



**GENDER AUDIT REPORT 2022-23**  
**MAR IVANIOS COLLEGE (AUTONOMOUS)**

Prepared By

**Women Cell**

Mar Ivanios College (Autonomous)

Nalanchira, Trivandrum

## Objectives

To assess whether both men and women enjoy similar opportunities, rights and obligations and check the institutionalisation of gender equity/equality in the college.

## Introduction

Mar Ivanios College owes its existence to the far-sighted vision of the Servant of God Archbishop Mar Ivanios of Trivandrum. Started in June 1949 as a College affiliated to the University of Travancore, it stands affiliated to the University of Kerala since 1957. The college offers 11 under graduate programmes and 7 P.G. programmes. The College has been re-assessed and reaccredited with 'A' Grade by NAAC in its fourth cycle of reaccreditation process and will appear for the next accreditation in 2024. It is the first private college affiliated to the University of Kerala to receive the status of CPE (College with Potential for excellence) from the UGC. It has been conferred with Autonomy status by the UGC from June 2014. The college also bagged a position among the first 50 colleges in the NIRF All India ranking among the first 50 colleges in the NIRF All India ranking in among Arts and Science Colleges for four consecutive years. Mar Ivanios College is also a Mentor College selected under UGC PARAMARESH Scheme and is the only college in the University of Kerala with this honour.

## Audit Results

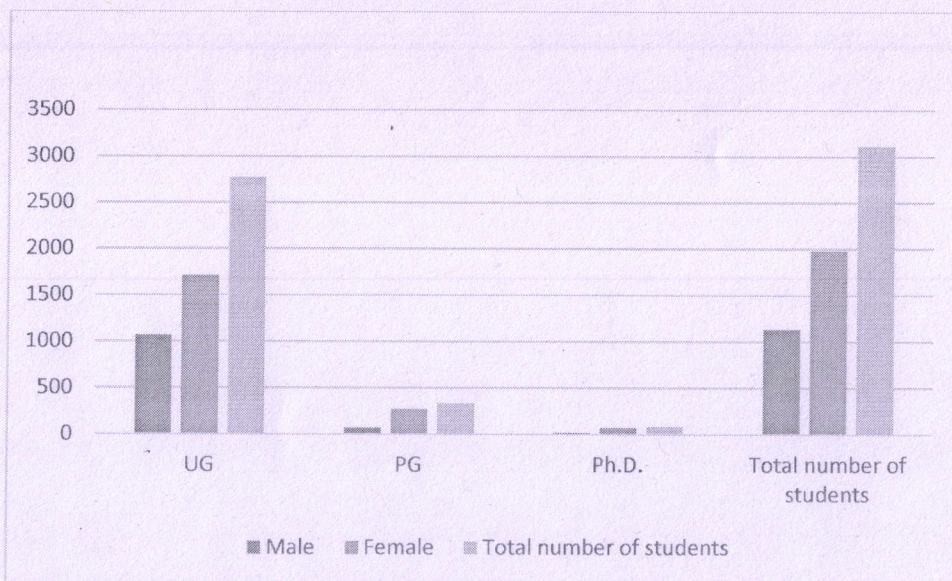
Gender Audit Team which comprised of the women cell convenor and 6 members reviewed and analysed the operating environment. The results of the analysis are presented here:

## Quantitative Matrix

**Table 1: Profile of students during 2022-23**

<b>Gender</b>	<b>UG</b>	<b>PG</b>	<b>Ph.D.</b>	<b>Total number of students</b>
<b>Male</b>	1064	66	18	1130
<b>Female</b>	1711	269	69	1980
<b>Total number of students</b>	<b>2775</b>	<b>335</b>	<b>87</b>	<b>3110</b>

