

Gender Audit Report from 2017-2018 to 2021-2022

Prepared by

Women Cell

&

Internal Quality Assurance Cell (IQAC)

Nirmala Arts & Science College, Mulanthuruthy

GENDER AUDIT

“Gender equality is more than a goal in itself, it is a precondition for meeting the challenges of reducing poverty, promoting sustainable development and building good governance. – KOFI ANNAN”

Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO).

As the awareness of gender issues increases, women spontaneously take action against women’s oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions.

Objectives of Gender Audit

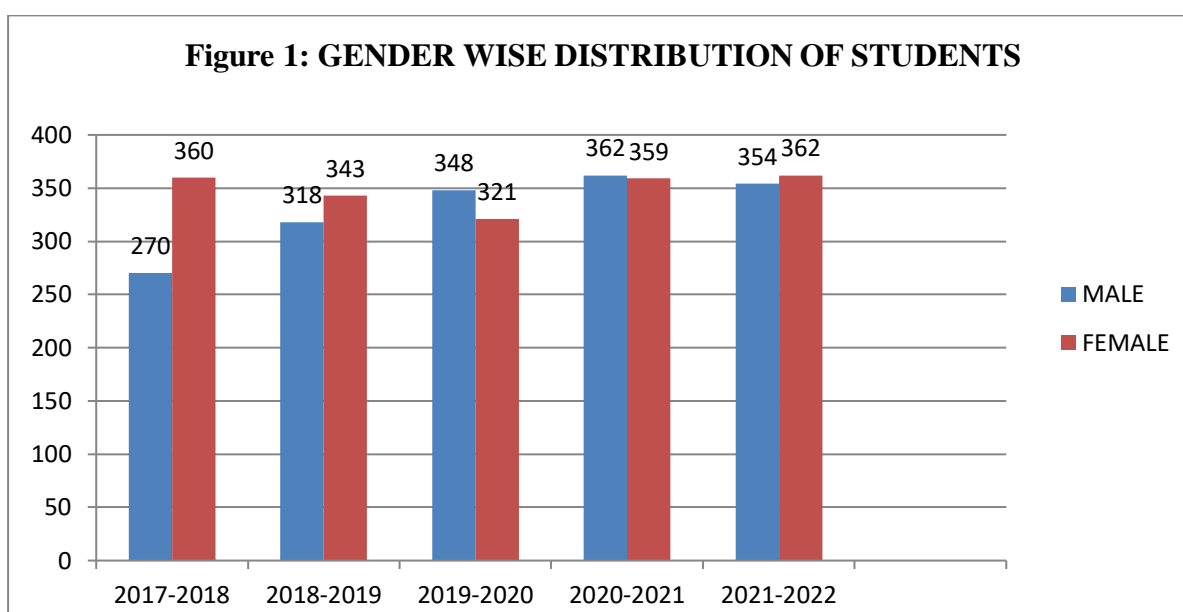
- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

Data Analysis

Table 1: GENDER WISE DISTRIBUTION OF STUDENTS

GENDER	YEAR				
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
MALE	270 (43%)	318 (48%)	348 (52%)	362 (50%)	354 (49%)
FEMALE	360 (57%)	343 (52%)	321 (48%)	359 (50%)	362 (51%)
TOTAL	630	661	669	721	716

Source: Office Records

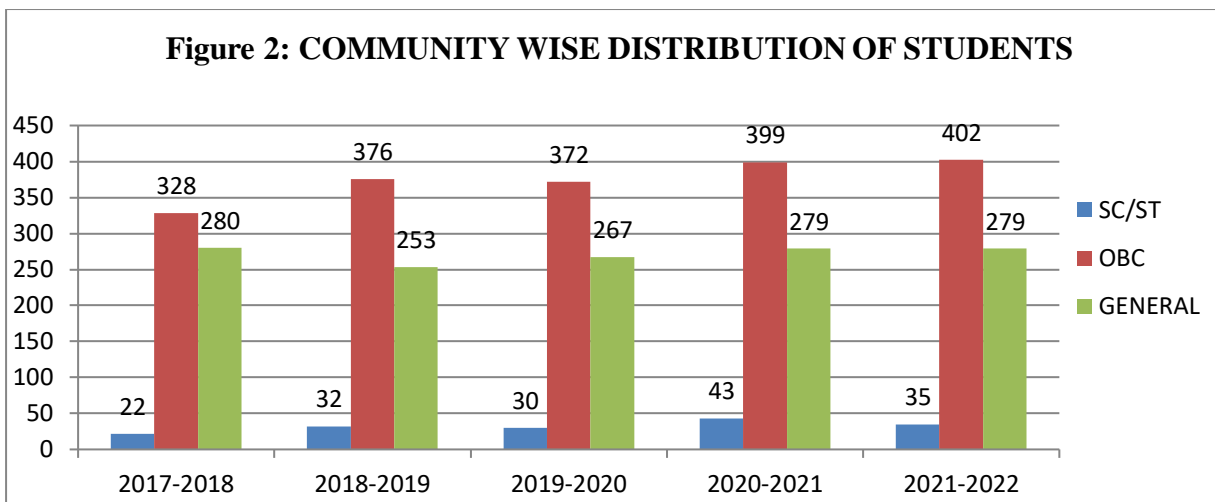


The table 1 shows year-wise gender distribution of male and female strength of students. The proportion of female was comparatively higher than male in 2017-2018 and 2018-2019. During 2019-2020 & 2020-2021 the proportion of females to the number of males have decreased and again increased in the year 2021-2022.

Table 2: COMMUNITY WISE DISTRIBUTION OF STUDENTS

CATEGORY	YEAR				
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
SC/ST	22 (3%)	32 (5%)	30 (4%)	43 (6%)	35 (5%)
OBC	328 (52%)	376 (57%)	372 (56%)	399 (55%)	402 (56%)
GENERAL	280 (45%)	253 (38%)	267 (40%)	279 (39%)	279 (39%)

Source: Office Records

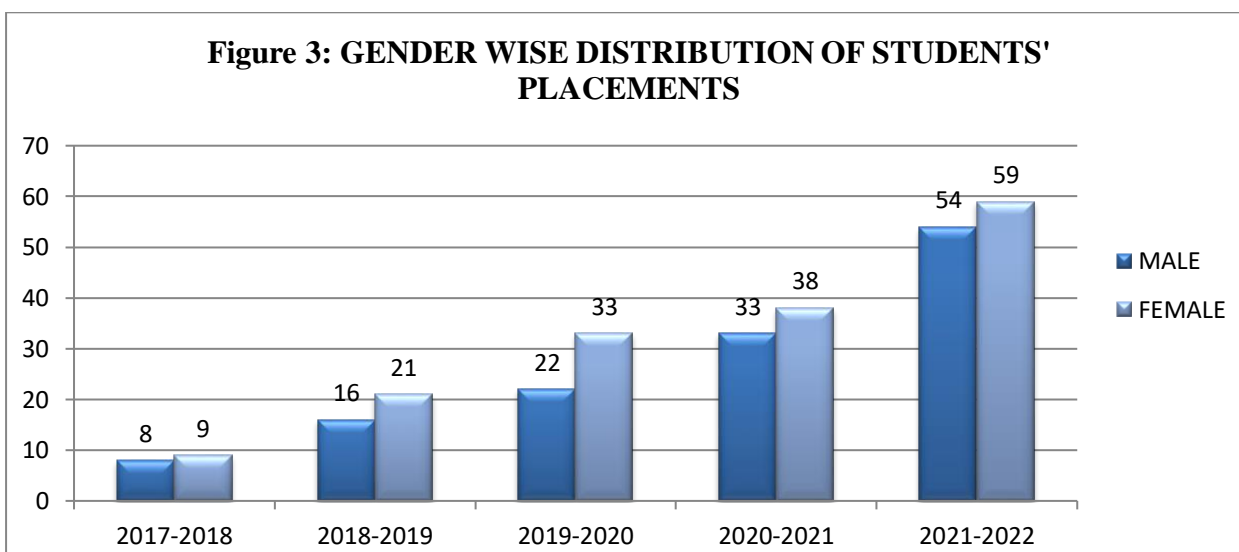


The table 2 shows community wise distribution of students. It shows that the number of students from Scheduled Caste have increased from 3% in 2017-2018 to 6% in 2020-2021 and have decreased to 5% in 2021-2022. Majority of students belongs to Other Backward Caste that is between 52% & 57% from 2017-2018 to 2021-2022.

