File Ref.No.84872/IQAC-SO/2021/Admn

UNIVERSITY OF CALICUT

Abstract

IQAC- Reports of the Committees constituted for conducting Environmental Audit, Carbon Foot Print ,Green Audit and Gender Audit -Approved for implementation - Orders issued.

IQAC

U.O.No. 4315/2022/Admn Dated, Calicut University.P.O, 15.02.2022

Read:-1.U.O.No. 7841/2021/Admn Dated, 10.08.2021.
2.U.O.No. 8036/2021/Admn Dated 13.08.2021.
3.Orders of the Hon'ble Vice-Chancellor in the file of even No. Dated 09-02-2022.

ORDER

1. As per paper read as (1) above, a Committee has been constituted for conducting Environmental Audit, Carbon Foot Print and Green Audit of University of Calicut with Prof. C C Harilal, Head, Dept. of Environmental Science, as its Convenor. Similarly, Smt. Layana Aanand, Assistant Professor, Centre for Women's Studies has been entrusted with the conduct of Gender Audit in the campus vide paper read as (2).

2. Prof. C C Harilal, Head, Dept. of Environmental Science, has submitted the Audit Reports on Environmental Audit, Carbon Foot Print and Green Audit of University of Calicut and Smt. Layana Aanand, Assistant Professor, Centre for Women's Studies, has submitted the Audit Report on Gender Audit in the University for approval and implementation.

3. Considering the matter in detail, the Hon'ble Vice Chancellor, vide paper read (3) above, has accorded sanction to approve and implement the following Audit Reports in the University of Calicut.

1.Environmental Audit Report

2.Report on Carbon Foot Print

3.Green Audit Report

4.Gender Audit Report

Orders are issued accordingly.

Sabu V.V

Assistant Registrar

To

1. Prof. C C Harilal, Head, Dept. of Environmental Science
2. Smt. Layana Aanand, Assistant Professor, Centre for Women's Studies

Copy to : PS to VC/PA to PC/P to R/SF/DF/FC

Forwarded / By Order

Section Officer

GENDER AUDIT 2021

Foreword

Gender Audit is an assessment process by which the gender equality state-of-art at an organization is analysed and the main gender biases are identified. It is intended to establish a baseline, identify critical gaps and challenges, recommend ways to address such gaps, and document the best practices. Gender Audit-2021 of University of Calicut will be useful in strengthening the practices and mechanisms followed by the institution. This will enhance the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues.

The methodology and framework for this Gender Audit have been developed especially for this purpose by the Department of Women's Studies. Faculty of department Ms. Mini Sukumar, Dr. Moly Kuruvilla, Dr. thasniya K.T, Dr. Dayaana K, Ms. Hameeda C.K and IIIrd Semester of MA Women's Studies Students (2020-21) were involved in this process. Exploring the campus with the Gender Audit checklist was an exciting experience for us. Department of Women's Studies utilised this opportunity to learn and to create awareness about the importance of gender mainstreaming in a higher education environment.

Gender Audit 2021 attempted to identify the issues of gender imbalance in the various administrative positions/recruitments/appointments in different levels, map out the diversity of social and gender groups in student intakes, gender needs in infrastructure & practices and present good practices which are unique to the institution.

We would like to express our gratitude towards the Hon'ble Vice-Chancellor, Registrar, faculty members from various departments, non-teaching staff and students for their encouragement and cooperation in fulfilling this task. We are also thankful for the support given by IQAC office and constant inspiration from Prof.(Dr) P Sivadasan, Director IQAC. Critical comments and suggestions are always welcome because it will help us to improve this new methodology.

Department of Women's Studies gladly presents this Gender Audit hoping for new Policy measures as well as practical and imaginative ideas that can be applied widely, not just in one state, country or region.

Best regards,

February 2022

Layana Aanand
Head of the Department
Department of Women's Studies

University of Calicut

Gender Audit 2016-2021

Prepared by Department of Women's Studies

1. Introduction

A Gender audit is a tool for measuring gender equity and empowerment opportunities in practice within institutions. It is basically a 'social audit'. This is entirely different from financial audit and included in the category of 'quality audits'. Institutions recognized and governed by National/State governments in India are ruled by certain core values which respect the constitutional guarantees of equality, non-discrimination and legal protection to its different partners. A gender audit is helpful to practically analyse whether policies, practices and procedures promote gender equity and empowerment consistently and effectively within the institution. It can be helpful to identify the gaps, issues, biases, stereotypes and procedural failures that prevent gender equity and hence effective functioning of the institution.

Here, this tool is used to analyse how gender mainstreaming would be practically and effectively used a higher education institution. The context of gender audit in a higher education institution, say a University has to be guided on two principles; ensuring gender equity in its programmes & processes and encouraging an academic environment that supports gender justice & new scholarship.

1.1. Background

The University of Calicut is the largest university in Kerala in terms of the number of students, courses and the volume of affiliated colleges. The University lays its emphasis on fostering quality human resource and promoting productive research that benefits both local communities and wider humanity. A large number of women are associating with the university on a day to day basis, as students, visitors and staff members.

1.2. Rationale

Gender Audit will enable the University of Calicut to identify the structural and procedural issues that inherently discriminate against women staff members (faculty and non-teaching staff) and women students in the University. This will help the

administrative bodies to develop new policies and programmes to create an unbiased academic and work environment.

1.3. Coverage

This gender audit is intended to cover the programmes, processes and personnel included in the entire unit of the University of Calicut, except affiliated colleges, self-finance institutions run by the University and regional centres. Spatial and infrastructure evaluations were done only in the headquarters.

2. Objectives of Gender Audit

Gender Audit

This gender audit intends to assess the status of gender mainstreaming in the entire functioning of the University of Calicut. The specific objectives of this exercise are:

- Evaluate policy of the University to promote gender mainstreaming
- To enumerate the specific activities aimed at providing gender equity in the university such as infrastructural and programmatic initiatives
- To provide gender-disaggregated data on women's participation in various levels of the university
- To understand the gender-specific financial allocations in budgets
- To document the best practices introduced by the university for ensuring gender equity and women empowerment

