

Sultan-ul-Uloom College of Pharmacy

GENDER AUDIT REPORT
2017-2022

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Gender Audit Report

of

SULTAN-UL-ULOOM COLLEGE OF PHARMACY

Gender Audit Team

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A gender audit is a systematic assessment of an organization's policies, practices, and procedures to identify and address gender-based inequalities. It is a tool for promoting gender equality and ensuring that all people, regardless of their gender, have the same opportunities and benefits.

Gender audits are used to assess a wide range of issues, including:

- The representation of women and men in leadership positions
- The distribution of resources and opportunities between women and men
- The impact of policies and procedures on women and men
- The organizational culture and climate

Objectives of Gender Audit:

- To find out the areas where gender imbalance exists and the factors behind the gender imbalance.
- 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 college community.
- To see the work and capacity for prevention of sexual harassment at the college

Gender audit involved the following steps:

1. Planning and preparation: The first step is to identify the purpose of the audit and the specific issues that will be addressed. To develop a work plan and identify the resources that will be needed.
2. Data collection: Collect data on the organization's policies, practices, and procedures. through survey and document reviews.
3. Analysis: The data collected in the previous step is then analyzed to identify gender-based inequalities.
4. Reporting and recommendations: The findings of the audit and recommendations are then reported to the organization's leadership.

Gender audits can be a valuable tool for promoting gender equality in organizations. They can help to identify and address gender-based inequalities, and they can also help to raise awareness of gender issues within the organization.

Benefits of conducting a gender audit:

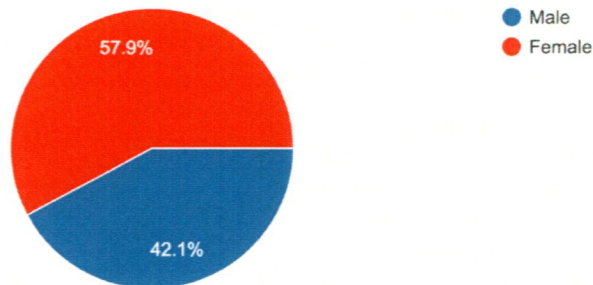
- It can help to identify and address gender-based inequalities.
- It can raise awareness of gender issues within the organization.
- It can help to improve the organization's performance.
- It can help to attract and retain female employees.
- It can help to comply with legal requirements.

Audit details:

Gender audit was done encompassing various aspects of the institution. Separate survey questionnaires were forwarded to faculty members and students on gender equity. A total of 38 faculty and 311 students participated in their respective questionnaires.

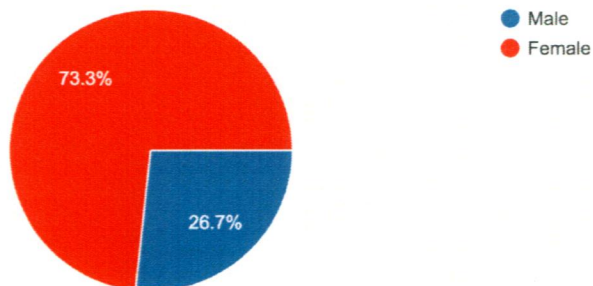
Gender distribution of the faculty respondents is:

Gender
38 responses



Gender distribution of the student respondents is:

Gender
311 responses



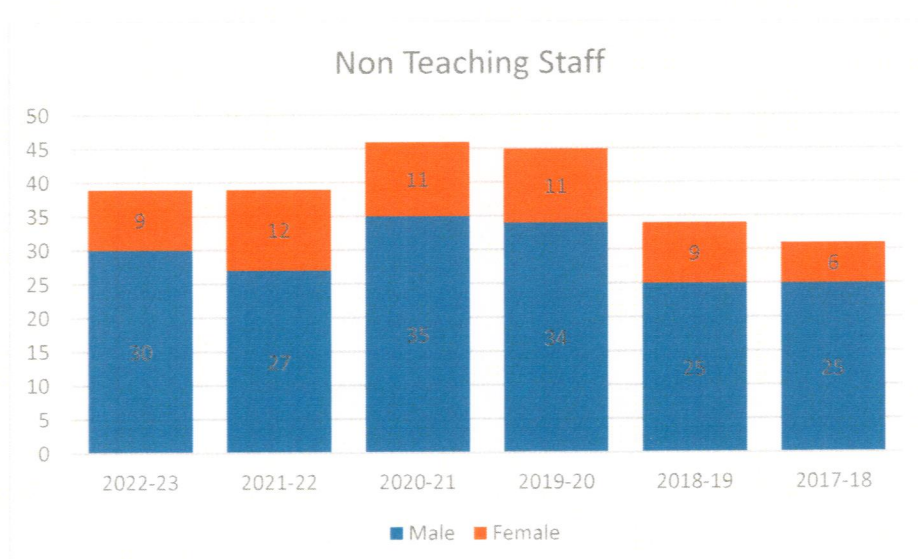
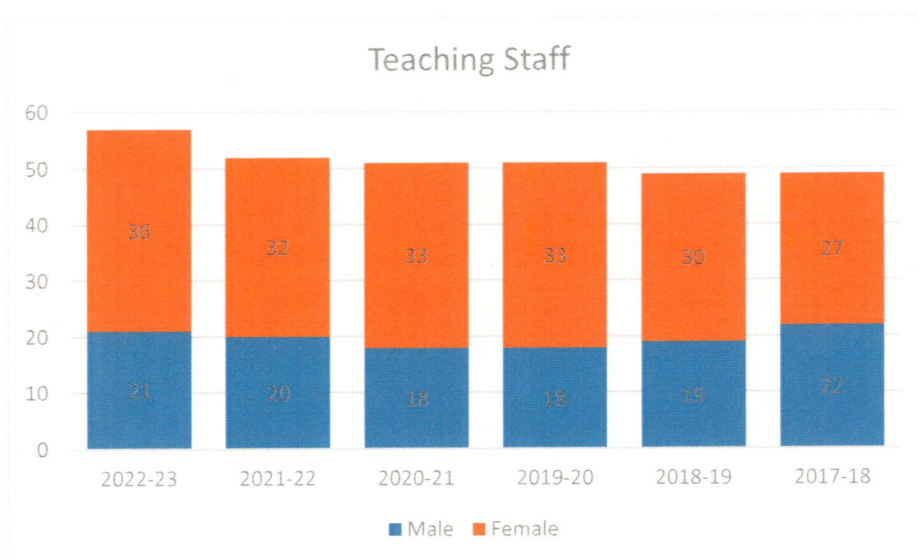
1. Curricular Aspects:

Gender-related courses/topics in the curriculum:

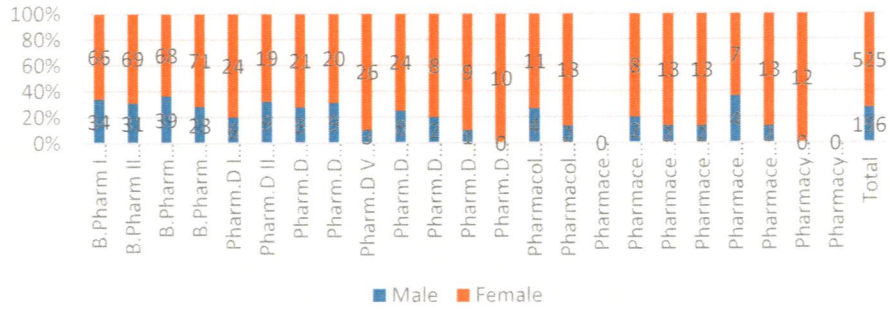
The curriculum is prescribed by the affiliating university, JNTUH which has a compulsory course named Gender Sensitization that is aimed at creating gender equity. Besides this there are multiple interdisciplinary seminars/ workshops/ events/ sports are conducted that are related to social, economic, legal, governance and technical aspects of environment and sustainability with an overarching dimension of social and gender inclusion.

2. Teaching, Learning and Evaluation:

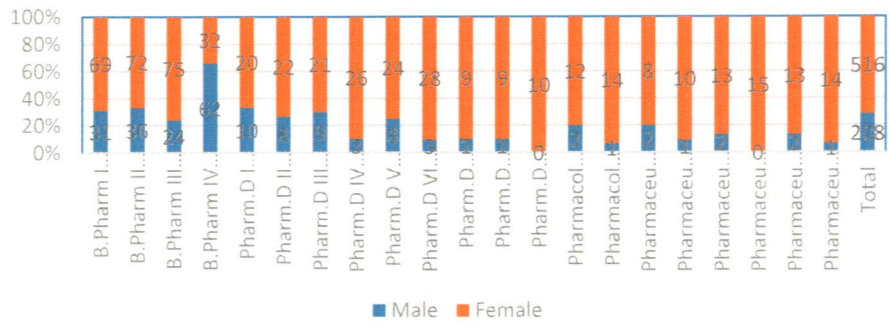
2.1 Gender segregated data on students, faculty, and administration



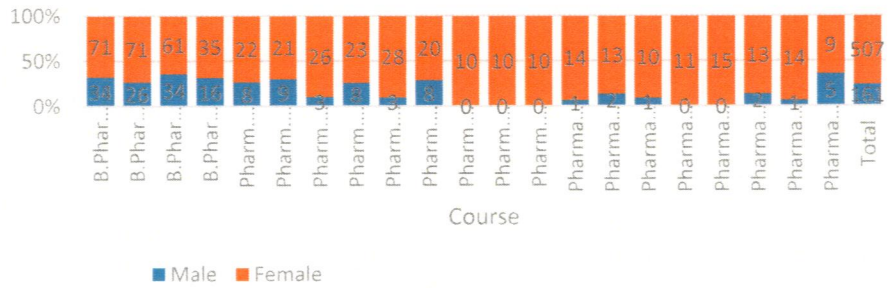
Student Gender Distribution for 2021-2022

