



CHRIST THE KING ENGINEERING COLLEGE

Karamadai, Coimbatore - 641104

(Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai)

Ph: +91 91500 76729 Email: principal@ckec.ac.in Web: www.ckec.ac.in

GENDER AUDIT REPORT




D. S. JAYAKUMAR, M.E., Ph.D.
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Introduction

The past three decades have seen a surge in global recognition of the need to empower women. This movement extends beyond basic rights, encompassing access to education, healthcare, and proper nutrition. It also strives to create a fairer landscape in social, political, and economic spheres. Influential reports like the World Development Report and the Human Development Report offer valuable insights on these issues, while national planning documents provide further context. However, a deeper understanding of gender equality requires examining educational institutions, especially universities and colleges.

Here's where the concept of "gender mainstreaming" becomes crucial. It emphasizes systematically integrating women's needs and aspirations into policymaking and implementation. This ensures all policies and programs work towards gender equality.

Educational institutions have immense power to foster this equality. Integrating a gender perspective throughout these institutions, from policymaking and curriculum development to the overall learning environment, is essential.

This context argues for applying a gender lens throughout the entire policy cycle – formulation, implementation, evaluation and ensure. Policies are designed and carried out effectively to achieve equitable outcomes for all genders.

About College

Christ the King Engineering College is approved by the All-India Council for Technical Education [AICTE], Government of Tamilnadu and affiliated to Anna University, Chennai. The college is certified by ISO 9001:2015 quality certificate for its continuous effort imparting quality education to the students.

The College is promoted and managed by MMI, DMI and Collaborators, which was founded in the year 1984 by Rev. Fr. Dr. J.E. Arulraj, OMI. The Society manages several educational, technical, health, welfare and social development institutions. The visions of these Institutions are to provide a disciplined life with fully alive and fully human. Further, it strives to achieve excellence and promising inventions to the students. Besides the College commits itself to promote self-disciplined and holistic academic excellence among the most



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marginalized, oppressed and disadvantaged sections of the society so as to mold persons in pursuance of making a better human life through science and technology. Simultaneously this enhances the core strength of the students and enables them to make significant contribution to the development of the society in particular and the nation at large.

The mission of the college is to empower young people across the nation by equipping them with the essential knowledge, skills, and innovative mindsets required to actively contribute to a secular, and ideal society. By inviting esteemed speakers, the college clarifies laws, particularly benefiting female students. To maintain a safe environment for everyone, the institution has set up a discipline committee, an anti-ragging committee, and an internal complaints committee.

Gender Audit

The Gender Audit aims to evaluate the institution's gender balance and compliance with university policies and UGC norms. This audit examines the impact of current and proposed policies on gender equality. The college is committed to the holistic development of all students, ensuring gender equity through various facilities and special attention for female students. The audit serves as a tool for analyzing and evaluating the institution's policies and programs, assessing how gender perspectives are integrated into all activities. Its primary goal is to ensure that gender policies are properly implemented and adhered to within the college.

From its inception, the college has established a Women Empowerment Cell (WEC) to promote gender equity among students and raise awareness about its importance in society. The WEC encourages students to fulfil their social responsibilities and empowers them through various programs designed to enhance the strength and capabilities of female students. Both male and female students are included in these initiatives. Additionally, the Women Development Cell (WDC) provides a platform for addressing complaints, swiftly resolving grievances, and sensitizing female students on gender issues. All grievances are handled confidentially by a sexual harassment redressal committee.

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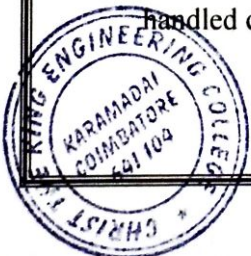
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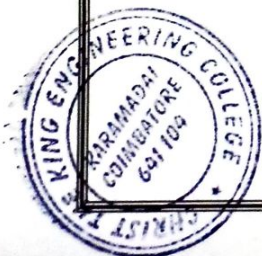
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The WDC conducted a Gender Audit as part of the assessment and accreditation process for Higher Educational Institutions, as recommended by the UGC. The audit team surveyed students and reviewed the college's operating environment to ensure compliance and promote gender equity.

