



"Empowering the youth for a brighter future"

SAHYA ARTS & SCIENCE COLLEGE

Affiliated to the University of Calicut and recognised by the Govt. of Kerala

An under taking of Sahya Pravasi Co-operative Society Ltd No. M. 862, Wandoor



CRITERION 7 - INSTITUTIONAL VALUES AND BEST PRACTICES

KEY INDICATOR- 7.1 INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

Metric No. 7.1.1 QLM : Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.




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Sahya Arts & Science College
Palamadam, Karad.P.O- 679339



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GENDER AUDIT COMMITTEE		
	NAME OF THE COMMITTEE COMMITTEE MEMBERS	DESIGNATION
CHAIRPERSON	Dr. (Lt.Cdr.) C.K.ABDUL RABBI NISTAR	PRINCIPAL,SASC
CONVENER	Mr. SAFRARUDHEEN	NAAC COORDINATOR,SASC
MEMBER	Mrs. NATHAKSHA	IQAC COORDINATOR
MEMBER	Mr. MUHAMMED SHAHIN K.C	IQAC ASSISTANT COORDINATOR
MEMBER	Mr. ANSAB	IQAC FACULTY MEMBER
MEMBER	Mrs. AFRAHATH.P.K	ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH
MEMBER	Mrs.SAFVANA.S	ASSISTANT PROFESSOR,PG DEPARTMENT OF PSYCHOLOGY




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GENDER POLICY

The Gender Policy is the integral part of all institutional policies and programmes. Gender equality and equity aims at ensuring both women and men including staff and students are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination. The Gender policy provides guidelines and frameworks for promoting gender equality. The institute raises awareness regarding gender sensitization by organizing various events.

The college has formed the Women Empowerment cell, Grievance Redressal cell. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. The Gender Equity Policy has been developed so that no students in the college campus are disadvantaged on the basis of gender.

The Indian constitution provides equality before law for women under Article 14. The Article 15 prohibits discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards our Indian Constitution. The overall effort is to promote gender equality within the institution and to strengthen the gender sensitivity among students and staff. The institution is taking conscious and continuous efforts to maintain a balanced and equal environment.

Objectives:

- 1) To provide equal opportunities to both male and female students and staff members & to create a conducive environment for women and men at work place.
- 2) To create awareness amongst the students and staff members about their social, cultural, economic, political and institutional rights.
- 3) To empower the girls with healthcare, physical, moral, cultural and skill development of students.
- 4) To promote Gender equality among students and staff members of the college by providing equal access and services of the institute
- 5) To organize gender awareness programmes such as guest lectures, seminars, workshops on regular basis to abolish discrimination on the basis of gender.
- 6) To create awareness among girls about their health, nutrition and hygiene.

To eliminate gender discrimination and harassment at the workplace.



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The Gender Equity Vision:

The vision of this Gender Equity Policy document is "To offer equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and access to educational services". The college will adhere to a vision that focuses on gender equality and women empowerment.

Mission:

The mission is to achieve gender equality in the society, to promote the social, educational, economical development of women, eliminating discrimination against women, developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women & men in the institution.

Strategies:

- Recruiting adequate women staff and ensuring the balance, an objective of achieving a numerical balance in all posts at all levels as far as possible.
- Ensuring equal opportunities for male and female staff for personal growth.
- Ensuring equitable representation & participation of men & women in various functional committees of the institution.
- Providing a safe and secure workplace for women staff, free from sexual harassment with a Grievance Redressal Cell to look into specific concerns. Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Following all statutory requirements related to maternity and paternity leaves.
- Ensuring that staff access to and use of information technology is gender equitable.



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GENDER AUDIT

Introduction to the Institution

Sahya Arts and Science College, situated in Wandoor, Malappuram district, Kerala, was established in 2013 under the Sahya Pravasi Co-operative Society Limited. Initially offering five undergraduate courses affiliated with the University of Calicut, the college began its classes in temporary classrooms near Wandoor junction on 22-7-2013. Construction of the permanent campus, located in Valluvambam, commenced simultaneously, boasting a scenic five-acre plot near the old railway station. Partial completion of the building was achieved by June 2014, and the college relocated to the new premises on 12 July 2014. With a focus on providing quality education while nurturing moral, cultural, and social values, Sahya Arts and Science College aims to meet the educational aspirations of the region's youth.

Gender Audit

The Concept

A gender assessment is a method to evaluate and examine the integration of gender equality within organizations, encompassing their policies, programs, and frameworks. It involves analyzing an organization's current state of gender equality and identifying predominant gender biases. A gender assessment would focus on various aspects such as the level of gender equality in policy-making and decision-making structures, organizational practices, and processes, as well as gathering employees' perceptions, understanding, and behaviors regarding gender issues. Gender assessments enable organizations to address internal issues and modify elements of organizational culture that marginalize female staff and women who are the intended recipients of services.

Objectives

- To know about the gender balance in the institution
- To know about gender perception in the Campus
- Surveying staff to uncover their perceptions regarding gender equality in the organization and programs.

Gender Balance within the institution

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure.



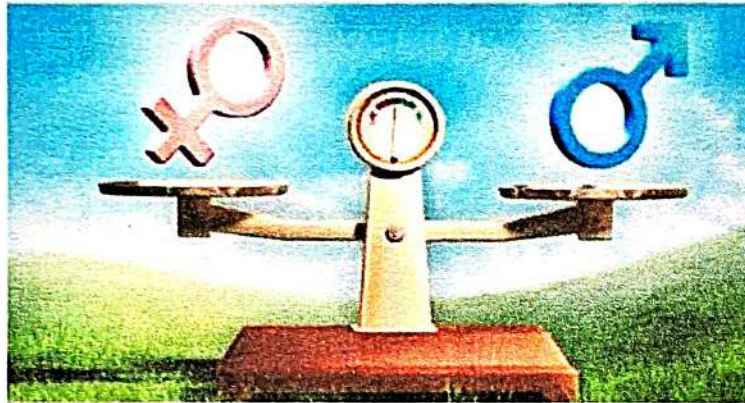
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GENDER AUDIT

2018-2019



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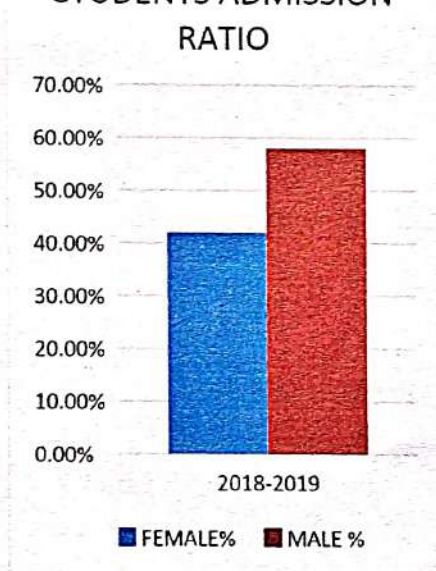
GENDER AUDIT

2018-2019

• Details of Total Students Admission Ratio In The College

Sl No	Year	Male	Male %	Female	Female %	Total No. of Students
1	2018-2019	266	58.044%	156	41.955%	317

STUDENTS ADMISSION
RATIO



The data represents a gender-wise distribution of students for the academic year 2018-2019. The total number of students was 317, with 58.044% being male (184 students) and 41.955% female (133 students). The male-female ratio indicates a higher presence of males in this cohort, with a difference of 16.089%. The notable spike in male enrolment can be attributed to the substantial intake of boys in the Department of Commerce. Factors contributing to this trend could include societal norms favouring male participation in commerce-related fields, career aspirations, and job market dynamics. Additionally, outreach programs, scholarships, and career prospects specific to commerce may have attracted more male students to enrol in the department. This data underscores the need for continued efforts in promoting gender diversity and inclusivity across academic disciplines to ensure equal opportunities for all students.

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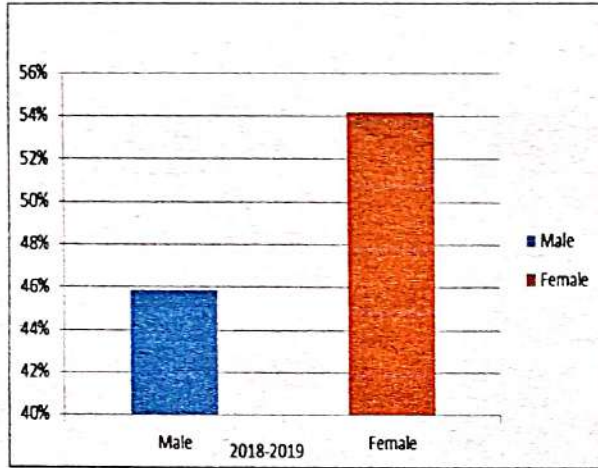
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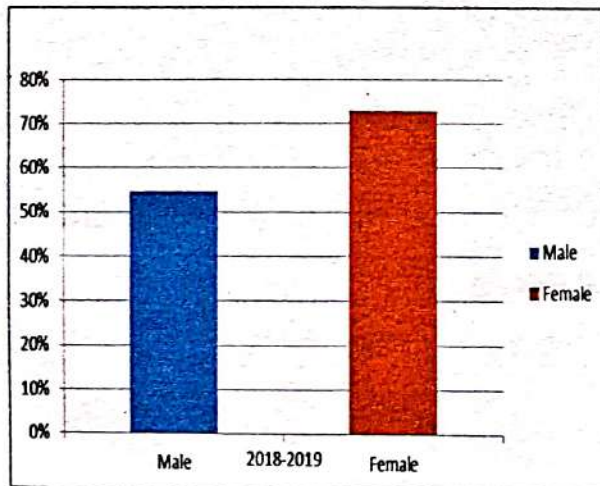
- Details of Total Ratio of the Teaching Staff

Sl No	Year	Male	Male %	Female	Female %	Total No. of Teaching Staff
1	2018-2019	22	45.833%	26	54.166%	48

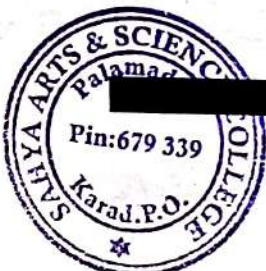


- Details of the Ratio of the Non-Teaching Staff

Sl No	Academic Year	Female	Female %	Male	Male %	Total
1	2018-2019	8	72.72%	6	54.54%	11



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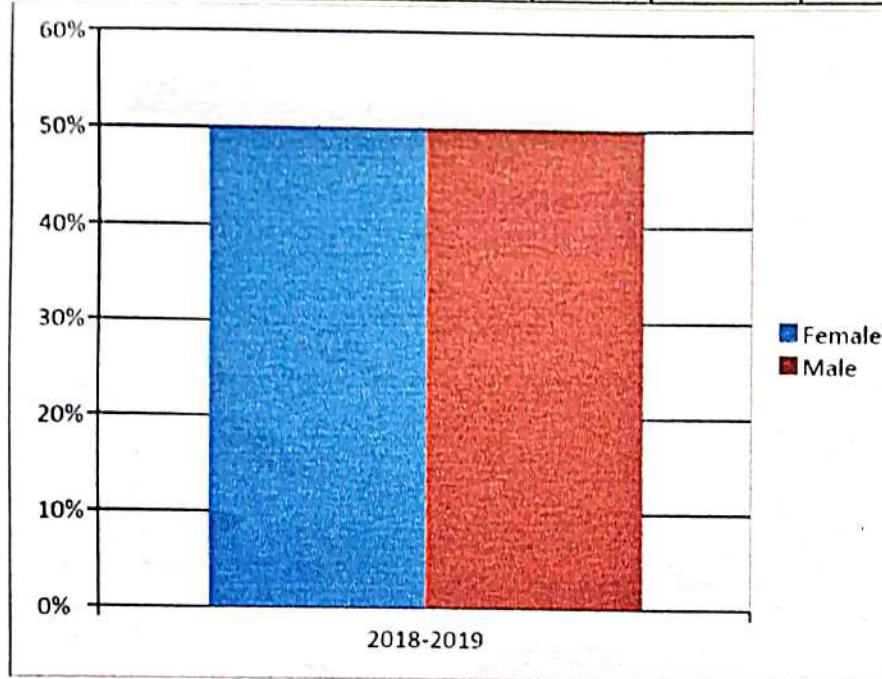
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- Details of the ratio of the Students of the NSS

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	25	50%	25	50%	50



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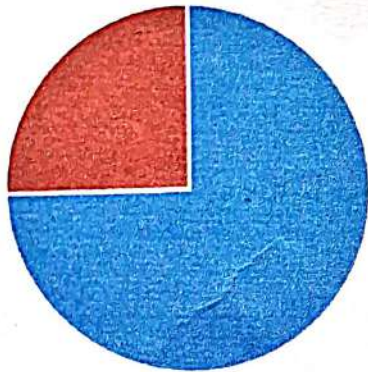
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Details of the ratio of the Students joined in each departments are given below:

- Details of the ratio of the Students joined in Department of English

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	33	74.36%	22	25.64%	39

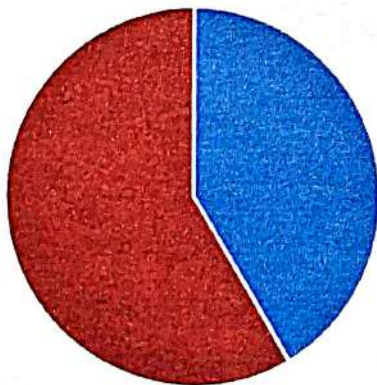
%



■ FEMALE% ■ MALE%

- Details of the ratio of the students joined in the Department of Economics

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	17	41.46%	24	58.54%	41



■ FEMALE ■ MALE

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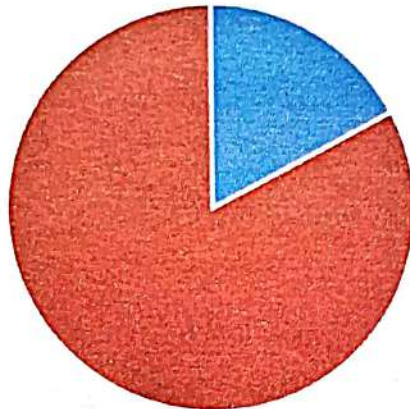
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- Department of BCom Computer Application