Source: Admission records



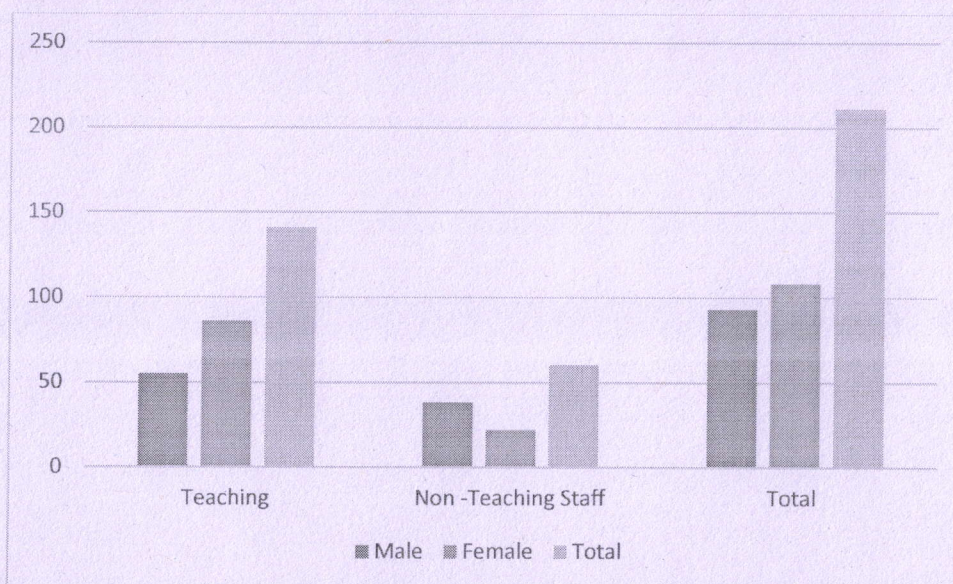
**Gender wise profile of students**  
**Fig 1**

**Table 2**

**Profile of staff during 2022-23**

<b>Gender</b>	<b>Teaching</b>	<b>Non -Teaching Staff</b>	<b>Total</b>
<b>Male</b>	55	38	93
<b>Female</b>	86	22	108
<b>Total</b>	<b>141</b>	<b>60</b>	<b>211</b>

Source: College records



**Gender wise profile of staff**  
**Fig 2**

## **Qualitative Matrix**

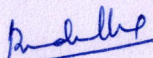
From the qualitative analysis it was found that the key posts in the college which includes Vice principal, Controller of Examinations, IQAC Coordinator, Associate NCC Officer, NSS Programme Officer, Council Secretary, Staff Secretary, Staff Advisors and Librarian were all occupied by female members. The Heads of 10 out of 18 departments were also female members. The girl students of the college get equal opportunities and there is no differentiation on the basis of gender. They are encouraged in all co-curricular activities and treated at par with boys. They participate in NCC\NSS\Sports\Arts and every club and extension activity of the college without discrimination. The institution doesn't in any way restrict girl students from wearing apparels of their choice with just a requirement that they should be modest. This

Observing the gender equality, the girls are provided with various facilities and special attention. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS\women cell motivates girls for their social responsibilities. Special waiting room is provided for the girls. They are also given self-defence training apart from lectures of eminent personalities relating to their holistic development.

## **Concluding Remarks**

The quantitative and qualitative matrix indicates that there is fairness and gender equality in the institution. It is a fact that the women who make to Mar Ivanios flourish to the fullest as the alma mater does not differentiate its employees\students based on gender but focuses on producing intellectually trained, morally upright, socially committed, spiritually inspired and ecologically conscious young men and women.

Prepared By



**Dr. Bindu Alex**

**Women's Cell Convenor**



# MAR IVANIOS COLLEGE (AUTONOMOUS)

Mar Ivanios Vidya Nagar, Nalanchira, Thiruvananthapuram - 695 015

Re-accredited (Fourth Cycle) with 'A' Grade by NAAC | DST-FIST College | NIRF 2020 - 48<sup>th</sup> Rank

CPE (College with Potential for Excellence) Status conferred by UGC | UGC PARAMARSH Mentor College

(Affiliated to the University of Kerala)

## APPLICATION FOR ADMISSION TO THE M.A./M.Sc./M.Com./M.T.T.M. PG DEGREE PROGRAMMES 2020-2021

(Make all entries in block letters; tick (✓) appropriate boxes)

