

GENDER AUDIT

STUDY PERIOD (TWO YEARS) 2022–2023 AND 2023–2024

Social study
AUDIT REPORT

Studied for
Maris Stella College
(Autonomous)

No.16 N.H.Service Road, Near Benz Circle,
Beside Lepl, Vijayawada 520008, India



Website: <https://thegreenviosolutions.co.in/>

Email: greenviosolutions@gmail.com

Disclaimer

The Audit Team has prepared this report for the **Maris Stella College (Autonomous)** located at No.16 N.H.Service Road, Near Benz Circle, Beside LepI, Vijayawada 520008, India based on input data submitted by the Institute analysed by the team to the best of their abilities.

The details have been consolidated and thoroughly studied as per the various guidelines for Green Buildings available in National and International Standards; the report has been generated based on comparative analysis of the existing facilities and the prerequisites formulated by various standards. The inputs derived are a result of the inspection and research. These will further enhance and develop a Healthy and Sustainable Institution.

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The Report is prepared by the Team of Greenvio Solutions under their brand and department – Sustainable Academe as Consultancy firm along with Ms. Nahida Shaikh, Project Head (P.G.D.R.D (pursuing)), who has conducted multiple capacity building programs through the organisation – Creative Station where she is Program Coordinator for various stakeholders in MMR and has immense experience in Audits and Report writing.

Ms. Nahida Abdulla
Greenvio Solutions

Developing Healthy and Sustainable Environments
 We are an Environmental and Architectural Design Consultancy firm
Sustainable Academe is our department for conducting audits
 Palghar District, Maharashtra- 401208
sustainableacademe@gmail.com



Acknowledgement

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Our special thanks are extended are due to everyone from the Management.

Our heartfelt thanks extended to Chairpersons of entire process **Dr.Sr.Kulrekha Mudartha**, (Principal) and **Dr.Sr.Leena Quadras**, (Correspondent) for the valuable inputs.

We are also thankful to Institute's Task force who have played a major role in data collection.

- ➔ **Teaching members** – **Dr.G.Little Flower**, Professor; **Dr.C.Krishnaveni**, Professor; **Dr.Sr.P.Japamalai**, Professor; **Dr.Sr.K.Ramana**, Asso.Professor; **Sr.Sahaya Arokia Mary**, Asst.Professor
- ➔ **Non-teaching staff members** – **Mr.Yunus**, **Mr.Moses**, Electrician and **Mrs.Aruna**, Sweeper
- ➔ **Admin staff members** – **Mrs.K.V.L.Prasuna**, Admin

We appreciate the cooperation of the **entire Teaching, Non-teaching, and Admin staff** for their support while collecting the data.

Sustainable Academe

Brand of Greenvio Solutions, Palghar District, Maharashtra- 401208

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1. Introduction

1.1 About the statements of the Institute

1.1.1 Vision

The Institute proposes "Empower, Enrich, Excel, Transform: To contribute to a just and equitable society through quality education for leadership and social responsibility in an environment of academic excellence and sound values."

1.1.2 Mission

The Institute adheres and focuses "To empower young women through a transformative education to form intellectually competent, morally upright, socially committed and spiritually inspired women imbued with the values of humanism in the service of society."

1.2 Assessment of the Institute

1.2.1 Affiliations

The Institute is affiliated to **Krishna University**, a state university at Andhra Pradesh, India.

1.2.2 Certification

The College has received the following Certifications

- **AISHE** – The All India Survey of Higher Education code is C-25318
- **ISO** – Received the ISO 9001,14001 and 50001 Certifications

1.2.3 Recognitions

The College has been recognized under section 2(f) and 12(B) of the UGC Act, 1956 by University Grants Commission, New Delhi.

2. Overview

2.1 Summarised Populace analysis for 2023-2024

2.1.1 Students data

The data (shared by the Institute) shows there were **1,703 students**.

2.1.2 Staff data

S. No.	Type	Male	Female	Total
1	Admin staff	05	14	19
2	Teaching staff	12	59	71
3	Non-Teaching staff	17	18	35
Total Staff Members		34	91	125

Table 1: Staff data of the Institution for 2023-2024

The staff data shows the Institute premises **125 Staff Members**.

2.2 Summarised Populace analysis for 2022-2023

2.2.1 Students data

The data (shared by the Institute) shows there were **1,857 students**

2.2.2 Staff data

S. No.	Type	Male	Female	Total
1	Admin staff	05	15	20
2	Teaching staff	12	58	70
3	Non-Teaching staff	13	17	30
Total Staff Members		30	90	120

Table 2: Staff data of the Institution for 2022-2023

The staff data shows the Institute premises had **120 Staff Members**.

