AN ISO 9001-2015 CERTIFIED

SAFA COLLEGE OF ARTS AND SCINCE

(Affiliated to University of Calicut)

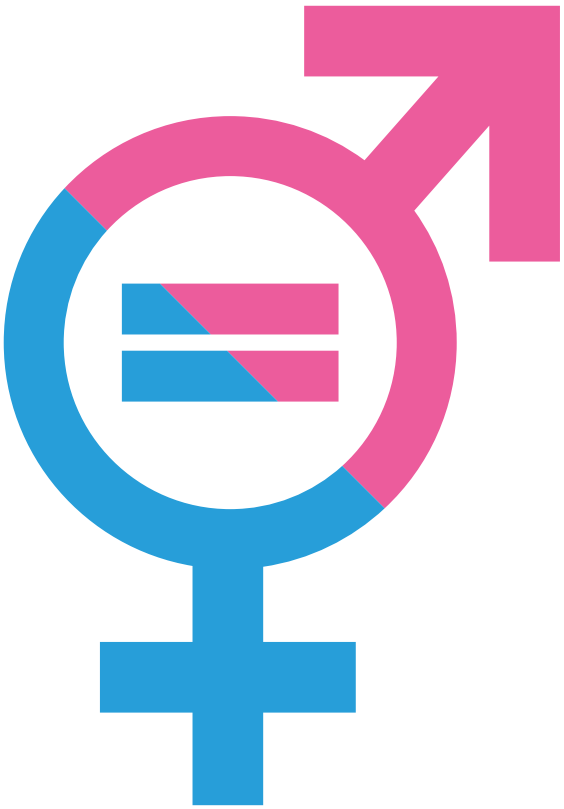
POOKKATTIRI, EDAYUR (PO), VALANCHERY

PHONE : 0494 2988810, 9995748103, 9846823215

INTERNAL QUALITY ASSURANCE CELL (IQAC)

GENDER AUDIT REPORT

2022-23



INTERNAL QUALITY ASSURANCE CELL (IQAC)

GENDER AUDIT REPORT 2022-23

AN ISO 9001-2015 CERTIFIED
SAFA COLLEGE OF ARTS AND SCINCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215

INDEX

SL NO	CONTENT	PAGE NUMBER
01 Introduction to Gender Audit	Gender Audit : An introduction	06
	Gender Audit Committee	07
	Objectives & Functions of Gender Audit	09
	Gender Audit Methods	11
02 Gender wise Distribution total Population in the Institution	About the Institution	13
	Gender wise distribution of total students in the college	14
	Gender wise distribution of total Teaching Staffs in the college	18
	Gender wise distribution of total Non-Teaching Staffs in the college	19
03 Gender Sensitisation Initiatives in the Institution	Gender Sensitisation Initiatives : Introduction	22
	Gender Balance within the Institution	23
	No.of Gender Equity promotion programs organised by the Institution	26
	Gender Club	27
04 Recommendations & Conclusion	Recommendations	73
	Summary and Conclusion	76

01

INTRODUCTION TO GENDER AUDIT

GENDER AUDIT: AN INTRODUCTION

A gender audit is a comprehensive evaluation process aimed at understanding how gender influences various aspects of an organization's operations, including decision-making, resource allocation, recruitment, retention, and program development. It involves examining policies, practices, and attitudes to identify areas where gender biases may exist and to recommend strategies for promoting gender equality and inclusivity.

KEY COMPONENTS OF GENDER AUDIT:

1. **Policy Analysis:** Reviewing organizational policies and procedures to assess their gender responsiveness and identifying areas for improvement.

2. **Data Collection and Analysis:** Gathering quantitative and qualitative data on gender-related indicators, such as representation, participation, and decision-making, and analyzing them to identify patterns and trends.

3. **Stakeholder Consultation:** Engaging with stakeholders, including employees, management, and external partners, to gather perspectives on gender issues within the organization.

4. **Capacity Building:** Providing training and awareness-raising activities to build the capacity of staff and stakeholders to understand and address gender issues effectively.

5. **Action Planning:** Developing action plans with specific goals, objectives, and timelines for addressing identified gender disparities and promoting gender equality within the organization.

BENEFITS OF GENDER AUDIT:

1. **Improved Organizational Performance:** Addressing gender disparities can lead to increased productivity, innovation, and employee satisfaction, contributing to overall organizational performance.

2. **Enhanced Reputation:** Organizations that demonstrate a commitment to gender equality are likely to enhance their reputation and attractiveness to employees, customers, and other stakeholders.

3. **Legal Compliance:** Gender audits can help organizations ensure compliance with relevant laws and regulations related to gender equality and non-discrimination.

4. **Social Responsibility:** Promoting gender equality is a fundamental aspect of corporate social responsibility, demonstrating a commitment to ethical and sustainable business practices.

In conclusion, a gender audit is a valuable tool for organizations seeking to promote gender equality,diversity, and inclusivity within their operations. By systematically assessing gender-related issues and implementing targeted interventions, organizations can create more equitable and inclusive environments that benefit everyone.

GENDER AUDIT COMMITTEE:

A Gender Audit Committee is a specialized group tasked with overseeing and conducting gender audits within an organization. Here's an overview of its composition, roles, and responsibilities:

ROLES AND RESPONSIBILITIES:

1. **Developing Audit Framework:** The committee is responsible for developing the framework and methodology for conducting gender audits, including defining audit objectives, scope, data collection methods, and analysis procedures.

2. **Conducting Audits:** The committee oversees the implementation of gender audits, including coordinating data collection, conducting interviews and focus groups, analyzing findings, and preparing audit reports.

3. **Identifying Gender Disparities:** The committee examines organizational policies, practices, and procedures to identify areas where gender disparities, biases, and inequalities exist.

4. **Providing Recommendations:** Based on audit findings, the committee provides recommendations for addressing gender disparities and promoting gender equality within the organization. These recommendations may include policy changes, training programs, and targeted interventions.

5. **Monitoring and Evaluation:** The committee monitors the implementation of audit recommendations and evaluates their effectiveness in addressing gender disparities over time. It may also conduct follow-up audits to track progress and identify emerging issues.

6. **Advocacy and Awareness:** The committee advocates for gender equality and raises awareness about gender-related issues within the organization, promoting a culture of inclusivity, respect, and gender sensitivity.

7. **Capacity Building:** The committee provides training and capacity-building activities to staff and stakeholders to enhance their understanding of gender issues and their ability to promote gender equality in their work.
8. **Reporting to Leadership:** The committee reports regularly to organizational leadership on the outcomes of gender audits, progress in implementing audit recommendations, and emerging trends or challenges related to gender equality within the organization.

COLLABORATION AND PARTNERSHIPS:

The Gender Audit Committee collaborates closely with other relevant committees, departments, and stake holders within the organization, as well as external partners such as gender experts, NGOs, and government agencies, to leverage expertise, resources, and best practices in promoting gender equality and diversity.

In summary, a Gender Audit Committee plays a critical role in driving organizational change towards greater gender equality and inclusivity by conducting gender audits, providing recommendations, and advocating for gender-sensitive policies and practices.

CONSTITUTION OF GENDER AUDIT COMMITTEE:

Sl No	Name	Designation	Institution
01	Dr.PV Nithin	Chairman	Principal- Safa College of Arts and Science
02	Mr. Abdul Shukoor P K	Vice-Chairman	IQAC Coordinator & Vice Principal- Safa College of Arts and Science
03	Dr.Safeer Athekkadan	External – Committee Member	Principal- MSTM Arts and Science College ,Pooppalam
04	Ms.Asia P	Internal – Committee Member	Assistant Professor & Convenor Internal Complaint Committee - Safa College of Arts and Science
05	Ms.Shahina N	Internal – Committee Member	Assistant Professor & Coordinator Gender Sensitisation- Safa College of Arts and Science
06	Ms.Fathima Suhara C	Internal – Committee Member	Assistant Professor & Coordinator Women Development Cell- Safa College of Arts and Science
07	Dr. Anshad V	Internal – Committee Member	Assistant Professor & Coordinator Gender Club - Safa College of Arts and Science

The Gender Audit undertaken by the IQAC, Safa College of Arts and Science e, along with external and internal Committee Members. External Committee Member, Vice Chairman and Chairman intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives;

OBJECTIVES OF GENDER AUDIT:

1. **Identifying Gender Disparities:** The primary objective of a gender audit is to identify disparities between men and women in terms of access to opportunities, resources, and decision making power with in the organization.

2. **Assessing Gender Sensitivity:** A gender audit evaluates the organization's sensitivity to gender issues and its capacity to address them effectively in its policies, programs, and practices.
3. **Promoting Gender Equality:** By identifying areas of gender inequality and bias, a gender audit helps organizations develop strategies and interventions to promote gender equality and empower women and other marginalized gender groups.

4. **Enhancing Organizational Effectiveness:** Gender audits can contribute to enhancing organizational effectiveness by ensuring that policies and practices are inclusive and responsive to the diverse needs and perspectives of all members of the organization.

FUNCTIONS OF GENDER AUDIT COMMITTEE:

The functions of a Gender Audit encompass a range of activities aimed at identifying, addressing, and monitoring gender disparities and promoting gender equality within an organization. Here are the key functions:

1. **Assessment and Analysis:** Conducting a comprehensive assessment of organizational policies, practices, and procedures to identify gender disparities, biases, and barriers to equality. This involves collecting and analyzing data on gender representation, access to resources, decision-making processes, and other relevant indicators.

2. **Policy Review:** Reviewing existing organizational policies and procedures to assess their gender responsiveness and effectiveness in promoting gender equality. This includes examining recruitment and promotion policies, family-friendly policies, anti-discrimination policies, and other relevant documents.

3. **Stakeholder Engagement:** Engaging with internal and external stakeholders, including employees, management, clients, partners, and community members, to gather perspectives and insights on gender-related issues within the organization. This may involve conducting surveys, interviews, focus groups, or consultation meetings.

4. **Identification of Gender Gaps:** Identifying specific areas where gender disparities exist within the organization, such as gender pay gaps, underrepresentation of women in leadership positions, unqual access to training and development opportunities, or gender-based discrimination and harassment.

5. **Recommendations Development:** Developing recommendations and action plans to address identified gender gaps and promote gender equality within the organization. This may include proposing changes to policies and procedures, implementing targeted interventions and initiatives, and providing training and capacity-building activities for staff and stakeholders.

6. **Capacity Building:** Providing training and awareness-raising activities to build the capacity of staff and stakeholders to understand and address gender issues effectively. This may include workshops, seminars, webinars, or e-learning modules on topics such as gender sensitivity, unconscious bias, inclusive leadership, and diversity management.

7. **Monitoring and Evaluation:** Monitoring the implementation of gender audit recommendations and evaluating their impact on promoting gender equality within the organization. This involves tracking progress, collecting feedback, and adjusting strategies as needed to address emerging challenges and opportunities.

8. **Reporting and Accountability:** Reporting regularly to organizational leadership, governing bodies, or other relevant stakeholders on the outcomes of the gender audit, including findings, recommendations, progress updates, and challenges encountered. This helps ensure transparency, account ability, and ongoing commitment to gender equality goals.

By performing these functions, a Gender Audit contributes to creating a more inclusive, equitable, and diverse organizational culture that benefits all employees and stakeholders.

GENDER AUDIT METHODS

Gender audits employ various methods to assess gender-related issues within an organization comprehensively. These methods aim to identify gender disparities, biases, and barriers to equality. There are various common gender audit methods but ,here we emphasise the Specific Gender audit methods:

1. **Document Review:** Reviewing organizational policies, procedures, guidelines, and reports to identify gender-specific language, practices, and biases. This includes analysing recruitment and promotion policies, performance evaluation criteria, and organizational charts.

2. **Benchmarking:** Comparing the organization's gender-related practices, policies, and outcomes with industry benchmarks, best practices, or relevant standards and guidelines. This helps identify areas where the organization may be falling behind or excelling in promoting gender equality.

3. **Participatory Methods:** Involving employees and stakeholders in the gender audit process through participatory methods such as workshops, brainstorming sessions, or action planning exercises. This fosters ownership, collaboration, and collective problem-solving in addressing gender-related issues.

4. **Feedback Mechanisms:** Establishing feedback mechanisms such as suggestion boxes, anonymous hotlines, or online forums to allow employees to report gender-related concerns, provide feedback on existing policies and practices, and suggest ideas for improvement.

02

GENDER WISE DISTRIBUTION OF TOTAL POPULATION IN THE INSTITUTION

ABOUT THE COLLEGE

Safa College of Arts &Science, towering over a group of Safa institutions, was established in 2009 and is affiliated to the University of Calicut. Safa Group of institutions was implanted under Orphans' Educational and Charitable Trust by honourable Sir VP Kunhimoideen Kutty two decades ago with a great vision of upliftment of socio-economic feebler communities of the society. The college is located at Pookkatiri on a lovely hillside overlooking a vast panorama of lush greenery around in the midst of a spacious campus, 5 km away from Valanchery towards Perinthalmanna in Malappuram District. On its way towards quality enrichment, the college is steadfast to achieve NAAC accreditation. At present, the college offers 9 UG and 3 PG programmes.