3. Methodology

3.1. Components of Gender Audit

3.1.1. Financial

3.1.2. Infrastructure

3.1.3. Processes and Personnel

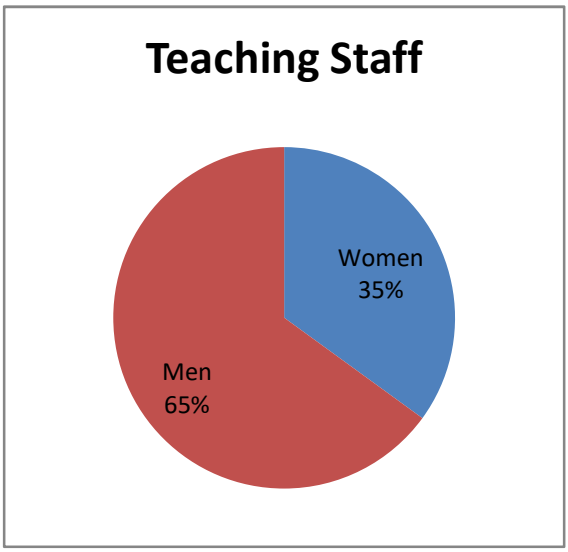
4. Evaluations

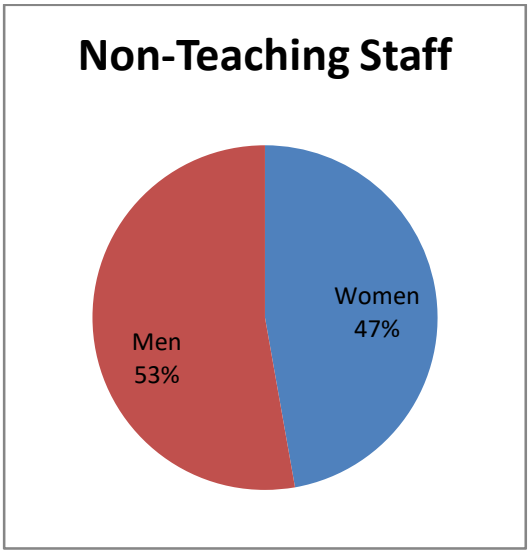
4.1. Programmes & Personnel

Gender Profile of Teaching & Non-teaching Staff

Category	Women	Men	Total	% of women
Teaching Staff	56	102	158	35
Non-Teaching Staff	731	818	1549	47

Source: IQAC

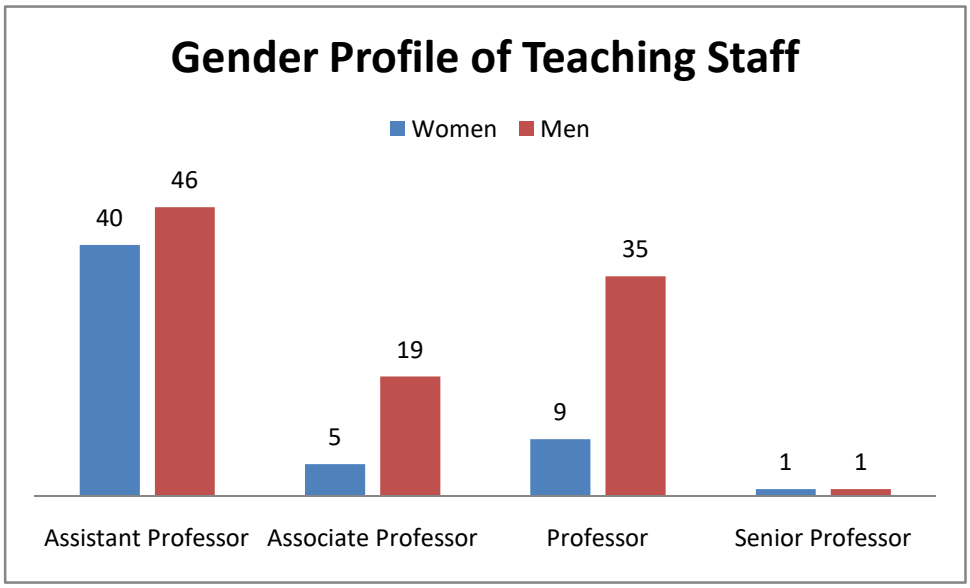




Gender Profile of Teaching Staff

Position	Women	Men	Total
Assistant Professor	40	46	86
Associate Professor	5	19	24
Professor	9	35	44
Senior Professor	1	1	2

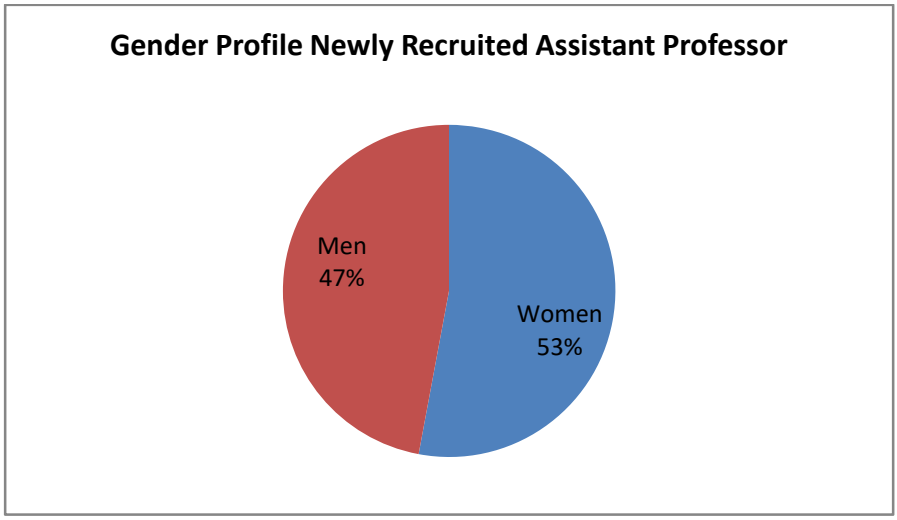
Source: IQAC



Gender Profile Newly Recruited Assistant Professor

Category	Women	Men	Total	% of women
Assistant Professor	27	24	51	53

Source: IQAC

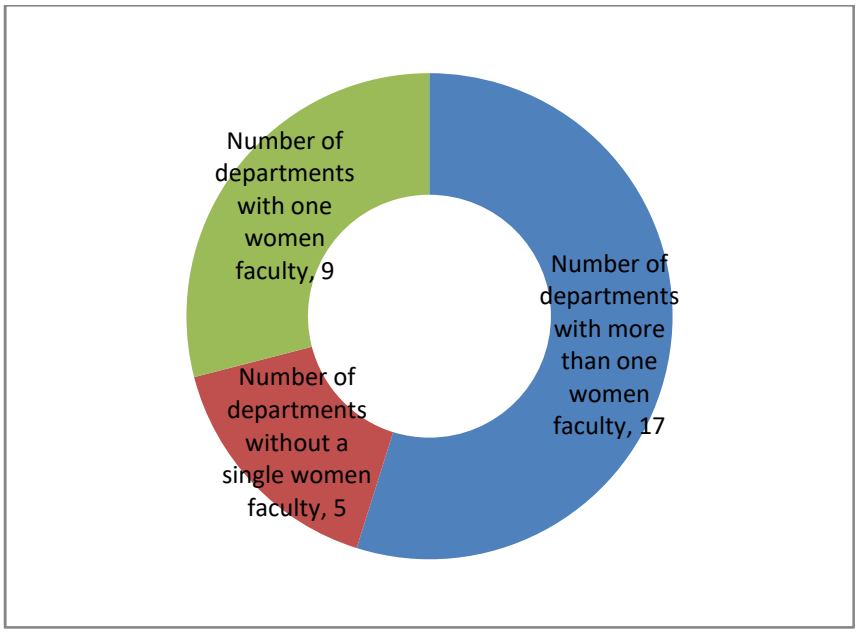


GENDER PROFILE OF DEPARTMENTS

No.	Name of the depart	No of Women Faculty	No. of Men Faculty	Total	Remarks
1	Arabic	0	3	3	
2	Bio-technology	1	2	3	
3	Botany	3	9	12	
4	Centre for Women's Studies	3	0	3	
5	Chemistry	3	7	10	
6	Commerce and Management Studies	2	4	6	
7	Computer Science	1	1	2	
8	Economics	2	3	5	
9	Education	5	4	9	