Table 3: GENDER WISE DISTRIBUTION OF STUDENTS' PLACEMENT

GENDER	YEARS				
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
MALE	8 (47%)	16 (43%)	22 (40%)	33 (46%)	54 (48%)
FEMALE	9 (53%)	21 (57%)	33 (60%)	38 (54%)	59 (52%)

Source: Office Records



From the table 3 Gender wise distribution of students' placement, it is clear that there is a huge difference in number of students getting placed in reputed firms from 2017-2018 to 2021-2022. The number of female students placed is more than that of males in every year.

Table 4: GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN COMMERCE

CATEGORY		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
		TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTALS	GRADUATED	TOTAL	GRADUATED
B COM CA	MALE	18	18 (100%)	29	23 (79%)	23	19 (83%)	22	20 (91%)	34	16 (47%)
	FEMALE	31	28 (90%)	17	14 (82%)	25	21 (84%)	20	18 (90%)	18	15 (83%)
B COM TAX	MALE	20	19 (95%)	30	29 (97%)	25	15 (60%)	20	20 (100%)	30	24 (80%)
	FEMALE	40	37 (93%)	34	31 (91%)	39	37 (94%)	36	35 (97%)	28	23 (82%)
M COM	MALE	1	1 (100%)	4	2 (50%)	9	4 (44%)	6	0 (0)	1	0 (0)
	FEMALE	18	11 (61%)	22	18 (82%)	20	11 (55%)	23	6 (26%)	16	1 (6%)

Source: Office Records

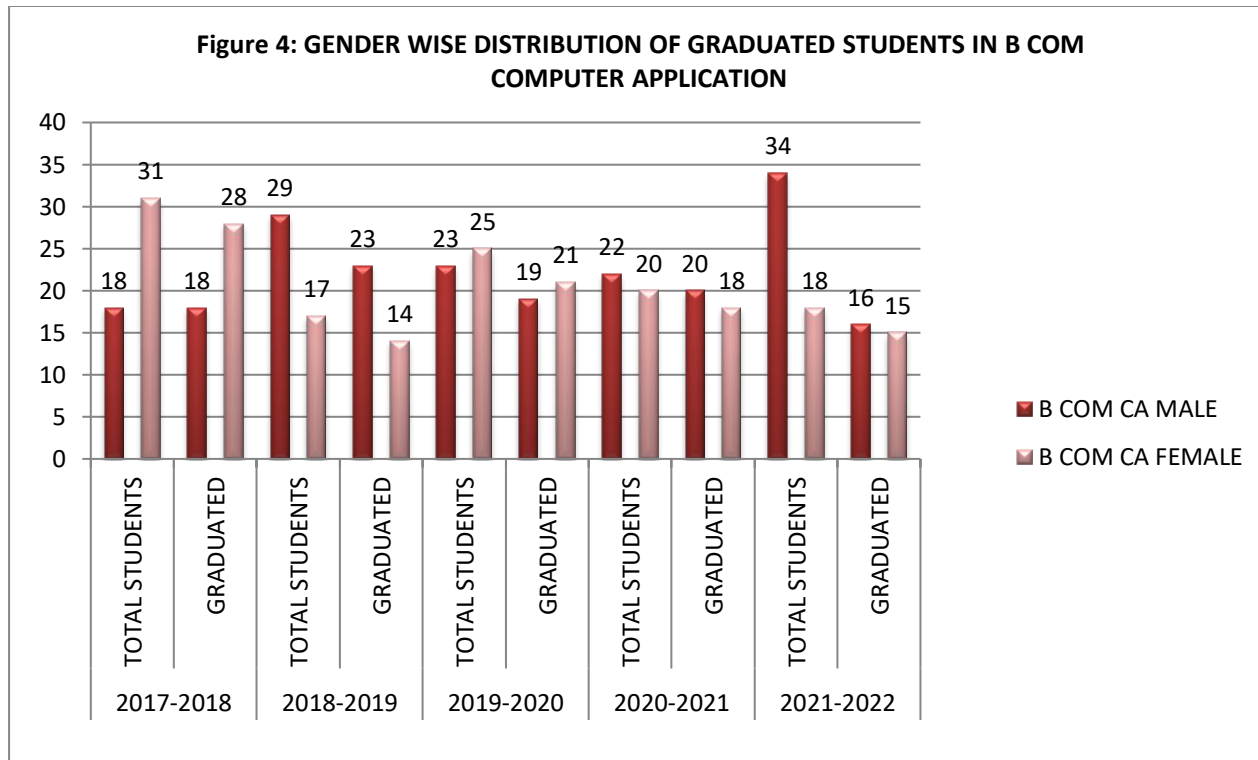


Figure 5: GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN B COM FINANCE AND TAXATION

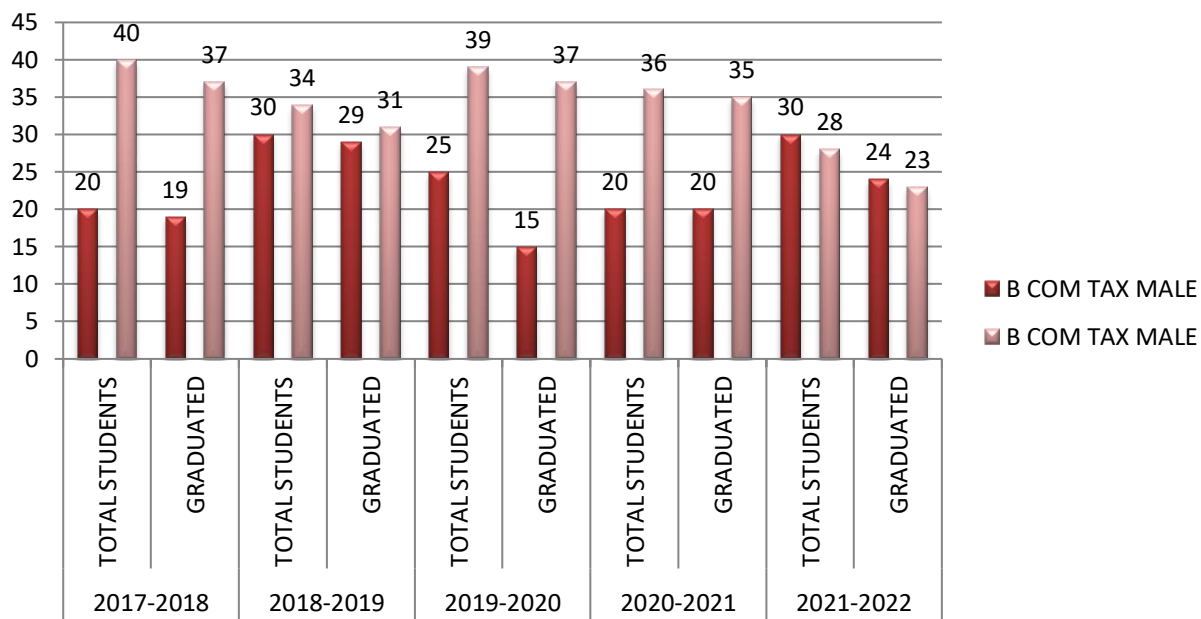


Figure 6: GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN M COM FINANCE AND TAXATION

