



Dr. Rafiq Zakaria Campus

Maulana Azad Educational Trust's

Y. B. CHAVAN COLLEGE OF PHARMACY

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

ISO 21001:2018 & ISO 14001:2015 CERTIFIED | NIRF-2023 ALL INDIA RANK 80TH

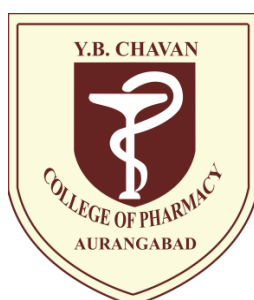
NAAC ACCREDITATION "A" GRADE WITH 3.23 CGPA SCORE

GENDER AUDIT 2023-24

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 students to uncover their perception 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 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 (2023-24)

Total No of students enrolled in B.Pharm&M.Pharm= 501		
Male	Female	Transgender
271	230	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, Punjabrao 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 are given INR 50,000 each year. **In 2023-24, 14 girl students were awarded Pragati scholarship.** 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.

This Committee organized programs to commemorate International Women's day on 7th March, 2024. Motivational and gender sensitization seminars were hosted on topics 'How to be lucky' and 'She-ultimate woman'

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. Gender sensitization 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 overall 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. Health Care Centre available on campus has female doctor.

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

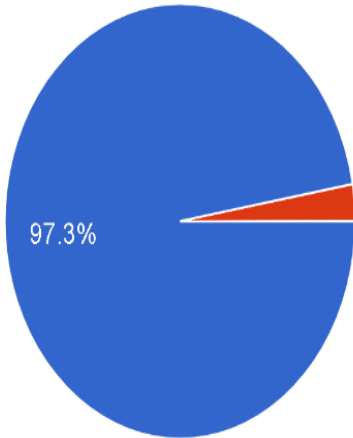
Female faculty is an integral part of various committees and participates in decision making.

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.

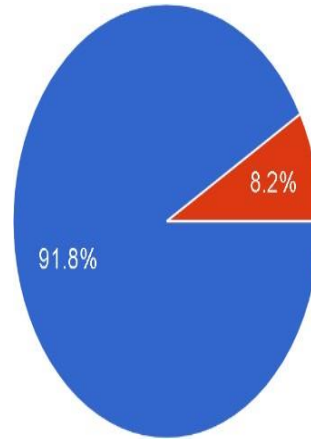
Gender audit Report of responses obtained from the girl students on 27th March, 2024

1. Are you aware that the the college conducts gender sensitization programs such as workshops and guest lecture focusing on gender equity and empowerment?



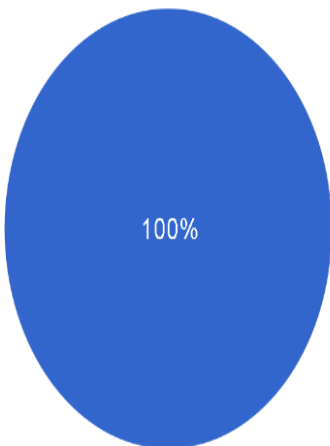
● Yes
● No

2. Are you aware that the college conducts gender awareness/sensitization programs, such as awareness of sexual harassment as a part of its curriculum?



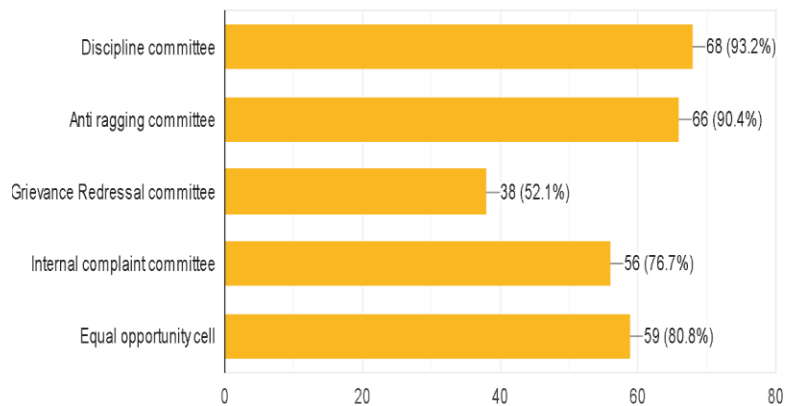
● Yes
● No

3. As girl students are you given equal opportunity to participate in various curricular, co-curricular and extracurricular programs like cultural events and sports.

