributing to this trend. Creating a supportive environment, providing financial assistance, and offering career guidance for men interested in PG education can help reverse this decline.

Promote gender equity in commerce education: Since women students pursuing commerce have shown a drop in percentage, efforts should be made to address any existing gender disparities and provide equal opportunities for both men and women in commerce education. Encouraging women's participation through mentorship, scholarships, and awareness campaigns can help bridge this gap.

Encourage men's participation in NSS and NCC: As men's enrollment and participation in NSS and NCC have shown a decrease over the given period, initiatives should be undertaken to engage more men in these extracurricular activities. Promoting the benefits of NSS and NCC, organizing special events, and highlighting success stories can help generate interest and increase men's participation.

Promote gender diversity in teaching staff: Since there is no specific pattern observed in the gender distribution of teaching staff, efforts should be made to ensure gender diversity in hiring and promotion processes. Implementing policies that promote equal opportunity and inclusivity in the recruitment and professional growth of teaching staff can help create a more balanced workforce.

Address gender imbalance in non-teaching staff: Since the number of men in non-teaching staff is higher than women, steps should be taken to address this gender imbalance. It is important to ensure equal opportunities for women in non-teaching roles through fair recruitment practices, training programs, and policies that support work-life balance.

Ensure transparency and fairness in HoD appointments: Since the appointment of HoDs shows a zigzag pattern influenced by external factors, it is crucial to establish transparent and fair processes for selecting department heads. Clear guidelines, criteria, and performance-based evaluations should be in place to ensure that the selection of HoDs is based on merit rather than external factors.

Findings based on the audit:

1. The availability and accessibility of amenities such as washrooms, canteen, counselling services etc. for the women students and staff are satisfactory.
2. The existing staff quarters and ladies hostel provide safe accommodation for the resident scholars.
3. The awareness programmes and campaigns organized by women cell shows adequate success rate, the issues and topics raised through this programmes shows effectiveness in promoting gender equity and women empowerment in the campus.
4. The integration of gender sensitive content in the mandatory courses such as common courses and audit courses is effective in gender sensitization process and the content also ensure critical thinking about gender equality and inclusivity.
5. The availability of Government grants and scholarships in the college for women students and students from other weaker section are able to alleviate the financial burden and support their educational aspirations.
6. The practices and the policies implemented by the college ensure equal opportunities for all students regardless of gender to participate in academic and non-academic activities.
7. The accessibility and participation of women students in NSS.
8. The accessibility and participation of women students in NCC.

Suggestions and recommendations:

1. Regularly monitor and evaluate the effectiveness of initiatives through surveys and performance indicators.
2. Use the feedback to refine the existing policies, programmes and practices to ensure progress in fostering gender equity.
3. Promote gender neutral language and make it a practice of the college in order to create an inclusive and welcoming environment for everyone.

4. Expand the participation level of women students in all academic and non-academic activities to further the assessment methods to identify the barriers they may face.
5. Explore the possibilities of additional funding and scholarships specifically supporting women students.
6. Regularly evaluate the implementation process of financial support initiatives to ensure timely disbursement of funds
7. Collaborate the faculty members and experts in the field to continuously improve the quality and relevance of gender related content in the curriculum.
8. Regularly review and update the gender sensitive syllabus and encourage students' participation in discussion, debates and projects related to gender equity and inclusivity.
9. Expand the ladies hostel and seek funding for the construction of a boys hostel in the campus.
10. Conduct periodical assessment on the infrastructure and its effectiveness so that additional maintenance could be done on time.