1. NAME:		Male <input type="checkbox"/>																			
		Female <input type="checkbox"/>																			
		Transgender <input type="checkbox"/>																			
ADDRESS OF APPLICANT																					
																PIN					
2. Community to which applicant belongs		SC	<input type="checkbox"/>	ST	<input type="checkbox"/>	OEC	<input type="checkbox"/>	OBC	<input type="checkbox"/>	OTHERS	<input type="checkbox"/>										
3. a) If Member of N.C.C., details of Certificate holding		C	<input type="checkbox"/>	B	<input type="checkbox"/>	Weightage Certificate	<input type="checkbox"/>	None	<input type="checkbox"/>												
b) Whether Certificate holder of N.S.S		YES	<input type="checkbox"/>	NO	<input type="checkbox"/>																
4. If sports person, which level		National	<input type="checkbox"/>	State	<input type="checkbox"/>	Dist.	<input type="checkbox"/>	None	<input type="checkbox"/>												
5. Whether differently abled		Percentage of Disability		<input type="text"/>		Mental/															
		Blind	<input type="checkbox"/>	Deaf	<input type="checkbox"/>	Orthopaedic	<input type="checkbox"/>	Brain diseases	<input type="checkbox"/>												
6. Number of times appeared for qualifying examination																					
7. Name of the Institution last attended		Mar Ivanios College		Others/Specify the College & University																	
		Yes	<input type="checkbox"/>	No	<input type="checkbox"/>																
8. Religion & Caste		Religion	<input type="text"/>				Caste	<input type="text"/>													
If Catholic, state whether																					
If Malankara Catholic attach copy of		Malankara Catholic		<input type="checkbox"/>																	
		Community Certificate from Parish Priest		<input type="checkbox"/>																	
9. Optional subject select under Part III (Main/Core and Complimentary for the Degree Program)		Main / Core			Complimentary/ Subsidiary	(1)															
						(2)															

### 10. CCPA/MARKS IN DEGREE/EQUI VALENT EXAMINATION

	English	Additional Language	Foundation Course	Core Course	Complimentary Course 1	Complimentary Course 2	*CCPA(S)CGP(S) Total Mark	Max. CCPA/CGPA	Affix Photograph of the candidate
CCPA/CGP Out of									
CREDIT/Max. MARK									

\* For Kerala University enter CCPA (S)/CGPA (S)  
For other Universities enter CCPA/CGPA



# MAR IVANIOS COLLEGE

Autonomous | Committed to Excellence in Higher Education since 1949

Re-accredited (Fourth Cycle) with A+ Grade by NAAC | DST-FIST College | NIRF 2023 - 45<sup>th</sup> Rank

UGC College with Potential for Excellence | UGC PARAMARSH Mentor College

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## **REPORT ON GENDER EQUITY PROMOTION PROGRAMMES DURING THE PERIOD 2018-23**

In consonance with the policy ideals of ensuring equality of gender and honour the ethos of Millennium development Goal No: 5 of the United Nations to which India is a party to, Mar Ivanios College initiated various measures.

Mar Ivanios College believes that Gender Equality is a continuous engagement entailing timely and phased interventions and it is our commitment to hold the ideals of equality as highest policy priority in all our development objectives.

The following are the measures that are enunciated as a part of achieving gender parity at both infrastructural and policy levels.

For the first time in the history of the college, a woman Principal has assumed office and under her leadership, the institution is striving towards attaining greater goals in academic excellence and comprehensive progress of the student community.

Gender sensitivity is imparted in all key areas of administration by appointing a woman Controller of Examinations, Librarian, and Office Superintendent and their contributions are of immense significance in highlighting the role of women in an institutions growth and evolution.



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Most of the Heads of Departments who are responsible for the day-to-day administration of respective departments and academic as well as student related matters are women, and their leadership is an inspiration for the students.

The non-teaching staff, especially, the housekeeping staff that form the core of administrative mechanism of the college are also women.

The faculty members who are the backbone of the institution are predominantly female, and, in order to ensure employment parity and to ensure safety and security of women, a female security staff is also appointed.

The students' union, the primary organization that is led by students, features a prominent number of women office bearers and the Chairperson for the year 2021-22 was a woman and most of the Executive Committee are composed of women.

Apart from varied activities that are inclusive in outlook and practice, the college has further made infrastructural arrangements to reflect the approach.

The restroom complex for women in the college is built with sufficient facilities and is well illuminated and perimeter fencing is provided to enhance safety.



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The college is also committed towards ensuring the rights of Divyang students, and a Divyang friendly restroom is also provided in the campus with ramp access, and railings.

With a vision to make access to menstrual products and to further idea of menstrual hygiene, which contributes to overall health and well-being of women, a sanitary napkin vending machine is provided in the campus.

