TECHNICAL AUDIT REPORT
[Green, Environment, Energy, Waste Management and Gender Audits]

Submitted to

SOKA IKEDA COLLEGE OF ARTS AND SCIENCE FOR WOMEN MADHANANGKUPPAM, CHENNAI- 600 099 TAMIL NADU, INDIA

Date of Audit: 28.03.2023

Regd. No. 114 / 2017

Submitted by
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6. GENDER AUDIT

6.1. Introduction

A gender audit is a technique for evaluating and verifying the establishment of gender equality in organisations, including their policies, programmes, projects, and/or service delivery, structures, procedures, and budgets. Gender audit's fundamental premise is that public policy affects men and women differently. The difference is a result of the varied responsibilities that men and women have within the household and the lower economic standing of women.

An audit of gender issues is intended to result in improvements to public policy that advance gender equality. We cannot respond to the question "Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular" without conducting a gender audit. The second justification for performing a gender audit is to increase women's understanding of their claims and rights as well as their access to opportunities and resources. The goal of a gender audit is to increase women's understanding of their rights, claims, and opportunities, as well as their access to them.

Gender audits offer organisations the chance to straighten up their own act and alter any components of their culture that discriminate against female employees and "beneficiaries" of their programmes. Gender audits are a strategy for gender mainstreaming that assist organisations in identifying and understanding gender trends in their human resource management, organisational culture, and composition, structures, procedures, and delivery of policies and services. Additionally, they aid in determining how management decisions and organisational performance affect gender equality inside the organisation. Gender audits highlight significant gender disparities and difficulties and suggest ways to close them via improvements and innovations. They serve as a baseline against which progress may be monitored over time.

6.2. Aims and Objectives of Gender Audit

These are the primary objectives of the study. Its objectives are:

➢ To determine the disparity in enrollment and empowerment between male and female students, researchers, and professors.

➢ To ensure that there is a good gender balance in all areas of the department's activity.

➢ To be aware of the representation of women in bodies that make decision

➢ Examining the degree of exposure to women's issues in the curriculum

6.3. Qualitative Measurements

S. No.	Checklist	Observation	
		Yes	No
1	Availability of Gender sensitization monitoring committee?	Yes	
2.	What are the safety and security plans implemented for women students (CCTV Camera, Security Guards, etc.?)	Yes	
3.	Any separate Health Care centre available in the campus?	Yes	
4.	Whether the awareness programme conducted for students based on Gender equity?	Yes	
5.	Whether separate counselling centre is organised for the welfare of students?	Yes	
	Availability of Women Empowerment cell in the Campus	Yes	
6.	Whether any Training / Awareness programme / workshop organised on Sexual Harassments	Yes	
7.	Availability of Gender Equality policy	Yes	
8.	Observation on complaint box inside the campus	Yes	
9.	Availability Napkin collector and dispenser facilities	Yes	
10.	Observation on action plan taken for gender equity	Yes	

Table: 1 Gender-wise details of Faculty members

Students		Teaching Staffs		Non-Teaching Staff Members	
Men	Women	Men	Women	Men	Women
Nil	1384	Nil	106	45	24
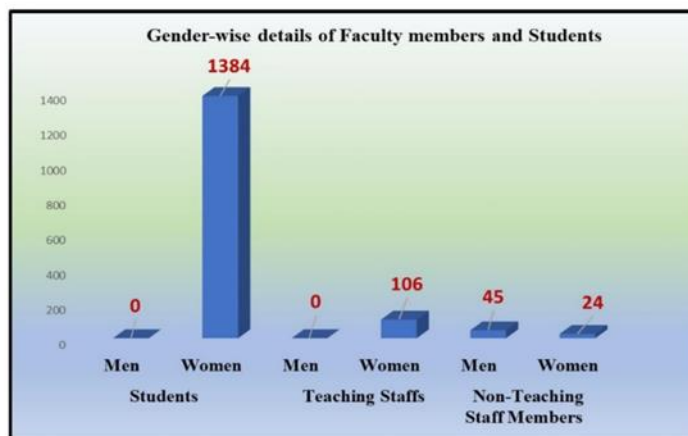
The above table and figure reflect the gender representation of employees within the institution in terms of teaching staff, non-teaching staff and Students. The above table indicates that the participation of women is very high in the consolidated /daily wagegroup than in the Teaching, non-teaching and Students. It also shows a fair amountof participation of women in other fields.