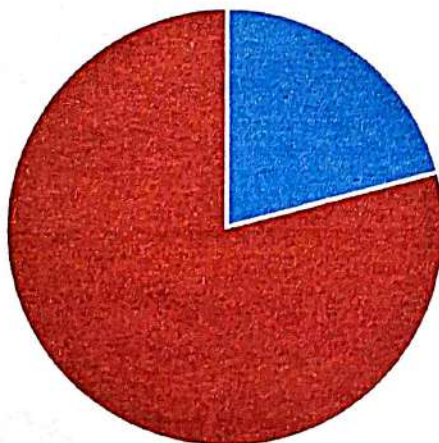
Academic Year	Female	Female %	Male	Male %	Total
2018-2019	13	41.46%	44	58.54%	41



■ FEMALE ■ MALE

- Department of BCom Cooperation

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	21	21.05%	39	78.94%	41



■ Female ■ Male



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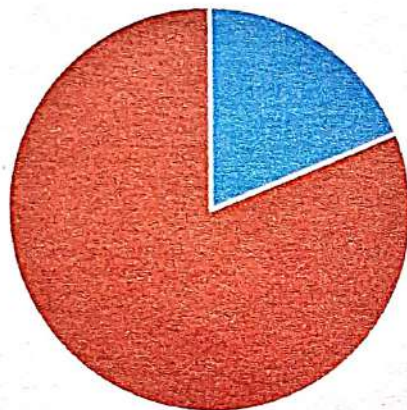
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- Department of BCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	2	18.75%	50	81.25%	48

Bcom Finance

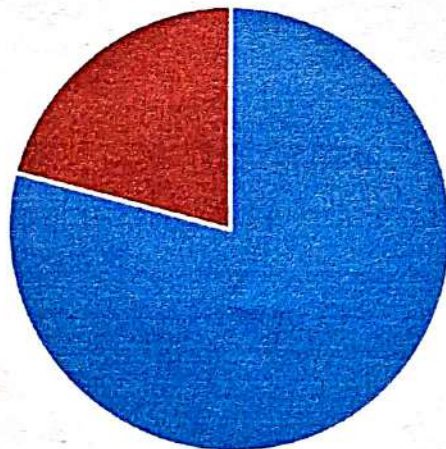


Female Male

- Department of BSc Chemistry

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	16	79.166%	5	20.83%	24

BSc Chemistry



Female Male



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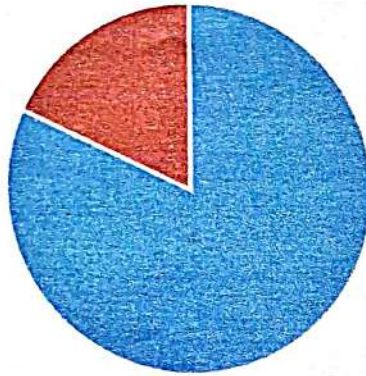
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• Department of BSc Psychology

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	27	81.81%	6	18.18%	33

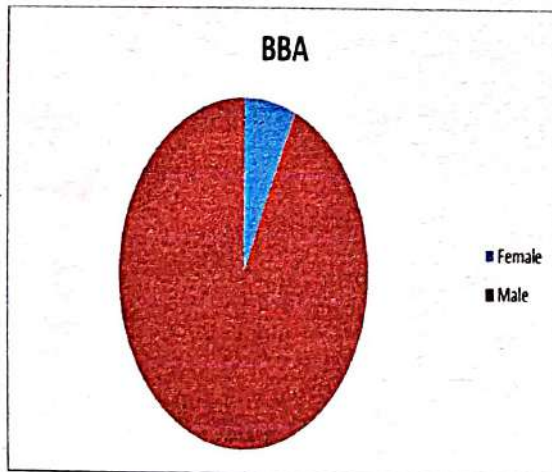
BSc Psychology



■ Female ■ Male

• Department of BBA

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	4	6.66%	26	93.33%	60



■ Female
■ Male

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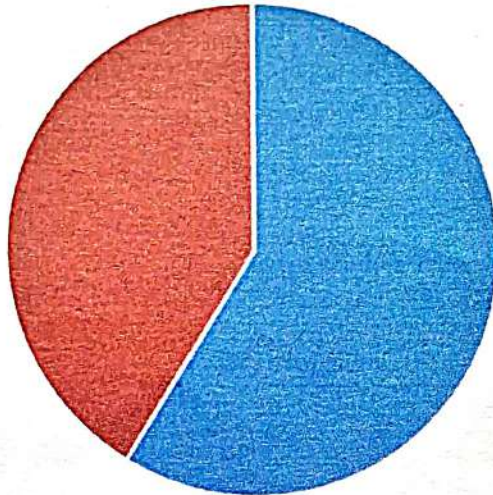
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- MCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2018-2019	11	58.82%	5	41.17%	17



■ Female ■ Male

GENDER AUDIT REPORT 2018-19

This report analyses the gender distribution among students, teaching staff, and non-teaching staff in the college for the academic year 2018-2019. The report aims to identify patterns, trends, and potential areas for improvement regarding gender equality and inclusivity within the college environment.

1. Student Admission Ratio:

In the academic year 2018-2019, the college admitted a total of 317 students, with a male majority (58.044%) compared to female students (41.955%). The Department of Commerce notably had a higher intake of male students, indicating a gender disparity in enrolment across academic disciplines.

2. Teaching Staff Ratio:

Among the teaching staff totalling 48 individuals, there was a slight predominance of female staff (54.166%) compared to male staff (45.833%). This trend suggests progress towards gender parity in the teaching profession, possibly due to initiatives promoting diversity and equal opportunities.



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3. Non-Teaching Staff Ratio:

The non-teaching staff comprised 11 individuals, with a significant majority being female (72.72%). This indicates a gender imbalance in non-teaching roles, highlighting the need for further examination of recruitment practices and career advancement opportunities to ensure gender equity across all staff categories.

4. Departmental Enrolment Ratios:

- Department of English: The department had a higher proportion of female students (74.36%) compared to male students (25.64%), indicating a gender imbalance in enrolment.
- Department of Economics: Male students dominated the enrolment (58.54%), reflecting a gender disparity favouring males in this field of study.
- Department of BCom Computer Application: Similar to Economics, there was a higher enrolment of male students (58.54%) compared to females (41.46%), indicating a gender gap in this department.
- Department of BCom Cooperation: Enrolment in this department heavily favoured male students (78.94%), highlighting a significant gender disparity.
- Department of BCom Finance: Male students outnumbered females (81.25%), indicating a pronounced gender gap.
- Department of BSc Chemistry: The department had a predominantly female enrolment (79.166%), indicating a reverse gender disparity favouring females.
- Department of BSc Psychology: Similarly, the department had a significantly higher proportion of female students (81.81%) compared to male students.
- Department of BBA: Male students dominated the enrolment (93.33%), reflecting a substantial gender disparity in this department.
- MCom Finance: Female students were slightly predominant (58.82%) compared to males (41.17%), indicating a more balanced enrolment.

The qualitative gender audit highlights both areas of progress and areas requiring attention within the college. While there's evidence of strides towards gender equality among teaching staff, disparities persist in student enrolment and non-teaching staff composition. Addressing these disparities requires comprehensive strategies, including targeted recruitment efforts, awareness campaigns, and support mechanisms to foster an inclusive environment for all genders within the college community.

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RECOMMENDATIONS

1. Implement proactive recruitment strategies to attract a more diverse pool of students and staff, particularly in departments where gender imbalances are prevalent.
2. Ensure that the curriculum across all departments is gender-inclusive and addresses gender stereotypes and biases.
3. Establish mentorship programs that pair students with mentors from diverse backgrounds, including gender.
4. Implement policies and procedures to address and prevent gender-based discrimination, harassment, and violence on campus.
5. Encourage female students to pursue leadership positions in student organizations, academic clubs, and student government.
6. Encourage open dialogue and collaboration among students, faculty, and staff to create a supportive and respectful community for all genders.
7. Regularly monitor and evaluate gender equity initiatives to assess their impact and identify areas for improvement.

CONCLUSION

The gender audit of the college for the academic year 2018-2019 reveals notable disparities in student enrolment and non-teaching staff composition, despite progress among teaching staff towards gender parity. Departments such as Commerce and BBA exhibit significant gender imbalances. Recommendations include proactive recruitment strategies, gender-inclusive curriculum, mentorship programs, and policies addressing discrimination. Implementation of these recommendations is crucial to fostering an inclusive environment and promoting gender equality within the college community.




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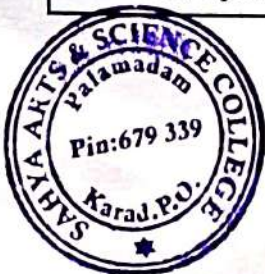
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GENDER AUDIT COMMITTEE

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Affiliated to the University of Calicut and recognised by the Govt. of Kerala

The Gender Equity Vision:

The vision of this Gender Equity Policy document is "To offer equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and access to educational services". The college will adhere to a vision that focuses on gender equality and women empowerment.

Mission:

The mission is to achieve gender equality in the society, to promote the social, educational, economical development of women, eliminating discrimination against women, developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women & men in the institution.

Strategies:

- Recruiting adequate women staff and ensuring the balance, an objective of achieving a numerical balance in all posts at all levels as far as possible.
- Ensuring equal opportunities for male and female staff for personal growth.
- Ensuring equitable representation & participation of men & women in various functional committees of the institution.
- Providing a safe and secure workplace for women staff, free from sexual harassment with a Grievance Redressal Cell to look into specific concerns. Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Following all statutory requirements related to maternity and paternity leaves.
- Ensuring that staff access to and use of information technology is gender equitable.



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Sahya Arts & Science College
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An under taking of Sahya Pravasi Co-operative Society Ltd No. M. 862, Wandoor

GENDER AUDIT

Introduction to the Institution

Sahya Arts and Science College, situated in Wandoor, Malappuram district, Kerala, was established in 2013 under the Sahya Pravasi Co-operative Society Limited. Initially offering five undergraduate courses affiliated with the University of Calicut, the college began its classes in temporary classrooms near Wandoor junction on 22-7-2013. Construction of the permanent campus, located in Valluvambram, commenced simultaneously, boasting a scenic five-acre plot near the old railway station. Partial completion of the building was achieved by June 2014, and the college relocated to the new premises on 12 July 2014. With a focus on providing quality education while nurturing moral, cultural, and social values, Sahya Arts and Science College aims to meet the educational aspirations of the region's youth.

Gender Audit

The Concept

A gender assessment is a method to evaluate and examine the integration of gender equality within organizations, encompassing their policies, programs, and frameworks. It involves analyzing an organization's current state of gender equality and identifying predominant gender biases. A gender assessment would focus on various aspects such as the level of gender equality in policy-making and decision-making structures, organizational practices, and processes, as well as gathering employees' perceptions, understanding, and behaviors regarding gender issues. Gender assessments enable organizations to address internal issues and modify elements of organizational culture that marginalize female staff and women who are the intended recipients of services.

Objectives

- To know about the gender balance in the institution
- To know about gender perception in the Campus
- Surveying staff to uncover their perceptions regarding gender equality in the organization and programs.

Gender Balance within the institution

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure.



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SAHYA ARTS AND SCIENCE COLLEGE

PALAMADAM, WANDOOR-679339



GENDER AUDIT

2019-2020



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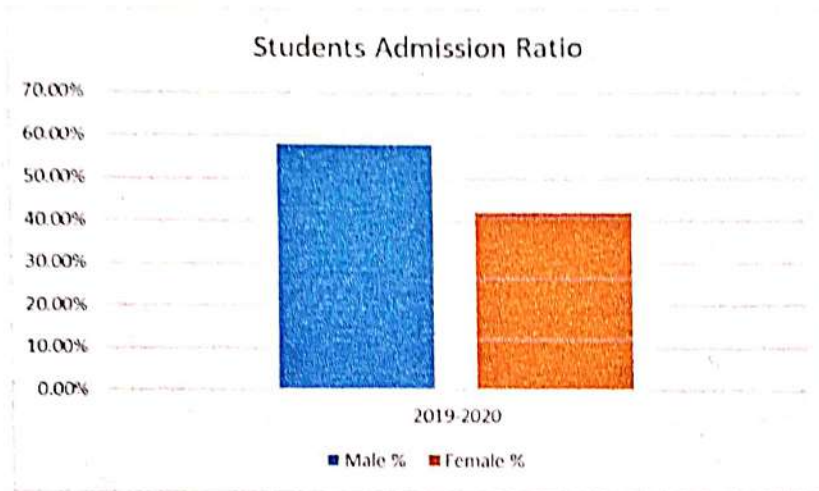
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GENDER AUDIT

2019-2020

• Details of Total Students Admission Ratio In The College

Sl No	Year	Male	Male %	Female	Female %	Total No. of Students
1	2019-20	184	58.044%	133	41.955%	317



The data represents a gender-wise distribution of students for the academic year 2018-2019. The total number of students was 317, with 58.044% being male (184 students) and 41.955% female (133 students). The male-female ratio indicates a higher presence of males in this cohort, with a difference of 16.089%. The notable spike in male enrolment can be attributed to the substantial intake of boys in the Department of Commerce. Factors contributing to this trend could include societal norms favouring male participation in commerce-related fields, career aspirations, and job market dynamics. Additionally, outreach programs, scholarships, and career prospects specific to commerce may have attracted more male students to enrol in the department. This data underscores the need for continued efforts in promoting gender diversity and inclusivity across academic disciplines to ensure equal opportunities for all students.



