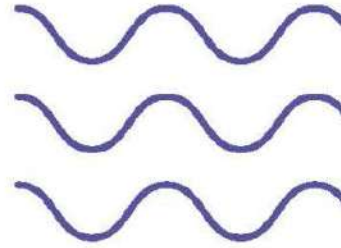




KURIAKOSE ELIAS COLLEGE, MANNANAM

Re-accredited by NAAC in 2019 | Affiliated to Mahatma Gandhi University, Kottayam

GENDER AUDIT REPORT 2018-2023



Prepared by
Gender Justice Forum
&
Women's Forum







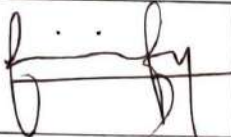
📞 0481-2597374, 2599699

🌐 www.kecollege.ac.in

📍 Mannanam P.O., Kottayam
686561, Kerala, India



Gender Audit Committee

Sl. No.	Name	Position in the committee	Official Address	Signature
1.	Prof. Dr. Ison V. Vanchipurackal	Chairperson	Principal	
2.	Dr. Sandhya C.	Vice Chairperson	IQAC Coordinator & Assistant Professor of Biochemistry	
3.	Dr. Bijulal M.V.	External Committee Member	Assistant Professor, School of International Relations and Politics, Mahatma Gandhi University, Kottayam	 Dr. BIJULAL M V. Assistant Professor School of International Relations and Politics Mahatma Gandhi University Kottayam, Kerala - 686 560
4.	Dr. Sujarani Mathew	Internal Committee Member	Associate Professor and HoD of English & Chairperson, Gender Justice Forum	
5.	Dr. Litty Joseph	Internal Committee Member	Assistant Professor of Chemistry & Convenor, Women's Forum	
6.	Dr. Hema Narayanan	Internal Committee Member	Assistant Professor of Hindi	
7.	Ms. Ann Stanly	Internal Committee Member	Assistant Professor of Social Work	



GENDER AUDIT REPORT

2018-2023

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Gender Equity Policy

The policy aims at promoting gender equity and creating an inclusive and supportive environment to the academic fraternity of the institution. It is synonymous with the current global trend of achieving academic excellence through gender equity.

Objectives

- To ensure equal opportunities for all genders in admission, recruitment and advancement.
- To promote a safe and respectful environment, free from gender-based discrimination, harassment, and violence.
- To integrate gender perspectives into the institution's policies, practices, and curriculum.
- To support the professional and personal development of all genders.
- To encourage active participation of all genders in decision-making processes.

Policy Statements

- The institution commits to a zero-tolerance policy towards gender discrimination in all its forms.
- Conduct regular training and awareness programs to sensitize the community on gender equity and consent.
- Provide support services, including counseling and legal assistance, for victims of gender-based violence and harassment.
- Organization of regular workshops and seminars on gender studies to promote academic discourse on gender issues.
- Ensure gender diversity in all decision-making bodies and committees.
- Implementation of transparent and inclusive processes in governance and policy decisions, without gender disparity.



Implementation and Monitoring

A Gender Justice Forum (GJF) was constituted in the college, as per the order of the Government of Kerala; Order No. 973/2021/HEdn dated 29-07-2021. The forum envisages the creation of a healthy atmosphere, where no gender discrimination is tolerated and fostered in any form or manner. It supervises gender-just activities on campus and resorts to measures for minimizing gender bias among students and staff. The forum is a bulwark against the entire range of gender injustice: violence against women, economic and legal discrimination, domestic exploitation, the gendered division of labor and gendered socialization. Annual reports on Gender Justice Forum are published, detailing progress, challenges and the future plans. A clear and confidential process is in place for reporting and addressing grievances related to gender discrimination and harassment. Appropriate disciplinary actions are taken against those found guilty of violating the gender equity policy.

By following the principles set forth in the policy, the institution seeks to usher in promotion of gender equity. Various committees in the college, such as the Internal Complaints Committee, Women's Forum, Anti-ragging Cell, and Equal Opportunity Cell also ensures that these initiatives are effectively implemented.



Abstract

Gender equality is fundamental to all modern social relations and is crucial for the functioning of contemporary institutions: family, civil society, and state institutions. Kuriakose Elias College Mannanam, a prestigious higher education institution in Kerala, integrates gender equality into every facet of its operations. The Gender Audit Report evaluates its commitment to and performance in promoting gender-inclusive practices. It aims to identify any shortcomings and weaknesses in maintaining a fair and equitable environment.

The United Nations recognizes gender equality as a basic human right, and a necessary foundation for a peaceful, prosperous, and sustainable world. In line with the UN's principles mainly the responsibility to respect human rights, K. E. College fosters an environment where all genders thrive equally. Therefore, the primary goal of this audit is to identify strengths, highlight areas for improvement, and propose strategies to promote gender equality and equity within the institution. The audit includes comprehensive surveys of students, faculty, and staff to gather diverse perspectives on gender-related issues. This participatory approach ensures that the voices of all stakeholders are considered in the Audit Report.

The gender audit conducted at the college involved the collection and analysis of data from various sources, including college office records, handbooks, teaching departments, clubs, forums, and surveys. The audit focused on several parameters, including gender-wise details of students (UG & PG), teaching and administrative staff, and differently-abled students over the last five years.

Findings of the audit:

1. Student Composition:

- There was no significant variation in the percentage of male and female students in the college during the audit period.
- In UG courses, the percentage of female students in Humanities decreased, while it is increased in Science. In Commerce, male students outnumbered females.
- For PG courses, females dominated across Humanities, Science, and Commerce.



2. **Staff Composition:**

- Female representation was higher among the total staff and teaching staff.
- Male representation was higher among administrative staff.
- A higher percentage of female faculty members held Ph.D.'s and participated more actively in academic bodies of the affiliating university.

3. **Differently-abled Students:**

- The percentage of differently-abled students found to decrease over the audit period.

4. **Survey Results:**

- Among the participants in the gender audit survey, 57.8% were females and 41.6% were males.
- 90.6% of respondents agreed that the college provides equal opportunities for all genders.
- 89.2% were aware of the resources and support available for addressing gender-based issues.
- 69.8% rated the college highly for promoting gender equality and awareness.
- 83.2% agreed that teachers and staff have a good gender-sensitive attitude.
- 92.9% felt there were equal opportunities to work with various clubs and forums.
- 90.3% believed there was no gender bias in academic and administrative decisions.
- 79% noted that the college frequently organizes gender sensitization programs.

The college effectively integrated gender-focused initiatives into its curricular, and extracurricular initiatives.

Outcomes

1. **Promotion of Gender Equality** by identifying gaps and opportunities to improve gender equity in institutional activities.
2. **Creation of** an inclusive and equitable environment that supports diversity and prevents discrimination.
3. **Awareness campaigns** to promote gender sensitivity and reduce bias within the institution.



- 4. Regular monitoring and assessment** of gender equality initiatives, ensuring continuous improvement over time.

These outcomes demonstrate the institution's commitment to gender equality and provide a foundation for continuous improvement in this area.

Mapping of gender audit data to NAAC criteria

1. Criteria 1: Curricular Aspects

- Present data on the courses/programs that address gender-related issues.
- Provide gender wise data on participation of students in these courses

2. Criteria 2: Teaching-Learning and Evaluation

- Gender representation among faculty and students.
- Provide policy to ensure equal opportunities for all genders in admission, recruitment and advancement

3. Criteria 3: Research, Innovations, and Extension

- Provide information on gender related research projects

4. Criteria 4: Infrastructure and Learning Resources

- Provide policy for a safe and secure environment for all genders

5. Criteria 5: Student Support and Progression

- Ensure safe and respectful environment, free from gender-based discrimination, harassment, and violence.
- Activities of Grievance Redressal Cell, Gender Justice Forum, Internal Complaints Committee and Women's Forum

6. Criteria 6: Governance, Leadership, and Management

- Showcase institutional policies that promote gender equity in governance and management.

7. Criteria 7: Institutional Values and Best Practices

- Present information on gender-related events and awareness programs organized by the institution.



Mapping of gender audit data to Sustainable Development Goal 5 -SDG 5

- Assessed the effectiveness of policies, practices, and resources in promoting gender equality and identified gaps and areas for improvement.
- Employed surveys to understand perceptions related to gender equality among students, and staff.

By aligning the institution's gender audit with NAAC criteria and Sustainable Development Goal 5, the institution can strengthen its commitment to gender equality and women's empowerment in its practices and policies, thereby advancing both national and global sustainability objectives.



Introduction

Kuriakose Elias College, named after the patron saint celebrated in history as a Renaissance leader in Kerala for his significant contributions to education and empowerment of minorities. Since its establishment as a junior college in June 1964, the institution has expanded into a full-fledged Arts and Science College affiliated with Mahatma Gandhi University. Today, it offers 15 undergraduate, 11 postgraduate and 3 research programmes and 9 NSQF courses.