3. Observation

Survey Results

An online survey was conducted to analyse the student and staff views about the Energy management practices adopted in College, following is the result received.

3.1 Participation

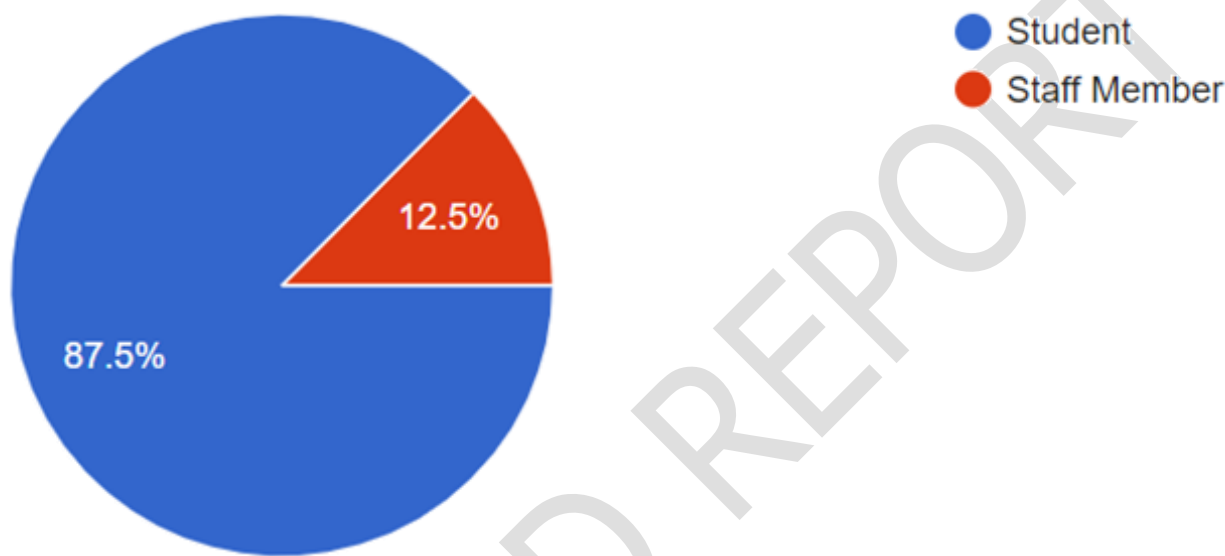


Figure 1: Participation analysis in the survey

A total of **279 responses** were received out of which 88% were students.

Note: The Participants were asked to review the practice on a scale of 1-5 with scale components as follows:

- ➔ Scale 1 – Poor
- ➔ Scale 2 – Satisfactory
- ➔ Scale 3 – Good
- ➔ Scale 4 – Very good
- ➔ Scale 5 – Excellent

The figures in each of the columns of graph depict the Number of participants responses in numerical (Percentage of the participant response) – For example 101 responses (44.5%)

4. Documentation

4.1 Gender equality goals and objectives

4.1.1 Context

The Sustainable Development Goals or Global Goals are a collection of 17 interlinked global goals designed to be a "shared blueprint for peace and prosperity for people and the planet, now and into the future". The SDGs were set up in 2015 by the United Nations General Assembly. **The SDGs identifies 'Gender Equality' as SDG- 5.**

