



Dr. Rafiq Zakaria Campus

Maulana Azad Educational Trust's

Y. B. CHAVAN COLLEGE OF PHARMACY

(B. Pharm, M. Pharm & Research Centre)

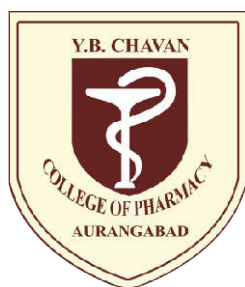
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NAAC ACCREDITATION "A" GRADE WITH 3.23 CGPA SCORE

GENDER AUDIT 2022-23

Initiated by: IQAC

Conducted by: Dr. Rana Zainuddin
(Cocurricular Activity In-charge)



Maulana Azad Educational Trusts'

Y.B. Chavan College of Pharmacy, Aurangabad

Objectives of Gender Audit

- 1.To assess whether the organization, policies, programs, facilities are oriented and sensitized for female equity, safety and comfort.
2. To determine whether the female students are aware about organization, policies, programs and facilities offered by the College.
3. To identify areas for improvement and promoting diversity and inclusion.

Methodology of Gender Audit:

1. Prepare the College to carry out a Gender Audit.
2. Conduct a survey of female staff and students to uncover their perceptions regarding gender equality in the organization, facilities and programs.
 - i) Orientation of the female students and faculty about the audit.
 - ii) Questionnaire is circulated among the students and staff of College to understand their awareness and perception in the Campus about:
 - a) Women safety in the College premises.
 - b) Special facilities on campus for females.
 - c) Organization, programs, processes that facilitate gender equity and sensitization.
3. Understand need for updating Gender Sensitization Action.

Demographic Overview of Students (2022-23)

Total No of students enrolled in B.Pharm&M.Pharm= 553		
Male	Female	Transgender
318	235	0

Organizational policies / Committees

Academic Planning and Monitoring Committee

Orientation and induction program is organized for the newly admitted B.Pharm and M.Pharm students by APMC. The students are made familiar with various College facilities, Committees and activities.

Disciplinary Committee

The college implements the code of conduct through Disciplinary Committee. All major acts of indiscipline, which may have serious repercussion towards the conducive atmosphere of college, shall be handled by the Disciplinary Committee. Hand Book of code of conduct for student, staff, supporting staff, HOD and Principal is available on college website (www.ybccpa.ac.in)

Mentoring Program

Institute focuses on the academic, personal, professional and holistic development of the student. Female students are mentored by female staff only and male students are mentored by male staff.

Equal Opportunity Cell

Equal Opportunity Cell (EOC) of the College puts special care and efforts in empowering girl students in the field of education which in turn plays a vital role in the development of society. Various scholarships for girls are offered to encourage them to overcome their financial constraints and pursue desired academic or career opportunities. Several government and private organizations are helping girl students acquire quality education and better career opportunities by providing scholarship for girls in India. Every year Girl students apply for Central Government scholarship schemes like Minority, Pragati scheme through National Scholarship Portal (NSP portal) and State Government scholarship schemes like EBC, Minority, Punjab Hostel, all caste scholarship SC, ST, OBC, VJNT, SBC through MahaDBT portal. **AICTE Pragati Scholarship Scheme only for Girl students:** The scheme is available to girl students who are single children to their parents and have a family income of less than INR 8 lakhs. The eligible girl candidates will be given INR 30,000 or a tuition fee, whichever is less, and INR 2000 per month for ten months as extras each year. Every year around 95% girl students are availing benefit of various scholarship schemes.

Grievance Redressal Committee

The committee is formed as per norms of AICTE, New Delhi. It addresses the grievances of staff and students.

Internal Complaint Committee (Women's grievance Redressal committee)

The committee is formed as per directives of Hon'ble Supreme Court, New Delhi and National Women's Cell, Delhi as well as the Government of Maharashtra. The major

objective of committee is to address the issues of women's regarding sexual harassments at work place.

Gender sensitization Action Plan

The College proactively works in sensitizing students in gender issues through awareness and outreach programmes. The policy supports just, fair and unbiased environment; creates an inclusive gender diverse work place with fair practices, awareness of gender equality concerns, creation of an open minded society, familiarizing constitutional rights, safety and mentoring. The gender sensitization issues and awareness activities are facilitated by the Internal Complaint Committee (Women's grievance redressal committee) and Equal opportunity cell.

Students' Club

Holistic Health Club is constituted and developed under AICTE Scheme for Promoting Interests, Creativity and Ethics among Students (SPICES). The club has been developed to ensure holistic growth of the students at all levels.

