



**ST. JOHN'S**  
COLLEGE, ANCHAL

LET YOUR LIGHT SHINE BEFORE MEN



## CRITERION 1

### 1.4: FEEDBACK SYSTEM

#### Metric 1.4.1



**ST. JOHN'S**  
COLLEGE, ANCHAL

Affiliated to the University of Kerala  
Re-accredited with A Grade by NAAC  
Recognised for STAR College by DBT, Govt. of India

LET YOUR  
LIGHT  
SHINE BEFORE  
MEN

## **SHE- GHP**

### *Scaffold Her Empowerment- Gross Happiness Project*



Conducted by the

Women's Cell in coordination with the IQAC

## Introduction

The concept of a happiness index has gained significance in recent times, especially in the workplace which has become an area of stress, both emotional and physical. The happiness and satisfaction of stakeholders in an institution is the ultimate index of the overall well-being of an individual, for professional growth and progress.

Women play a crucial role in the development of a community and eventually in the larger good of humankind. However, there are several challenges in the representation and fulfillment of women's needs and perspectives.

St John's College has a vast majority of girl students and a good number of female faculty. The Women's Cell of the institution has designed a programme **SHE** which stands for **Scaffold Her Empowerment**. The Cell aims to act as a catalyst in helping female employees and girl students understand themselves better. As part of SHE, the Women's Cell in coordination with the Internal Quality Assurance Cell (IQAC) has come up with the unique concept of Gross Happiness Project (GHP) to analyse and validate the factors behind Gross Happiness in the institution. As the first phase of the project, two surveys were conducted in September 2024.

The samples for the survey were: (1). Female Faculty; and (2). Girl students of St John's College.

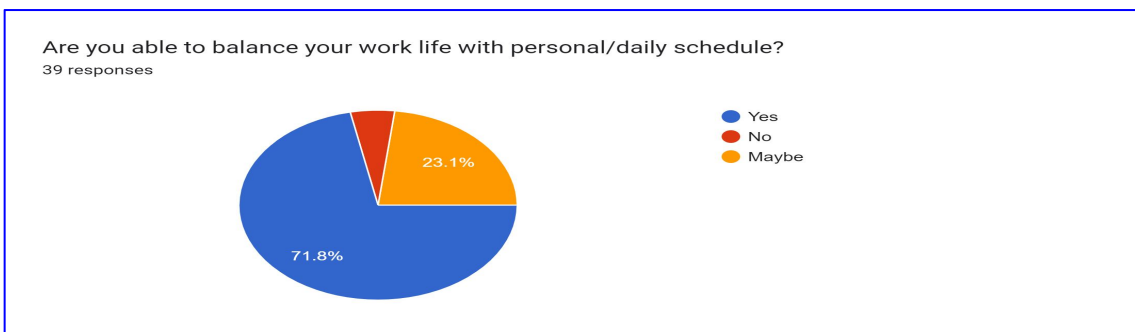
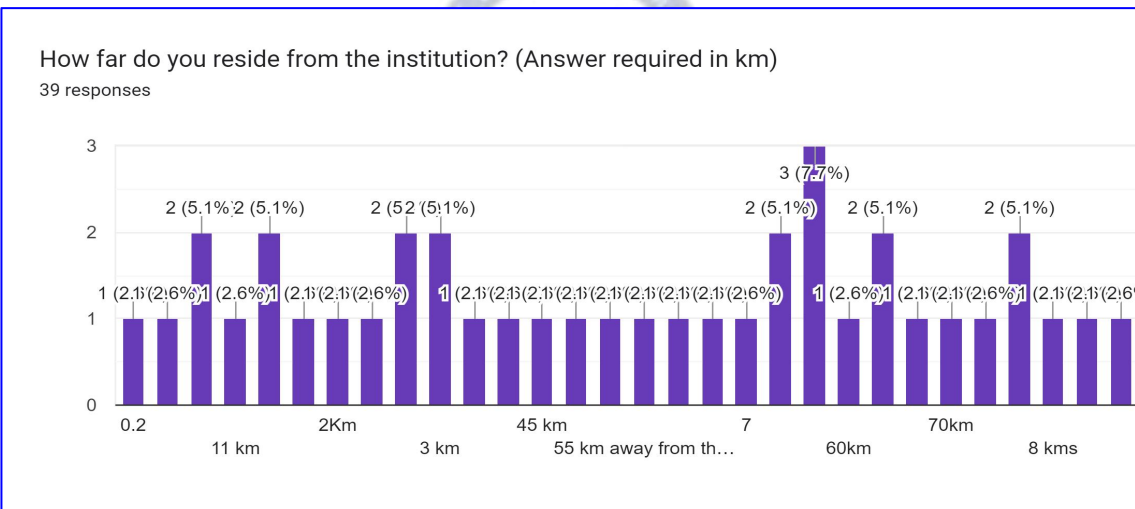
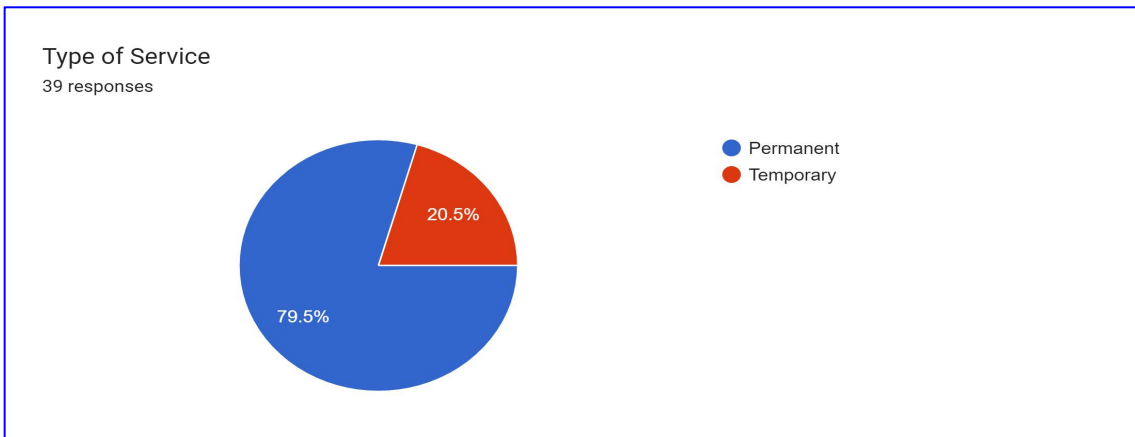
This report validates the feedback received and will also provide suggestions based on the consolidated feedback given by the samples.

