



GEMS ARTS AND SCIENCE COLLEGE

An ISO 9001 : 2015 Certified Institution

(A unit of Global Education and Management Studies Co-operative Ltd., No. M. 782)

(Affiliated to University of Calicut and UGC Recognized under Section 2 (f) of UGC Act 1956)

Ramapuram, Kadungapuram P.O, Malappuram Dt., Kerala. Pin - 679321, Ph : 04933-256123, 255700

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GENDER AUDIT NON-TEACHING STAFF YEAR WISE



GENDER AUDIT COMMITTEE

SL NO.	NAME OF THE PROGRAM	DATE
CHAIRPERSON	Dr.NAVEEN MOHAN	PRINCIPAL GEMS COLLEGE
CONVENER	Mr. MUHAMMED BINSHAD K	HOD, AND ASSISTANT PROFESSOR, DEPARTMENT OF MULTIMEDIA
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	3. Mis. RESNA NK	IQAC ASSISTANT COORDINATOR, GEMS COLLEGE
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	5. Mis. HARSHA DAS	ASSISTANT PROFESSOR, DEPARTMENT OF GEOLOGY
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	8. Dr. SANDHYA	ASSISTANT PROFESSOR, DEPARTMENT OF COMPUTER APPLICATION



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INTRODUCTION

GEMS Arts and Science College has undertaken a comprehensive gender audit from 2018 to 2023, examining the dynamics among students, teachers, non-teaching staff, and security and housekeeping personnel. This audit, with a total student population of 8884, reveals a gender distribution of 5160 male students and 3724 female students. Semester-wise and department-wise classifications provide a detailed understanding of gender variations within the student body.

In the teaching staff category, consisting of 435 individuals, the audit highlights 196 male and 239 female staff members. This breakdown underscores the importance of assessing gender balance within academic leadership and pedagogical roles, contributing to a nuanced understanding of faculty diversity.

Non-teaching staff, totalling 115 individuals, showed a gender distribution of 38 males and 77 females. This sector plays a vital role in the college's daily operations, and understanding the gender dynamics within this group is crucial for cultivating an inclusive and equitable work environment.

Security and housekeeping staff, comprising 124 individuals, demonstrated a gender distribution of 47 males and 77 females. This aspect of the audit emphasizes the need for gender awareness in roles beyond academia, acknowledging the significance of equity in all facets of institutional support.



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The gender audit at GEMS Arts and Science College signifies a commitment to promoting gender equity and inclusivity across the institution. By examining gender variations within different staff categories and departments, the college aims to identify strengths, challenges, and implement targeted initiatives to create a more gender-sensitive educational environment.

This audit is not a mere statistical exercise; it represents an acknowledgment of diverse experiences and a commitment to fostering a culture that values the unique attributes of each gender. GEMS Arts and Science College seeks to create an atmosphere conducive to personal and professional growth for all, recognizing that gender dynamics are multifaceted and interconnected with various aspects of campus life.

In the subsequent sections of this report, a detailed exploration of the findings will delve into trends and patterns within each category of students and staff. The college aims to derive actionable insights that will inform future policies, initiatives, and practices, contributing to a more equitable and inclusive educational landscape at GEMS Arts and Science College. This commitment to transparency, accountability, and continuous improvement underscores the college's dedication to fostering a gender-inclusive environment.

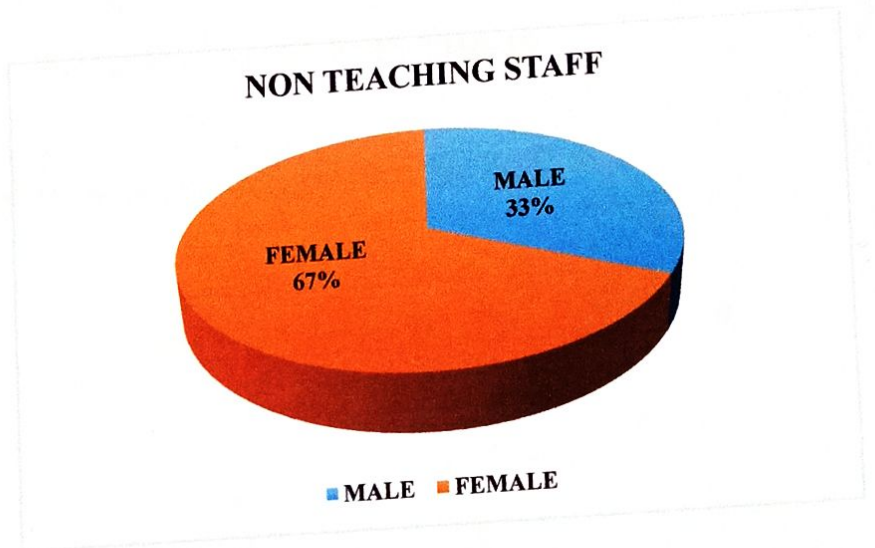



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GENDER AUDIT DATA ANALYSIS 2018-2023

