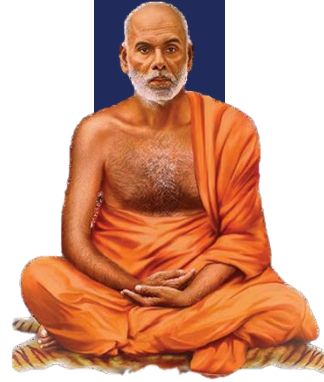




**SREE NARAYANA COLLEGE FOR
WOMEN**
KOLLAM, KERALA- 691 001



**7.1.1 GENDER AUDIT/GENDER SENSITISATION ACTION
PLAN**





SREE NARAYANA COLLEGE FOR WOMEN

KOLLAM, KERALA- 691 001

Dr. S. JISHA
M.Sc., MPhil, Ph.D.
Principal
Mob: 9895066054
Email: jishasooriya@gmail.com

Managed by the Sree Narayana Trusts, Kollam
NAAC accredited with B+Grade
Affiliated to the University of Kerala
e-mail : sncollegeforwomen@gmail.com
Website: www.sncwkollam.org
Office: 0474 2745644

Established in 1951

PL/1262/25

Declaration by the Principal

This document contains Gender Audit during the academic year 2023-24.

PRINCIPAL
Sree Narayana College For Women
Kollam- 691 001

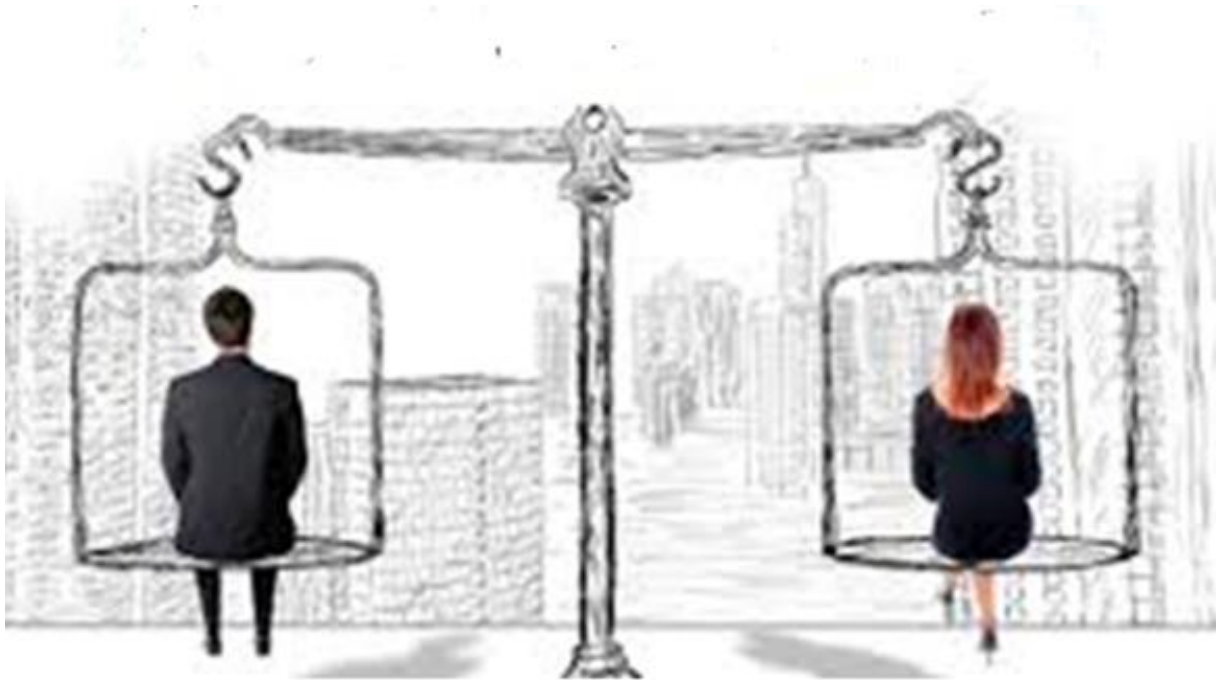




**SREE NARAYANA COLLEGE FOR WOMEN
KOLLAM**

2023-2024

GENDER SENSITISATION



GENDER SENSITISATION

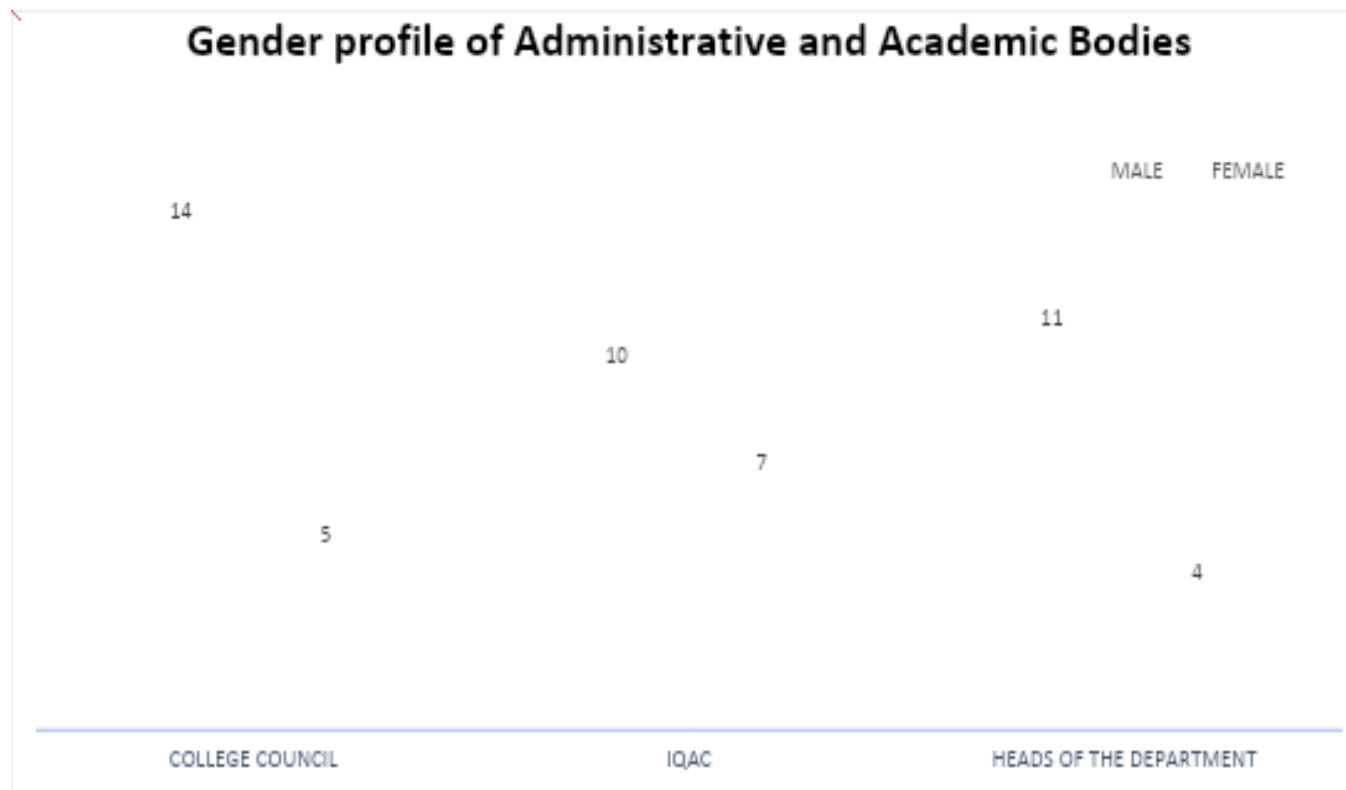
Gender Sensitisation aims to educate students about gender-related issues, focusing on the harmful effects of stereotypes and the importance of challenging traditional gender roles and inspire creating women to step forward, break barriers, and take leadership roles in various fields, empowering them to become successful in both personal and professional spheres. It promotes gender equality by addressing discrimination and opportunities for women to excel in all areas of life and encourages students to challenge societal norms and expectations, promoting a mindset that values individuals for their abilities and potential, regardless of gender.