## Happiness Survey among the Female Employees of St John's College, Anchal

[https://docs.google.com/forms/d/1xzt5HF9500Jnh99Cs6lqZ\\_DClo8x9TXffJYXPSAAeeE/edit](https://docs.google.com/forms/d/1xzt5HF9500Jnh99Cs6lqZ_DClo8x9TXffJYXPSAAeeE/edit)

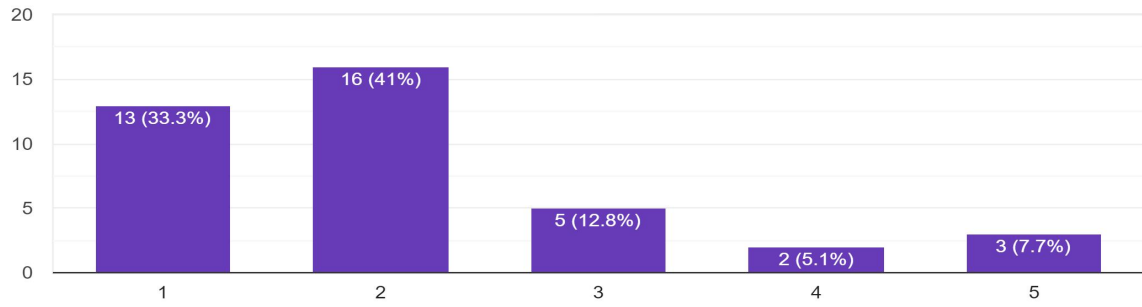
Thirty-nine female employees of St John's College participated in the Gross Happiness Project Survey, 2024. This included permanent and ad-hoc teaching and non-teaching faculty. The questionnaire included fifteen questions.

The illustration of the Feedback is given below:



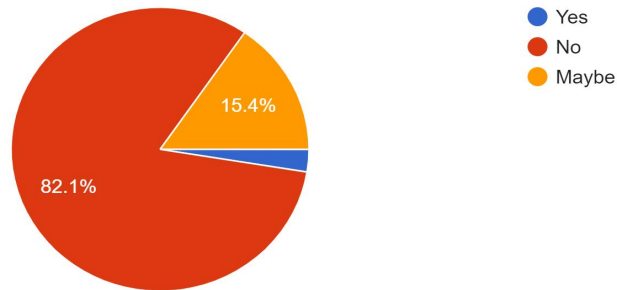
How satisfied are you with the facilities provided by the institution and the management for professional growth?