10	English	1	4	5	
11	Hindi	2	5	7	
12	History	1	7	8	
13	Journalism & Communication	0	2	2	
14	Library & Information Science	1	2	3	
16	Life Sciences	1	5	6	
17	Malayalam & Kerala Studies	3	5	8	
18	Mathematics	4	2	6	
19	Nano -Science &Technology	2	1	3	
20	Philosophy	2	3	5	
21	Physical Education	0	1	1	
22	Physics	1	8	9	
23	Political Science	0	1	0	
24	Psychology	5	2	7	
25	Russian & Comparative Literature	3	0	3	
26	Sanskrit	2	4	6	
27	School of Drama	2	6	8	
28	School of Folklore studies	1	0	1	
29	Statistics	0	4	4	
30	Zoology	4	7	11	
31	Academic Staff College	1	1	2	
Total		57	103	160	

Source: IQAC

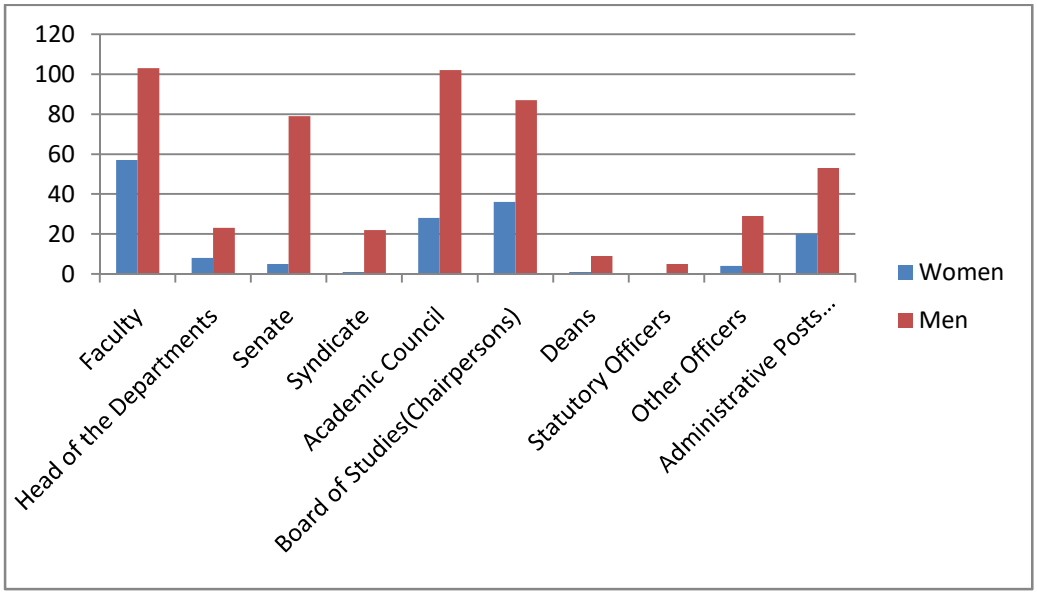


Total number of teaching departments	31
Number of departments with more than one women faculty	17
Number of departments without a single women faculty	5
Number of departments with one women faculty	9

Number of Women in Higher positions and Committees

No		Women	Men	Total	Percentage of Women
1	Faculty	57	103	160	35.6
2	Head of the Departments	8	23	31	25.8
3	Senate	5	79	84	9.6
4	Syndicate	1	22	23	4.3
5	Academic Council	28	102	130	21.5
6	Board of Studies(Chairpersons)	36	87	123	29.2
7	Deans	1	9	10	10
8	Statutory Officers	0	5	5	0
9	Other Officers	4	29	33	12.1
10	Administrative Posts (JR/DR/AR)	20	53	73	27.3

Source: University Diary 2021



Representation of marginalized communities & disabled persons: Data not available

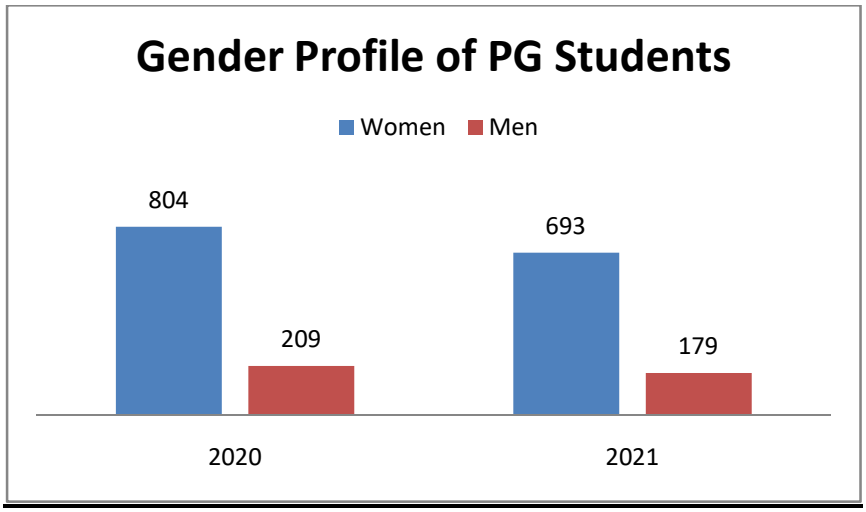
STUDENT PROFILE

Gender Profile of Students

PG STUDENTS

Year	Women	Men	% of women	Total
2020	804	209	79.3	1013
2021	693	179	79.4	872
Grand Total	1497	388	79.4	1885

