



# 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

### TEACHERS

YEAR WISE



## GENDER AUDIT COMMITTEE

SL NO.	NAME OF THE PROGRAM	DATE
<b>CHAIRPERSON</b>	Dr.NAVEEN MOHAN	PRINCIPAL GEMS COLLEGE
<b>CONVENER</b>	Mr. MUHAMMED BINSHAD K	HOD, AND ASSISTANT PROFESSOR, DEPARTMENT OF MULTIMEDIA
<b>MEMBERS</b>	1. Dr. FINOSE A	IQAC COORDINATOR, GEMS COLLEGE
	2. Mis. RANJUSHA VP	NAAC COORDINATOR, GEMS COLLEGE
	3. Mis. RESNA NK	IQAC ASSISTANT COORDINATOR, GEMS COLLEGE
	4. Mis. SHANA PARVEEN	ASSISTANT PROFESSOR, DEPARTMENT OF MICROBIOLOGY
	5. Mis. HARSHA DAS	ASSISTANT PROFESSOR, DEPARTMENT OF GEOLOGY
	6. Mr. MUHAMMED RAMEES P	ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE
	7. Mis. SREESHMA	ASSISTANT PROFESSOR, DEPARTMENT OF SOCIAL WORK AND SOCIOLOGY
	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.



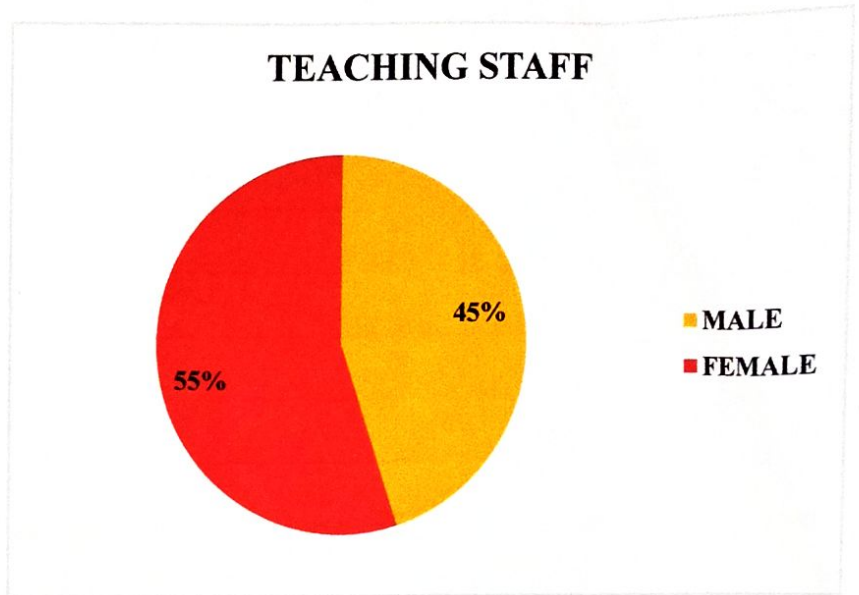
  
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## GENDER AUDIT DATA ANALYSIS 2018-2023


### TEACHING STAFF

GENDER	NUMBER OF TEACHERS	TOTAL
MALE	196	435
FEMALE	239	



The pie chart represents a gender audit data analysis for teaching staff from 2018 to 2023, with 45% male and 55% female. The relatively stable gender distribution across the years (45% male, 55% female) indicates a consistent pattern in the representation of male and female teaching staff. This consistency could reflect the institution's efforts to maintain a balanced gender composition. With 45% of the workforce being male and 55% being female, the pie chart illustrating the gender audit data analysis for teaching staff from 2018 to 2023 shows a minor gender imbalance with a stable trend over the given period. It serves as a valuable starting point for strategic discussions and actions aimed at promoting gender equity within the educational institution.

