



**NIRMALA COLLEGE OF PHARMACY,  
MUVATTUPUZHA**

# **GENDER AUDIT**



# **GENDER AUDIT SUMMARY**



**PREPARED BY  
WOMEN CELL**

**NIRMALA COLLEGE OF PHARMACY, MUVATTUPUZHA**

# PREFACE



## A Gender Audit for Nirmala College of Pharmacy, Muvattupuzha

A Gender Audit serves as a crucial tool in this introspective journey, allowing us to navigate the diverse landscapes of our institutions, policies, and practices. This audit is not an exercise in fault-finding, but rather an endeavour to illuminate the hidden corners where gender biases may persist, inadvertently or otherwise. It is a proactive step towards fostering inclusivity, eradicating discrimination, and promoting genuine equality. Through a gender audit, organizations, institutions, and governments can gain insights into their strengths and weaknesses concerning gender equality. This process can help in designing targeted interventions to promote equal opportunities, eliminate discriminatory practices, and empower marginalized genders

As we embark on this audit, we must recognize that it is not just a professional obligation, but a moral responsibility. By undertaking a Gender Audit, we commit ourselves to unearthing disparities, amplifying unheard voices, and championing the cause of every individual, regardless of their gender identity. It is a testament to our dedication to a fairer, more just society, where opportunities, benefits, and responsibilities are distributed equitably