ANNEXURE

Photo Gallery

Legal Literacy Class for women



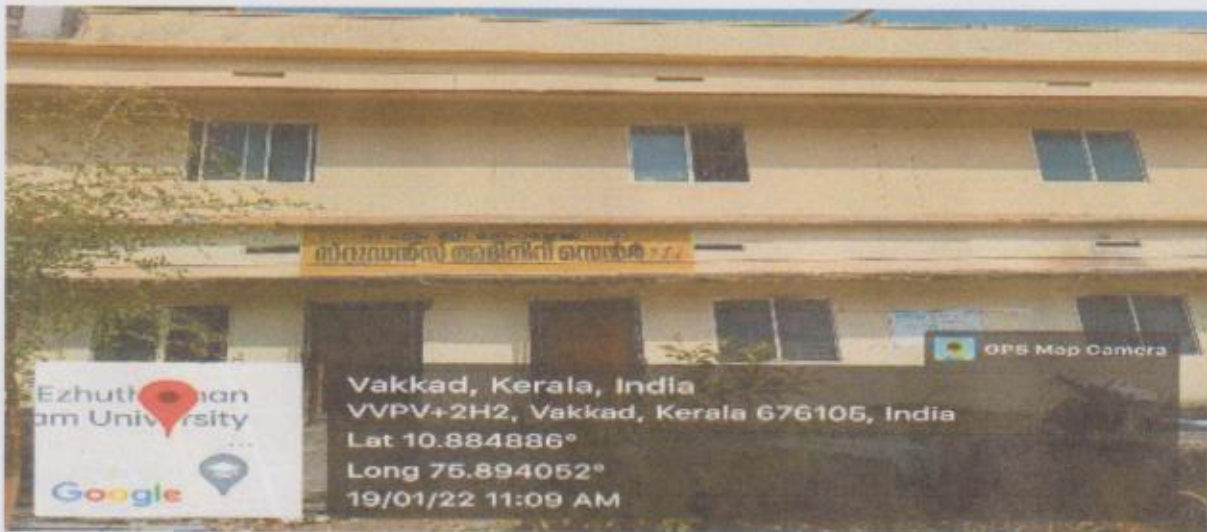
Distribution of Guide Book on Laws relating to women



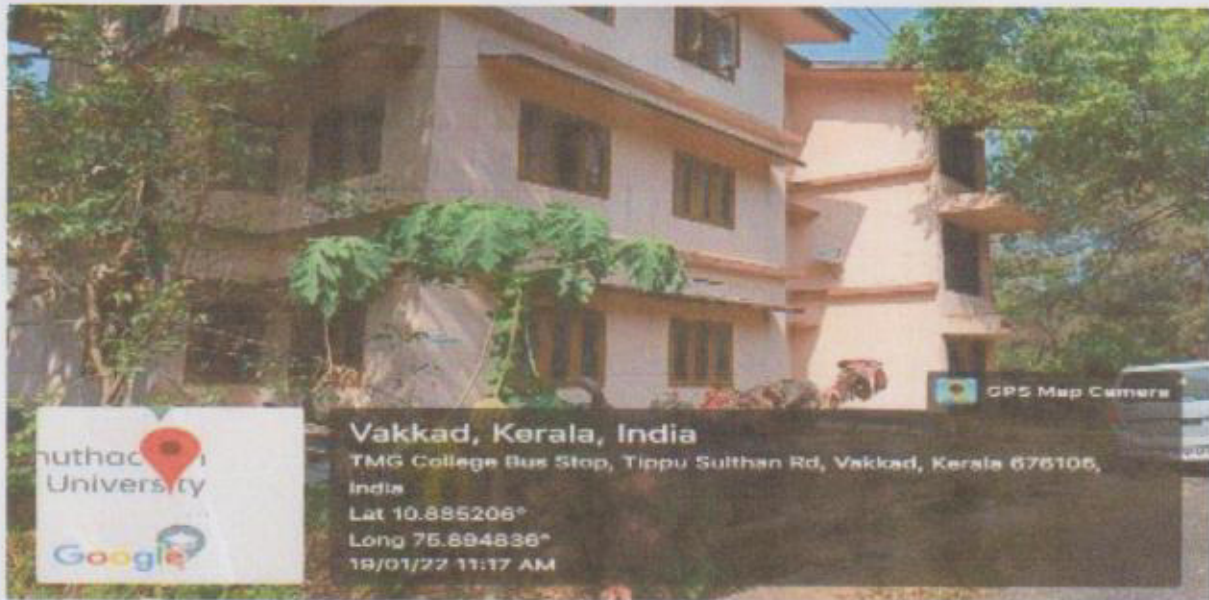
Self-defence training session



AMENITY CENTRE



LADIES HOSTEL



WOMEN RUGBY TEAM