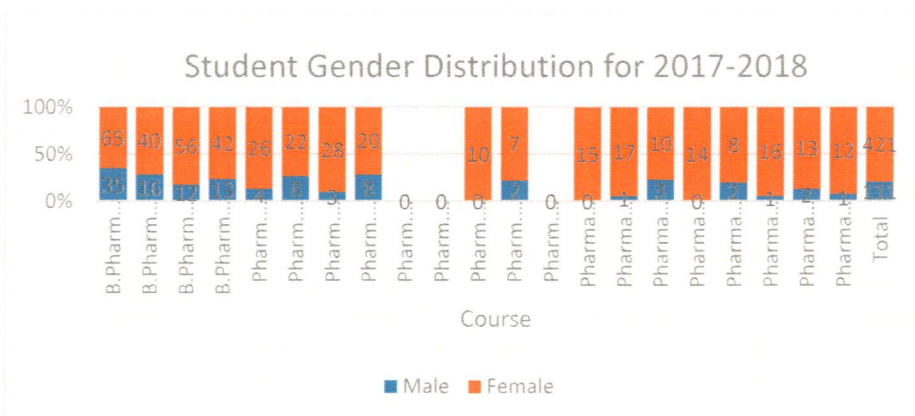
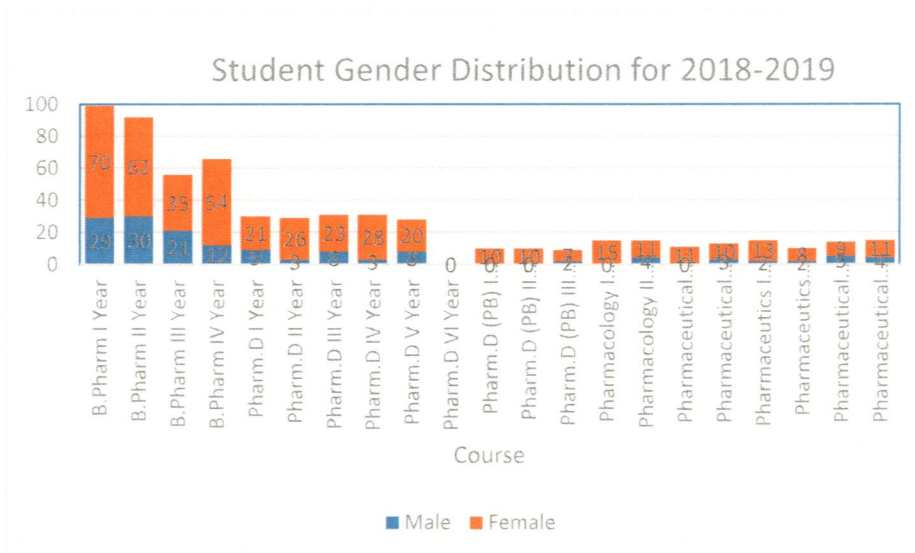


Student Gender Distribution for 2020-2021



Student Gender Distribution for 2019-2020



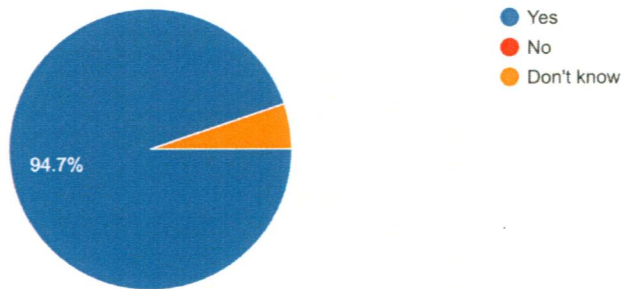


2.2 Participation of women faculty in seminars/ conferences/ workshops/ faculty development programmes/ receiving awards/representation in various committees

SUCP is an equal opportunity institution and faculty members of all gender types have equal chance to organise as well as participate in seminars, conferences and faculty development programs. The institution also has the provision for supporting, in case a faculty member is selected to present in a conference. SUCP has several committees for ease of governance and decentralisation of administration. Both female/male faculty members are members of these committees and they get equal opportunity to hold the post of Convenor of the committees.

Whether every faculty, irrespective of gender type, get equal opportunity to participate in seminars/conferences/ workshops

38 responses



3. Research, Innovation and Extension:

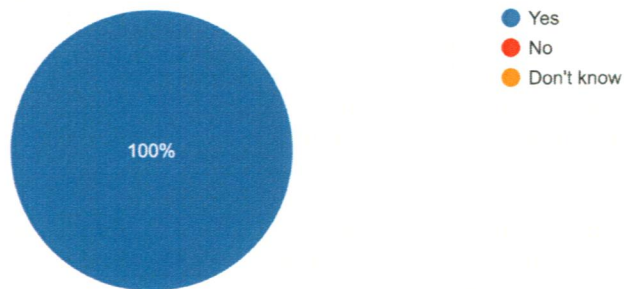
3.1 Percentage of women faculty actively involved in research/ guiding research students/operating projects/ publishing and extension activities.