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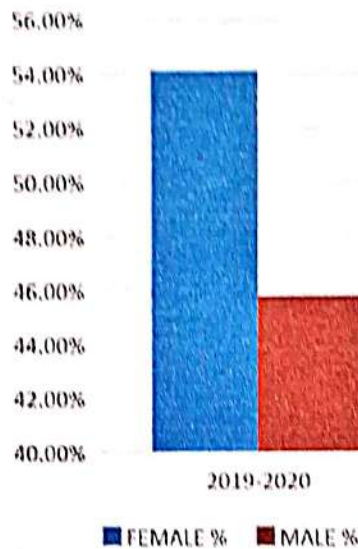
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• Details of Total Ratio of the Teaching Staff

Sl No	Year	Male	Male %	Female	Female %	Total No. of Teaching Staff
1	2019-2020	22	45.833%	26	54.166%	48

Ratio of the Teaching Staff



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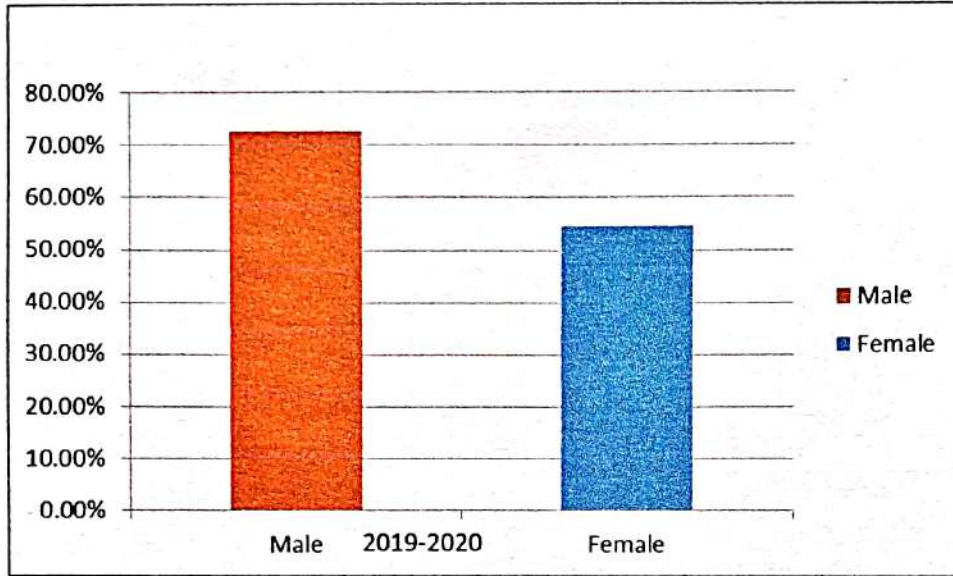
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• Details of the Ratio of the Non-Teaching Staff

Sl No	Academic Year	Female	Female %	Male	Male %	Total
1	2019-2020	8	72.72%	6	54.54%	11



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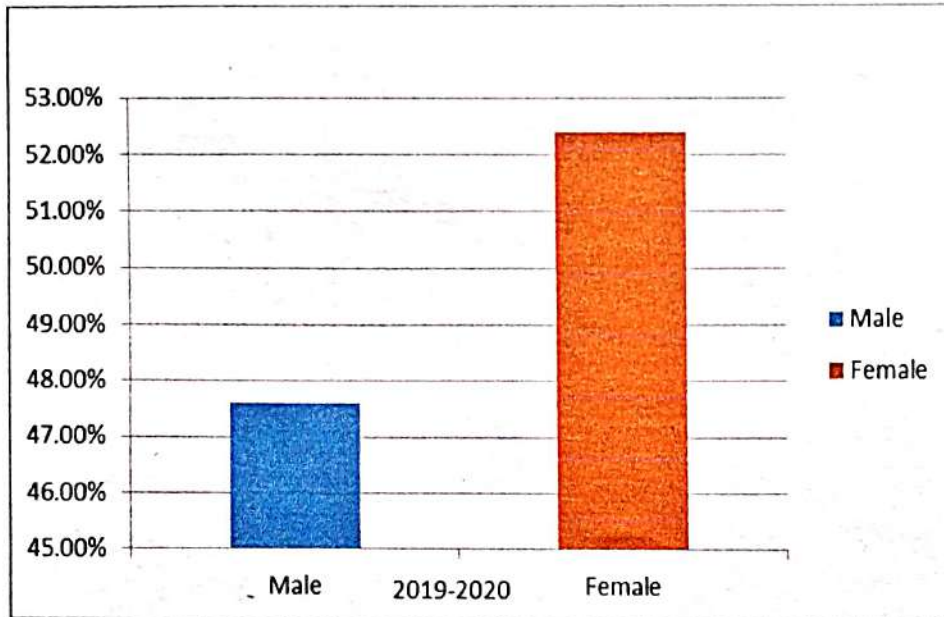
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- Details of the ratio of the Students of the NSS

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	11	52.4%	10	47.6%	11



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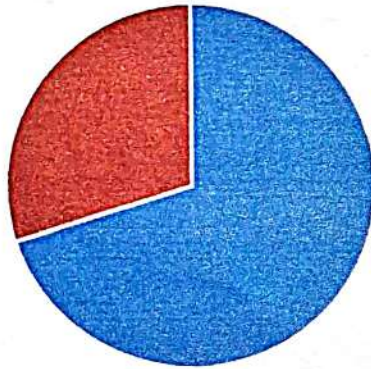
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Details of the ratio of the Students joined in each departments are given below:

- Details of the ratio of the Students joined in Department of English

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	33	60%	22	40%	55

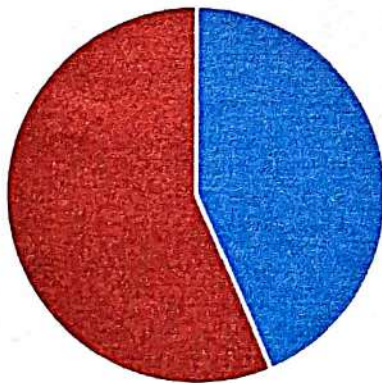
%



■ FEMALE% ■ MALE%

- Details of the ratio of the students joined in the Department of Economics

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	27	43.55%	35	56.45%	62



■ FEMALE ■ MALE



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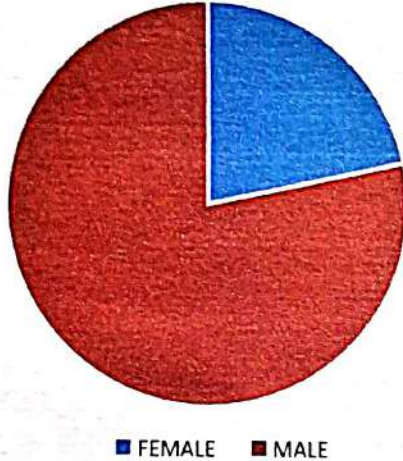
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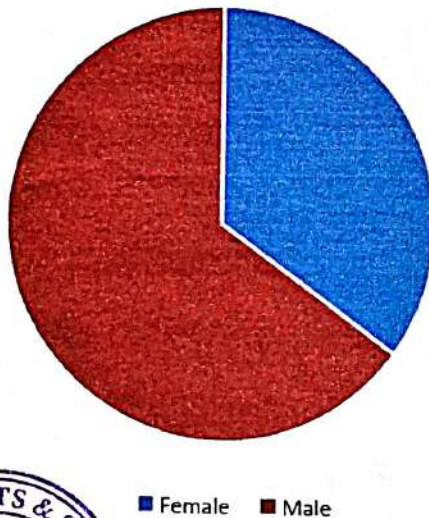
• Department of BCom Computer Application

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	13	22.81%	44	77.19%	57



• Department of BCom Cooperation

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	21	35%	39	65%	60




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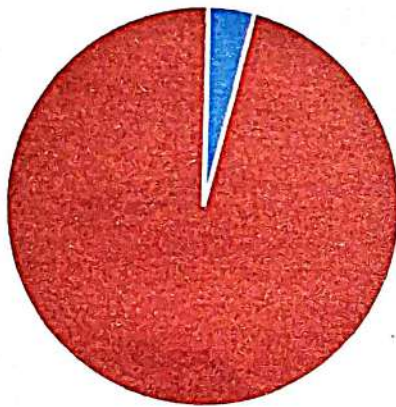
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• Department of BCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	2	3.85%	50	96.15%	52

Bcom Finance

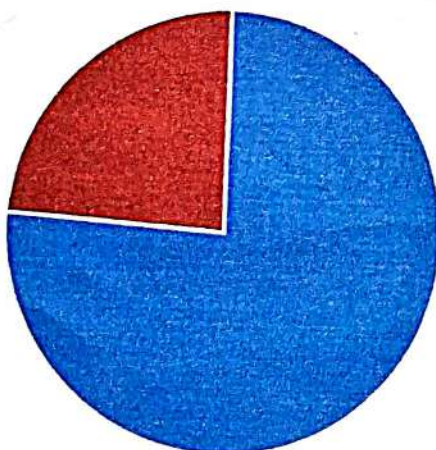


■ Female ■ Male

• Department of BSc Chemistry

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	16	76.19	5	23.80	21

BSc Chemistry



■ Female ■ Male

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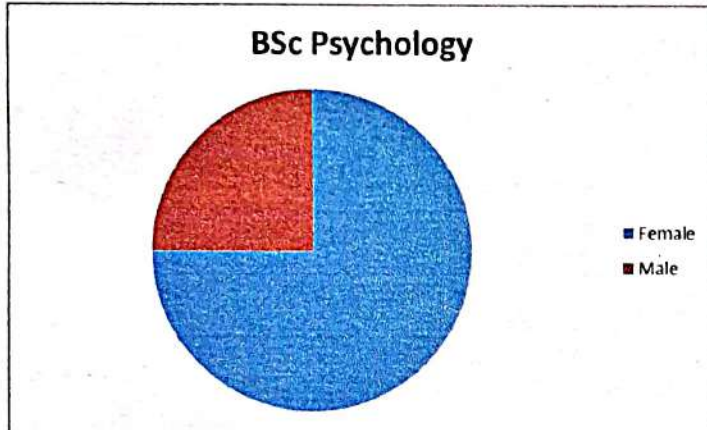
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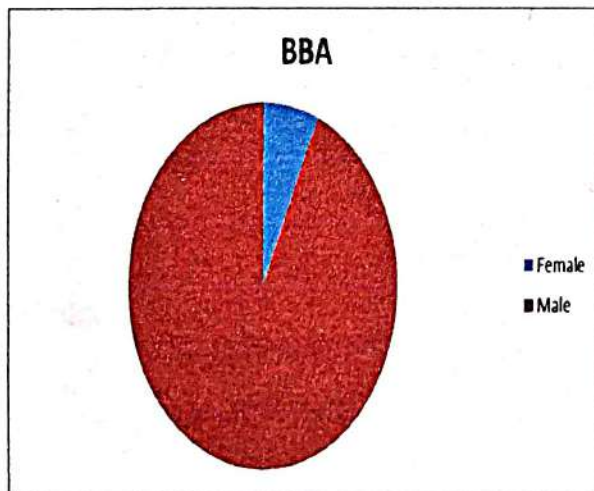
• Department of BSC Psychology

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	30	75%	10	25%	40



• Department of BBA

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	4	6.66%	56	93.33%	60



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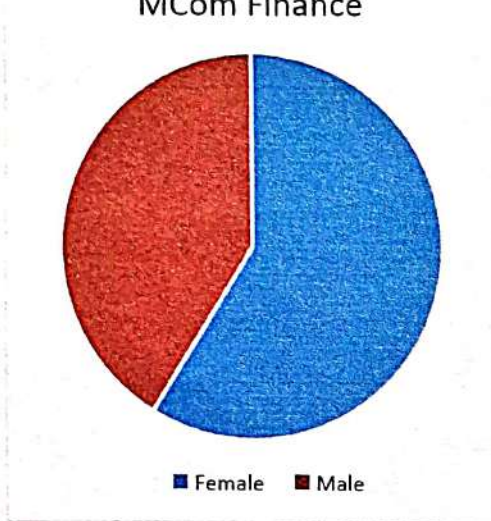
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• MCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2019-2020	10	58.82%	7	41.18%	17

MCom Finance



Gender Audit Report 2019-20

Over the past year, Sahya Arts and Science College has made significant strides in promoting gender equity and awareness within its campus community. Building upon the recommendations from the previous year, the college has actively organized numerous activities under the Women's Development Cell (WDC) and National Service Scheme (NSS) to foster inclusivity and gender equality. These initiatives have ranged from workshops and seminars addressing gender stereotypes to awareness campaigns promoting women's empowerment and creating a safe and respectful environment for all students and staff members.

The gender audit report for the academic year 2019-2020 provides a comprehensive overview of gender representation across various facets of Sahya Arts and Science College. The data reveals several key insights and areas for potential improvement in promoting gender equality and inclusivity within the institution.

1. Admission Ratio: The admission data indicates a higher enrolment of male students compared to female students, with 58.044% males and 41.955% females out of a total of 317 students admitted. This disparity may be attributed to societal biases or preferences influencing academic field choices, particularly in commerce-related disciplines where male enrolment was notably higher.



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2. **Teaching Staff Demographics:** While the teaching staff ratio shows a relatively balanced representation of genders (45.833% males and 54.166% females out of 48 members), efforts should be directed towards ensuring equal opportunities for career growth and leadership roles irrespective of gender.
3. **Non-teaching Staff Demographics:** The data indicates a higher representation of females in non-teaching roles (72.72% females and 27.28% males out of 11 members), highlighting the need to monitor and address any gender disparities in job roles and responsibilities.
4. **Departmental Enrolment:** The enrolment data across departments reflects diverse gender ratios, with varying preferences among students. Departments like BBA and Psychology show higher female enrolment, while disciplines like BCom Computer Application and Finance exhibit a significant male inclination. This underscores the importance of offering inclusive curricula and support systems to encourage equal participation and success for all students.