The first part of the gender sensitisation report includes gender audit. Since ours is a woman only college and no student belong to the Queer category is enrolled the gender audit of the students is adjudged to be left out. The following pages detail the gender audit of the teaching and the administrative staff with the help of tables and charts.

GENDER AUDIT 2023-24

1. OVERALL GENDER PROFILE OF ADMINISTRATIVE AND ACADEMIC BODIES

SI No	SECTOR	TOTAL	MALE	FEMALE	FEMALE%
1	COLLEGE COUNCIL	19	5	14	74%
2	IQAC	17	7	10	59%
3	HEADS OF THE DEPARTMENT	15	4	11	73%

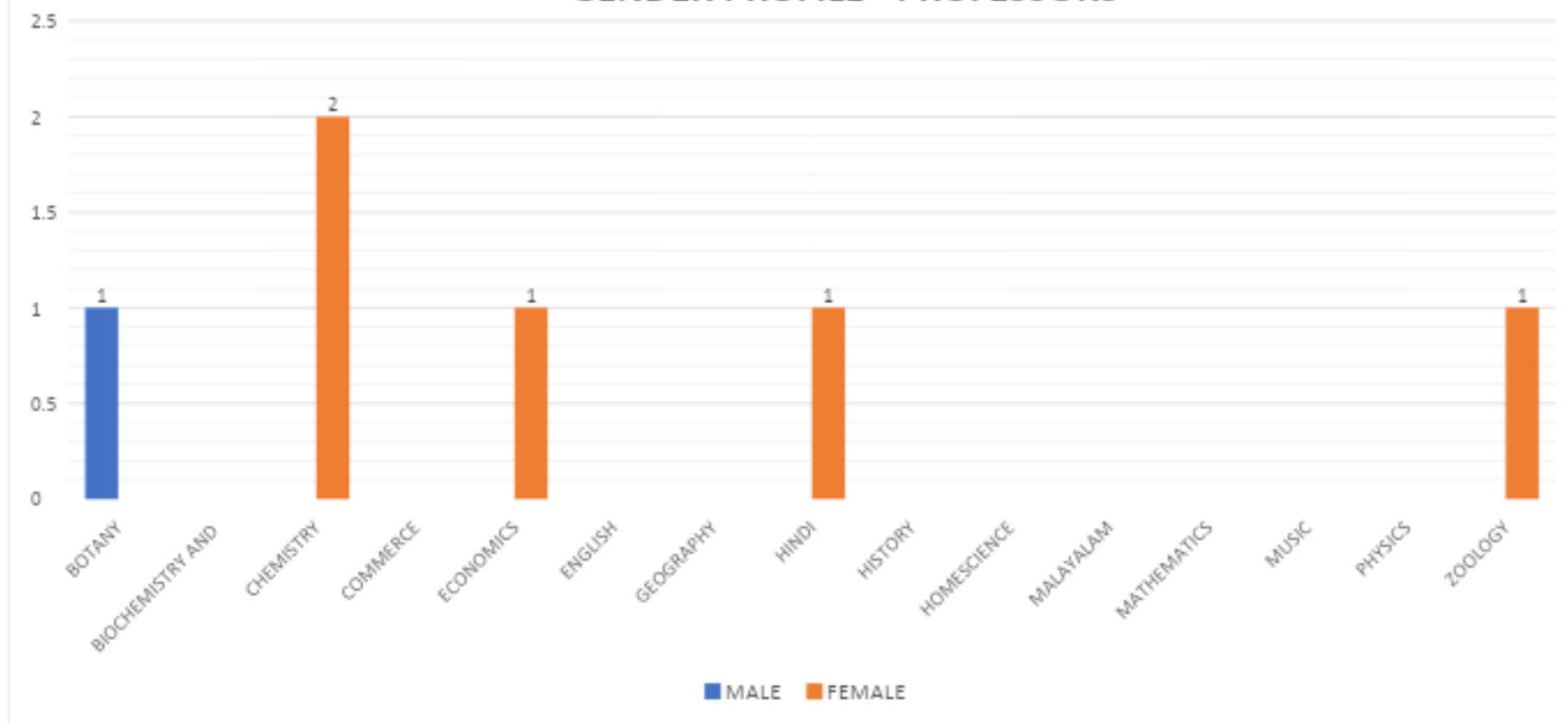


2. GENDER PROFILE OF TEACHING FACULTY

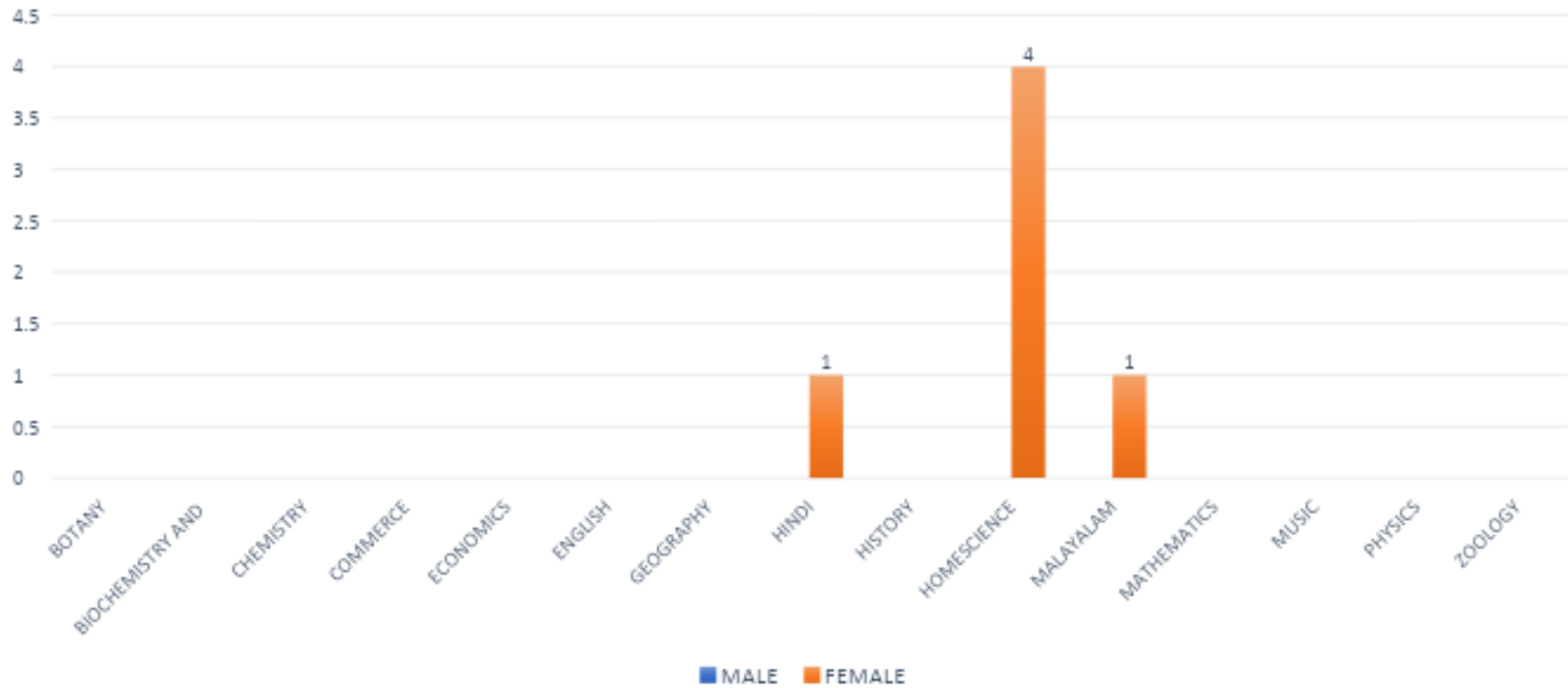
Sl. No	DEPARTMENT	PROFESSORS	ASSOCIATE PROFESSORS	ASSISTANT PROFESSORS	GUEST FACULTY
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		TOT AL	MAL E	FEMA LE	TOT AL	MAL E	FEMA LE	TOT AL	MAL E	FEMA LE	TOT AL	MAL E	FEMA LE
1	BOTANY	1	1	0	0	0	0	4	1	3	0	0	0
2	BIOCHEMISTRY AND INDUSTRIAL MICROBIOLOGY	0	0	0	0	0	0	4	2	2	0	0	0
3	CHEMISTRY	2	0	2	0	0	0	7	0	7	2	0	2
4	COMMERCE	0	0	0	0	0	0	4	0	4	1	0	1
5	ECONOMICS	1	0	1	0	0	0	4	0	4	4	0	4
6	ENGLISH	0	0	0	0	0	0	14	2	12	1	0	1
7	GEOGRAPHY	0	0	0	0	0	0	1	0	1	2	1	1
8	HINDI	1	0	1	1	0	1	3	0	3	1	0	1
9	HISTORY	0	0	0	0	0	0	4	1	3	1	0	1
10	HOMESCIENCE	0	0	0	4	0	4	3	0	3	0	0	0
11	MALAYALAM	0	0	0	1	0	1	4	0	4	3	0	3
12	MATHEMATICS	0	0	0	0	0	0	3	1	2	1	0	1
13	MUSIC	0	0	0	0	0	0	2	0	2	1	0	1
14	PHYSICS	0	0	0	0	0	0	8	1	7	0	0	0
15	ZOOLOGY	1	0	1	0	0	0	4	0	4	0	0	0