VISION

Our vision is to become a centre of excellence in higher education, to produce innovative and socially responsible citizens from all sections of society. These graduates will contribute to the progressive and sustainable development of our nation.

MISSION

We are devoted to facilitate transformative and experiential learning and to increase equitable opportunities. We will also encourage scientific inquiry and strive to transform our students into socially responsible and conscientious citizens.

OBJECTIVES

I. Embracing innovative learning through scholastic and co-scholastic activities.

II. Empowering and equipping students with skills and knowledge for their future needs.

III. Facilitating experiential learning and social responsibility through collaborative programmes

IV. Uplifting socio-economically challenged communities by providing opportunities and educational assistance.

V. Promotion of human values, service to others and inclusiveness.

GENDER WISE DISTRIBUTION OF TOTAL POPULATION IN THE COLLEGE

Understanding the gender-wise distribution of total population in a college is important for several reasons:

1. **Promoting Gender Equality:** By analyzing the gender composition of students, colleges can identify any gender disparities and take steps to promote gender equality in enrollment and retention.

2. **Supporting Inclusive Policies:** Gender-wise distribution data can inform the development of inclusive policies and programs that cater to the diverse needs of all students, regardless of gender.

3. **Addressing Gender Gaps:** Colleges can use this data to address gender gaps in specific fields of study or academic programs, encouraging more equitable participation and representation across disciplines.

GENDER WISE DISTRIBUTION OF TOTAL STUDENTS IN THE COLLEGE

Gender wise Details of Students in the College

Sl No	Year	Total Strength	Male	% of Male	Fe-male	% of Female	Non-Binary	% of Non-Binary
01	2022-23	1243	651	52.37	592	47.62	0	0
02	2021-22	1229	637	51.83	592	48.16	0	0
03	2020-21	1203	620	51.53	583	48.46	0	0
04	2019-20	1086	573	52.76	513	47.23	0	0
05	2018-19	963	523	54.3	440	45.7	0	0
	Total	5724	3004	52.48	2720	47.51	0	0

The gender-wise distribution of students in Safa College of Arts and Science over the past five years shows a consistent trend.

Total Enrollment: The total enrollment in Safa College of Arts and Science has been increasing steadily over the years, reaching a total of 5724 students across all years.

1. Gender Distribution:

Male: The number of male students has been slightly higher than female students in each academic year, with a total of 3004 male students, constituting approximately 52.48% of the total enrollment.

Female: Female students make up the remaining portion of the student body, with a total of 2720 female students, accounting for approximately 47.51% of the total enrollment.

Non-Binary: There are no non-binary students reported in the data provided.

2. Trend Analysis:

While the percentage of female students has been slightly lower than male students in recent years, efforts should be made to bridge this gap and achieve gender parity in enrollment.

There has been a gradual increase in the total number of students enrolled over the years, indicating potential growth and popularity of the college.

3. Long-Term Impact:

By prioritizing gender equality initiatives, Safa College of Arts and Science can create a more diverse and inclusive learning environment that empowers all students to thrive academically and personally.

Overall, the gender audit highlights the need for proactive measures to ensure equal opportunities and representation for female students within the college community.

GENDER WISE DISTRIBUTION OF TOTAL STUDENTS IN THE DEPARTMENT

Departments	Gender wise Details of Students in the Departments											
	2018-19		2019-20		2020-21		2021-22		2022-23		Total Strength	
	Male &%	Female &%	Male &%	Female &%	Male &%	Female &%	Male &%	Female &%	Male &%	Female &%	Male &%	Female &%
COMMMERCE	125 (64.1%)	70 (35.9%)	130 (61.9%)	80 (38.1%)	141 (61.6%)	88 (38.4%)	128 (59.5%)	87 (40.5%)	98 (47.8%)	107 (52.2%)	622 (59%)	432 (41%)
MANAGEMENT	109 (76.2%)	34 (23.8%)	108 (72.5%)	41 (27.5%	115 (70.1%)	49 (29.9%)	121 (69.9%)	52 (30.1%)	122 (69.3%)	54 (30.7%)	575 (71.4%)	230 (28.6%)
ENGLISH	30 (25.4%)	88 (74.6%)	39 (27.1%)	105 (72.9%)	47 (30.3%)	108 (69.7%)	58 (33.7%)	114 (66.3%)	61 (35.5%)	111 (64.5%)	235 (30.9%)	526 (69.1%)
ECONOMICS	57 (54.2%)	48 (45.8%)	71 (57.7%)	52 (42.3%)	76 (49.7%)	77 (50.3%)	80 (45.4%)	96 (54.6%)	89 (50%)	89 (50%)	373 (50.7%)	362 (49.3%)
SOCIAL WORK	70 (61.9%)	43 (38.1%)	60 (52.6%)	54 (47.4%)	67 (50%)	67 (50%)	73 (48.1%)	79 (51.9%)	77 (49.3%)	79 (50.7%)	347 (51.8%)	322 (48.2%)
JOURNALISM	36 (46.1%)	42 (53.9%)	67 (55.3%)	54 (44.7%)	63 (47.8%)	69 (52.2%)	57 (48.3%)	61 (51.7%)	52 (49.1%)	54 (50.9%)	275 (49.5%)	280 (50.5%)
PHYSICS	25 (26.6%)	69 (73.4%)	25 (25%)	75 (75%)	18 (26.1%)	51 (73.9%)	11 (22.9%)	37 (77.1%)	11 (34.4%)	21 (65.6%)	90 (26.2%)	253 (73.8%)
MATHEMATICS	5 (15.1%)	28 (84.9%)	13 (33.3%	26 (66.7%)	8 (21.1%)	30 (78.9%)	4 (28.5%)	10 (71.5%)	1 (25%)	3 (75%)	31 (24.2%)	97 (75.8%)
COMPUTER	66 (78.6%)	18 (21.4%)	60 (69.8%)	26 (30.2%)	80 (76.2%)	25 (23.8%)	97 (82.9%)	20 (17.1%)	118 (88.7%)	15 (11.3%)	421 (80.2%)	104 (19.8%)
PSYCHOLOGY	0	0	0	0	5 (20.8%)	19 (79.2%)	8 (18.2%)	36 (81.8%)	22 (27.2%)	59 (72.8%)	35 (23.5%	114 (76.5%)
Total	523 (54.3%)	440 (45.7%)	573 (52.8%)	513 (47.2%)	620 (51.5%)	583 (48.5%)	637 (51.8%)	592 (48.2%)	651 (52.4%)	592 (47.6%)	3004 (52.5%)	2720 (47.5%)
Grand Total	963		1086		1203		1229		1243		5724	

Here's an analysis of the gender-wise distribution of students in the departments of Safa College of Arts and Science based on the provided data:

1. Department Overview:

- Commerce: The department has seen a fluctuating gender ratio over the years, with a slight majori ty of male students.
- Management: Male students dominate the department, although there is a gradual increase in female representation over the years.
- English: Female students outnumber male students consistently in the English department.
- Economics: The department has a fairly balanced gender ratio, with slight fluctuations over the years.
- Social Work: Female students constitute the majority in the Social Work department.
- Journalism: While there is a slight fluctuation, the department maintains a relatively balanced gen der ratio.
- Physics: Male students dominate the Physics department, with a significant gender gap.
- Mathematics: There is a strong male dominance in the Mathematics department, with a consistent trend over the years.
- Computer: The Computer department shows a significant gender disparity, with a clear majority of male students.
- Psychology: The Psychology department sees a higher proportion of female students com pared to male students.

2. Trend Analysis:

- Overall, there is a noticeable gender disparity in several departments, with some showing a clear dominance of one gender over the other.
- While efforts have been made to achieve gender balance in certain departments, others still require attention to address the imbalance.
- Departments like English, Social Work, and Psychology demonstrate higher levels of female repre sentation, which could serve as positive examples for promoting gender diversity across other de partments.

GENDER WISE DISTRIBUTION OF TOTAL TEACHING STAFFS IN THE COLLEGE

Gender wise Details of Teaching Staffs in the College								
Sl No	Year	Total Strength	Male	% of Male	Fe-male	% of Female	Non-Binary	% of Non-Binary
01	2022-23	63	25	39.7%	38	60.3%	0	0
02	2021-22	63	26	41.3%	37	58.7%	0	0
03	2020-21	61	24	39.3%	37	60.7%	0	0
04	2019-20	58	23	39.7%	35	60.3%	0	0
05	2018-19	51	19	37.3%	32	62.7%	0	0
	Total	296	117	39.5%	179	60.5%	00	0

Here's the analysis report of the gender-wise distribution of teaching staff in the college based on the provided data:

1. Total Teaching Staff:

- The total number of teaching staff in the college across the years is 296.

2. Gender Distribution:

- Male: There are 117 male teaching staff members, accounting for approximately 39.5% of the total teaching staff.
- Female: Female teaching staff members outnumber male staff, with a total of 179, constitut ing around 60.5% of the total teaching staff.
- Non-Binary: There are no non-binary teaching staff reported in the data provided.

3. Trend Analysis:

- Female teaching staff outnumbers male staff consistently across all years, indicating a higher representation of female educators within the college.

- The percentage of male teaching staff remains relatively stable over the years, hovering around 39-41%.
- Similarly, the percentage of female teaching staff remains consistent, ranging from 58.7% to 62.7%.

4. Gender Equity Implications:

- The higher representation of female teaching staff suggests a positive trend towards gender equity within the college's academic workforce.
- Efforts to maintain and further promote gender diversity among teaching staff can contribute to a more inclusive and balanced educational environment.

5. Conclusion:

- The analysis indicates a notable gender disparity in favour of female teaching staff within the college.
- While the representation of female teaching staff is higher, ongoing efforts should focus on ensuring equitable opportunities for professional growth and advancement for all staff members regardless of gender.

Overall, this analysis provides insight into the gender composition of teaching staff in the college and highlights the need for continued monitoring and efforts to promote gender diversity and equity within the academic workforce.

GENDER WISE DISTRIBUTION OF TOTAL NON-TEACHING STAFFS IN THE COLLEGE

Gender wise Details of Teaching Staffs in the College								
Sl No	Year	Total Strength	Male	% of Male	Fe-male	% of Female	Non-Binary	% of Non-Binary
01	2022-23	20	13	65%	07	35	0	0
02	2021-22	19	13	68.4%	06	31.6%	0	0
03	2020-21	18	13	72.2%	05	27.8%	0	0
04	2019-20	19	13	68.4%	06	31.6%	0	0
05	2018-19	19	12	63.2	07	36.8%	0	0
	Total	95	64	67.4%	31	32.6%	0	0

Here's the analysis report of the gender-wise distribution of non-teaching staff in the college based on the provided data:

1. Total Non-Teaching Staff:

- The total number of non-teaching staff in the college across the years is 95.

2. Gender Distribution:

- Male: There are 64 male non-teaching staff members, constituting approximately 67.4% of the total non-teaching staff.
- Female: Female non-teaching staff members are fewer in number, with a total of 31, ac counting for around 32.6% of the total non-teaching staff.
- Non-Binary: There are no non-binary non-teaching staff reported in the data provided.

3. Trend Analysis:

- Male non-teaching staff members outnumber female staff consistently across all years, indi cating a higher representation of male staff in non-teaching roles within the college.
- The percentage of male non-teaching staff remains relatively stable over the years, ranging from 63.2% to 72.2%.
- Similarly, the percentage of female non-teaching staff remains consistent, ranging from 27.8% to 36.8%.

Overall, this analysis provides insight into the gender composition of non-teaching staff in the college and underscores the importance of efforts to promote gender diversity and equity within all staff positions

03

GENDER SENSITIZATION INITIATIVES

GENDER SENSITIZATION INITIATIVES

Gender sensitization initiatives aim to raise awareness and foster understanding about gender-related issues, with the goal of promoting gender equality and challenging stereotypes, discrimination, and biases. These initiatives encompass a range of educational programs, workshops, policies, and advocacy efforts designed to empower individuals to recognize and address gender-based inequalities and injustices.

The introduction to such initiatives typically outlines the importance of gender equality in creating a more just and inclusive society. It may discuss the historical context of gender discrimination and the ongoing struggles faced by individuals of all genders. Additionally, it highlights the need for proactive measures to dismantle systemic barriers and promote respect, dignity, and equal opportunities for everyone, regardless of gender identity or expression.

Gender sensitization initiatives often emphasize the role of education in challenging stereotypes and fostering empathy and understanding. They may also underscore the importance of promoting gender-sensitive language, policies, and practices in various settings, including schools, workplaces, and communities.