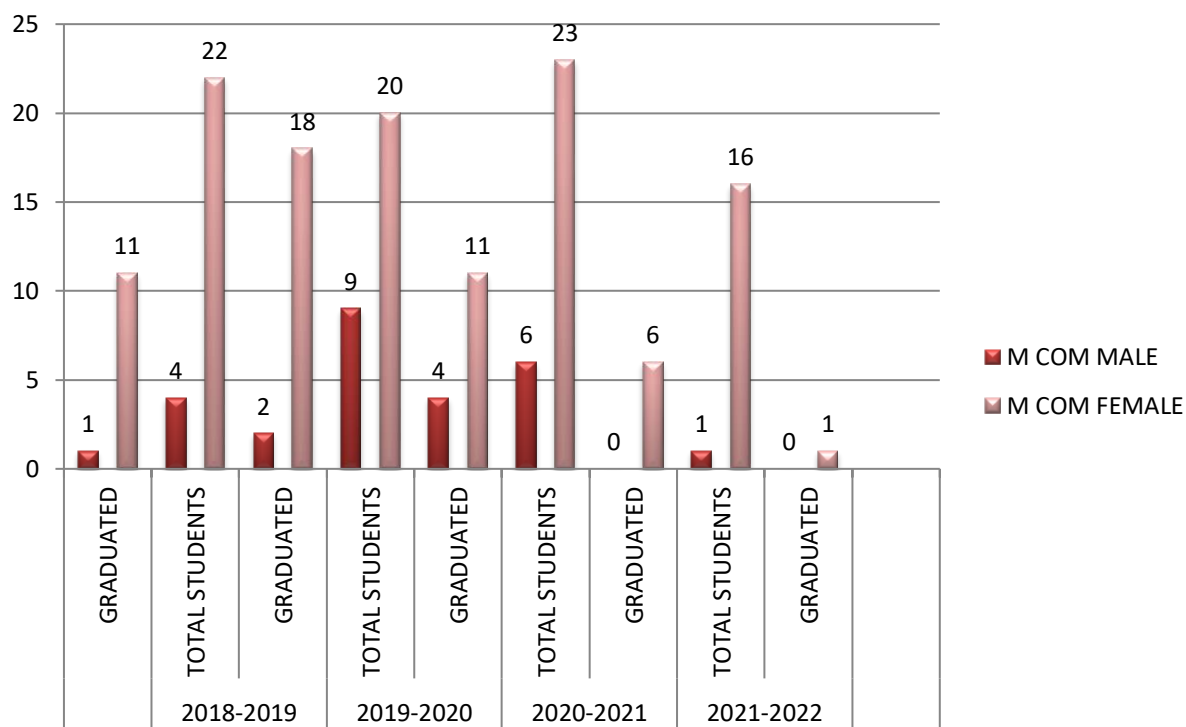


Table 4 depicts the gender wise distribution of graduated students in commerce department. The proportion of graduated males from 2017-2018 (100%) has decreased to 47% in 2021-2022. And the proportion of graduated females from 2017-2018 (90%) has also decreased to 83% during 2021-2022 in B COM Computer Application.

The proportion of graduated males in 2017-2018 (95%) has decreased to 80% in 2021-2022. And the proportion of graduated females from 2017-2018 (93%) has also decreased to 82% during 2021-2022 in B COM Finance and Taxation.

The proportion of graduated males and females in M COM Finance and taxation were 100% and 61% in 2017-2018 and has decreased in later years.

Table 5: GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN COMPUTER APPLICATION

CATEGORY		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
		TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
BCA	MALE	6	6 (100%)	18	14 (78%)	12	7 (70%)	28	20 (95%)	15	7 (50%)
	FEMALE	15	13 (87%)	14	14 (100%)	11	11 (100%)	9	9 (100%)	3	3 (82%)

Source: Office Records

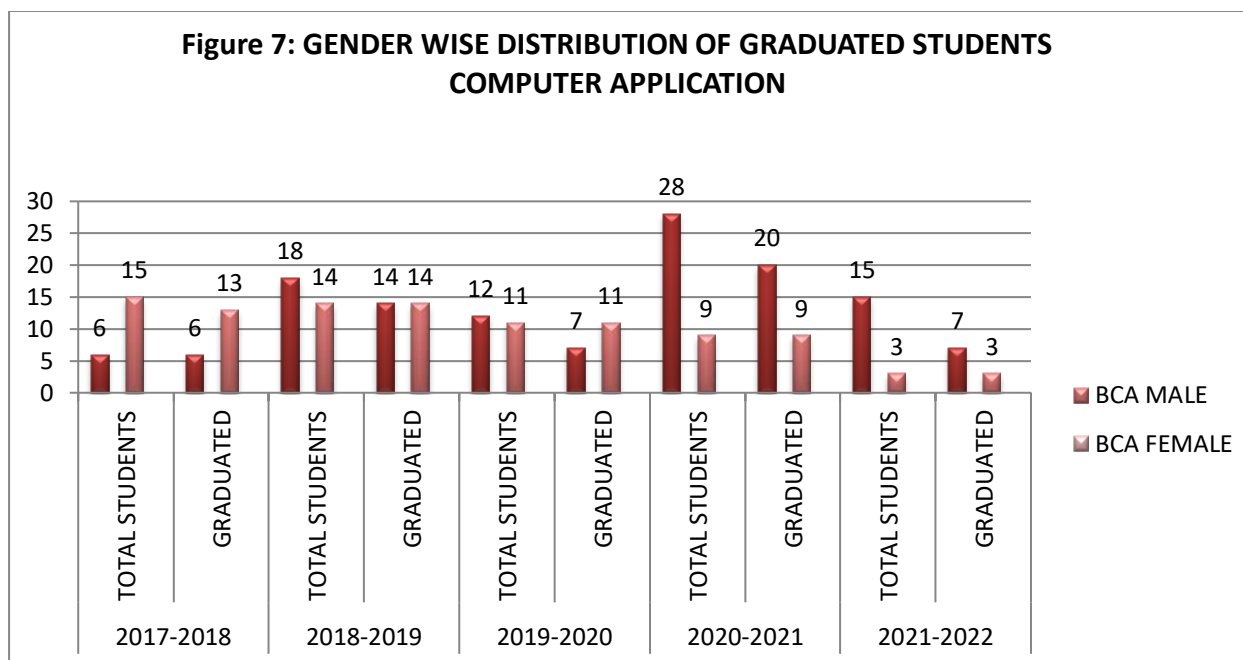


Table 5 shows the gender wise distribution of graduated students in computer application. The proportion of male in 2017-2018 is 100% has decreased to 47% in 2021-2022. And the proportion of female in 2017-2018 is 87% has increased to 100%.

Table 6: GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN MANAGEMENT

CATEGORY		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
		TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
B B A	MALE	16	12 (75%)	15	15 (100%)	20	14 (70%)	20	19 (95%)	20	10 (50%)
	FEMAL E	14	13 (93%)	18	18 (100%)	10	10 (100%)	9	9 (100%)	11	9 (82%)