A good number of student support services like Women's Forum, Gender Justice Forum, Internal Complaints Committee, NSS, NCC, Equal Opportunity Cell, etc. work actively for the welfare of the students. The teaching fraternity is a skilled, competent and dedicated community. The Principal, teachers and students have received meritorious awards in various fields which are a testimony of the worth of the institution.

Gender influences every aspect of individual and social life, from personal identity and social interactions, to access resources and opportunities. Societal expectations and norms shape the roles men and women are expected to play. For instance, traditional gender norms often dictate that men are the breadwinners and women are caregivers, which can limit opportunities for women in the workforce and restrict men's participation in domestic responsibilities. Such traditional gender roles perpetuate inequality and limit the potential of individuals based on their gender.

As part of the college's ongoing efforts to create an equitable environment, a gender audit is conducted to examine policies, practices, and campus activities through a gender-sensitive lens. Understanding the concept of gender is fundamental to effectively conducting such an audit. Unlike sex which refers to biological differences between individuals, gender is a social and cultural construct. It encompasses the roles, behaviors, activities, and attributes that a society considers appropriate for individuals. Gender is not inherent or fixed but varies across cultures, periods, and social contexts.

In a gender audit, it is important to examine how gender norms and roles are reinforced or challenged within an institution. This involves evaluating both the formal structures, such as policies and practices, and informal norms, such as workplace culture and interpersonal dynamics. A gender audit assesses whether there is a gender balance in leadership positions, equal opportunities for career advancement, gender-sensitive policies, and a supportive environment for all genders. In this context, Gender equality refers to equal

rights, responsibilities, and opportunities for all genders. While gender equity emphasizes fairness and, justice in the distribution of benefits and responsibilities among women, men, and all genders.

Objectives of Gender Audit

- Identifying gender biases and discriminatory practices, if any, present in the institution.
- Examine the policies and practices related to gender equality in the college.
- Assess the nature and effectiveness of Gender Awareness and Sensitization programmes conducted in the college.



Gender based data collection and Analysis

Methodology

Data for the gender audit are sourced from college office records, college handbooks, teaching departments, clubs and forums, surveys, etc.

The following data were collected for the audit.

Table 1. Gender wise details of total students (UG & PG) in the college during the last five years

Academic Year	Total Number of students	Number of male students	Number of female students	% Male	% Female
2022-2023	1733	862	871	49.74	50.26
2021- 2022	1857	870	987	46.85	53.15
2020- 2021	2051	884	1167	43.10	56.90
2019- 2020	2096	1013	1083	48.33	51.67
2018-2019	2214	1044	1170	47.16	52.84

Table 2. Gender wise details of UG students in the college during the last five years

Academic Year	Total number of UG students	Number of male students	Number of female students	% Male	% Female
2022-2023	1440	715	725	49.65	50.35
2021- 2022	1535	761	774	49.58	50.42
2020- 2021	1688	823	865	48.76	51.24
2019- 2020	1713	835	878	48.74	51.26
2018-2019	1823	901	922	49.42	50.58



Table 3. Gender wise details of UG (Humanities) students in the college during the last five years

Academic Year	Total Number of students in Humanities	Number of Male students	Number of Female students	% Male	% Female
2022-2023	285	160	125	56.14	43.86
2021- 2022	291	142	149	48.80	51.20
2020- 2021	286	125	161	43.70	56.30
2019- 2020	288	124	164	43.06	56.94
2018-2019	293	127	166	44.34	56.66

Table 4. Gender wise details of UG (Science) students in the college during the last five years

Academic Year	Total number of students in UG science	Number of male students	Number of female students	% Male	% Female
2022-2023	582	178	404	30.58	69.42
2021- 2022	656	234	422	35.67	64.33
2020- 2021	803	286	517	35.62	64.38
2019- 2020	825	284	541	34.42	65.58
2018- 2019	837	277	560	33.09	66.91

Table 5. Gender wise details of UG (Commerce) students in the college during the last five years

Academic Year	Total number of students in UG Commerce	Number of male students	Number of female students	% Male	% Female
2022-2023	573	380	193	66.32	33.68
2021- 2022	588	408	180	69.39	30.61
2020- 2021	599	386	213	64.44	35.56
2019- 2020	600	224	224	62.67	37.33
2018-2019	693	421	272	60.75	39.25

Table 6. Gender wise details of PG students in the college during the last five years

Academic Year	Total number of PG students	Number of male students	Number of female students	% Male	% Female
2022-2023	293	78	215	26.62	73.38
2021- 2022	322	86	236	26.70	73.30
2020- 2021	363	61	302	16.80	83.20
2019- 2020	383	78	305	20.37	79.36
2018-2019	391	107	284	27.37	72.63

Table 7. Gender wise details of PG (Humanities) students in the college during the last five years

Academic Year	Total number of students in PG Humanities	Number of male students	Number of female students	% Male	% Female
2022-2023	97	23	74	23.71	76.29
2021- 2022	111	31	80	27.93	72.07
2020- 2021	119	30	89	25.21	74.79
2019- 2020	112	41	71	36.61	63.39
2018-2019	112	39	73	34.82	65.18

Table 8. Gender wise details of PG (Science) students in the college during the last five years

Academic Year	Total number of students in PG Science	Number of male students	Number of female students	% Male	% Female
2022-2023	145	40	105	27.59	72.41
2021- 2022	147	31	116	21.09	79.91
2020- 2021	169	18	151	10.65	89.35
2019- 2020	195	21	174	10.77	89.23
2018-2019	204	33	171	16.18	83.82

Table 9. Gender wise details of PG (Commerce) students in the college during the last five years

Academic Year	Total number of students PG Commerce	Number of male students	Number of female students	% Male	% Female
2022-2023	51	15	36	29.41	70.59
2021- 2022	64	24	40	37.50	62.50
2020- 2021	75	16	59	21.33	78.67
2019- 2020	76	16	60	21.05	78.95
2018- 2019	75	25	50	33.33	66.67

Table 10. Gender wise details of differently abled students in the college during the last five years

Academic Year	Total number of differently abled students	Number of Male students	No. of female students	% Male	% Female
2022- 2023	12	8	4	66.66	33.33
2021 -2022	14	8	6	57.14	42.86
2020- 2021	10	7	3	70	30
2019- 2020	4	1	3	25	75
2018- 2019	1	0	1	0	100

Table 11. Gender wise details of total staff in the college during the last five years

Academic Year	Total number of staff	Number of male staff	Number of female staff	% Male	% Female
2022-2023	150	56	94	37.33	62.66
2021- 2022	146	51	95	34.93	65.07
2020- 2021	154	57	97	37.01	62.99
2019- 2020	163	65	98	39.88	60.12
2018- 2019	160	62	98	38.75	61.25

Table 12. Gender wise details of teaching staff in the college during the last five years

Academic Year	Total number of teaching staff	Number of male teaching staff	Number of female teaching staff	% Male	% Female
2022-2023	117	32	85	27.35	72.65
2021- 2022	118	31	87	26.27	73.73
2020- 2021	123	34	89	27.64	72.36
2019- 2020	128	38	90	29.69	70.31
2018- 2019	128	37	91	28.91	71.09

Table 13. Gender wise details of administrative staff in the college during the last five years

Academic Year	Total number of administrative staff	Number of male administrative staff	Number of female-administrative staff	% Male	% Female
2022-2023	33	24	9	72.73	27.23
2021- 2022	28	20	8	71.43	28.57
2020- 2021	31	23	8	74.19	25.81
2019- 2020	35	27	8	77.14	22.86
2018- 2019	32	25	7	78.13	21.87

Table 14. Gender wise details of faculty member with Ph.D. in the college during the last five years

Academic Year	Total number of faculty with Ph. D.	Number of male faculty with Ph. D.	Number of female faculty with Ph. D.	% Male	% Female
2022-2023	30	9	21	30	70
2021-2022	31	10	21	32.26	67.74
2020-2021	30	8	22	26.67	73.33
2019- 2020	34	9	25	26.47	73.53
2018-2019	30	9	21	30	70

Table 15. Gender wise details of faculty in academic bodies in the college during the last five years

Academic Year	Total Number of faculty in academic bodies	Number of males in academic bodies	Number of females in academic bodies	% Male	% Female
2022-2023	19	8	11	42.10	57.90
2021-2022	18	8	10	44.44	55.56
2020-2021	18	8	10	44.44	55.56
2019- 2020	16	7	9	43.75	56.25
2018-2019	18	8	10	44.44	55.56

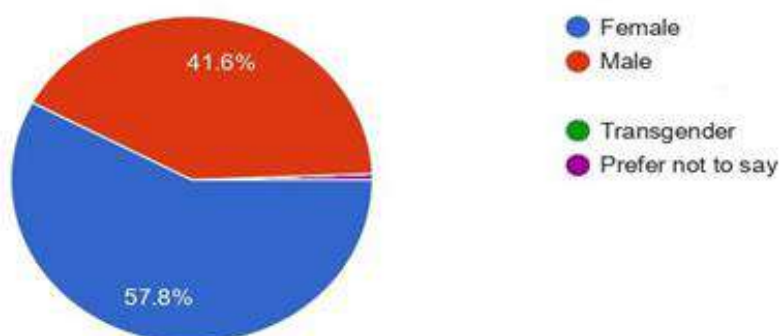
Online Survey on Gender Audit

Along with data Collection, an online survey was conducted among students. Eight questions were given to students to seek their responses on equal opportunities in the campus. 351 participant's attended the survey.

