



St. Mary's College (Autonomous)
Reaccredited with 'A+' Grade by NAAC (Cycle IV)
Thoothukudi



Criterion: VII – Institutional Values and Best Practices
Metric: 7.1.1– Gender Equity
Gender Audit
Year: 2018-2023

Gender Audit

1. Purpose of the Audit

Internal Quality Assessment Cell of St. Mary's College conducted a Gender Audit to assess and enhance gender equality within the institution.

2. The Key Objectives:

To Assess Current Gender Equality Status:

To evaluate the existing state of gender equality within the institution through its curriculum, identifying gaps in policies, practices, and organizational culture.

To Identify Gender-Specific Impacts:

To examine how different policies and programmes affect men and women differently, ensuring that initiatives do not inadvertently reinforce gender inequalities.

To Establish Baselines for Progress:

To document the current situation, a gender audit creates a baseline against which future improvements can be measured, enabling the institution to track progress over time.

To Promote Institutional Learning:

To encourage collective learning about gender issues among the faculty, non-teaching staff and stakeholders, fostering a deeper understanding of gender dynamics within the institution.

To Make Recommendations for Improvement:

To provide actionable recommendations to address identified gaps and enhance gender equality initiatives.

To Enhance Accountability and Compliance:

To help the institution comply with the national commitments to gender equality by assessing its adherence to relevant policies and frameworks.

To Foster Inclusive Decision-Making:

To analyse participation rates and decision-making processes, to ensure that the women's voices are represented and valued in all organizational activities.

Overall, gender audit is a strategic tool that guides the institution in making informed decisions to foster a more equitable environment.

3. Overview of the College and its Commitment to Gender Issues

St. Mary's College, the first college in Thoothukudi district began its illustrious journey in the year 1948 with 21 students in St. Aloysius school campus. Cajoling and coaxing the unconvinced parents who were afraid to take a bold step regarding their girl children's prospects for education in the post independent era. Now, the institution has grown into a mighty oak with more than 2500 students and with the introduction of new courses, training programmes, and extension activities it relates the local environment to the global community.

St.Mary's College, for the past 75 years has done yeoman service to the society by transforming the lives of the young women belonging to the marginalised and downtrodden sections of the society. The institution is run by the Congregation of Mother of Sorrows, Servants of Mary who through their educational mission of empowering women brought in knowledge revolution in Thoothukudi resulting in Thoothukudi earning the third place in the Human Development Index in Tamil Nadu.

Important Human Development Indicators of Tamil Nadu

(Source : HDR, Tamil Nadu, 2017)

Human Development Index (First and last five districts)

Top 5 districts		
Districts	Index	Rank
Kanyakumari	0.944	1
Virudhunagar	0.855	2
Thoothukudi	0.852	3
Chennai	0.847	4
Kancheepuram	0.845	5

St. Mary's College is dedicated to forming the young women intellectually, morally, culturally, and spiritually. It has taken up the challenge of helping young women develop a vision and grow into womanhood.

The institution addressed serious problems in such areas as the dignity of human life, the promotion of justice for all, the quality of personal and family life, the protection of nature, the search for peace and political stability, a more just sharing in the world's resources, and a new economic and political order that will better serve the human community.

4. Methodology

Data Collection Techniques:

- Surveys/Questionnaires
- Focused Group Discussions
- Interviews with the key stakeholders (students, faculty, administration)

Sample Size and Demographics:

- Number of participants
- Breakdown by department, year, etc.

5. Key Areas of Focus in Gender Audit

i. Institutional Policies and Procedures:

Admission Policy:

- There are adequate measures to ensure the safety and security of women students, particularly those from marginalised communities. More than 80% of the students are first generation learners.

Academic Policies:

- The institution follows gender-sensitive curriculum and pedagogy.
- Courses such as “Women Synergy,” “Women’s Writings,” “Women’s Entrepreneurship,” “Women and Economic Development,” “Women in Politics and Governance,” and “Women Entrepreneurship” highlight the contribution made by the women writers, women scientists for societal development and women empowerment.
- The students take part in extracurricular activities, sports, and perform well in their leadership roles.

The Focus of Extra Curricular Activities on Gender Sensitivity

- The institution through the Centres of Women Excellence and Eco-feminine Excellence creates awareness among the women students to compete with the male peer group confidently through Expert Talks, Seminars and Workshops. The institution celebrates International Women’s Day infusing the pride of womanhood in the students through various programmes and activities.

The Conduct of Extension Activities

- The NSS and NCC students participate in Extension activities that assist them with a wide range of exposure on issues of national importance where women have a powerful role to play.

The Conduct of Extension Activities under UBA Community Development Activities

- The institution through its Community Development Programme under UBA “Women for Women Empowerment” has been instrumental in transforming more than 1000 poor rural women from the adopted villages into enterprising entrepreneurs bringing in societal transformation.

The Conduct of Seminars on Gender Issues

S.N	Name of the Dept/ Club	Title of the Seminar	Date
1	Department of Economics & Department of Economics (SSC)	Women Empowerment and Women Entrepreneurship	09.12.2019
2	Department of Economics	Women Empowerment through Education, Employment and Entrepreneurship	26.06.2020 & 27.06.2020
3	Department of English (SSC)	Emotional Intelligence and Gender Difference in Indian Literature	22.01.2021 & 23.01.2021
4	Department of Mathematics	Empowering Rural Women with Holistic Entrepreneurial Skills	22.02.2021
5	Department of Economics	Natural Remedies for Common illness of Women through Ayurveda	18.03.2021
6	PG & Research Department of History	Small Scale Programme on Jute products to Empower Rural Women	12.04.2021 - 24.04.2021
7	PG & Research Department of History	Building Gender Parity Through Human Rights	04.12.2021
8	PG & Research Department of Commerce	Impediment for Women Career Advancements	11.12.2021
9	Department of Economics	Women Entrepreneurship and Innovation	15.12.2022
10	PG & Research Department of English	Learning Penwomanship: Multimodal Skills for Media and Literature	10.05.2022 & 11.05.2022

Cross-Disciplinary Projects:

- The institution encourages students to take projects that integrate gender studies with other subjects, allowing students to explore how gender intersects with various fields (e.g., Science, History, Art)
- There are more than 300 projects from the Arts and Science streams focusing on Women Studies, Gender Issues, Women Entrepreneurs and Women in Science.