Health and Safety

College provides accessible health services for students, including a well-equipped health center and qualified medical staff. A female doctor is available at the health aid center, on Campus. The Health aid Committee organizes programs to create awareness of health issues in females. Precautionary measures are taken in laboratory. The Laboratories are equipped with fire safety equipment viz fire extinguishers, smoke detectors etc. Mock Fire drill is conducted and demonstration of evacuation procedures is done. First aid training sessions are routinely conducted. The College premises are well-lit. The classrooms, corridors and labs have ambient ventilation and lighting. Round the clock CCTV surveillance and 24x7 security guards are deployed on Campus.

Training and Development

The Industry-Institute Interaction Cell and the Training and Placement cell offers a variety of skill enhancement programs that cater to the diverse needs and interests of students, ensuring that both male and female students have equal access. The internship and placement opportunities are provided without bias, taking into account the skills and capabilities of all students irrespective of gender. Workshops and seminars are organized with industry professionals to expose students to real-world scenarios and trends, providing equal opportunities for networking and learning.

Inclusivity

Diverse range of activities is organized by the College and in Collaboration with other institutes and Industry. Students are encouraged to participate for their over-all development. Girl students are given equal opportunity to participate in Academics, Co-curricular, Extracurricular Sports, NSS Activities.

Demographic Overview of Female staff (2022-23)

No. of teaching staff			No. of non teaching staff		
Male	Female	Transgender	Male	Female	Transgender
23	09	0	44	02	0

Leadership and Decision-Making

Female faculty is an integral part of various committees and participates in decision making.

Employee Welfare policy

Leave benefits: All the leave benefits as applicable to all the staff as per the Government norms and Dr. Babasaheb Ambedkar Marathwada University Aurangabad, including Maternity leave benefits.

Co-Curricular, Extracurricular Activities/Programs/Seminars/Workshops organized to promote gender equity/ Gender sensitization/ Safety/ Health and Wellness (2022-23)

Sr. No	Date	Title of Program
1.	24/1/22	Poster making competition on occasion of National Girl child Day 2022 on topic 'Save girl child'
2.	8/3/22	Lecture on Women empowerment in the crisis of pandemic and stress management
3.	30/05/22	Yoga session for girls on International Yoga Day
4.	17/08/22	One Day Free Health Assessment and Awareness Program
5.	07/09/22	First aid training program by Mrs. Halima Siddiqui, First aid trainer
6.	11/2/23	Online Webinar on Menstrual health and hygiene
7.	25/2/23	Guest lecture, Sexual harassment at workplace by Adv. Shubhangi More High Court, Aurangabad.
8.	8/3/23	Women's Day, Seminar on mental health, nutrition and personal grooming
9.	21/9/23	Orientation Programme for B.Pharm
10.	3/10/23	Orientation Programme for M.Pharm
11.	08/11/23	Mock Fire drill

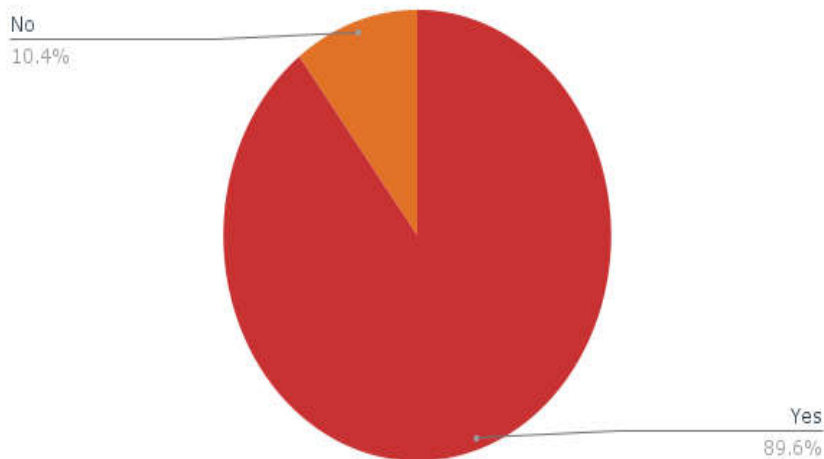
Gender Audit Report (2022-2023)

(Gender Audit conducted on 11.12.2023)