The questions and the graphical representation of responses are given below.

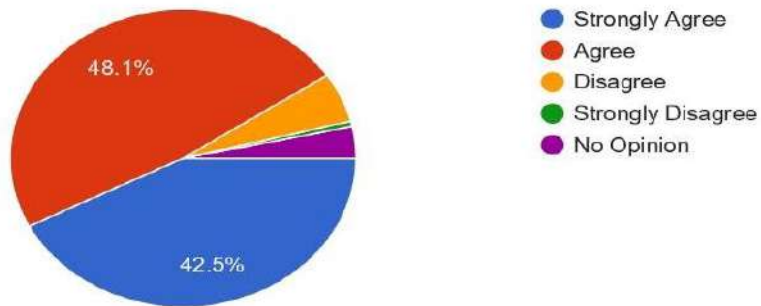
1. What is your Gender?

351 responses



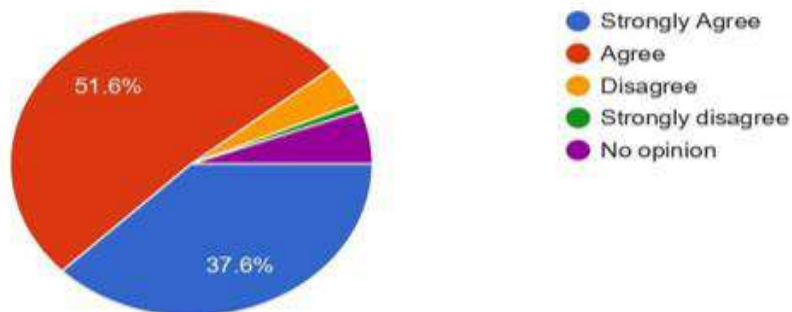
2. Do you feel that the college provides equal opportunities for all genders?

351 responses



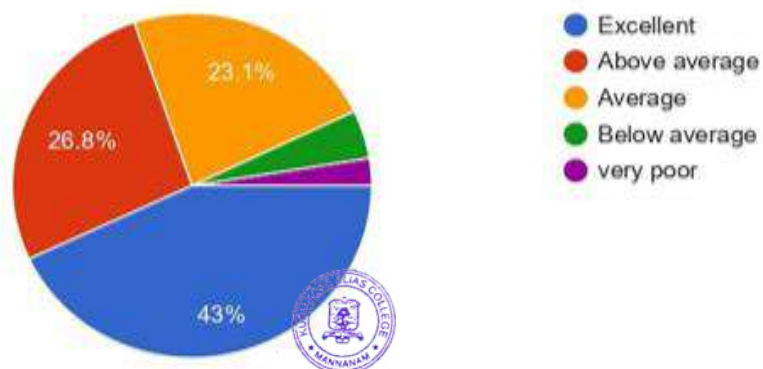
3. I am aware of the resources and support available for addressing gender based issues at the college.

351 responses



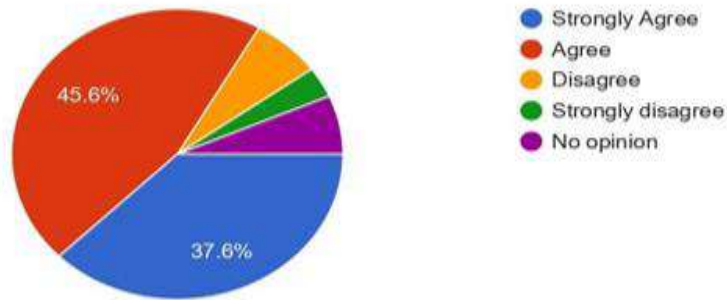
4. How do you rate the efforts of the college in promoting gender equality and awareness?

351 responses



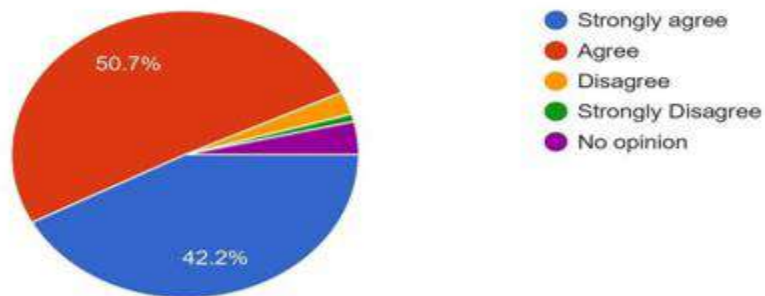
5. I think the teachers and institutional personnel's have good gender sensitive attitude.

351 responses



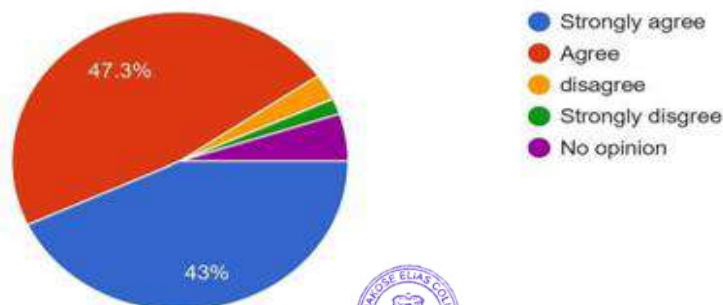
6. There is equal opportunities for all genders to work with various clubs and forums

351 responses



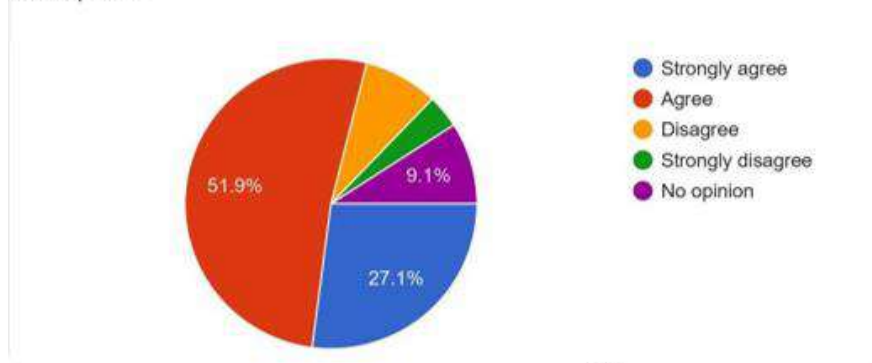
7. There is no gender bias in academic and administrative decisions in the campus.

351 responses



8. College frequently organizes gender sensitization awareness programmes.

351 responses



Gender-Focused Activities

The college has incorporated gender based initiatives into its curricular, and extracurricular activities.

The incorporation of gender sensitization into the curriculum as per the prescribed syllabus by the affiliating University, fosters a sense of social responsibility among students. The courses that integrates gender topics in the undergraduate (UG) and postgraduate (PG) curriculum are listed below.

