



**KOTTAKKAL FAROOK ARTS AND SCIENCE COLLEGE
INTERNAL QUALITY ASSURANCE CELL**

**WOMEN DEVELOPMENT CELL
ANNUAL REPORT 2018-19**

Report of Women Development Cell (WDC) and Gender sensitization initiatives 2018-2019

The Women Development Cell (WDC) at Kottakkal Farook Arts and Science College aims to create a gender-sensitive and inclusive environment. The cell is working as a forum for guidance, counselling, training and welfare programs for women. Its motto is "Empowered Women: Nations Strength". Its objective is to promote awareness and active response among women to bring out their full potential as resource for their own development and that of nation. The cell aim at enlightening and uplifting girls through various programs like training in emotional stability, career growth and entrepreneurial forums, skills and craft exhibitions etc. The cell helps the girl students to replace their grievances at the right place at the right time. KFASC Women Development Cell, in collaboration with other committees including Internal Complaints Committee , Grievance Redressal Committee, National Service Scheme, and other committees and departments work towards gender equality,gender awareness, and empowerment.

This report provides a comprehensive analysis of gender representation and participation at our college in the academic year 2018-2019 conducted by the Women's Development Cell (WDC). The gender audit aims to identify the strengths and areas for improvement regarding gender equality within the institution. The data was meticulously collected and analyzed across various categories, including students, teachers, Heads of Departments (HODs), non-teaching staff, and National Service Scheme (NSS) volunteers. Additionally, the report highlights the gender sensitization programs implemented each year, detailing their objectives, activities, and outcomes to foster an inclusive and supportive environment for all genders.

Formation of Gender Audit Team: The WDC established a dedicated Team comprising faculty members, administrative staff, and student representatives to conduct a gender audit.

Chairman	Vice Chairman	WDC coordinator	Internal committee members	Student representatives
Prof. M Abdul Azeez Principal	Mohammed Labeeb., Vice Principal	Beenamol. NS, Asst. Professor of Mathematics	Nandini PC, Asst. Professor of Commerce Sampreeth TM, HOD of Political Science	Nasma A, Iyear BSc Mathematics Rejila C, Iyear BA Political Science



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Data Collection and Analysis: collected the details from students and staff to gather data on gender representation, participation, and perceptions of gender equality. The data was meticulously analyzed to identify strengths and areas for improvement.

Gender wise details of students, teachers, HODs, nonteaching staff, and NSS volunteers in the college

Category	Total	Male	Female	%M	%F	Dominancy
Students	1005	318	687	31.6	68.4	Female
Teachers	52	19	33	36.5	63.5	Female
HODs	8	6	2	75	25	Male
Non-teaching staff	17	5	12	29.41	70.59	Female
NSS volunteers	98	43	55	43.9	56.1	Female

The gender distribution at the college reveals notable trends across various categories. Among the 1005 students, 68.4% are female, while 31.6% are male, indicating a significant female majority. This trend continues among the 52 teachers, with 63.5% female and 36.5% male. However, the Heads of Departments (HODs) show a contrasting pattern, with males representing 75% and females 25%. In the non-teaching staff category, females again dominate, constituting 70.59% compared to 29.41% males. The National Service Scheme (NSS) volunteers also have a higher female representation at 56.1%, against 43.9% male. Overall, the college has a predominantly female presence, except in the leadership roles of HODs, where males are more prevalent.

Gender Sensitization Programs

Orientation Programs: Inclusion of gender sensitization sessions in orientation programs for new students and staff. These sessions aimed to create awareness about gender issues and the college's commitment to equality.

Training Workshops: Regular training workshops for faculty and administrative staff on gender sensitivity and inclusive practices. These workshops focused on creating a supportive environment for all genders.

Seminars: conducted seminars on gender-based violence such as domestic violence, sexual harassment, etc.

Talk series: Conducted talk series on women rights and empowerment through education, economic opportunities and women development.