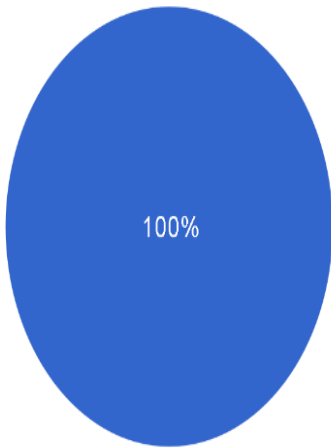


● Yes
● No

4. Are you aware of various Committees in the college like:

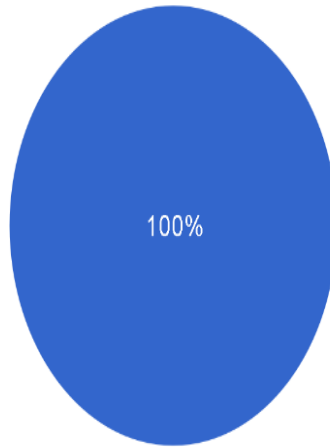


Count of 5. Are adequate facilities available inside the toilet keeping in mind the need of the girl student and adequate dis...



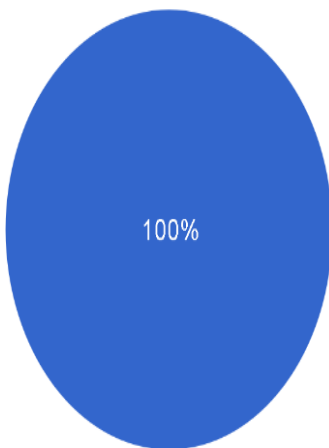
● Yes
● No

6. Is adequate lighting is available inside the campus during night including but not limited to, adequate light in corridors, classrooms, common areas, toilets, etc.