Sl. No	Programme	Course Code	Course Title	Semester
1.	M.S.W.	SW010101	Social sciences for social work	I
2.	M.S.W.	SW010203	Professional skills for social workers	III
3.	M.S.W.	SW010204	Social work practice with group	III
4.	M.S.W.	SW010205	Social work research and statistics	III
5.	M.S.W.	SW010301	Planning and implementation of development projects	III
6.	B.A. English Language and Literature	EN1CR01	Methodology of literary studies	I
7.	B.A. English Language and Literature	EN3CR03	Harmony of prose	II

Sl. No	Programme	Course Code	Course Title	Semester
8.	B.A. English Language and Literature	EN3CR04	Symphony of verse	II
9.	B.A. English Language and Literature	EN2CC03	Issues that matter	II
10.	B.A. English Language and Literature	EN3CC05	Literature and/as identity	III
11.	B.A. English Language and Literature	EN5CR09	Indian writing in english	III
12.	B.A. English Language and Literature	EN4CR05	Modes of fiction	IV
13.	B.A. English Language and Literature	EN4CM04	The evolution of literary movements: the cross currents of change	IV
14.	B.A. English Language and Literature	EN6CB01	Comparative literature	VI
15.	B.A. English Language and Literature	EN6CB03	Regional literatures in translation	VI
16.	B.A. English Language and Literature	EN6CR11	Women writing	VI
17.	B.A. English Language and Literature	EN6CR12	American literature	VI
18.	M.A. English Language and Literature	EN010103	Literatures of the english revolution/ enlightenment	I
19.	M.A. English Language and Literature	EN010201	Modernity and modernisms	II

Sl. No	Programme	Course Code	Course Title	Semester
20.	M.A. English Language and Literature	EN010304	Literature and gender	III
21.	M.A. English Language and Literature	EN010302	Post colonial fiction	IV
22.	M.A. Economics	EC010104	Indian economy-i	I
23.	M.A. Economics	EC010103	Development economics	I
24.	B.A. Economics	EC3CRT04	Economics of growth and development	III
25.	B.A./B.Sc. Courses	HN1CCT01	Prose & One Act plays	I
26.	B.Com	HN1CCT01	Prose & mass media	I
27.	B.A. History	HY1CRT01	Perspectives and methodologies in social sciences- history	I
28.	B.A./B.Sc. Courses	HN2CCT02	Short stories and novel	II
29.	B.Com.	HN2CCT02	Poetry, commercial correspondence, and translation	II
30.	B.A./B.Sc. Courses	HN2CCT02	Prose & Short stories	II
31.	B.A./B.Sc. Courses	HN3CCT03	Poetry, grammar & translation	III
32.	B.A./B.Sc. Courses	HN4CCT04	Drama & Long poem	IV
33.	B.A./B.Sc. Courses	ML1CCT01	Kadha sahityam	I
34.	B.A./B.Sc. Courses	ML1CCT07	Kadha,novel	I
35.	B.Com.	ML1CCT05	Kadhayum kavitayum	I
36.	B.A./B.Sc. Courses	ML2CCT02	Kavita	II
37.	B.Com.	ML2CCT06	Athmakadha, lekhanam	II
38.	B.A. History	ML2CCT08	Kavitayum nadakavum	II
39.	B.A./B.Sc. Courses	ML3CCT03	Drisyala kala sahityam	III
40.	B.A. History	ML3CMT07	Sahithyavum charitravum	III

Sl. No	Programme	Course Code	Course Title	Semester
41.	B.A./B.Sc. Courses	ML4CCT04	Malayala gadya rachanakal	IV
42.	B.A. History	ML4CMT08	Bhashayum aadhunikikaranavum	IV
43.	B.A. History	HY2CRT02	Understanding early india: from hunting gatherers to land grants	II
44.	B.A. History	HY3CRT04	Cultural trends in pre-colonial kerala	III
45.	B.A. History	HY4CRT05	Making Of Modern Kerala	IV
46.	B.A. History	HY5CRT07	Inheritance And Departures In History	V
47.	B.A. History	HY5CRT08	India: Nation In The Making	V
48.	B.A. History	HY5CRT10	Environmental Studies And Human Rights In Historical Outline	V
49.	B.A. History	HY6CRT11	Making Of Contemporary India	VI
50.	B.Sc.Zoology	ZY6CRT09	Developmental Biology	VI
51.	B.Sc Psychology	PY3CRT07	Living in the Social World	III

Curricular activities encompass value education programme and research projects. A few examples of the projects by the students are provided below.

Value education Programme

The incorporation of value education programs into the college's academic framework acts as a key gender sensitization initiative. The syllabus for the programme is provided below.





KURIAKOSE ELIAS COLLEGE, MANNANAM
HUMAN VALUE DEVELOPMENT
(Value Education Programme)

Syllabus

Aim:

The course aims to guide our youth to identify right human values and to develop a holistic perspective towards values of national integration, equality and brotherhood which will enable the person to grow into a complete human being.

Objectives of the course:

1. To inculcate the values of religious harmony and national integration.
2. To explore into one's own identity and to have a better insight of self-worth.
3. To cultivate the habit of positive thinking stress and enrich life skills.
4. To build and nurture interpersonal relationship.
5. To understand about gender and its various implications.
6. To appreciate and experience the sanctity of family relationships

Text Book:

1. Human Values Development Programme: All India Association for Christian Higher Education (AIACHE), New Delhi, 2013.

Syllabus for First Year Graduates

1. Life Enrichment Skills

- Time and Stress Management
- 'Chavarul'- A beacon of light for youth
- Code of conduct



Syllabus For Second Year Graduates:

1. Dynamics of Interpersonal Relationships
 - Building relationships
 - Conflict management in relationships
2. Indian Constitutional Obligations
 - Values, rights, duties and responsibilities of citizens
3. Gender Equity
 - Towards a gender just society

Syllabus for Third Year Graduates:

1. Marriage and contentment
 - Purpose of marriage
2. Societal concerns and challenges
 - Participation in nation building and good governance

References:

1. Resource book for Value Education: Institute of Value Education (AIACHE), New Delhi, 2002.
2. The 7 Habits of Highly Effective People: Restoring the character Ethic, Stephen R. Covey, Simon & Schuster Publishers, New York, 1989
3. Shireesh Pal Singh, Human Rights Education in 21st Century. Discovery Publishing House Pt.Ltd.New Delhi, 2011
4. S K Khanna, Children and Human Rights. Common wealth Publishers,2011





KURIAKOSE ELIAS COLLEGE, MANNANAM

HUMAN VALUE DEVELOPMENT

(Value Education Programme)

Syllabus

Aim:

The course aims to guide our students to develop a holistic perspective towards values of social consciousness and to analyze the role of marriage and its impact on family life which will enable the person to grow into a complete human being.

Objectives of the course:

1. To analyze social problems and develop ability to work with individuals and community
2. To appreciate and experience the sanctity of marriage and family relationships
3. To develop interpersonal skills which strengthen marital and family relationships.

Syllabus for First Year Postgraduates

1. Societal Concerns and Challenges
 - Environmental issues
 - Corruption
 - Participation in nation building and good governance

Syllabus For Second Year postgraduates:

1. Marriage and family
 - Preparation for marriage
 - Selection of a life partner
 - Problems of marriage
 - Impact on family life



References:

1. Human Values Development Programme: All India Association for Christian Higher Education (AIACHE), New Delhi, 2013.
2. Resource book for Value Education: Institute of Value Education (AIACHE), New Delhi, 2002.
3. Family Life Education in India, Perspectives, Challenges and Applications edited by Aparajita Chowdhury, David K Carson, Cecyle K Carson, Rawat Publications, New Delhi, 2006
4. Ram Ahuja, Indian Social System, Rawat publications, New Delhi, 1993



Projects/Dissertations

KURIAKOSE ELIAS COLLEGE

MANNANAM, KOTTAYAM, 686561

PG DEPARTMENT OF COMMERCE




CERTIFICATE

This is to certify that ADITHYA ANUP, IRIN ELSA JACOB, SUSMI MOHAN is a final year B.Com student of this college. The project entitled "A STUDY WOMEN ENTREPRENEURSHIP WITH THE SPECIAL REFERENCE TO KOTTAYAM MUNICIPALITY" is submitted by them in partial fulfilment for the Degree of bachelor of Commerce.



Mannanam

Date: 02/05/2023


Dr. GEORGE JOSEPH NADACKAL

Head, PG Department of Commerce (SF)

KE College, Mannanam



**KURIAKOSE ELIAS COLLEGE
MANNANAM, KOTTAYAM, 686561
PG DEPARTMENT OF COMMERCE**



CERTIFICATE

This is to certify that JIBIN JOSEPH is a bonafide M.Com final year student of this college. The following dissertation entitled "OCCUPATIONAL STRESS AMONG FIREMEN" is submitted by him in partial fulfillment for the Degree of Master of Commerce.

Mannanam
Date: 11/05/2020




Dr. Brigit Paul
(M.A., M.Phil., PhD)
Principal
KE College Mannanam





Kuriakose Elias College

NAAC Accredited 'B' Grade College
Affiliated to Mahatma Gandhi University, Kottayam

APPROVAL SHEET

Certified that the dissertation "A STUDY ABOUT INFLUENCE OF KUDUMBASHREE ON WOMEN EMPOWERMENT WITH SPECIAL REFERENCE TO CHIRACKADAVU VILLAGE, KOTTAYAM" is a genuine work done by Ms. Anju Maria Philip, of 4th semester of Master of Social Work (MSW) course of this college under my supervision and guidance and that is here by approved for submission.

Ms. Simple Mathew, MSW, MPhil

Faculty Supervisor

Department of Social Work

KE College, Mannanam

Mrs. Jessie John, MSW, MPhil

Head of Social Work Department

KE College, Mannanam

Dr. Antony Thomas, M Com, MPhil, PhD

Principal

KE College, Mannanam

Submitted for viva-voice examination held on 7.6.19

Internal Examiner

External Examiner





POST GRADUATE DEPARTMENT OF COMMERCE (SF)

KURIAKOSE ELIAS COLLEG, MANNANAM

MANNANAM P.O, KOTTAYAM, KERALA.