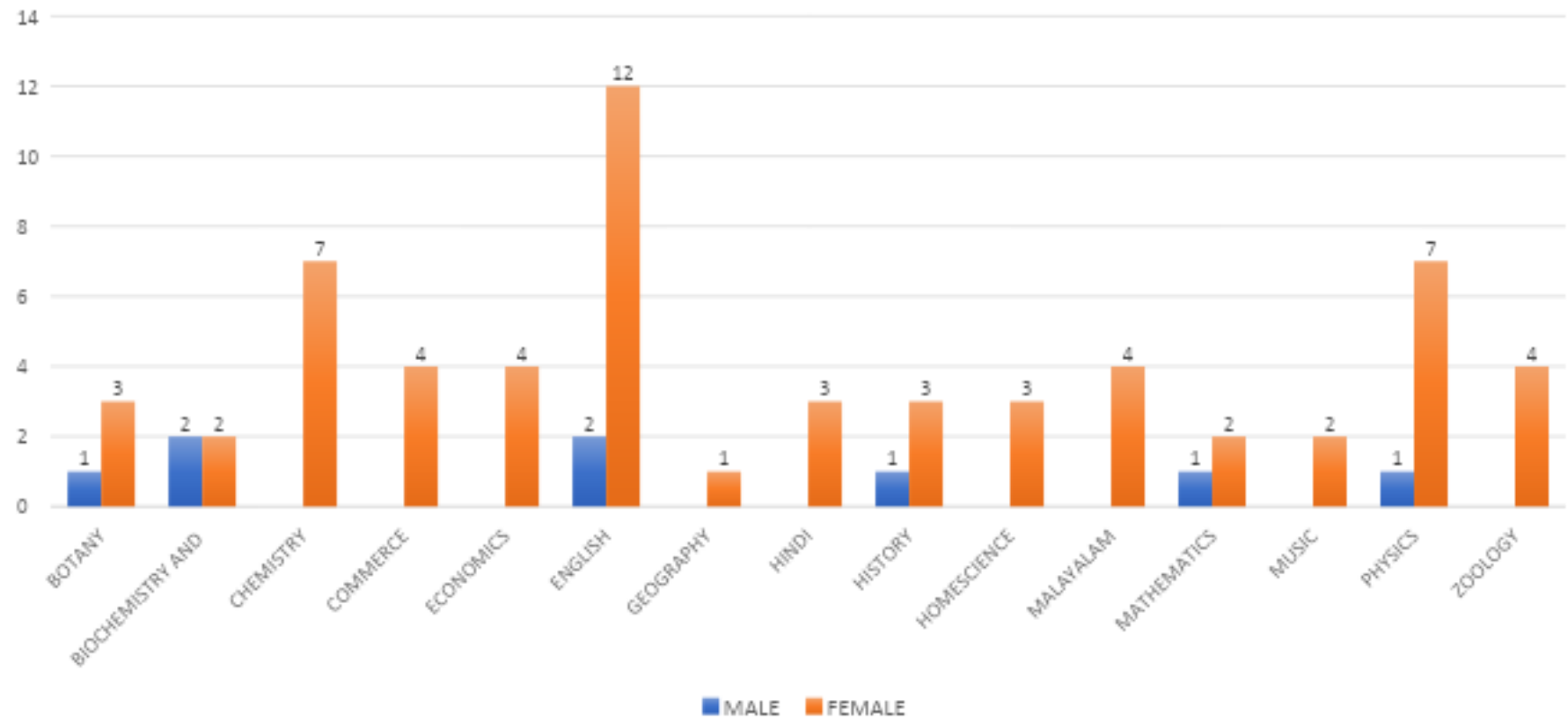
GENDER PROFILE - PROFESSORS

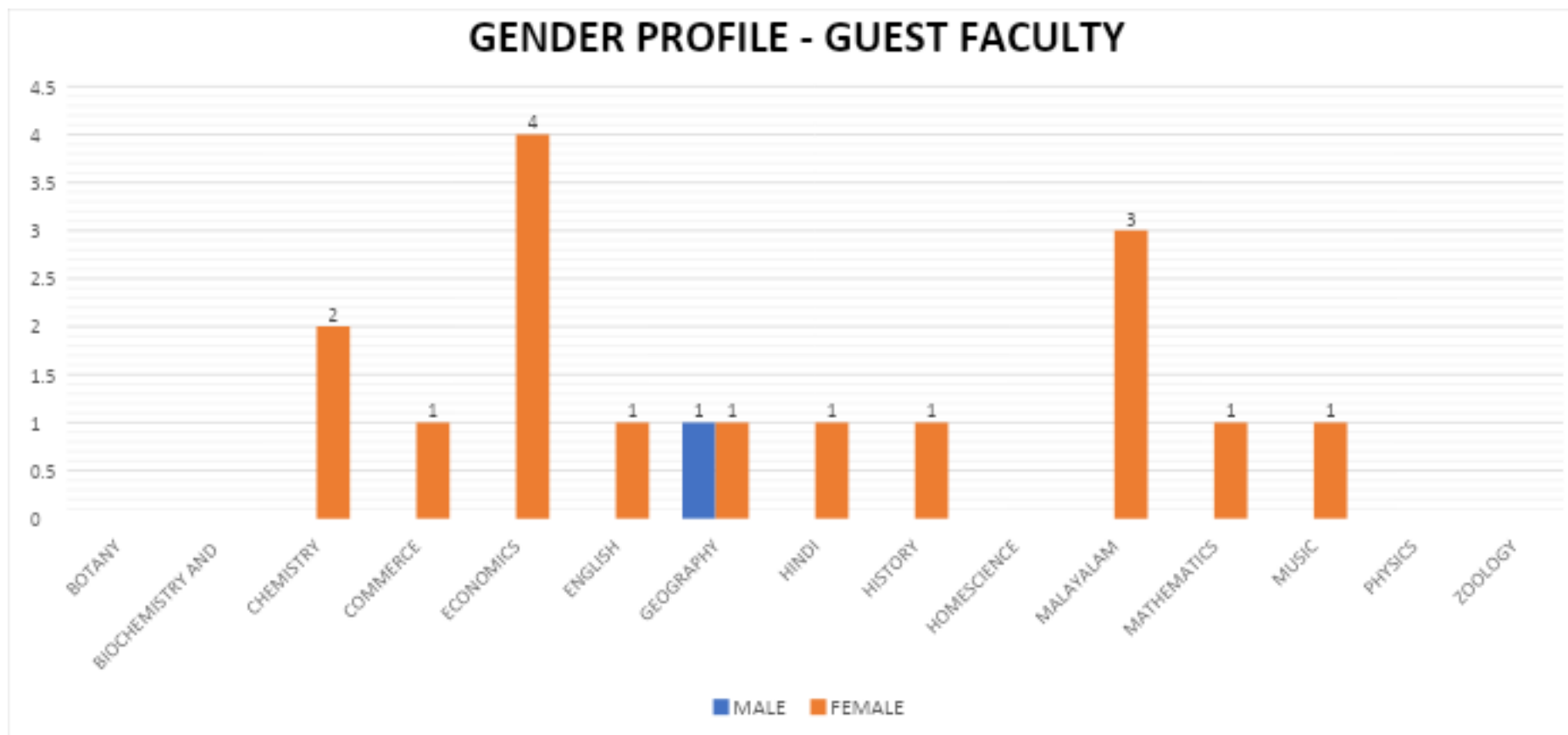


GENDER PROFILE - ASSOCIATE PROFESSORS



GENDER PROFILE - ASSISTANT PROFESSORS

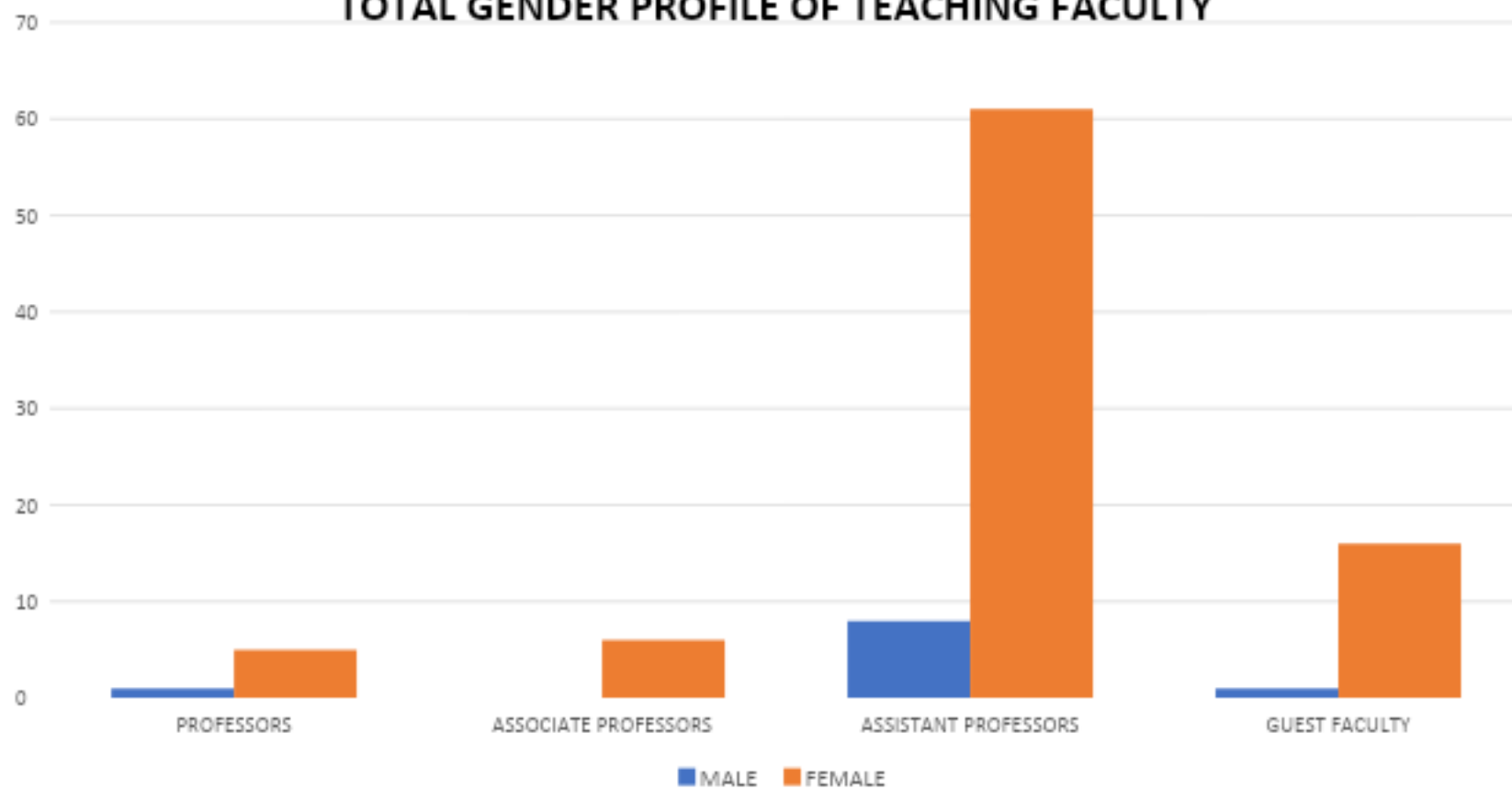