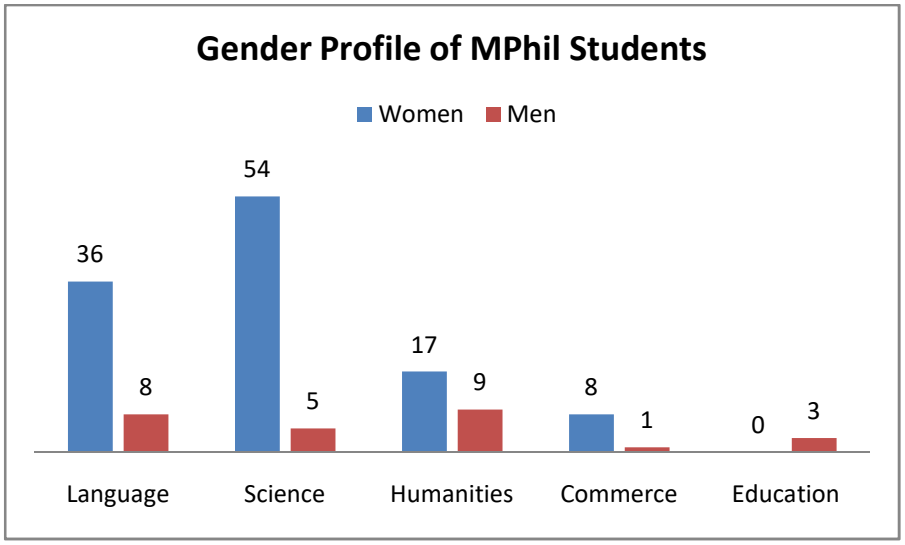
Source: IQAC



MPhil Students

	Language	Science	Humanities	Commerce	Education
Women	36	54	17	8	0
Men	8	5	9	1	3

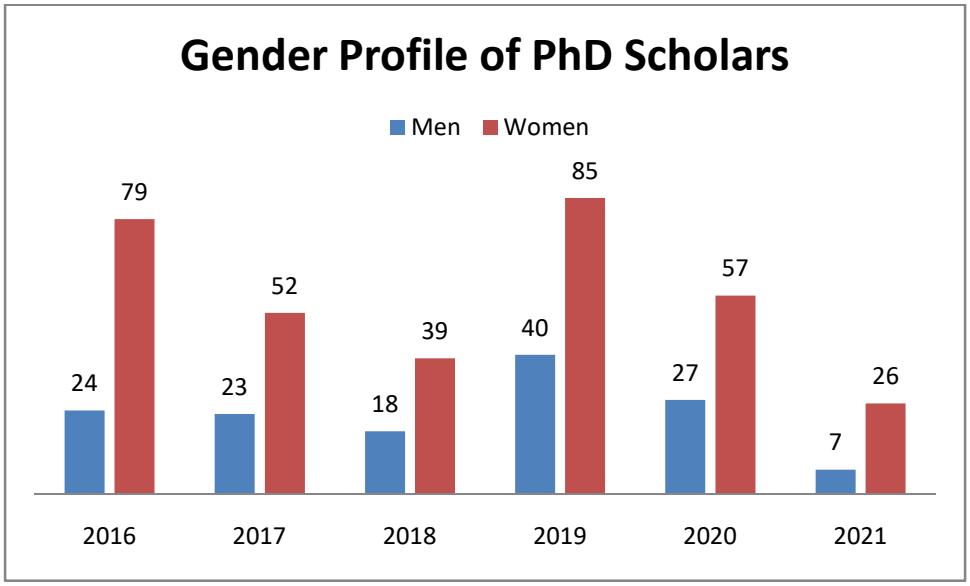
Source: IQAC



PhD Scholars

Year	Women	Men	% of women	Total
2016	79	24	76.6	103
2017	52	23	69.3	75
2018	39	18	68.4	57
2019	85	45	66.4	128
2020	57	27	67.8	84
2021	26	7	78.7	33
Grand Total	338	144	70	480

Source: IQAC



The general profile of the University shows a trend of increasing the number of women students in all courses which is greater than men students for last many years. But this is not the same in the case of teaching and non-teaching staff while the percentage of women faculty is significantly low. Five teaching departments do not have even a single woman faculty. This skewed distribution of women in students and faculty profile create constraints in ensuring an unbiased environment. During the last Assistant Professor recruitment, nearly half of the recruited teachers were women. Even though the female-male ratio in Assistant Professor and

Senior Professor Category is almost the same but there is a huge gender difference in the female-male ratio of Associate Professor and Professor. There is also an urgent need to enhance women's participation in higher bodies also.

Representation of marginalized communities & disabled persons: Data not available

FINANCIAL

Data on financial allocations and distribution of services along gender needs is not available. The numbers of various fellowships distributed among women students are also not available. Adopting Gender Budget principles and developing gender-disaggregated database will be helpful to solve this problem in future.

1.1. INFRASTRUCTURE

For gender auditing purposes the whole campus has divided into four categories as, academic buildings, administrative buildings, residential buildings and public buildings. The detailed gender audit report of each category is given.

Gender Audit Report of Academic Buildings

The basic facilities of academic buildings like toilets, restrooms, disposal of sanitary pads, drinking water, lights, Wi-Fi and waiting/dining hall facilities were explored. The entire academic buildings of Calicut University Campus were audited using the Gender Auditing checklist.

No	Dept	Toilets	Restrooms for women	Sanitary pad disposal	Drinking water	Lighting	Wi-Fi	Waiting room/ Dining Hall
A	**Humanities Block**							
1.	Philosophy	2 Gents toilets& 2 Ladies toilets for common	No	Yes	No	Yes	Signal is weak	Nil
2	Folklore		No	Yes	Yes	Yes	Signal is weak	Nil

3	History	use. Faculty have attached toilets in their rooms	No	Yes	Yes	Yes	Signal is weak	Nil
4	Women's Studies	1 Gents toilet & 3 Ladies toilet. Office & Faculty have attached toilets in their rooms	Yes	Yes	Yes	Yes	Signal is weak	Nil
5	Political Science	1 Gents toilet & 3 Ladies toilet. Office & Faculty have attached toilets in their rooms	Yes	No	No	Yes	Signal is weak	Nil

6	Sociology	Common toilet for students and Office Staff & Faculty have attached toilets in their rooms	No	No	No	Yes	Signal is weak	Yes
B	**Language Block**							
7	Malayalam	Two new toilet blocks built. Good condition	No	No	No	No	Signal is weak	Depts have space constraints. Not enough space for faculty room, research scholars room, dining rooms etc
8	English		Yes	No	Yes	Yes	Signal is weak	
9	Sanskrit		No	Yes	No	Yes	Signal is weak	
10	Hindi		No	No	No	No	Signal is weak	
11	Arabic		Yes	Yes	Yes	Yes	Signal is weak	
12	Russian & Comparative literature		Yes	Yes	Yes	Yes	Signal is weak	

C	Science Block							
No	**Dept**	**Toilets**	**Restrooms for women**	**Sanitary pad disposal**	**Drinking water**	**Lighting**	**Wi-Fi**	**Waiting room/ Dining Hall**
13	Chemistry	Clean separate toilets for Men &Women	Yes	No	No	Not adequately lighted	Signal is weak	No
14	Physics	Clean separate toilets for Men &Women	No	No	No	Not adequate	Signal is weak	No
15	Mathematics	Clean separate toilets for Men &Women	Yes but not clean	No	No	Yes	Signal is weak	No
16	Life Sciences	Clean separate toilets for Men & Women	Yes	Separate bins are provided for pad disposal	Yes	Well lighted	Signal is weak	No
17	Zoology	Clean separate toilets for Men & Women	Yes	No	No	Not adequate	Signal is weak	No
18	Botany	Clean separate toilets for Men & Women	Yes	Yes	Yes	Well lighted	Signal is weak	No