Source: Office Records

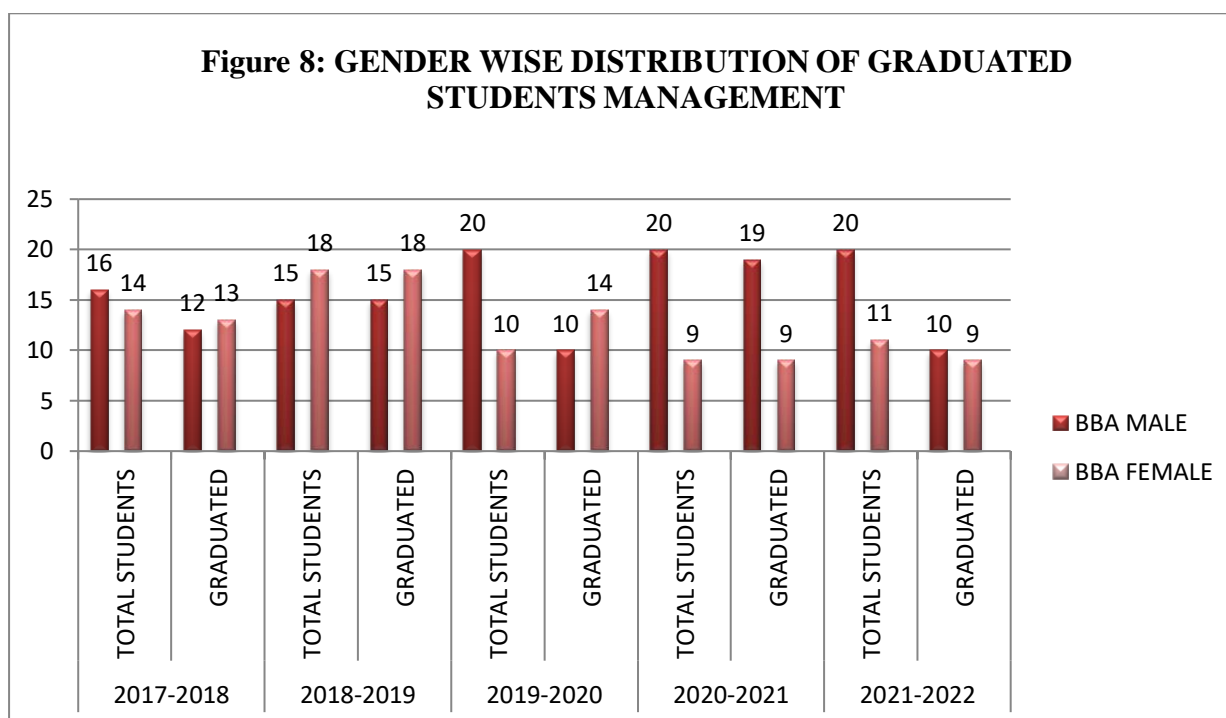


Table 6 shows the gender wise distribution of graduated students in management department. In 2017-2018 the proportion of male graduates was 75% and in 2018-2019 it has increased to 100%. During 2019-2020 proportion of male was 70% which has increased to 95% in 2020-2021 and in 2021-2022 it was 50%. The proportion of females in 2017-2018 was 93% and was increased to 100% for the periods 2018-2019, 2019-2020, 2020-2021. But the proportion during 2021-2022 decreased to 82%.

Table 7: GENDER WISE DISTRIBUTION OF GRADUATED STUDENTS IN PSYCHOLOGY

CATEGORY		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
		TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED	TOTAL	GRADUATED
B S C	MALE	0	0	0	0	0	0	0	0	7	2 (28%)
	FEMALE	0	0	0	0	0	0	0	0	23	17 (74%)

Source: Office Records

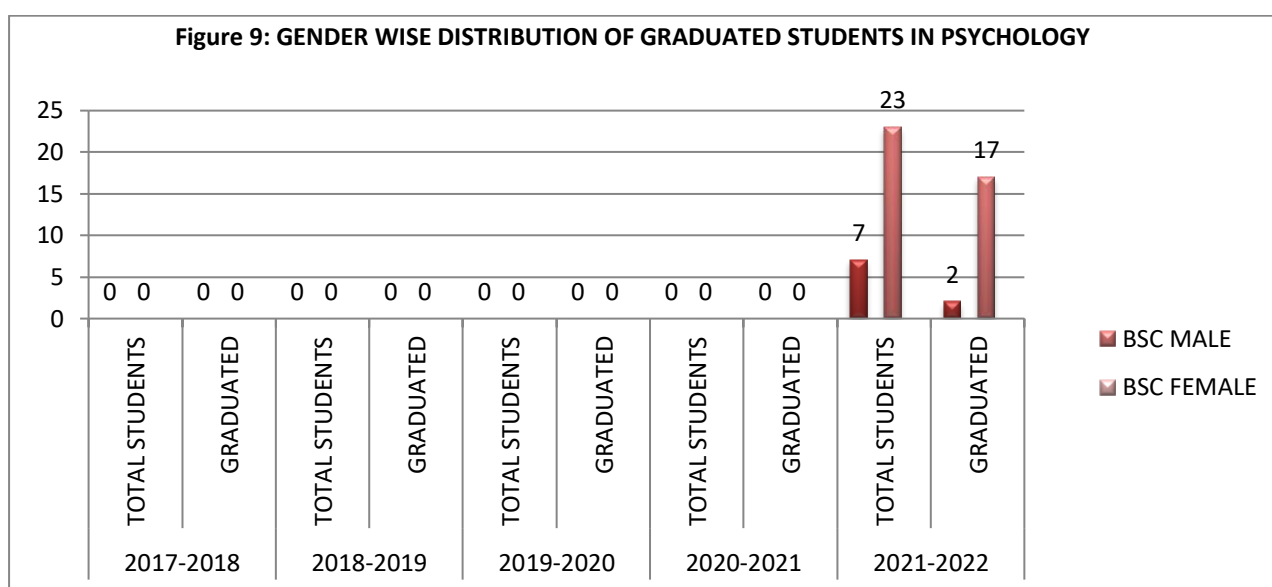


Table 7 shows the gender wise distribution of graduated students in psychology. The proportion of male is 28% and that of female is 74% during 2021-2022.

Table 8: GENDER DISTRIBUTION OF STUDENTS PARTICIPATED IN ATHLETICS COMPETITIONS

CATEGORY	YEAR									
	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
100M	10	10	10	19	10	15	10	15	20	15

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200M	8	9	6	13	5	10	11	13	12	10
400M	5	8	6	8	9	11	5	6	8	5
800M	4	4	4	5	3	0	0	0	5	0
1500M	0	0	3	3	3	0	0	0	3	0
4X100M	0	0	8	8	0	0	8	8	16	12
JEVELIN	0	0	6	12	0	0	10	8	15	8
SHOTPUT	13	16	6	12	8	10	12	16	20	25
DISCUS	14	16	6	12	10	18	16	20	15	10
TOTAL	54	63	49	92	48	64	104	86	114	85

Table 8 shows the gender wise distribution of students in participating various athletic competitions. The proportion of females to males is comparatively higher in 2017-2020. During 2020-2021 & 2021-2022, the proportion of males is higher than females.

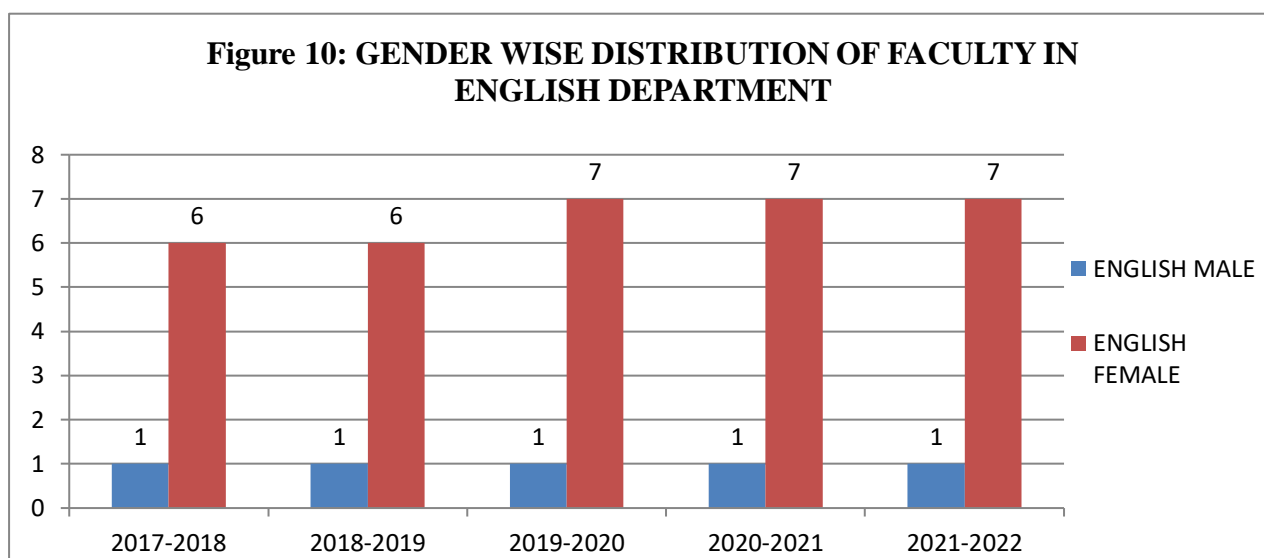
Table 9: GENDER WISE DISTRIBUTION OF FACULTY