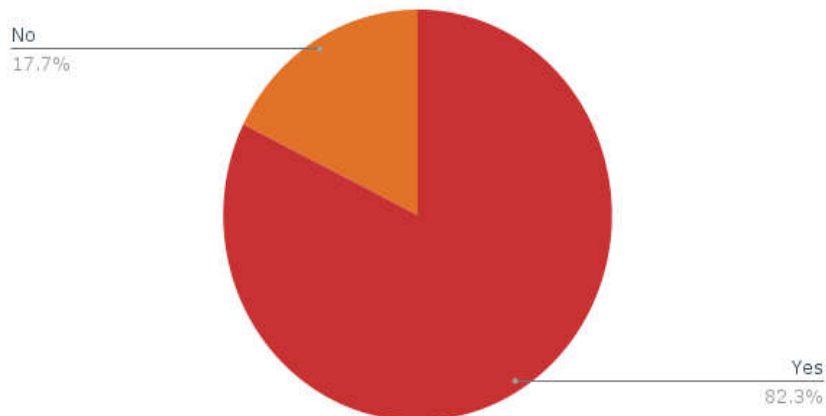
Gender Audit regarding awareness of the special infrastructure, facilities available for promoting gender inclusivity and ensuring that female students feel comfortable, safe, and supported in their educational environment was conducted on 11th December, 2023. The College consistently facilitates gender sensitization by organizing awareness programs, seminars, interactive sessions and competitions to boost morale of girl students.

Report of responses obtained from the girl students

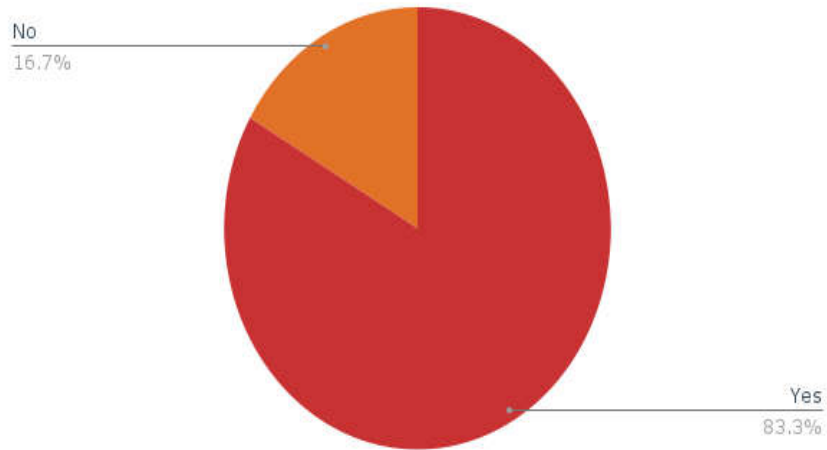
1. Are you aware that the college conducts gender sensitization program as a part of its curriculum.



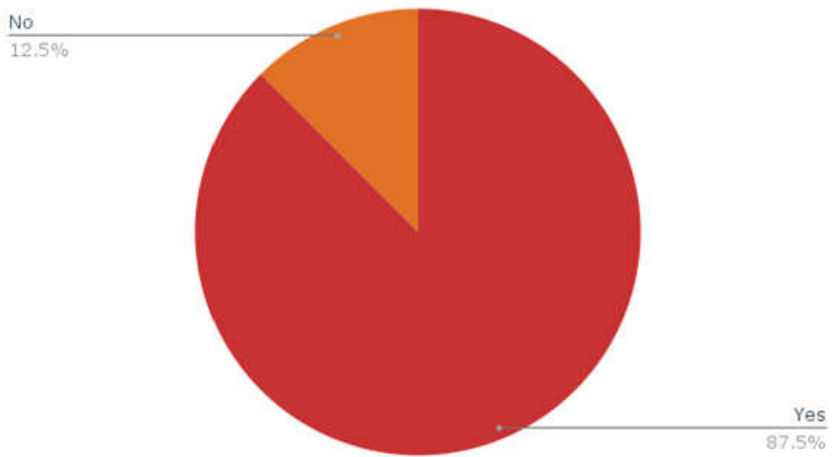
2. The college conducts gender awareness programs, such as awareness of sexual harassment.



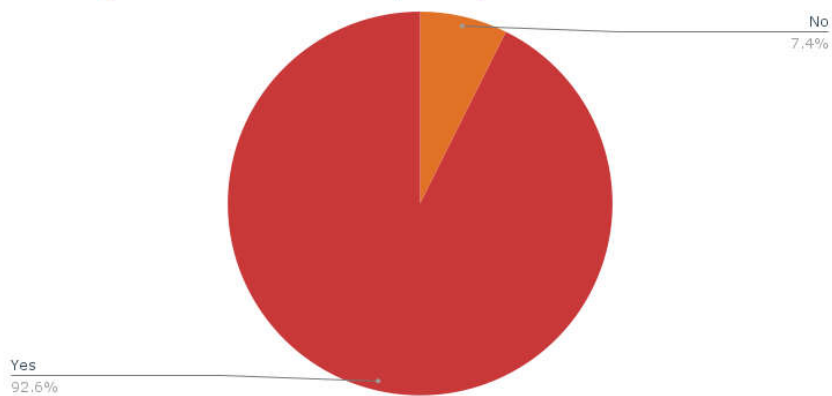
3. Adequate numbers of toilets are available in the campus for girls.