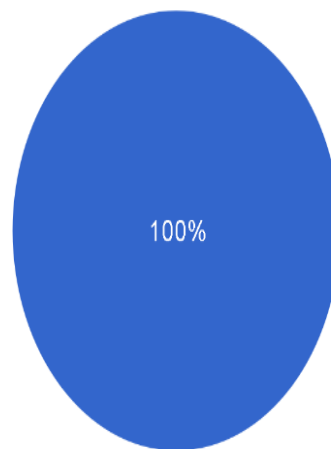
● Yes
● No

7. Are separate seating area/ girls common area available in College



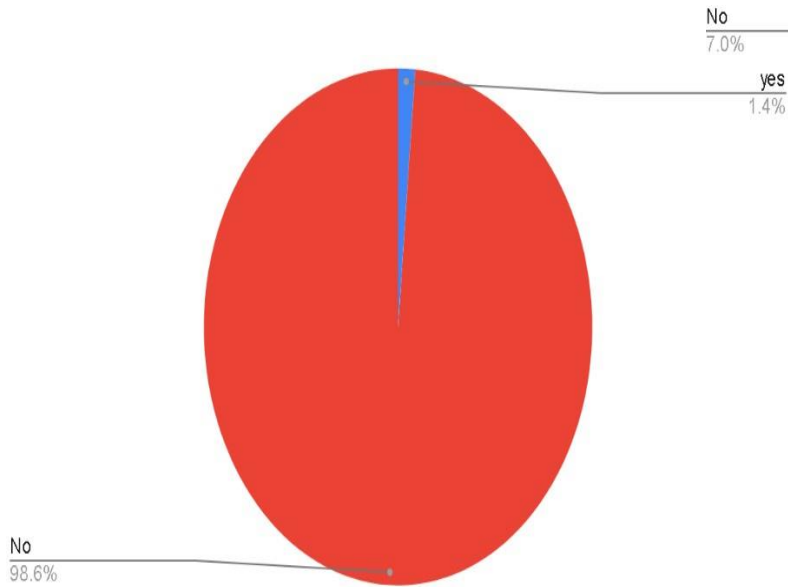
● Yes
● No

8. Is adequate security arrangement made in the campus and common areas during the day and night.

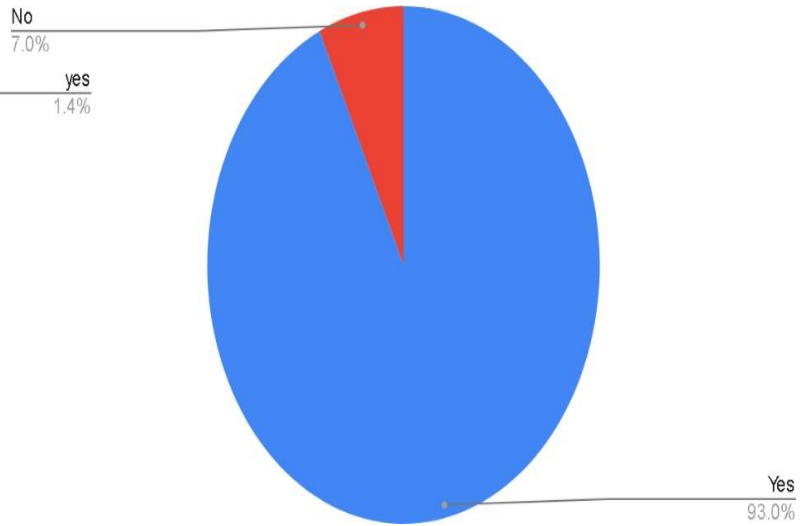


● Yes
● No

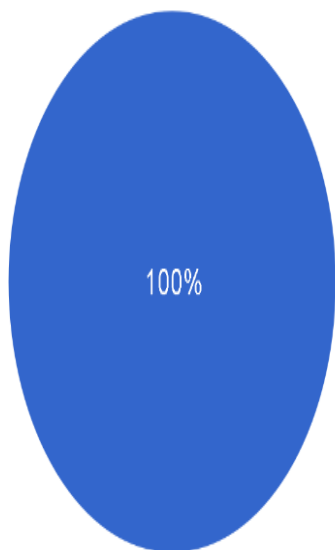
Count of 9. Are classes arranged in late evening or early morning?



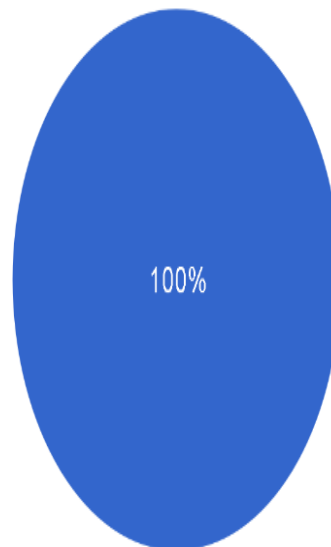
Count of 10. Are any programs organized for assessing/addressing female health?



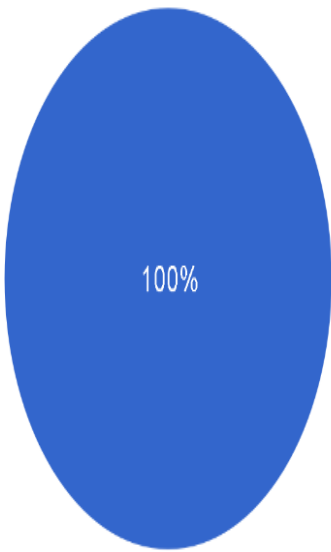
Count of 11. Are you aware of the Health care centre on College campus?