INDIA

PIN:686561 PHONE: 0481-2597074

WEBSITE: www.kecollegemannanam.com

CERTIFICATE

This is to certify that; SALU SASI is fourth semester M.COM student of this college. The project report entitled "A STUDY ON WOMEN EMPOWERMENT IN KUDUMBASHREE WITH SPECIAL REFERENCE TO ETTUMANOOR MUNICIPALITY" is submitted by my partial fulfilment of requirement of the award of the Degree of Master of Commerce of Mahatma Gandhi University.

Dr. GEORGE JOSEPH NADACKAL

Head of the Department

Department of Commerce (SF)
Kuriakose Elias College, Mannanam

Place: Mannanam

Date: 30/3/2023





DEPARTMENT OF ENGLISH
KURIAKOSE ELIAS COLLEGE
Mannanam P.O, Kottayam,
Kerala, India-686561
Ph:0481-2597074
Email: kecmnnn@vsnl.com
Website: www.kecollegemannanam.com

CERTIFICATE

I do hereby certify that the project entitled **Woman: An evolution from goddesses to slave** is a bonafide piece of research done by Ms Athira Saji in partial fulfilment for the award of Degree of Bachelor of Arts in English Language and Literature in Mahatma Gandhi University under my supervision and guidance.

Dr. Sujarani Mathew, M.A., M.Phil., Ph.D.

Head of the Department

Department of English

Ms. Ardra Ann Thomas, M.A., B.Ed.

Assistant Professor on Contract

Department of English

Mannanam





DEPARTMENT OF ENGLISH

K.E.COLLEGE MANNANAM

Mannanam P.O., Kottayam, Kerala,

India PIN:686561.

E-mail:kecollegeennm@gmail.com.

Website: www.kecollege.in PH:0481-2597074

CERTIFICATE

This is to certify that the dissertation entitled *A Comparison of Gender Performance in The Handmaid's Tale by Margaret Atwood and it's T.V Series* is a bonafide record of the research work done by Amala Maria Babu under my guidance and supervision, and is submitted to Mahatma Gandhi University, Kottayam, in partial fulfilment of the requirements for the award of the Degree of Bachelor of Arts in English Language and Literature, and that this thesis has not been submitted earlier for the award of any degree, diploma or any other title or recognition.

Dr. Sujarani Mathew, M.A., M.Phil, PhD

Head of the Department

Department of English

Mannanam

Dr. Sujarani Mathew, M.A., M.Phil, PhD

Assistant Professor

Department of English





Kuriakose Elias College,

Mannanam

*Affiliated to Mahatma Gandhi University,
Kottayam*

Mannanam P.O., Kottayam

Kerala, India - 686561

Ph: Off: 0481-2597074, 2597074, 2591980

Fax: 0481-2597074

E-mail: kecollege@gmail.com

Website: www.kecollege.in

APPROVAL SHEET

Certified that the dissertation "A CASE STUDY ON THE INFLUENCE OF TRANSGENDER WELFARE SCHEMES IMPLEMENTED BY THE TAMIL NADU GOVERNMENT ON MIGRANT TRANSGENDERS WITH SPECIAL REFERENCE TO CHENNAI" is a genuine work done by Mr. Abin Joseph Philip, of IV semester of Master of Social Work (MSW) course of this college under my supervision and guidance and that is here by approved for submission.

Ms. Priya S Dev, MSW

Research Guide

Dept. of Social Work

K. E College, Mannanam

Recommended by,

Mrs. Jessy John

Head, Dept. of Social Work

K. E College, Mannanam

Forwarded by,

Dr. Antony Thomas, M.Com., M.Phil., PhD

Principal

K. E College, Mannanam

Submitted on the viva-voice examination held on.....
7.6.19

Internal Examiner

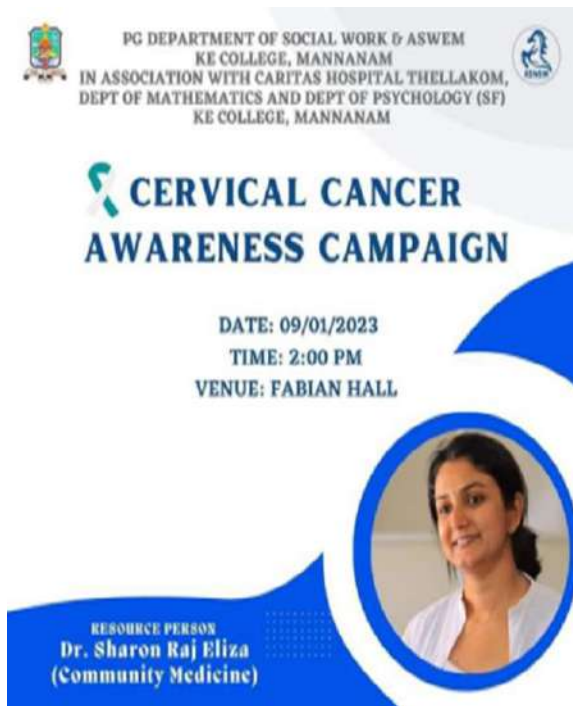
External Examiner



Each year, the College hosts several extracurricular programmes aimed at promoting gender sensitization. A few of these initiatives are detailed below.

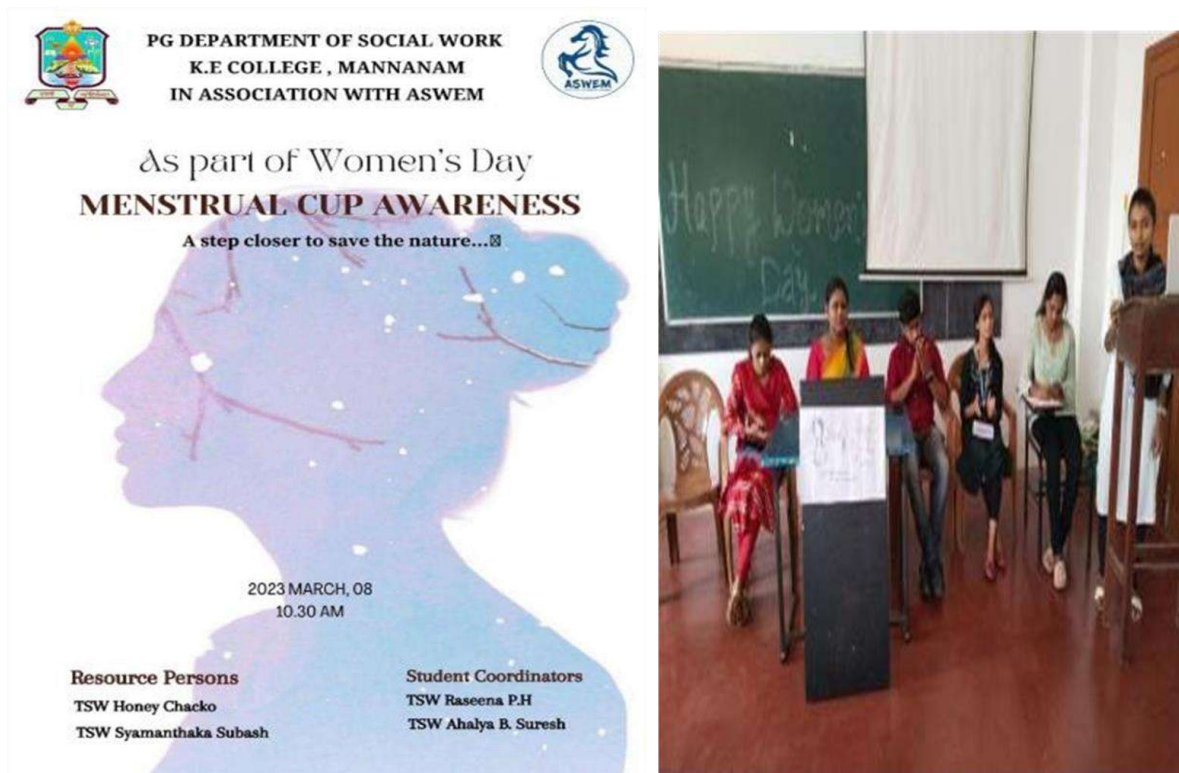
Awareness Campaign on Cervical Cancer

The PG Department of Social Work, in collaboration with ASWEM, Caritas Hospital, Thellakom, Kottayam, and the Departments of Mathematics and Psychology (SF), organized an awareness campaign on cervical cancer on January 9, 2023, at the college in Fabian Hall. The session was led by Dr. Sharon Raj Eliza, Consultant in Community Medicine at Caritas Hospital. The programme aimed to educate students on cervical cancer prevention and equip them to raise awareness within the community.



