



MAHARASHITRA EDUCATIONAL SOCIETY'S
H. K. COLLEGE OF PHARMACY
PRATIKSHA NAGAR OSHIWARA, JOGESHWARI (W), MUMBAI 400102
NAAC Accredited Grade 'A'



Women Development Cell (WDC)
and
Internal Quality Assurance Cell (IQAC)
Presents

Gender Audit Report
Academic Year 2023-24

Academic Year 2023-24

Introduction of institute:

The late Prof. Javed Khan, a former education minister of the state of Maharashtra, founded the H K College of Pharmacy, often known as HKCP, with the goal of providing quality Pharmacy education and training to meet the demands of the pharmacy profession and society at large. The HKCP offers the chance to develop intellectually and socially while also assessing and ensuring the quality of the education provided to the students and regularly inspiring them to nurture their latent abilities. It has beautifully designed buildings as well as labs and classrooms that are outfitted with the highly experienced and recognized faculty to provide valuable hands-on learning and technical skills.

HKCP offers 4 years full time degree course- Bachelor of Pharmacy (B. Pharmacy) for undergraduates. While 2 years full time post-graduation course- M. Pharmacy Course.

What is Gender Audit:

The goal of the gender audit is to determine whether there is a good gender balance at the college. It checks to determine if institutes adhere to government norms, guidelines, and initiatives designed to advance the status of women in society. The Gender Audit aims to determine how its proposed and current policies will affect gender equality. International organizations primarily use the gender integration framework and participatory gender audit, despite the fact that there is no one set method for conducting a gender audit.

A gender audit usually includes two dimensions as follows:

1. An internal audit:

The extent to which an organization promotes gender equality within its organizational, management, and internal working environments, as well as if these contribute to gender equality within the organization, is referred to as this dimension. An internal gender audit keeps track of and evaluates the relative progress made in gender mainstreaming, helps the organization grow its capacity and take collective ownership of activities for gender equality, and enhances organizational learning on gender.

2. An external audit:

This dimension attempts to evaluate the degree to which an institute mainstreams gender in terms of content, delivery, and assessment of its policies, programs, initiatives, and services. The effectiveness of gender integration in fostering inclusiveness and providing advantages to women and men involved in or impacted by the organization's policies, programs, projects, or services are assessed by external gender audits.

Gender equity encompasses the just treatment of individuals, regardless of gender, in alignment with their distinct necessities. This concept may entail uniform treatment or differentiated treatment, provided that such treatment is perceived as equivalent concerning rights, advantages, responsibilities, and opportunities.

Goal

H. K. College will strive to create a gender sensitive and conducive working environment, ensure fairness and equity, and promote equality among all human beings in the college.

Gender Policy

- There shall not be any kind of discrimination on the basis of Gender.
- The institution shall provide equal opportunity for all genders.
- Freedom for all genders to express of free and fair opinion.
- There must be an accessible, active, unbiased and confidential grievance redressal cell.
- The institute shall arrange effective measures for the safety and security of all genders.

Objectives of Gender Audit

The Gender Audit has the following objectives:

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

Gender Sensitive Features of the College

Gender sensitive features are carefully observed in every corner of the college system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to both girls and boys, gender equality is kept upright in the college.

Facilities for Students:

Different facilities are available for all students. These are helpful not only for educational development but also social, psychological, physical development of all students.

Parking Facilities: A well observed parking of two-wheelers as well as four wheelers for girls, boys and staff is one of the disciplines in this college.

Girl's Common Room: Provision is made for girls to rest in Girl's Common Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in the Girl's Common Room.

Washroom Facility: At different places girls and boys washrooms are situated in the college with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.

Drinking Water: Water coolers and water purifiers are placed for students and staff at convenient places.

Ramp: Keeping in mind the needs of physically handicapped students, ramp has been provided.

Suggestion Box: Suggestion boxes have been provided to inculcate student feedback in college at various locations.

CCTV: CCTV cameras have been installed at adequate locations to look after the security aspect as well as management of the college.

Notice Boards: Notice boards are available on every floor as well as for every department.

Sports facilities: College takes special efforts to promote sports among the students. Indoor games in the college are chess, table tennis and carrom.

Outdoor games are Kabbadi, cricket, handball, volleyball, badminton, throw ball, Kho-kho, tug of war, football.

Sanitary Napkin Vending Machine: Keeping in mind the special hygiene needs of girl students and female staff, a sanitary napkin vending machine is provided.

Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college. The following initiatives have been undertaken by the College for the convenience of girl students: The college has established a number of committees to aid girl students and ladies staff. These committees include: -

Anti-Ragging Committee

The college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Principal of the College is the Chairperson of the Anti-Ragging Committee.

Discipline Committee:

The college has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee has female, male members.