6.4. Gender Policy

- The institution does not entertain/encourage any kind of discrimination based on the basis of gender.
- The institution shall provide safe, secured and conducive environment for all girl students.
- The institution shall provide opportunities that facilitate gender equality.
- The institution shall provide opportunities and monetary support and all possible support to girl students hailing from economically disadvantaged sections.
- The institution shall safeguard women (both students and staff) against any form of discrimination, violence, indignity, exploitation and harassment
- Freedom for all genders to express free and fair opinion.
- Sensitize the college community on third gender inclusion.

6.5. Committee Members

S.no	Name	Designation	Internal/ External member
1	Mrs. Kogilam Kumanan	Secretary Soka Ikeda College of Arts and Science for women	Internal member
2	Dr. Meera Murugesan	Principal Soka Ikeda College of Arts and Science for women	Internal member
3	Dr. Kanmani Subramanian	Vice-Principal Soka Ikeda College of Arts and Science for women	Internal member
4	Dr. Sandhya Lakshmi	IQAC Coordinator Soka Ikeda College of Arts and Science for Women	Internal member
5	Ms. Bhuvaneshwari	Women's Cell Coordinator	Internal member
6	Ms. Subashini Williams	Students Union Advisor	Internal member
7	Mary Sujatha	Faculty – Transport incharge	Internal member
8	Ms. Anitha Devi	Students' grievance cell	Internal member
9	Ms. Abisha	Hostel Warden	Internal member
10	Dr. Taj	External Member Advocate	External member

6.5.1. Facilities For Students Inside the Campus

The college campus has the following amenities for students, faculty members and non-teaching staff.

- Information boards
- R. O. Drinking water points
- Waste management box
- Medical check-up facilities and first aid facilities.
- Canteen for students and all faculty/non-teaching staffs
- Parking zones for bicycle, two-wheelers and four-wheelers
- Stationary center
- CCTV- cameras at different points covering whole campus.
- Girl's common room with all basic facilities.
- Ramps at every needful point for differently abled students.
- Sports facilities for both outdoor games along with coaching facility for sports activities.
- Separate washrooms for students, students and male non-teaching staff.
- Library with a wide range of text books/reference books/e –resources.
- Laboratories
- Seminar Hall
- Smart class rooms
- Assembly Stage

Sports

Outdoor Games: Volleyball, Football, Basketball, Kho-kho, Track

6.6. Internal Committees for Well Being of Students

Placement Cell: Placement Cell is active and takes up initiatives to handhold students regarding job opportunities, career identification and helps students find proper employment opportunities.

Career Guidance Cell: Career Guidance Cell helps in the pre-placement training, resume preparation and conducts various workshops to

Student's Grievance Redressal Cell: The College has a students' Grievance Redressal Cell to deal with the concerns of all students. Suggestions boxes are being placed

S. No.	Name of the Department	Details	
		Head of the Department	**Assistant Professor**
1.	Tamil	1	10
2.	English	1	10
3.	Biochemistry	1	3
4.	Computer Science	1	4
5.	Mathematics	1	11
6.	Business Administration	1	3
7.	Commerce	1	12
8.	Computer Applications	1	4
9.	ISM	1	3
10.	Economics	1	3

11.	Physics	1	1
12.	TTM	1	1
13.	Psychology	1	3
14.	Japanese	1	1
15.	Physical Education	1	Nil
16.	Library	1	Nil
17.	Corporate Secretaryship	1	3
18.	MA HRM	1	1
19.	MSW	1	Nil
20.	B.COM A&F	1	3
21.	Historical Studies	1	1
22.	Sociology	1	3

6.7. Curriculum Aspects (2022-2023)

What is the Gender (which includes women) related courses/topics introduced in thecurriculum in the various subjects taught in your department?