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Sl. No.	Title of the program	Date & time	Brief description	Inaugurator/chief guest
1	Global Perspectives on Gender Justice: Lessons from Around the world	27/09/2018	Seminar organized by WDC	Adv. Sabeena, Tirur court
2	Zero discrimination day	01/03/2019	Seminar	Dr.Moly Kuruvila, HOD of Gender Studies, University of Calicut
3	World day of fight against sexual exploitation	04/03/2019	Seminar	Adv. Bijimol, Lawyer at Etumanoor Family court.

Conclusion

In conclusion, the gender audit conducted over the past five years reveals a significant female majority among students, teachers, non-teaching staff, and NSS volunteers. However, a notable exception is found in the leadership roles of Heads of Departments, where males are more prevalent. The series of gender sensitization programs organized each year have played a crucial role in raising awareness, promoting gender equality, and empowering women within the college community. Moving forward, it is essential to continue these efforts, address the areas of improvement identified in the audit, and strive towards creating a more balanced and equitable environment for all members of the institution.



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seminar Report on 'Global Perspectives on Gender Justice: Lessons from Around the World'

Event Date: 27th September 2018

Time: 11:00 AM

Venue: Kottakkal Farook Arts and Science College (Auditorium)

Chief Guest:

- **Adv. Sabeena**
 - Tirur Court

Organized by:

- Women Cell, Kottakkal Farook Arts and Science College

Introduction:

The Women Cell of Kottakkal Farook Arts and Science College organized a seminar titled 'Global Perspectives on Gender Justice: Lessons from Around the World' to explore various approaches and practices in achieving gender justice globally. The seminar was graced by the presence of Adv. Sabeena from Tirur Court, who shared her expertise and insights on the topic.

Overview of the Event:

The event commenced with a welcome address by the coordinator of the Women Cell, who introduced the chief guest, Adv. Sabeena, and highlighted the importance of understanding gender justice from a global perspective. The objective was to learn from international experiences and apply those lessons to improve gender justice locally.

Keynote Session:

Adv. Sabeena: Adv. Sabeena delivered a comprehensive and engaging presentation that covered various aspects of gender justice, drawing on examples from around the world. Key points from her presentation included:

1. Understanding Gender Justice:

- **Definition and Scope:** Explained the concept of gender justice, including the importance of equality and non-discrimination in all spheres of life.



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- **Global Context:** Overview of the status of gender justice in different countries, highlighting both progress and ongoing challenges.

2. Legal Frameworks and Policies:

- **International Treaties and Conventions:** Discussion on key international treaties and conventions that promote gender justice, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
- **Country-Specific Laws:** Examination of successful gender justice laws and policies from various countries, including their implementation and impact.

3. Case Studies:

- **Nordic Countries:** Insights into how Nordic countries like Sweden and Norway have achieved high levels of gender equality through progressive policies and societal support.
- **Developing Nations:** Examples of innovative gender justice initiatives in developing nations, focusing on grassroots movements and community-led efforts.
- **Judicial Interventions:** Analysis of landmark judicial cases that have advanced gender justice in different legal systems.

4. Challenges and Barriers:

- **Cultural and Social Barriers:** Discussion on how cultural norms and social attitudes can impede gender justice, with examples from various regions.
- **Economic and Political Obstacles:** Examination of economic and political barriers to achieving gender equality and justice, including the role of women in leadership and decision-making positions.

5. Strategies for Improvement:

- **Education and Awareness:** Emphasis on the importance of education and awareness campaigns to change mindsets and promote gender equality.
- **Policy Recommendations:** Practical policy recommendations for governments and organizations to enhance gender justice.
- **Community Involvement:** Encouragement of community involvement and the role of civil society in advocating for and achieving gender justice.



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Interactive Session:


Following the keynote session, the seminar included an interactive Q&A segment where participants had the opportunity to engage with Adv. Sabeena. Questions ranged from specific legal issues related to gender justice in India to broader discussions on how to implement successful strategies from other countries. Adv. Sabeena provided detailed and insightful responses, fostering a deeper understanding of the complexities of gender justice.

Conclusion:

The seminar concluded with a vote of thanks to Adv. Sabeena for her enlightening presentation and to the participants for their active participation. The coordinator of the Women Cell emphasized the importance of continuing the dialogue on gender justice and implementing the lessons learned from the seminar.

