

Gender audit is essential in identifying gender biases and taking action against any form of gender discrimination that may occur in any given institution. Gender audit is a necessary for the workplace and institutional organizations in order to identify whether or not gender equality, an empowerment of women is being upheld. It is of most importance that people within given communities recognize the value of each individual irrespective of their gender. Gender audit with higher education helps in recognizing the different challenges that may be faced in terms of teaching and also helps in implementing different policies and guidelines that promote healthy and efficient participation of women and female students within the workings of the institution.

GENDER AUDIT 2023-2024

Prepared by

Women Empowerment Cell

Government Zawlnuam College, Zawlnuam has formed a Women Empowerment Cell to ensure that all female staff and students are provided a safe learning and working environment. The cell holds the responsibility of promoting gender equality and equity, and also the empowerment of the women workers and female students within the college. All issues related to problems regarding female members of the institution are brought before the cell, where necessary actions and assistance are provided. The Cell makes it a point to ensure that female students participate in different co-curricular activities and are included in the Students Union committee.



Government Zawlnuam College

NAAC Accredited Grade 'B'

Zawlnuam, Mizoram

H. L. Lho
Principal
Govt. Zawlnuam College
Zawlnuam : Mizoram

The main objective of this gender audit is to ensure that the college upholds the various aspects of gender equality. Hence, emphasis is given to the following objectives of Gender Audit:

- 1) To examine the enrollment of female students.
- 2) To examine the security and safety measures provided for female workers and students.
- 3) To examine the participation and contribution of female staff, non-teaching staff and students in decision making processes.
- 4) To spread the message of gender equality and women empowerment within the college.
- 5) To ensure that the importance of the importance of equal representation for the advancement of women is maintained and institutionalized.

Introduction:

Gender audit is essential in identifying gender biases and taking action against any form of gender discrimination that may occur in any given institution. Gender audit is a necessity for the workplace and institutional organizations in order to identify whether or not gender equality and empowerment of women is being upheld. It is of most importance that people within given communities recognize that there are laws which uphold the rights and values of each individual irrespective of their gender. Gender audit within higher education helps in recognizing the different challenges that may be faced in terms of equality and also helps in implementing different policies and guidelines that promote healthy and efficient participation of women and female students within the workings of the institution.

Government Zawlnoam College, Zawlnoam has formed a Women Empowerment Cell to ensure that all female staff, non-teaching staff, and female students are provided a safe learning and working environment. The cell holds the responsibility of promoting gender equality and equity, and also the empowerment of the women workforce and female students within the college. All issues related to problems regarding female members of the institution are brought before the cell where necessary actions and assistance are provided. The Cell makes it a point to ensure that female students participate in different co-curricular activities and are included in the Students' Union committee.

The Women Empowerment Cell and Internal Quality Assurance Cell (IQAC) of Government Zawlnoam College conducted a gender audit for the academic year 2023-2024 in order to ensure gender equality is maintained and institutionalized.

Objectives of Gender Audit:

The main objective of this gender audit is to ensure that the college upholds the various aspects of gender equality. Hence, emphasis is laid on the following:

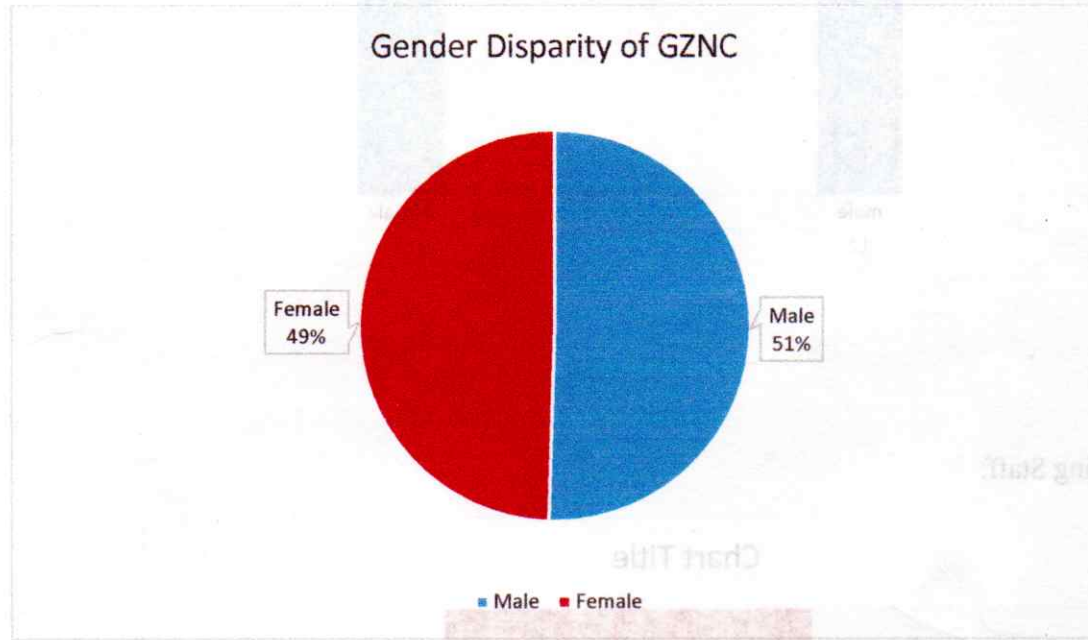
- 1) To examine the enrolment of female students to the college.
- 2) To examine the security and safety measures provided for female workers and students.
- 3) To examine the participation and contribution of female staff, non-teaching staff and students in decision making processes.
- 4) To spread the message of gender equality and women empowerment within the college.
- 5) To ensure that students have an understanding of the importance of equal representation for the advancement of the college community.

Data Source and Methodology:

All the data are obtained from the college establishment section which was recorded by the concerned staff. The enrolment of students, number of faculties and teaching staff are correct.

Analysis of Data:

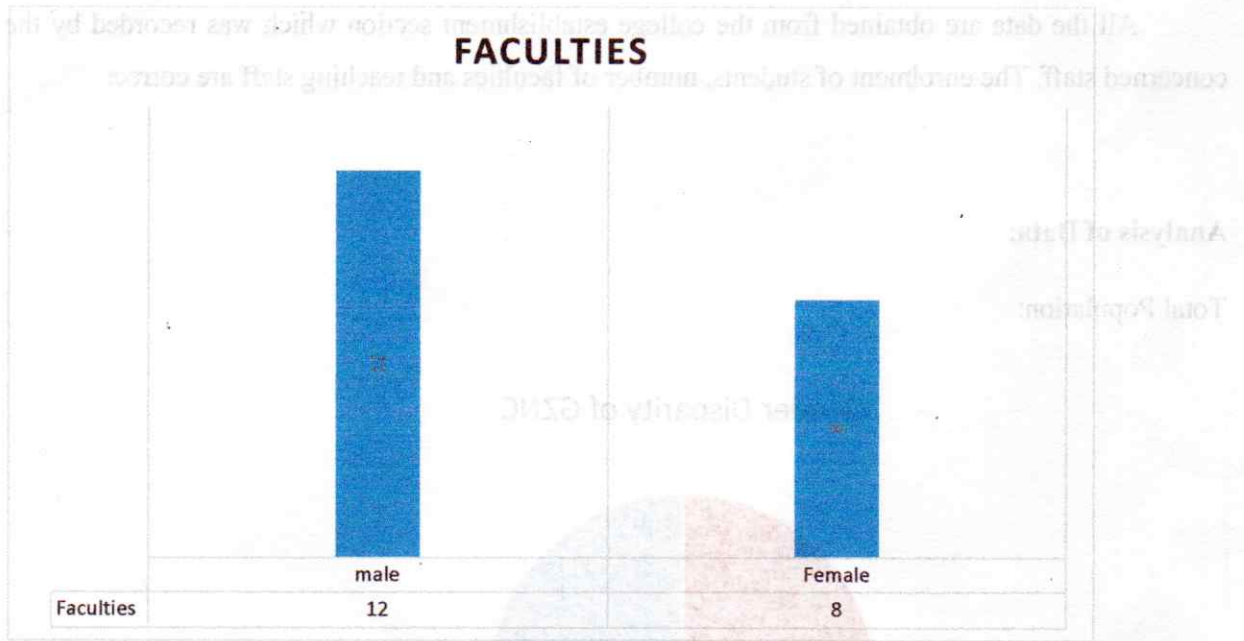
Total Population:



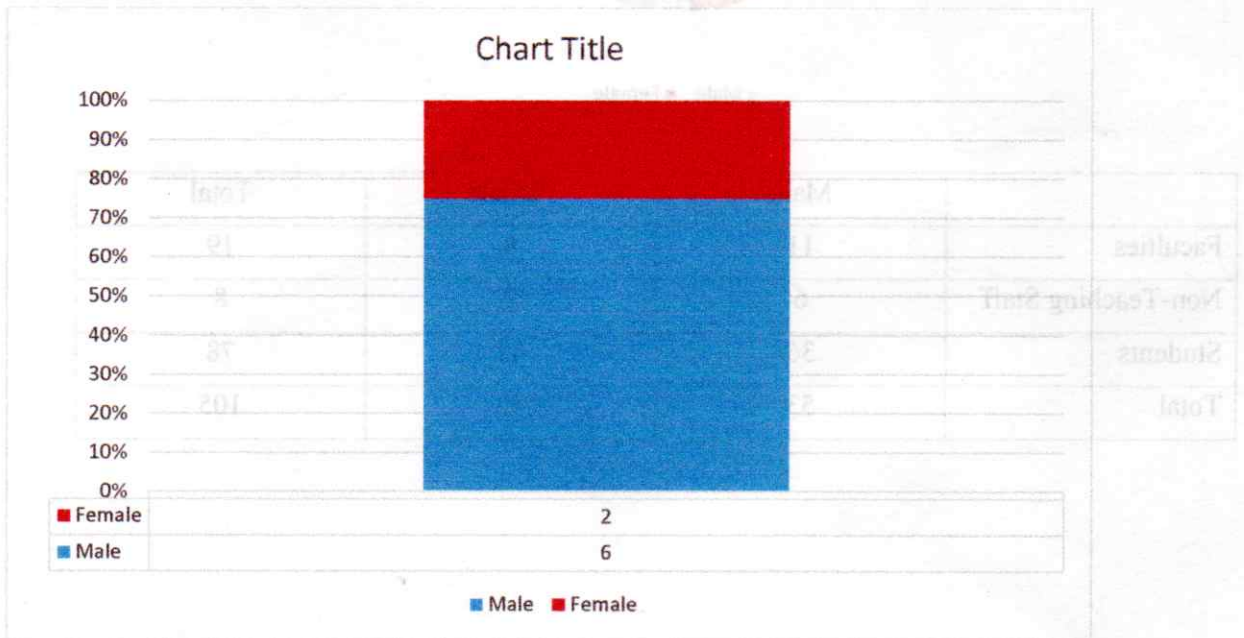
	Male	Female	Total
Faculties	11	8	19
Non-Teaching Staff	6	2	8
Students	36	42	78
Total	53	52	105


Principal
Govt. Zawnuam College
Zawnuam : Mizoram

Gender disparity of Faculties:

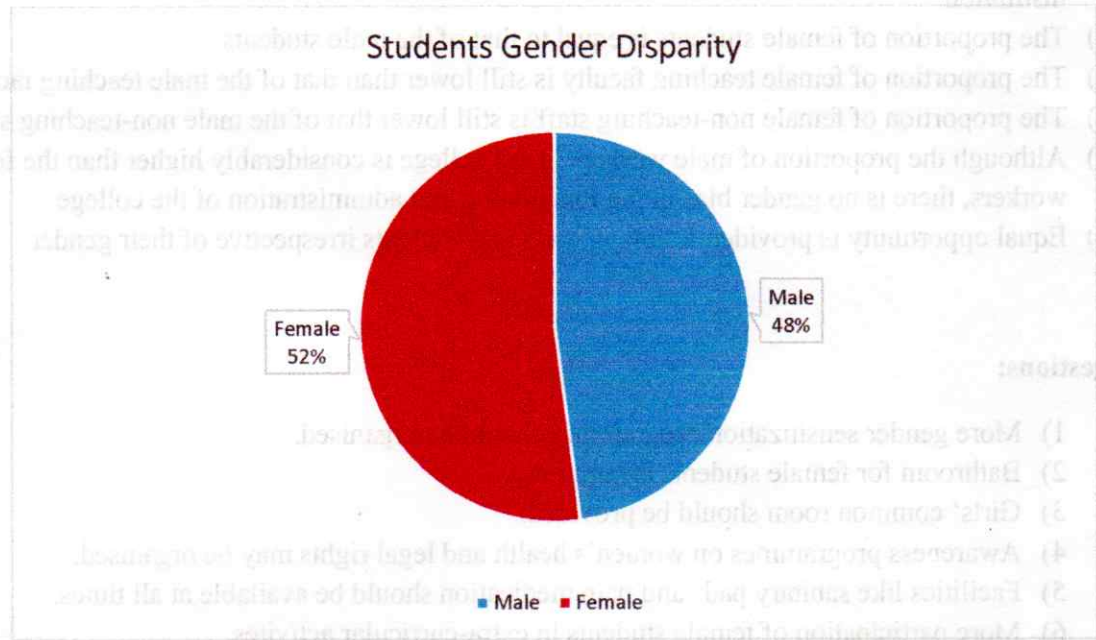


Non-Teaching Staff:



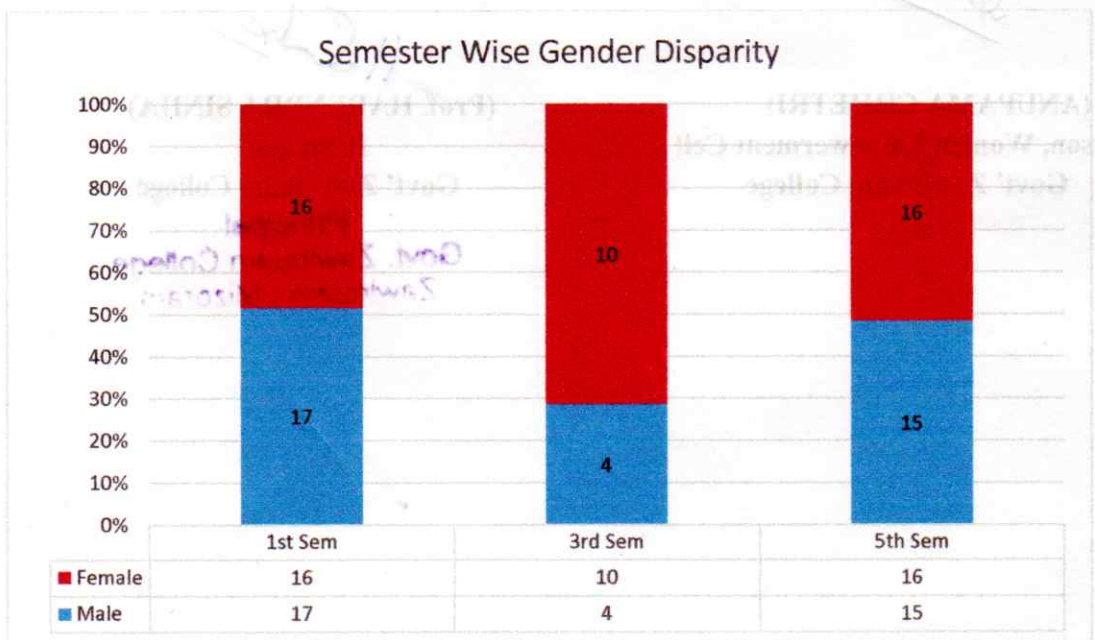
[Handwritten Signature]
 Principal
 Govt. Zawinuum College
 Zawinuum, Mizoram

Students: Government Zawnuam College has successfully promoted gender equality within its institution.



	Male	Female	Total
Students	36	42	78

Students Semester Wise:



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Major Findings:

- 1) Government Zawlnuam College has successfully promoted gender equality within the institution.
- 2) The proportion of female students is equal to that of the male students.
- 3) The proportion of female teaching faculty is still lower than that of the male teaching faculty.
- 4) The proportion of female non-teaching staff is still lower than that of the male non-teaching staff.
- 5) Although the proportion of male workers in the college is considerably higher than the female workers, there is no gender bias in the functioning and administration of the college.
- 6) Equal opportunity is provided for all workers and students irrespective of their gender.


Suggestions:

- 1) More gender sensitization programmes should be organised.
- 2) Bathroom for female students is required.
- 3) Girls' common room should be provided.
- 4) Awareness programmes on women's health and legal rights may be organised.
- 5) Facilities like sanitary pads and pain medication should be available at all times.
- 6) More participation of female students in extra-curricular activities.

Gender	Students	Faculty	Staff
Male	50	45	55
Female	50	35	45



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