DEPARTMENTS	GENDER	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ENGLISH	MALE	1	1	1	1	1
	FEMALE	6	6	7	7	7
COMMERCE	MALE	4	4	3	2	3
	FEMALE	6	6	5	7	6
MANAGEMENT	MALE	2	1	1	2	2
	FEMALE	2	3	3	2	2
COMPUTER APPLICATION	MALE	0	1	1	1	1
	FEMALE	6	5	5	5	5
PSYCHOLOGY	MALE	0	0	1	1	1
	FEMALE	0	0	2	4	4
TOTAL		27	27	29	32	32

Source: Office Records

Table 10: GENDER WISE DISTRIBUTION OF FACULTY IN ENGLISH DEPARTMENT

DEPARTMENTS	GENDER	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ENGLISH	MALE	1 (14%)	1 (14%)	1 (13%)	1 (13%)	1 (13%)
	FEMALE	6 (86%)	6 (86%)	7 (87%)	7 (87%)	7 (87%)



Source: Office Records

Table 10 depicts the gender wise classification of faculty in English department. From the table it is clear that majority of the staffs were female in every year that is between 86% and 87%.

Table 11: GENDER WISE DISTRIBUTION OF FACULTY IN COMMERCE DEPARTMENT

DEPARTMENTS	GENDER	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ENGLISH	MALE	4 (40%)	4 (40%)	3 (38%)	2 (22%)	3 (33%)
	FEMALE	6 (60%)	6 (60%)	5 (62%)	7 (78%)	6 (67%)

Source: Office Records

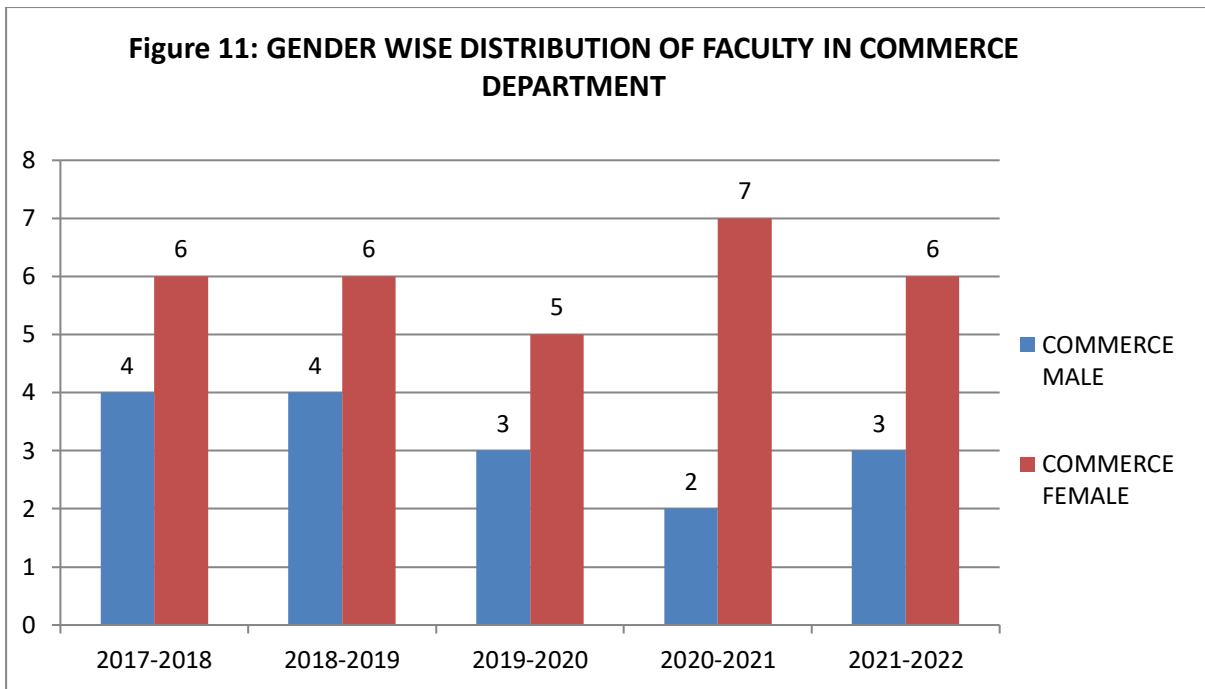


Table 11 shows the gender wise classification of faculty in Commerce department. From the table it is clear that majority of the staffs were female in every year that is between 60% and 78%.

Table 12: GENDER WISE DISTRIBUTION OF FACULTY IN COMPUTER APPLICATION DEPARTMENT

DEPARTMENTS	GENDER	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ENGLISH	MALE	0 (0)	1 (17%)	1 (17%)	1 (17%)	1 (17%)
	FEMALE	6 (100%)	5 (83%)	5 (83%)	5 (83%)	5 (83%)

Source: Office Records

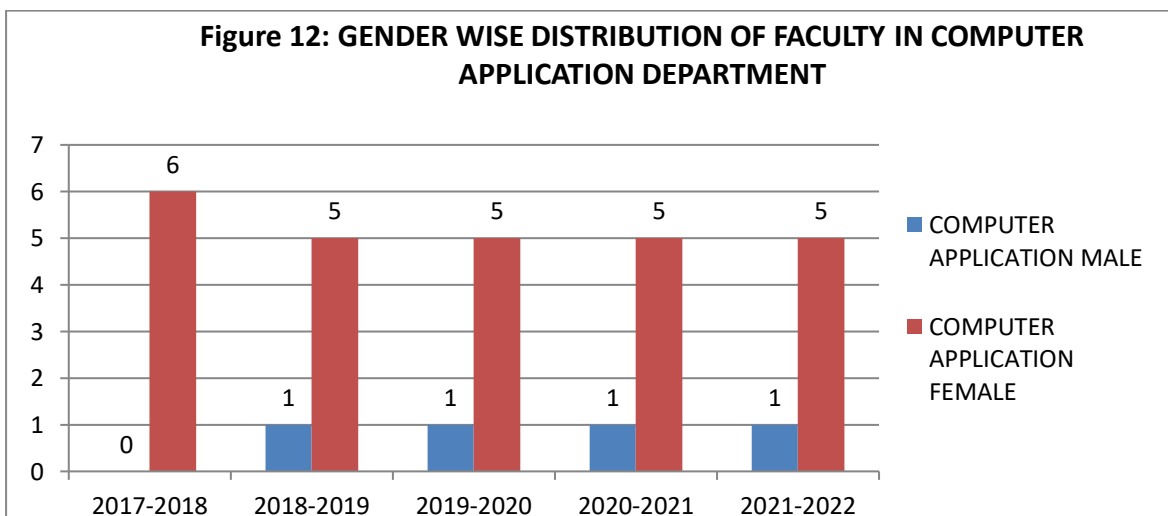


Table 12 depicts the gender wise classification of faculty in Computer Application department. From the table it is clear that majority of the staffs were female in every year.

