

GENDER AUDIT REPORT

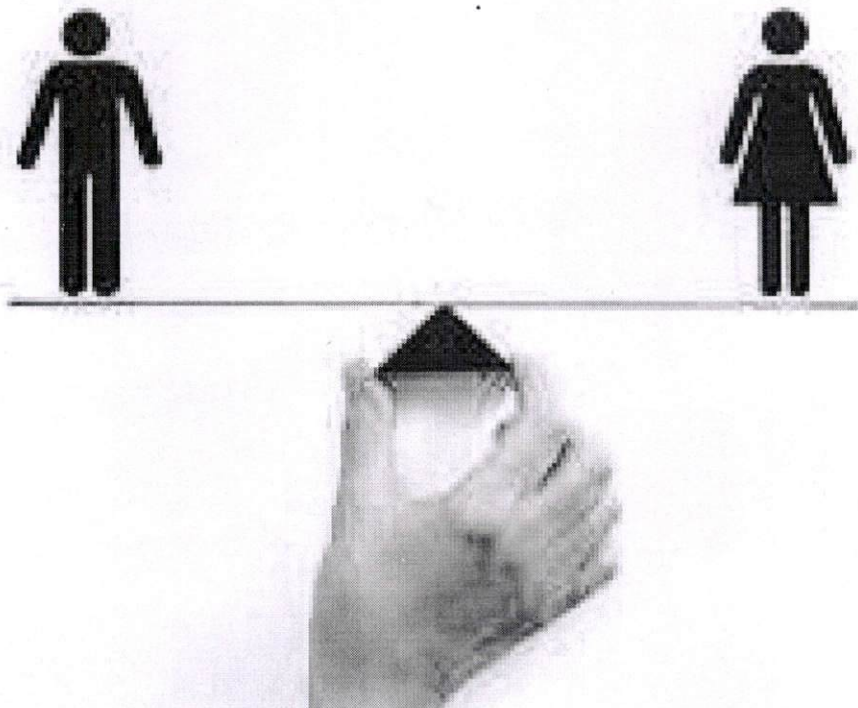
An Initiative by



NARAYANA
PHARMACY COLLEGE



Gender Audit Report



GENDER AUDIT REPORT

Narayana Pharmacy College

Chinthareddypalem, Nellore,

Andhra Pradesh – 524 003

Dated: 12th July 2024

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Acknowledgement

We extend our gratitude to Dr. M. Sreenivasulu, Principal, and Dr. A. Avinash, IQAC Coordinator, for their assistance in providing gender-related data and facilitating the necessary information procurement for our audit.

Narayana Pharmacy College situated at Chinthareddypalem, Nellore, Andhra Pradesh – 524 003, is part of the Narayana Educational Society established by Dr. P. Narayana.


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1. Foreword

1.1 About the Higher Education Institute (HEI)

Narayana Pharmacy College was established in 2008 by Narayana Educational Society, Nellore by Dr. Ponguru Narayana, founder of Narayana Educational Institutions. The college offers courses like B. Pharmacy in year 2008, M. Pharmacy in 2012 and Pharm.D in 2014. The Pharm.D programme is attached to 1430 bedded in campus Narayana General Hospital. Our college is situated in multi institutional campus in 143 acres of land. The college is providing topnotch sports facilities for conducting Indoor and outdoor games.

The college is ISO 9001 certified institution affiliated to Jawaharlal Nehru Technological University Anantapur, Anantapuramu, approved by Pharmacy Council of India, New Delhi. The college is granted 2(F)/12B by University Grants Commission.

The college was started with great vision to provide best education making the students skillful and industry-based requirements. The Narayana Pharmacy College have MoUs with many Pharma industries to facilitate Industrial visits, Industrial trainings, Research and Placements to students to bridge the gap between Institution and Industry.

The college is located in Nellore town which is well connected by Trains and Bus transport systems from various cities.

Since its inception, Narayana Pharmacy College has been committed to producing skilled and knowledgeable pharmacists, equipped to meet the challenges of ever evolving healthier landscape. Our rigorous academic programs, cutting edge infrastructure and experienced faculty have fostered a conducive learning environment, enabling students to reach their full potential.

1.2 Objectives of the Audit Report

Gender Equality is of utmost importance as it prohibits discrimination on the basis of gender and promotes gender neutrality in education. A non-discriminatory educational

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environment is essential for effective knowledge dissemination and learning. The Constitution of India upholds gender parity through its Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles. Article 14 ensures "equality before law," guaranteeing universal rights regardless of birth, ethnicity, gender, or race. Article 15(1) prohibits the state from discriminating on grounds of sex, race, nationality, caste, or ethnicity. Article 15(3) mandates special provisions to benefit women, supported by laws such as the Domestic Violence Act, Workplace Harassment Law, Sexual Abuse Legislation, and amendments like the Hindu Succession Act.