SUCP provides equal chance to all faculty members to undertake academic research, submit project proposals and implement projects. Research supervision is required for both Postgraduate as well as undergraduate students. Senior faculty in various departments are allocated research supervision task depending on their area of expertise and the number of students in their respective departments. No discrimination is made based on gender while allocating supervisors.

Likewise, faculty members, depending on their designation, are permitted to induct PhD students under their supervision. The maximum number of students that a faculty member can supervise is governed by the UGC/JNTUH guidelines. The faculty members are at liberty to publish independently or along with their colleagues/students/collaborators. Extension activities can be undertaken by any faculty member provided it falls within the scope of rules and regulations laid down by the institution.

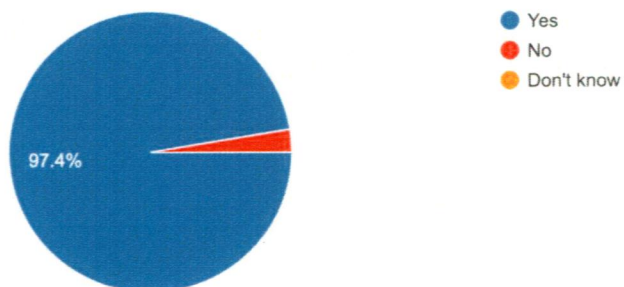
Does the faculty members, irrespective of their gender type, are actively involved in research/ guiding research students/operating projects/ publishing and extension activities

38 responses



Whether gender sensitization Seminars/workshops are being conducted regularly in the college?

38 responses



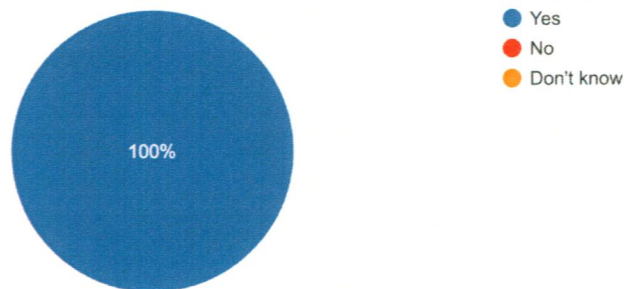
4. Infrastructure and Learning Resources:

4.1 Availability of common room/ toilet/ sports facilities for women:

SUCP has separate toilet facilities for female and male students and faculty members. There are separate common rooms for male and female students. There are common sports arenas but various sports events are conducted for both male and female students separately.

There are adequate number of toilets for male and female faculty in the college with adequate disposal bins.

38 responses

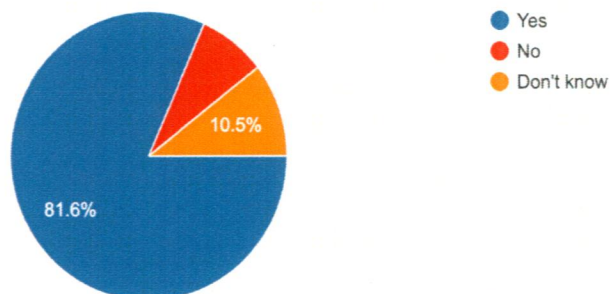


5. Student Support and Progression:

5.1 Availability of women counsellors and sexual harassment cell

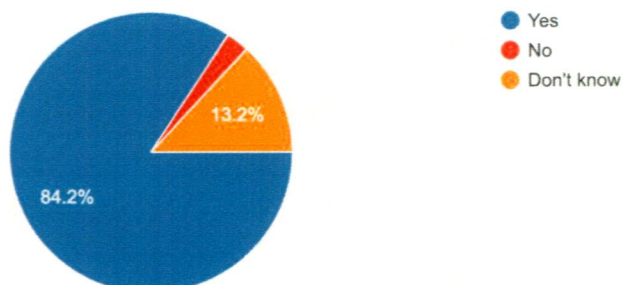
Whether the college has appointed psychologist/councillor for addressing psychological issues of the faculty?

38 responses



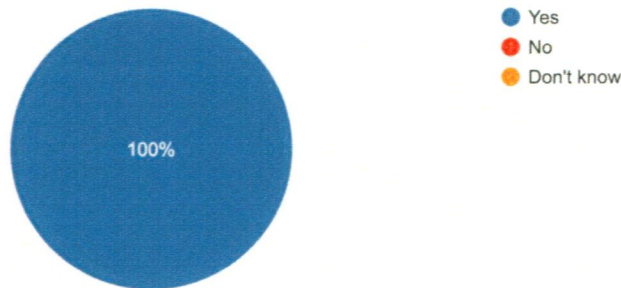
Whether the women protection cell is functional in the college?

38 responses



Whether the faculty feel safe moving around in the college premises?