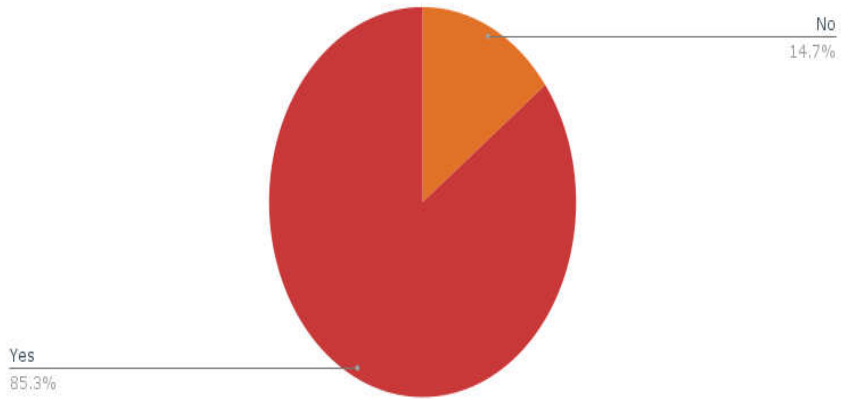
4. Adequate facilities are available inside the toilet keeping in mind the need of the girl student



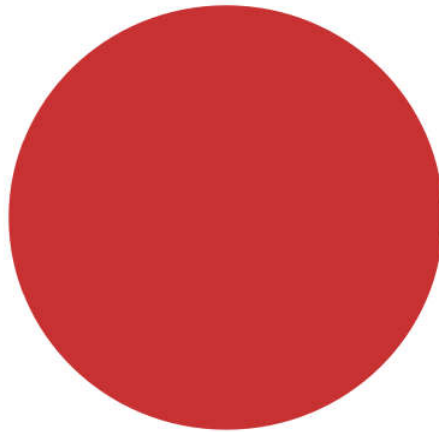
5. Adequate lighting is available inside the campus during night including but not limited to, adequate light in corridors, classrooms,



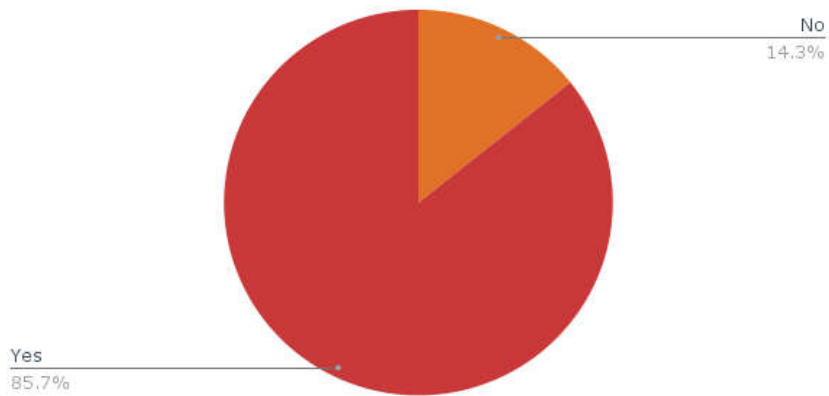
6. Adequate security arrangements have been made in the campus and common areas during the day and night.



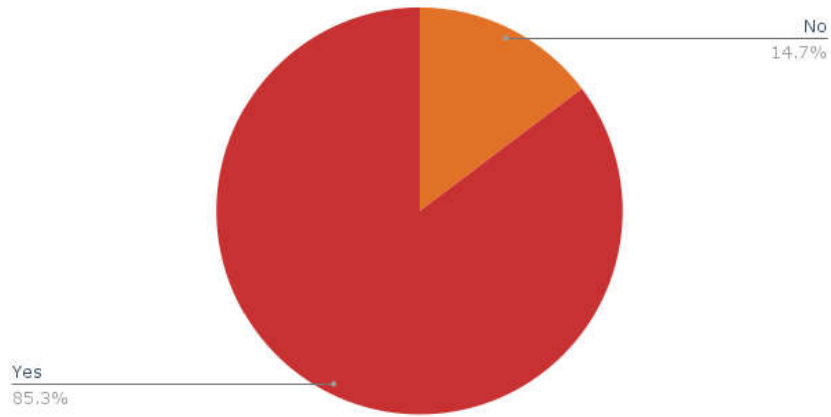
7. Classes are not arranged in late evening.