Table 13: GENDER WISE DISTRIBUTION OF FACULTY IN MANAGEMENT DEPARTMENT

DEPARTMENTS	GENDER	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ENGLISH	MALE	2 (100%)	1 (25%)	1 (25%)	2 (100%)	2 (100%)
	FEMALE	2 (100%)	3 (75%)	3 (75%)	2 (100%)	2 (100%)

Source: Office Records

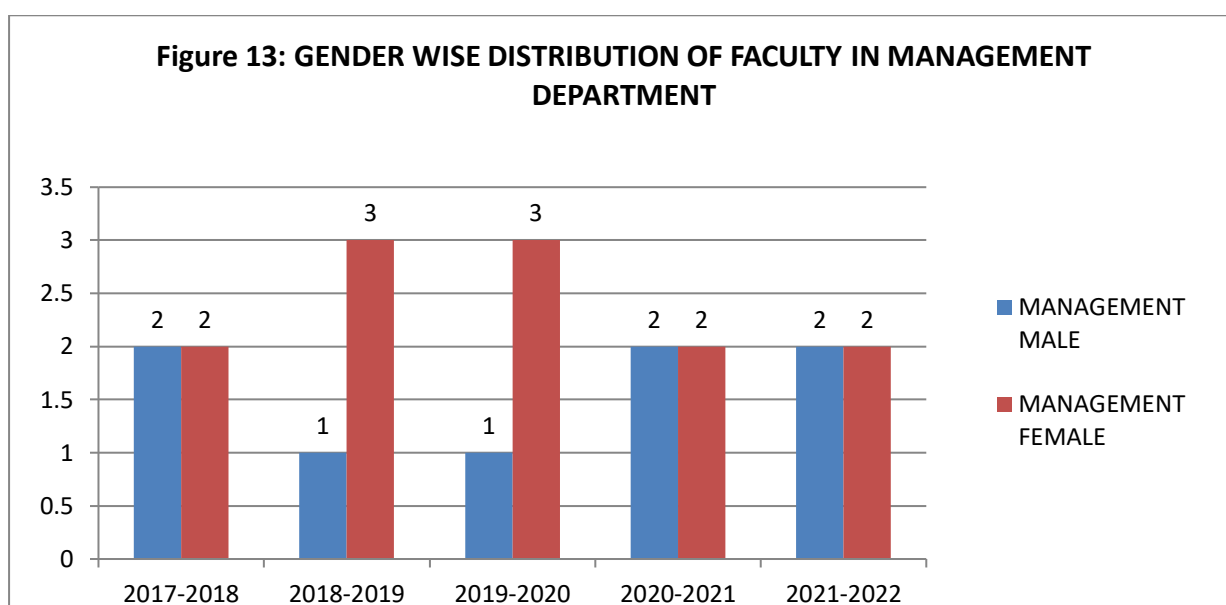


Table 13 shows the gender wise classification of faculty in Management department. From the table it is clear that there is a balance in number of male and female faculty in majority years.

Table 14: GENDER WISE DISTRIBUTION OF FACULTY IN PSYCHOLOGY DEPARTMENT

DEPARTMENTS	GENDER	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ENGLISH	MALE	2 (100%)	1 (25%)	1 (25%)	2 (100%)	2 (100%)
	FEMALE	2 (100%)	3 (75%)	3 (75%)	2 (100%)	2 (100%)

Source: Office Records

Table 14 shows the gender wise classification of faculty in Psychology department. From the table it is clear that there is a balance in number of male and female faculty in majority years. And in 2018-2019 & 2019-2020 the proportion of female faculty is more than male faculty.

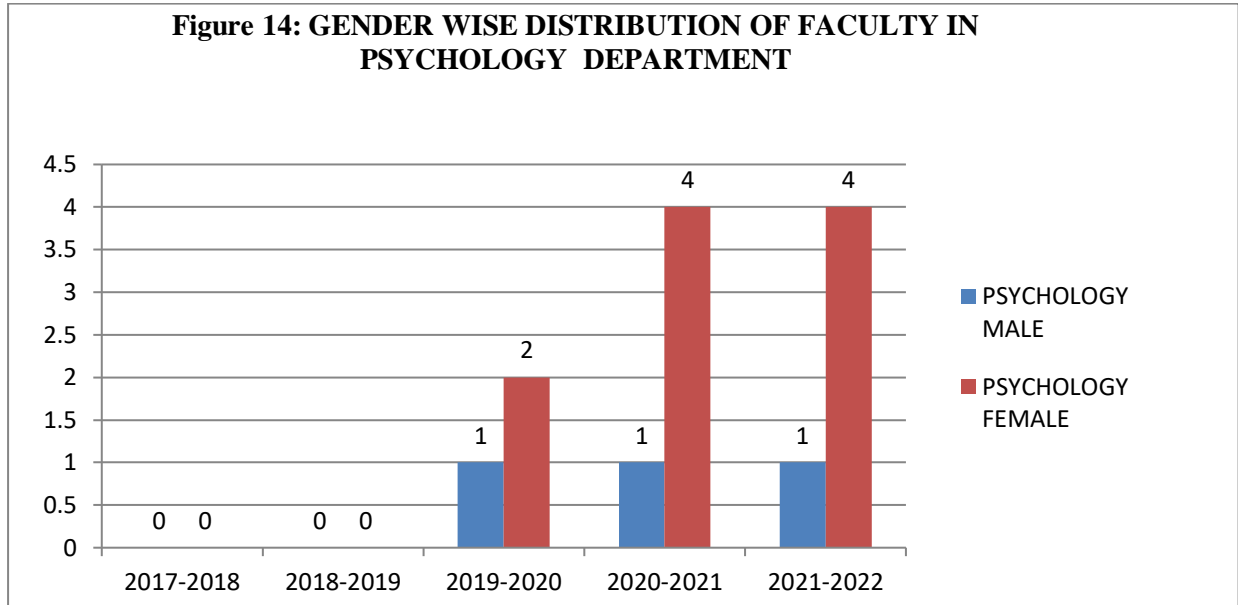


Table 15: COMMUNITY WISE DISTRIBUTION OF FACULTY

DEPARTMENT	Category	YEAR				
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ENGLISH	SC/ST	1	1	1	1	1
	OBC	0	0	0	1	2
	GENERAL	6	6	7	6	5
COMMERCE	SC/ST	0	1	1	1	2
	OBC	0	0	0	0	0
	GENERAL	10	9	7	8	7
MANAGEMENT	SC/ST	0	0	0	0	0
	OBC	2	2	2	2	2
	GENERAL	2	2	2	2	2
COMPUTER APPLICATION	SC/ST	0	0	0	0	0
	OBC	1	1	0	0	1
	GENERAL	5	5	6	6	5
PSYCHOLOGY	SC/ST	0	0	0	0	1
	OBC	0	0	1	1	1
	GENERAL	0	0	2	4	3
TOTAL		27	27	29	32	32

Source: Office Records

Table 16: COMMUNITY WISE DISTRIBUTION OF FACULTY IN ENGLISH DEPARTMENT

DEPARTMENT	CATEGORY	YEARS				
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ENGLISH	SC/ST	1	1	1	1	1
	OBC	0	0	0	1	2
	GENERAL	6	6	7	6	5