Here are some common elements and examples of such initiatives:

1. **Educational Programs:**
2. **Workshops and Training Sessions:**
3. **Policy Development:**
4. **Awareness Campaigns:**
5. **Community Engagement:**
6. **Support Services:**

The following initiatives have been undertaken by the College for the convenience of girl students:

She Corner: Ladies Common Room:

There are two Rest rooms for Ladies and there is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.

Girls Washroom & Toilets:

Girls' washrooms are situated at Four different places in the college with ample water supply and proper maintenance.

Drinking Water:

Water coolers and water purifiers have been provided for boys and girls in the College campus.

Canteen:

There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.

The college has established a number of committees to aid girl students and ladies staff. These committees include:

1. Anti-Ragging Committee:

The college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has 3 females, 3 malesa nd one Vice Chairperson .The Principal of the College is the Chairperson of the Anti-Ragging Committee.

2. Anti-Ragging Squad

Establishing an Anti-Ragging Squad from the student side at Safa College is an important initiative to ensure the safety and well-being of all students. Here's a proposed framework for the Anti-Ragging Squad:

Formation and Structure:

The Anti-Ragging Squad will be composed of student volunteers from different departments and academic years.

A designated faculty member or staff advisor will oversee the activities of the squad and provide guidance and support as needed.

The squad will consist of both male and female students to address concerns from all perspectives.

Roles and Responsibilities:

Conduct regular patrols around the campus, particularly in high-traffic areas such as hostels, cafete rias, and common areas, to deter and detect any instances of ragging.

Act as first responders to any reports or complaints of ragging and intervene immediately to ensure the safety of the victim and prevent further incidents.

Collaborate with college authorities, including the Anti-Ragging Committee and faculty members, to investigate reported incidents thoroughly and take appropriate disciplinary actions against the perpetrators.

Organize awareness campaigns and workshops to educate students about the negative consequenc es of ragging and promote a culture of respect, tolerance, and inclusivity among peers.
Serve as peer mentors and support systems for students who may be experiencing bullying or ha rassment, providing them with guidance, counseling, and resources to address their concerns.

Training and Support:

Provide comprehensive training sessions for squad members on recognizing different forms of ragging, conflict resolution techniques, and effective communication skills.

Equip squad members with the necessary resources, such as contact information for college authorities, helplines, and counseling services, to effectively respond to incidents and support victims.

Establish regular communication channels, such as dedicated email addresses or hotlines, for students to report incidents of ragging confidentially and seek assistance from the squad.

Collaboration and Coordination:

Foster collaboration with other student organizations, clubs, and societies within the college to amplify anti-ragging efforts and promote a unified stance against bullying and harassment.
Maintain open communication with college administration and faculty members to exchange informa- tion, share updates on anti-ragging initiatives, and address any emerging concerns or challenges.

3. Discipline Committee:

The collegehas formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee has 03 females, 03 males and one Vice Chairperson. The Principal of the College is the Chairperson of the Discipline Committee.

4. ICC –Internal Complaint Committee :

Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. To address the gender related problems , the Statutory Women's Forum

–ICC was constituted since 2011. The forum has both the faculty and nonteaching of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing variousskill enhancement, academic, technical, medical, cultural and social events for the upliftment of women andpromotion of the importance of gender equality in society through the College students.

5. Women Development Cell

The Women Development Cell at Safa College plays a pivotal role in fostering gender inclusivity and empowerment within the campus community. Committed to promoting the holistic development of female students, the cell organizes various initiatives and programs aimed at addressing gender-related issues, advocating for women's rights, and providing support and resources to enhance the educational and personal growth of women. Through workshops, seminars, and awareness campaigns, the Women Development Cell creates a platform for dialogue and reflection on gender equality, encouraging students to challenge stereotypes, overcome barriers, and embrace their full potential. Moreover, the cell serves as a proactive mechanism for addressing concerns related to gender discrimination, harassment, and safety, offering a safe and supportive space for female students to voice their experiences and seek guidance and assistance. By fostering a culture of respect, inclusivity, and empowerment, the Women Development Cell contributes significantly to the college's commitment to promoting gender equity and creating an environment where all individuals can thrive and succeed.

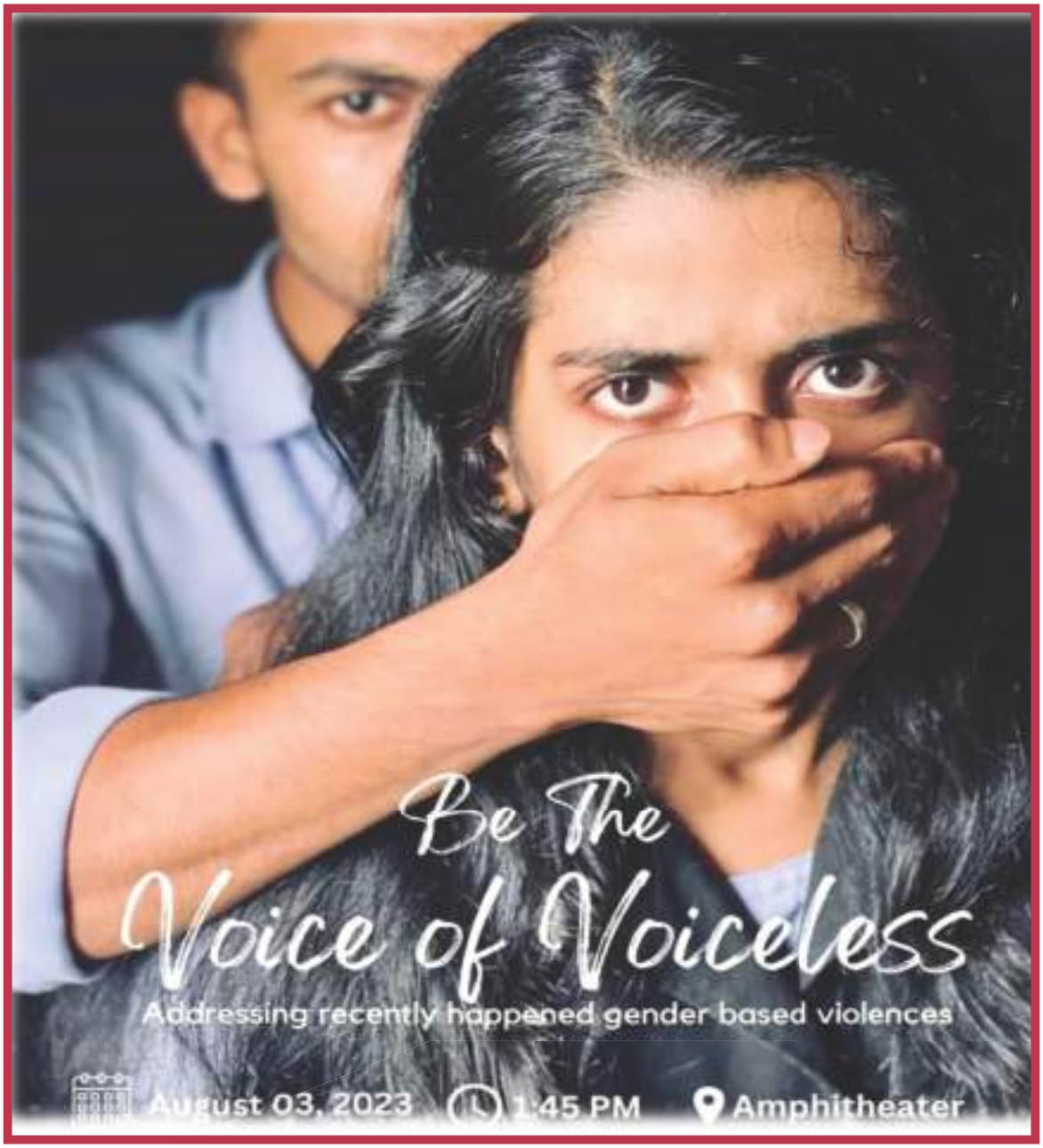
6. Anti-Sexual Harassment Club

The Anti-Sexual Harassment Club at Safa College is a vital initiative dedicated to fostering a safe and respectful campus environment free from all forms of sexual harassment and misconduct. Comprised of students, faculty, and staff members, the club works tirelessly to raise awareness about sexual harassment issues, educate the college community about their rights and responsibilities, and provide support and resources to those affected by such incidents. Through workshops, seminars, and awareness campaigns, the club aims to empower students with knowledge and skills to recognize, prevent, and respond to instances of sexual harassment effectively. Additionally, the club serves as a confidential support system for survivors, offering guidance, counseling, and referral services to help them navigate through the reporting process and access the necessary support mechanisms. By promoting a culture of zero tolerance towards sexual harassment and fostering empathy, respect, and accountability among students and staff, the Anti-Sexual Harassment Club plays a crucial role in upholding the college's commitment to creating a safe and inclusive learning environment for all.

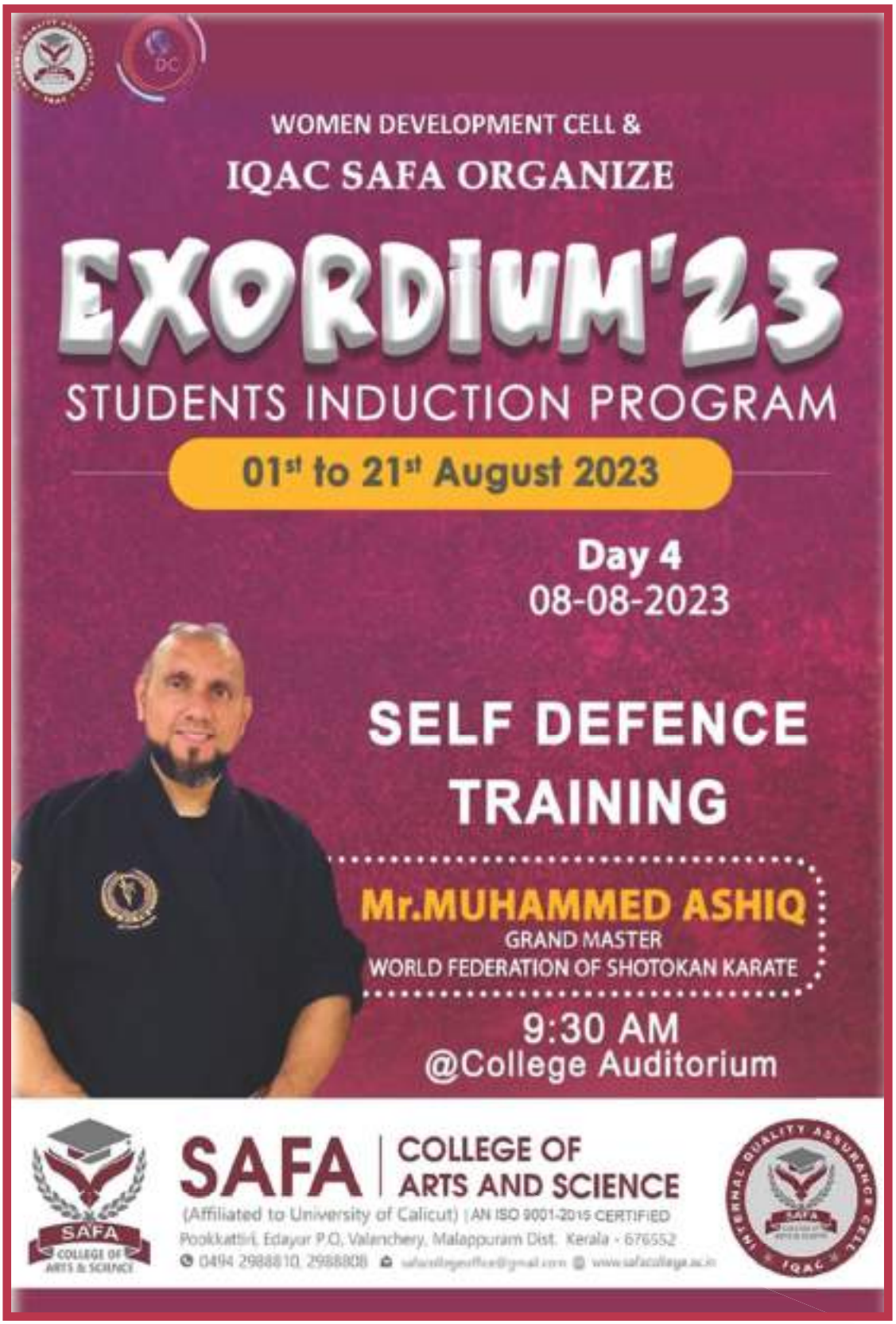
GENDER SENSITIZATION PROGRAMS ORGANIZED BY THE INSTITUTION

LIST OF THE RESOURCE PERSONS INVITED AND THE TOPICS HANDLED (Sample)		
SL. NO	**RESOURCE PERSON**	**TOPIC**
1	Mr.Muhammed Ashiq (Grand Master, World Federation of Shotokan Karate)	Self Defence Training
2	Layana Anand (Head & Asst. Professor of the Department of Women Studies, University of Calicut)	Inauguration of Women's Conclave
3	Dr.Ramya A (Consultant Gynaecologist, Aster MIMS Kottakkal)	Health and hygiene
4	Jamsheena MP (Author and Empowerment Cell Coordinator of Wings Malappuram Chapter)	Design your Dreams
5	Rejna MP(Nutritionist, Teacher and Dietician)	Balanced and Nutritional Diet for Adolescent Girls
6	Adv. Jayadhanya (National Service Society Lawyer and Taluk Legal Service Authority Panel Lawyer)	Know Your Rights : Legal Empowerment of Women in India's Changing Scenario
7	Mr. Shafeeq (Teacher, Markaz, Kanthapuram)	Introduction: Marriage For Social Wellness
8	Mrs. Saibunnisa (Consultant Psychologist, Tunelife, Kottakkal))	Effective Communication Skills For Couples and Healthy Online Communication
9	Mr. Faisal (Program officer, Kerala Social Security Mission)	Effective Management Of In law Relationships and Conflict Resolution Techniques
10	Mrs. Noosiya (Consultant Psychologist)	Infant and Adolescent Parenting Skills, Sex Education and Pregnancy
11	Mrs. Shabeeba (consultant Psychologist)	Family Budgeting
12	Adv. Mr. Shamsudheen (Kerala High Court, Ernakulam)	Legal and Religious Aspects of Marriage
13	Beena Sunny, Gender Trainer	KANAL FEST - Awareness
14	Srikala Gurukkal (Kalari Trainer)	KANAL FEST - Self Defense Training
15	Nabeel Fadi, designer (CINDREBAY Design)	Workshop on Value Addition with Tie and Dye
16	Megha (Senior Nursing Officer, Gynaecology Department, Alfa medi care Hospital)	Cervical Cancer Awareness