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Objectives

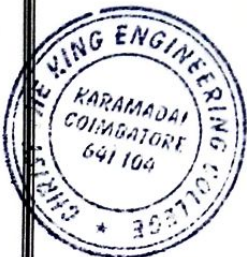
The study aims the following objectives

- Conduct a comprehensive assessment to identify and mitigate gender disparities among both students and faculty.
- Implement measures to ensure balanced gender representation in decision-making processes across all departmental functions.
- Prioritize the safety and well-being of female students and staff by enhancing security measures and advocating for their representation in key institutional bodies.
- Integrate gender-focused studies and perspectives into the curriculum to foster a more inclusive learning environment.
- Organize impactful events and initiatives, such as grand celebrations for International Women's Day, to inspire and empower female students and faculty members.

Gender Equity Policy

The college prioritizes a respectful and inclusive environment for all members of its community. This commitment is reflected in several key policies:

- **Mutual Respect:** Staff and students are expected to treat one another with dignity and courtesy at all times.
- **Gender Equity:** CKEC actively promotes gender equality within the college. This includes initiatives to:
 - Increase the enrollment of female students.
 - Expand the number of female faculty members.
 - Ensure equal opportunities for staff in areas like employment, recruitment, selection, and career advancement.




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- **Leadership Commitment:** The college leadership, including the Principal, Vice-Principal, and Heads of Departments, actively champion gender equality across academic and administrative functions

Methodology

This study utilized a comprehensive approach, gathering data from all college departments. Additionally, secondary data sources were consulted, including annual reports, regulations & curriculum documents, and academic schedules. A standardized information format was developed to facilitate data collection for this specific study.

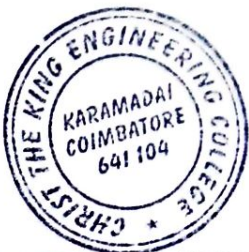
Scope


The present survey provides an opportunity to monitor the progress of gender equality on our campus

Data Analysis

Table:1 Gender-wise analysis of the student demographics in the college

S.No	Year	Total	Male	Female	%Male	%Female
1	2018-2019	548	357	191	65.1	34.9
2	2019-2020	623	377	246	60.5	39.5
3	2020-2021	676	475	201	70.3	29.7
4	2021-2022	661	470	191	71.1	28.9
5	2022-2023	730	517	213	70.8	29.2




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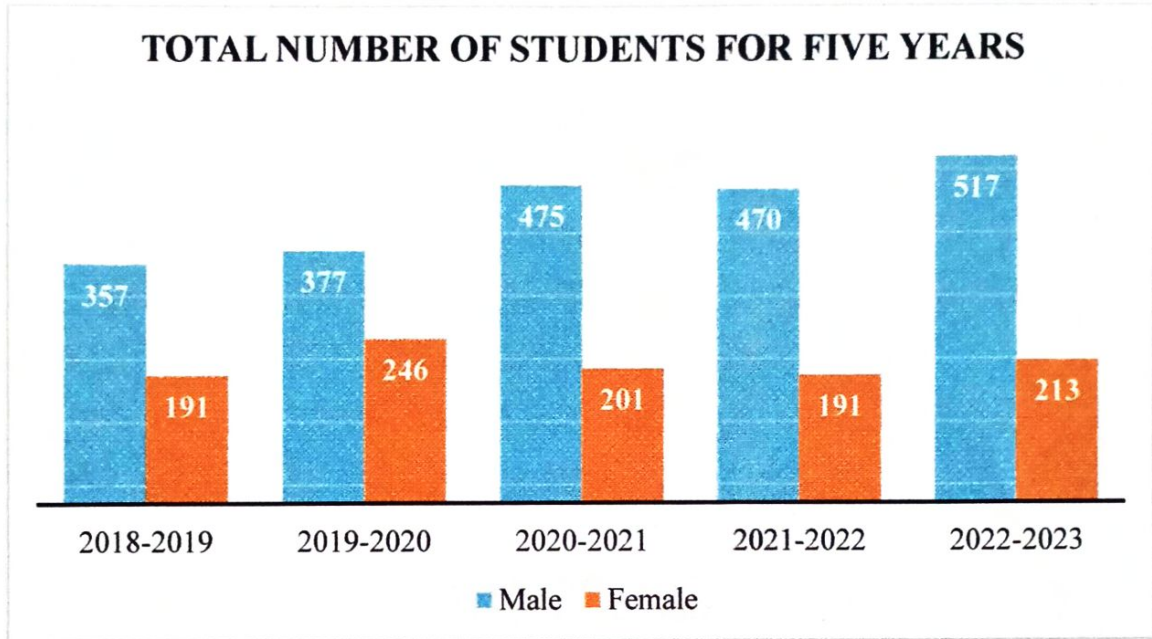



Figure 1: Gender wise Details of Total Students in the College




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S.No	Year	Male	Female	%Male	%Female	Total
1	2023-2024	38	27	58.5	41.5	65
2	2022-2023	34	20	63.0	37.0	54
3	2021-2022	36	23	61.0	39.0	59
4	2020-2021	42	30	58.3	41.7	72
5	2019-2020	58	32	64.4	35.6	90

Table:2 Gender-wise Details of Teaching staff in the College

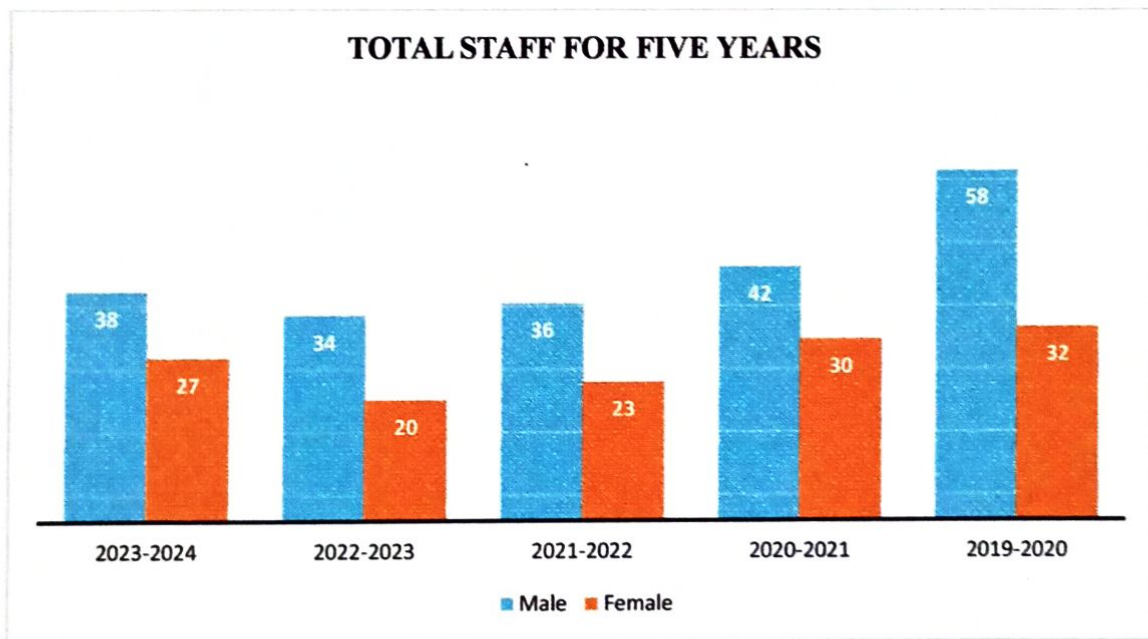


Figure: 2 Gender wise Details of Teaching staff in college



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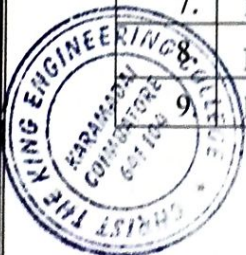
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ANTI-RAGGING COMMITTEE:

S.NO	NAME	POSITION	DESIGNATION	CONTACT NUMBER
1.	Dr.Jeyakumar M	Chairman	Principal	9443612959
2.	Dr.Logesh S	Convener	Director Academic	9894586216
3.	Mr.Kumar P	Member	Inspector of Police	9498174170
4.	Mr.Venkatesh K	Member	Revenue Inspector	9715402113
5.	Mr.Joyala	Member	Official of NGO	9360568044
6.	Mrs.Mahalakshmi R	Member	Representative of parents	9894676880
7.	Ms.Karthika K	Member	Representative of students	9500464760
8.	Mr.Vishalananth R	Member	Representative of students	9843297009
9.	Mr.Narayanaswamy M	Member	Lab technician	9444336770

COMPOSITION OF ANTI RAGGING SQUAD

S.No	Name	Position	Designation	Contact Number
1.	Dr.Jeyakumar M	Chairman	Principal	9443612959
2.	Dr.Suganya R	Member	HoD/S&H	6381667541
3.	Mr.Dharmaraj T B	Member	HoD/CSE	9842561843
4.	Mrs.Sujitha R	Member	Asst.Prof	9943169656
5.	Dr.Arumugababu M	Member	HoD/EEE	8870176442
6.	Mrs.Dhanalakshmi S	Member	Asst.Prof	8940000743
7.	Mr.Suresh Babu V	Member	Asst.Prof	7904649875
8.	Mr. Janarthanan S	Member	Lab Technician	9942310048
9.	Mr.Deepak	Member	Physical Director	9655797943



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INTERNAL COMPLAINT COMMITTEE:

S.No	NAME	DESIGNATION	ROLE
1	Dr. Jeyakumar R	Principal	Principal Christ the King Engineering College, Coimbatore
2	Dr. Suganya R	Chairperson	HOD, Department of Science and Humanities, Christ the King Engineering College, Coimbatore
3	Dr. Raja M	Convener	Assistant Professor, Department of Science and Humanities, Christ the King Engineering College, Coimbatore
4	Mr. Karthik S	Faculty Representative	HOD, Department of Civil, Christ the King Engineering College, Coimbatore
5	Mrs. Sujitha R	Member	HOD, Department of IT, Christ the King Engineering College, Coimbatore
6	Mr. Janarthanan S	Member	Lab Technician, Department of ECE, Christ the King Engineering College, Coimbatore
7	Mrs. Thilagavathi R	Member	Lab Technician, Department of S & H, Christ the King Engineering College, Coimbatore
8	Ms. Karthika P	Students' Representative	Student – IV year ECE Christ the King Engineering College, Coimbatore
9	Ms. Grija A	Students' Representative	Student – III year CSE Christ the King Engineering College, Coimbatore
10	Mr. Theodare Lenard	Students' Representative	Student – III year CSE Christ the King Engineering College, Coimbatore




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ANNUAL GENDER SENSITIZATION ACTION PLAN

Promoting Gender Equality and a Safe Campus Environment

This initiative aims to create a safe, secure, and respectful environment that fosters gender equality on campus. Here's a breakdown of the key actions:

1. Safety and Security:

- Organize workshops on cybercrime awareness, personal safety, and security measures, particularly for female students residing in hostels.

2. Financial Empowerment:

- Provide guidance on financial planning and investment opportunities, including schemes for students and staff.

3. Grievance Redressal:

- Regularly review minutes and action reports from committees like the Women Empowerment Cell, Internal Complaints Committee, and Anti-Sexual Harassment Committee to ensure timely resolutions.

4. Non-Discrimination Policy:

- Implement a "No Discrimination Policy" across all academic and administrative activities.

5. Gender Representation:

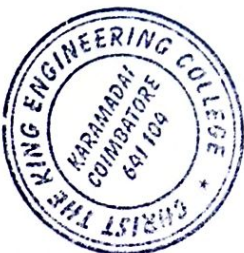
- Ensure all college committees include women employees in appropriate numbers.

6. Mentorship Programs:

- Establish mentorship programs where students can connect with mentors for guidance and support.

7. New Student Orientation:

- Integrate campus life and college values into orientation programs for new students.




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