This gender audit report underscores the necessity for continuous efforts in promoting gender equality, addressing biases, and fostering an inclusive environment within Sahya Arts and Science College. The initiatives undertaken by the college through the WDC and NSS further complement these efforts, contributing to a more balanced and supportive educational ecosystem conducive to the holistic development of all individuals.

Recommendations

1. **Promote Gender-Neutral Admission Policies:** Implementing gender-neutral admission policies can help address the imbalance in enrollment ratios. Encourage outreach programs and information sessions to attract students from underrepresented genders in fields traditionally dominated by one gender.
2. **Diversify Faculty Recruitment:** Actively recruit and retain faculty members from diverse gender backgrounds. Provide training and mentorship programs to support career growth and leadership opportunities for all faculty members, regardless of gender.
3. **Address Gender Disparities in Staff Roles:** Conduct regular assessments of job roles and responsibilities to ensure equitable distribution and opportunities for both male and female staff members. Create transparent promotion and career development pathways to mitigate gender biases in non-teaching roles.
4. **Enhance Departmental Inclusivity:** Encourage cross-disciplinary collaborations and initiatives to promote inclusivity within departments. Offer workshops, seminars, and events focusing on gender diversity and inclusion to foster a supportive environment for all students.
5. **Review Curriculum and Pedagogy:** Review curriculum materials and teaching methods to ensure they are gender-inclusive and free from stereotypes. Incorporate diverse perspectives.



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and case studies that highlight contributions from individuals of all genders across academic disciplines.

6. **Establish Support Networks:** Create support networks and mentorship programs for students from underrepresented genders to help them navigate academic challenges, career choices, and personal development. Encourage dialogue and open discussions on gender-related issues to promote awareness and understanding.

7. **Monitor Progress and Feedback:** Regularly monitor and evaluate the impact of gender equality initiatives through feedback mechanisms, surveys, and data analysis. Use feedback to make informed decisions and adjustments to policies and programs aimed at promoting gender inclusivity.

8. **Collaborate with External Partners:** Collaborate with external organizations, advocacy groups, and industry partners to leverage resources, best practices, and expertise in promoting gender equality and inclusivity within the educational institution.

CONCLUSION

The gender audit report for Sahya Arts and Science College in the academic year 2019-2020 illustrates significant strides towards promoting gender equity, evidenced by initiatives like the Women's Development Cell (WDC) and National Service Scheme (NSS). However, persistent disparities in student enrolment, staff demographics, and departmental enrolment reveal areas needing attention. Recommendations, including gender-neutral admission policies, diversified faculty recruitment, equitable staff roles, enhanced departmental inclusivity, curriculum review, support networks establishment, progress monitoring, and external collaborations, provide a roadmap for improvement. Sustained dedication to these recommendations is essential for achieving comprehensive gender equity and fostering an inclusive educational environment at the college.



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CRITERION 7 - INSTITUTIONAL VALUES AND BEST PRACTICES

KEY INDICATOR- 7.1 INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

Metric No. 7.1.1 QLM : Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.



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GENDER AUDIT COMMITTEE		
	NAME OF THE COMMITTEE COMMITTEE MEMBERS	DESIGNATION
CHAIRPERSON	Dr. (Lt.Cdr.) C.K.ABDUL RABBI NISTAR	PRINCIPAL,SASC
CONVENER	Mr. SAFRARUDHEEN	NAAC COORDINATOR,SASC
MEMBER	Mrs. NATHAKSHA	IQAC COORDINATOR
MEMBER	Mr. MUHAMMED SHAHIN K.C	IQAC ASSISTANT COORDINATOR
MEMBER	Mr. ANSAB	IQAC FACULTY MEMBER
MEMBER	Mrs. AFRAHATH.P.K	ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH
MEMBER	Mrs.SAFVANA.S	ASSISTANT PROFESSOR,PG DEPARTMENT OF PSYCHOLOGY



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GENDER POLICY

The Gender Policy is the integral part of all institutional policies and programmes. Gender equality and equity aims at ensuring both women and men including staff and students are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination. The Gender policy provides guidelines and frameworks for promoting gender equality. The institute raises awareness regarding gender sensitization by organizing various events.

The college has formed the Women Empowerment cell, Grievance Redressal cell. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. The Gender Equity Policy has been developed so that no students in the college campus are disadvantaged on the basis of gender.

The Indian constitution provides equality before law for women under Article 14. The Article 15 prohibits discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards our Indian Constitution. The overall effort is to promote gender equality within the institution and to strengthen the gender sensitivity among students and staff. The institution is taking conscious and continuous efforts to maintain a balanced and equal environment.

Objectives:

- 1) To provide equal opportunities to both male and female students and staff members & to create a conducive environment for women and men at work place.
- 2) To create awareness amongst the students and staff members about their social, cultural, economic, political and institutional rights.
- 3) To empower the girls with healthcare, physical, moral, cultural and skill development of students.
- 4) To promote Gender equality among students and staff members of the college by providing equal access and services of the institute
- 5) To organize gender awareness programmes such as guest lectures, seminars, workshops on regular basis to abolish discrimination on the basis of gender.
- 6) To create awareness among girls about their health, nutrition and hygiene.

To eliminate gender discrimination and harassment at the workplace.



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GENDER AUDIT

2020-2021



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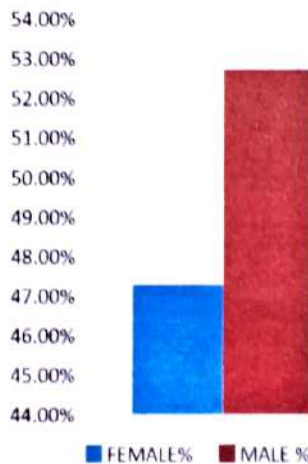
GENDER AUDIT

2020-2021

● **Details of Total Students Admission Ratio In The College**

Sl No	Year	Male	Male %	Female	Female %	Total No. of Students
1	2020-2021	184	52.72%	165	47.28%	349

STUDENTS ADMISSION
RATIO



In the academic year 2020-2021, Sahya Arts and Science College admitted 349 students, with 184 males comprising 52.72% and 165 females at 47.28%. This data suggests a relatively balanced gender distribution, with a slight majority of male students. Such parity showcases the college's commitment to inclusivity and providing equal opportunities for both genders in higher education, fostering a diverse and enriching learning environment.



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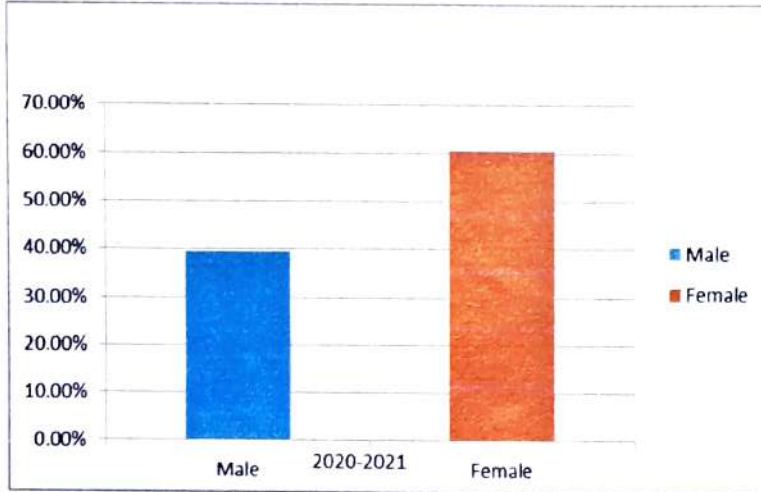
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● **Details of Total Ratio of the Teaching Staff**

Year	Male	Male %	Female	Female %	Total No. of Teaching Staff
2020-2021	19	39.583%	29	60.416%	48



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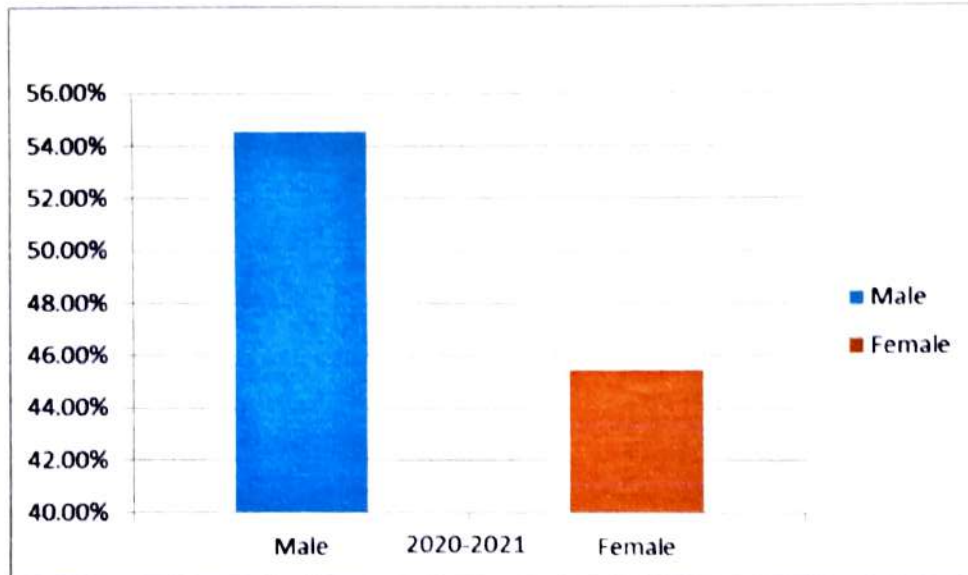
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• Details of the Ratio of the Non-Teaching Staff

Sl No	Academic Year	Female	Female %	Male	Male %	Total
1	2020-2021	5	45.45%	6	54.54%	11




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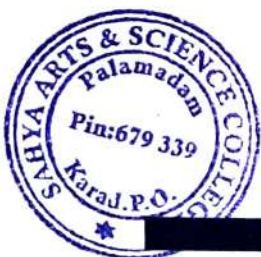
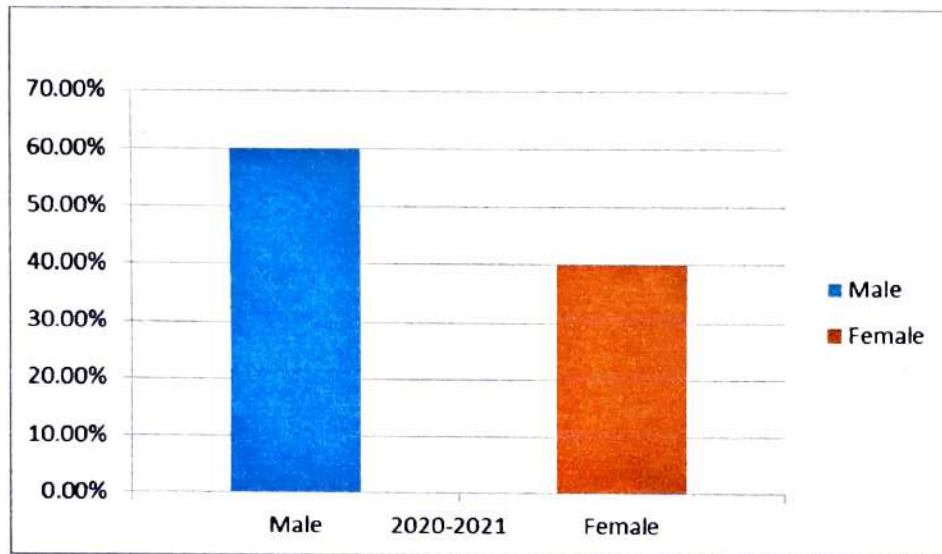
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- Details of the ratio of the Students of the NSS

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	20	40%	30	60%	21



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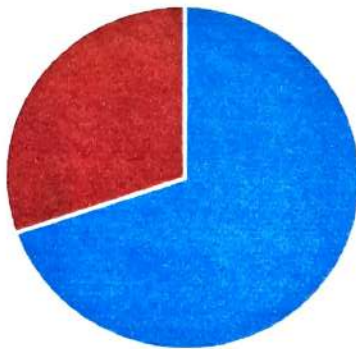
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Details of the ratio of the Students joined in each departments are given below:

- Details of the ratio of the Students joined in Department of English

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	32	69.57%	14	30.43%	46

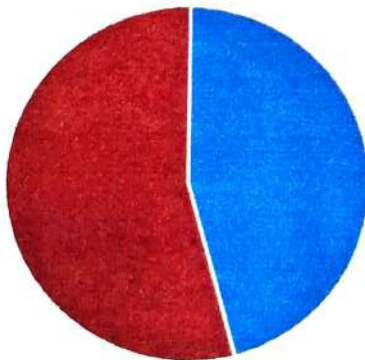
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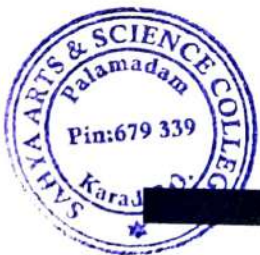
■ FEMALE% ■ MALE%

- Details of the ratio of the students joined in the Department of Economics

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	16	45.71%	19	54.29%	35



■ FEMALE ■ MALE



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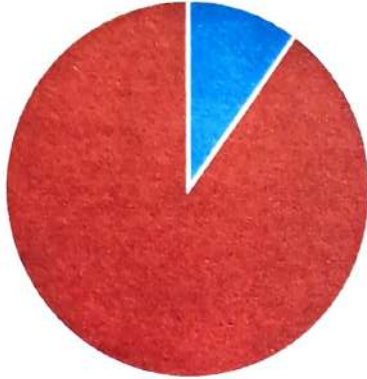
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- Department of BCom Computer Application