Department	Topic / Course
Tamil	Course: Periyar studies Title: periyarum Pennurimaiyum
English	Topic – Women's Writing
Ba sociology	Course – Gender Studies
MA HRM	Course – Work place counselling Unit IV – Sexual Harassment in Workplace
MSW	Course – Gender & Development

.6.7.1. Teaching, Learning and Evaluation (2022-2023)

a) Gender segregated data on Student enrolment at PG level and Scholars

Category	Men	Women
UG/PG	Nil	1525
M. Phil	Nil	Nil
Ph. D	Nil	Nil

b) Non -teaching Staff

Cadre	Male	Female
Deputy Registrar's	Nil	Nil
Assistant Registrar's	Nil	Nil
Technicians	Security: 4 + 2 assistants Gardener – 2 Electric – 1 Technical assistant – 1	13 (office staff + lab assistants + maintenance + hostel) 13 housekeeping staffs
Consolidated / Daily Wages	Nil	Nil

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c) No. of Research project Conducted

Name of the Faculty	Research Projects/ Workshop/ Training /Awareness/ Programmes (short write up)
Nil	Nil

d) What is the specific research topics and extensions activities related to women orgender Issues?

Name of the Faculty	Research Topic
D.Sasikala	Study on impact of public bus transport in women in higher education
Dr.V.Padmavathy	Topic:1." Enfranchisement and allegation of women physicist in career resources outcomes" Topic2: "A study on gender equalities among employees in software sector"
Mrs.J Parvathy	Women Emancipation and Global Career opportunities through higher education
Dr A Vinnarasi	Women in research and development
P.Dhanalakshmi & S.Anitha	Women's emancipation is a myth or a reality.
Anitha R and Sathya R	Empowering Women in the field of Mathematics International conference on Women emancipation and global career opportunities through higher education
M. Ramya Devi	Milestones and Pioneers in Women Education
Shobana S & krishnaveni R	Women emancipation and global career opportunities through higher education
E.Praveena and R.Puspalatha	Women's Emancipation in Various Fields Through Higher Education
Dr.Alamelu PL and Dr.V.Premalatha	Higher education as a key for advancement of women through ages.
T. Sophia Beatrice and R. Narmadhadevi	Women's higher education and career opportunities in various phases of development
Shobana S & krishnaveni R	Topic1 Empowering the women through higher education together we can bring change.
J.Vimal Rosy &	Role of ICT in Women Empowerment
Rajeswari & Dr.C.Thavamani	Significant Role of Women In Research of Computer Science
Dr.S.Mary Sujatha & Mrs P.Kalpana	Women Emancipation - Are you really free?
S.ushadevi	A study on socio psychological factors that influence women's career development
Dr. B. Subhashini	Topic 1. Gender Bias in Arundhathi Roy's The God of Small Things Topic2 Family History in David Davidar's The House of Blue Mangoes Topic3 Gender Discrimination in Alice Munro's "Boys and Girls" Topic4 Gender Imbalance in Arundhathi Roy's The God of Small Things Topic5 Portrayal of Women Empowerment in Kamala Markandaya's Nectar in a Siev

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D Subhashini	Heading upto feminism through Education

Extension activity

Name of the club/cell	Research Topic	Extension Activity
NSS	-	Awareness programme on Gender equality for the school children in adhi dravidar government school, vilangadu pakkam, Chennai on March 28, 2023.

e. Representation in various Committees:

Name of the Faculty	Representation in various committees and additional Responsibilities
Dr. Meera Murugesan Principal	Chairperson in Biochemistry Board (University of Madras)
Dr.Mary Sujatha	Chief Examiner B. Com (University of Madras)
Mrs.Vijaya Girija	Chief Examiner B. Com (University of Madras)