Implementation of Gender-Sensitive Pedagogy

Gender-Neutral Language:

The institution uses inclusive language in all teaching materials and discussions. It avoids terms that may alienate or reinforce stereotypes (e.g., using “chairperson” instead of “chairman”)

Grievance Redressal Mechanism:

- The institution follows a robust and accessible grievance redressal mechanism to address gender-based harassment and discrimination.
- The procedures are gender-sensitive and victim-friendly.

Anti-Sexual Harassment Policy:

- The institution adopts a well-defined anti-sexual harassment policy in alignment with the latest UGC guidelines and it is implemented in all spheres.
- The procedures for reporting and investigating complaints are time sensitive and confidential.

6. Infrastructure and Facilities:

a. Classrooms and Laboratories:

- The facilities are adequate and accessible to all students.
- Are there separate and safe sanitation facilities for the women students.

b. Hostel Facilities:

- The hostel facilities are safe and secure for women students.
- There are adequate security measures in place.
- The accommodation is hygienic accommodation and iron rich food is given to the students in order to improve their health.

c. Library and Computer Facilities:

- These facilities accessible to all students.

7. Faculty and Staff:

a. Recruitment and Selection:

- The selection and recruitment of teaching faculty is based on merit and the efficiency in teaching and the non-teaching faculty is based on work efficiency.
- There are equal opportunities for women in academic and administrative positions

b. Work Environment:

- The work environment is conducive to women's professional growth and well-being.
- There are welfare measures for all the to address gender-based discrimination and harassment.

c. Professional Development:

- The institution provides opportunities for women faculty and staff to participate in training and development programs.

8. Student Support Services:

a. Counselling Services:

- The institution addresses the specific needs of women students, such as gender-based violence, mental health, and career counselling through specialised counselling.

b. Health Services:

- The institution gives importance to the health and wellbeing of the students, including gynaecological care.

c. Scholarships and Financial Aid for Students/Research Scholars

- There are scholarships and financial aid programmes specifically designed for women students from marginalised communities.
- Women Research Scholars receive scholarships under 'Junior Research Fellowship' Scheme adding up to Rs.15,37,000, 'Savithri Bai Jyotirao Pule Single Girlchild Fellowship' adding up to Rs.7,45,000.
- More than 60% of students receive scholarships from the State Government.

9. Recommendations

Actionable strategies based on findings:

- Initiatives to promote career guidance and leadership among the students.
- To include a greater number of courses on gender sensitivity.

10. Monitoring and Evaluation

- Assess the effectiveness of implemented strategies.
- Schedule regular follow-up audits to ensure continuous improvement.

Conclusion

St.Mary's College reiterates its commitment to fostering an inclusive environment.

The Members of the Gender Audit Committee:

S.No.	Members	Signature
1.	Principal Dr. Sr. A.S.J. Lucia Rose Chairperson	<i>Lucia Rose</i>
2.	IQAC Coordinator Dr. B. Serena Margaret IQAC Coordinator	<i>B. Serena Margaret</i>
3.	Management Nominee Dr. Sr. M. S. Ezhilarasi Asst. Coordinator	<i>Ezhilarasi</i>
4.	IQAC Members Dr. S. Euchrista Immaculate Sylvia Associate Professor of Physics	<i>S. Euchrista Immaculate Sylvia</i>
5.	Dr. S. Beulah Jerlin Assistant Professor of Botany	<i>Beulah Jerlin</i>
6.	Ms. S. M. Rojapoo Assistant Professor of History	<i>S.M. Rojapoo</i>
7.	Dr. C. Reena Assistant Professor of Mathematics	<i>Reena</i>
8.	Dr. C. Zozimus Divya Lobo Assistant Professor of Chemistry	<i>C. Zozimus Divya Lobo</i>
9.	Dr. T. Priyanka Assistant Professor of Commerce	<i>T. Priyanka</i>
10.	Senior Administrative Officer Ms. P. Rose Wens Office Superintendent	<i>P. Rose Wens</i>
11.	Local Society Nominee / Trust Ms. S. Rajathi Director, Morning Star Social and Educational Port Thoothukudi	<i>S. Rajathi</i>
12.	Student Nominee Ms. S. Divya Dibashini, II M.A. English Alumna	<i>Divya Dibashini S</i>
13.	Dr. P. Rayani Nivethitha Project Associate, CSIR – CECRI, Karaikudi	<i>P. Rayani Nivethitha</i>
14.	Employer Dr. P. Johnson Durai Raj Director, Postulate Institute of Research & Technology, Thoothukudi	<i>P. Johnson Durai Raj</i>
15.	Industrialist Er. J. Sahaya Reegan CEO, Netz Solution, Thoothukudi	<i>Er. J. Sahaya Reegan</i>
16.	Stake Holder – Parent Mr. M. Fortune, B.T. Assistant Karapettai Nadar Boy's Hr. Sec. School, Thoothukudi	<i>M. Fortune</i>

St. Mary's College (Autonomous), Thoothukudi

Lucia Rose

Principal

St. Mary's College (Autonomous)
Thoothukudi-628 001.