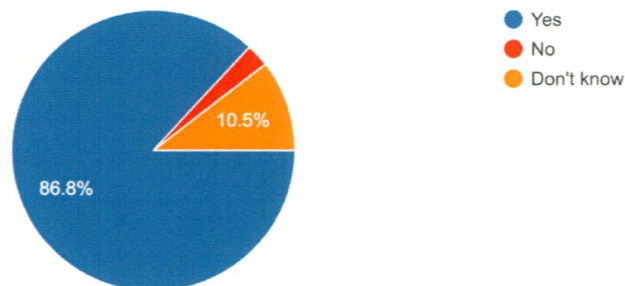
38 responses



5.2 *There is an Internal Complaints Committee (ICC) set up in the university for prevention of sexual harassment.*

There is an Internal Complaints Committee (ICC) set up in the college for prevention of sexual harassment

38 responses



6. Governance, Leadership and Management

6.1 *Women in all selection committees/ academic/ administrative bodies of the institution.*

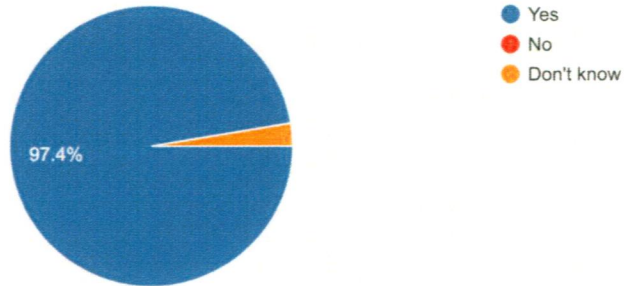
The selection committee for interviewing for faculty positions is formed on case-to-case basis based on the specialization

The composition of the selection committee without any gender bias is as follows:

- Management Member
- Principal
- HOD and Senior Faculty to be nominated by the Principal from the list of subject experts
- The minimum quorum for this committee is at least 4 members

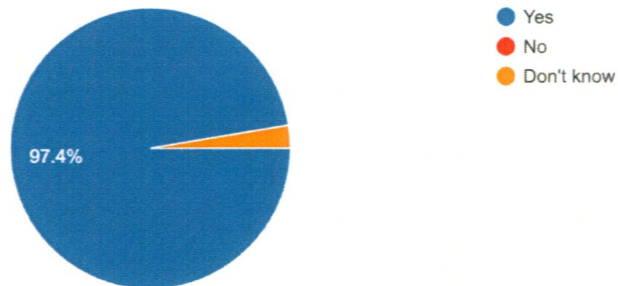
Is there an equal representation of women in senior management positions in the college

38 responses



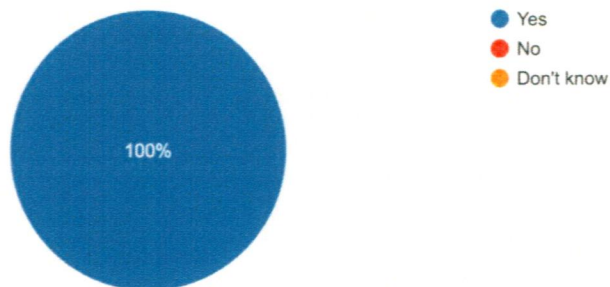
Does every faculty, irrespective of gender type, get a chance to represent in various committees of the college

38 responses



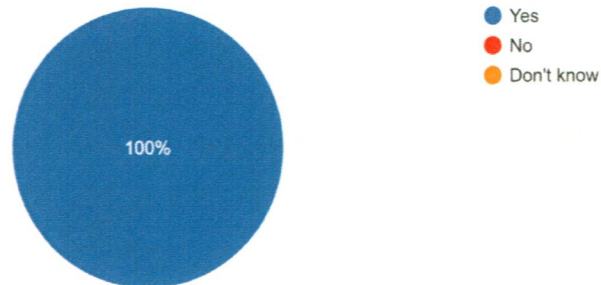
The faculty of all gender types are treated equally by the college administration/management.

38 responses



Is there an equal opportunity provided for all gender types for free and fair expression of ideas in the college

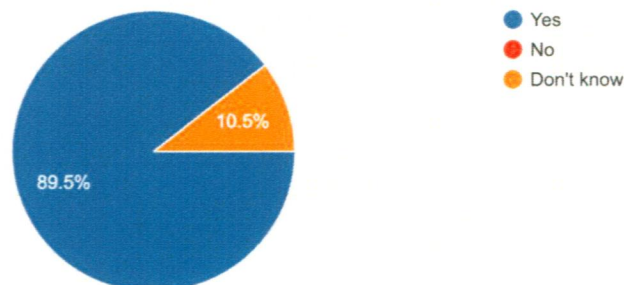
38 responses



Female employees are eligible to Maternity Leave with full pay for a maximum period of 90 days (including weekends). Maternity leave can also be extended further as EOL. Maternity leave can be availed of for up to two children of an employee. Faculty members can bring their children along with their nannies.