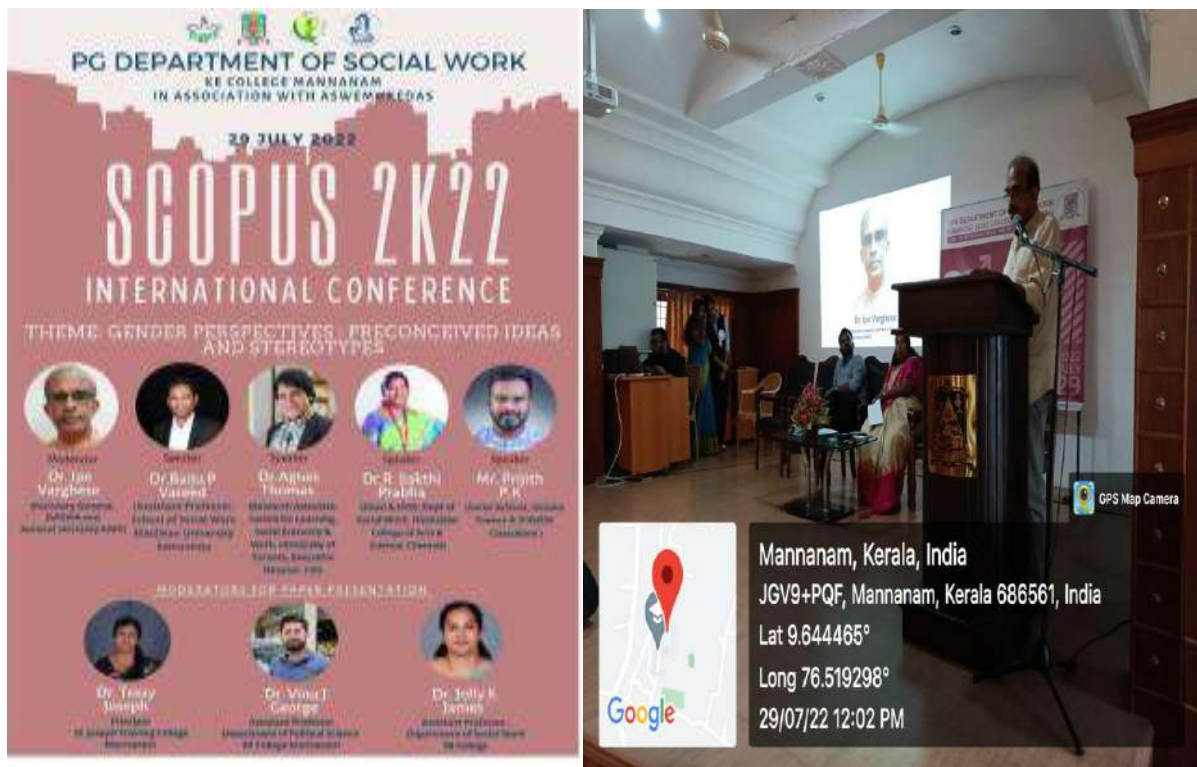
Awareness Session on Menstrual Cups

The PG Department of Social Work, in collaboration with ASWEM, conducted an awareness session on menstrual cups as part of Women's Day celebrations. The class took place on March 8, 2023. The first session was led by resource person TSW Syamanthaka Subash, who provided an introduction to menstruation, discussing its advantages and disadvantages. The second session, conducted by TSW Honey Chacko, focused on menstrual cups, covering their benefits, drawbacks, and significance. These sessions helped participants understand that menstrual cups are reusable, budget-friendly, reduce irritation, and prevent vaginal dryness, along with instructions on their usage.



International conference on the theme "Gender Perspectives: Preconceived Ideas and Stereotypes."

The PG Department of Social Work, in collaboration with ASWEM and KEDAS, organized an international conference, "SCOPUS 2K22," on July 29, 2022, focused on the theme "Gender Perspectives: Preconceived Ideas and Stereotypes". Dr. Ipe Varghese, Secretary General of INPSWA and General Secretary of Kerala Association of Professional Social Workers (KAPS) moderated the conference. The speakers of the session were Dr. Baiju P Vareed (Assistant Professor, School of Social Work, MacEwan University, Edmonton) Dr. Agnes Thomas (Research Associate, Centre for Learning, Social Economy & Work, University of Toronto, Executive Director, CSS), Dr. R Sakthiprabha (Dean & HoD, Dept of Social Work, Hindustan College of Arts & Science, Chennai) and Mr. Prijith P K (Social Activist, Gender Trainer & SOGIESIC Consultant). Their contributions highlighted how preconceived notions about gender roles often limit individuals' opportunities, perpetuate inequality, and influence societal expectations. This event serves as a reminder of the significant work still required in addressing gender issues and the importance of collaborative efforts across disciplines to achieve meaningful change.



Debate on "Democracy in Households"

As part of International Day of Democracy, the PG Department of Social Work in association with ASWEM and the Department of Social Work, Ettumanoorappan College, Ettumanoor had organized a debate on the topic "DEMOCRACY IN HOUSEHOLDS" on 15th September, 2022 at Chavara Park of the college. Students from various departments of the College and Ettumanoorappan College actively participated in the debate. The debate was moderated by Ms. Sara Alex (Head, Department of Social Work, Ettumanoorappan College), Dr.Elizabeth Alexander (Head, PG Department of Social Work, K.E. College) and Dr Tintu K J (Faculty, Department of History, K. E. College). The debate served as an important forum for exploring how democratic principles such as equality, freedom, and participation apply within the domestic sphere. Extending the concept of democracy to households can challenge patriarchal norms, encourage shared responsibilities, and ensure that all members, regardless of gender, have equal opportunities to voice their opinions and influence decisions.



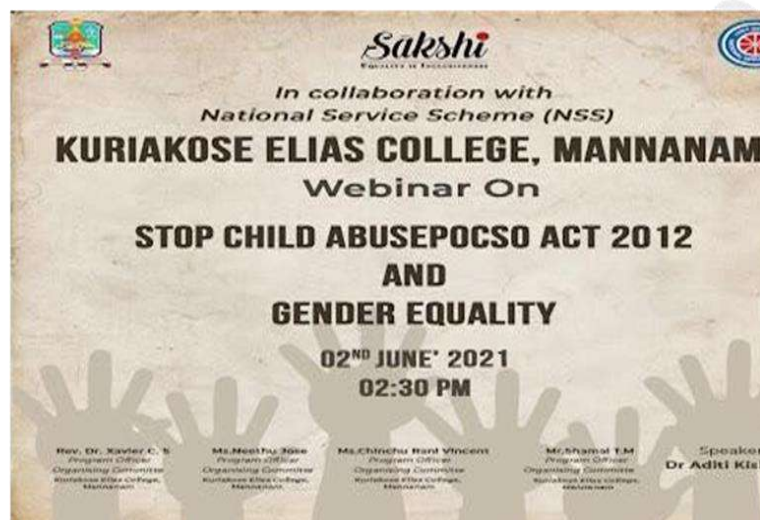
Talk on “Role of Official Forums in Ensuring Gender Justice”

Gender Justice Forum conducted a talk on “Role of official forums in ensuring gender justice” by the Deputy Collector and ADM of Kottayam Smt. Jinu Punnoose, during the Forum’s inaugural ceremony on 16th December 2022. Dr. Sujarani Mathew, Chairperson of the forum as well as the HOD of the Department of English talked about the aim of the forum which is to stand up against the entire range of gender injustice. She also spoke of the gendered and other identities of all and the attendant duties of all citizens. Smt. Jinu Punnoose enlightened the crowd with her talk regarding the role of official forums in ensuring Gender Justice which stands for the Gender equity by expanding protection to those in need.



Webinar on “Stop Child Abuse, POCSO Act 2012, and Gender Equality”

A webinar on “Stop Child Abuse, POCSO Act 2012, and Gender Equality” was organized by the NSS unit of the College, in collaboration with the NGO “Sakshi” on June 2, 2021. The session was led by Dr. Adite Kishore. The focus was on raising awareness about the Protection of Children from Sexual Offenses (POCSO) Act, 2012, and promoting gender equality. Additionally, the webinar addressed broader issues related to gender equality, emphasizing the need for a more inclusive society where children are protected, and gender biases are eradicated.



Webinar on 'Protect Breastfeeding: A Shared Responsibility'

World Health Organization states breastfeeding as one of the most effective ways to ensure child health and survival. World Breastfeeding Week aligns closely with gender issues, particularly in the context of maternal health, women's rights, and societal roles. In 2021, **the theme for breastfeeding week is 'Protect Breastfeeding: A Shared Responsibility.'** Based on this theme, PG Department of Social Work conducted a webinar on 6th July 2021. Dr. Nisha V. Krishnan (Assistant Professor of Pediatrics, Government Medical College, Kottayam) was the resource person. More than hundred breastfeeding mothers under the Anganwadis in Kottayam district participated in this programme.