NON TEACHING STAFF

GENDER	NUMBER OF STAFFS	TOTAL
MALE	38	115
FEMALE	77	



The above graph gives an idea of gender audit data analysis in the five years (2018–2023). The total number of non-teaching staff is shown here separately. Out of one hundred and fifteen, seventy-seven members were females, and thirty-eight were males. Here, it is evident that female members outnumbered when compared to males, according to the data given in the graph.

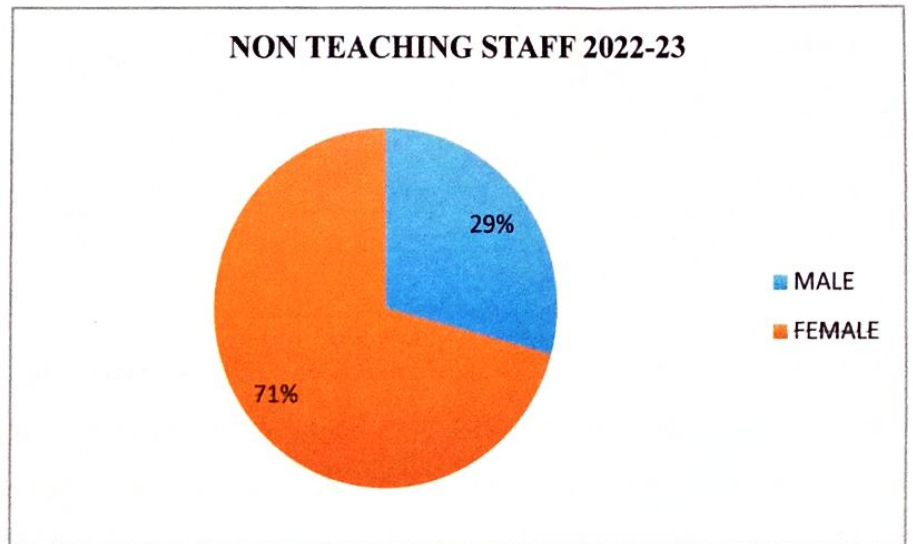

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GENDER AUDIT DATA ANALYSIS 2022-23

NON TEACHING STAFF

GENDER	NUMBER OF STAFFS	TOTAL
MALE	7	24
FEMALE	17	



The gender audit data analysis of non-teaching staff in 2022–2023 is shown in the above graph. Females outnumbered males in this year. The number of male staffs is seven while the number of female workers is seventeen.

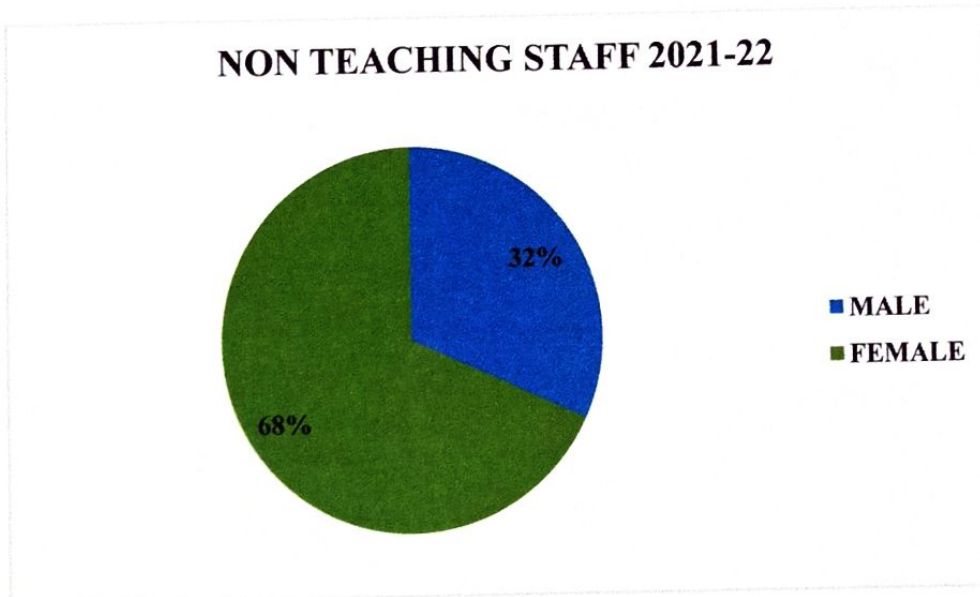


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GENDER AUDIT DATA ANALYSIS 2021-22