A holistic approach towards augmenting the skills of women is reflected in the commitment of the college by functioning a Women's Cell that redefines leadership roles, volunteering initiatives and equipping them with

Apart from these measures Mar Ivanios college is committed to the emotional, physical and intellectual progress of women and we believe in the dictum of "*yatra naryastu pujoyante ramante tatra devata,*" which implies that honour and divinity of a woman will flourish, wherever a woman is worshipped there is divinity.

It shall be our endeavour to inculcate a feeling of gender parity and sense of equality in the community across the stakeholders.

Women's cell- Activities and initiatives with a woman centric approach





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During the last several years, the women's cell of Mr Ivanios College has functioned with a multipronged approach towards addressing the systemic gaps that discouraged women students from realizing and achieving their fullest potential in activities and skill development.

Towards meeting this objective, the women's cell has augmented the talents and skills of women students through various programs, exhibitions, demonstrations that showcased their skills and instilled a confidence in them.

The position of Women's Cell is based on the premise that a societies growth is co-dependent on the development of women, through education, access to opportunities and promotion of women centric leadership and activities through which the girl students are empowered.

The regular arrangement of programs and interactions where resource persons, who are mostly women celebrities who challenged the stereotypes and became leaders in their own rights are featured.

From civil service officers of the Indian Police Service Cadre to academic leaders including vice chancellors, Post Mistress General, to poets have interacted with girl students and boosted their morale and confidence.



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Awareness programs such as nature of cyber crimes against women and children are discussed in detail.

In short, the activities of the Women's Cell are designed to impart a multi-pronged approach to empowerment, enabling the woman-self and to create awareness of various issues that are faced by women.

## Inauguration of Women's Cell for the year 2017-18

The Women's Cell 2017-18 was inaugurated by Ms. Shobha Koshy, Chairperson of the Kerala State Commission for Protection of Child Rights and former Chief Post Master General on 6<sup>th</sup> October 2017 at the college auditorium. The logo of the Women's Cell was released by the chief guest. The Keynote speaker, Ms. Arya Gopan IES, former student of our college addressed the women students of our college.



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## Inauguration of Women's Cell for the year 2019-20

The official inauguration of the women's cell of Mar Ivanios College was conducted on 22/07/2019 at college auditorium by Dr.Sharmila Mary Joseph IAS (Principal secretary AYUSH). Krishna who was titled as university kalathilakom for the year 2018-19 and R.Sreekala, member Indian basketball team were honoured by giving cash award.



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## Skill augmentation activities

### Stitching Class

Women's cell 2019-20 of Mar Ivanios college organised a stitching training class for girls. Its inauguration was held on August 1, 2019, at Mar Ivanios College tailoring centre. 20 students have been started stitching training.





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## Fabric Painting Class

Women's cell Mar Ivanios College organised one day workshop on Liquid Design on Fabric in association with Fevicryl private Ltd on 21/08/2019. 40 students of the college got trained and started designing their dresses.





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## CANCER AWARENESS PROGRAMME

Cancer care Research Foundation, Mar Ivanios College Women's cell and Regional Cancer Center Trivandrum jointly organised a cancer awareness seminar on 14-8-2019 at Mar Ivanios College Auditorium. Dr.Divya S Iyer IAS inaugurated the Seminar. Dr.M.C. Kalavathy (Asst.Prof.RCC, TVM) led the awareness programme. All women teachers and women students have participated in the programme.

CCRF | MAR IVANIOS COLLEGE WOMEN'S CELL |  
REGIONAL CANCER CENTRE TVM  
JOINTLY ORGANIZE

**Cancer  
Awareness  
Seminar**

INAUGURATION  
DR. DIVYA S IYER , IAS  
CLASS BY  
DR. M.C. KALAVATHY, ASST. PROF. RCC, TVM  
VENUE :  
MAR IVANIOS COLEGE AUDITORIUM

14th August 2019  
@ 11 AM





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## Self Defence Awareness Class

Mar Ivanios college women's cell arranged a self defence class and demo for girls on 27-8-2019.

Gerikhai Karate School and Marshal Arts director Adv Josh Rajan and team have taken a awareness class for 1.5 hrs and 350 girls participated.





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## Self-defence Training

Under the guidance of Mar Ivanios College women's cell a- 30 hr self defence programme has been started for girls . 7 girls started Self Defence Training with classes held on Tuesday and Thursday.