Similarly, Article 16 mandates equal opportunities, while Article 39(a) directs policies towards ensuring a decent standard of living for women and men. Article 39(d) advocates for "equal wages for equal work," and Article 42 mandates fair working conditions and maternity benefits. Article 243(D) and (T) reserve one-third of seats for women in Panchayats and Municipalities, further reducing gender inequality. Indian Constitution provisions, particularly Article 15(1), are crucial in higher education institutes, where students' maturity fosters greater outreach through the promotion, implementation, and monitoring of gender equality policies.

Societies valuing gender equality are safer and healthier, fostering equitable societies where all can achieve their full potential regardless of gender identity. Upholding dignity and ensuring proper treatment, workplace guidelines like the Vishaka Guidelines and the Sexual Harassment at Workplace Act, 2013 protect college employees. Recognizing constitutional principles, the UGC's Saksham guidelines since 2014 mandate gender sensitization, institutional redress mechanisms, specific facilities on campuses, and support for women students and staff. Narayana Pharmacy College envisions a society with equal opportunities and has requested a Gender Audit to ensure gender equality on campus. This audit aims to report findings and recommendations in line with the institute's objectives, as per the management's work order.



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2. Methodology

As part of the Audit, a questionnaire was specially designed for the Higher Education Authorities to procure gender segregated data on the curriculum, male –female composition across various departments as well as listing of program /workshops /Seminars conducted on Gender related issues.

The statistical data provided for 2023-2024 together with the finding of the online meeting has been analyzed. The broad gender sensitive indicators which have been studied in detail include the following:

- Gender balance in Students, Teaching & Non-Teaching Staff – male and female
- Student Support and Progression
- Gender Sensitization Policy and Practices
- Gender Issues - Mechanisms and Methods

3. Findings & Observations

After a thorough analysis of the facts provided by Narayana Pharmacy College it is observed that the College institutionalizes gender equality through various means and mechanisms. There is significant representation of female staff in the total strength of the employees. The Gender Policy and Internal Complaints Committee (Anti - Sexual Harassment) is in place. The grievances are resolved in a confidential and timely manner. Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular and co-curricular events organized in and outside the campus. The College has been regularly organizing special sessions/workshops /webinars and Gender sensitization programs with women related themes to foster gender equality in the

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mindsets of the students and community at large. College maintained gender segregated data on most of the issues. The College has Students' Council for gender sensitization which is working on all related issues.

Women Empowerment Cell is highly active and work whole year for students and staff. The College has supported and strengthened the faculty in organizing seminar, workshops, lectures etc. on women issues. Faculty is easily approachable not only during the classes but on call too for students in case of exigencies. The College has regularly supported for the welfare of women staff in terms of maternity leave or child care leave. The Institute has an active Internal Complaints Committee which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.

Gender segregated data on students and faculty in various departments at UG/PG level.

Total number of students

| Academic Year | 2023-2024 |
|---------------|-----------|
| Number | 571 |
| Boys | 170 |
| Girls | 401 |

Gender Profile of the Academic Staff 2023-2024

| Academic Year | Female | Male | Total |
|---------------|--------|------|-------|
| 2023-2024 | 28 | 16 | 44 |



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Gender balance among the Employees (Non-Academic)

This standard aims to eliminate bias and promote parity through recommending that organizations have a balanced mix of men and women in governing structures and management, ensure both sexes are treated equally when it comes to recruitment, career opportunities and pay, and make sure the needs of men and women are given equal consideration in the institution's decisions and activities.

| Academic Year | Female | Male | Total |
|---------------|--------|------|-------|
| 2023-2024 | 18 | 11 | 29 |

Gender balance in committees (2023-2024)

| Name of the Committee | Female (Members) | Male (Members) |
|-----------------------------------|---------------------|-------------------|
| COLLEGE GOVERNING COUNCIL | 02 | 10 |
| ACADEMIC COMMITTEE | 03 | 07 |
| ADMISSION COMMITTEE | 01 | 04 |
| ANTI RAGGING COMMITTEE | 04 | 05 |
| WOMEN EMPOWERMENT CELL | 05 | 00 |
| HOSTEL COMMITTEE | 05 | 02 |
| STUDENT & STAFF WELFARE COMMITTEE | 03 | 03 |
| FEEDBACK COMMITTEE | 04 | 02 |
| FINANCIAL COMMITTEE | 02 | 03 |
| MAINTENANCE COMMITTEE | 04 | 01 |
| LIBRARY COMMITTEE | 03 | 02 |
| RECREATION CLUB | 07 | 02 |
| SC&ST CELL | 02 | 02 |
| OBC CELL | 05 | 00 |
| IQAC | 05 | 10 |
| GRIEVENCE REDRESSAL CELL | 05 | 02 |