Women's Development Cell:

Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make H. K. College of Pharmacy, a strong kernel of gender sensitization, the Women's Development Cell was constituted. The Cell has both the faculty and nonteaching of the College as its members and works with an aim to create a gender sensitized community within campus.

It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students.



Extension & Outreach Committee:

Our institute has an Extension & Outreach Committee to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The Committee provides a suitable environment for taking up initiatives in social services. The girls & boys are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

Student's Council (Administrative Committees and Girl Students Representative):

Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow student, share experiences and participate in college events for administrative development.

Internal Complaint Committee:

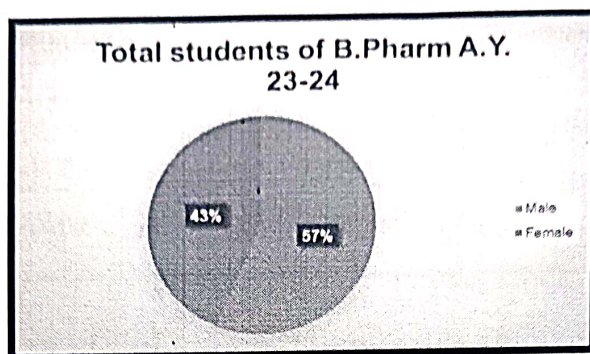
The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013.

In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the three elements (Prevention, Prohibition and Redressal). College is committed to creating a healthy working environment that enables everyone to work without fear, gender bias, and in a harassment free environment. The college also believes that all employees and students have the right to be treated with dignity also committed for zero tolerance policy towards sexual harassment at workplace. The committee has been considering all the individual complaints and taking suitable action in accordance with the UGC guidelines.

Since its establishment, no complaints have been reported to the Committee by any of staff members or students.

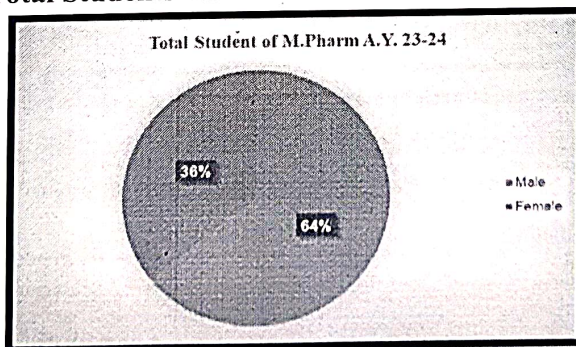
DATA ANALYSIS (23-24)

Gender wise Details of Total Students in the College (B.Pharm)



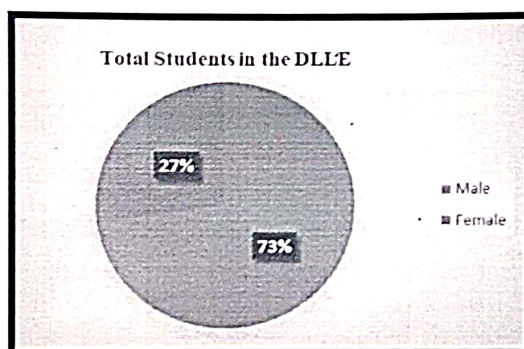
Sr. No.	Year	Male	Female	Total	% Male	% Female
1	Final Year	57	47	104	54.80%	45.19%
2	T.Y.	73	40	113	73%	35.39%
3	S.Y.	62	52	114	54.38%	45.61%
4	F.Y.	54	50	104	51.92%	48.07%
		246	189	435	56.55	43.44%

Gender wise Details of Total Students for Post Graduation in the College (M.Pharm)



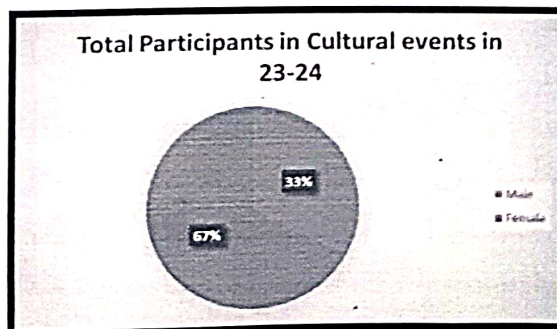
Sr. No.	Academic Year 2023-24	Male	Female	Total	% Male	% Female
1	F.Y. M. Pharm	9	6	15	60%	40%
2	S.Y.M. Pharm	9	4	13	69.23%	30.76%
		18	10	28	64.28%	35.71%

Gender wise Details of total students in the Department of Lifelong Learning and Extension.