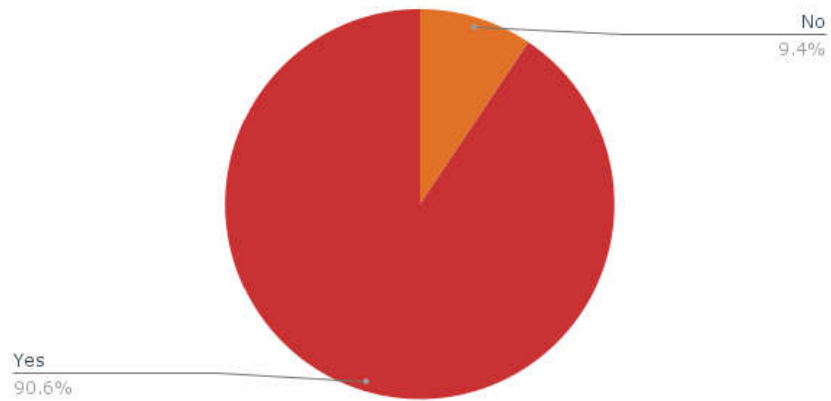
8. A Women cell is set up in the college and students are aware about the women cell.



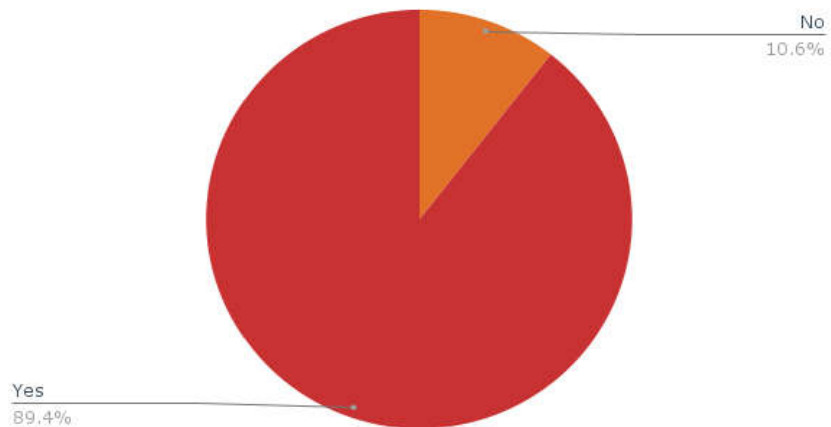
9. There are lady faculties available in the women cell.



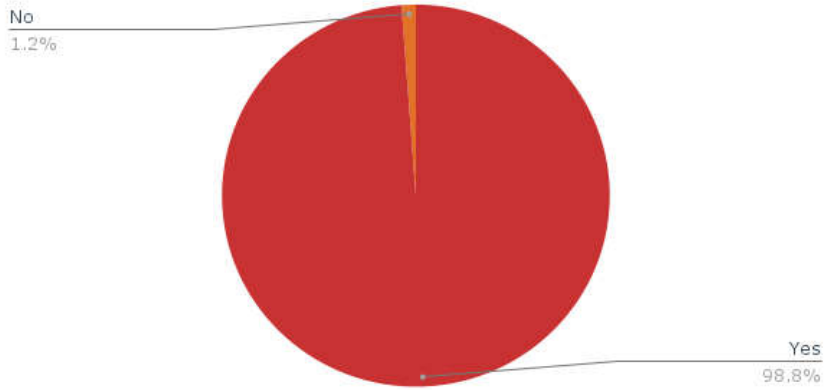
10. Programs are organized for assessing/addressing female health.



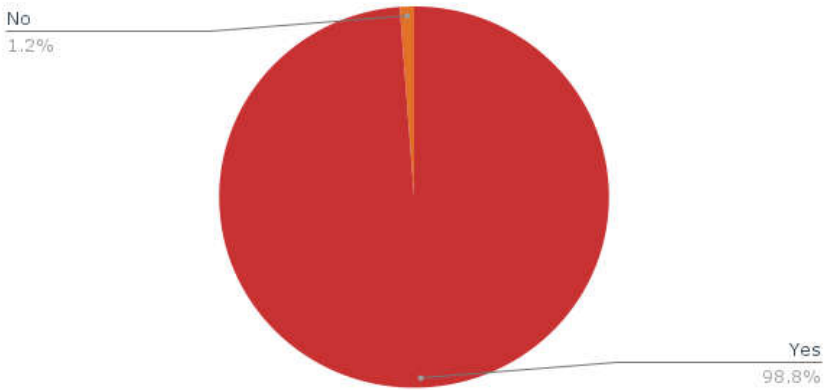
11. A grievance redressal cell is set up in College