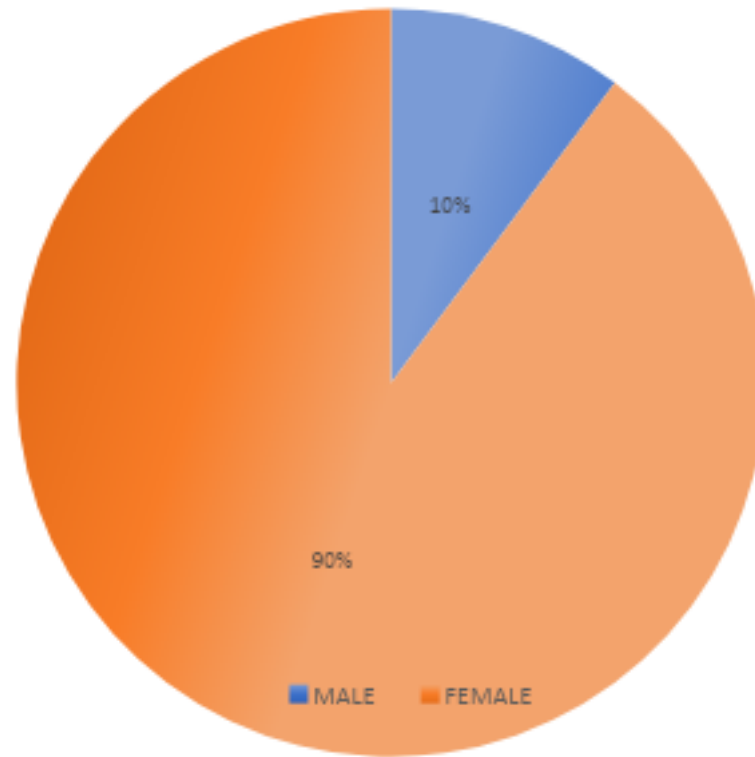
3. TOTAL GENDER PROFILE OF TEACHING FACULTY

Sl. No.	TEACHERS	TOTAL	MALE	FEMALE	FEMALE %
1	PROFESSORS	6	1	5	83%
2	ASSOCIATE PROFESSORS	6	0	6	100%
3	ASSISTANT PROFESSORS	69	8	61	88%
4	GUEST FACULTY	17	1	16	94%
	TOTAL	98	10	88	90%