DOCUMENTARY PROOF: BROCHURE AND PHOTOGRAPHS



Department of Social Work, Safa College of Arts and Science, Pookkattiri, in association with the Gender Club and women Development Cell conducted an awareness program in the form of skit regaerds gender-based violence named ***"Be the voice of the voiceless,"*** on 03/08/2023 at amphitheatre



The orientation on safety precautions at road, home and other public places especially for lady students & staff. The trainer taught many self-defence tricks and techniques to develop self-confidence.

Self –defence Training

ചന്ദ്രിക

എടയൂരിൽ ജന്റർ ക്ലബ് രൂപീകരിച്ചു

വളാഞ്ചേരി: എടയൂർ ഗ്രാമപഞ്ചായത്ത് കുടുംബശ്രീ സി.ഡി.എസ് ആന്റ് ജി.ആർ.സി , സഫാ കോളജ് ഓഫ് ആർട്സ് ആന്റ് സയൻസ് എന്നിവ സംയുക്തമായി സഫാ കോളജിൽ വേൾഡ് സോഷ്യൽ വർക്ക് ദിനത്തിൽ ജന്റർ ക്ലബ് രൂപീകരിച്ചു. ലിംഗ വിവേചനമില്ലാത്ത ഒരു തലമുറയെ സൃഷ്ടിക്കുക എന്നതാണ് ക്ലബിന്റെ മുഖ്യലക്ഷ്യം.

എടയൂർ ഗ്രാമപഞ്ചായത്ത് പ്രസിഡന്റ് ഹസീന ഇബ്രാഹിം ഉദ്ഘാടനം ചെയ്തു. കോളജ് പ്രിൻസിപ്പൽ ഡോ. പി.വി നിധിൻ അധ്യക്ഷനായി. സോഷ്യൽ വർക്ക് വിഭാഗം മേധാവി സി. സുൽഫിക്കർ, കുടുംബശ്രീ സി.ഡി.എസ് ചെയർപേഴ്സൺ സരോജിനി എൻ.കെ, റാഹില ഷെറിൻ പി, സാന്ദ്ര എം.ജെ, അൻഷാദ് വി.കെ പ്രസംഗിച്ചു.

ജന്റർ ബോധവത്കരണ ക്ലാസിന് കുടുംബശ്രീ ജന്റർ റിസോഴ്സ് പേഴ്സൺ ശ്രീജ ശശി നേതൃത്വം നൽകി.

ചന്ദ്രിക

എടയൂരിൽ ജന്റർ ക്ലബ്ബ് രൂപീകരണ യോഗം പ്രസിഡന്റ് ഹസീന ഇബ്രാഹിം ഉദ്ഘാടനം ചെയ്യുന്നു.

Department of Social Work, Safa CAS
Dept. of Women and Child Development, Govt. of Kerala
District Child Protection Unit, Malappuram

Seminar on

Our Responsibility to Children

Resource Persons:

Mr. Mohamed Salih AK
Protection Officer, DCPU

Mr. Shamsudheen K
ORC Project Assistant

29.09.2022
1.30 pm
@ AV Hall

AN ISO 9001-2015 CERTIFIED

SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215

സഫ കോളജിൽ സംഘടിപ്പിച്ച സെമിനാർ പ്രിൻസിപ്പൽ ഡോ. പി.വി. നിധിൻ ഉദ്ഘാടനം ചെയ്യുന്നു

സെമിനാർ

പൂക്കാട്ടിരി: കുടുംബശ്രീ ജെൻഡർ കാമ്പയിന്റെ ഭാഗമായി സഫ കോളജ് സോഷ്യൽ വർക്ക് വിഭാഗവും കുടുംബശ്രീ ജെൻഡർ ക്ലബും സംയുക്തമായി അന്താരാഷ്ട്ര ലിംഗാധിഷ്ഠിത അതിക്രമ ലഘൂകരണ ദിനാചരണവുമായി ബന്ധപ്പെട്ട് സെമിനാറും പ്രസംഗ മത്സരവും സംഘടിപ്പിച്ചു. സഫ കോളജ് പ്രിൻസിപ്പൽ ഡോ. പി.വി. നിധിൻ ഉദ്ഘാടനം നിർവഹിച്ചു. സോഷ്യൽ വർക്ക് വിഭാഗം മേധാവി ഡോ. സുൽഫിക്കർ അധ്യക്ഷത വഹിച്ചു. കുടുംബശ്രീ ജെൻഡർ സർവിസ് പ്രൊവൈഡർ ടി.പി. പ്രമിള സെഷൻ നയിച്ചു. വൈസ് പ്രിൻസിപ്പൽ പി. കെ. അബ്ദുൽ ഷുക്കൂർ, എടയൂർ പഞ്ചായത്ത് കമ്യൂണിറ്റി കൗൺസലർ പി. റാഹില ഷെറിൻ, അസിസ്റ്റന്റ് പ്രഫ. വി. കെ. അൻഷാദ്, പി.എം. മുർസിന, [illegible]

മാധ്യമം

ആ[illegible] അസോ. ജില്ല സമ്മേളനം ചൊവ്വാഴ്ച തിരൂരിൽ

തിരൂർ: ആൾ കേരള ഫോട്ടോഗ്രാ[illegible] സ്റ്റും. എസ്.എസ്.എൽ.സി, പ്ലസ്

November 25
International Day for the
Elimination of Violence against Women

National Gender Campaign
Addressing Gender Based Violence

Seminar on
Elimination of Violence against Women

25 November 2022
11 am @ AV Hall
Speech Competition @ 2 pm

Resource Person
Ms. T.P. Prameela
Snehitha Service Provider

Kudumbashree Malappuram &
CDS and Gender Resource Centre, Kudumbashree Edayur
Gender Club @ College, Department of Social Work

AN ISO 9001-2015 CERTIFIED
SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215

November 25
International Day for the
Elimination of Violence against Women

National Gender Campaign
Addressing Gender Based Violence

Speech Competition

CONGRATULATIONS!