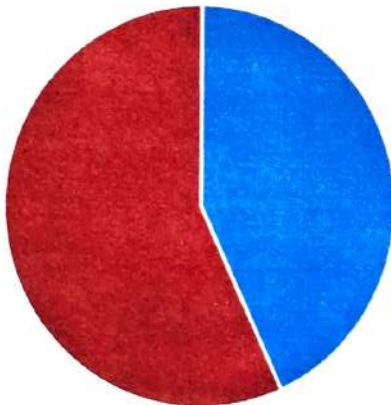
Academic Year	Female	Female %	Male	Male %	Total
2020-2021	3	10%	27	90%	30



■ FEMALE ■ MALE

- Department of BCom Cooperation

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	22	43.14%	29	56.86%	51



■ Female ■ Male



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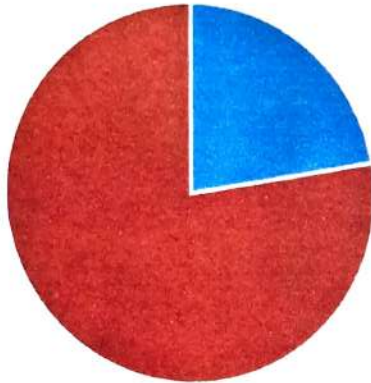
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• Department of BCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	10	22.22%	35	77.78%	45

Bcom Finance

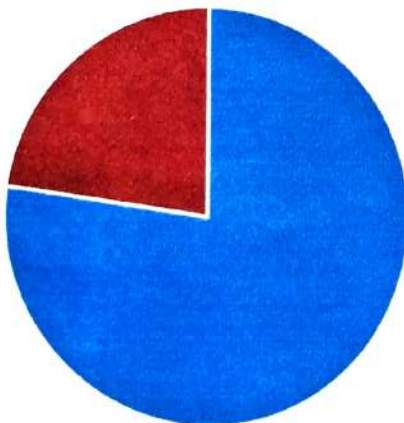


■ Female ■ Male

• Department of BSc Chemistry

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	17	77.27%	5	22.73%	22

BSc Chemistry



■ Female ■ Male



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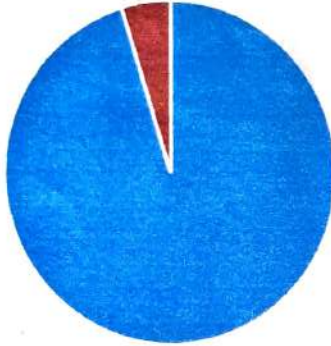
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• Department of BSc Psychology

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	42	95.24%	2	4.76%	42

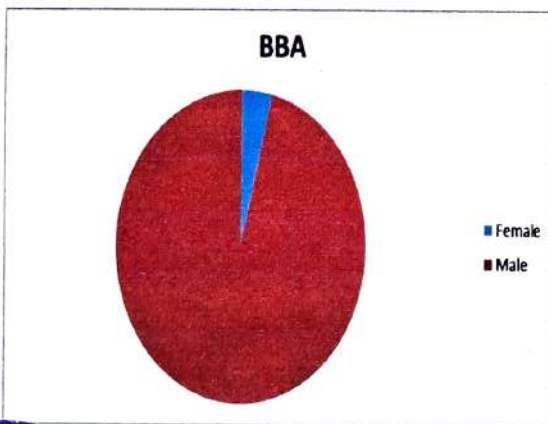
BSc Psychology



■ Female ■ Male

• Department of BBA

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	2	3.92%	49	96.08%	51



■ Female
■ Male



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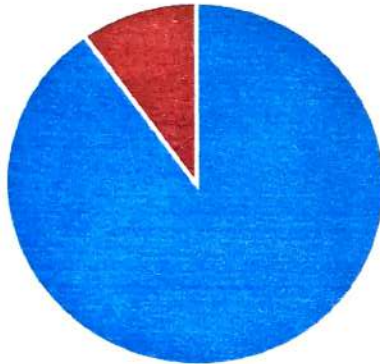
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● MCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	9	90%	1	10%	10

%

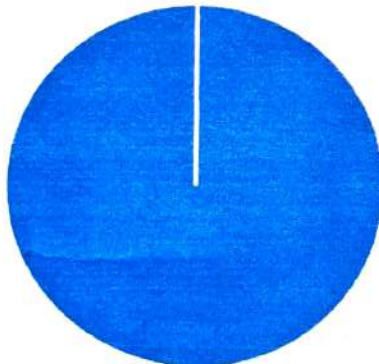


■ Female ■ Male

● MSc Psychology

Academic Year	Female	Female %	Male	Male %	Total
2020-2021	10	100%	0	0	10

%



■ Female ■ Male



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Gender Audit Report 2020-21

In the academic year 2020-2021, Sahya Arts and Science College admitted a total of 349 students. Among these, there were 184 male students, accounting for 52.72% of the total, and 165 female students, representing 47.28%. This data reflects a commendable effort towards maintaining a balanced gender distribution, highlighting the college's commitment to inclusivity and equal opportunities for all genders.

During the same period, the teaching staff at Sahya Arts and Science College consisted of 48 members. Among them, 19 were male, constituting 39.583%, while 29 were female, making up 60.416%. This distribution emphasizes the college's dedication to gender diversity among its faculty, contributing to a more inclusive academic environment.

The non-teaching staff ratio for the academic year 2019-2020 included 5 females (45.45%) and 6 males (54.54%) out of a total of 11 members. This data indicates a relatively balanced representation among non-teaching staff, further reflecting the college's efforts towards gender inclusivity across all roles within the institution.

1. Department of English: 46 students enrolled, with 32 females (69.57%) and 14 males (30.43%).
2. Department of Economics: 35 students enrolled, including 16 females (45.71%) and 19 males (54.29%).
3. Department of BCom Computer Application: 30 students enrolled, with 3 females (10%) and 27 males (90%).
4. Department of BCom Cooperation: 51 students enrolled, comprising 22 females (43.14%) and 29 males (56.86%).
5. Department of BCom Finance: 45 students enrolled, with 10 females (22.22%) and 35 males (77.78%).
6. Department of BSc Chemistry: 22 students enrolled, including 17 females (77.27%) and 5 males (22.73%).
7. Department of BSc Psychology: 42 students enrolled, with 42 females (100%) and 2 males (4.76%).
8. Department of BBA: 51 students enrolled, comprising 2 females (3.92%) and 49 males (96.08%).

9. MCom Finance: 10 students enrolled, with 9 females (90%) and 1 male (10%).

10. MSc Psychology: 10 students enrolled, all females (100%).

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The data showcases diverse enrolment patterns across departments, with varying degrees of gender representation. Despite these variations, Sahya Arts and Science College's commitment to promoting gender equity is evident through the implementation of various promotional activities aimed at fostering inclusivity and equal opportunities for all students and staff members.

RECOMMENDATIONS

1. Despite commendable efforts, certain departments like BCom Computer Application and BSc Chemistry show significant gender disparities. Implement targeted outreach programs and mentorship initiatives to encourage more female students to pursue STEM-related fields and bridge the gap in enrolment ratios.
2. Develop inclusive curricula that highlight diverse perspectives and contributions from both genders across all disciplines.
3. Create opportunities for female students to take on leadership roles in student organizations, clubs, and academic projects.
4. Organize workshops and seminars focused on professional development, negotiation skills, and career advancement strategies tailored for female students and faculty members.
5. Ensure transparency and fairness in hiring practices for both teaching and non-teaching staff.
6. Support Work-Life Balance: Provide flexible work arrangements and support services for faculty and staff members to achieve a healthy work-life balance, including parental leave policies, childcare facilities, and wellness programs.

CONCLUSION

The gender audit report for Sahya Arts and Science College in the academic year 2020-2021 reflects commendable strides towards gender equity, with balanced representation among students and teaching staff. Despite variations in departmental enrolment, the college's commitment to inclusivity is evident through targeted outreach programs and initiatives aimed at fostering equal opportunities. Recommendations emphasize the need for further efforts to address gender disparities in certain departments, develop inclusive curricula, promote leadership opportunities for female students, ensure fairness in hiring practices, and support work-life balance. Overall, the college's ongoing dedication to these initiatives is crucial for advancing comprehensive gender equity and fostering an inclusive educational environment.



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CRITERION 7 - INSTITUTIONAL VALUES AND BEST PRACTICES

KEY INDICATOR- 7.1 INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

Metric No. 7.1.1 QLM : Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.



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GENDER AUDIT COMMITTEE		
	NAME OF THE COMMITTEE COMMITTEE MEMBERS	DESIGNATION
CHAIRPERSON	Dr. (Lt.Cdr.) C.K.ABDUL RABBI NISTAR	PRINCIPAL,SASC
CONVENER	Mr. SAFRARUDHEEN	NAAC COORDINATOR,SASC
MEMBER	Mrs. NATHAKSHA	IQAC COORDINATOR
MEMBER	Mr. MUHAMMED SHAHIN K.C	IQAC ASSISTANT COORDINATOR
MEMBER	Mr. ANSAB	IQAC FACULTY MEMBER
MEMBER	Mrs. AFRAHATH.P.K	ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH
MEMBER	Mrs.SAFVANA.S	ASSISTANT PROFESSOR,PG DEPARTMENT OF PSYCHOLOGY



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GENDER POLICY

The Gender Policy is the integral part of all institutional policies and programmes. Gender equality and equity aims at ensuring both women and men including staff and students are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination. The Gender policy provides guidelines and frameworks for promoting gender equality. The institute raises awareness regarding gender sensitization by organizing various events.

The college has formed the Women Empowerment cell, Grievance Redressal cell. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. The Gender Equity Policy has been developed so that no students in the college campus are disadvantaged on the basis of gender.

The Indian constitution provides equality before law for women under Article 14. The Article 15 prohibits discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards our Indian Constitution. The overall effort is to promote gender equality within the institution and to strengthen the gender sensitivity among students and staff. The institution is taking conscious and continuous efforts to maintain a balanced and equal environment.

Objectives:

- 1) To provide equal opportunities to both male and female students and staff members & to create a conducive environment for women and men at work place.
- 2) To create awareness amongst the students and staff members about their social, cultural, economic, political and institutional rights.
- 3) To empower the girls with healthcare, physical, moral, cultural and skill development of students.
- 4) To promote Gender equality among students and staff members of the college by providing equal access and services of the institute
- 5) To organize gender awareness programmes such as guest lectures, seminars, workshops on regular basis to abolish discrimination on the basis of gender.
- 6) To create awareness among girls about their health, nutrition and hygiene.

To create gender discrimination and harassment at the workplace.



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The Gender Equity Vision:

The vision of this Gender Equity Policy document is "To offer equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and access to educational services". The college will adhere to a vision that focuses on gender equality and women empowerment.

Mission:

The mission is to achieve gender equality in the society, to promote the social, educational, economical development of women, eliminating discrimination against women, developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women & men in the institution.

Strategies:

- Recruiting adequate women staff and ensuring the balance, an objective of achieving a numerical balance in all posts at all levels as far as possible.
- Ensuring equal opportunities for male and female staff for personal growth.
- Ensuring equitable representation & participation of men & women in various functional committees of the institution.
- Providing a safe and secure workplace for women staff, free from sexual harassment with a Grievance Redressal Cell to look into specific concerns. Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Following all statutory requirements related to maternity and paternity leaves.
- Ensuring that staff access to and use of information technology is gender equitable.



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GENDER AUDIT

Introduction to the Institution

Sahya Arts and Science College, situated in Wandoor, Malappuram district, Kerala, was established in 2013 under the Sahya Pravasi Co-operative Society Limited. Initially offering five undergraduate courses affiliated with the University of Calicut, the college began its classes in temporary classrooms near Wandoor junction on 22-7-2013. Construction of the permanent campus, located in Valluvambram, commenced simultaneously, boasting a scenic five-acre plot near the old railway station. Partial completion of the building was achieved by June 2014, and the college relocated to the new premises on 12 July 2014. With a focus on providing quality education while nurturing moral, cultural, and social values, Sahya Arts and Science College aims to meet the educational aspirations of the region's youth.

Gender Audit

The Concept

A gender assessment is a method to evaluate and examine the integration of gender equality within organizations, encompassing their policies, programs, and frameworks. It involves analyzing an organization's current state of gender equality and identifying predominant gender biases. A gender assessment would focus on various aspects such as the level of gender equality in policy-making and decision-making structures, organizational practices, and processes, as well as gathering employees' perceptions, understanding, and behaviors regarding gender issues. Gender assessments enable organizations to address internal issues and modify elements of organizational culture that marginalize female staff and women who are the intended recipients of services.

Objectives

- To know about the gender balance in the institution
- To know about gender perception in the Campus
- Surveying staff to uncover their perceptions regarding gender equality in the organization and programs.

Gender Balance within the institution

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure.



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GENDER AUDIT

2021-2022



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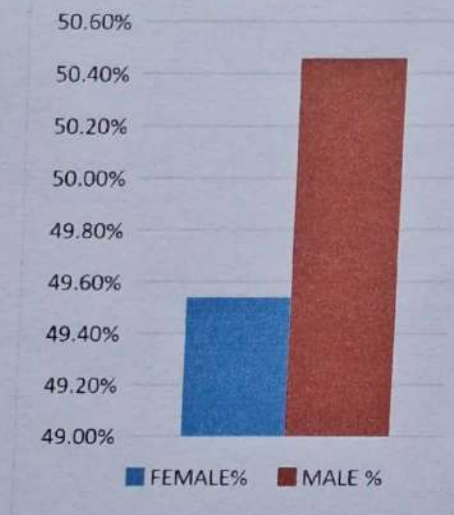
GENDER AUDIT

2021-2022

- Details of Total Students Admission Ratio In The College

Year	Male	Male %	Female	Female %	Total No. of Students
2021-2022	164	50.46%	161	49.54%	325

STUDENTS ADMISSION RATIO



The data from the academic year 2021-2022 reveals a near-even distribution of male and female students, with males comprising 50.46% and females 49.54% of the total student population of 325. This balanced representation signifies a positive trend towards gender equality within the academic institution, fostering an inclusive learning environment. The parity in numbers underscores the importance of promoting diversity and inclusivity in educational settings, providing equal opportunities for all students to thrive and contribute to a vibrant and enriching campus community.