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| | | |
|--------------------------------------|----|----|
| DISCIPLINE COMMITTEE | 05 | 01 |
| NSS | 00 | 09 |
| ENTERPRENEURSHIP DEVELOPMENT CELL | 02 | 02 |
| INSTITUTION INNOVATION COUNCIL | 02 | 05 |
| RESEARCH & DEVELOPMENT CELL | 05 | 00 |
| HOBBY CLUB | 07 | 02 |
| INTERNAL COMPLAINT COMMITTEE | 02 | 03 |
| ALUMNI CELL | 03 | 04 |

Student Support and Progression

There are numerous ways in which the vision for gender sensitivity is being fostered in the college. This unique position allows us to focus on diverse spaces of empowerment. We believe we are able to engage with issues that impact the lives of women. With a high number of female faculty members, staff members and indeed with students, Narayana Pharmacy College reflects the progress of the country at large. However, "Empowerment" is a comprehensive term.

Students benefitted by various Scholarship for 2023-2024

| Academic Year | Name of the Scheme | Number of the girl student benefitted by the scheme | |
|------------------|-------------------------|--|---------|
| | | B Pharm | Pharm D |
| 2023-24 | Jagananna Vidya Deevena | 163 | 54 |

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Availability of women counselors, Anti-sexual harassment cell

In the year 2018, the Anti-Sexual Harassment cell was renamed as The Internal Complaints Committee

- ✦ Doctor is available thrice a week in Medical Room inside the campus while nurse is available throughout the week during college hours. In case of emergency, students are escorted to nearby hospital.
- ✦ Counsellor is available on alternate days
- ✦ Wheelchair is available for differently abled students at entrance gate of the college

Healthy Practices

- a. Number of gender sensitization programmes conducted. Number of women- related themes and topics taken up for discussion and debates.
- c. Number of leadership camps organized for the personality development of women students.

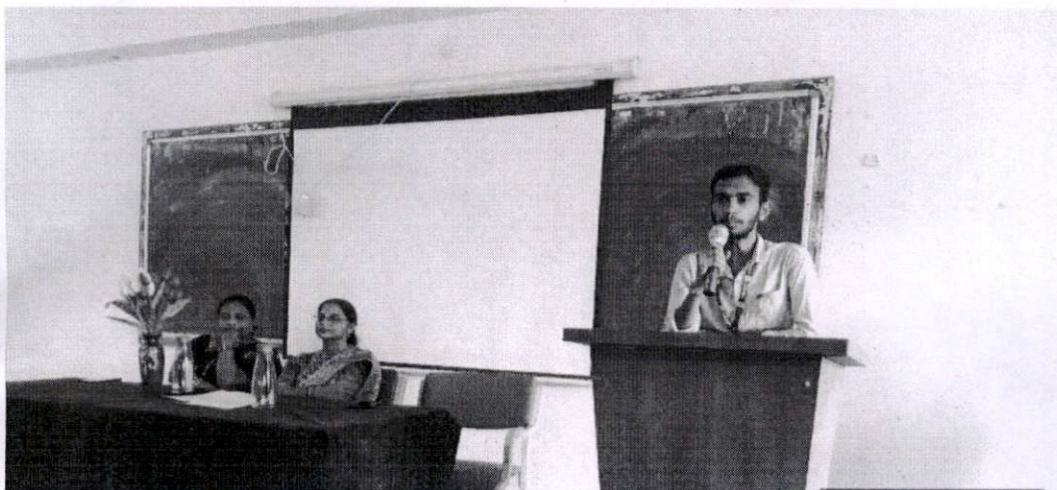
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GENDER SENSITIZATION ACTIVITIES

| S.NO | DATE | NAME OF THE PROGRAM | ACADEMIC YEAR |
|------|------------|--|---------------|
| 1 | 07-10-2023 | Women Literacy Awareness Program | 2023-2024 |
| 2 | 19-04-2024 | Awareness and Training Classes for Girls | 2023-2024 |



Mr. K. Yaswanth Speech on how to enhance women literacy by the students on 07-10-2023

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Students actively participated on how to enhance women literacy on 07-10-2023