1st

Sinan Abdullah
2nd yr BSc Psychology

2nd

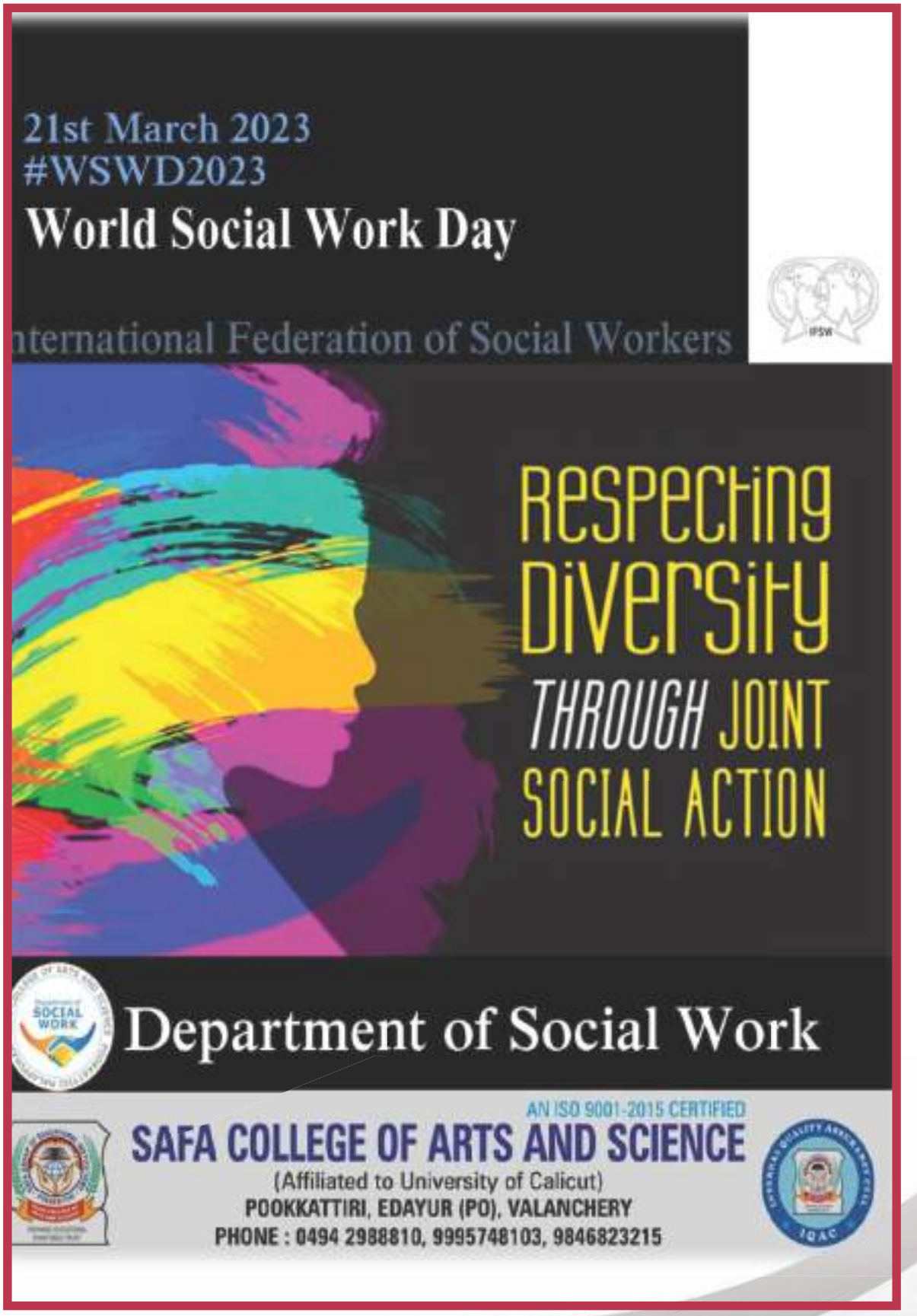
Muhammad Salwan K
1st yr B Com

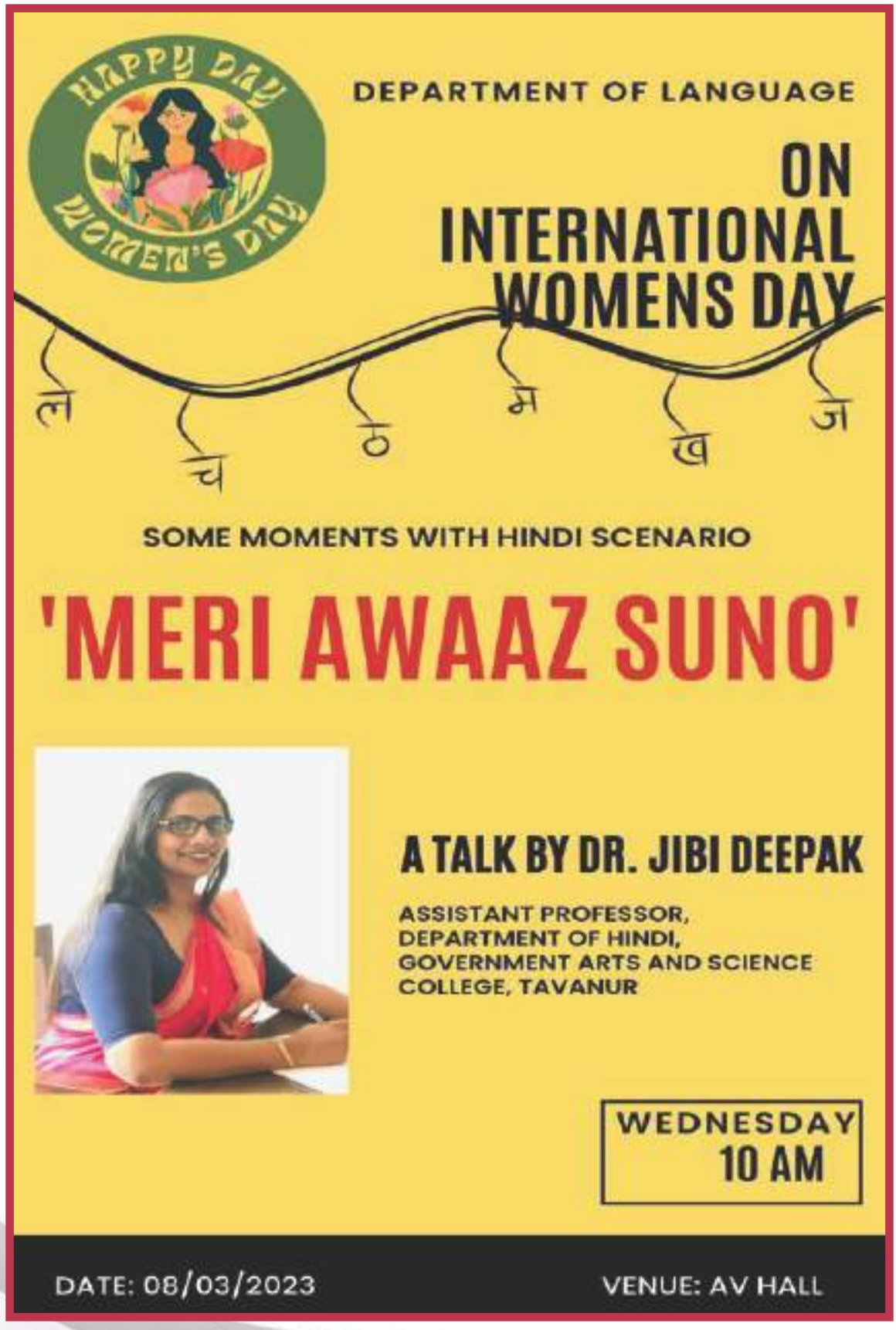
3rd

Fathima Hiba
1st yr BSc Psychology

Kudumbashree Malappuram &
CDS and Gender Resource Centre, Kudumbashree Edayur
Gender Club @ College, Department of Social Work

AN ISO 9001-2015 CERTIFIED
SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215


21st March 2023
#WSWD2023
World Social Work Day
nternational Federation of Social Workers
Respecting Diversity
THROUGH JOINT
SOCIAL ACTION
Department of Social Work
AN ISO 9001-2015 CERTIFIED
SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215

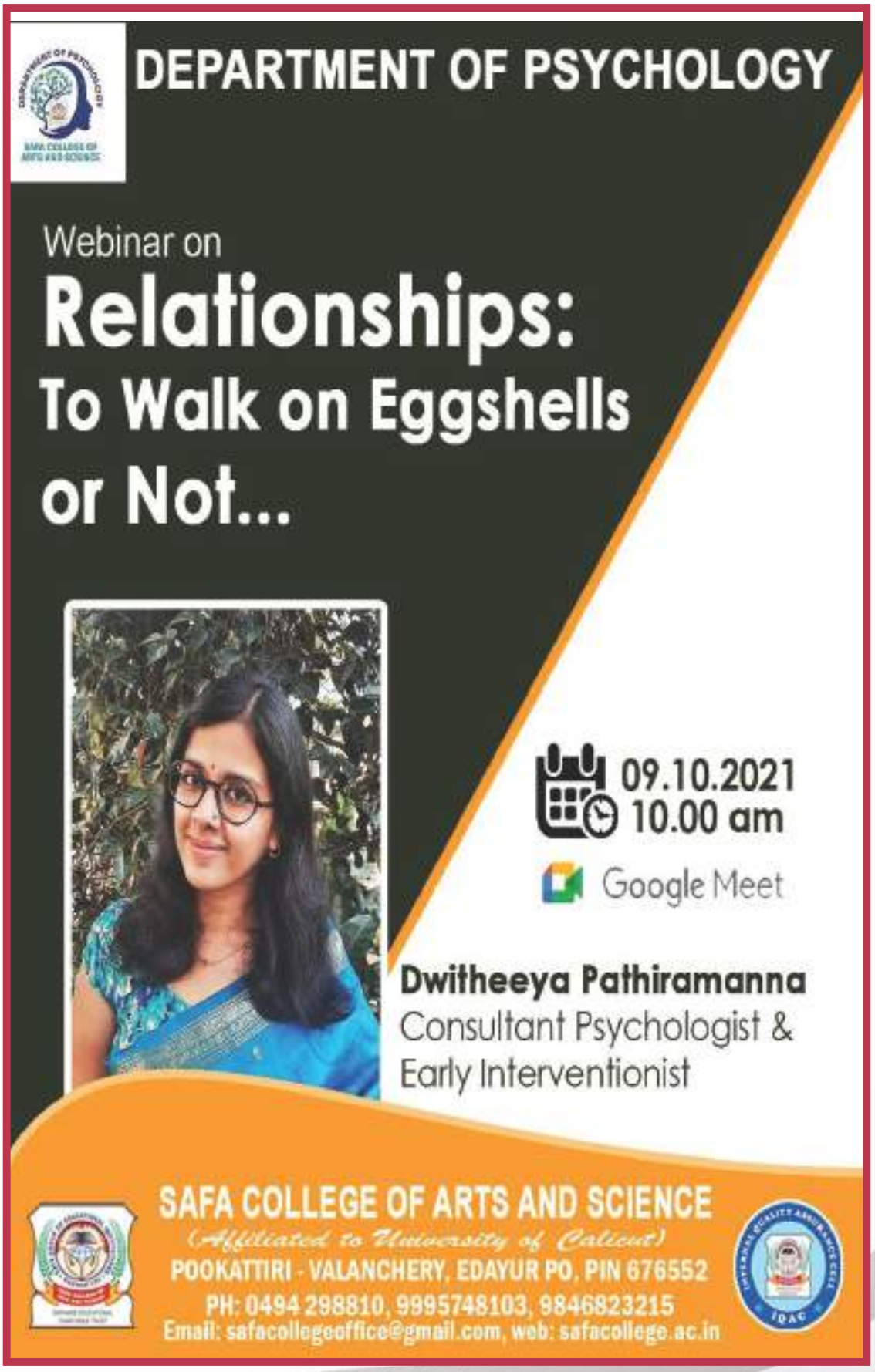

HAPPY DAY
WOMEN'S DAY
DEPARTMENT OF LANGUAGE
ON
INTERNATIONAL
WOMENS DAY
ले
च
ठ
म
ख
ज
SOME MOMENTS WITH HINDI SCENARIO
'MERI AWAAZ SUNO'
A TALK BY DR. JIBI DEEPAK
ASSISTANT PROFESSOR,
DEPARTMENT OF HINDI,
GOVERNMENT ARTS AND SCIENCE
COLLEGE, TAVANUR
WEDNESDAY
10 AM
DATE: 08/03/2023
VENUE: AV HALL

SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKATTIRI - VALANCHERY, EDAYUR PO, PIN 676552
PH: 0494 298810, 9995748103, 9846823215
IQAC
GLOBAL DAY OF PARENTING
സാമൂഹിക മാധ്യമങ്ങളും യുവസമൂഹവും
A PARENT AWARNESS PROGRAM
27th July 2021
2.30 pm
GOOGLE MEET
Mr.ANWAR SADATH PP
Janamaithri Police Officer
Malappuram
Organised by
IQAC & Anti-Sex Harassment Cell

Break the Shell
Gender Sensitisation Program for College Students
Organized by:
ICC & IQAC SAFA
In Collaboration with:
Kudumbasree Snehitha Gender Help Desk Malappuram
2021 July 25
Sunday 11 AM
Google Meet
അതിക്രമത്തിന് ഇരയാവുന്ന സ്ത്രീകളെയും കുട്ടികളെയും സഹായിക്കാനായി 24 മണിക്കൂറും പ്രവർത്തിക്കുന്ന സഹായ കേന്ദ്രമാണ് സ്നേഹിത. കൗൺസലിങ്, നിയമ പിന്തുണ സഹായങ്ങൾ താൽക്കാലിക അഭയം പുനരധിവാസ സഹായങ്ങൾ, ജൻഡർ പ്രോഗ്രാമുകൾ, വിവിധ ബോധവൽക്കരണ ക്ലാസുകൾ എന്നിവ സ്നേഹിതയുടെ ആഭിമുഖ്യത്തിൽ നടത്തിവരുന്നു.
Resource Person
Prameela.T.P
Service Provider, Snehitha Gender Help Desk Malappuram
SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215

SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKATTIRI - VALANCHERY, EDAYUR PO, PIN 676552
PH: 0494 298810, 9995748103, 9846823215
mail: safacollegeoffice@gmail.com, web: safacolleg.in
IQAC
A Talk on
Balanced and Nutritional Diet for Women
17 JULY
2021
10.30 am
on Google Meet
Ms.REJNA MP
Nutritionist & Dietician
Greens Academy, Perinthalmanna
HEALTH CLUB & WOMEN DEVELOPMENT CELL

DEPARTMENT OF JOURNALISM
& MASS COMMUNICATION
Webinar on
Representation of
Women in Media
05/08/2021 Thur. 7 PM
Google Meet
Key Speaker
Nisha Purushothaman
(Executive news producer,
Manorama News)
SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215


DEPARTMENT OF PSYCHOLOGY
Webinar on
Relationships:
To Walk on Eggshells
or Not...
09.10.2021
10.00 am
Google Meet
Dwitheeya Pathiramanna
Consultant Psychologist &
Early Interventionist
SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKATTIRI - VALANCHERY, EDAYUR PO, PIN 676552
PH: 0494 298810, 9995748103, 9846823215
Email: safacollegeoffice@gmail.com, web: safacollege.ac.in

സഫ കോളജിൽ സംഘടിപ്പിച്ച പ്രീമാരിറ്റൽ കൗൺസലിങ് ജില്ല പഞ്ചായത്ത് അംഗം എ.പി. സബാഹ് ഉദ്ഘാടനം ചെയ്യുന്നു

വിവാഹപൂർവ കൗൺസലിങ്

പൂക്കാട്ടിരി: സംസ്ഥാന ന്യൂനപക്ഷ ക്ഷേമ വകുപ്പും സഫ കോളജും സംയുക്തമായി പ്രീമാരിറ്റൽ കൗൺസലിങ് ക്ലാസ് സംഘടിപ്പിച്ചു. ജില്ല പഞ്ചായത്ത് അംഗം എ.പി. സബാഹ് ഉദ്ഘാടനം ചെയ്തു. പ്രിൻസിപ്പൽ ഡോ. പി.വി. നിതിൻ അധ്യക്ഷത വഹിച്ചു. ന്യൂനപക്ഷ വകുപ്പ് പ്രതിനിധികളായ ഫൈസൽ, ഷെഹീക്ക് എന്നിവർ ക്ലാസുകൾക്ക് നേതൃത്വം നൽകി. ന്യൂനപക്ഷ ക്ഷേമ വകുപ്പ് കോഓഡിനേറ്റർ സവീൻ, പി.ടി.എ പ്രതിനിധി ഇബ്രാർ എടയൂർ, പ്രഫ. ടി. ഇബ്രാഹിം, കെ.പി. മുഹമ്മദ് അലി ഖാൻ, പി.കെ. അബ്ബു ഷുക്കൂർ, ടി.ടി. ഷെഹീദ്, ഫാത്തിമ സുഹ്റ എന്നിവർ സംസാരിച്ചു. എൻ. ഷാഹിന സ്വാഗതവും നസീഫ് അൻവർ നന്ദിയും പറഞ്ഞു.

GOVERNMENT OF KERALA
MINORITY WELFARE DEPT.