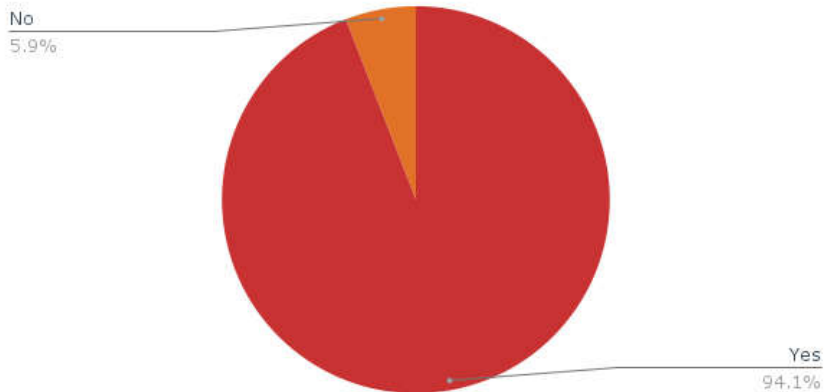
12. The classroom offers equal opportunities to all genders.



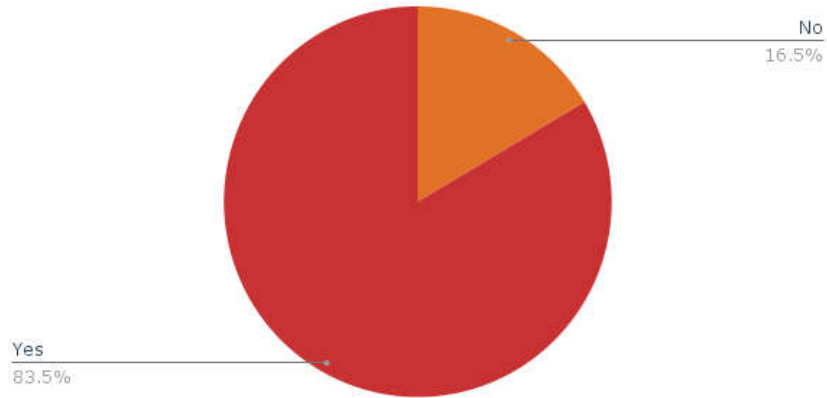
13. The library offers equal opportunities to all genders.



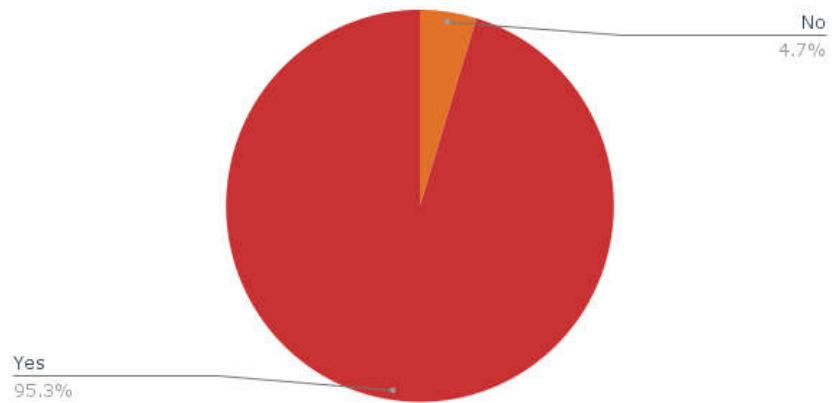
14. Safe environment is available for all girl students in the campus.



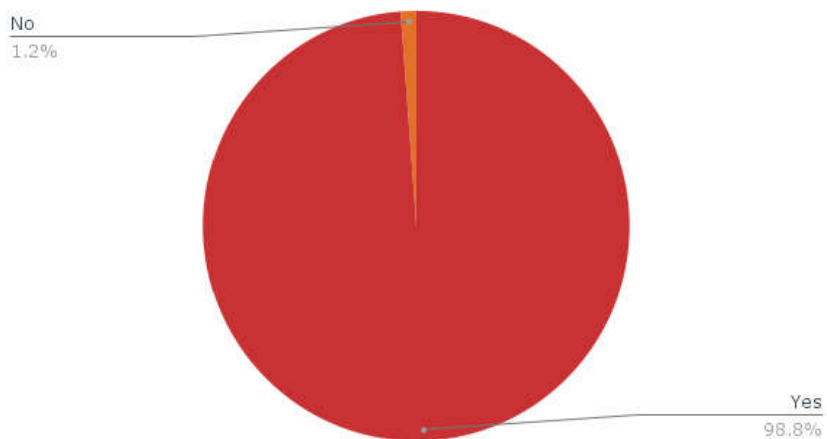
15. Healthcare facilities are available to girl students at the campus.