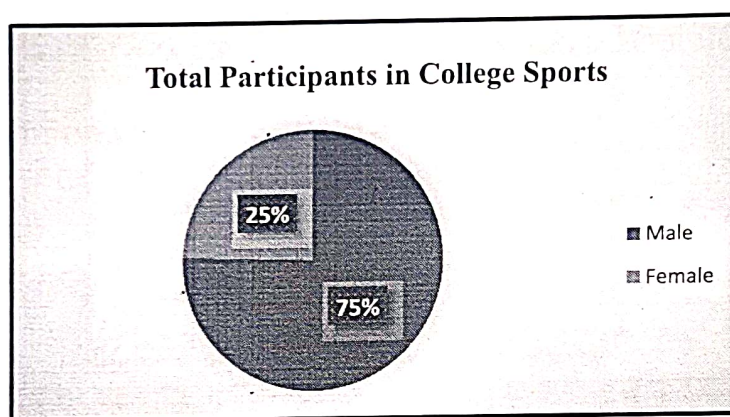
Sr. No.	Year	Male	Female	Total
1	23-24	61	23	84

Gender wise Details of total Participants in Cultural events



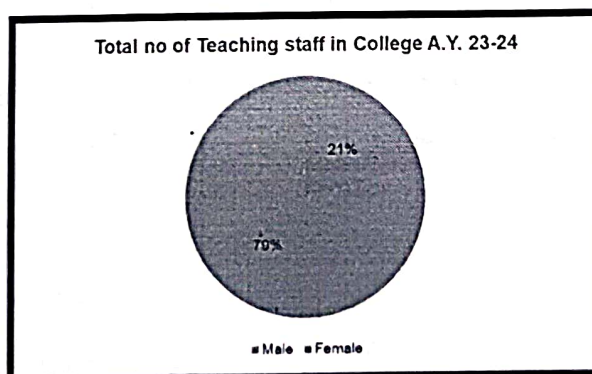
Sr. No.	Academic Year	Male	Female	Total
1	2023-24	22	45	67

Gender wise Details of total Participants in College Sports



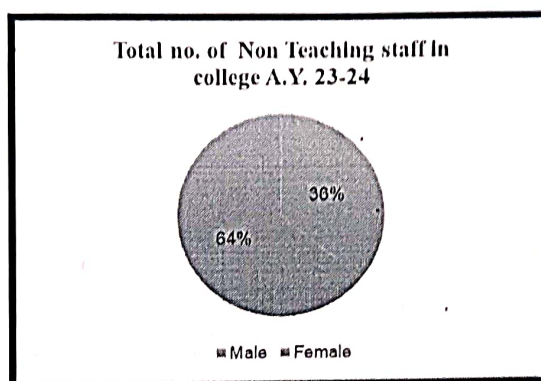
Sr. No.	Academic Year	Male	Female	Total
1	2023-24	117	38	215

Gender wise Details of Teaching staff in colleg.



Sr. No.	Academic Year	Male	Female	Total	%Male	% Female
1	2023-24	6	22	28	21.42%	78.57%

Gender wise Details of Non-Teaching staff in college



Sr. No.	Academic Year	Male	Female	Total	%Male	% Female
1	2023-24	5	9	14	35.71%	64.28%

The outcome of Gender Audit:

Basic sanitation facilities in the form of separate toilets for the students and staff are provided in the common area. Separate toilets for male and female faculty are available.

- There is a Ladies Common Room provided on the 1st Floor of the main building, while a separate boy's common room at 2 nd floor of the main building.
- There are CCTV monitoring devices installed at different locations within the campus.
- There is a cell i.e Women Development Cell that conducts Gender Sensitization and Gender equity programmes regularly for the students.

- There is availability of Sanitary pad vending machine as well as a sanitary incineration machine available at the girls common room.
- Availability of First aid box for the students and staff.
- A medical room available in the campus in case if need arises.
- The institute has established various committees to aid the female students and staff.
- The committees are Internal Complaint committee, Anti-Ragging Committee, Discipline Committee, Grievance and redressal committee and women development committee.
- The institute has a Grievances portal on the institute website.

Summary and Conclusion

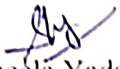
Progress towards Gender Equity

Gender equality, equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC) The college constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength, particularly girls' strength, is increasing in both UG and PG programmes. Girl's enrolment is also fair. Girls are enrolling for higher studies too. Girls are taking interest in participating in all co- curricular and extracurricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males.

Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. It is found that the college has a lot of strengths and opportunities to develop good gender balance. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints.

Internal Auditor


Dr. Sheela Yadav


Dr. Anagha Raut


Dr. Tushar Lokhande


Coordinator of WDC

IQAC Coordinator

PRINCIPAL
H.K. COLLEGE OF PHARMACY
Principal
Jogeshwari (W), Mumbai-400 102.

External Auditor


Mrs. Pratima Yadav


Dr. Fariza Shaikh

External Representative

(Non-Governmental Organization)

External Representative

(Gynaecologist)

College Seal:

