

GENDER AUDIT REPORT

2025–2026



PREPARED BY

GENDER STUDIES CENTRE

GOVERNMENT COLLEGE FOR WOMEN
THIRUVANANTHAPURAM
KERALA, INDIA

MARCH 2026

WHY A GENDER AUDIT?

Women's colleges are often seen as natural spaces of empowerment, yet gender equity cannot be assumed. A gender audit systematically examines whether an institution upholds inclusivity, fairness, and safety.

“

At Government College for Women, Thiruvananthapuram, the audit examines whether the college's mission of empowering women is reflected in its policies, practices, and everyday campus culture.

FIVE REASONS THIS AUDIT MATTERS



equitable access to growth, leadership, and participation



attention to intersectional identities shaped by caste, class, religion, sexuality, and ability



safe and trusted grievances redressal, counselling, and protection



gender-sensitive recruitment, promotion, and workplace policies



gender perspectives in teaching, research, and co-curricular life



ABOUT THE COLLEGE



About 128 years of excellence in women's education



Founded as Sircar Girl's School in 1864



Government College for Women established in 1897

NAAC A grade. CGPA 3.04

NIRF 2025 rank #54;
KIRF 2025 rank #11

17 undergraduate, 17 postgraduate, and 12 Ph.D. programmes

Managed by the Department of Collegiate Education, Government of Kerala; affiliated to the University of Kerala.



POLICIES, SUPPORT & GENDER-FOCUSED TEACHING

01



Key policies and practices

- Internal Complaints Committee functions under UGC and Government of Kerala guidelines and the POSH Act, ensuring confidentiality, fairness, timely redressal, and awareness of rights and procedures
- Gender sensitisation campaigns include seminars, workshops, poster exhibitions, debates, invited talks, and rallies
- Counselling, mentoring, scholarships, financial aid, and grievances redressal support women students.

02



Gender parity and representation

- Student enrollment is entirely female, while admissions are open to male candidates for Ph.D. research
- Faculty and staff are predominantly women, with female leadership in most statutory and advisory committees
- The institution promotes women's leadership in governance and decision-making.

03



Gender-focused academic initiatives

- Introduction to Gender Studies (BAHE 155)
- Applied Ethics (PL 1642, PY 224)
- Philosophy of Values (PL 1131)
- Leadership and Governance modules
- Women and Gender Studies (HS 521 C)
- Four-Year Degree Programme courses through Skill Enhancement, Value-Added, and Multidisciplinary options.



The college also serves as an **Internship Provider** under the FYUGP internship scheme, extending opportunities to women and male candidates.



REPRESENTATION & THE SUPPORT ECOSYSTEM

Working committees

Most statutory and advisory committees, including IQAC, College Council, Anti-Sexual Harassment Cell, and NSS Advisory Board, are chaired or co-chaired by women faculty.



“

External committees and collaborations could benefit from more gender-diverse voices to broaden perspectives.



118

female faculty



64

male faculty



3000+

students



32

male Ph.D. scholars

Support mechanisms



Internal Complaints Committee

Addresses complaints of sexual harassment and ensures a safe, respectful environment.



Scholarships and aid

Financial assistance and opportunities that promote access and retention.



Women Study Unit Club

Promotes academic discussion, awareness, and student voice on gender issues.



Queer Collective

Supports education, inclusion, and action against discrimination.



Counselling and mentoring

Professional support for emotional, emotional, well-being, personal growth, and academic guidance.



KSWDC Women Cell

Offers a safe, judgement-free space and supports welfare, equality, training, and empowerment.



Gender Justified Bound

Challenges discrimination across class, caste, race, gender, and language.



Gender Studies Centre

An independent interdisciplinary academic-research centre for gender research, training, scientific analysis, public policy, interventions, knowledge creation, sensitisation, empowerment, and community engagement.

SENSITISATION & WORKPLACE PARITY

01

Gender sensitisation events



- Seminars and workshops on gender justice, legal literacy, and women's rights are organized by IQAC and departments



- Collaborations with external experts, NGOs, and alumni strengthen awareness



- NSS and Union activities include poster exhibitions, debates, and awareness rallies



- **Observation:** student participation is high, while faculty engagement can be further strengthened.

02

Gender parity at the workplace



- **Students:** women form the entire student body across UG and PG; Ph.D. programmes are open to all



- **Faculty:** women are the majority, especially in humanities and social sciences



- Male faculty presence is minimal or nil in some departments, including Home Science, Music, and French, and is more concentrated in selected Science and Commerce disciplines and in the Departments of German, Tamil, & Political Science.



- **Administrative staff:** women dominate clerical and support roles, while technical positions show lower female representation.



92

clubs and committees

43

have a female
faculty convenor.

The audit identifies both structural parity and areas where diversity can be strengthened.

SURVEY FINDINGS, RECOMMENDATIONS & AUDIT TEAM



Survey snapshot



485 students and 52 staff participated



75.98% were fully or somewhat aware of institutional policies on gender equality, anti-harassment, and inclusivity



Awareness of the Vishakha Guidelines and POSH Act was relatively low



Most respondents viewed common campus areas as safe and inclusive, with scope for improvement



92.4% reported that they had not experienced gender-based harassment from teachers or staff



69.7% agreed or strongly agreed that they feel valued and included.



Five recommendations

1

Expand external representation by including male and non-binary voices in advisory committees

2

Strengthen awareness

regular orientation on the Internal Complaints Committee, counselling, skilling, and scholarships

3

Enhance faculty engagement by mandating participation in sensitisation workshops

4

Promote diversity in recruitment for technical and specialized fields

5

Establish an annual review

framework for gender parity indicators, accountability, and progress tracking



Gender Audit Team

Chairperson: Prof. (Dr.) Sreekumar B, Principal

Advisory: Prof. (Dr.) Godwin SK, Co-ordinator, IQAC

Prof. (Dr.) Sheemol, FYUG Co-ordinator and Science representative

Prof. (Dr.) Nazneen A, Humanities representative

Smt. Lekshmy Devi L, Gender Justice Forum representative

Smt. Raji T.S, Arts representative

Dr. Sreelekshmi SK, KSWDC Co-ordinator and Languages representative

Dr. Sithara Balan V, Honorary Director, GSC



Tools used: International Labour Organization (ILO) Participatory Gender Audit; Gender Equality Audit and Monitoring (GEAM) tool; TARGET Gender Equality Audit Tool.