Does the college has, provision of maternity leave as per the UGC guidelines

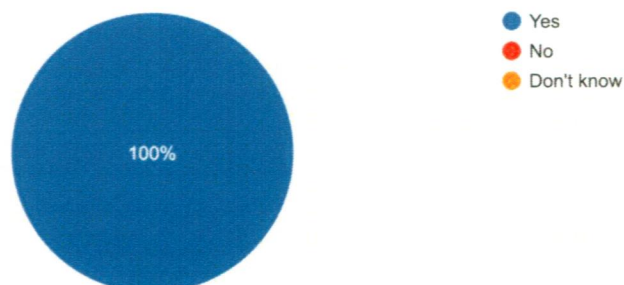
38 responses



Responses to other gender-based questions

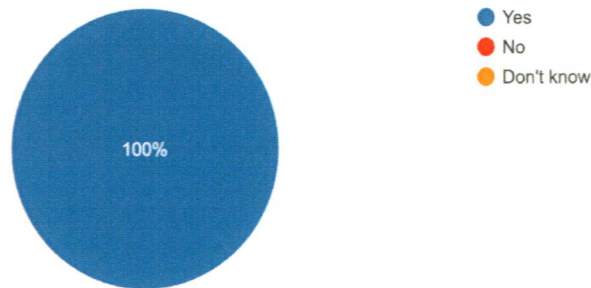
Whether the college premise is equipped with CCTV cameras for security?

38 responses



The working hours of the college are scheduled during the day and no classes are kept early in the morning or late in the evening.

38 responses



7. Institutional Values and Best Practices in Gender Sensitization

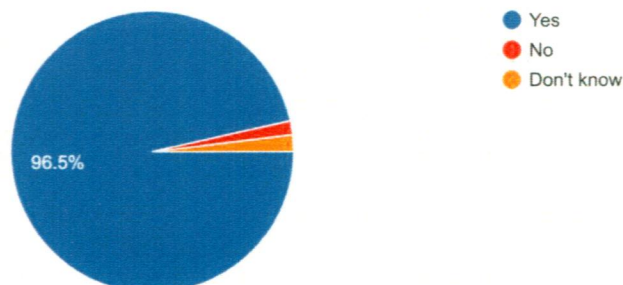
- The institution has conducted number of gender sensitization programmes in the last 5 years.
- Number of women- related themes and topics were taken up for conducting seminars and debates
- Women safety awareness programs were conducted in collaboration with SHE Teams of Telangana Police. Senior police officers such as Mrs. Shikha Goel, IPS and Mrs. Swati Lakra IPS addressed students in multiple programs.
- Girls were found to be actively participating in the sports, cultural fests and entrepreneurial events.

Responses for various questions from both male and female students:

A total of 311 students responded out of which 228 were girls and 83 were boys. Their responses to various questions is given below.

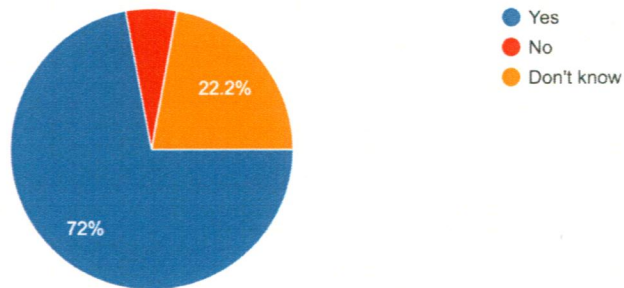
1. Whether the college premise is equipped with CCTV cameras for security?

311 responses



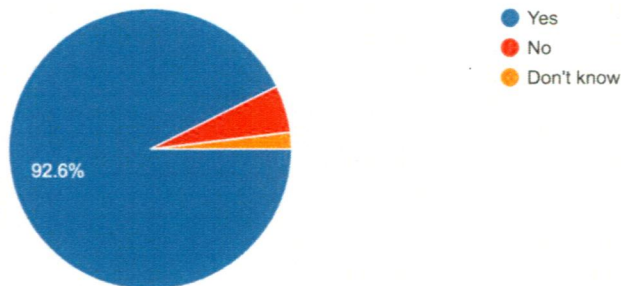
2. Whether the women protection cell is functional in the college?

311 responses



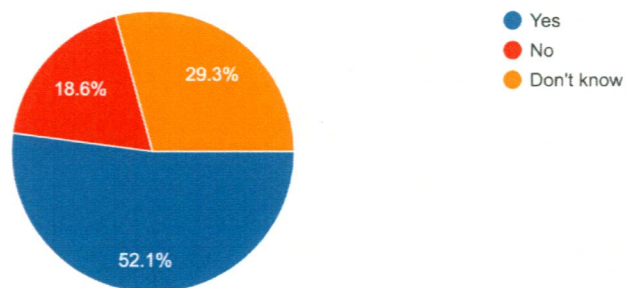
3. Whether the students feel safe moving around the college premises?