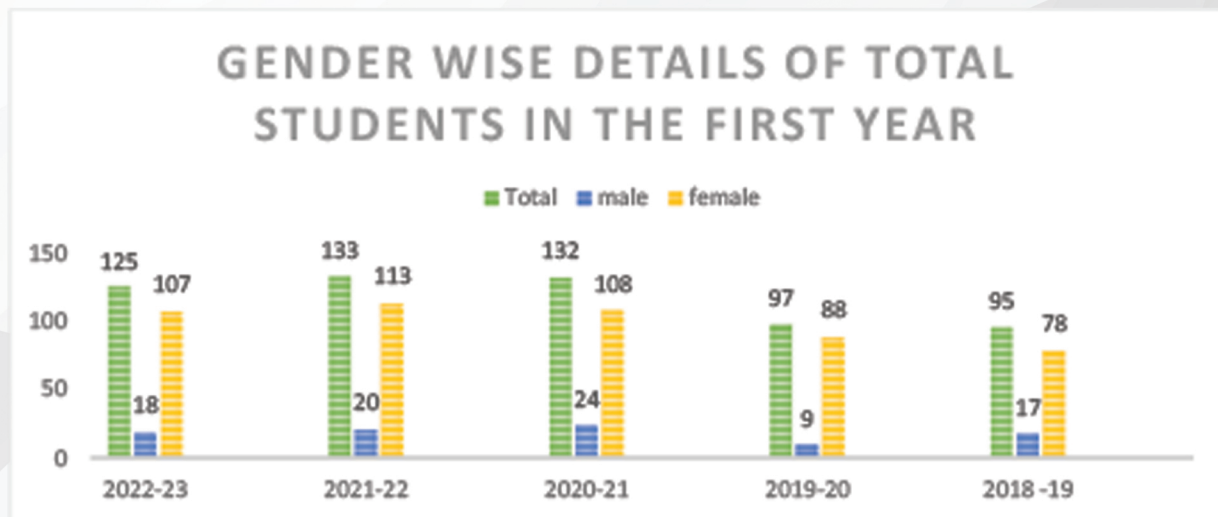
### OBJECTIVES OF GENDER AUDIT

1. Identifying Gender Disparities
2. Creating Awareness
3. Improving Work Environment
4. Capacity Building

# DATA ANALYSIS

**Table 1: Gender wise details of total students admitted to the college in the first year**

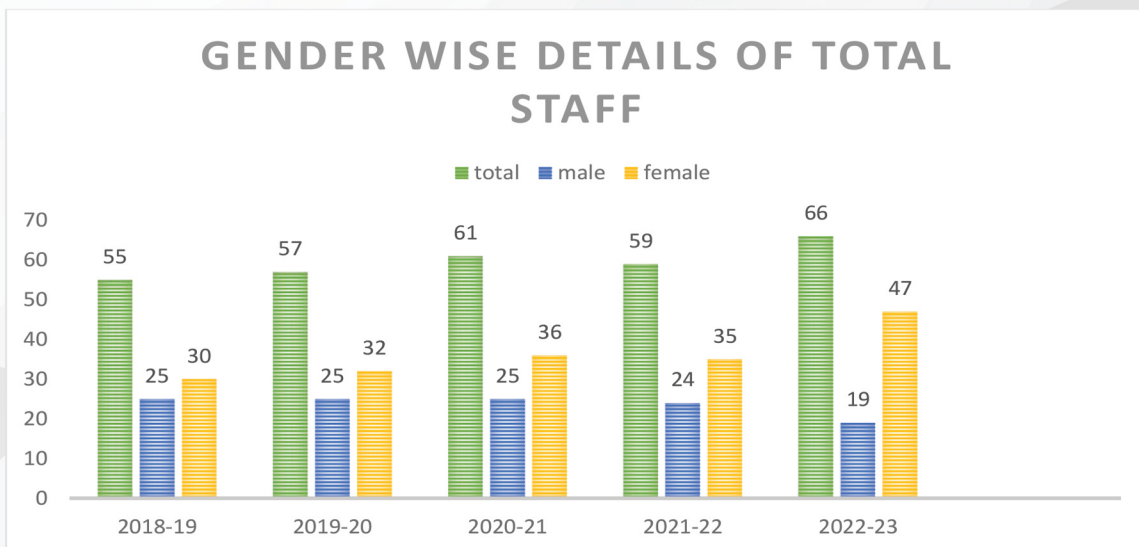
ACADEMIC YEAR	TOTAL STUDENTS ENROLLED	MALE	FEMALE	MALE PERCENT	FEMALE PERCENT
2022-23	125	18	107	17.6%	82.3%
2021-22	133	20	113	13.07%	86.97%
2020-21	132	24	108	16.92%	83.07%
2019-20	97	09	88	9.78%	90.2%
2018-19	95	17	78	18.27%	81.72%



**Figure :1 Gender wise details of total students admitted to the college in the first year**

**Table 2: Gender wise Details of total staff in the college**

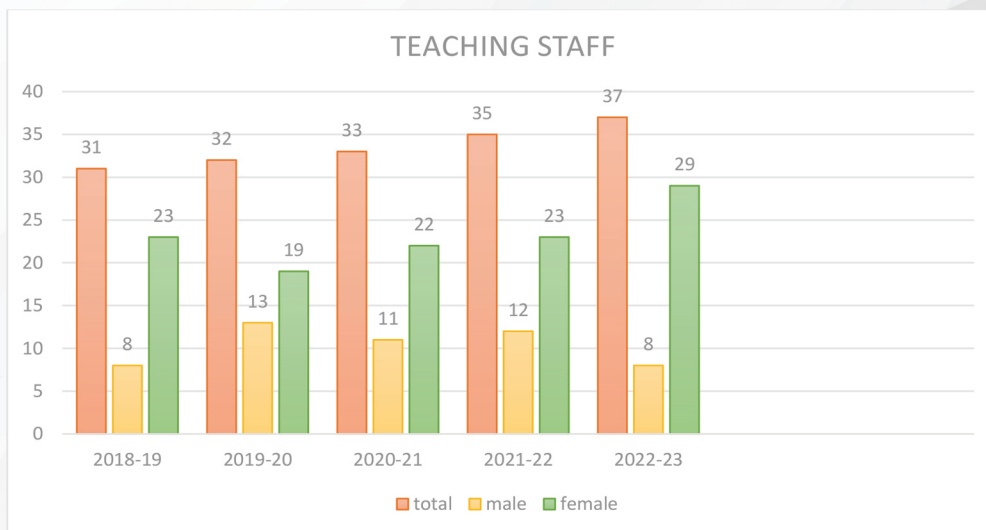
	ACADEMIC YEAR	TOTAL	MALE	FEMALE	MALE PERCENT	FEMALE PERCENT
<b>TOTAL STAFF</b>	2018-19	55	25	30	45.45%	54.55%
	2019-20	57	25	32	43.85%	56.15%
	2020-21	61	25	36	40.98%	50.02%
	2021-22	59	24	35	40.67%	50.23%
	2022-23	66	19	47	28.78%	71.22%