TOTAL GENDER PROFILE OF TEACHING FACULTY

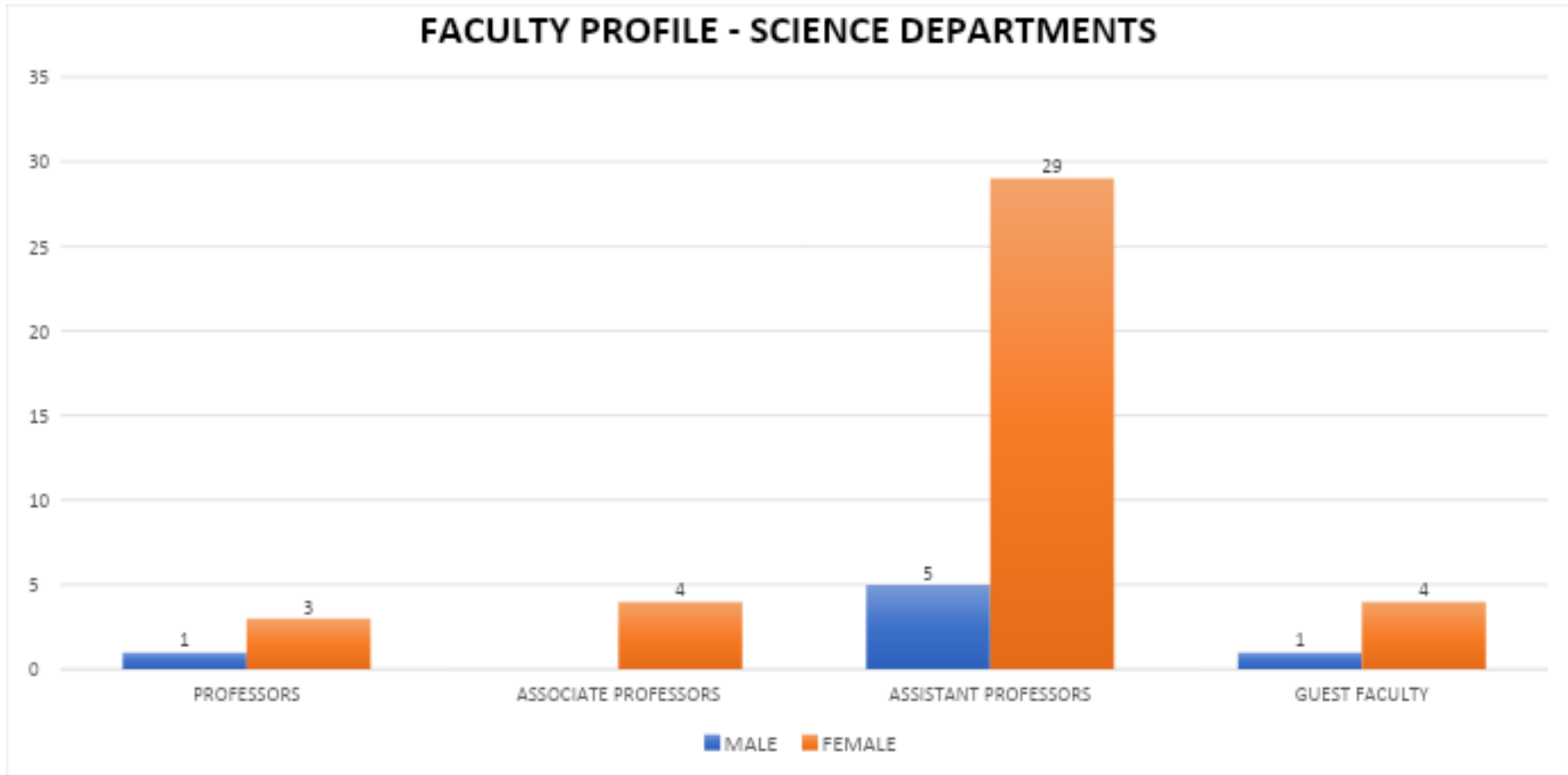


GENDER PROFILE - TEACHING FACULTY



4. FACULTY PROFILE - SCIENCE DEPARTMENTS

Sl. No.	DEPARTMENT	PROFESSORS			ASSOCIATE PROFESSORS			ASSISTANT PROFESSORS			GUEST FACULTY		
		TOTAL	MAL E	FEMAL E	TOTAL	MAL E	FEMAL E	TOTAL	MAL E	FEMAL E	TOTAL	MAL E	FEMAL E
1	BOTANY	1	1	0	0	0	0	4	1	3	0	0	0
2	BIOCHEMISTRY AND INDUSTRIAL MICROBIOLOGY	0	0	0	0	0	0	4	2	2	0	0	0
3	CHEMISTRY	2	0	2	0	0	0	7	0	7	2	0	2
4	GEOGRAPHY	0	0	0	0	0	0	1	0	1	2	1	1
5	MATHEMATICS	0	0	0	0	0	0	3	1	2	1	0	1
6	HOMESCIENCE	0	0	0	4	0	4	3	0	3	0	0	0
7	PHYSICS	0	0	0	0	0	0	8	1	7	0	0	0
8	ZOOLOGY	1	0	1	0	0	0	4	0	4	0	0	0
TOTAL		4	1	3	4	0	4	34	5	29	5	1	4

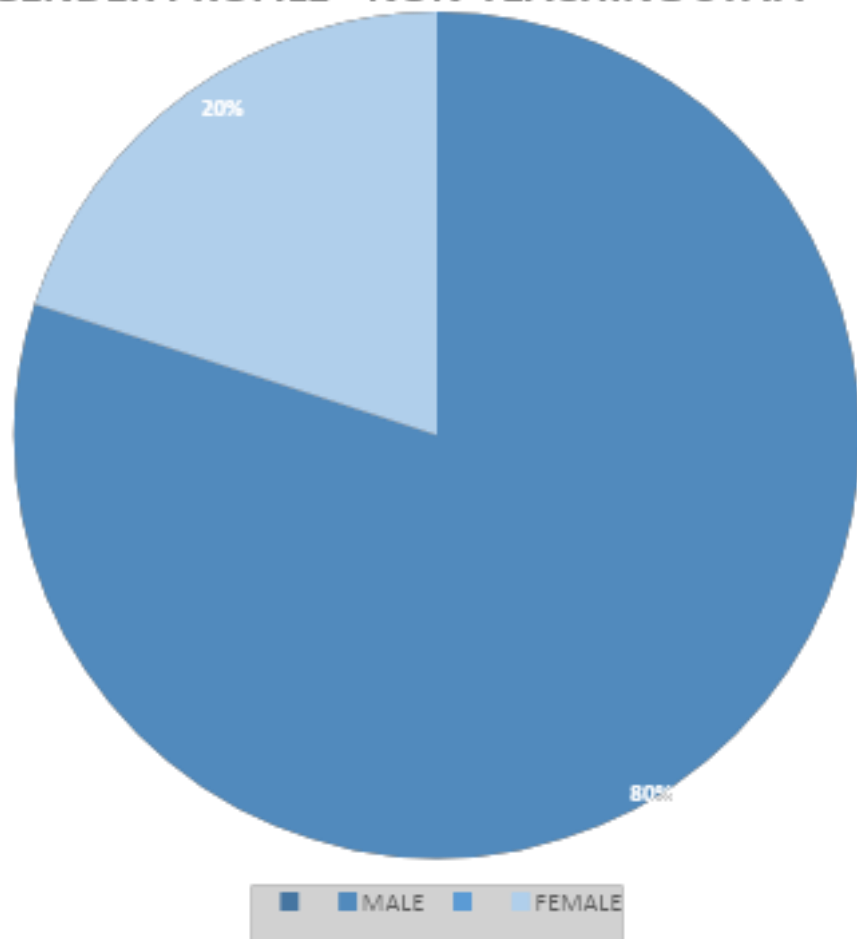


5. DEPARTMENT OF PHYSICAL EDUCATION

Sl. No.	DEPARTMENT	PROFESSORS			ASSOCIATE PROFESSORS			ASSISTANT PROFESSORS			GUEST FACULTY		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
1	PHYSICAL EDUCATION	0	0	0	0	0	0	0	0	0	1	1	0