Source: Office Records

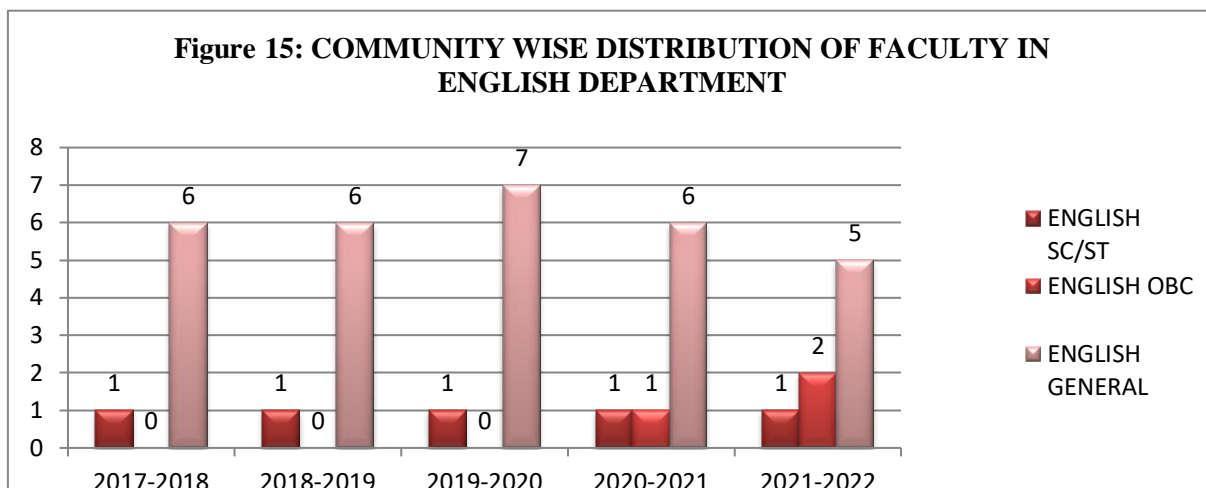


Table 17: COMMUNITY WISE DISTRIBUTION OF FACULTY IN COMMERCE

DEPARTMENT	CATEGORY	YEARS				
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
COMMERCE	SC/ST	0	1	1	1	2
	OBC	0	0	0	0	0
	GENERAL	10	9	7	8	7

Source: Office Records

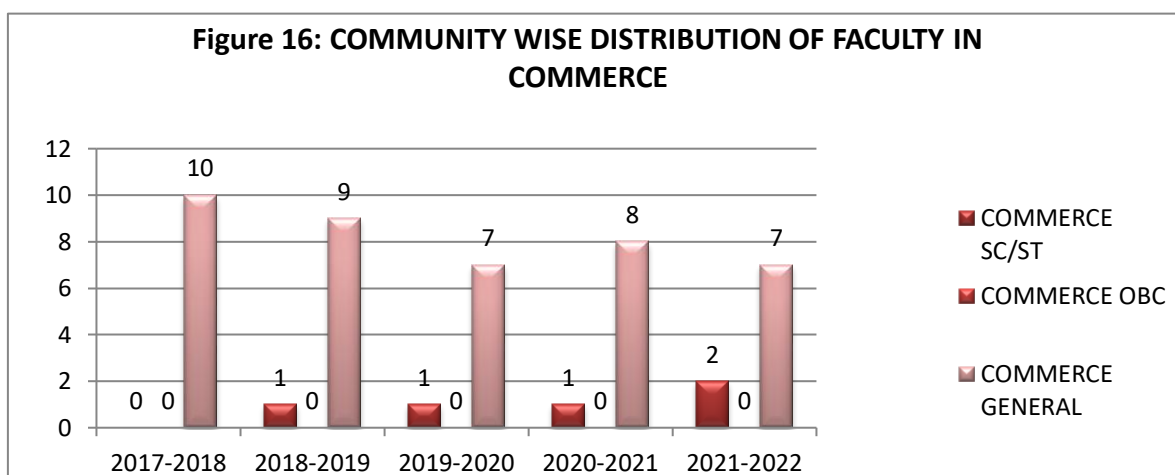
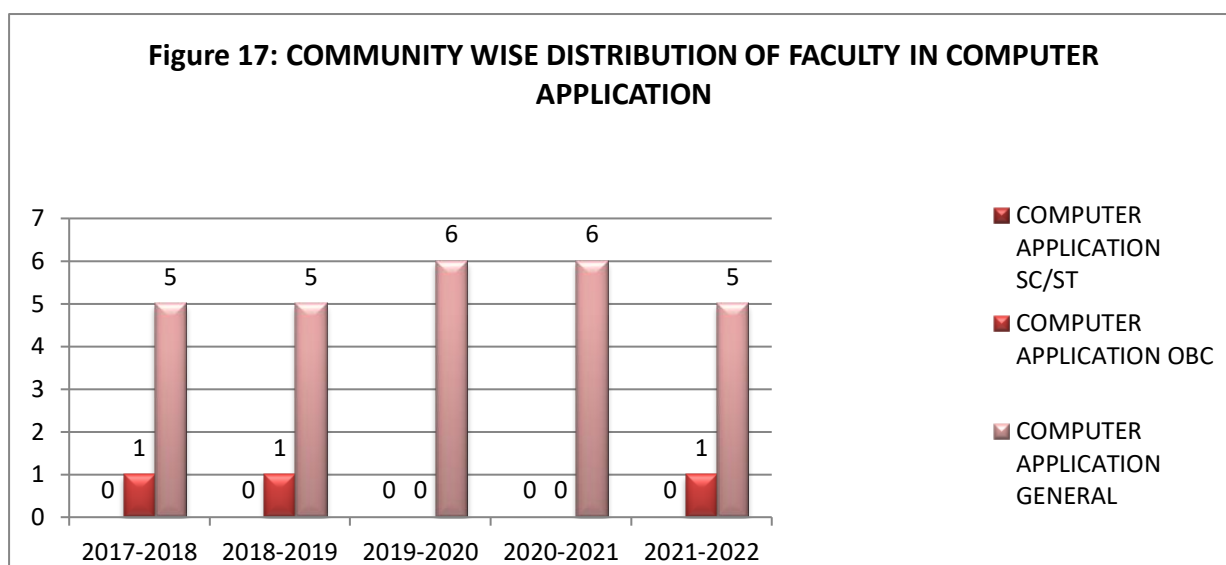


Table 18: COMMUNITY WISE DISTRIBUTION OF FACULTY IN COMPUTER APPLICATION

DEPARTMENT	CATEGORY	YEARS				
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
COMPUTER APPLICATION	SC/ST	0	0	0	0	1
	OBC	0	0	1	1	1
	GENERAL	0	0	2	4	3

Source: Office Records

**Table 19: COMMUNITY WISE DISTRIBUTION OF FACULTY IN MANAGEMENT**

DEPARTMENT	CATEGORY	YEARS				
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
MANAGEMENT	SC/ST	0	0	0	0	0
	OBC	2	2	2	2	2
	GENERAL	2	2	2	2	2

Source: Office Records

Figure 18: COMMUNITY WISE DISTRIBUTION OF FACULTY IN MANAGEMENT

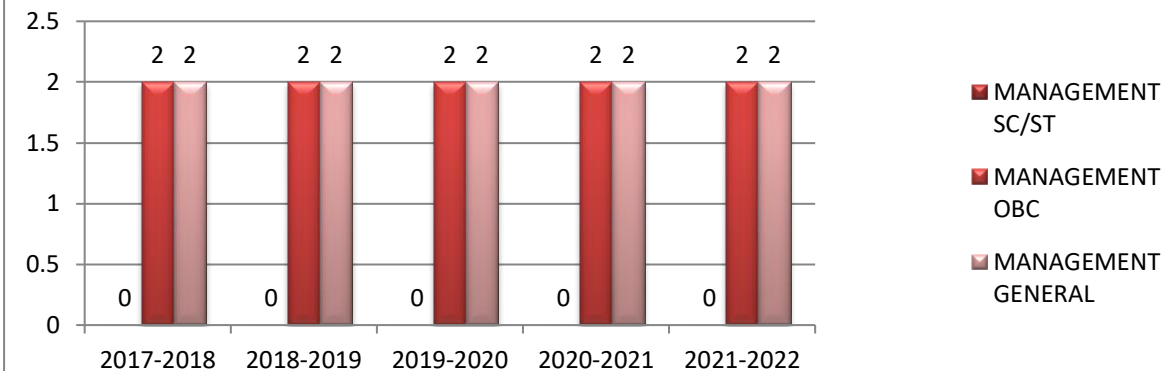


Table 20: COMMUNITY WISE DISTRIBUTION OF FACULTY IN PSYCHOLOGY

DEPARTMENT	CATEGORY	YEARS				
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
PSYCHOLOGY	SC/ST	0	0	0	0	1
	OBC	0	0	1	1	1
	GENERAL	0	0	2	4	3