**Figure 2: Gender wise Details of Total Staff in the college**

**Table 3: Gender wise details of total teaching staff in the college**

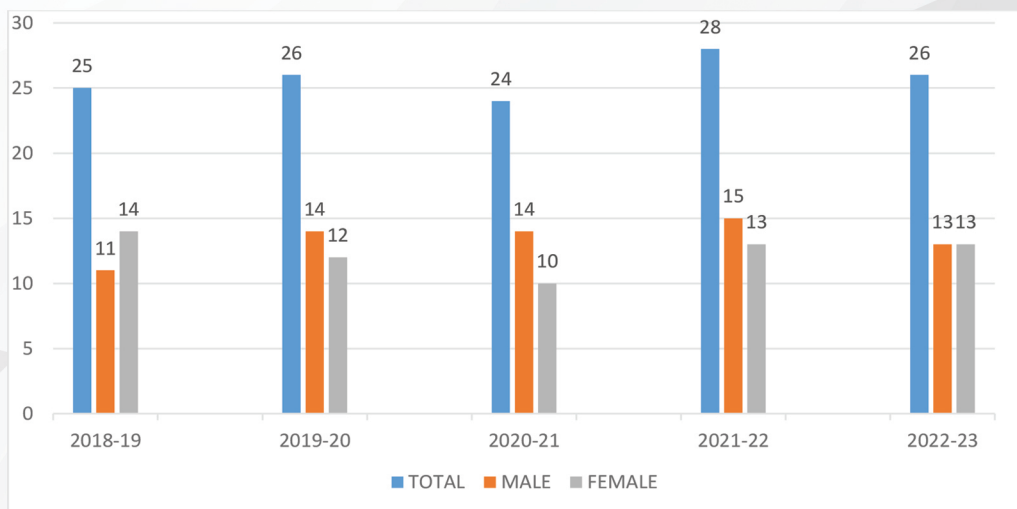
	ACADEMIC YEAR	TOTAL	MALE	FEMALE	MALE PERCENT	FEMALE PERCENT
<b>TOTAL STAFF</b>	2018-19	31	8	23	25.5%	74.5%
	2019-20	32	13	19	40%	60%
	2020-21	33	11	22	33%	67%
	2021-22	35	12	23	34%	66%
	2022-23	37	8	29	22%	78%



**Figure 3: Gender wise Details of Teaching Staff in the college**

**Table 4: Gender wise details of total non-teaching staff in the college**

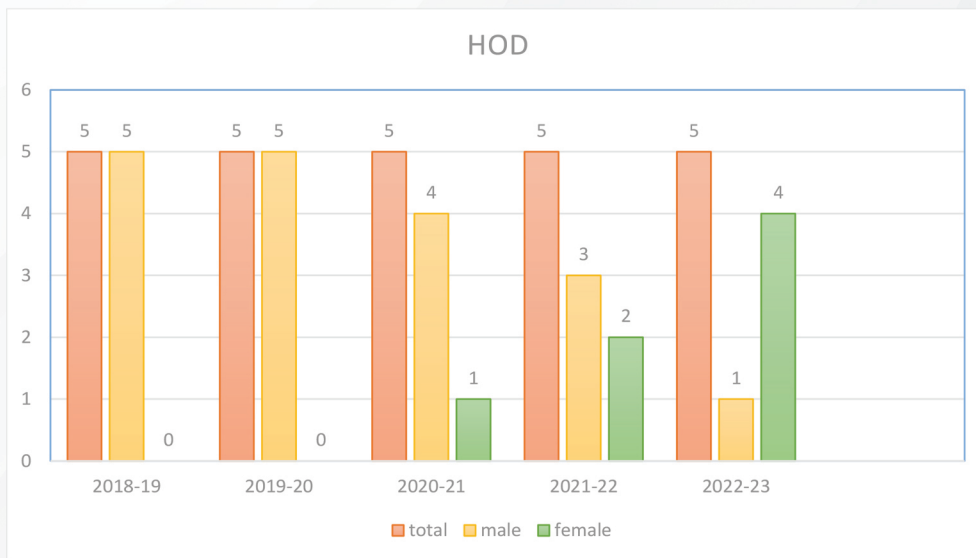
	ACADEMIC YEAR	TOTAL	MALE	FEMALE	MALE PERCENT	FEMALE PERCENT
<b>TOTAL STAFF</b>	2018-19	25	11	14	44%	56%
	2019-20	26	14	12	53.85%	46.15%
	2020-21	24	14	10	58.35%	41.65%
	2021-22	28	15	13	53.57%	46.43%
	2022-23	26	13	13	50%	50%