19	Bio technology	Clean separate toilets for Men & Women	Yes	No facility for sanitary pad disposal	Yes	Good	Signal is weak	No
20	Commerce and Management Studies	Clean separate toilets	Yes	No Facility for sanitary pad disposal	Yes	Good	Signal is weak	Yes
21	Library and Information Science	Clean toilets but requires maintenance in ladies toilet	No	Incinerator not working	No	Good	Signal is weak	No
22	Education	Clean toilet	No	Yes	Yes	Good	Signal is weak	Yes
23	Psychology	Clean toilet	No	Yes	Yes	Good	Signal is weak	Yes
24	Journalism & Mass Communication	Clean separate toilets for Men & Women	Yes	Incinerator not working. No Facility for sanitary pad disposal	Yes	Good	Signal is weak	No
25	Dept of MCA	2 common toilet for men and women	No	No	No	Good	Signal is weak	No

26	Computer Science	Clean toilet	No	Yes	Bad condition	Good	Signal is weak	No
27	Physical Education	Separate toilets available but not clean	No	No facility for Sanitary pad disposal	Yes. It is in the office	Good	Signal is weak	No
28	Health Science	Separate toilets available for both women and men in each floor	Yes	Separate bins are provided for pad disposal	Yes	Good	Only LAN connection, no Wi-Fi	Yes
29	Geology	No separate toilets. Not clean	No	No	No	Good	Signal is weak	No
30	Lifelong learning	Separate toilets available	No	No	Yes	Good	Signal is weak	No
31	Statistics	Separate toilets available						
32	Nano Science	Yes	No	Incinerator not working, no separate bins for sanitary pad dispoal	No	Good	No Wi-Fi connectivity only LAN connection	No

33	Law	Separate toilets available	No	No	Yes	Good	No Wi-Fi connectivity only LAN connection	No

.

Ladies restrooms should be made mandatory in all academic buildings and budgetary allocation of specific funds should be done for implementing it. A proper arrangement for disposal of sanitary napkins with incinerator is to be installed in all the teaching departments. Only 13 teaching departments are providing facilities for the disposal of the sanitary napkins. Incinerators installed in most of the teaching departments are not in working condition. Wi-Fi connectivity within the campus was to be enhanced within the academic buildings and the campus. Sanitary napkins vending machines could be made available at common points within the campus. There is a lift in Language and Science block and no such facility in any of the teaching departments.

Gender Audit Report of Administrative Buildings

Administrative Block

All three floors have separate toilet facilities for men and women and they are generally not clean. The roof of one of the ladies toilets is leaking and so it is rarely been used by women. More than 70 women are working in Administrative building but the number of toilets is not proportionate compared to the number of women employees. There is an Incinerator for sanitary pad disposal on the ground floor but it's not working. Separate bins are provided for sanitary pad disposal in these toilets. There is no restroom, waiting room, common dining hall or feeding room/space available for women employees or visitors. The whole buildings have only one water cooler. Ability Café is working within the new building within the Administrative complex, where there is a neat separate toilet for women and men and also a waiting room for staff and the public. There is a lift within the Administrative building.

Pareeksha Bhavan

Pareeksha Bhavan is a place that receives a large number of visitors every day. But there is no common facility for rest and sanitation available in the place. The old building has no separate toilet facility for women and no facility for pad disposal. There is also no restroom, dining room, waiting room in the building for employees. The common toilets are unhygienic and not properly maintained. The newly constructed building in Pareeksha Bhavan has a clean separate toilets for women and men. Lifts are available in two buildings.

Tagore Nikethan

Tagore Nikethan has separate toilets for women and men, but not clean. The ladies toilet needs maintenance. There is one restroom with a dining hall and waiting room for visitors. There is provision for tea/snacks and Xerox facilities within the building. Ramps are available in front of the building but no ramps/lifts to reach the first floor.

School of Distance Education (SDE)

School of Distance Education (SDE) has a new building. The gent's toilet is on the ground floor and ladies toilet on the first floor and no toilet facilities on the second and third floors. There are no separate toilet facilities for students.

Office of NSS

There are no separate toilets for women and men, ladies room, provisions for sanitary pad disposal and Wi-Fi connectivity within the building. Drinking water facility is available.

Department Students Union Office

DSU office has one common toilet for men and women and it is kept unclean. No restrooms or provisions for pad disposal.

Office of the student's Dean & University Union Office

Both these offices are housed in the same building. It has no separate toilets for women and no facility for pad disposal. Lighting is inadequate and no Wi-Fi facilities.

USIC

USIC has no additional facilities needed. It is a gender-friendly building. The building has clean toilet facilities for men and women, Rest room, Dining room, Waiting room, water facilities etc. The only problem is the lack of a facility for pad disposal.

Electrical Dept

The Electrical department has an only a general toilet for both men and women and it is not clean. These have no rest room, no pad disposal facilities, dining room and no waiting room for visitors.

Engineering Section

There are separate toilets for women and men. Toilets have separate bins for pad disposal but not clean. There has no restroom, dining room or waiting room for the workers.

Water Authority

The Water authority has a small building. The toilet is unhygienic and has no pad disposal facility. There is no separate restroom or dining room. And have no proper infrastructure facilities.

Career Guidance Cell

The building has unhygienic toilets without any facility for pad disposal. There is no rest room, waiting room, dining room and Wi-Fi signals are weak.

Distance Education Building at Chenakkal

The building has separate toilet facilities for women and men but not clean. There is no facility for sanitary pad disposal.

P.B Section at Chenakkal

In P.B section at chenakkal is housed in one of the oldest buildings on our campus. The toilets are in unhygienic condition without the facility for pad disposal. There is no restroom, drinking water, dining room and waiting room.

EMMRC

In EMMRC, no separate toilet, restroom and facility for disposal of sanitary pads are available for women employees.

GENDER AUDIT REPORT OF RESIDENTIAL BUILDINGS

Residential buildings include guest houses, hostels and different types of residential quarters for faculty and other staff members.

Guest Houses

There are three guest houses, faculty guest houses; VIP guest house and ASC (academic staff college) guest house, on the campus for providing accommodation for the distinguished visitors to our university. The condition of toilets, compound walls and street lights are good around the faculty and VIP guest houses. This place gives a safe feeling for the women inmates. But facilities for waste management is poor.

A single public toilet is available for the use of staff and visitors (like drivers, attendants and other staff who accompany the guest). Its condition is bad and unhygienic. No separate ladies toilet is available for the common use of women workers. There is a need of improving the sanitation facilities for workers.

Unlike the general guest house, the ASC guest house has many problems. The dormitory accommodation for visiting teachers are neither in good condition nor approvable for faculty accommodation. The number of toilets are inadequate and no facility for sanitary pad disposal. Safe drinking water and hot water is also not available. This place urgently needs a facelift to make it a gender-friendly building.