4.1.2 Survey

4.3.2.1 Measures taken w.r.t. Faculties ratio - Male to Female in the premise

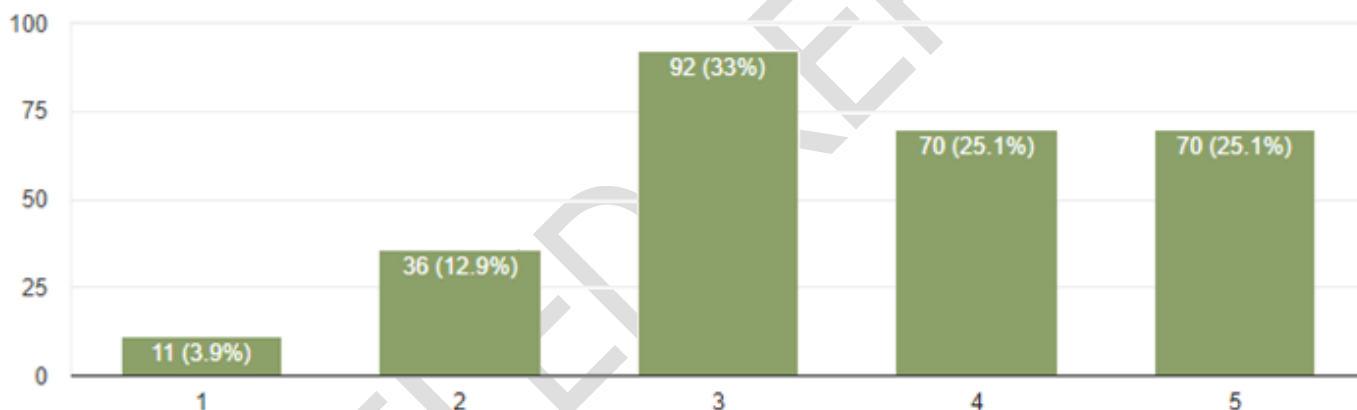


Figure 2: Faculties ratio - Male to Female in the Institute

Observation: The students and staff almost 25% of the respondents found practices to be Excellent (Rating of 5); whereas almost 25% of the respondents found practices to be Very Good (Rating of 4); and 33% of the respondents found practices to be Good (Rating of 3).

Inference: Though the majority responses are for 'Excellent – Rating 5' is less than 50% thus this shows that the said section requires improvement.

4.1.3 Current measures

The data shared by the College stated the following provisions are available:

- ⇒ Scholarship instituted by management, from NGOs, Philanthropists, individuals and alumni
- ⇒ Academic contribution, donations, scholarships, awareness on health issues
- ⇒ Mid-day Meal Scheme

4.2 Gender-wise skill enhancement

4.2.1 Context

The section focuses on the improvement in the contextual framework of the steps undertaken at present and their scope for betterment in future.

4.2.3 Current measures

The data shared by the College stated that the following practices have been adopted for betterment and gender sensitization.

- Professional Counsellor is available on the campus
- Mentor System: 20-25 students are assigned to each faculty as mentor
- Placement drives, Career Counselling, Guidance and coaching for competitive exams, remedial coaching classes are conducted every year
- Women Entrepreneur Cell is established and functioning with students representation

4.3 Gender mainstreaming

4.3.1 Context

The section focuses on the appropriate measures adopted towards 'Gender Planning' in the Institute. The section details are summarised below.

4.3.2 Survey

4.3.2.1 Measures taken w.r.t. Anti-ragging in the premise

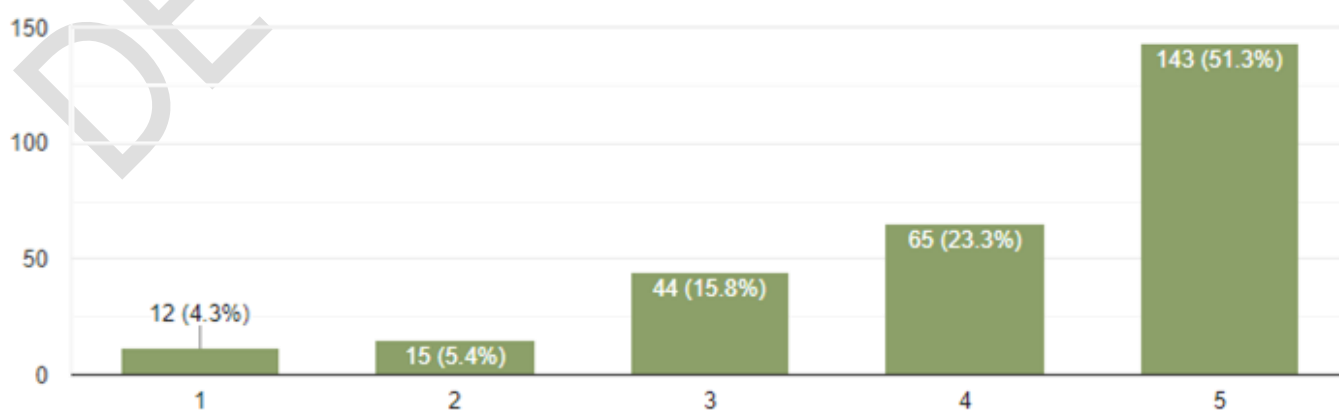


Figure 3: Measures taken w.r.t. Anti-ragging in the premise

Observation: The students and staff almost 51% of the respondents found practices to be Excellent (Rating of 5); whereas almost 23% of the respondents found practices to be Very Good (Rating of 4)

Inference: Though the majority responses are for 'Excellent – Rating 5' are more than 50% thus the said section 'DOES NOT' require any improvement.

4.4 Gender Balance

4.4.1 Context

The section focuses on the current scenario of the administrative and similar aspects which deal with the gender balance in the premises. Though the SDG 10 focuses on Reduced Inequalities on a macro level, the study focuses on reducing inequalities on a micro level.