Organized by
WDC and NSS

Inauguration of

FOUR-DAY PREMARITAL COUNSELLING PROGRAMME

2021 NOVEMBER 17 18 19 20

Centre: SAFA ARTS & SCIENCE COLLEGE POOKKATTIRI

Supported by: Coaching Centre for Minority Youths, Valanchery

SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), PH : 0494 2988810, 9995748103, 9846823215

SAFA COLLEGE ICC
Organises
In Association With
WDC and Anti-Sexual Harassment Cell
ഡിസംബർ 16 'നിർഭയാ ദിനം'
Be Strong & Be Different
One day Women's
Self Defense Workshop
2021 December
16
10:00 AM
@ College Audio
Visual Hall
Resource Person
Mrs. Aryasree
The Senior Civil Police Officer
Valanchery
SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215

Internal Complaint Committee [ICC] of Safa College Organize

In Association With

WDC and Anti-Sexual Harassment Cell

Be Strong & Be Different

One day Women's Self Defense Workshop

2022 January 12 9:30 AM @ College Auditorium

Resource Persons

[Master Trainers-Womens Self Defence
Malappuram District Police]

1. K.Valsala

[Team Leader], Assistant Sub Inspector
Vanitha Police Station, Malappuram

2. P.Geetha 2. V.J.Sonia 4. K.C.Sinimol

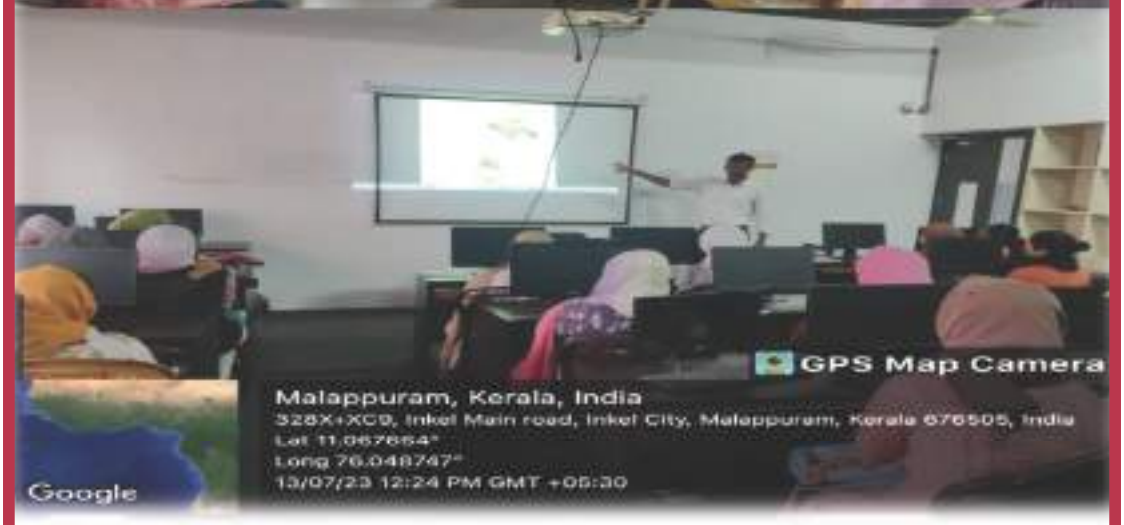
Senior Civil Police Officers
Vanitha Police Station, Malappuram

SAFA COLLEGE OF ARTS AND SCIENCE

(Affiliated to University of Calicut)
POOKKATTIRI, EDAYUR (PO), VALANCHERY
PHONE : 0494 2988810, 9995748103, 9846823215

PG DEPARTMENT OF COMMERCE &
DEPARTMENT OF MANAGEMENT STUDIES
in association with
INSTITUTE OF GEMS & JEWELLERY, MALAPPURAM
&
ED CLUB & WDC SAFA COLLEGE, POOKKATTIRI
Industrial Visit
&
Woman Empowerment
Program
13-07-2023
THURSDAY
SAFA
COLLEGE OF
ARTS AND SCIENCE
(Affiliated to University of Calicut)
Pookkattiri, Edayur P.O, Valanchery, Malappuram Dist. Kerala - 676552
0494 2988810, 2988888

GPS Map Camera
Malappuram, Kerala, India
328X+XC9, Inkel Main road, Inkel City, Malappuram, Kerala 676505, India
Lat 11.067664°
Long 76.048747°
13/07/23 11:47 AM GMT +05:30
Google


GPS Map Camera
Malappuram, Kerala, India
328X+XC9, Inkel Main road, Inkel City, Malappuram, Kerala 676505, India
Lat 11.067664°
Long 76.048747°
13/07/23 12:24 PM GMT +05:30
Google

PG Department of Commerce & Department of Management Studies of Safa College of Arts & Science, Edayur Visited IGJ
IGJ

EXORDIUM'23
WORLD FEDERATION OF
IQAC SAFA OR
EXORDIU
STUDENTS INDUCTIO
01st to 21st AUG
EXORDIUM'23

WDC
In association with ICC & Anti-Sex Harassment Cell

SAFA WOMEN'S CONCLAVE

REINFORCEMENT WOMEN: REJUVENATE LEARNERS

9 AUGUST 2023 | SAFA COLLEGE AUDITORIUM

Inauguration

9.30 am - 10.00 am

Ms. Layana Aanand
Head & Asst. Prof
Dept. of Women Studies
University of Calicut

SESSION I
10 - 12 pm

Health & Hygiene

Dr. Remya A
Gynaecologist
Aster MIMS, Kottakkal

SESSION II
2 - 4 pm

Design your Dreams

Ms. Jamsheeda MP
Author & Personal Productivity Coach

SAFA | COLLEGE OF ARTS AND SCIENCE

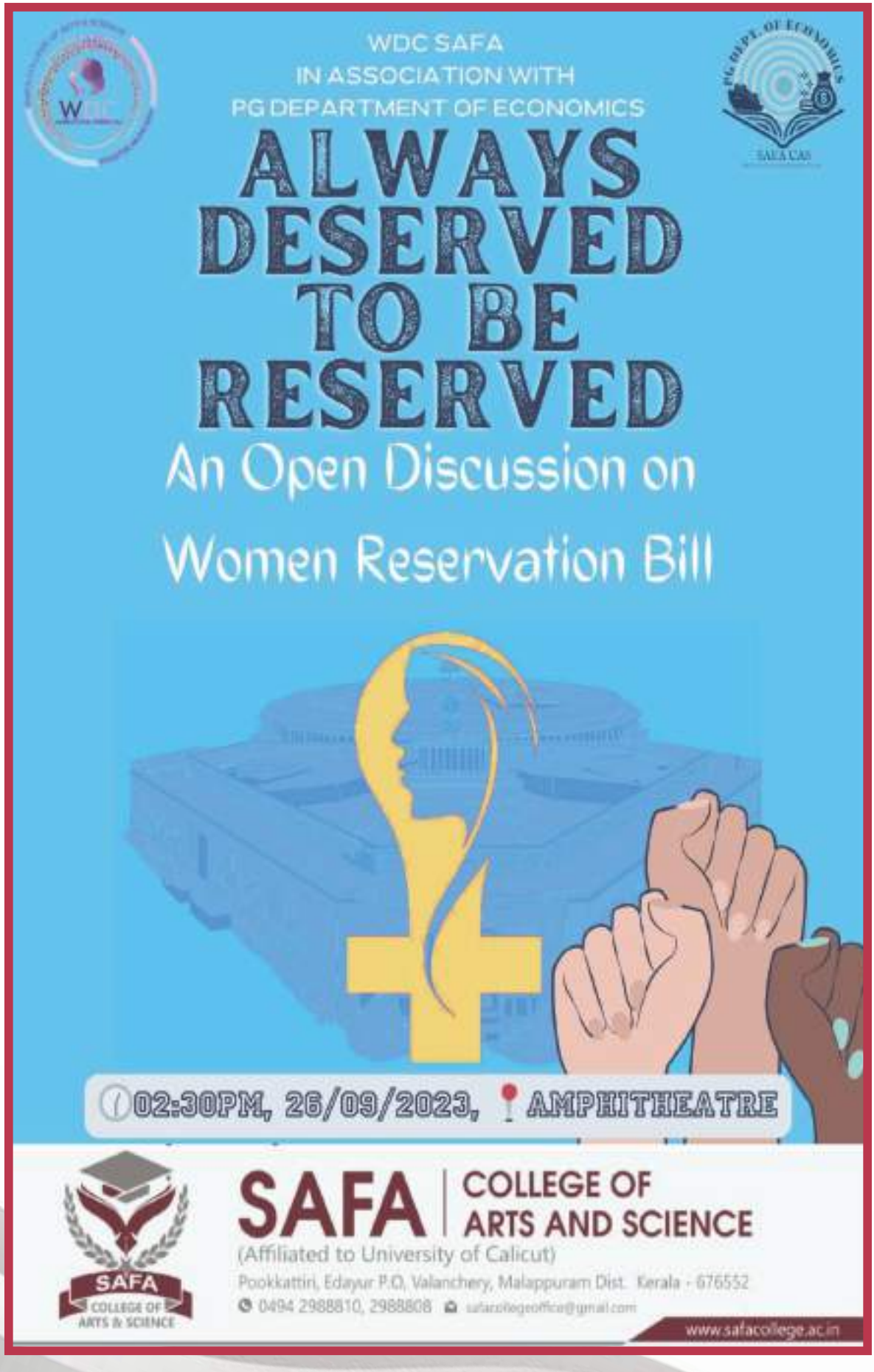
(Affiliated to University of Calicut) | AN ISO 9001:2015 CERTIFIED

Pookkattiri, Edayur P.O, Valanchery, Malappuram Dist. Kerala - 676552

0494 2988810, 2988808 | safacollegeoffice@gmail.com | www.safacollege.ac.in

WDC
SAFA

SAFA
WOMEN
WOMEN
WOMEN
WDC
SAFA
WOMEN'S CONCLAVE


WDC SAFA
IN ASSOCIATION WITH
PG DEPARTMENT OF ECONOMICS
ALWAYS DESERVED TO BE RESERVED
An Open Discussion on
Women Reservation Bill
02:30PM, 26/09/2023, AMPHITHEATRE
SAFA
COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
Pookkattiri, Edayur P.O, Valanchery, Malappuram Dist. Kerala - 676552
0494 2988810, 2988808
www.safacollege.ac.in

Women reservation bill discussion

Women Development Cell (WDC)
organises
'Women in Nutrition Program'

Invited Talk on
Balanced and
Nutritional Diet
for Adolescent Girls

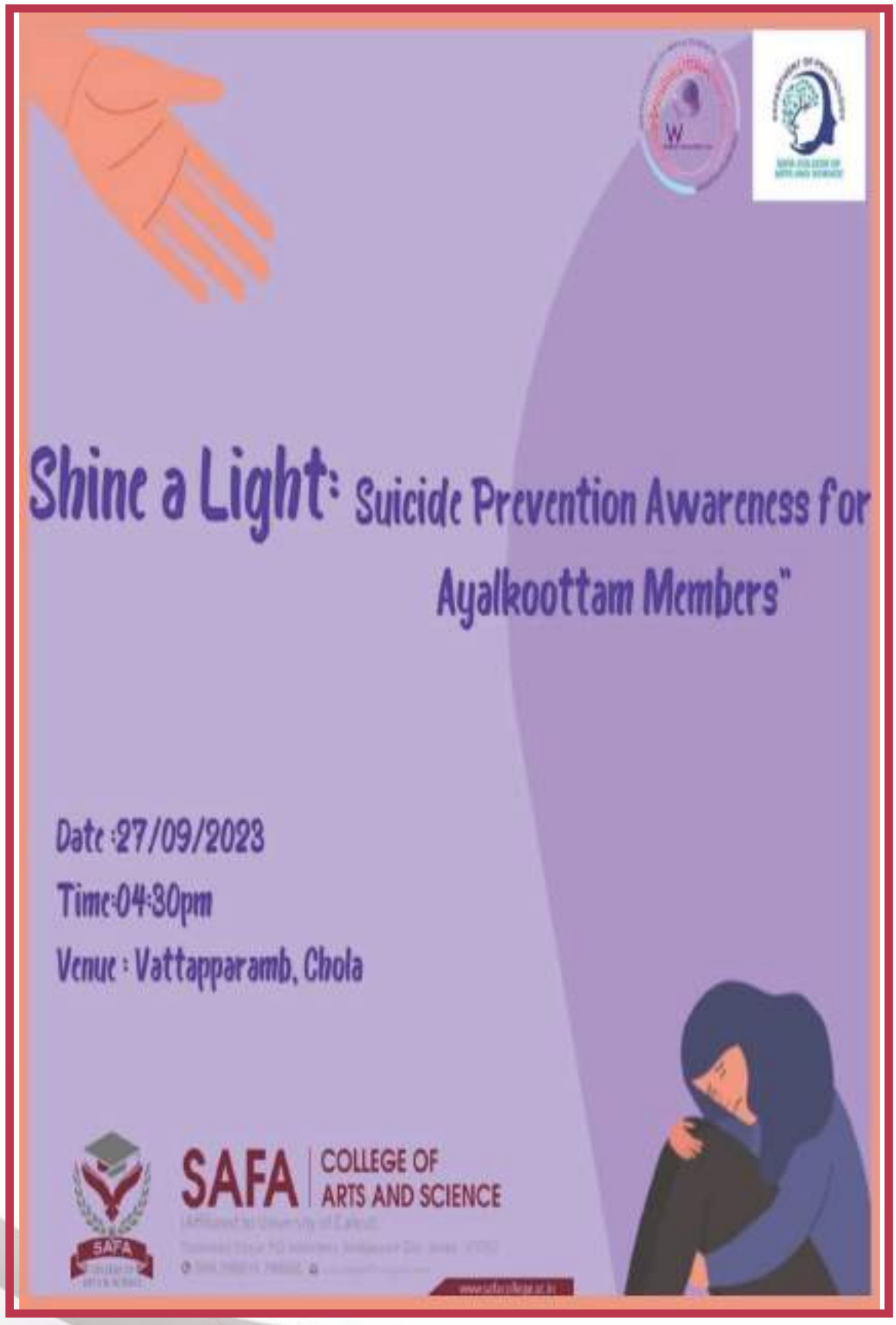
27 SEP 2023
1.00 pm
AV Hall

Ms. Rejna MP
Nutritionist & Dietician
Teacher

SAFA | COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut) | AN ISO 9001-2015 CERTIFIED
Pookkattiri, Edayur P.O. Valanchery, Malappuram Dist. Kerala - 676552

safacollegeoffice@gmail.com
safacollege.ac.in
0494 2988810, 9846823215

GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909749°
Long 76.094282°
27/09/23 01:33 PM GMT +05:30
SAFA
GPS Map Came
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909749°
Long 76.094282°
27/09/23 01:31 PM GMT +05:30
GPS Map Ca
GPS Map Came
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909749°