Residential Quarters

C –type residential buildings have good facilities. But most of them do not have compound walls and street lighting around the area is poor. Women and children expressed concerns over safety and incidents of trespass around. Some D-type quarters are also facing similar problems. Many E, F, G, H type quarters are not in good condition and face severe space constraints. The availability of water and toilets facilities is also not adequate. Lack of proper street lighting, compound walls and safety issues are common concerns. H-type quarters are congested and the space is not sufficient to accommodate a family. Damaged/abandoned/uninhabitable residential buildings cause safety issues to campus in general and to nearby habitable buildings. All these issues affect the quality of life of staff members availing campus residents and negatively affect women's well being within the campus.

Hostels

Teachers Hostel

There are only 20 rooms within the Teachers Hostel which is insufficient to accommodate newly recruited faculty. The majority of the newly recruited faculty are staying outside the campus as there is a severe shortage of accommodation facilities for teachers within the campus. Since the building is located near NH, the entire building is dusty and it poses serious health issues among inmates of teacher's hostel because of the NH extension work.

Teachers Flat

There are only 7 flats in Teachers flat. The building is not clean and there is no proper waste disposal mechanism. As part of the NH extension work the entire building is dusty and its poses serious health issues among inmates of teachers flats.

Working Women's Hostel

Facilities provided in the Working Women's Hostel; condition of toilets, compound wall, street lights, security and drinking water are good. But waste management and disposal of sanitary pads are still a problem. There is still more demand to get accommodation in the working women's hostel following new recruitments to the non-teaching staff.

Ladies Hostel/ Hostel for Women Students

There are around 1600 students (PG, M Phil, Ph D, under graduates) are living in 76 single, 161 double and 327 multi person capacity rooms [3to4]. There are 64 toilets and 48 bathrooms are available in annexe. 50 bathrooms and Toilets are in the old block, and 5 common bathrooms are available in the ladies hostel. The condition of the mess hall and kitchen are very poor. Toilets facilities are poor, unhygienic and insufficient to all. Many of them lack basic facilities such as hangers, soap holders, napkin disposal facility and proper locks (latches) etc. There are not enough rooms according to number of inmates. Many rooms are crowded and it affects students' learning atmosphere and privacy. The drinking water facility needs improvement. There are only two water coolers and hot water is available only during dining time. Facility for washing and drying clothes is limited. System for managing organic and inorganic waste is not in a proper state and leads to the growth of mosquitoes. A proper arrangement for disposal of sanitary napkins with incinerator is to be installed in all three blocks. Wi-Fi connectivity is very poor in hostels. The threat of stray dogs is a serious problem within the ladies hostel compound and the road leading to the hostel. Security arrangement like number of security staff is not enough to cover the entire area inside and outside the hostel. Many issues related to peeping, trespass, exhibitionism, threatening are reported by the inmates. The compound wall was strengthened recently but the lighting is to be improved.

Women student inmates are complaining about the poor quality and quantity of food available to them. The nutritional quality of the food is not good. Hygiene of mess and rude behaviour of mess staff was another problem raised by them. Women students shared a feeling of discrimination and disregard because 'they are women'. Mess staffs (all are women) are also overburdened with work. The number of mess staff is not enough for the work related to such a large number of inmates.

There are a few pregnant students living in the women's hostel. Their special needs to be taken care of in the present functioning as well as the future planning. The building has to be made inclusive considering the specific needs of differentially abled students/scholars.

One of the major problems that needed an immediate solution and long term planning is space constraints for inmate women students in the women's hostel. New blocks have to be planned for the future and timely maintenance is needed for the old ones.

Men's Hostel

The condition of toilets, drinking water and street light is good. Proper management of waste is an urgent need.

Public Buildings

Seminar Complex

This is a common facility used by all departments. There are separate toilets for men and women. The toilets are clean and well managed. There is a separate bin for sanitary pad disposal. Drinking water is available. Wi-Fi is available.

C H Muhammed Koya Library

Toilets in the central library are unhygienic and stingy and so the ladies room adjacent to the toilet is rarely used by women. There is a differentially abled friendly toilet and ramps available (in-front) within the building, but no lifts and ramp facility to access the reference section. The differentially abled students and the public who are visiting the library are unsatisfied with this. The 24 hours Reading room for the students/scholars functioning within the Library building do not have toilet facilities and a drinking water facility and so the students/scholars who are availing reading room facility has to use the toilet near the student's canteen after 8 pm. There is no light in the way towards the toilet near student's canteen and so women are uncomfortable to use it at night.

Botanical Garden

Botanical Garden has only one common toilet for the women and men workers and for the people visiting the garden. The visitors use the toilet facilities of Botany department while visiting Botanical Garden for academic purposes.

Calicut University Park

The park is open for students and staff of the campus every day from 4 to 6 pm. It is open for the public on Saturday. There is no toilet facility within the Park. Students/Public use toilet near Student's Canteen. No common drinking water facility is available within the campus.

Senate House

The building has separate clean toilets for women and men. Separate bins are available for sanitary pad disposal. But the building needs to have facilities to cater for the special needs of the differentially able people.

Museum /Chairs

Chair for Gandhian Studies chair has separate toilets for women and men. No facilities are available for pad disposal. Wi-Fi signal is weak.

EMS chair has separate toilets for both women and men. Toilets are not clean, no facilities for pad disposal and poor water availability.

Basheer museum has one general toilet in the office and separate toilets for public use. No facilities for pad disposal.

Observatory

It had three general toilets but all are damaged and unclean. Toilets have no sign boards or disposal bins for used sanitary pads. There is no restroom facility. The Wi-Fi is available.

Health Centre

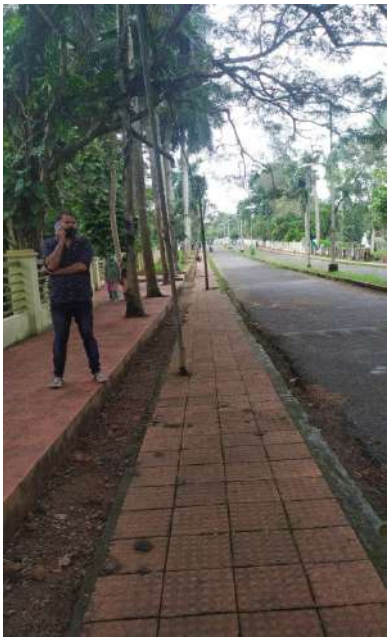
Health centre has clean separate toilet for women and men and have provided separate bins for sanitary pad disposal. Drinking water facility is also available.

Calicut University Auditorium

The Auditorium has separate toilet for women and men but is not clean and no facility for sanitary pad disposal. Drinking water and Wi-Fi connectivity are also not available.