Source: Office Records

Figure 19: COMMUNITY WISE DISTRIBUTION OF FACULTY IN PSYCHOLOGY

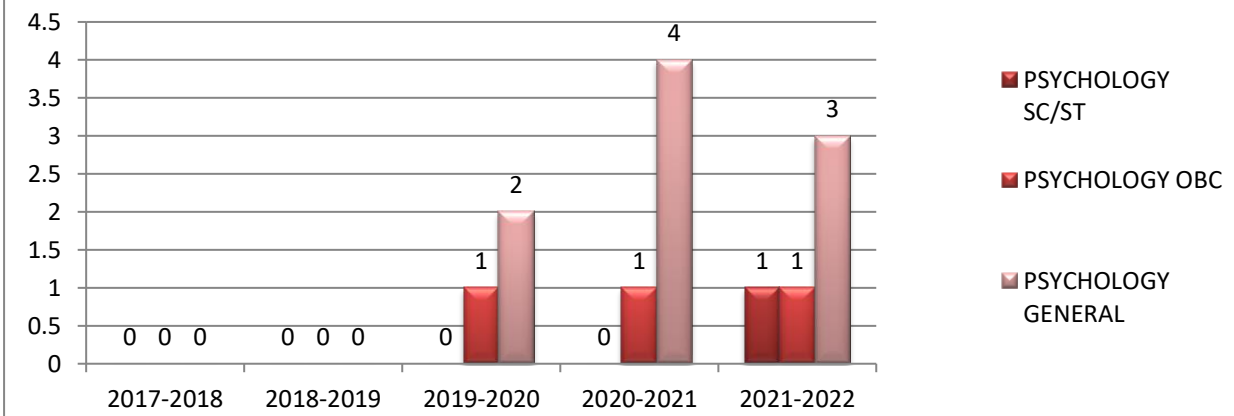


Table 21: GENDER WISE DISTRIBUTION OF NON-TEACHING STAFFS

CATEGORY		YEARS				
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
GENDER	MALE	1 (14%)	0	0	1 (13%)	1 (11%)
	FEMALE	6 (86%)	6 (100%)	7 (100%)	7 (87%)	8 (89%)

Source: Office Records

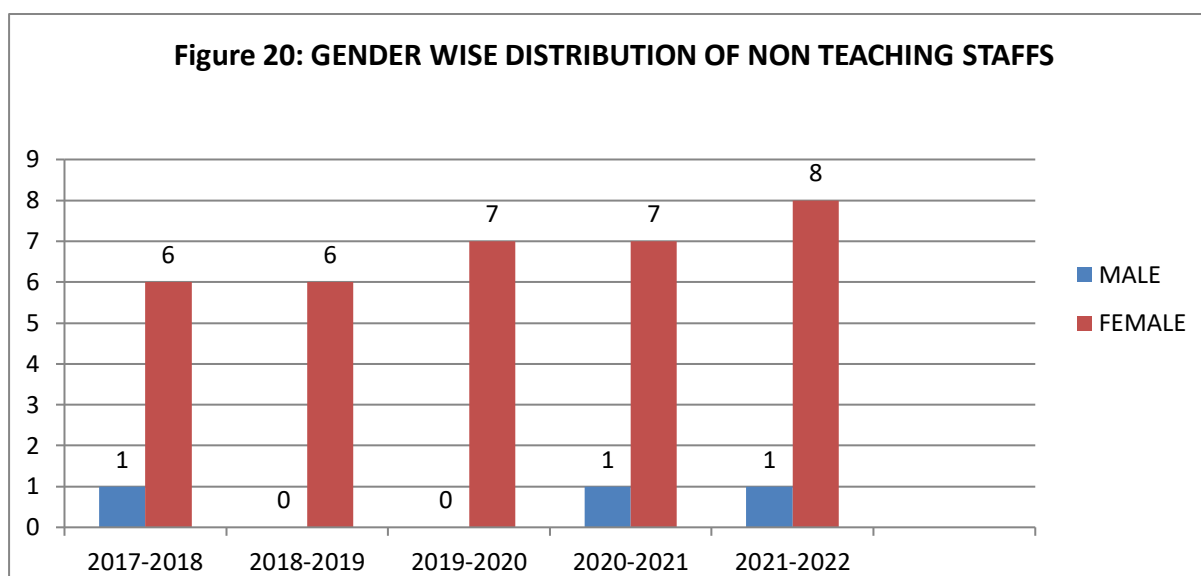


Table 21 depicts the gender wise classification of non teaching staffs. From the table it is clear that majority of the staffs were female in every year.

Table 22: COMMUNITY WISE DISTRIBUTION OF NON-TEACHING STAFFS

CATEGORY		YEARS				
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
COMMUNITY	SC/ST	0	0	0	1	1
	OBC	2	1	1	1	1
	GENERAL	5	5	6	6	7

Source: Office Records

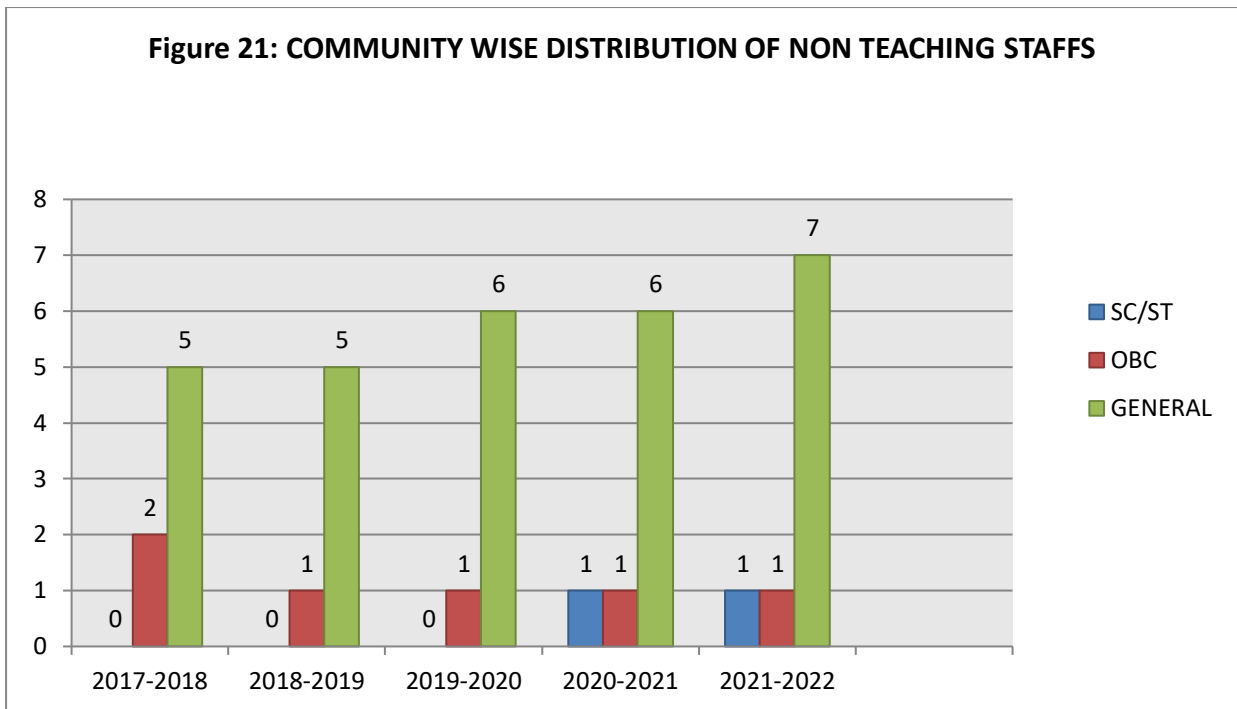


Table 22 shows the community wise distribution of non teaching staffs. Majority of the staffs were included in the general category.

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