**PG DEPARTMENT OF SOCIAL WORK
KE COLLEGE MANNANAM**
In Association With ICDS Kottayam, IAP Kottayam & ASWEM

**WORLD BREASTFEEDING WEEK
OBSERVATION**

**PROTECT BREASTFEEDING :
A SHARED RESPONSIBILITY**

Resource Person :

Dr. Nisha V. Krishnan
(Assistant professor in pediatrics
Govt. Medical College Kottayam)

**6th August 2021
FRIDAY
TIME : 11:00 AM**

Ms. Ashamol K.V.
(Programme Officer District ICDS
Cell, Kottayam)

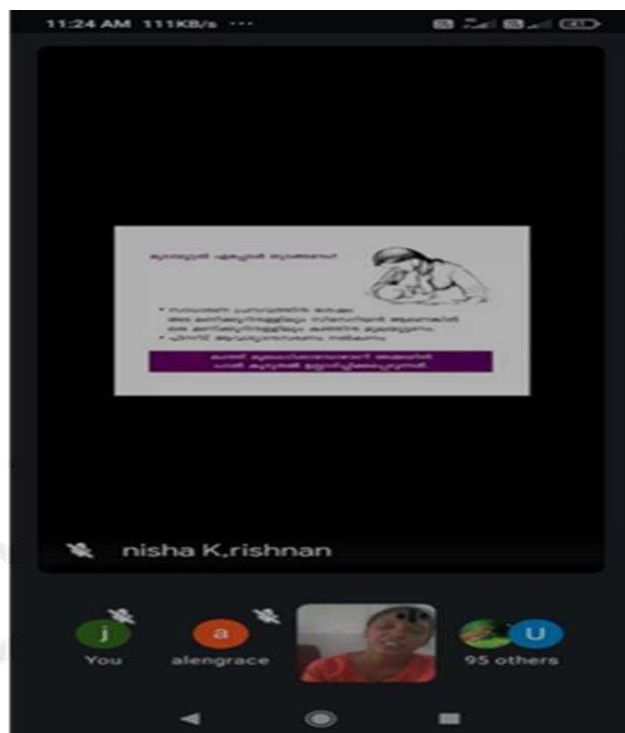
Rev. Dr. Xavier C. S. CMI
(Principal in-charge)

Ms. Elizabeth Alexander
(HOD, Social Work Department)

Ms. Lekshmi T.S.
(ASWEM Faculty in-charge)

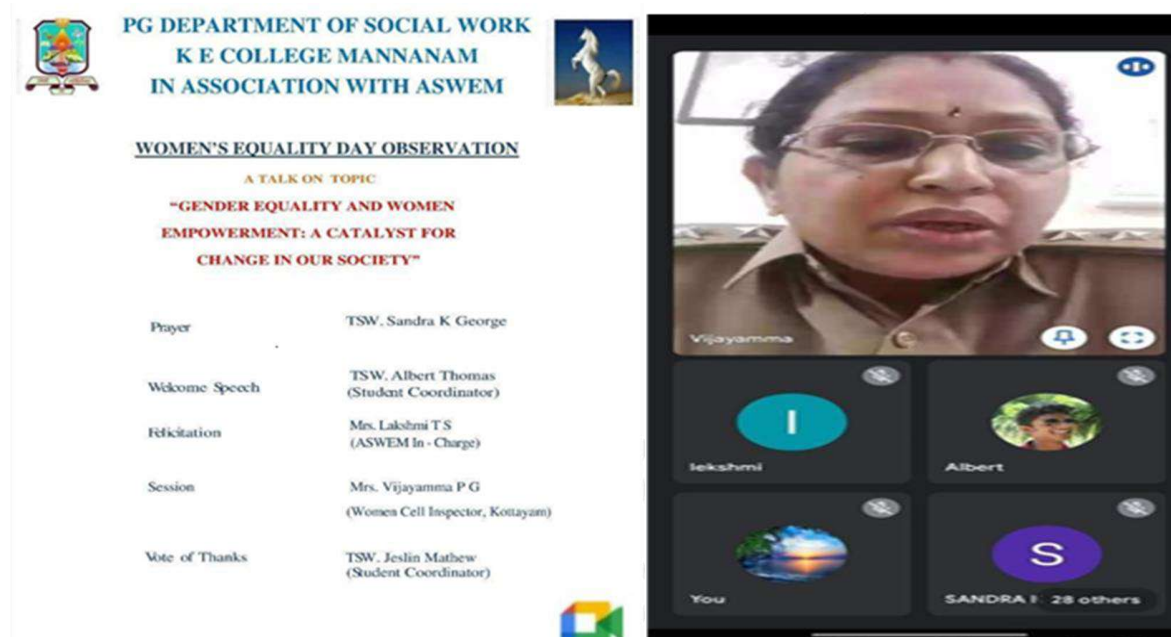
TSW. Jayalakshmi, C & TSW. Jeena M. B.
(Student coordinators)

Google Meet



Webinar on "Gender Equality and Women Empowerment: A Catalyst for Change in Our Society"

PG Department of Social Work organised a webinar "**Gender Equality and Women Empowerment: A Catalyst for Change in Our Society.**" on August 31, 2021, as part of Women's Equality Day, The session, aimed at raising awareness about the importance of gender equality and empowerment, emphasized the necessity of providing freedom and equality to all individuals, regardless of gender. The resource person, Mrs. Vijayamma P G, Women Cell Inspector of Kottayam, led the session. The session emphasized that gender equality is not just about addressing disparities between men and women but also about challenging societal norms that restrict individuals based on gender. The event was attended by 40 participants, including faculty members from the Social Work Department, students, and members of Kudumbashree units.



PG DEPARTMENT OF SOCIAL WORK
K E COLLEGE MANNANAM
IN ASSOCIATION WITH ASWEM

WOMEN'S EQUALITY DAY OBSERVATION
A TALK ON TOPIC
"GENDER EQUALITY AND WOMEN
EMPOWERMENT: A CATALYST FOR
CHANGE IN OUR SOCIETY"

Prayer	TSW. Sandra K George
Welcome Speech	TSW. Albert Thomas (Student Coordinator)
Recitation	Mrs. Lakshmi T S (ASWEM In - Charge)
Session	Mrs. Vijayamma P G (Women Cell Inspector, Kottayam)
Vote of Thanks	TSW. Jeslin Mathew (Student Coordinator)

The Zoom meeting interface shows a large video of Mrs. Vijayamma P G. Below her are four smaller video thumbnails: Iekshmi, Albert, You, and SANDRA I 28 others.



Poster Design Competition on the theme 'No to dowry'

Department of History conducted an online Interdepartmental Poster Design Competition., as an initiative to create awareness about domestic violence against women and the anti-dowry system. The theme of the competition was 'No to dowry'. The entries of the poster design competition were submitted to the e-mail id history@kecollege.ac.in. Last date of the submission was September 4, 2021. By encouraging students to create posters against dowry, the competition not only engages youth in addressing gender-based violence but also fosters critical thinking about the systemic inequalities that women face. Winners of this competition were Bhadra M(B. Sc Mathematics), Nimisha Salin (BA English) and Atheena Roy (B.Sc Psychology(SF)).

 **KURIAKOSE ELIAS COLLEGE, MANNANAM**
DEPARTMENT OF HISTORY

**POSTER
DESIGN
COMPETITION**

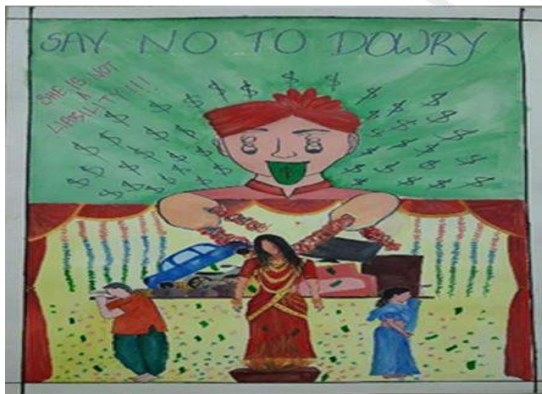
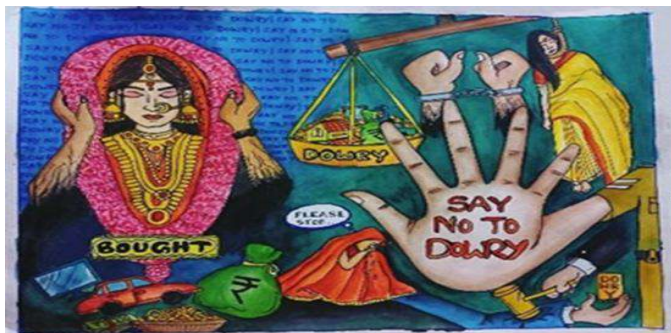
for creating awareness about domestic violence
against woman and anti dowry system.