NON TEACHING STAFF

GENDER	NUMBER OF STAFFS	TOTAL
MALE	7	22
FEMALE	15	



According to the information about gender audit data analysis of non-teaching staff in 2021–2022, in the above graph, the numbers of females were higher than males. The total number of non-teaching staff was twenty-two, with seven males and fifteen females, which indicate that the female staffs are more than male staffs.

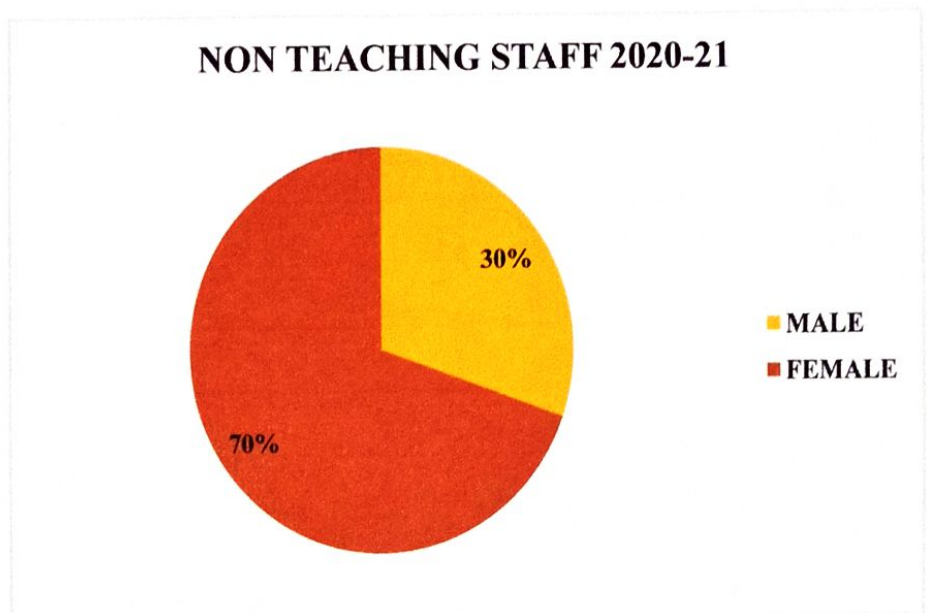



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GENDER AUDIT DATA ANALYSIS 2020-21

NON TEACHING STAFF

GENDER	NUMBER OF STAFFS	TOTAL
MALE	7	23
FEMALE	16	



The above graph gives an idea of gender audit data analysis in the years 2020–2021. The total number of non-teaching staff was female as well as male, as separately mentioned here. Females were higher in number when compared to males in this data analysis. The number of females and males was sixteen and seven, respectively.

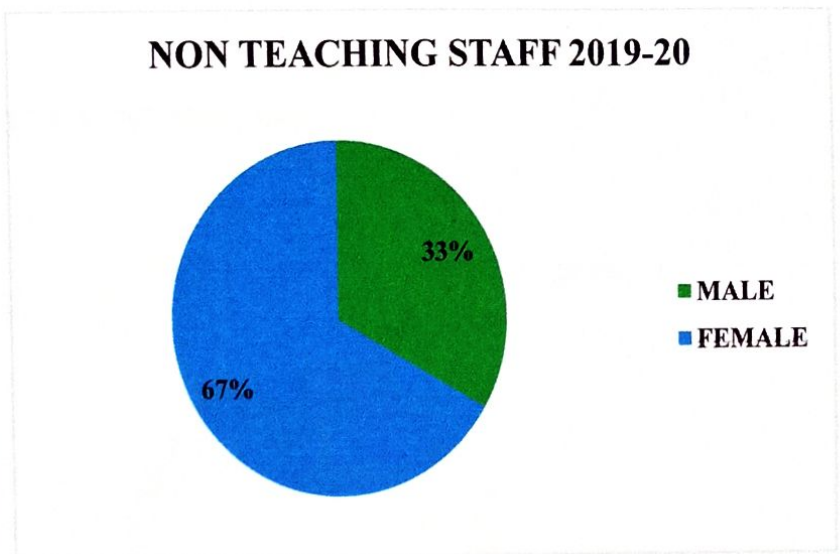


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GENDER AUDIT DATA ANALYSIS 2019-20