39 responses



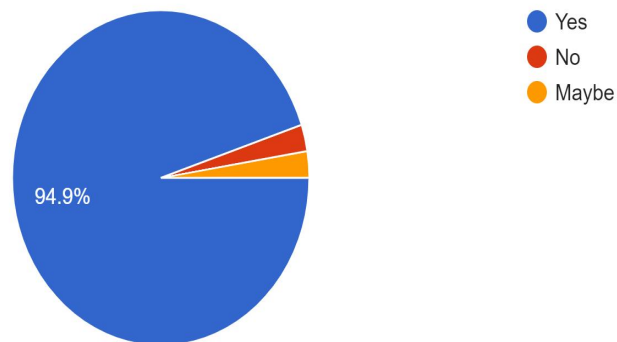
Do you feel that there is an institutional gender discrimination when it comes to assigning academic/non-academic duties?

39 responses



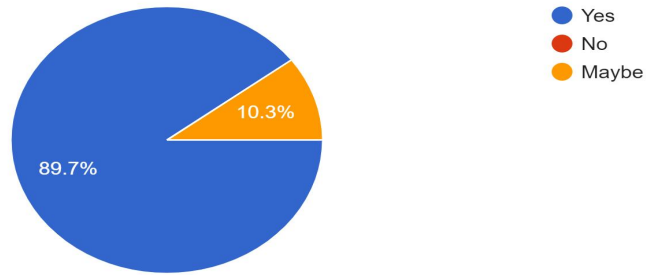
Do you have a good relationship with your coordinators/colleagues?

39 responses



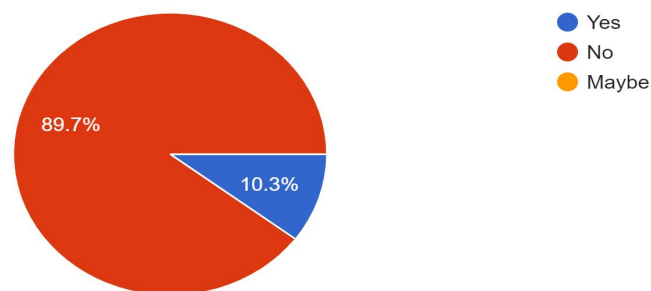
Does the Principal/HoD give you sufficient freedom to do your work effectively?

39 responses



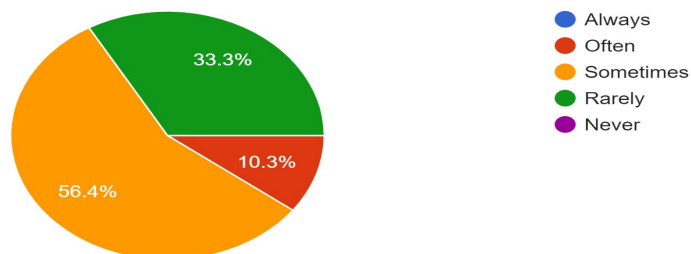
Is the promotion process gender biased in your institution?

39 responses



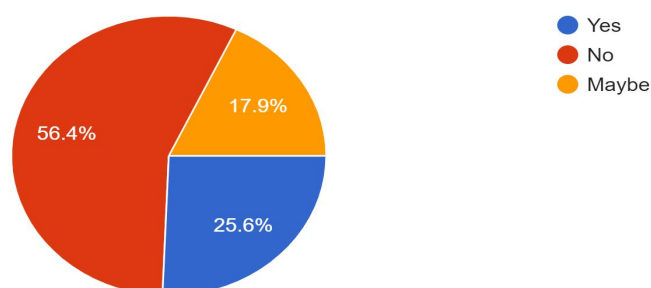
How often do you feel drained of energy and a lack of stamina due to excess workload?

39 responses



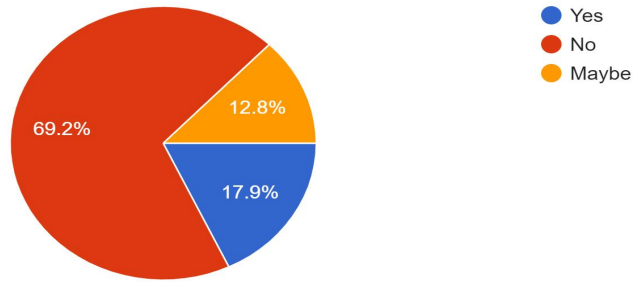
Do you feel that the male employees get more time to pursue academic work like publications/articles/presentations etc.?