Theme: 'No to dowry'

**LAST DATE OF SUBMISSION:
SEPTEMBER 4**

Sent your entries to history@kecollege.ac.in

FR. DR. XAVIER C. S (PRINCIPAL)	MS. SIJIMOL C. G (HEAD OF THE DEPARTMENT)
MR. TINTU K. J (ASSOCIATION DIRECTOR)	MR. RICHU ROY (ASSOCIATION SECRETARY)



Webinar on “Gender Equality And Cyber Crimes- Role of Teachers”

The PG Department of Commerce and IQAC of the College organized a webinar on the occasion of Teachers Day, September 7, 2021. The session was on “Gender Equality and Cyber Crimes- Role of Teachers”. The webinar was closely connected to gender issues, particularly in how it addresses the vulnerabilities and challenges different genders face in the digital space. Gender inequality often manifests in online environments through cybercrimes such as online harassment, cyber stalking, and gender-based hate speech, which disproportionately affect women and marginalized gender groups. The resource person Mr. Arun Kumar K. R. (ASI of Police, Coordinator, Operation Gurukulam) focused on the role of teachers which highlighted the critical need for educators to recognize and address these gendered aspects of cybercrimes.



The image displays a promotional poster for a webinar and a screenshot of the Google Meet interface. The poster is for Kuriakose Elias College, Mannanam, celebrating Teachers' Day in 2021. The webinar is titled "Webinar on Gender Equality & Cyber Crimes - Role of Teachers" and is scheduled for September 7, 2021, at 11:30 AM. It is organized by the PG Department of Commerce & Internal Quality Assurance Cell. The resource person is Arun Kumar K.R., Assistant Sub Inspector of Police, Co-ordinator, Operation Gurukulam Project. The poster also lists co-ordinators: Mr. Pratheesh C, Ms. Vidyalakshmy R M, Dr. Fr. Xavier C S (Principal), Dr. George Joseph (HOD), and Dr. Mathews T Thelley (IQAC Coordinator). The Google Meet interface shows a meeting in progress with participants: arun, KE, You, Ge..., Biju, gopal, and 92 others. The meeting ID is uji-bzqa-ioc.

KURIAKOSE ELIAS COLLEGE, MANNANAM
Teachers' Day Celebration 2021
Google Meet

WEBINAR ON GENDER EQUALITY & CYBER CRIMES - ROLE OF TEACHERS
ON 07TH SEPTEMBER 2021 @ 11.30AM

Organised by
PG Department of Commerce & Internal Quality Assurance Cell

RESOURCE PERSON
Arun Kumar K.R
Assistant Sub Inspector of Police
Co-ordinator, Operation Gurukulam Project

Free Registration
E-Certificate to Participants

Co-ordinators: Mr.Pratheesh C Ph:9496115415
Ms.Vidyalakshmy R M Ph:9526864463
Dr. Fr. Xavier C S (Principal) Dr. George Joseph (HOD) Dr. Mathews T Thelley (IQAC Coordinator)

11:34 AM
uji-bzqa-ioc
REC
VID...
arun
KE
You
Ge...
Biju
gopal
92 others

Observance of Women's Equality Day

Women's Equality Day was celebrated on 26th August 2020, by the PG Department of Social Work with a theme of widening the spectrum of womanhood. The selected theme was different to the context of Women's Equality Day as it encompasses the right of trans-women to be recognized and treated as women and we used this day to remember the struggles they are facing in their day-to-day life. This situation should be changed and a broader perspective should be taken while dealing with gender expression. This day observation was considered as a small step to incorporate them to the category of women and a stage should come where an individual who identifies herself as women should be treated as a woman, irrespective of her bodily features. This day observation was a kind of experiment and we shortlisted some documentaries and films that portrayed the hardships faced by them and the links were provided via social media platforms. The selected movies were, ADMITTED, ONLY HUMAN, THE PEARL OF AFRICA, THE DANISH GIRL, and TRANSAMERICA.



International Men's Day Time to Speak Up: "How I Help Transgenders to Become What They Want to Be"

As part of World Men's Day, PG Department of Social Work, in collaboration with KEDAS and ASWEM, organized a PowerPoint presentation competition on November 19, 2020, themed "How I Help Transgender Individuals Become Who They Want to Be." This initiative provided an open platform for Social Work students to share their perspectives through video presentations, inspiring others to think and act differently. The winning video was shared on the Facebook and Instagram accounts of Mrs. Sruthy Sithara, Miss Transgender Kerala 2018.



Talk on Women Empowerment

The activities of Women's Cell of the college in association with The Kerala State Women's Development Corporation Limited, Department of Social Justice, Government of Kerala (KSWDC) was formally inaugurated on 2nd August 2019. Ms. Anuja, News Editor, 24 Channel. served as the resource person. In the inaugural address she focused on the significance of women in the workforce. She also highlighted the essential role women play in various sectors, emphasizing the need for equitable opportunities. The discussion underscored the need for policies that promote gender equality, work-life balance, and the dismantling of barriers that prevent women from achieving their full potential in the workforce.



Women Self-Defense Training Programme

Women self-defense training programme was conducted on 26/11/2018 in Christopher hall of the college in association with PG Department of Social work. The training was led by Mrs. Jubina Beevi (Civil police officer) and Mrs. Shahida (Senior Civil Police Officer) Ettumanoor Civil police station, Kerala. During the inaugural session, Mrs. Jubina Beevi talked on the challenges women face in society, sharing recent incidents to underline the importance of self-defense awareness. The training session was engaging, focusing on simple yet effective techniques that could be used in real-life situations.

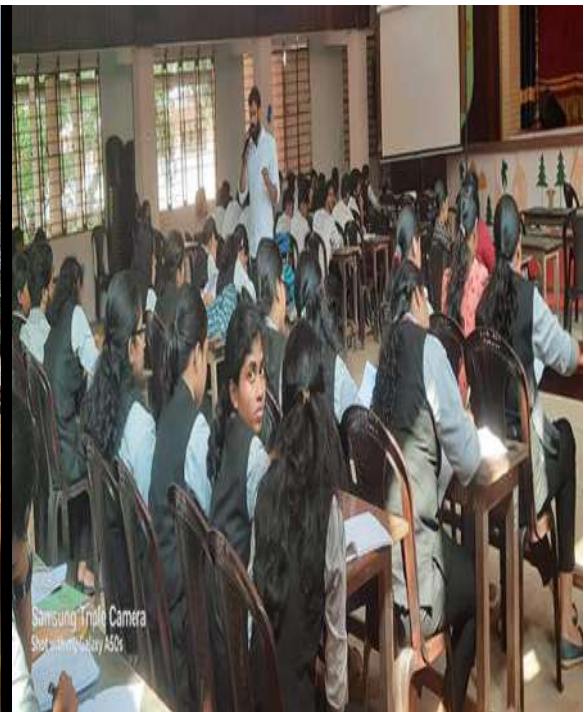


Celebrating Togetherness









Significant findings

- Among the students in the college, there is no significant variation in the male: female ratio during the audit period.
- In the case of UG students, % of females in Humanities is found to decrease while in science the ratio of females is increasing. In commerce stream, the % of male students is higher than that of females
- In the case of PG students, in all the three streams % of females is more.
- % of differently abled students is found to be decreasing
- The % of females in the total staff and teaching staff alone is found to be more than males
- Among the administrative staff, % of males is more than females
- The % of females is found to more in the case of faculty members with Ph.D. and also in their participation in academic bodies of the affiliating University.
- In the online survey on gender audit, 57.8% of participants were females and 41.6% were males. It shows that most of the participants are ready to reveal their gender identity.
- In the survey, 90.6% agree that the college provides equal opportunities for all genders
- 89.2% agree that they are aware of the resources and support available for addressing gender based issues at the college
- 69.8% gave high rating for the efforts of the college in promoting gender equality and awareness.
- 83.2 % agree that the teachers and institutional personnel's have good gender sensitive attitude.
- 92.9% agree that there is equal opportunities for all genders to work with various clubs and forums.
- 90.3% agree that there is no gender bias in academic and administrative decisions in the campus



- 79% agree that the college frequently organizes gender sensitization awareness programmes
- College has effectively integrated gender focused initiatives in its curricular, co-curricular and extracurricular activities.

Recommendations

- The representation of women among the administrative staff of the college need to be increased
- Women's self-employment training programmes should be introduced.
- Self-defense programmes should be organize regularly.

Conclusion

The college provides equal, accessible, and adequate educational opportunities to all genders. More women are joining post-graduate programmes offered in the college and most of the teaching departments are headed by women. During the audit period, Dr Brigit Paul, served as Principal of the college from June 2020 to May 2021. A woman faculty, Dr Sandhya C, is the Coordinator of IQAC during the period of audit. The college considers seniority and expertise in assigning positions of power to women. Women have the opportunity to work in every sector of our college. The college promotes gender based curricular, and extracurricular activities.