6.7.2. Infrastructure (Kindly tick the appropriate Column)

Infrastructure	Male	Female
Staff Room	NIL	6
Common Room	NIL	NIL
Toilets	2	5 – Faculty and 63 – Students
Sports Facilities	-	Basket Ball Ground Volley Ball Ground Kho-Kho Ground Track
Rest Room (Space for Sick to take rest)	NIL	1
CCTV Cameras	NIL	39
Another	NIL	NIL

**6.7.3. Student Support and Progression (2022 -2023)**

Financial Assistance to female students
89

6.7.4. Organization and Management (2022 – 2023)

Ratio of Women in Board Studies	Women in Headship	Additional Responsibility by Women Faculty members and Non-Teaching Staff
3 Female: 11 Male	Secretary – 1 Principal – 1 Vice – Principal – 1 Headship in Academic departments :19 Library - Head : 1 Physical Education- Head : 1	All committees/Clubs/Cells/Part-v are completely headed by women.
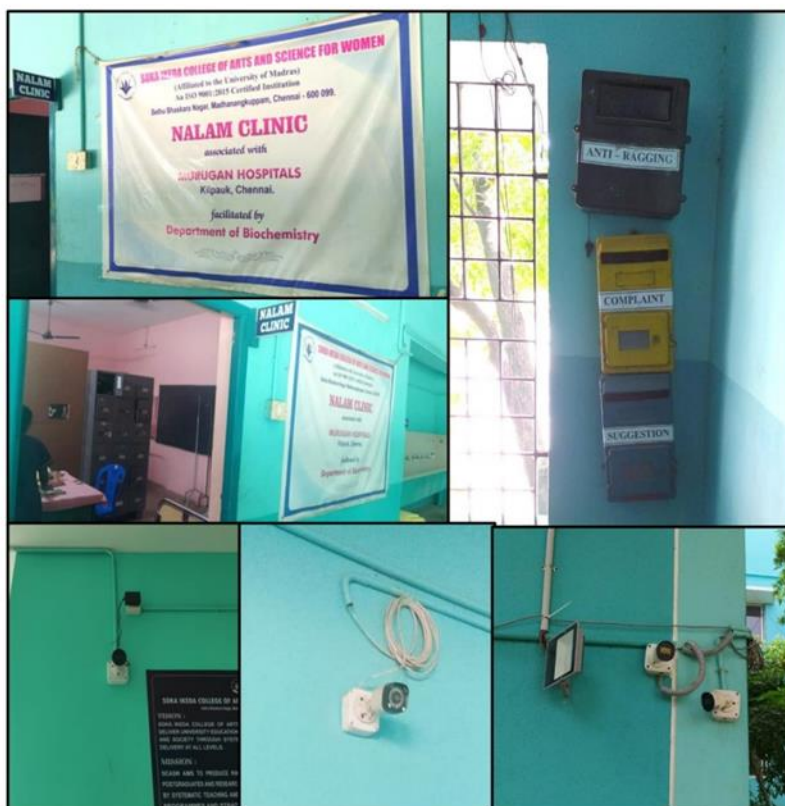
Clinic Facilities, CCTV Surveillances and grievances cells are noticed in Soka Ikeda College of Arts and Science for Women, Chennai, Tamil Nadu

6.8. Conclusion

Since 2017, the Ministry of Women and Child Development has appointed College to execute a workshop, training, and awareness campaign on the "Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act 2013". Regardless of gender, thirty programmes have been planned for the South Zone authorities, students, and community.The physical and emotional well-being of students, scholars, and staff is taken seriously by the college. For the benefit of women, professional personnel offers yoga and meditation instruction on campus. 24/7 hospital and ambulance service offers quick, immediate support to anyone in need of medical care. With the use of different technological tools, such as CCTV, safety and security on campus are assured. The counselling centre offers strategies for minimising interruptions and disruptions.

The overall impression of the college shows growth and progress in the direction of establishing a campus that is gender inclusive in the future.

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