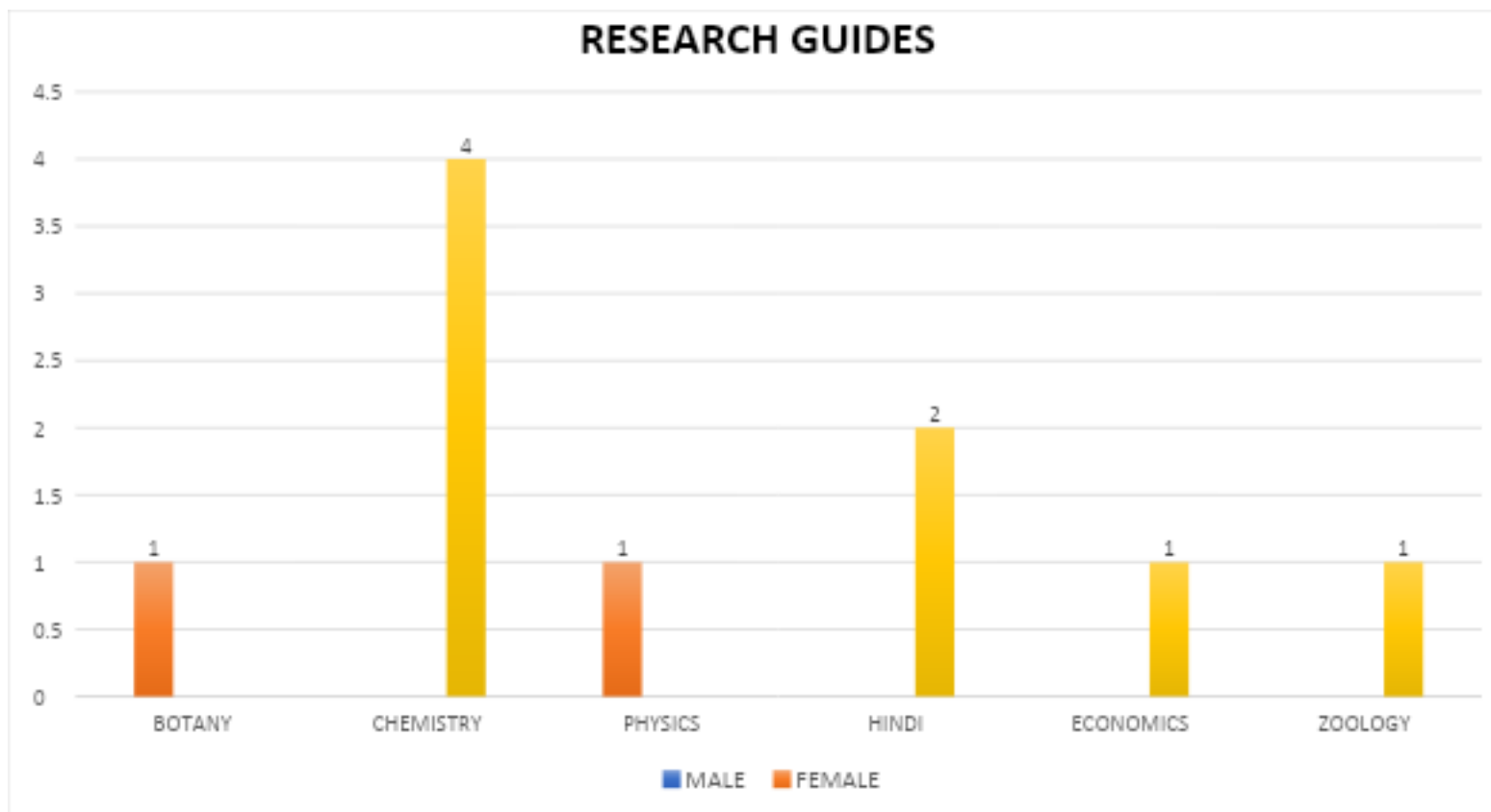
6. GENDER PROFILE OF NON-TEACHING STAFF

Sl. No.	CATEGORY	TOTAL	MALE	FEMALE	FEMALE %
1	NON-TEACHING STAFF	15	12	3	20%

GENDER PROFILE - NON-TEACHING STAFF

7. GENDER PROFILE OF RESEARCH GUIDES

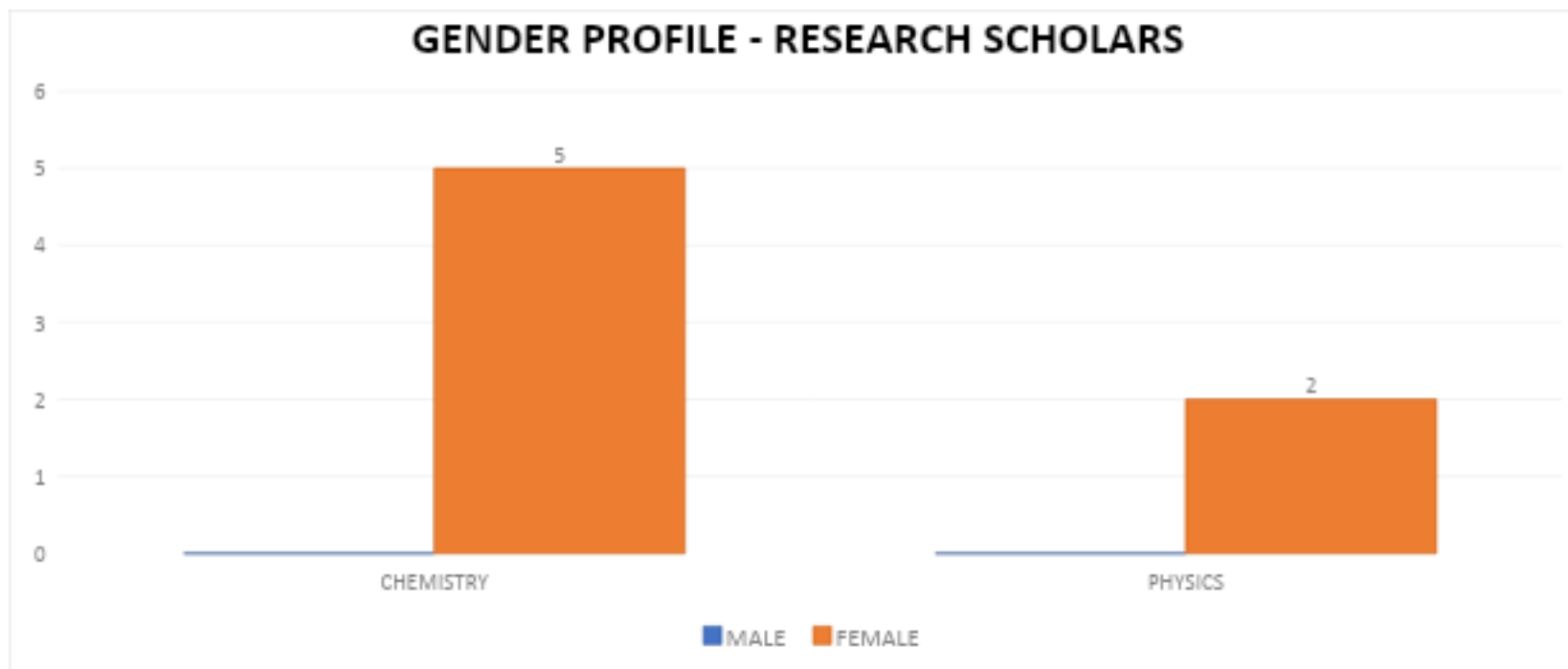
Sl. No.	DEPARTMENT	TOTAL	MALE	FEMALE	FEMALE %
1	BOTANY	1	1	0	0%
2	CHEMISTRY	4	0	4	100%
3	PHYSICS	1	1	0	0%
4	HINDI	2	0	2	100%
5	ECONOMICS	1	0	1	100%
6	ZOOLOGY	1	0	1	100%