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## Saving Schemes Talk

Women's cell of Mar Ivanios College organised a talk on saving schemes for lady faculty members on 11/10/2019 at 2.30 p.m. Various schemes like SIP, mutual fund, investment plans, tax exemption savings etc was discussed in the 1.5 hrs session. Mr Sanjeev Kumar Gopalakrishnan (Principal financial planner, Prognofinancial consultancy Private LTD) has led the session



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WOMEN'S CELL  
MAR IVANIOS COLLEGE  
ORGANISES

## TALK ON SAVING SCHEMES



BY

Sanjeev Kumar Gopalakrishnan CFP,  
Managing Director & Principal  
Financial Planner, Progno Financial  
Planning Systems Pvt LTD

**ON 11/10/19 FRIDAY @ 2:30PM  
VENUE: MAR GREGORIOS HALL**



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## **Talk on Health and Hygiene**

Women's cell Mar of Ivanios College organised a talk and interactive session on Health and Hygiene with Dr Santhamma Mathew, MBBS, MD, DGO, Credence Hospital, Trivandrum on 14-02-2020. More than 350 girl students from the college have benefited from this programme.



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**Women's Cell Mar Ivanios College  
Organises**

## **a Talk on Health 'n' Hygiene**

**BY**



**Dr. Santhamma Mathew  
MBBS, MD, DGO  
Credence Hospital, TVM**

**Date: 14/02/2020, Friday  
Time: 1.30 p.m  
Venue: College Auditorium**





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## Self Defence Training Valedictory

7 girls of Mar Ivanios College, have completed 30 hrs self-defence training programme successfully. The programme was started by Women's cell in association with Gerikai Karate School of Martial Arts 3 months ago. Gerikhai Karate School director Adv. Josh Rajan and Trainer Devi felicitated the function.



International Women's day celebrations – a specific day is a reminder of what you ought to be for the rest of all days...

The importance of International Women's Day as a signpost against sufferings and discriminations suffered by women and holding our resolve against these atrocities are reflected in numerous programs conducted in on this day.

International Women's day –Walkathon



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Women's cell and women's study unit of Mar Ivanios College organised a walkathon in regarding International women's day on 5/3/2020 at 10.30 a.m. After the Principal's message, eminent Malayalam poet and essayist Ms RoseMary flagged off the walkathon. 300 girls and women's cell members have participated in the walkathon. Girls have covered 2km long main road and returned at the college. After refreshment Ms Rose Mary delivered a motivational speech at college auditorium.

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**Ms. WALK**

**Paths Are Made By Walking...**

**WOMEN'S CELL MAR IVANIOS COLLEGE**

organises 'Walkathon' in  
connection with  
International Women's Day.

**Flag Off And Talk**  
by



**ROSE MARY**

(Malayalam Essayist and Poet)

**Date: 5/3/2020**

**Time : 10.30 a.m**







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## Medicine Kit distribution

Women cell (2019-20) Mar Ivanios College, bought medicines of Rs-6000/- for 12 departments. A kit containing sanitizers, dolo / paracetamol tablets, band-aid adhesive dressing, betadine solution and vicks



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vaporub jars were placed in the first aid box in various departments.

## Activities of Women's Cell for the year 2022-23

Despite the Covid pandemic disrupting the regular activities, for the year 2021-22, the womens cell continued its activities in the year 2022-23

### **ONAM 2022 (31/08/2022)**

The Women's cell unit of Mar Ivanios College organized Onam celebrations in the campus on 31/08/2022 with a Payasam mela where delicious variants of Payasam were displayed and kept for sale. The proceeds of the sale were used for charity purposes.

Along with the Pasayam Mela, Malayali Manka Competition was arranged for girl students of the college. All the contestants participated actively and the winners were given prizes.





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## CURTAIN RAISER EVENT (11/10/2022)

On 11th of October 2022, at the basketball court, the Ivano Women's Cell 2022-23 came up with its curtain raiser event indicating upcoming activities of the year.

The students got an idea of the unit and its proposed activities and many students came up with various ideas and performances for the upcoming events. The event was truly a curtain raiser that revealed what is on the stage and how the team will unfold itself.



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The event happened to be the first program for the first year students which gave them a stage to exhibit their talents and team spirit.

A flea market was also organised where various participants could sell their crafts and food.



**KERALA PIRAVI DAY CELEBRATION (01/11/2022)**



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On 1<sup>st</sup> November 2022, Ivano Women's Cell organized cultural events and games at the basketball court. The event is to celebrate the formation of the state of Kerala and its significance.