12. Does the classroom offer equal opportunities to all genders?

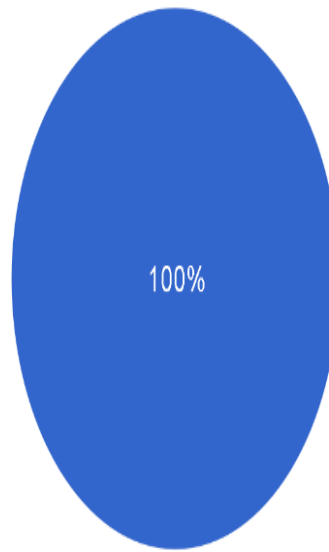


13. Does the library have separate seating area for girl students?



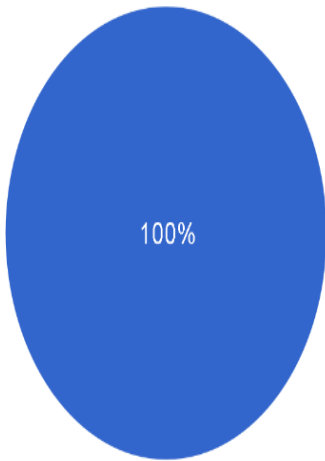
● Yes
● No

14. Are you aware that a separate queue is available for girls and boys at the office service window.



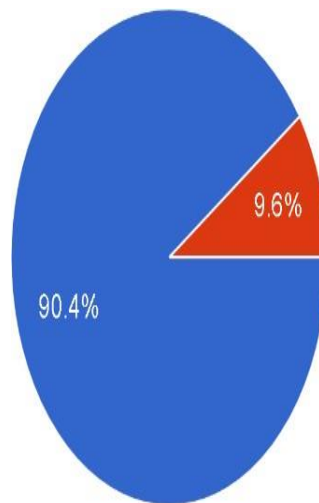
● Yes
● No

15. Is safe college environment available for all girl students?



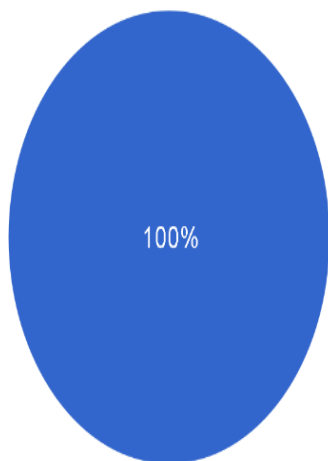
● Yes
● No

16. Are adequate numbers of security personnel deployed on campus?



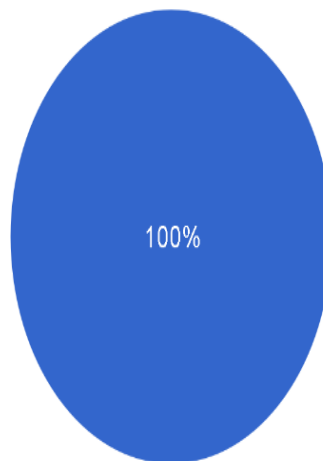
● Yes
● No

17. Laboratory infrastructure is appropriate for the safety of the girl students, for example there is adequate lighting, adequate space is provided in the corridors and the other areas, etc.



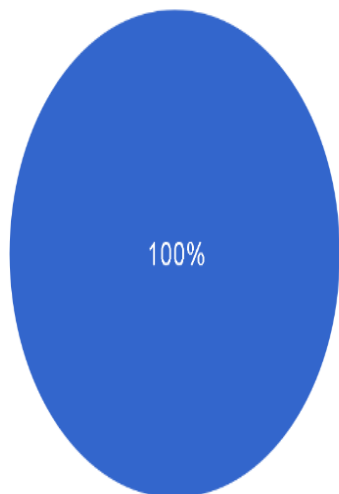
● Yes
● No

18. Are you aware of the annual International Women's day celebration in our College?



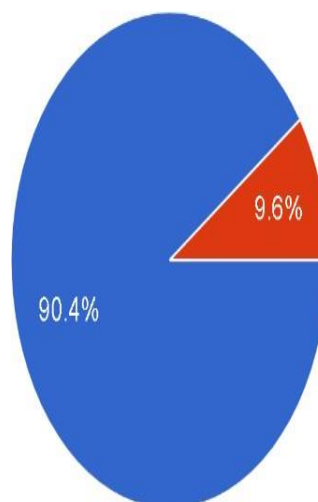
● Yes
● No

19. Are you aware of the mentoring program in College?



● Yes
● No

20. Do you meet with your mentor regularly?



● Yes
● No

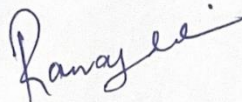
Suggestions / Recommendations

Through the survey it is observed that the girl students are aware about various facilities in College. However, additional efforts are to be taken by mentors to make girls more aware about various Committees in the College.

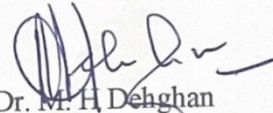
Date: 27th March, 2024



Dr. K G Baheti
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