39 responses



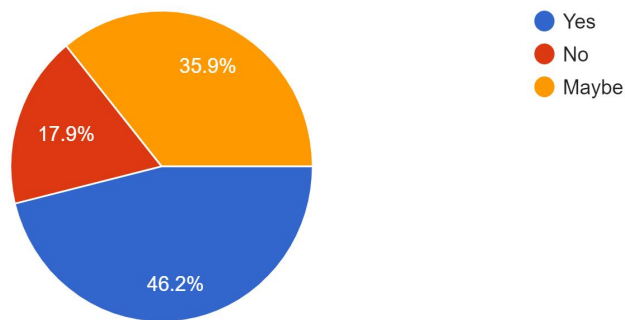
Do you face challenges in attending faculty enrichment or training programmes?

39 responses



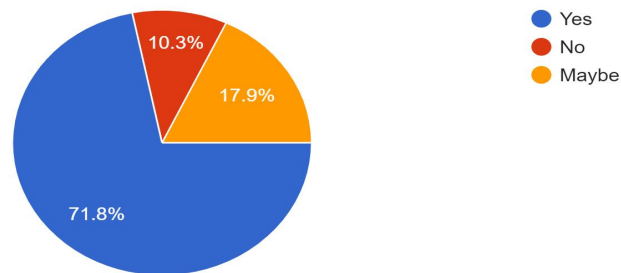
Are you sufficiently updated about the latest professional and upskilling software systems?

39 responses



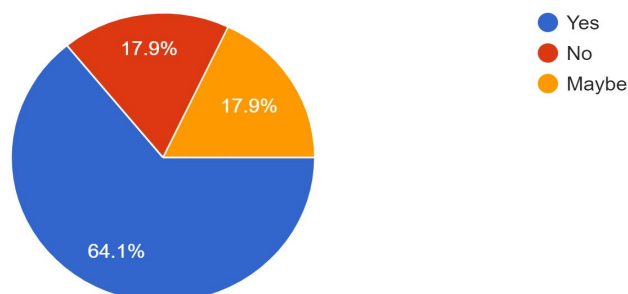
Are you able to manage your financial requirements all by yourself?

39 responses



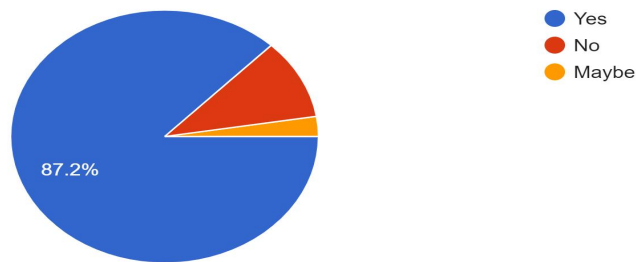
Do you think that there should be a separate Women's Club exclusively for the lady employees of our institution?

39 responses



Do you think there should be fitness programmes for mental and physical health of employees in the institution?

39 responses



### Suggestions for Improvement:

The suggestions for improvement have been comprehensively presented as follows:

1. Provision for a Ladies' lounge/relaxation/rest room.
2. Healthy snack options in the cafeteria.
3. Conduct of on-campus yoga classes.
4. Women's health workshops/seminars.
5. Women's empowerment events/seminar.
6. Collaboration with women-focused organizations.
7. Women's employee resource group.
8. More activities should be introduced for managing and maintaining health, fitness for women as they form the main work force of all institutions and updated AI ideas should be introduced to them as they should be enriched and updated in all fields in which they have meagre accessibility.
9. More opportunities for growth -provide training, mentorship etc. maybe included.
10. I feel most men in the institution work only when they gain visibility. They often don't co-operate when women are at the helm. This often results in undue burden on women employees. Apart from this, there is an assumption among most male employees that women have to do routine assistance jobs while men are set apart for "important" purposes Only by changing this attitude of male employees and involving in the day to day functioning of the college can the women employees gain happiness. Sensitization about how to maintain a healthy life style, the importance of prioritizing happiness, group activities and outing can boost the well being of women employees.
11. There should be programmes for building group dynamics among female employees, so that more progressive work may be done, which will consequently lead to the general welfare of the institution.