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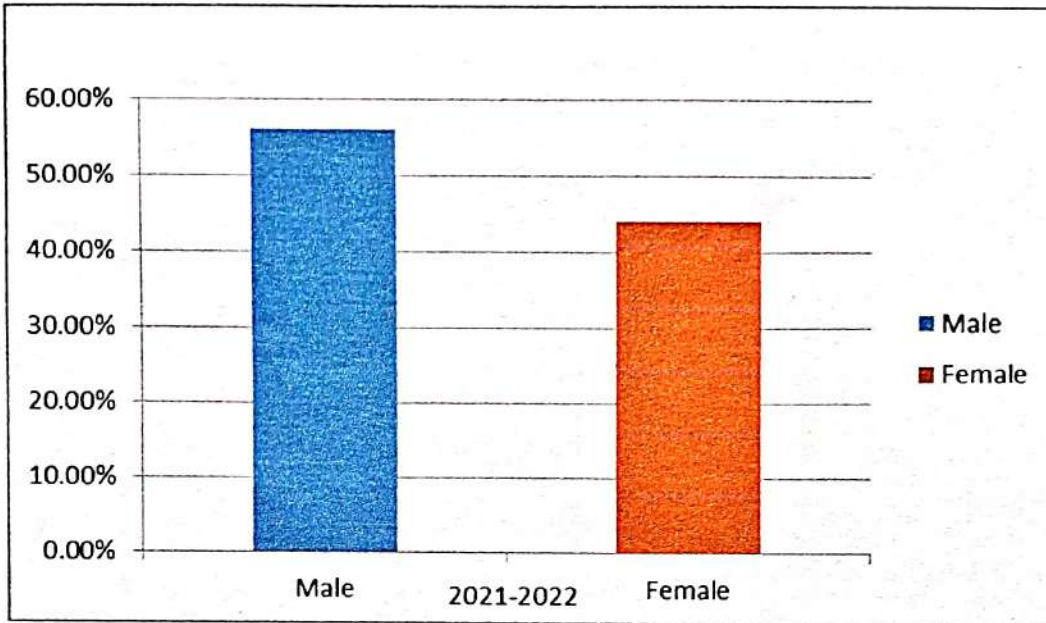
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- Details of Total Ratio of the Teaching Staff

Year	Male	Male %	Female	Female %	Total No. of Teaching Staff
2021-2022	22	44%	28	56%	50



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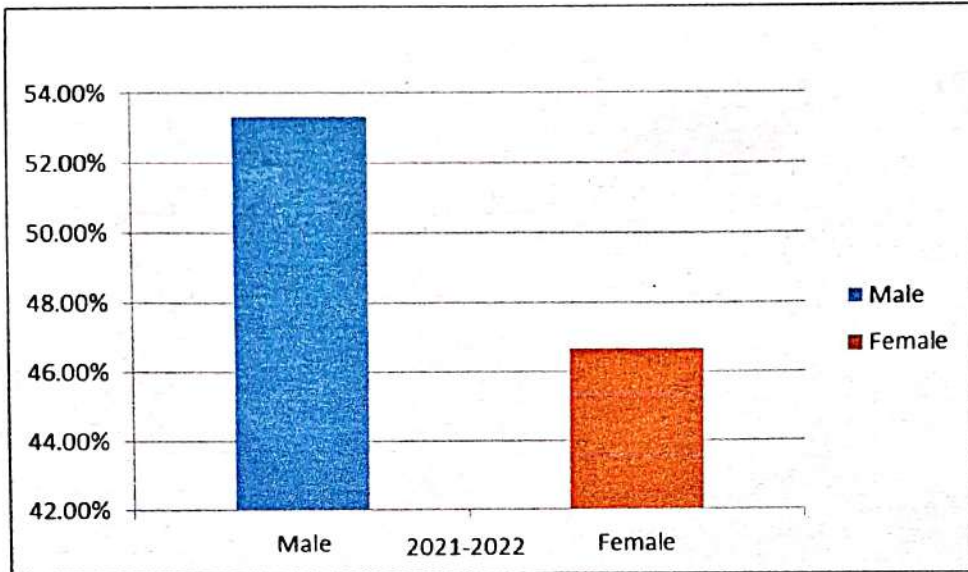
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- Details of the Ratio of the Non-Teaching Staff

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	7	46.67%	8	53.33%	15



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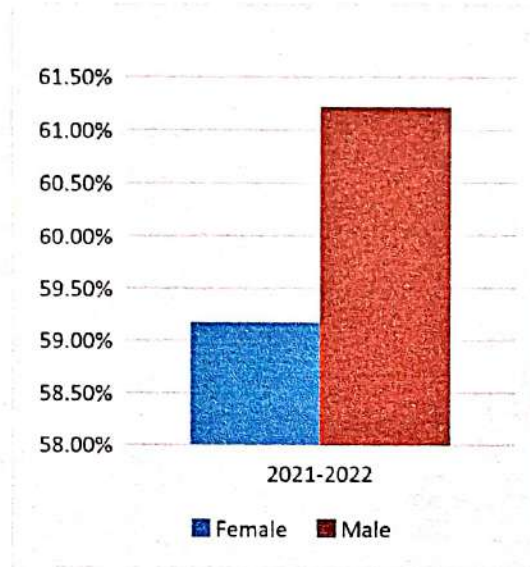
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- Details of the ratio of the Students of the NSS

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	29	59.18%	30	61.22%	59



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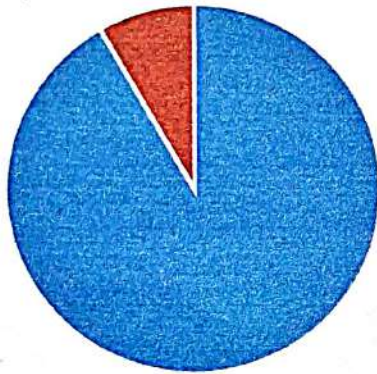
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Details of the ratio of the Students joined in each departments are given below:

- Details of the ratio of the Students joined in Department of English

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	20	91.67%	2	8.33%	22

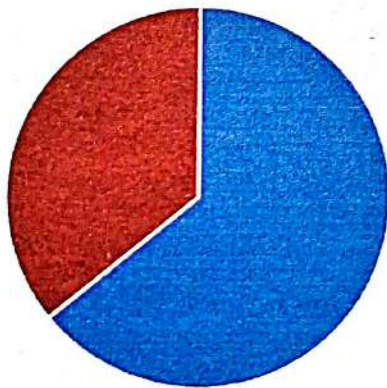
%



■ FEMALE% ■ MALE%

- Details of the ratio of the students joined in the Department of Economics

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	34	64.15%	19	35.85%	53



■ FEMALE ■ MALE

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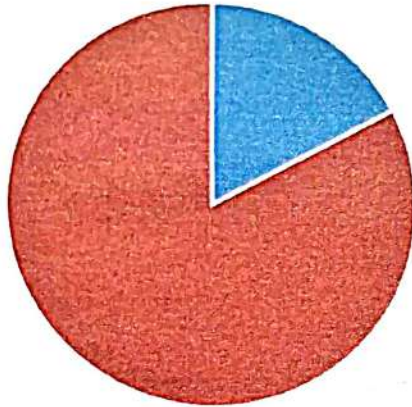
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- Department of BCom Computer Application

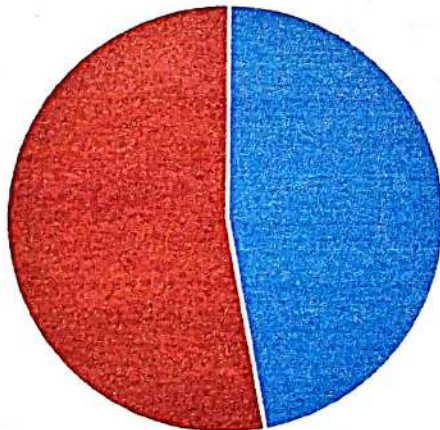
Academic Year	Female	Female %	Male	Male %	Total
2021-2022	6	17.14%	29	82.86%	35



■ FEMALE ■ MALE

- Department of BCom Cooperation

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	24	47.06%	27	52.94%	51



■ Female ■ Male



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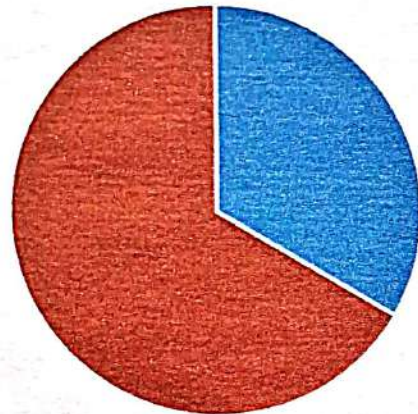
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- Department of BCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	14	33.33%	28	66.67%	42

Bcom Finance

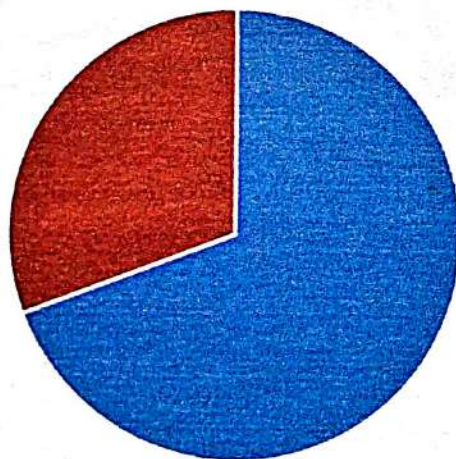


■ Female ■ Male

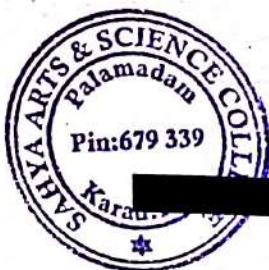
- Department of BSc Chemistry

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	9	69.23%	4	30.77%	13

BSc Chemistry



■ Female ■ Male



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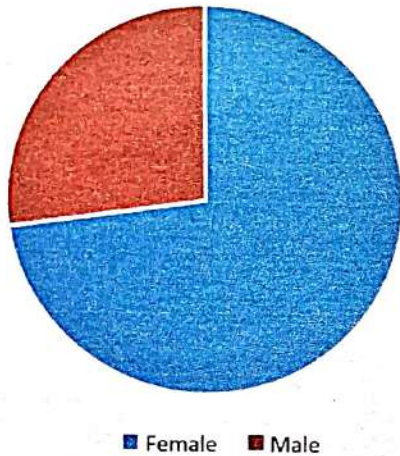
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Department of BSc Psychology

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	24	72.73%	9	27.27%	33

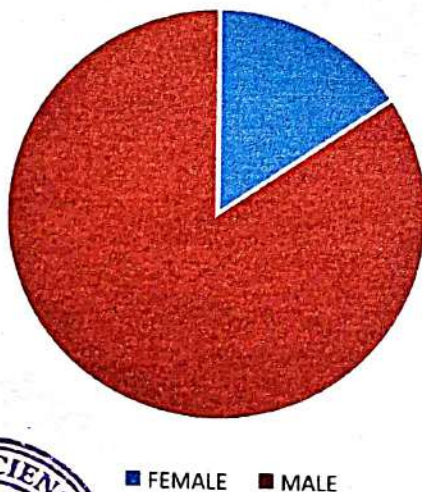
BSc Psychology



• Department of BBA

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	7	15.56%	38	84.44%	45

BBA



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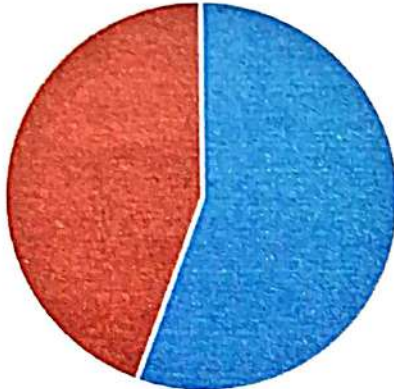
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• MCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	5	55.56%	4	44.44%	9

%

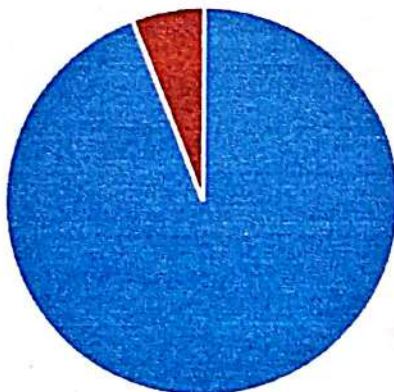


■ Female ■ Male

• MSc Psychology

Academic Year	Female	Female %	Male	Male %	Total
2021-2022	16	94.12%	1	5.88%	17

%



■ Female ■ Male



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Gender Audit Report 2021-22

The gender audit report for the academic year 2021-2022 presents a comprehensive analysis of the gender distribution among students, teaching staff, and non-teaching staff across various departments within the college. The data reflects a concerted effort towards promoting gender equity and inclusivity within the institution.

In terms of the total student population, there has been a remarkable achievement in achieving gender parity, with males comprising 50.46% and females 49.54% of the total 325 students. This balanced representation signifies a positive trend towards creating an inclusive learning environment, where both genders have equal opportunities for academic growth and participation.