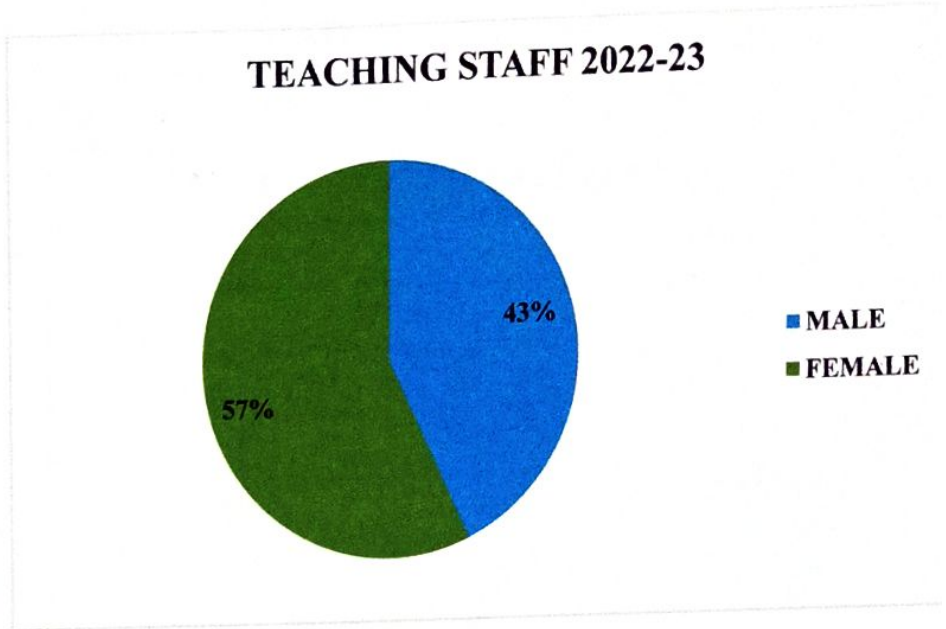


  
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## GENDER AUDIT DATA ANALYSIS 2022-23


### TEACHING STAFF

GENDER	NUMBER OF TEACHERS	TOTAL
MALE	40	93
FEMALE	53	



The gender distribution of teaching staff is shown by the pie, with 43% males and 57% females. The data indicates a moderate gender imbalance, with a higher percentage of female teaching staff (57%). This implies that women make up the majority of the teaching workforce.

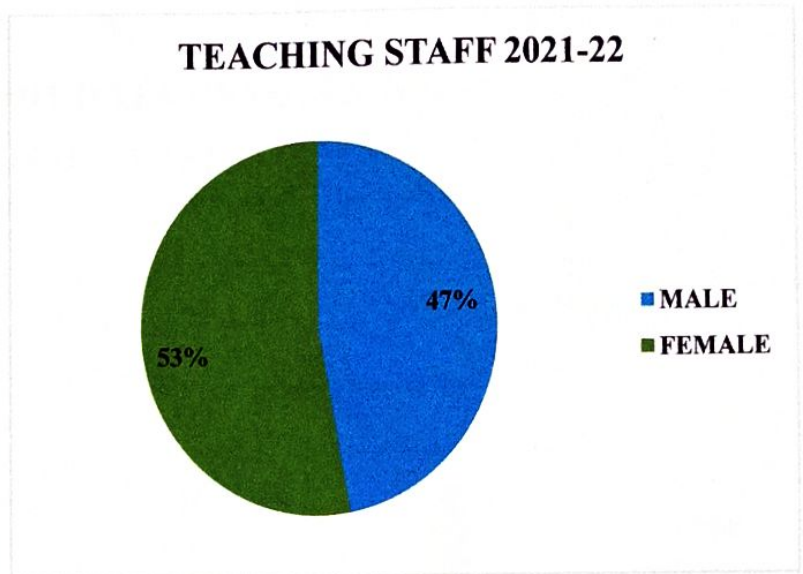


  
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## GENDER AUDIT DATA ANALYSIS 2021-22

### TEACHING STAFF

GENDER	NUMBER OF TEACHERS	TOTAL
MALE	42	89
FEMALE	47	



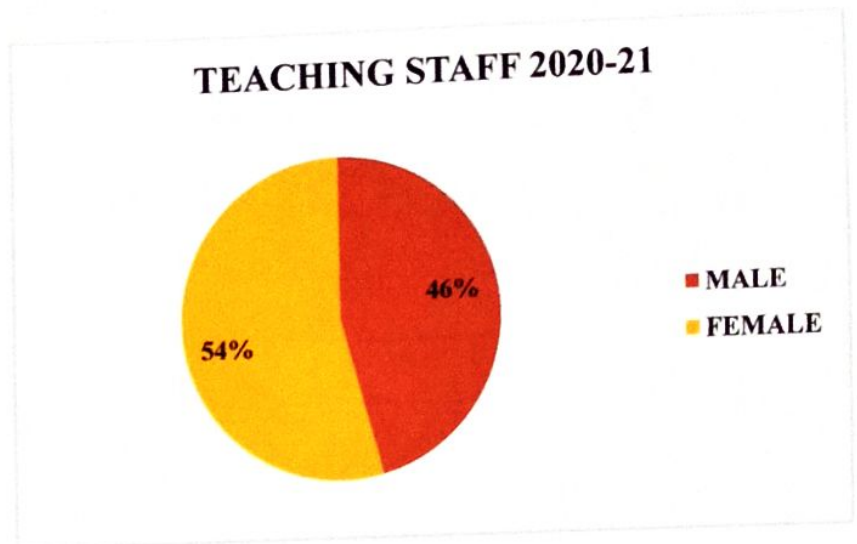
The gender audit pie chart for teachers shows 53% Female and 47% Male. The data indicates a relatively slight gender imbalance, with a slightly higher percentage of female teaching staff (53%). While the difference is not substantial, it is worth noting in terms of overall gender distribution.