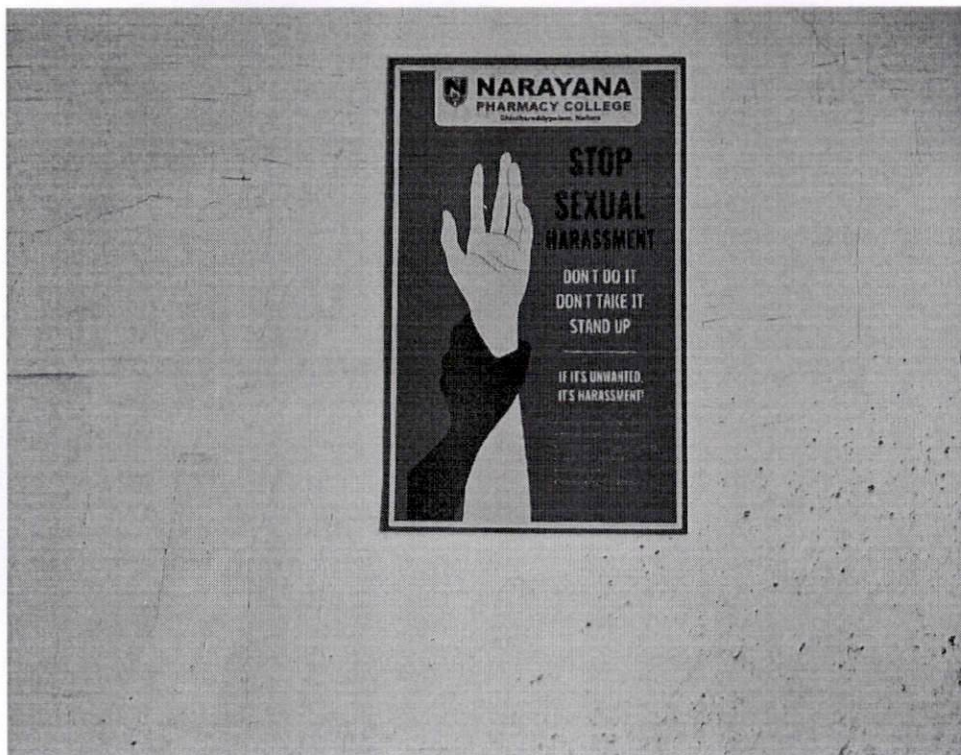


Dr. M. Suchitra delivered the importance of Training classes to the girl students on 19-04-2024

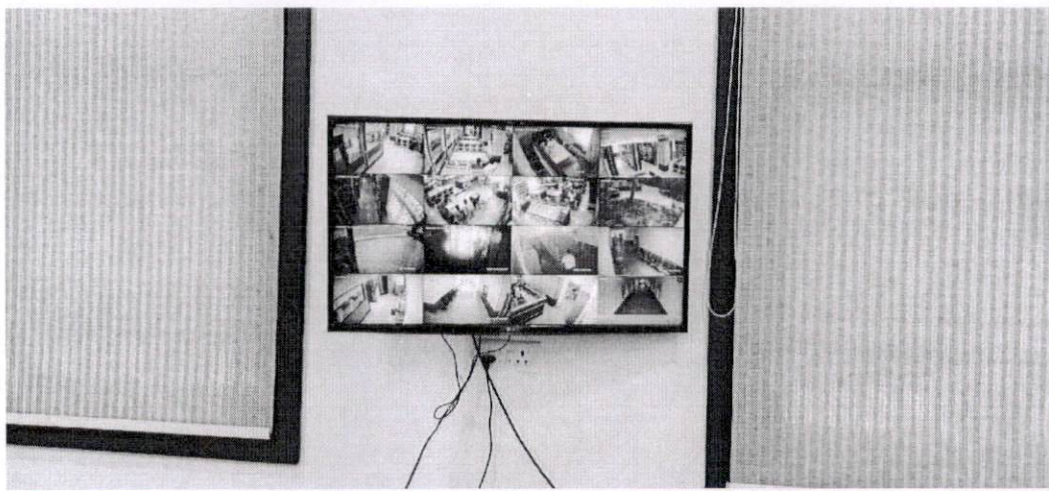
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Anti-sexual harassment awareness posters in college campus



CCTV MONITORING

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4. Recommendations

Narayana Pharmacy College conveys the three virtues of human life: knowledge, modesty and sense of duty. Since its inception, the College has not only made substantial progress in the field of education, but also contributed immensely towards nation building. Many of its students and alumni have reached great heights and achieved national and international recognition. The College aims at being a leader in creating unique and exclusive learning opportunities in all disciplines of study that ultimately lead to the advancement of learning and creation of a sustainable society and environment.

A sustainable society can only be created with the appropriate and equitable representation of both genders. It is observed that the adequacy of facilities, policies as well as handling capabilities of the administration is very high, but at the same time there is scope for enhancing the same to a much higher level. This can be attained by dissemination of gender related data at prominent places. It is suggested to sensitize the students and the teaching community through newsletters, regular communication, seminars and self-defense classes. A notable number of respondents have stated that there is lack of awareness on existence of gender-friendly policies and procedures in the College.

It is recommended to conduct frequent awareness drives to cover the existing communication gap. To ensure the safety of the youth, it is proposed to appoint lady guards. As the College is always under CCTV surveillance, it is suggested to make the students aware of this information. The faculty and students may jointly publish research articles pertaining to gender sensitive issues.

K. Sathyanarayanan

Dr. K. SATHYANARAYANAN

IRCA REGISTERED LEAD AUDITOR

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