311 responses



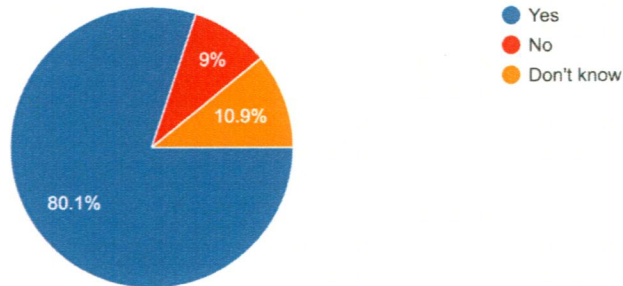
4. Whether the college has appointed psychologist/councillor for addressing student issues?

311 responses



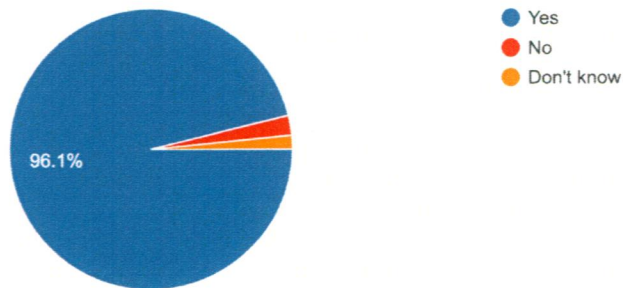
5. Whether gender sensitization Seminars/workshops are being conducted regularly in the campus?

311 responses



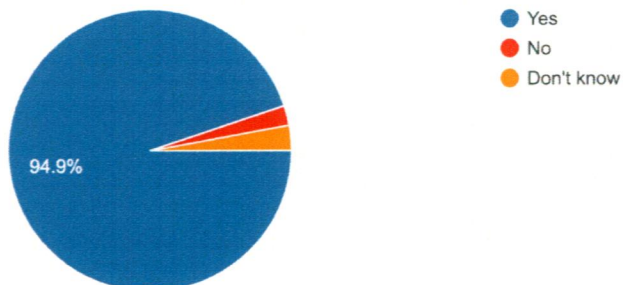
6. Whether every student, irrespective of gender type, gets equal opportunity to participate in seminars/conferences/ workshops

311 responses



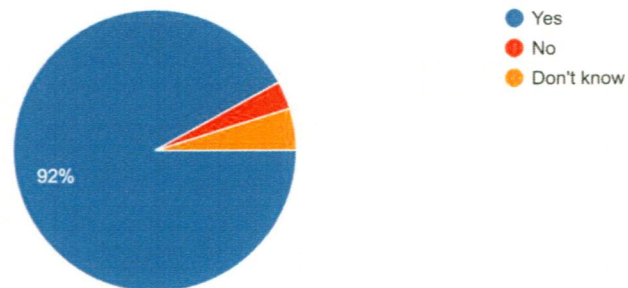
7. Does every student, irrespective of gender type, gets a chance to represent in various committees of the college

311 responses



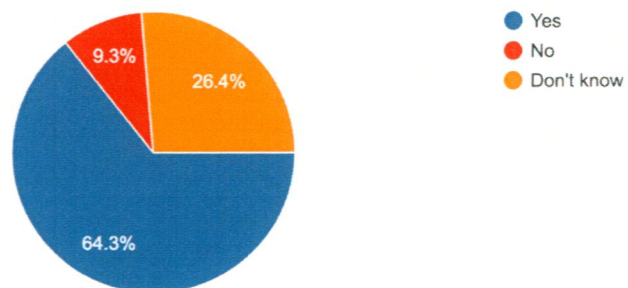
8. Are the student, irrespective of their gender type are actively involved in research

311 responses



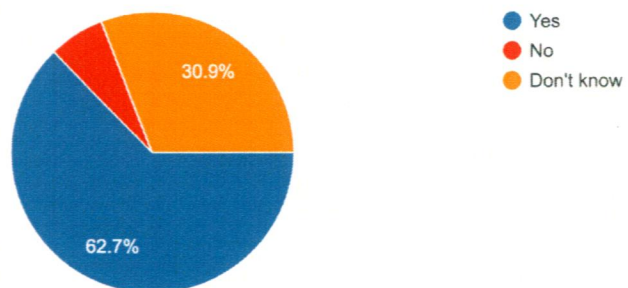
9. The college has a woman counsellor who can be reached out in case of any help

311 responses



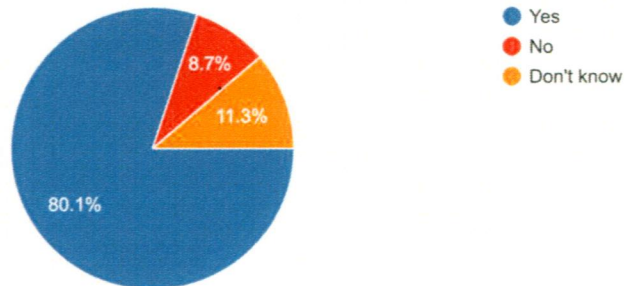
10. There is an Internal Complaints Committee (ICC) set up in the college for prevention of sexual harassment