Summary:

The seminar on 'Global Perspectives on Gender Justice: Lessons from Around the World' successfully highlighted the importance of learning from international experiences to enhance gender justice locally. Adv. Sabeena's expertise and engaging presentation provided participants with a comprehensive understanding of the challenges and strategies for achieving gender equality. The event was well-received and inspired attendees to take proactive steps towards promoting gender justice.

 **KOTTAKKAL FAROOK ARTS AND SCIENCE COLLEGE**


SEMINAR
On
GLOBAL PERSPECTIVES ON GENDER JUSTICE: LESSONS FROM AROUND THE WORLD

Adv. SABEENA P M 

Date :- 27th September 2019
Time :- 11.00am

WOMEN DEVELOPMENT CELL




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Seminar Report on Zero Discrimination Day

Event Date: 1st March 2019

Time: 10:00 AM

Venue: Kottakkal Farook Arts and Science College (Auditorium)

Chief Guest:

- **Dr. Moly Kuruvila**
 - Head of the Department of Gender Studies, University of Calicut

Introduction:

Kottakkal Farook Arts and Science College organized a seminar to commemorate Zero Discrimination Day, focusing on promoting equality and challenging discrimination in all its forms. The event featured Dr. Moly Kuruvila, a distinguished academic and the Head of the Department of Gender Studies at the University of Calicut, as the chief guest.

Overview of the Event:

The seminar began with a welcome address by the principal of Kottakkal Farook Arts and Science College, who introduced the significance of Zero Discrimination Day. The principal highlighted the college's commitment to fostering an inclusive and equitable environment. Dr. Moly Kuruvila was introduced as a leading voice in gender studies and a strong advocate for anti-discrimination efforts.

Keynote Session:

Dr. Moly Kuruvila: Dr. Moly Kuruvila delivered a powerful and insightful keynote address that covered various aspects of discrimination and the importance of combating it. Key points from her presentation included:

I. Understanding Discrimination:

- **Definition and Types:** Explanation of discrimination, including various forms such as racial, gender, age, disability, and socio-economic discrimination.
- **Impact of Discrimination:** Discussion on how discrimination affects individuals and communities, leading to inequality and social injustice.



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2. Global Perspective on Discrimination:

- **International Efforts:** Overview of international efforts to combat discrimination, including the role of organizations like the United Nations.
- **Case Studies:** Examples of successful anti-discrimination campaigns and policies from different countries, showcasing the positive impact of these initiatives.

3. Legal and Policy Frameworks:

- **Anti-Discrimination Laws:** Examination of national and international laws designed to protect individuals from discrimination.
- **Policy Implementation:** Discussion on the challenges and successes in implementing anti-discrimination policies, with a focus on the Indian context.

4. Role of Education and Awareness:

- **Educational Initiatives:** Importance of incorporating anti-discrimination education in school and college curricula to promote understanding and tolerance.
- **Awareness Campaigns:** Strategies for effective awareness campaigns that highlight the harms of discrimination and promote inclusivity.

5. Personal and Community Actions:

- **Individual Responsibility:** Encouragement for individuals to recognize their own biases and take proactive steps to challenge discrimination in their daily lives.
- **Community Involvement:** Role of community organizations and grassroots movements in advocating for equality and supporting those affected by discrimination.

Interactive Session:

The seminar included an interactive Q&A session where participants engaged with Dr. Moly Kuruvila. Questions focused on practical steps for combating discrimination, both within educational institutions and in broader society. Dr. Kuruvila provided thoughtful and actionable responses, drawing from her extensive experience in gender studies and advocacy.

Conclusion:





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The event concluded with a vote of thanks to Dr. Moly Kuruvila for her enlightening presentation and to the attendees for their active participation. The principal reiterated the college's commitment to promoting zero discrimination and encouraged participants to take the lessons learned from the seminar into their communities.

Summary:

The seminar on Zero Discrimination Day successfully highlighted the importance of fighting discrimination in all its forms. Dr. Moly Kuruvila's engaging and informative presentation provided participants with a deeper understanding of the issues and practical strategies for promoting equality. The event was well-received, inspiring attendees to take active steps towards creating a more inclusive and equitable society.