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**GENDER AUDIT DATA ANALYSIS 2020-21**  
**TEACHING STAFF**

GENDER	NUMBER OF TEACHERS	TOTAL
MALE	39	85
FEMALE	46	



The distribution of genders among teaching staff is shown in the pie chart. The gender distribution of teaching staff appears to be fairly balanced, according to the data. There is not a clear gender majority, with 46% of Women and 54% of Men, indicating some gender equity.



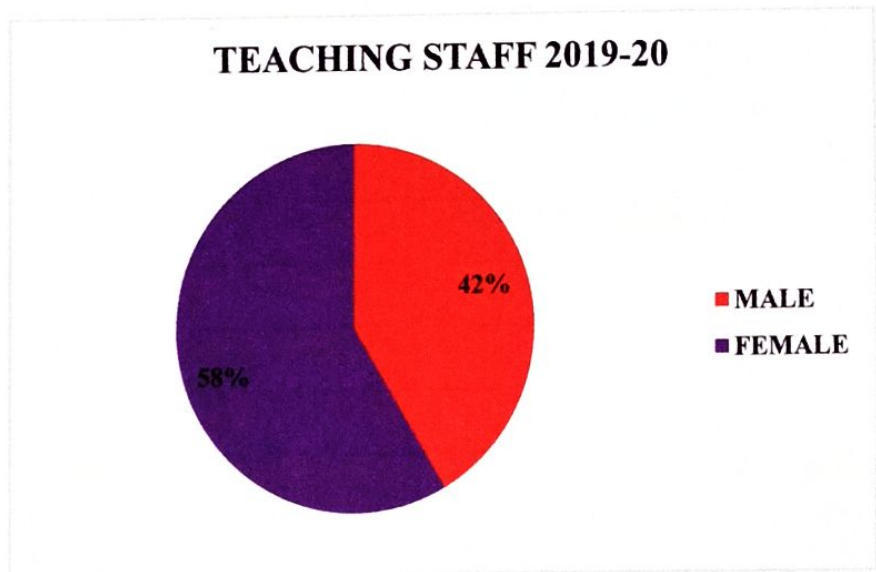
  
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## GENDER AUDIT DATA ANALYSIS 2019-20


### TEACHING STAFF

GENDER	NUMBER OF TEACHERS	TOTAL
MALE	37	89
FEMALE	52	



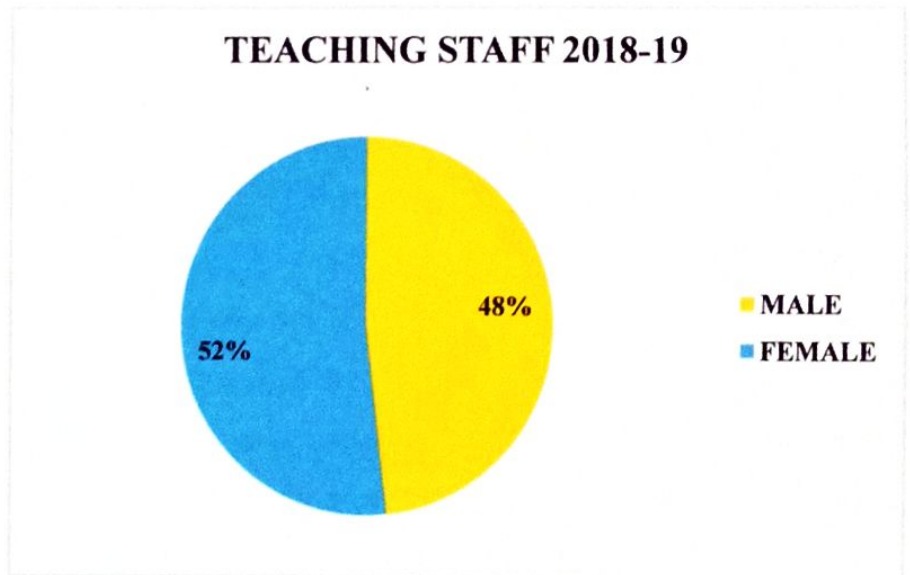
The pie chart represents the distribution of gender among teaching staff, with 42% male and 58% female representation. The data reveals a notable majority of female teaching staff, comprising 58% of the total. This suggests that the teaching workforce at this institution is female-dominated.



  
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**GENDER AUDIT DATA ANALYSIS 2018-19**  
**TEACHING STAFF**

GENDER	NUMBER OF TEACHERS	TOTAL
MALE	38	79
FEMALE	41	



The pie chart you've described represents the distribution of gender among teaching staff. The chart shows that females constitute a slightly larger portion (52%) of the teaching staff compared to males (48%). This suggests a relatively balanced or slightly female-dominated teaching workforce.



  
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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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