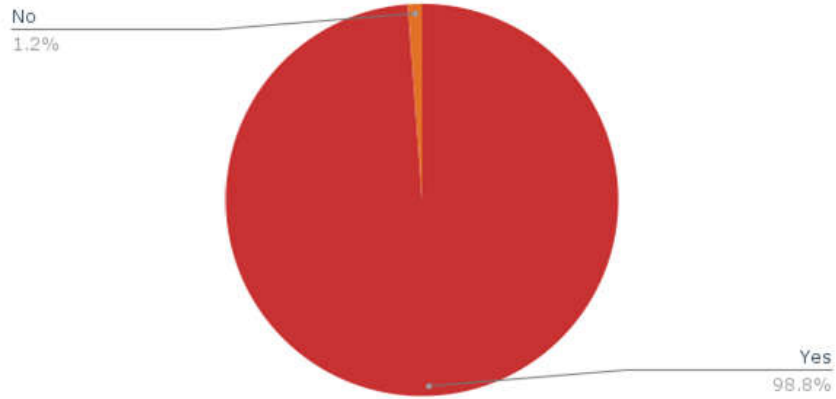
16. Adequate number of security personnel are deployed.



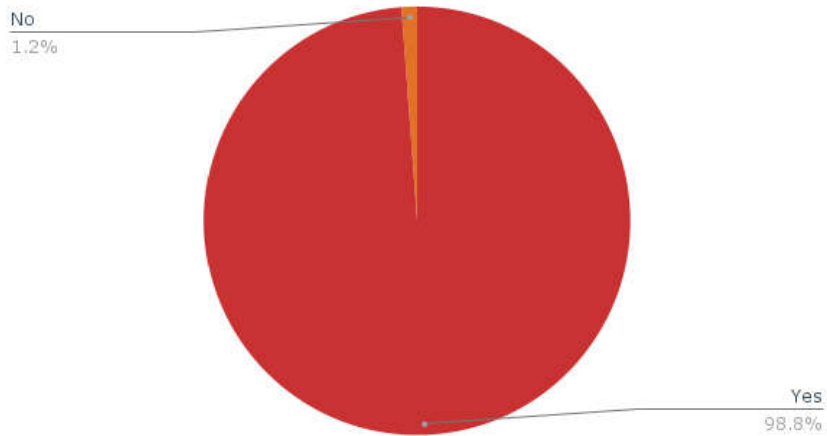
17. Attitude of security personnel is appropriate.



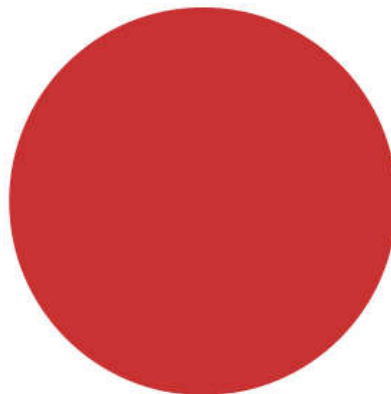
18. Laboratory infrastructure is appropriate for the safety of the girl students



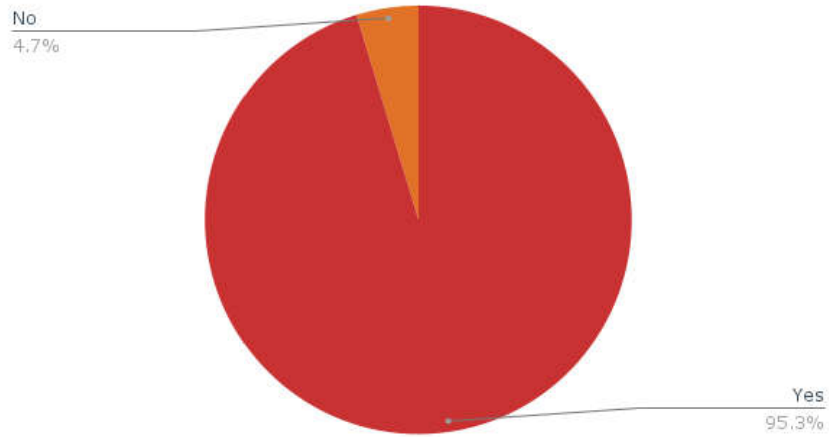
19. Attitude of laboratory staff is appropriate.