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Seminar Report on World Day of Fight Against Sexual Exploitation

Event Date: 4th March 2019

Time: 11:00 AM

Venue: Kottakkal Farook Arts and Science College (Auditorium)

Chief Guest:

- **Adv. Biji Mol**
 - Lawyer, Etumanoor Family Court

Introduction:

Kottakkal Farook Arts and Science College organized a seminar to observe the World Day of Fight Against Sexual Exploitation. The seminar aimed to raise awareness about sexual exploitation, discuss legal frameworks, and empower participants to take action against this serious issue. Adv. Biji Mol, a respected lawyer from Etumanoor Family Court, was invited as the chief guest to share her expertise and insights.

Overview of the Event:

The seminar commenced with a welcome address by the principal of Kottakkal Farook Arts and Science College, who underscored the importance of addressing sexual exploitation and supporting victims. The principal introduced Adv. Biji Mol, highlighting her extensive experience in family law and advocacy for victims of sexual exploitation.



Handwritten signature in green ink over a purple stamp. The stamp text reads: "Prof. M. Abdul Azeez", "PRINCIPAL", "KOTTAKKAL FAROOK ARTS & SCIENCE COLLEGE", "PARAPPUR P.O., PIN: 676 503".

Keynote Session:

Adv. Biji Mol: Adv. Biji Mol delivered a comprehensive and engaging presentation that covered various aspects of sexual exploitation, legal protections, and support mechanisms. Key points from her presentation included:

1. Understanding Sexual Exploitation:

- **Definition and Scope:** Explanation of what constitutes sexual exploitation, including various forms such as trafficking, forced prostitution, and child exploitation.
- **Impact on Victims:** Discussion on the physical, psychological, and social impacts of sexual exploitation on victims.

2. Legal Frameworks:

- **National Laws:** Overview of Indian laws that protect against sexual exploitation, including the Immoral Traffic (Prevention) Act, Protection of Children from Sexual Offences (POCSO) Act, and relevant sections of the Indian Penal Code (IPC).
- **International Treaties:** Information on international treaties and conventions aimed at combating sexual exploitation, such as the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons.

3. Role of the Judiciary:

- **Judicial Interventions:** Discussion on landmark judicial cases and rulings that have advanced the fight against sexual exploitation.
- **Victim Support in Courts:** Explanation of how family courts and other judicial bodies support victims during legal proceedings, ensuring their rights and dignity are upheld.

4. Prevention and Protection:

- **Preventive Measures:** Strategies for preventing sexual exploitation, including community vigilance, education, and awareness campaigns.
- **Protection Mechanisms:** Overview of mechanisms in place to protect victims, such as shelter homes, rehabilitation programs, and legal aid services.

5. Community and Individual Action:



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- **Role of Society:** Emphasis on the role of society in combatting sexual exploitation, including the responsibility of individuals to report and stand against such acts.
- **Empowerment and Advocacy:** Encouragement for individuals and communities to advocate for stronger laws, better enforcement, and comprehensive victim support services.

Interactive Session:

The seminar included an interactive Q&A session where participants engaged with Adv. Biji Mol. Questions ranged from the practical challenges in enforcing anti-exploitation laws to ways of supporting victims at the community level. Adv. Biji Mol provided detailed and practical responses, drawing from her legal expertise and advocacy experience.

Conclusion:

The event concluded with a vote of thanks to Adv. Biji Mol for her informative and powerful presentation and to the participants for their active involvement. The principal emphasized the ongoing commitment of Kottakkal Farook Arts and Science College to raise awareness about sexual exploitation and support efforts to combat this issue.

Summary:

The seminar on the World Day of Fight Against Sexual Exploitation successfully highlighted the critical issues related to sexual exploitation and provided participants with a deeper understanding of the legal frameworks and support mechanisms available. Adv. Biji Mol's expertise and engaging presentation were highly valued, making the session informative and empowering for all attendees.




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SEMINAR
On
WORLD DAY OF FIGHT AGAINST SEXUAL
EXPLOITATION

Resource Person:
Adv. BIJI MOL
Family court, Ettumanoor

Date :-4th March 2019

Time :- 11.00am

Venue:-College Auditorium



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