8. GENDER PROFILE OF RESEARCH SCHOLARS

Sl. No.	DEPARTMENT	TOTAL	MALE	FEMALE	FEMALE %
1	CHEMISTRY	5	0	5	100%

2	PHYSICS	2	0	2	100%
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9. GENDER PROFILE OF PG STUDENTS

SL No.	DEPARTMENT	FIRST YEAR PG			SECOND YEAR PG		
		TOTAL	FEMALE	FEMALE %	TOTAL	FEMALE	FEMALE %
1	CHEMISTRY	14	14	100	16	16	100

2	ECONOMICS	20	20	100	25	25	100
3	ENGLISH	24	24	100	26	26	100
4	HOMESCIENCE	3	3	100	5	5	100
5	PHYSICS	14	14	100	19	19	100

10. GENDER PROFILE OF UG STUDENTS

SL No.	PROGRAM	FIRST YEAR UG			SECOND YEAR UG			THIRD YEAR UG		
		TOTAL	FEMALE	FEMALE %	TOTAL	FEMALE	FEMALE %	TOTAL	FEMALE	FEMALE %
1	BA.ECONOMICS	141	141	100	146	146	100	142	142	100
2	BA.ENGLISH	60	60	100	68	68	100	66	66	100
3	BA.HINDI	27	27	100	56	56	100	66	66	100
4	BA.HISTORY	94	94	100	87	87	100	88	88	100

5	BA.MALAYALAM	60	60	100	71	71	100	70	70	100
6	BA.MUSIC	10	10	100	7	7	100	9	9	100
7	Bcom	49	49	100	80	80	100	81	81	100
8	BSc. BOTANY	22	22	100	45	45	100	46	46	100
9	BSc.BIOCHEMISTRY & IMB	15	15	100	40	40	100	31	31	100
10	BSc.CHEMISTRY	19	19	100	41	41	100	51	51	100
11	BSc.GEOGRAPHY	10	10	100	21	21	100	25	25	100
12	BSc. HOMESCIENCE	9	9	100	23	23	100	47	47	100
13	BSc.MATHEMATICS	32	32	100	38	38	100	49	49	100
14	BSc.PHYSICS	16	16	100	31	31	100	32	32	100
15	BSc.ZOOLOGY	32	32	100	43	43	100	44	44	100

Gender Sensitization Promotion Programmes organized at Sree Narayana College for Women, Kollam (2023-24)

Gender sensitisation programs conducted in our college foster a culture of respect and sensitivity towards all genders, ensuring a supportive and inclusive environment within the college. It provides students with the knowledge and skills to identify and overcome gender biases. By addressing these goals, the college aims to empower women to confidently pursue their aspirations, contribute to society, and lead fulfilling lives free from the constraints of traditional gender expectations. The Women's Study Unit of Sree Narayana College for Women, Kollam, has been at the forefront of promoting gender sensitisation through a series of impactful programmes. These initiatives, conducted in collaboration with various organizations and institutions, aim to challenge traditional gender roles, dismantle stereotypes, and empower women to achieve success in their personal and professional lives. Below is an elaboration of the key programmes conducted under the banner of gender sensitisation.

Talk on Women Empowerment

The Women's Study Unit of Sree Narayana College for Women, Kollam, in association with the University of Kerala - Centre for Women's Studies, organized a significant talk on Women Empowerment on 26th October 2023. The session aimed to equip students with the knowledge and skills necessary to navigate societal challenges and make life-determining decisions confidently. The primary purpose of the talk was to empower students by addressing key issues affecting women's empowerment,

The poster is for a talk on Women Empowerment. It features the logos of the University of Kerala, Centre for Women's Studies, and Sree Narayana College for Women, Kollam. The title in Malayalam is 'സ്ത്രീ ശാക്തീകരണം: ലോകസഞ്ചാരം വെല്ലുവിളികളും'. The speaker is Jisha Thyagaraj, Founder of KANAL Charitable Society, Trivandrum. The talk is on 26th October, 2023, at 01:30 PM on Thursday. The poster lists the following participants and their roles:

Resource Persons	Date & Time
Dr. Silpa Sasankan WSU Coordinator Assistant Professor of Commerce Inaugural Address	Jisha Thyagaraj Founder KANAL Charitable society Trivandrum 26th October, 2023 01:30 PM Thursday
Dr. Aswathy Sugunan Principal in charge Sree Narayana College for Women	Swandana Sajan WSU- Student representative
	Dr. Bushra Beegom Director, Centre for Women's Studies University of Kerala

Email ID: bushrabegom@gmail.com

such as gender discrimination, educational barriers, and evolving attitudes towards gender roles. The event sought to foster a deeper understanding of these challenges and provide strategies for overcoming them, thereby preparing students to become proactive agents of change in society.

The session aimed to raise awareness among students about the various factors that hinder women's empowerment, including societal norms and systemic inequalities. By highlighting these issues, the talk encouraged students to think critically about the impact of gender bias in different spheres of life. It sought to inspire and empower students to break free from traditional gender roles and stereotypes.

By discussing real-life examples and success stories, the session motivated students to pursue their ambitions and challenge societal expectations. One of the key aims was to equip students with the skills needed to identify and address gender-based challenges. The session provided practical insights into how students can become more confident and assertive in their personal and professional lives.

The talk emphasized the importance of challenging and changing traditional gender stereotypes. It encouraged students to adopt a progressive mindset that values equality and inclusivity, enabling them to contribute to a more equitable society. By addressing issues of gender discrimination and inequality, the session aimed to promote a culture of gender equality within the college and beyond. It encouraged students to advocate for equal opportunities and rights for all genders. The programme was the result of the dedicated efforts of the Women's Study Unit of Sree Narayana College for Women and the Centre for Women's Studies, University of Kerala. The inaugural address was delivered by the College Principal, Dr. Aswathy Sugunan, who emphasized the importance of empowering women through education and awareness. Dr. Silpa Sasankan, the Women Study Unit Coordinator, welcomed the participants and set the tone for the session. The talk was led by Smt. Jisha Thyagaraj, Founder of KANAL Charitable Society, who provided valuable insights into the various dimensions of women empowerment. Her discussion encompassed critical issues such as gender discrimination, educational challenges, and the importance of shifting attitudes towards women in society. Nearly 150 students from different departments attended the session and benefited immensely from the programme. The interactive nature of the talk allowed students to engage in meaningful discussions and reflect on their own roles in promoting gender equality.



The talk on Women Empowerment was a significant step towards fostering a culture of awareness and empowerment among students. By addressing critical issues and providing practical solutions, the programme aimed to inspire students to become advocates for gender equality and leaders in their respective fields. The combined efforts of the Women's Study Unit and the Centre for Women's Studies ensured the success of the event, leaving a lasting impact on all participant.

Seminar: Role of Stock Market Education

The Women's Study Unit of Sree Narayana College for Women, Kollam, organized an insightful seminar on 15th November 2023, focusing on the role of stock market education in empowering women through financial literacy. The seminar was designed to bridge the gender gap in financial literacy and encourage women to take control of their financial futures by understanding the intricacies of the stock market. It aimed to equip women with the necessary financial knowledge and skills to make informed investment decisions. By understanding the

dynamics of the stock market, women can go beyond traditional saving methods and explore more lucrative investment opportunities, thereby compounding their wealth and achieving financial independence. The primary aim was to enhance financial literacy among students, emphasizing the importance of understanding various investment avenues beyond conventional savings accounts. The session aimed to demystify the stock market and provide practical insights into trading and investment.