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## ORIGAMI WORKSHOP (14/11/2022)

On 14th November 2022, an origami workshop was organised and headed by Dr. Bindu Alex (Women Cell convenor). Various crafts had been taught to the girls which was welcomed by them with their active participation. Materials were provided by the college.





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## DECOPOUGE WORKSHOP (16/11/2022)

On 16th November 2022, a *Decopouge* workshop was organised by Ivano Women cell led by Ms. Geetha Karthika, a very talented entrepreneur who is an accomplished person in her field of art.



## ARTS AND CRAFT EXHIBITION (26/11/2022)

On 25 th November 2022, "Arteria" an art and craft exhibition was organised by Ivano Women Cell. The event had been a huge success where girls brought in their paintings and crafts which was mind blowing. All



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the coordinators of the event were actively involved and participated well for the success of the event. The teachers and students had the opportunity to view the exhibition which was inspiring for many. Art and



craftworks had been sold as well







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## **INAUGURAL CEREMONY OF WOMEN'S CELL (30/11/2022)**

The inauguration of Ivano Women's Cell for the year 2022-2023 was held on 30<sup>th</sup> November, 2022. Dr Aswathy Srinivas IAS , sub collector of Thiruvananthapuram was the guest of honour. She voiced her reflections pertaining to the occasion and was indeed motivating for everyone present. It was followed by Dr Bindu Alex , the Women's Cell convenor , discussing all the excellent activities the group did in the past year. The beam of light representing the responsibilities of the cell was handed over to the newly selected Women's Cell student coordinators . An amount of Rs 10,000 collected as part of the fests conducted by the Women's Cell was handed over to Dr. Shirley Stewart as contributions by the students to charity. Women's Cell also released its first women's magazine named "Aval" on



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the same day indeed a proud moment for the Ivano Women's Cell and the team.



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Ivano Women Cell  
Magazine 2021-22

## അവാൾ


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MAR IVANIOS COLLEGE (AUTONOMOUS)

### IVANO WOMEN CELL 2022-'23 INAUGURAL CEREMONY

GUEST OF HONOUR  
**Dr. Aswathy Srinivas IAS**  
Sub collector, Thiruvananthapuram



30th November, 2022  
College Auditorium  
10:00 am






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## HEALTH TALK SESSION (27/01/2023)

A health talk session on “*Awareness of healthcare in adolescent and young girls*” was conducted by Ivano Women Cell for the girl students of the college on 27th January, 2023. The talk was led by Dr Sreekumari R, Head, Obstetrics and Gynaecologist, Credence Hospital, Trivandrum. The talk was very informative and interesting.

**Mar Ivanios College (Autonomous)  
Ivano Women Cell**

*Health talk session on  
"Awareness of Healthcare in adolescent  
and young girls"*

**27/01/2023  
1.30 PM  
MAR GREGORIOS HALL**

Class lead by  
Dr .Sreekumari R  
MBBS,MD(OBG )DGO  
Head ,Obstetrics and Gynaecologist  
Credence Hospital



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## **WOMEN'S DAY (08/03/2023)**

As a part of the International Women's Day, the programs were conducted on two days. On March 8<sup>th</sup>2023, a self-defence workshop was organised by the Ju-Jitsu and Sambo association of Trivandrum where the girls actively participated. The mentors called in girls to the stage to make the actions clearer, informative and entertaining.



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**MAR IVANIOS COLLEGE (AUTONOMOUS)**  
**IVANO WOMEN'S CELL 2022-'23**  
**PRESENTS**  
**SELF DEFENSE**  
**WORKSHOP**  
FOR GIRLS ON  
**INTERNATIONAL**  
**WOMEN'S DAY**  
by  
**Ju-Jitsu & Sambo**  
**Association of Trivandrum**  
**MARCH 8 2023 | 9:30 -10:30| Room no:401**



**Turn fear into power**





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On March 10<sup>th</sup> 2023, a department wise food fest and cultural events were organized at the basket ball court and the students performed a theme based mime performance which was thought provoking, the crowd enjoyed as well.



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## Summary

The activities of women's cell over the years of assessment period have only increased in its scope, significance and relevance. The women's cell has also transitioned its objectives in need of the stated policy of the concept of Harnessing the power of the feminine, whose potential when encouraged and channelized would pave way for not the just the prosperity of individuals but the nation as a whole.