The report also highlights the gender distribution among teaching and non-teaching staff. In the teaching staff category, females account for 56%, indicating a significant presence and contribution of women in educational leadership roles. Similarly, among non-teaching staff, there is a near-equal distribution, with females at 46.67% and males at 53.33%. These figures underscore the commitment of the institution to promote gender diversity across all levels of staffing.

The admission ratio for female students in STEM subjects has notably increased, with females comprising 91.67% of students in the Department of English. This signifies a positive response to previous gender audit recommendations, emphasizing the importance of encouraging female participation in traditionally male-dominated fields.

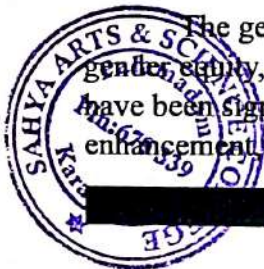
The ratio of female students in Economics stands at 64.15%, showcasing a growing interest and participation of females in economic studies.

While there are improvements in some departments like BCom Cooperation (47.06% female) and BCom Finance (33.33% female), there is a lower gender equity ratio in BCom Computer Application (17.14% female). This suggests a need for targeted initiatives to encourage more female participation in specific BCom streams.

In departments like BSc Chemistry (69.23% female) and BSc Psychology (72.73% female), there is a strong representation of females, reflecting a positive trend towards gender inclusivity in STEM disciplines.

In postgraduate programs like MCom Finance (55.56% female) and MSc Psychology (94.12% female), there is a notable presence of female students, indicating a growing interest and enrollment of females in advanced academic pursuits.

The gender audit report for 2021-2022 demonstrates the college's commitment to gender equity, inclusivity, and diversity across various aspects of its operations. While there have been significant improvements in some departments, there remain areas for further enhancement, particularly in ensuring equal representation in certain BCom streams.



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Recommendations

1. Targeted Outreach: Develop programs to encourage female enrollment in underrepresented departments.
2. Scholarships: Introduce scholarships for females in fields with low representation.
3. Diversity Training: Provide training on inclusion and bias for faculty, staff, and students.
4. Promote Role Models: Highlight female leaders through events and lectures.
5. Curriculum Review: Update curriculum to include diverse perspectives.
6. Support Networks: Establish mentorship and support groups for underrepresented students.
7. Monitoring: Implement regular monitoring of gender representation.
8. Industry Collaboration: Partner with industries to create opportunities for female students in male-dominated fields.

CONCLUSION

The Gender Audit Report for the academic year 2021-2022 underscores the significant strides made by the college towards gender equity, inclusivity, and diversity. The balanced representation of male and female students, coupled with the notable presence of women in teaching and non-teaching staff roles, reflects a commitment to fostering an environment where all individuals have equal opportunities for growth and participation. While there are areas for improvement, particularly in certain BCom streams, the recommendations outlined in the report provide a clear roadmap for targeted interventions to further enhance gender parity and promote female participation in underrepresented fields. Through ongoing monitoring, collaboration with industries, and the implementation of support networks, the college is poised to continue its journey towards creating a more equitable and inclusive learning environment for all.



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CRITERION 7 - INSTITUTIONAL VALUES AND BEST PRACTICES

KEY INDICATOR- 7.1 INSTITUTIONAL VALUES AND SOCIAL RESPONSIBILITIES

Metric No. 7.1.1 QLM : Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.




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GENDER AUDIT COMMITTEE		
	NAME OF THE COMMITTEE COMMITTEE MEMBERS	DESIGNATION
CHAIRPERSON	Dr. (Lt.Cdr.) C.K.ABDUL RABBI NISTAR	PRINCIPAL,SASC
CONVENER	Mr. SAFRARUDHEEN	NAAC COORDINATOR,SASC
MEMBER	Mrs. NATHAKSHA	IQAC COORDINATOR
MEMBER	Mr. MUHAMMED SHAHIN K.C	IQAC ASSISTANT COORDINATOR
MEMBER	Mr. ANSAB	IQAC FACULTY MEMBER
MEMBER	Mrs. AFRAHATH.P.K	ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH
MEMBER	Mrs.SAFVANA.S	ASSISTANT PROFESSOR,PG DEPARTMENT OF PSYCHOLOGY



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GENDER POLICY

The Gender Policy is the integral part of all institutional policies and programmes. Gender equality and equity aims at ensuring both women and men including staff and students are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination. The Gender policy provides guidelines and frameworks for promoting gender equality. The institute raises awareness regarding gender sensitization by organizing various events.

The college has formed the Women Empowerment cell, Grievance Redressal cell. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. The Gender Equity Policy has been developed so that no students in the college campus are disadvantaged on the basis of gender.

The Indian constitution provides equality before law for women under Article 14. The Article 15 prohibits discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards our Indian Constitution. The overall effort is to promote gender equality within the institution and to strengthen the gender sensitivity among students and staff. The institution is taking conscious and continuous efforts to maintain a balanced and equal environment.

Objectives:

- 1) To provide equal opportunities to both male and female students and staff members & to create a conducive environment for women and men at work place.
- 2) To create awareness amongst the students and staff members about their social, cultural, economic, political and institutional rights.
- 3) To empower the girls with healthcare, physical, moral, cultural and skill development of students.
- 4) To promote Gender equality among students and staff members of the college by providing equal access and services of the institute
- 5) To organize gender awareness programmes such as guest lectures, seminars, workshops on regular basis to abolish discrimination on the basis of gender.
- 6) To create awareness among girls about their health, nutrition and hygiene.

To eliminate gender discrimination and harassment at the workplace.



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The Gender Equity Vision:

The vision of this Gender Equity Policy document is "To offer equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and access to educational services". The college will adhere to a vision that focuses on gender equality and women empowerment.

Mission:

The mission is to achieve gender equality in the society, to promote the social, educational, economical development of women, eliminating discrimination against women, developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women & men in the institution.

Strategies:

- Recruiting adequate women staff and ensuring the balance, an objective of achieving a numerical balance in all posts at all levels as far as possible.
- Ensuring equal opportunities for male and female staff for personal growth.
- Ensuring equitable representation & participation of men & women in various functional committees of the institution.
- Providing a safe and secure workplace for women staff, free from sexual harassment with a Grievance Redressal Cell to look into specific concerns. Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Following all statutory requirements related to maternity and paternity leaves.
- Ensuring that staff access to and use of information technology is gender equitable.



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GENDER AUDIT

Introduction to the Institution

Sahya Arts and Science College, situated in Wandoor, Malappuram district, Kerala, was established in 2013 under the Sahya Pravasi Co-operative Society Limited. Initially offering five undergraduate courses affiliated with the University of Calicut, the college began its classes in temporary classrooms near Wandoor junction on 22-7-2013. Construction of the permanent campus, located in Valluvambram, commenced simultaneously, boasting a scenic five-acre plot near the old railway station. Partial completion of the building was achieved by June 2014, and the college relocated to the new premises on 12 July 2014. With a focus on providing quality education while nurturing moral, cultural, and social values, Sahya Arts and Science College aims to meet the educational aspirations of the region's youth.

Gender Audit

The Concept

A gender assessment is a method to evaluate and examine the integration of gender equality within organizations, encompassing their policies, programs, and frameworks. It involves analyzing an organization's current state of gender equality and identifying predominant gender biases. A gender assessment would focus on various aspects such as the level of gender equality in policy-making and decision-making structures, organizational practices, and processes, as well as gathering employees' perceptions, understanding, and behaviors regarding gender issues. Gender assessments enable organizations to address internal issues and modify elements of organizational culture that marginalize female staff and women who are the intended recipients of services.

Objectives

- To know about the gender balance in the institution
- To know about gender perception in the Campus
- Surveying staff to uncover their perceptions regarding gender equality in the organization and programs.

Gender Balance within the institution

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure.



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GENDER AUDIT

2022-2023



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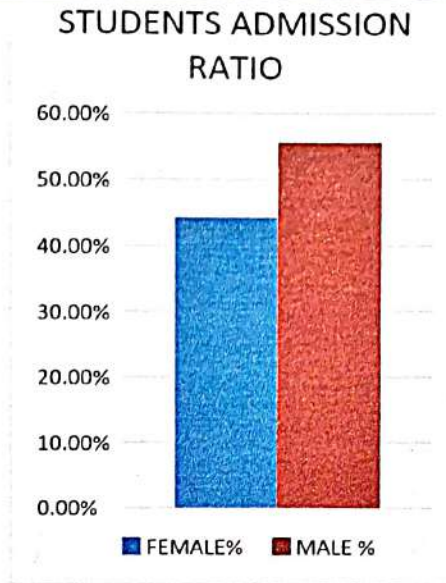
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GENDER AUDIT

2022-2023

• Details of Total Students Admission Ratio In The College

Year	Male	Male %	Female	Female %	Total No. of Students
2022-2023	207	55.65%	165	44.35%	372



The data from the academic year 2022-2023 shows a notable shift towards gender parity, with males comprising 55.65% and females 44.35% of the total student population of 372. This represents a positive trend towards a more balanced representation of genders within the college, fostering an inclusive learning environment. The increased enrolment of female students reflects ongoing efforts to promote gender equity and diversity on campus, creating opportunities for all students to thrive academically and contribute to a vibrant and inclusive academic community.



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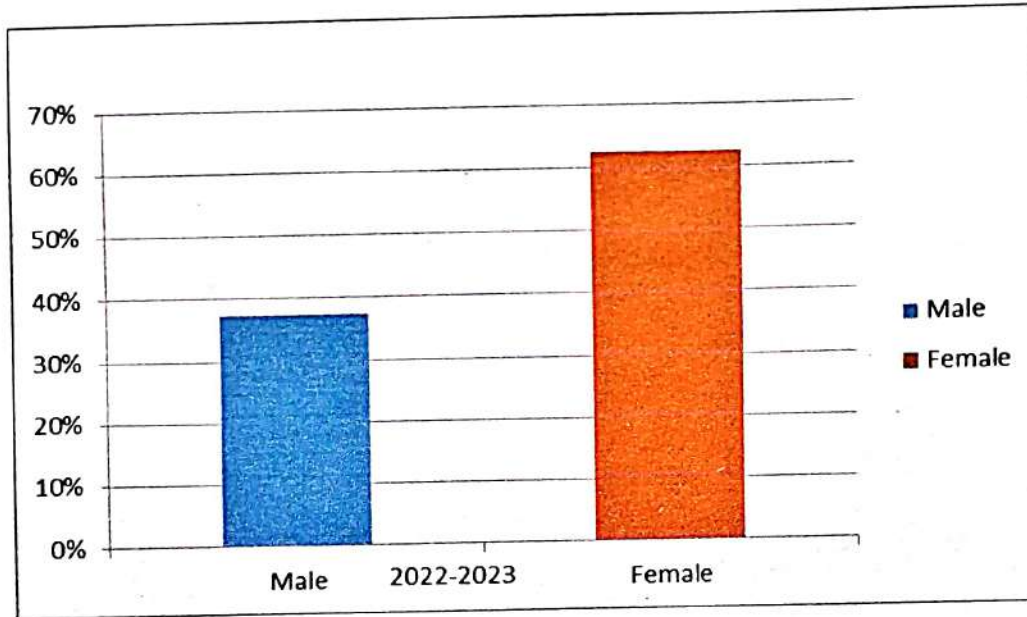
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• Details of Total Ratio of the Teaching Staff

Year	Male	Male %	Female	Female %	Total No. of Teaching Staff
2022-2023	18	37.5%	30	62.5%	48



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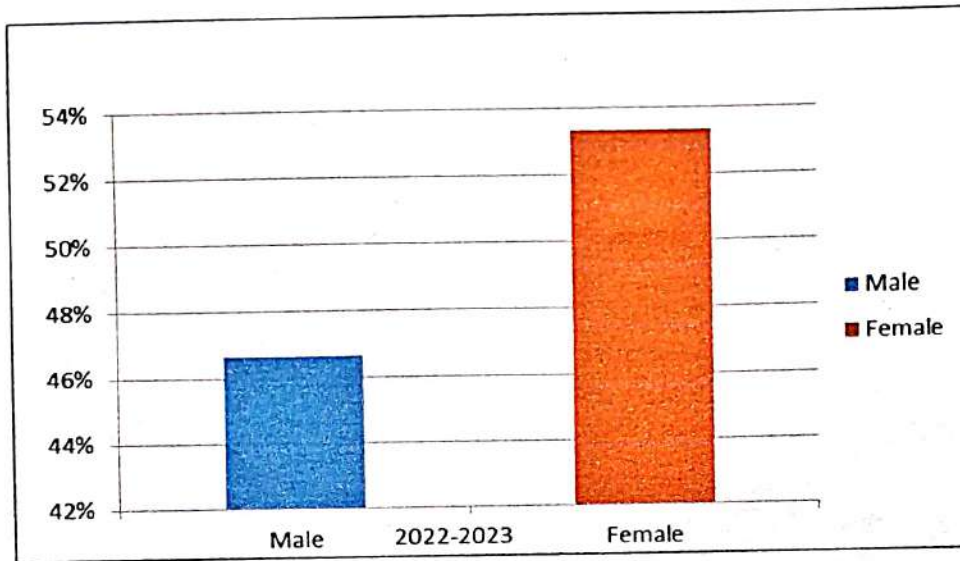
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• Details of the Ratio of the Non-Teaching Staff