311 responses



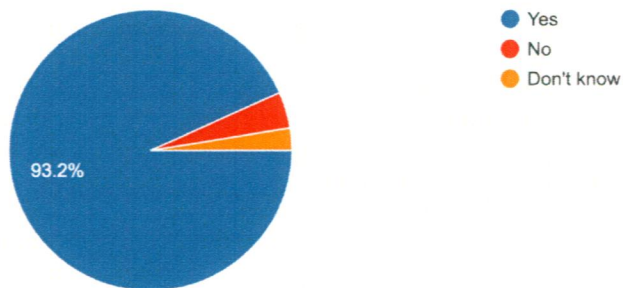
11. The college conducts gender sensitization program.

311 responses



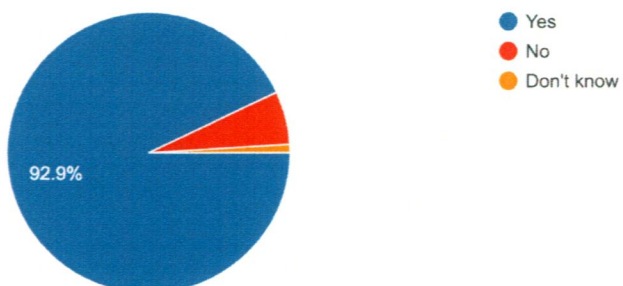
12. There is an adequate number of toilets for males and females in the college with adequate disposal bins etc.

311 responses



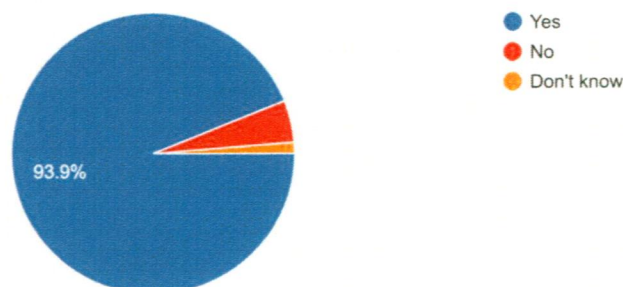
13. The classes in the college are scheduled during the day and no classes are kept early in the morning or late in the evening.

311 responses



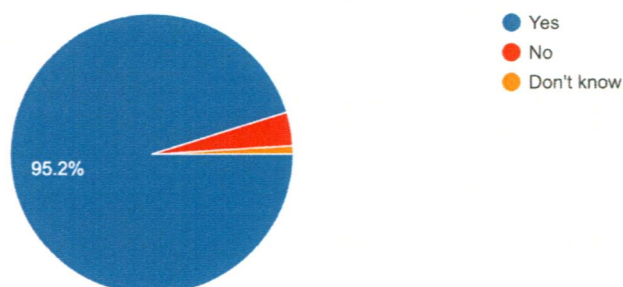
14. The students of all gender types are treated equally in the classroom by the faculty members.

311 responses



15. There is an equal opportunity for all gender types for free and fair expression of ideas in the college

311 responses



Conclusion:

Gender audit of the college makes clear that the college has many strengths and some limitations and the college has taken steps to overcome these limitations. The findings show that:

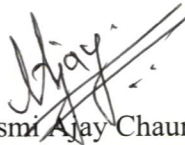
- Sultan-ul-Uloom College of Pharmacy is providing all the basic facilities required by students and employees of both the genders.
- Adequate women representation is visible both in academic and administrative wings of the college.
- Girl students outnumber boys in the enrolment.
- Campus is well equipped with 24X7 security provisions and the entire campus is under 24X7 CCTV Surveillance.
- The college has sufficient ladies' toilets and well-equipped basic facilities.
- Women grievances cell in the college is working effectively.
- Proper representation of women in various committees and programmes is found in the college.


- Girl students are adequately participating in the sports, NSS and cultural activities in the college.
- College is playing a key role in maintaining harmony and discipline among students.
- The college is taking steps to empower students socially, economically and psychologically.
- Many programs are conducted for both genders and some programs are conducted exclusively for girl students to enhance their confidence and self-reliance.
- The college is contributing well towards gender justice and in creating a gender sensitive society.

Recommendations:

Sultan-ul-Uloom College of Pharmacy is one of the preferred women friendly college. It is striving hard to fulfil the basic amenities to students and employees of both the genders. Still there are some areas where the college should pay more attention in order to effectively provide gender justice. The audit team recommends the following:

- The college should create awareness among students about the already established gender equity committees and the already appointed female counsellor in the college.
- There should be a regular feedback mechanism from all stakeholders regarding gender equity practices in the college.
- Gender specific projects from funding agencies should be explored and encouraged.


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