Financial empowerment is crucial for achieving overall independence and stability in life. The event sought to address the financial literacy gap between genders. By providing women with the tools and knowledge to navigate the financial world, the seminar aimed to create a level playing field, ensuring that women are equally equipped to manage and grow their finances. This programme aimed to provide practical knowledge about the workings of the Indian stock market, including how to open

**WOMEN'S STUDY UNIT
SREE NARAYANA COLLEGE
FOR WOMEN
KOLLAM**
(Affiliated to the University of Kerala, Accredited by NAAC with 'B+' grade)
in association with
The Kerala State Women's Development Corporation Ltd. **181**

**Empowering women through financial literacy.
The role of Stock Market Education**

Resource Person
Dr. Deyanandan M.N.
Asso. Professor of Commerce (Rtd.)
Securities Market Trainer of SEBI
and Resource Person of CDSL

Date & Time
15th November 2023
10 a.m.
WEDNESDAY
@ SEMINAR HALL

Welcome Speech
Dr. Silpa Sasankan
WSU Coordinator,
Assistant Professor of Commerce
Sree Narayana College for Women.

Inaugural Address
Dr. Aswathy Sugunan
Principal in charge,
Sree Narayana College for Women.

Vote of thanks
Pallavi Lal
Final year B.Com
WSU - Student representative.

a Demat and trading account, evaluate stocks, and make informed investment decisions. This hands-on approach was intended to make the concept of stock market trading accessible and understandable for students. The ultimate goal was to promote financial freedom among women. By understanding and participating in the stock market, women can achieve financial independence, thereby enhancing their confidence and ability to make life-determining decisions.



emphasized the importance of financial freedom for women. She concluded that financial knowledge is crucial for overcoming societal limitations and achieving personal empowerment. The College Principal, Dr. Aswathy Sugunan, officially inaugurated the programme,

The seminar commenced with a prayer song by the college choir, setting a serene tone for the event. This was followed by a welcome speech by Dr. Silpa Sasankan, the Women's Study Unit Coordinator, who highlighted the gender gap in financial literacy and



reiterating the importance of financial education in today's fast-paced world. The session was led by Dr. Deyanandan M.N., a Securities Market trainer of SEBI and a resource person of CDSL. His extensive knowledge and experience provided students with a comprehensive understanding of the stock market. Dr. Deyanandan explained the working of the Indian stock market, the process of trading, and the importance of evaluating stocks before investing. His practical insights into opening a Demat and trading account were particularly beneficial, making the session highly informative and interactive. The seminar was well-received, with over 100 students participating. The session concluded with a vote of thanks by Pallavi Lal, a final year BCom student, who expressed gratitude to the organizers and the resource person for an enlightening session.

The seminar on the role of stock market education was a resounding success, providing students with valuable financial knowledge and empowering them to make informed investment decisions. By addressing the gender financial literacy gap, the Women's Study Unit has taken a significant step towards fostering financial independence among women. The session not only educated students about the stock market but also inspired them to pursue financial literacy as a means of achieving broader empowerment and success in life.

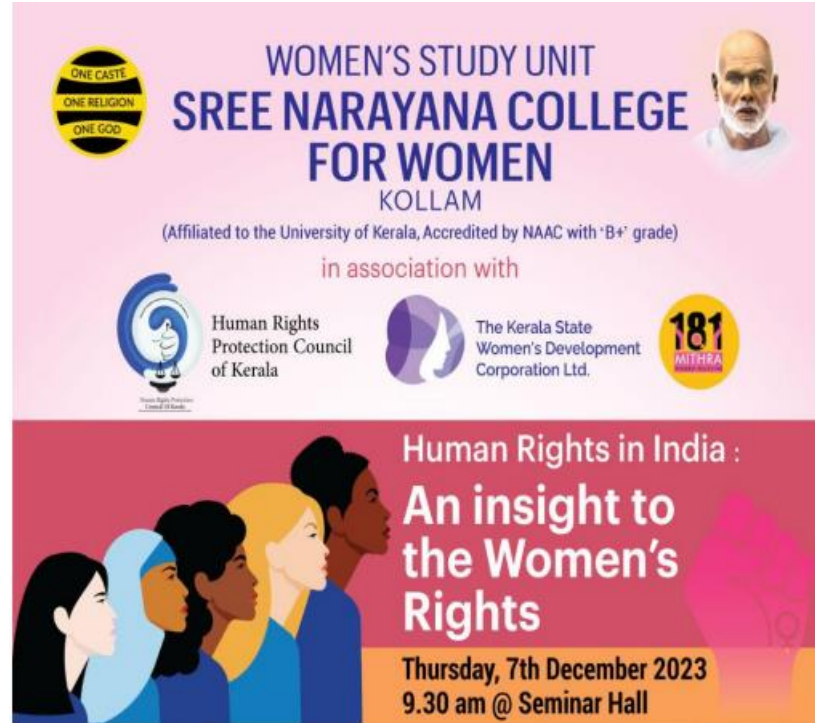
Seminar: "An Insight into Women's Rights"

The Women's Study Unit of Sree Narayana College for Women, Kollam, in association with the Human Rights Protection Council of Kerala, organized a seminar titled "An Insight into Women's

Rights" on 7th December 2023.

The event, held in the college seminar hall, focused on addressing the disparities in economic rights between men and women and aimed to mobilize and empower women to claim their rights. It was organized to create awareness about the various challenges, women face in achieving economic equality. Issues such as unpaid care work, lack of fair pay and job security, poor working conditions, and

limited opportunities to own land and inherit property were highlighted. The event aimed to educate and empower women to understand their rights and advocate for fair treatment and opportunities in all spheres of life. The seminar aimed to educate students about the existing gender disparities in economic rights and the importance of understanding and asserting their human rights. By shedding light on the socio-economic challenges, women face, the seminar sought to equip students with the knowledge needed to advocate for change. The programme empower women by encouraging them to come together, understand their rights, and mobilize for collective action. Empowerment was viewed not only as a personal gain but as a societal necessity for achieving gender equality.



The event aimed to mobilize students to participate actively in discussions about women's rights and to become advocates for change. By engaging with resource persons and fellow students, participants were encouraged to think critically about the steps needed to address gender inequality. The seminar emphasized the role of women's rights organizations in representing women's concerns and priorities. It aimed to inspire students to support or become part of such organizations, thereby contributing to a larger movement for gender equality. In addition to discussions, the seminar aimed to provide practical solutions for empowering women. By distributing organic fruit plants to students, the event underscored the importance of sustainability and self-reliance, promoting a sense of responsibility towards both personal and environmental well-being.

The seminar commenced with a welcome address by Dr. Silpa Sasankan, the Women's Study Unit Coordinator, who set the tone for the event by emphasizing the importance of addressing gender-based economic disparities. This was followed by a keynote address from the College Principal, Dr. Aswathy Sugunan, who highlighted the significance of understanding human rights and the need for active participation in advocating for women's rights.

The resource persons then took over, hosting an engaging session that delved into various aspects of women's rights. They discussed the need for women to be aware of their rights and the importance of collective action in claiming these rights. The resource persons emphasized that women's rights organizations play a crucial role in representing women's concerns and priorities, offering both knowledge and legitimacy in their advocacy efforts. The seminar provided a platform for nearly 120 students to raise their issues and concerns, creating an interactive and supportive environment. The session was a significant step towards encouraging students to voice their experiences and seek solutions collectively.

The seminar "An Insight into Women's Rights" was a successful endeavor in raising awareness about the economic challenge women face and the importance of understanding and asserting their rights. By addressing key issues such as unpaid care work, job security, and property rights, the seminar empowered students to think critically about gender equality and take steps towards advocating for their rights. The distribution of organic fruit plants at the end of the session symbolized growth and sustainability, reinforcing the seminar's message of empowerment and self-reliance.

The gender sensitisation initiatives conducted in collaboration with the Women's Study Unit of Sree Narayana College for Women have been instrumental in promoting gender equality and empowering women. By addressing various aspects of women's rights and providing practical solutions, these programmes have made significant strides in fostering a more inclusive and equitable society. Through continued efforts, the Women's Study Unit aims to inspire and equip women to break barriers and achieve their fullest potential.