12. Comprehensive wellness programs for women employees
13. It would be a great relief if we had a creche in our campus to take care of our babies during our working hours.
14. The institution should foster an inclusive environment that encourages participation and support for women through affinity groups, networks, or women's resource groups. Provide clear career progression paths, including personalized development plans, so women can see the steps needed to advance in their careers.
15. A Workplace design should be planned in the beginning of every academic year.
16. On at least one day a week, some stress reduction program should be planned for the teachers. It should be without male/female distinction.
17. The institution should conduct fitness and cultural programmes to encourage the talents of teachers.
18. The institution should conduct Picnics, take yearly feedback and conduct awareness programmes about the rights of women.
19. She time maybe given.
20. Provision to reach home at-least by 6 pm.
21. The campus infrastructure is not woman-friendly. The lack of clean retiring rooms as well as staff quarters for female staff is truly appalling. Having families and kids to take care of should not be treated as an excuse to keep our female teachers away from areas where they can shine. Our campus should focus on fostering a system which can nurture our female teachers to become more efficient teachers, family makers and above all, better women. Rather than celebrating Women's Day as a single- day she-only affair with dance and beauty competitions, provisions should be made for continuous, sustained efforts which will be productive not only for the female staff, but also for the female students and the community at large.
22. Gender disparity and patriarchal mindset should be eliminated. Male staff (teaching and non-teaching) should be taught to treat women for what they are and not what their age, size or gender might suggest. While an idea raised by a woman is sarcastically brushed aside, the same idea when raised by a man is often appreciated. It is disheartening to see many capable and brilliant teachers being treated as if they were stenographers or clerks. What we lack in knowledge or practice, we expect our male colleagues to help us with it . We are not their caregivers to pick up after them. If we have boasted about gender equality in our NAAC report, let us walk the talk. Let male teachers too be included in the Food committee. Lady teachers should not be

expected to serve food and refreshments to the NAAC team. During the mock visit one male HoD was given the task of showing the guests around while a female HoD was running around with a jug of water. Please, we have cleared the same qualifying exam as these men.

23. Employee assistance programmes may be conducted.

24. So far the system has been satisfying , but it would be good if there is a women's club for the women employees of the college including both the teaching and non teaching staff .

25. Take measures to release stress. Provide drinking water in the staff room itself. Staff rooms should be cleaned properly at regular time intervals. Wash rooms should clean each day.

26. **For the first time taking part in a survey regarding happiness.** Silence of a woman doesn't mean that there is no complaint. Teaching profession demands both character and calibre. So there should be a professional approach. There should be a planned academic schedule. There is no need to create emergency in the field of education. At least 24 hours should be given to do a task. It's really stressful when the ultimate professional responsibility comes upon a single woman. So it's required to consider the resources of each department, including age and generation gap, while assigning a common task. There should be a technical expert, rather than a faculty, to deal with such matters.

27. Teaching is the only profession that is so heterogeneous in nature now. There should be demarcation between professional and personal space. Overuse of WhatsApp should be avoided. Action should be taken to discourage the trend of degrading a faculty by spreading false allegations. An open space should be provided to discuss the difficulties arising from the unprofessional nature of colleagues. Feedback from faculty members should be collected to complete the picture. There should be a proper teaching learning environment that revolves around self discipline and professionalism. Timely supply of all the necessary resources should be assured. Proper intervention is required to ensure all the service benefits. In any respect a genuine person, who reveals the truth, should not be scrutinised. Enough support from the institution is needed for continuing with dedication. Thank you.

28. Inclusive cultural environment, more supportive approach from management, Expect equal distribution of work (both academic and non academic) and appreciation for the constructive efforts.

29. To ensure a workplace culture that prioritizes respect, diversity, and inclusion, with clear policies against harassment and discrimination.
30. To open communication channels for addressing grievances.
31. To acknowledge and celebrate achievements, both individually and as a group, to foster a sense of appreciation.
32. Create platforms for female faculty to connect, share experiences, and build professional relationships within and outside the college.
33. Involvement in decision-making processes to ensure female faculties voices are heard and valued.
34. Formation of women's association and conduct of motivation classes.
35. We need a women's rest room with toilet facility, especially when we fall sick.
36. Sharing corner for expressing their happiness and grief.

#### **Immediate Work-Plan**

The suggestions will be taken up for discussion by the Women's Cell and the Internal Quality Assurance Cell (IQAC). An Action Taken Report will be taken, and immediate action will be taken to foster happiness among our employees.