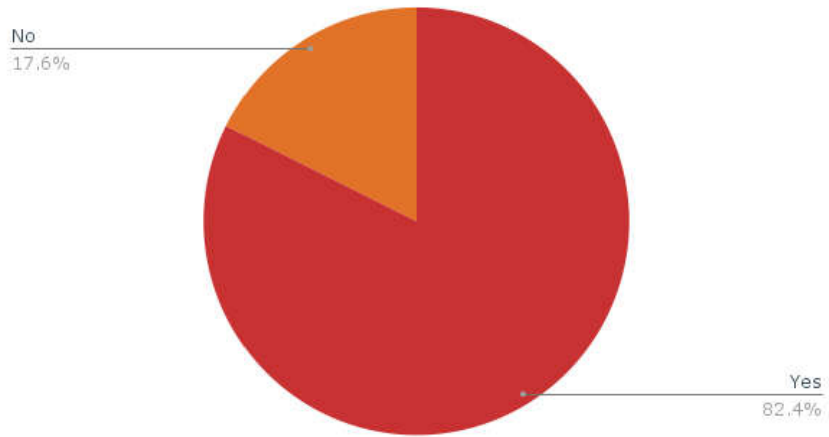
20. There are no gender biased artifacts such as discriminative/ obscene screen savers.



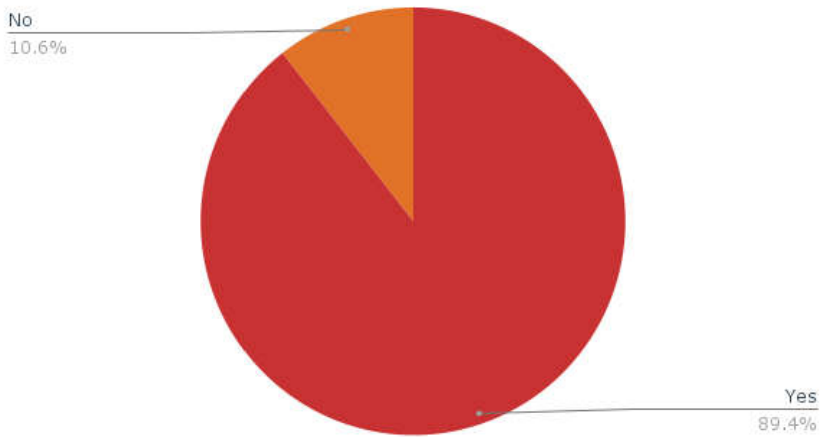
21. Timing of the laboratory is appropriate.



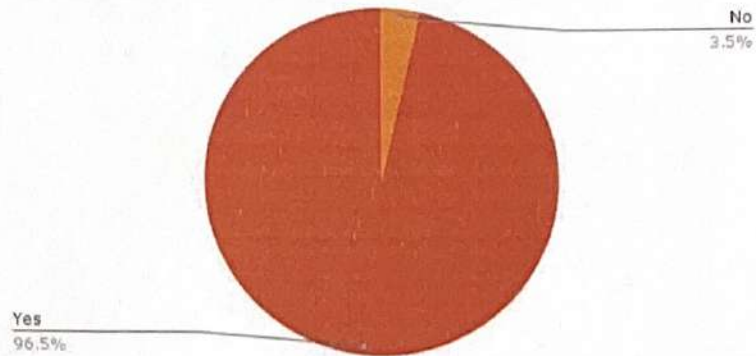
22. Is there a separate queue for girls in the office etc.



23. Have female mentors been assigned to you?



24. Do you visit your mentor to solve your issues/queries?



Suggestions / Recommendations

1. More efforts are to be taken by mentors and the teaching staff in general to make girl students aware of gender sensitization programs arranged by the College and the facilities available specifically for girls.
2. In Q.23, those stating No, are M.Pharm girl students who have been assigned their respective guides as mentors, who invariably may be male or female.
3. It is suggested to display boards for segregating queues for accessing the office service window in order to encourage forming separate queue for girls and boys in front of office.
4. More awareness has to be created about availability of health aid center on Campus, further few girls are not familiar with the Women cell which is also referred as The Internal Complaint Committee.

Date: 18th December 2023

Dr. K G Baheti
IQAC Coordinator

Dr. Rana Zainuddin
Cocurricular Activity In-charge

Dr. M. H Dehghan
Principal

PRINCIPAL
V B Chevan College Of Pharmacy
Aurangabad