Shine a Light: Suicide Prevention Awareness for Ayalkoottam Members"
Date :27/09/2023
Time:04:30pm
Venue : Vattapparamb, Chola
SAFA
COLLEGE OF
ARTS AND SCIENCE

GPS Map Camera
Pookkattiri, Kerala, India
W35W+MQW, Pookkattiri, Kerala 676552, India
Lat 10.909541°
Long 76.096884°
27/09/23 05:07 PM GMT +05:30
Google
GPS Map Camera
Pookkattiri, Kerala, India
W35W+MQW, Pookkattiri, Kerala 676552, India
Lat 10.909528°
Long 76.09687°
27/09/23 05:06 PM GMT +05:30
Google

Jointly Organised by

Women Development Cell (WDC) &
Internal Complaints Committee (ICC)

-Legal Awareness Programme-

Know Your Rights:
Legal Empowerment of Women in India's Changing Scenario

06 OCT 2023 | FRIDAY
10 AM | AV HALL

Talk by

Adv. Jayadhanya
BA LLB, Diploma in
Counselling Psychology

SAFA | COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut) | AN ISO 9001-2015 CERTIFIED
Pookkattiri, Edayur P.O. Valanchery, Malappuram Dist. Kerala - 676552

safacollegeoffice@gmail.com
safacollege.ac.in
0494 2968810, 9846823215

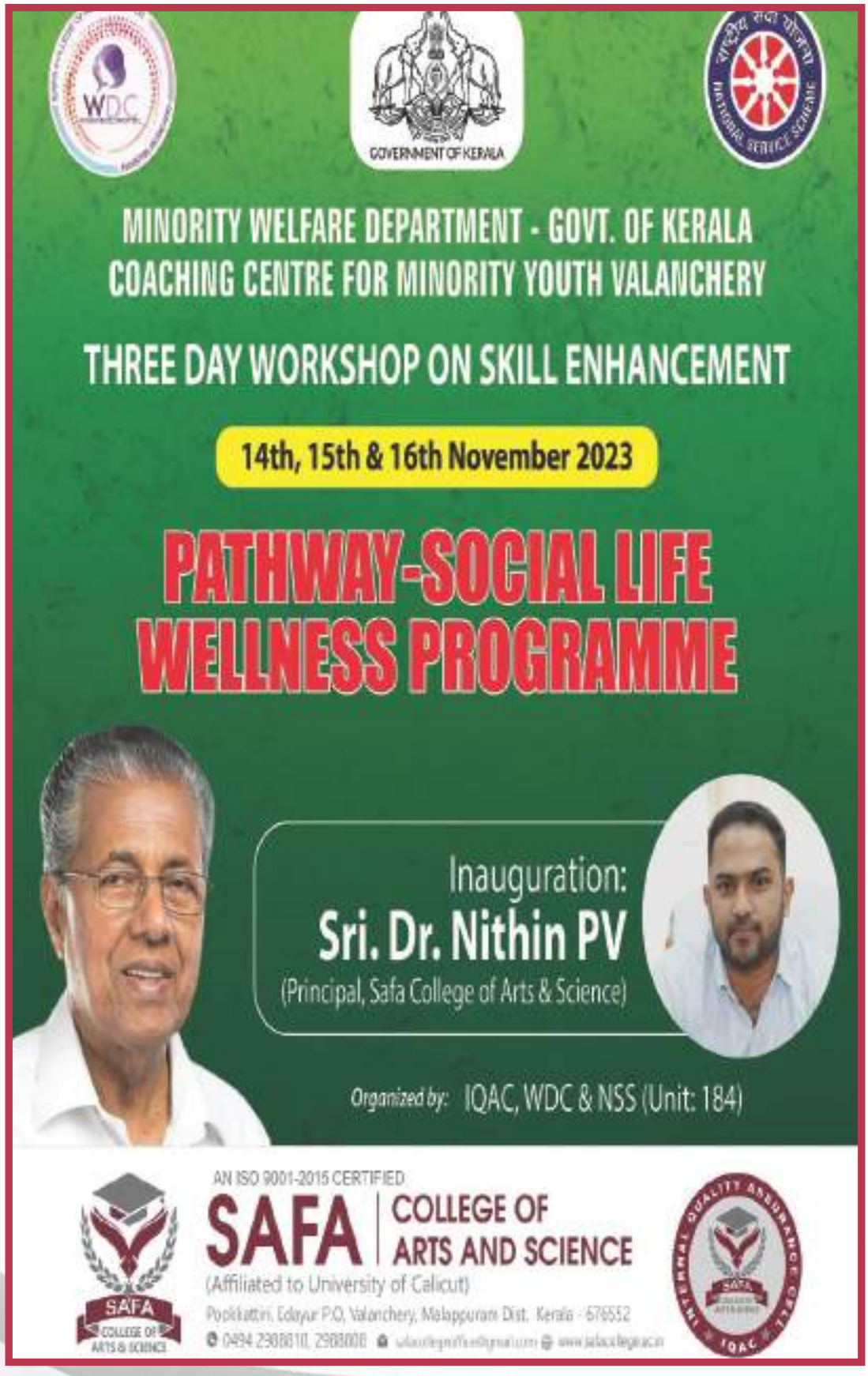
GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909707°
Long 76.094251°
06/10/23 10:27 AM GMT +05:30
Google
10:03 am
GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909716°
Long 76.094264°

GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909707°
Long 76.094251°
06/10/23 10:30 AM GMT +05:30
Google
10:03 am

SOCIAL WORK
SATYARTHI
KAILASH SATYARTHI CHILDREN'S FOUNDATION
DC
Department of Social Work and Women Development Cell
jointly organizes
बाल विवाह मुक्त भारत
CHILD MARRIAGE FREE INDIA
सुरक्षित बचपन, सुरक्षित भारत | SAFE CHILDHOOD, SAFE INDIA
*Awareness *Pledge Taking
in association with
Kailash Satyarthi Childrens Foundation, New Delhi
16 Oct. 2023 10 am @ Seminar Hall
DEPARTMENT OF SOCIAL WORK

Altitude: 1m

Women's Development Cell
FILM
SCREENING
MARY KOM
AV HALL
19 OCTOBER 2023 1:00PM
SAFA
COLLEGE OF
ARTS AND SCIENCE
(Affiliated to University of Calicut)


GOVERNMENT OF KERALA
MINORITY WELFARE DEPARTMENT - GOVT. OF KERALA
COACHING CENTRE FOR MINORITY YOUTH VALANCHERY
THREE DAY WORKSHOP ON SKILL ENHANCEMENT
14th, 15th & 16th November 2023
PATHWAY-SOCIAL LIFE WELLNESS PROGRAMME
Inauguration:
Sri. Dr. Nithin PV
(Principal, Safa College of Arts & Science)
Organized by: IQAC, WDC & NSS (Unit: 184)
AN ISO 9001-2015 CERTIFIED
SAFA COLLEGE OF ARTS AND SCIENCE
(Affiliated to University of Calicut)
Poolkattiri, Edayur P.O, Valanchery, Malappuram Dist. Kerala - 676552
0494 2988610, 2988008

COACHING CENTRE FOR MINORITY YOUTH VALANCHERY
THREE DAY WORKSHOP ON SKILL ENHANCEMENT
14th, 15th & 16th November 2023
PATHWAY-SOCIAL LIFE WELLNESS PROGRAMME
Organized by: IQAC, WDC & NSS (Unit: 184)
SAFA
COLLEGE OF ARTS AND SCIENCE
SAFA
COLLEGE OF ARTS AND SCIENCE

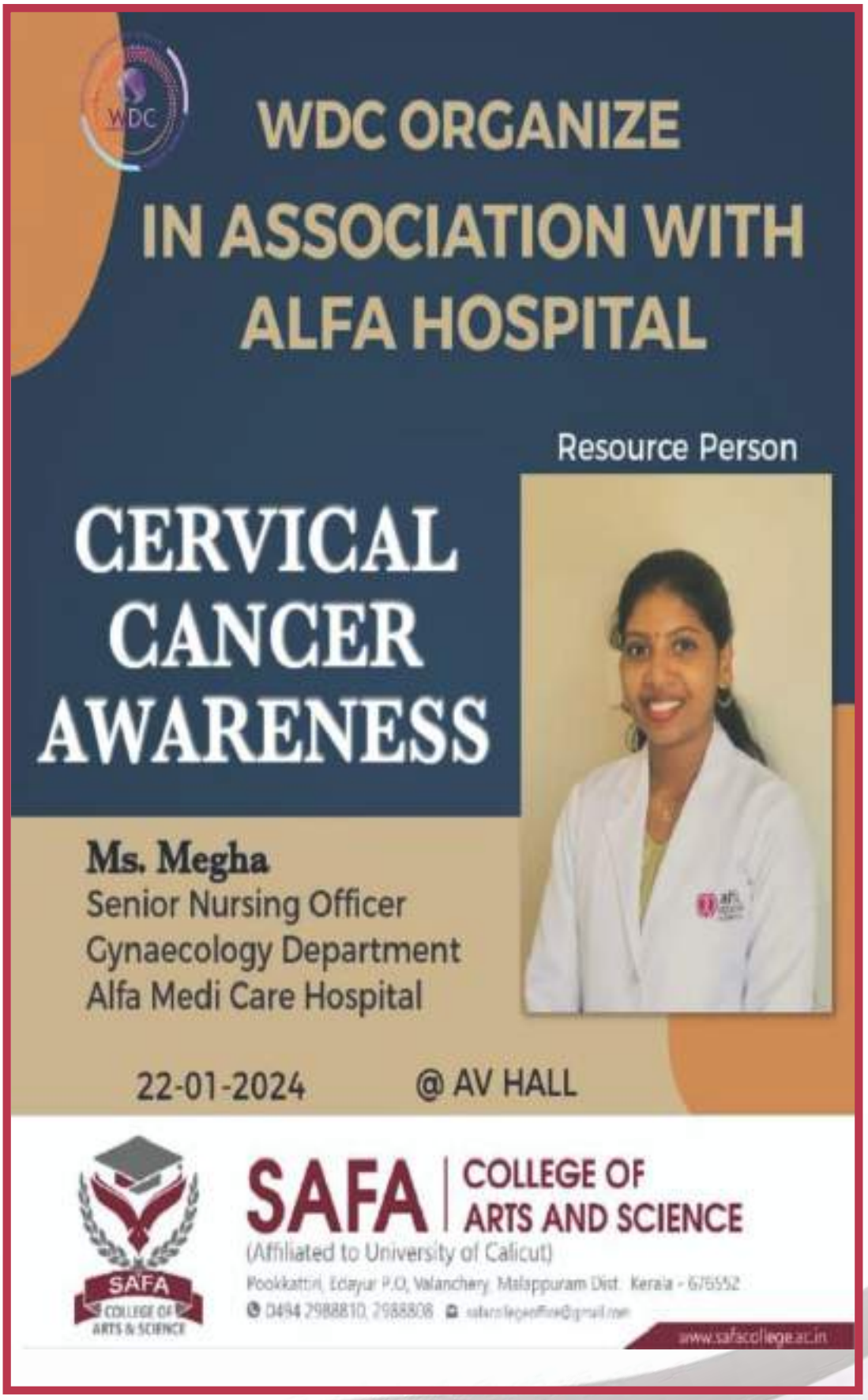
SAFA
GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909735°
Long 76.094174°
14/11/23 12:58 PM GMT +05:30
Google

GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909659°
Long 76.094264°
14/11/23 10:19 AM GMT +05:30
Google