Public Spaces within Campus

Many Street lights from students trap to the main entrance of the campus and lights towards ladies hostel are also are not working. Women students have repeatedly complained about this issue because lack of proper lighting affects their mobility within the campus during the night. Women students/scholars doing lab work and using reading room within CH library has to walk in dark and also face the attack of stray dogs. There is no provision for drinking water within the campus after 8 pm. There is no light in the way towards the toilet near student's canteen and so women are uncomfortable to use it at night. The footpath within the campus is not user friendly because it has electric posts here and there and the differentially abled students/staff/public face issues out of it.



4.2. PROGRAMMES & PROCESSES

Syllabus & Curriculum

The University of Calicut offers MA, M Phil & Ph D in Women's Studies. These academic courses are exclusive to University of Calicut, in the entire state of Kerala, offered by the Department of Women's Studies.

Except science departments, all departments have courses on Women's/Gender studies.

A session on Gender Studies is included in the Orientation programmes conducted by Academic Staff College. Refresher course on Women's/Gender Studies has been conducted by Academic Staff College for many years. Department of Women's Studies coordinates these refresher courses.

Committee on prevention of Sexual Harassment

Internal Complaints Committee for prevention and redressal of issues related to sexual harassment at the workplace has been constituted. It is a committee nominated by the Hon'ble Vice-Chancellor. Dr Geethakumari, Professor, Dept of Sanskrit is presently the Chairperson of ICC.

Limitations: Details of ICC, list of members, concerned UO, phone numbers/email ids and other contact details are not published on the University website or displayed on the campus, as directed in the Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act 2013. As per the law, one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment is to be nominated to the ICC. This nomination was not yet done. One student member also has to be included in the ICC, since students also come into the purview of the ICC of the University. Also, most of the students are not aware of the existence of such a mechanism whereas the teaching and non-teaching community is aware of its existence.

Anti-ragging Cell

As per the UGC directive, an anti-ragging cell is constituted within Calicut University Campus. Anti-ragging cell actively addresses the issue of ragging, conducting awareness classes for new students, receiving complaints, hearing cases and recommending punishments as per UGC rules and regulations. Contact/helpline numbers of anti-ragging are not published in the website or displayed publicly on the campus.

5. Best Practices

Department of Women's Studies

This is the only teaching department for Women's Studies in the entire state of Kerala. Department offers MA, M Phil & PhD in Women's Studies. Apart from the teaching programmes, this Department is coordinating Women Development Cells in Affiliated colleges, coordinating Refresher Course on Women's Studies, research collaboration with International and National Universities and engaged in extension activities. Board of Studies on Women's Studies is presently chaired by Ms Mini Sukumar, Assistant Professor, Department of Women's Studies.

Centre for Gender Justice

As part of the Souvenir Jubilee Celebrations of Calicut University, the syndicate resolved to establish Centre for Gender Justice under the Department of Women's Studies and it was inaugurated on 15th September 2020 and nominated Ms Mini Sukumar, Assistant Professor, Department of Women's Studies as the Director.

Implementation of Transgender Policy

The University of Calicut has implemented a Transgender Policy for addressing the issues of sex minorities within higher education. It is one of the remarkable efforts made by Calicut University for addressing the inclusivity within higher education thereby initiating efforts to mainstream sexual minorities.

Women Development Cells in affiliated Colleges

Women Development Cells are established in all affiliated colleges for creating awareness about gender equality and to build up confidence of girl students. Department of Women's Studies has entrusted with the responsibility of coordinating the Women Development Cells (WDCs) in affiliated colleges.

Maternity leave for women students

University introduced the Maternity leave provision for all women students in 2013 as a support to continue their education. As per the University Order, U.O. No. 4430/2013/CU dated

30.09.2013, the benefit of provisions for Maternity leave in KSR part I, Rule 100 (Kerala Service Rules) to the female students of the University. Women PG students are permitted to continue their study after pregnancy with the junior batch, considering it as an additional seat. This provision is helpful to retain girl students who are dropping out after marriage and pregnancy since some of the districts under the coverage area of the University shows a higher percentage of minor marriages compared to the state's average age at marriage. This can be availed only once during the entire programme of study.

Recreation Centre for Women

A spacious beautiful building with facilities for Gym and Yoga hall was built using UGC support under Common facility Centre for Women. This is meant as a space for recreation, exercise, cultural activities, meeting together and rest for all women on the campus. But it is not used effectively because most of the women students & staff members are not aware of this facility. Currently, Crèche is housed in this building. The Gym equipment is not user friendly and the building lack furniture. Women use this building to have lunch but without a proper seating facility, women used to sit on the floor and have lunch.

Crèche

A crèche is working on the campus on all working days to support the working and studying mothers. Presently it is located in the two rooms of Women's Recreation Centre with limited facilities. Crèche needs separate premises with adequate trained staff and better facilities like cradles, toys, kitchen, baby friendly toilets and enough play area.

6. Key Findings

Gender Audit of University sheds light into gender specific issues and gaps existed in the institutional environment. These issues are become visible only if we are looking through a gender lens which clearly magnifies the nuanced ways of denial of equal access. Gender Audits are entry points to discuss the wider aspects of institutional apathy (because of lack of awareness or keenness for change) and operational concerns. This Gender Audit also tries to bring forward certain concerns of gender imbalance, biases and accessibility of women in the system. This is for building up institutional ownership towards gender equitable academic and work environment and for developing better policy measures towards achieving this goal. This is very much important for improving the efficiency, quality of services and capacity of the institution.

In this respect the Gender Audit 2021 put forward three major concerns related to planning, operations and human resource.

- **Planning**

  The Gender profile of students is rapidly changing with a shift towards larger percentage of women students in the campus. This means increasing demands of space in hostels, more number of gender friendly toilets[1], recreation space, health club, crèche & day care centre for babies and safer campus environment. Policy planning, development plans and budgetary allocations should consider these aspects with a gender perspective. Each spatial planning attempt should consider gender needs/aspects and disable friendly approach. Conceptual clarity on importance of gender equity in enhancing the academic and work environment is limited. Gender Budgeting principles have to be taken into account while planning and budgeting are done. Data on financial allocations along gender needs are not available. Preparing a gender disaggregate data base of finance and personnel is an urgent need.

- **Operational gaps**

  Operational gaps mainly include issues related inadequate infrastructure, services and facilities. The present facilities available in women students' hostels and many of the departments are not adequate or proportionate to the number of women students. This is same in some administrative departments also. Representation of women workforce in the non-teaching section is significantly high and that demands more facilities. This increased presence of women among students and non-teaching categories is a positive outcome of women's progress in our society and this should be facilitated with operational support to enhance their academic/work out put. One major gap identified is lack of good toilets, drinking water and facilities for disposal of sanitary pads. (See detailed report in 4.3). Inadequate facilities and shortage of rooms in working women's hostel and women students' hostel is also another important issue to be addressed.