**Figure 4: Gender wise details of total non-teaching staff in the college**

**Table 5: Gender wise Details of HODs in college**

	ACADEMIC YEAR	TOTAL	MALE	FEMALE	MALE PERCENT	FEMALE PERCENT
<b>TOTAL STAFF</b>	2018-19	5	5	0	100%	
	2019-20	5	5	0	100%	
	2020-21	5	4	1	80%	20%
	2021-22	5	3	2	60%	40%
	2022-23	5	1	4	20%	80%

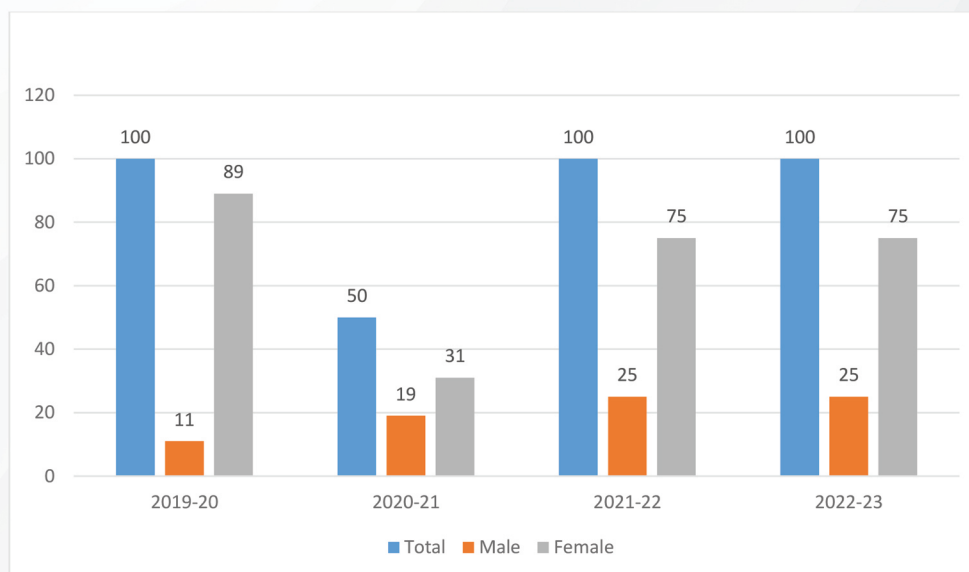


**Figure 5: Gender wise Details of HODs in college**



**Table 6: Gender wise details of NSS Students in the college**

	ACADEMIC YEAR	TOTAL	MALE	FEMALE	MALE PERCENT	FEMALE PERCENT
TOTAL STAFF	2019-20	100	11	89	11%	89%
	2020-21	50	19	31	38%	62%
	2021-22	100	25	75	25%	75%
	2022-23	100	25	75	25%	75%



**Figure 6. Gender wise details of NSS students in the college**

# CONCLUSION



In a world striving for social justice and equality, the gender audit serves as a crucial tool for promoting awareness, accountability, and transformation towards a more just and inclusive future.

The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems related to gender criterion. Gender Audit Team analysed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country



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