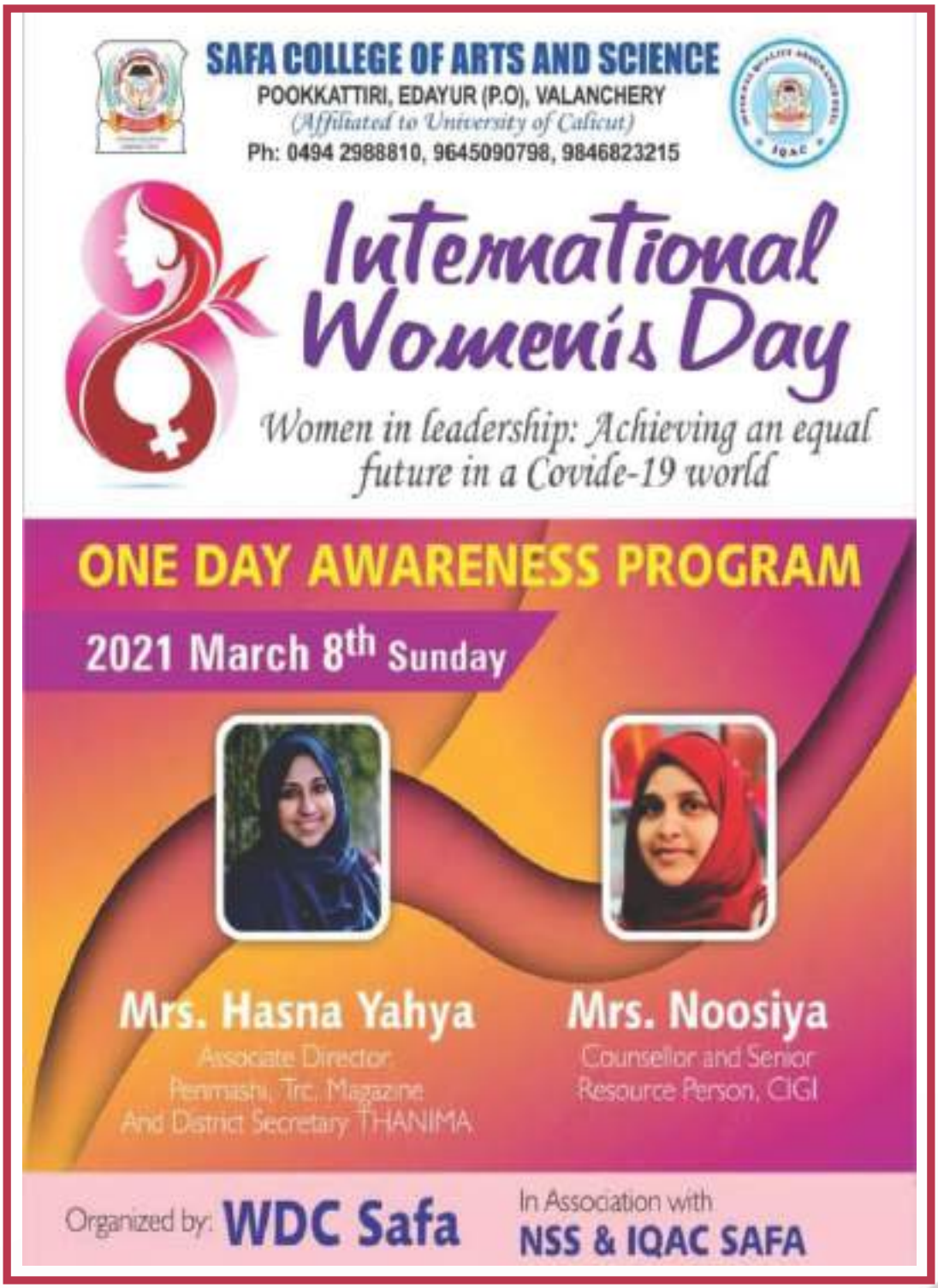
കേരള സർക്കാർ
വനിതാ ശിശുവികസന വകുപ്പ്
ജില്ലാ വനിതാ ശിശു വികസന ഓഫീസ്, മലപ്പുറം
കനൽ ഫെസ്റ്റ് 2023-24
Date 21.11.2023, Venue - SAFA College Pookkattiri
ഉദ്ഘാടനം : ശ്രീ.ഡോ. പി വി. നിതിൻ (പ്രിൻസിപ്പൽ സഫ കോളേജ്)
ബോധവൽക്കരണ ക്ലാസ് : ശ്രീമതി. ബീന സണ്ണി (ജെൻഡർ ട്രെയിനർ)
സെൽഫ് ഡിഫൻസ് ട്രെയിനിംഗ് : ശ്രീമതി ശ്രീകല ഗുരുക്കൾ (കളരി ട്രെയിനർ)

GPS Map Ca
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909703°
Long 76.094228°
21/11/23 10:56 AM GMT +05:30
GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.90971°
Long 76.094248°
21/11/23 11:21 AM GMT +05:30
Google

GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909088°
Long 76.094626°
21/11/23 01:25 PM GMT +05:30
Google
GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909094°
Long 76.094623°
21/11/23 01:26 PM GMT +05:30
Google


WDC
WDC ORGANIZE
IN ASSOCIATION WITH
ALFA HOSPITAL
Resource Person
CERVICAL
CANCER
AWARENESS
Ms. Megha
Senior Nursing Officer
Gynaecology Department
Alfa Medi Care Hospital
22-01-2024
@ AV HALL
SAFA
COLLEGE OF
ARTS AND SCIENCE
(Affiliated to University of Calicut)
Pookkattiri, Edayur P.O, Valanchery, Malappuram Dist. Kerala - 676552
0494 2988810, 2988808
www.safacollege.ac.in

GPS Map Camera
Pookkattiri, Kerala, India
W35V+PRX, Pookkattiri, Kerala 676552, India
Lat 10.909822°
Long 76.094205°
22/01/24 02:02 PM GMT +05:30
Google
GPS Map Camera


SAFA COLLEGE OF ARTS AND SCIENCE
POOKKATTIRI, EDAYUR (P.O), VALANCHERY
(Affiliated to University of Calicut)
Ph: 0494 2988810, 9645090798, 9846823215
International Women's Day
Women in leadership: Achieving an equal future in a Covide-19 world
ONE DAY AWARENESS PROGRAM
2021 March 8th Sunday
Mrs. Hasna Yahya
Associate Director
Penmasi, Trc. Magazine
And District Secretary THANIMA
Mrs. Noosiya
Counsellor and Senior
Resource Person, CIGI
Organized by: WDC Safa
In Association with
NSS & IQAC SAFA

04

RECOMMENDATIONS & CONCLUSION

RECOMMENDATIONS

Conducting a gender audit at Safa College of Arts and Science is crucial for ensuring gender equality and inclusivity within the institution. With male students constituting 52% of the student population and male teaching staff comprising only 40% of the faculty, it's evident that there may be disparities that need to be addressed. Here are 20 recommendations for conducting a gender audit and fostering a more inclusive environment:

1. **Comprehensive Data Collection:** Begin by collecting comprehensive data on gender demo graphics among students, teaching staff, and administrative personnel. Ensure that data collection methods are inclusive and respectful of diverse gender identities.

2. **Review Recruitment Practices:** Assess recruitment practices to identify any biases or barriers that may contribute to the underrepresentation of certain genders among teaching staff. Implement measures to promote gender diversity in recruitment processes.

3. **Promotion and Advancement:** Evaluate promotion and advancement policies to ensure that they are fair and equitable for all genders. Address any barriers that may hinder the advancement of female teaching staff.

4. **Gender-sensitive Curriculum:** Review the curriculum to ensure that it is gender-sensitive and inclusive. Incorporate perspectives from diverse genders across various academic disciplines.

5. **Training and Awareness Programs:** Provide training and awareness programs on gender equality and sensitivity for faculty, staff, and students. Promote understanding and awareness of gender-related issues within the college community.

6. **Support Services:** Assess the availability and accessibility of support services for gender-related issues, including counseling, healthcare, and facilities. Ensure that support services are inclusive and responsive to the needs of all genders.

7. Gender-neutral Facilities: Evaluate the availability of gender-neutral facilities on campus, such as restrooms and changing rooms. Ensure that facilities are inclusive and accessible to individuals of all genders.

8. Representation in Leadership: Assess the representation of genders in leadership positions within the college, including administrative roles and departmental leadership. Implement strategies to promote gender diversity in leadership positions.

9. Student Engagement: Engage students in discussions and initiatives related to gender equality and inclusivity. Create opportunities for students to contribute to the development of a more inclusive campus culture.

10.Collaboration with Gender-focused Organizations: Collaborate with gender-focused organizations and advocacy groups to promote gender equality and inclusivity on campus. Seek partnerships and support from external stakeholders who are experts in gender-related issues.

11.Policy Review: Review existing policies and procedures to ensure that they are gender-sensitive and inclusive. Make revisions as necessary to address any gaps or shortcomings in current policies.

12.Survey and Feedback Mechanisms: Implement survey and feedback mechanisms to gather input from students, faculty, and staff on gender-related issues and concerns. Use this feedback to inform decision-making and policy development.

13.Gender-specific Support Programs: Develop support programs and initiatives tailored to the needs of specific gender groups, such as mentorship programs for female faculty members or support networks for LGBTQ+ students.

14.Community Outreach: Engage with the broader community to raise awareness of gender equality issues and promote inclusivity. Partner with local organizations and stakeholders to advocate for gender equality both on and off campus.

15.Inclusive Language and Communication: Ensure that language and communication with in the college community are inclusive and respectful of diverse gender identities. Avoid gendered language and stereotypes in official communications and materials.

16.Celebration of Diversity: Celebrate diversity and promote inclusivity through campus events, work shops, and cultural programs. Highlight the contributions of individuals from diverse gender backgrounds to the college community.

17.Regular Monitoring and Evaluation: Establish mechanisms for regular monitoring and evaluation of gender equality initiatives. Track progress over time and make adjustments as needed to address emerging issues and challenges.

18.Commitment to Continuous Improvement: Demonstrate a commitment to con tinuous improvement and accountability in promoting gender equality. Regularly review and update policies, practices, and initiatives to ensure they remain responsive to the needs and priorities of all genders within the college community.

19.Transparency and Accountability: Maintain transparency and accountability in the gender audit process by communicating findings and progress to the college community. Engage stakeholders in dialogue and decision-making to foster a sense of ownership and collective responsibility for promoting gender equality and inclusivity.

By implementing these recommendations, Safa College of Arts and Science can conduct a thorough gender audit and take meaningful steps towards fostering a more inclusive and equitable campus environment for all genders

SUMMARY AND CONCLUSION

Summary:

The gender audit conducted at Safa College revealed several key findings regarding the gender dynamics within the institution. With male students comprising 52% of the student population and male teaching staff representing only 40% of the faculty, there are evident disparities that need to be addressed. The audit assessed various aspects of the college, including recruitment practices, salary and benefits, promotion and advancement opportunities, curriculum inclusivity, support services, and representation in leadership roles. Through comprehensive data collection and analysis, the audit identified areas where improvements are needed to promote gender equality and inclusivity within the college community.

Conclusion:

The gender audit at Safa College provides valuable insights into the gender dynamics within the institution and serves as a roadmap for promoting gender equality and inclusivity. By addressing the findings and recommendations of the audit, Safa College can work towards creating a more equitable and inclusive campus environment where all genders are valued and respected. Through targeted interventions and on-going monitoring, the college can foster a culture of diversity, equity, and inclusion that benefits the entire college community. Ultimately, the gender audit serves as a catalyst for positive change and reinforces the college's commitment to upholding principles of social justice and equality.

CERTIFICATE

This is to certify that a **“Gender Audit”** was conducted at **Safa College of Arts and Science, Pookkattiri,** to assess the institution's adherence to gender equality principles and identify areas for improvement. Safa College of Arts and Science, Pookkattiri, is committed to promoting gender equality and fostering an inclusive campus environment.

Malappuram

.....

External Auditor	Internal Auditor	Internal Auditor
Dr.Safeer Athekkadan	Dr. Anshad V K	Ms. Asia p

INTERNAL QUALITY
ASSURANCE CELL (IQAC)

GENDER
AUDIT REPORT
2022-23

CERTIFICATE

This is to certify that a **"Gender Audit"** was conducted at **Safa College of Arts and Science, Pookkattiri,** to assess the institution's adherence to gender equality principles and identify areas for improvement. Safa College of Arts and Science, Pookkattiri, is committed to promoting gender equality and fostering an inclusive campus environment.

Malappuram

.....

External Auditor
Dr.Safeer Athekkadan

PRINCIPAL
M.S.T.M Arts & Science College
Perinthalmanna

Internal Auditor
Dr. Anshad V K

HEAD OF THE DEPARTMENT
Department Of Social Work
Safa College Of Arts and Science
Pookkattiri,Valanchery-676552

Internal Auditor
Ms. Asia p
ICC Convener

HOD
Department of Computer Application
SAFA COLLEGE OF ARTS & SCIENCE
Pookkattiri - 676552