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	8	53.33%	7	46.67%	15



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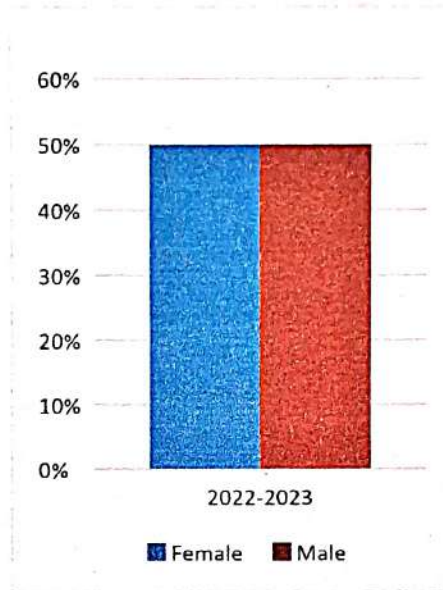
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- Details of the ratio of the Students of NSS

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	25	50%	25	50%	50



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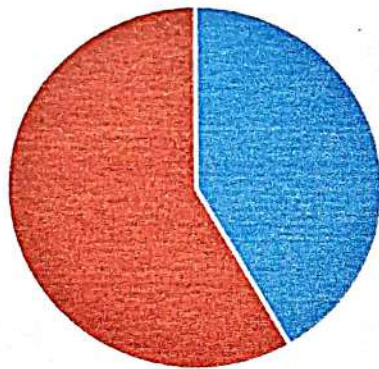
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Details of the ratio of the Students joined in each departments are given below:

- Details of the ratio of the Students joined in Department of English

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	20	41.67%	28	58.33%	48

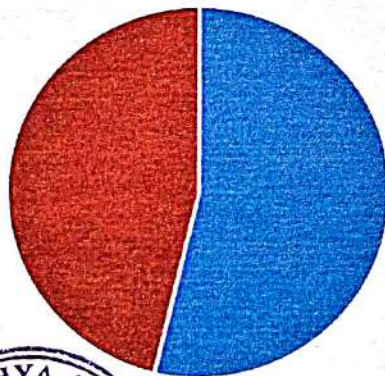
%



■ FEMALE% ■ MALE%

- Details of the ratio of the students joined in the Department of Economics

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	29	53.70%	25	46.30%	54



■ FEMALE ■ MALE



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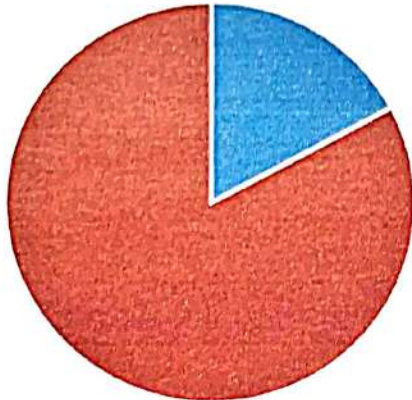
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- Department of BCom Computer Application

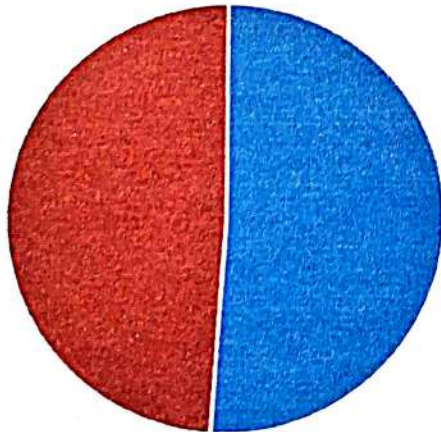
Academic Year	Female	Female %	Male	Male %	Total
2022-2023	8	30.77%	18	69.23%	26



■ FEMALE ■ MALE

- Department of BCom Cooperation

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	25	51.02%	24	48.98%	49



■ Female ■ Male



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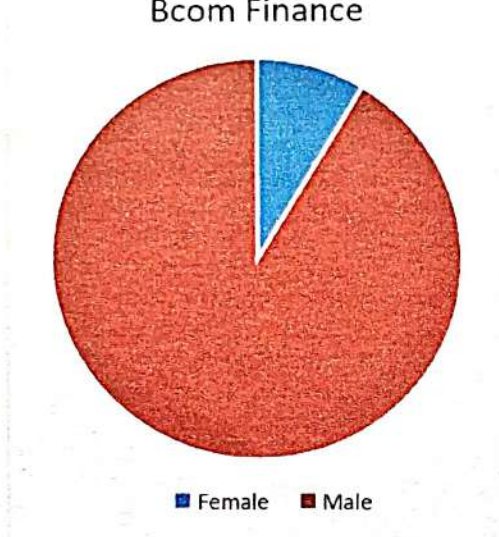
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- Department of BCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	5	8.62%	53	91.38%	58

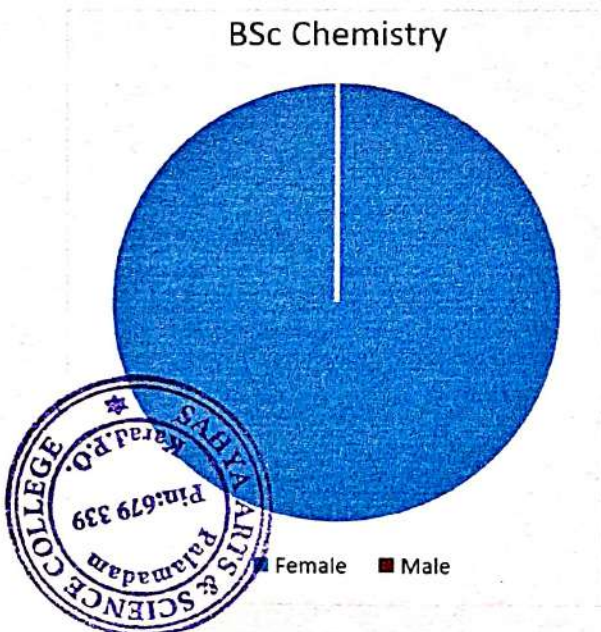
Bcom Finance



- Department of BSc Chemistry

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	1	100%	0	0	1

BSc Chemistry



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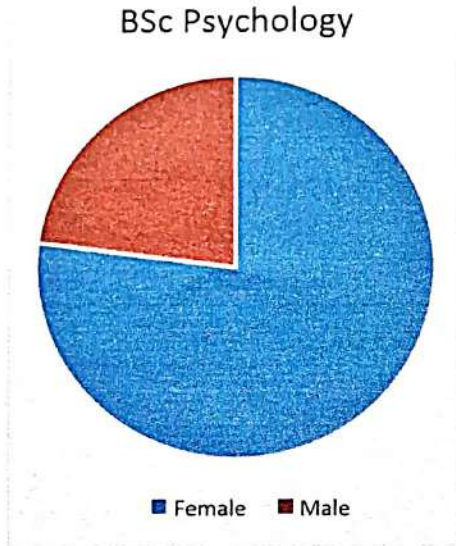
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• Department of BSc Psychology

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	37	77.08%	11	22.92%	48

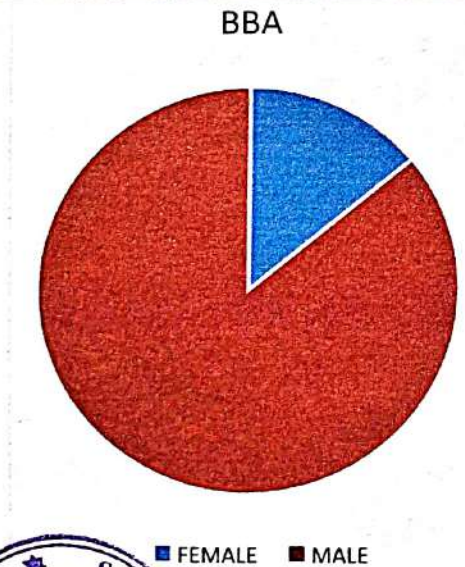
BSc Psychology



• Department of BBA

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	7	14%	43	86%	50

BBA



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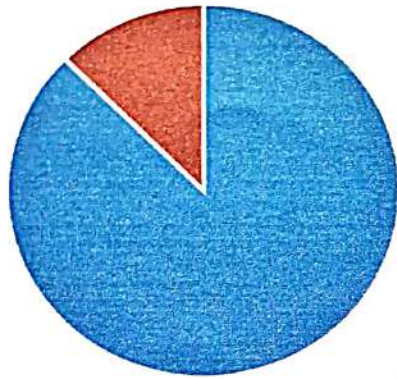
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- MCom Finance

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	7	87.5%	1	12.5%	8

%

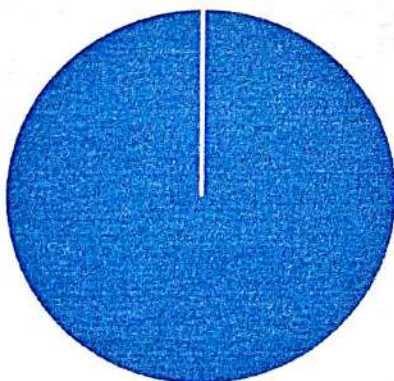


■ Female ■ Male

- MSc Psychology

Academic Year	Female	Female %	Male	Male %	Total
2022-2023	20	100%	0	0	20

%



■ Female ■ Male



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Gender Audit Report 2022-23

The data from the academic year 2022-2023 indicates a significant shift towards gender parity within the college. Males comprised 55.65%, while females accounted for 44.35% of the total student population of 372. This trend reflects a positive movement towards a more balanced representation of genders, fostering inclusivity and diversity within the academic environment. It is noteworthy that the gender equity this year is comparatively higher than in previous years, indicating a positive trend in promoting equal opportunities for all students.

In terms of teaching staff, there were 18 male teachers (37.5%) and 30 female teachers (62.5%) out of a total of 48. This distribution shows a higher representation of female teaching staff, contributing to a diverse and inclusive teaching environment.

Among the non-teaching staff, there were 8 females (53.33%) and 7 males (46.67%) out of a total of 15. This balanced representation in non-teaching roles further enhances the overall gender equity within the college administration.

1. Department of English: Females comprised 41.67% while males were 58.33% of the total students in this department, indicating a relatively balanced gender ratio.
2. Department of Economics: Females accounted for 53.70%, and males for 46.30%, suggesting a slightly higher representation of female students in this department.
3. BCom Computer Application: There were 8 females (30.77%) and 18 males (69.23%) in this department, indicating a higher admission ratio for males.
4. BCom Cooperation: Females constituted 51.02% while males were 48.98% of the total students, showcasing a balanced gender ratio.
5. BCom Finance: Interestingly, there were only 5 females (8.62%) compared to 53 males (91.38%) in this department, indicating a significantly higher ratio of male admissions.
6. BSc Chemistry: Only one female student (100%) was enrolled in this department, highlighting the need for increased diversity in STEM fields.
7. BSc Psychology: Females accounted for 77.08% and males for 22.92% of the total students, indicating a higher female ratio in this field.
8. BBA: Males comprised 86% while females were 14% of the total students, showing a higher male admission ratio in this department.
9. MCom Finance: Females constituted 87.5% while males were 12.5% of the total students, indicating a significantly higher female ratio in this postgraduate program.

10. MSc Psychology: All students in this department were females (100%) indicating a higher female representation in this field of study.

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The gender audit for the academic year 2022-2023 reveals a positive shift towards gender equity and inclusivity within the college. While efforts are evident in promoting equal opportunities across various departments, there are areas, such as STEM fields and certain business courses, where gender representation to promote diversity and inclusivity will contribute to a more balanced and vibrant academic community.

Recommendations

Based on the Gender Audit Report for the academic year 2022-2023, here are some recommendations for improvement:

1. STEM Field Diversity:

- Encourage and actively recruit more female students in STEM fields like BSc Chemistry, where there was only one female student enrolled. Implement outreach programs, scholarships, and mentorship initiatives to attract and support female students interested in STEM disciplines.

2. Business Course Gender Balance:

- Address the gender imbalance in business courses such as BCom Finance, where the male admission ratio was significantly higher (91.38%). Consider implementing initiatives to attract more female students to these courses, such as offering specialized workshops, networking opportunities, and highlighting successful female alumni in related fields.

3. Promote Gender-Neutral Admissions:

- Ensure that admissions processes are gender-neutral and free from biases. Implement awareness campaigns among faculty and staff to promote fair and inclusive practices in student admissions across all departments.

4. Faculty Diversity and Inclusion:

- Continue efforts to hire and retain diverse teaching staff to reflect the student population's diversity. Provide training and development programs for faculty members on gender sensitivity, inclusive teaching practices, and creating a supportive learning environment for all students.

5. Student Support Services:

- Establish support services and mentorship programs specifically designed to address the unique challenges and needs of female students in fields where they are underrepresented. Offer career guidance, networking opportunities, and leadership development programs to empower female students in pursuing their academic and professional goals.

6. Regular Gender Audits and Progress Tracking:

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Recommendations

1. Encourage more female enrollment in STEM fields, like BSc Chemistry, through outreach, scholarships, and mentorship.
2. Address gender imbalances in business courses, like BCom Finance, by offering workshops and highlighting successful female alumni.
3. Ensure gender-neutral admissions processes across all departments to promote fairness and inclusivity.
4. Foster faculty diversity and inclusion by hiring and retaining diverse staff and providing training on inclusive teaching practices.
5. Establish support services and mentorship programs for female students in underrepresented fields, offering career guidance and leadership development.
6. Conduct regular gender audits to track progress and identify areas for improvement in promoting gender equity and inclusivity.

CONCLUSION

The gender audit report for the academic year 2022-2023 highlights significant progress towards gender equity and inclusivity within the college. With a notable shift towards gender parity among students and a higher representation of female teaching and non-teaching staff, the institution demonstrates its commitment to fostering a diverse and inclusive academic environment. While there are areas, particularly in STEM fields and certain business courses, where gender representation could be improved, the recommendations outlined provide a strategic framework for further enhancing gender diversity and ensuring equal opportunities for all members of the college community. Through continued efforts in recruitment, support services, and regular monitoring, the college is poised to build upon its achievements and create a more balanced and vibrant academic community for future generations.



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