4.4.2 Survey

4.3.2.1 Measures taken w.r.t. Gender balance in the premise

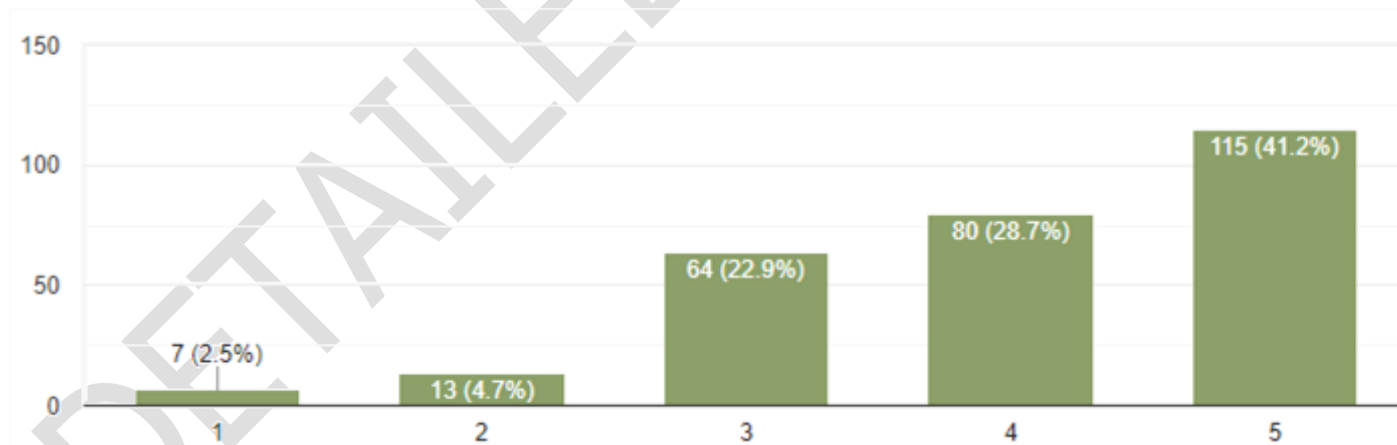


Figure 4: Measures taken w.r.t. Gender balance in the premise

Observation: The students and staff almost 41% of the respondents found practices to be Excellent (Rating of 5); whereas almost 29% of the respondents found practices to be Very Good (Rating of 4); and 23% of the respondents found practices to be Good (Rating of 3).

Inference: Though the majority responses are for 'Excellent – Rating 5' is less than 50% thus this shows that the said section requires improvement.

5. Suggestion

The following suggestions are ***not an urgent priority*** and **can be executed in 5 years from the date of the Report submission.**

5.1 Technical suggestions by external team

- ➔ **Increase and regularize the nos. of seminar/ workshops** related to:
 - *Expand communication skill related to everyday sexism*
 - *Core career skills such as assertiveness, wage negotiation, work-life balance, and public speaking*
 - *Self-defence training and physical strengthening classes like karate*
- ➔ **Develop a wall of inspiration** to inspire students by providing images and role models that expand their dreams determining this space as **a Free-expression walls** related to gender and cultural equity

5.2 Stakeholder suggestion as per survey

The following suggestions were provided by the stakeholders as part of the survey exercise.

- ➔ By sensitizing teachers and students about the importance of gender equality, women empowerment cell of the college conducts program to help girls to understand gender discrimination
- ➔ By setting gender equality plan
- ➔ Girls should be given chance for extra curriculum
- ➔ Treat everyone equally without any gender
- ➔ Conducted gender awareness seminar and guest lecturers for staff and students
- ➔ To organise program on gender inclusive growth; Training programmes for students to raise awareness about biases, stereotypes that contribute the gender inequality
- ➔ The senior administrative team should adopt supportive regulations with long term vision towards gender equality
- ➔ Collaborating with peer institutions and industry partners to share best practices and resources for advancing gender equity in higher education and beyond

6. Compilation

The Gender Audit Handbook, Washington as a reference (partially) only for formal survey.

<https://reliefweb.int/report/lebanon/guide-note-gender-sensitive-communication-guidelines>

References:

- ➔ <https://www.isglobal.org/en/-/sdg-5-achieve-gender-equality-and-empower-all-women-and-girls>
- ➔ UN Women Asia and Pacific
- ➔ <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-institutional-transformation/step-9-developing-gender-equality-competence>
- ➔ <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>
- ➔ <https://guardian.ng/saturday-magazine/youth-magazine/global-goals-5/>
- ➔ <https://www.isglobal.org/en/-/sdg-10-reduce-inequality-within-and-among-countries>