NON TEACHING STAFF

GENDER	NUMBER OF STAFFS	TOTAL
MALE	8	24
FEMALE	16	



The gender audit data analysis of nonteaching staff for 2019–2020 is shown in the above graph. Here it is stated that twenty-four staff were in 2019–2020, of which sixteen were female and 8 were males. Which provide that the females are higher than males.

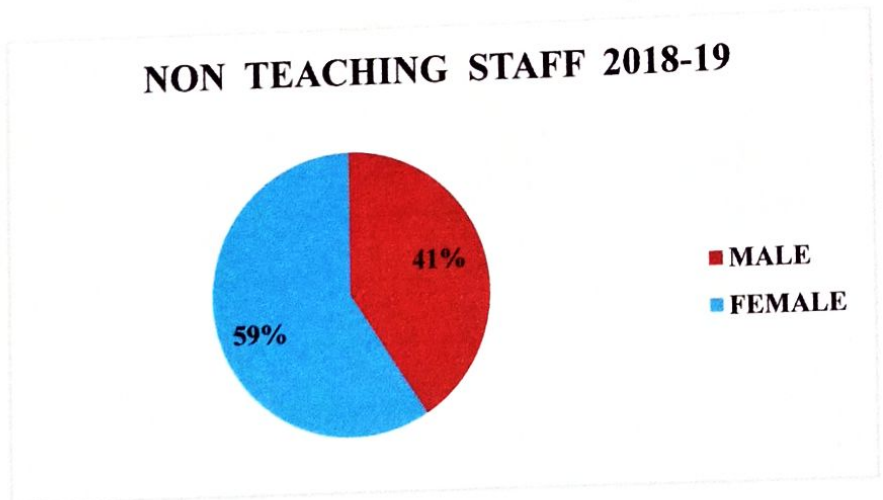



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GENDER AUDIT DATA ANALYSIS 2018-19


NON TEACHING STAFF

GENDER	NUMBER OF STAFFS	TOTAL
MALE	9	22
FEMALE	13	



The above graph shows the idea of gender audit data analysis in the years 2018-2019. The total number of non-teaching staff was shown here separately, female or male. Out of twenty-two members, nine were male and thirteen were female, Females outnumbered males.




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CONCLUSION

In conclusion, the gender audit conducted by GEMS Arts and Science College over the last five years has provided invaluable insights into the nuanced dynamics of gender representation within the institution. The meticulous examination of students, teachers, non-teaching staff, and security and housekeeping personnel has illuminated both the achievements and challenges in fostering a Gender-Inclusive Environment.

The data, revealing a total student count of 8884 with 5160 male students and 3724 female students, serves as a foundation for targeted interventions and initiatives. Semester-wise and department-wise classifications enable a granular understanding of gender variations within the student body, facilitating a tailored approach to address specific needs in different academic contexts.

In the realm of teaching staff, the gender breakdown of 196 male and 239 female members prompts reflection on academic leadership and pedagogical roles. This awareness lays the groundwork for fostering diversity and equity within the faculty, ultimately contributing to a richer educational experience.

The Non-Teaching Staff, comprising 115 individuals with a gender distribution of 38 males and 77 females, plays a crucial role in the college's functioning. Recognizing the importance of gender dynamics within this group is pivotal for cultivating an inclusive and equitable work environment, ensuring that all staff members contribute to the college's success.



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Similarly, the audit of security and housekeeping staff, with 47 males and 77 females among the 124 individuals, underscores the need for gender sensitivity in roles beyond academia. This holistic approach recognizes that gender inclusivity extends to all facets of institutional support, promoting a balanced and respectful environment for everyone involved.

As GEMS Arts and Science College reflects on these findings, the commitment to transparency, accountability, and continuous improvement shines through. The college is poised to leverage these insights into actionable initiatives that will further enhance its commitment to diversity and equity. By acknowledging the multifaceted nature of gender dynamics and actively working towards creating an environment that values the unique contributions of all genders.




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