  Residential facilities for teaching faulty within campus are insufficient to accommodate newly recruited Assistant Professors. Majority of them are staying outside the campus and so they face issues in availing campus facilities like library, labs, attending academic programmes/discussion after class hours. Urgent steps have to be initiated to address this issue. Residential facilities for teaching and non-teaching staff also lack of proper planning and timely maintenance. Women inhabitants (staff and family members) including children experience a sense of insecurity, fear and anxiety about the place. This is mainly because of unmaintained growth of vegetation along roads and around residential area, abandoned buildings,

[1] Gender friendly toilets means toilets with running water, safe toilet seats, facility for sanitary pad disposal, hooks for hanging objects like bags, shawls etc and good latches to lock properly. Women's restrooms with space for dress change, feeding of babies and gender friendly toilets are necessary in work places.

lack of street lights, issue of stray dogs, snakes and incidence of trespass. Ensuring safe atmosphere, timely maintenance and building new quarters to accommodate all needy people, especially women should give utmost priority.

- **Human Resource**

  A wider gender gap is visible in the number of women faculty, statutory officers, representation in higher academic bodies like senate, syndicate & academic council and higher administrative positions. Gender gap in faculty profile is as large as there are only 56 women for 102 men. This raises great concern while considering the changing gender profile of students which advantages women. In some departments, there are only one/two or no men students present among the entire PG batch whereas the faculty consists of men only. This is not helpful to attain a gender equitable academic spaces and practices. Gender gap in non-teaching staff is narrow. And this is helpful in creating gender responsive practices and spaces in the work environment. Number of women working at the top level of academia or in senior university management positions is a key indicator of gender sensitivity, inclusiveness and gender responsiveness of the institution.

  Another major gap to be highlighted is the inclusion of differentially abled people, especially women in the workforce. Data of differentially abled persons in service and among students was not available with IQAC. Representation of marginalised communities among faculty and non-teaching staff was also not available.

7. Recommendations & Suggestions

General

- Take immediate steps to solve the Gender Gap among faculty members. University should adopt a policy to recruit more women, giving priority to departments which has no women faculty now.
- Give proper care to recruit differentially abled people and keep track of the reservation for them.
- Prepare a data base of finance and personnel, which include all categories of work force. Gender disaggregate data has to be developed and to be updated periodically.
- Develop a gender policy for the university and give trainings based on this policy to all staff members.

Infrastructure

- Infrastructure facilities need a reassessment from gender perspective.
- Enhance the area and facilities in women's hostels.

- Academic and administrative buildings must have enough number of gender friendly toilets & rest rooms proportionate to the number of women (now and in future).
- Incinerators to be established in all women's hostels. Smaller type of incinerators to be installed in one toilet in all academic and administrative buildings.
- Provide safe drinking water facilities in all departments, hostel blocks and public places round the clock.
- Establish more public toilets for women & men in public spaces like, students' trap, Pareeksha Bhavan, stadiums, Tagore Nikethan.
- Facilities of the crèche to be improved with a separate building with adequate trained staff and better facilities like cradles, toys, kitchen, baby friendly toilets and enough play area.
- No canteens or snack/tea stalls are open after seven o'clock in the campus. Starting evening canteens and smaller eateries will be helpful for students/ staff and visitors to the library.
- Library timings to be extended.
- Lighting within the campus has to be enhanced. More street lights are needed in the residential areas, teaching departments and street. This is very important in ensuring gender safety in campus.
- Building compound walls around the campus is an urgent need to be addressed
- Issue of stray dogs is a constant threat to the campus community. This should be addressed.
- Recruiting security of women in the campus
- Urgent steps to Battery-driven vehicle/transportation facility available inside the campus especially by considering students/research scholars moving to-and-fro for lab and library purposes even in night.
- Sanitary napkins vending machine – available at common points
- Constructing restrooms at different places in the campus with sign boards.
- Washrooms in different buildings are not in proportion to the numbers of ladies working especially Pareeksha Bhavan, Administartive Block.
- Recreation activities inside the hostel (playground, badminton court etc.)
- Building Visitors room with washroom facilities in ladies hostel.
- Ladies only time in gym and swimming pool.
- Female gym trainer and equipment at Women's Recreation Centre
- Health services at Health Centre could be provided round the clock and service of speciality doctors at least once in a week could be ensured such as Gynaecologist to address women specific health issues.

Strengthening Best Practices & Empowerment mechanisms

- Best practices of the University are unique in nature and instrumental in improving the gender equity practices of the institution. These practices need strengthening with periodical financial allocations for functioning and development.
- Women's Recreation centre needs a total revamping in its functioning to fulfill its objectives. Steps to be taken to restart the functioning of women's Health club located in the recreation centre. Provide budgetary allocations for the functioning of Women's Recreation Centre.
- Department of Women's Studies has only four faculty positions, in which one Professor post is vacant. Recruitment of more faculty and allocation of more funds for the improvement of the library are important in strengthening the department.
- Budget allocation for coordination & functioning of Women Development Cells in affiliated colleges is needed.
- Functioning of Internal Complaints Committee to be strengthened by streamlining the membership and representation to the committee as per the law.
- Details of the Internal Complaints Committee, names of members with contact numbers has to be displayed in the university website and in prominent places within the campus.
- Free counseling services should be provided to students/staff for ensuring the mental well beings of students/staff.
- Proper fund allocations and creating a budget head for the functioning of ICC has to be started from next budget onwards.

Appendix

i. **Check lists for data collection**
ii. **University order on Maternity leave for women students**
iii. **Transgender Policy**
iv. **SAKSHAM Report**

Data Sheet on Infrastructure -1 **ACADEMIC BUILDINGS – Teaching Departments**

No.	Name of Building	Toilets		Rest rooms		Disposal of pads		Drinking water		Lights		Wifi		Waiting rooms/ dining hall
		General	For Women	General	For Women	Separate bin	No facility	Good	Bad	Good	Bad	Good	Bad	
1														
2														
3														
4														
5														
6														
7														
8														
9														
10														

Data Sheet on Infrastructure -2 **ADMINISTRATIVE BUILDINGS**

No.	Name of Building	Toilets		Rest rooms		Disposal of pads		Drinking water		Lights		Wifi		Waiting rooms/ dining hall
		General	For Women	General	For Women	Separate bin	No facility	Good	Bad	Good	Bad	Good	Bad	
1														
2														
3														
4														
5														
6														
7														
8														
9														
10														

Data Sheet on Infrastructure – 3 **RESIDENTIAL BUILDINGS**

No.	Name of Building	Toilets		Compound Wall		Disposal of waste		Drinking water		Street Lights		Security		
		Good	Bad	Yes	No	Good facility	No facility	Good	Bad	Enough	Not	Good	Bad	
1	B-type													
2	C-type													
3	D-type													
4	E- type													
5	F-type													
6	G- type													
7	H -type													
8	Teachers' Hostel													
9	Teachers' Flats													
10	Faculty Guest House													
11	VIP Guest House													
12	ASC guest house													