



Wainganga Bahu-Uddeshiya Vikas Sanstha, Nagpur's

BAJIRAOJI KARANJEKAR COLLEGE OF PHARMACY

Nagzira Road, Sakoli, District: Bhandara (Maharashtra) 441802.

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Ref:

Date: 06/09/2021

Gender Audit Report (2017-22)


Dr. A.D Wanjari

Coordinator


Dr. P.S Raghu

Principal




Officiating Principal
Bajiraoji Karanjekar
College of Pharmacy, Sakoli



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Acknowledgment

I acknowledge my deepest gratitude to the Management of Wainganga Bahu-Uddeshiya Shikshan Sanstha Nagpur for their continuous encouragement and guidance. I express my special thanks to our Hon. Principal Dr. P.S. Raghu, IQAC Co-ordinator Mr.A. D.Wanjari and for their valuable suggestions and guidance time to time for preparing Gender Audit Report of the Bajiraoji Karanjekar college of Pharmacy Sakoli.




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From the Desk of Hon. Principal Dr. P.S Raghu

Today we are in 21st century still we find that female foeticides are killed and the ratio of girls in India is declining. This is a matter of worry and concern. So we strive for the overall development of the students. As women account for one-half of the country's population, balanced sex ratio is desirable. Today India is progressing in all fields and has given opportunities to women to participate in all activities. We do find women taking part in different activities but this is just a smaller number of independent women on which we cannot bask our glory. Women are at the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated and empowered. The decline of females according to sex ratio is alarming that status of women and girls is low. This is matter of concern that college strives hard to face these challenges. We have given importance to programmes and activities that will for sure foster women empowerment in campus and off campus. Statistics show that women are playing an important role in the development of the country and in the progress of societies but still rural areas need to give attention about this issue. Worldwide, most countries recognized that equal rights should exist between men, women and transgender. Many have produced regulations for avoiding discrimination between all sexes about health, education, economical, political, social and cultural rights and treat as a human being to all. Our college makes an effort to bridge the gaps between inequalities and sustain with peace and harmony.




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Introduction



The Bajiraoji Karanjekar College of Pharmacy Sakoli is one of the leading institute of Wainganga Bahu Uddeshiya Shikshan Sanstha Nagpur and was established in June 2004 and is affiliated to the Rashtrsantha Tukdogi Maharaj Nagpur University Nagpur. It is Located at Sakoli. The College offers degree programs in Pharmacy. The college has earned a name and fame due to its academic excellence, regularity and punctuality of its rigorous routine, high standard of discipline, administrative control and a progressive outlook to serve the Society. The college was accredited previously with NBA. BKCP is the institution with all the amenities of education, research and extra- curricular activities. The Gender Audit is an attempt to study whether college has good gender balance. It tries to see out whether college follows University's rules, policies and actions as it forms a constituent part of Rashtrsantha Tukdogi Maharaj Nagpur University Nagpur. The Gender Audit tries to access the impact of its current and proposed policies on gender equality and gender sensitization. The college always concentrates on students' qualitative performance along with their overall




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personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The college always takes safety measures for all students. Adequate facilities are provided to the girls as well as boys. The college motivates girls and boys for their social responsibilities. Special study room, staircase, two-wheeler parking are provided for the girls. The Yoga and Meditation Camps are also organized for students. The lectures of eminent personalities are held on various topics to develop their personalities. Various gender sensitizations programmes are organized by committees in the college to bring out the overall development of girls and boys and thereby to mold a better society with equality. The objective is not only the equality and empowerment of male and female but transgender also. It also aims to provide a harmonious and fertile environment for all students to excel physically, mentally, intellectually and emotionally upholding ethics and values. The community of the area is mix because students are from farmer and workers family. It is necessary to change their perspective about gender and create safe and secure environment where all three genders coexist harmoniously.




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Vision

Our institute is with the education and training for choice of student and employers by adopting total quality approach for achieving excellence to meet the challenges of new millennium.

Mission

The institute is to provide quality education to cater the need of industry service sector and society in view of rapidly changing technological and economic scenario of the country and globe.




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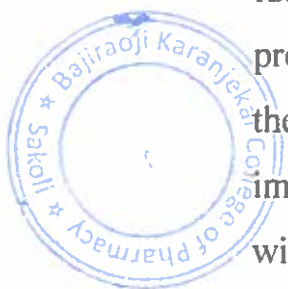
Gender

Understandings of gender continually evolve. In the course of a person's life, the interests, activities, clothing and professions that are considered the domain of one gender or another evolve in ways both small and large. This has perhaps never been truer than it is now. The data show that today's young people have significantly different understandings of gender than previous generations, with consequences for all children, families, organizations and institutions

Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.

Concept of Gender Audit

- I. A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.
- II. Gender audits allow organizations 'to set their own houses in order, and change aspects of the organizational culture which discriminate against all genders & beneficiaries.
- III. As a method for gender mainstreaming, gender audits help organizations identify and understand gender patterns within their composition, structures, processes, organizational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organizational performance and its management on gender equality within the organization.
- IV. Gender audits establish a baseline against which progress can be measured



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over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations

To do the Gender Audit:


- I. In gender Audit it is a necessary to find out whether internal practices and policies of the system are working for gender mainstreaming and effective for Gender Equality
- II. To monitor and access the progress of reducing gender discrimination in the institution
- III. Identifying critical gaps and challenges about Gender Equality and establishing a baseline for Gender Equality
- IV. Suggesting new strategies and policies for Gender balance

It is a participatory tool and process base on methodology adopted by institution to promote healthy and harmonious environment about gender in the policies, programmes and structure of the institution. In our institution we have conducted Gender Audit to identify the policies of institute are safer for all genders. The audit process involves collection of data, analyzing policies, programmes and data to access the extent of Gender Equality and balance.

Need of Gender Audit

In the globalize world all the citizens are active in different fields of the society. It has given opportunity to participate in different activities to all genders. Not only male, female but also transgender are also involving in the activities of society. Now we are taking steps towards improving the working policies and legal policies for




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participating all genders in all activities of the world. All depravities persons must get the chance for improving their life and can face the challenges of the society and become confident, self-reliable, independent and empowered.

Sex ratio World Population:

World population is expected to reach 8 billion people in 2023 according to estimates. Currently, the world population is increasing by more than 90 million per year. The population of females in the world is estimated at 3,904,727,342 or 3,905 million or 3.905 billion, representing 49.58% of the world population.

Sex ratio of Indian Population:

The rate was 77.2 for males and 32.8 for females in 2021-22, with no improvement in this disparity over the years,.

Sex ratio of Maharashtra Population:

Sex Ratio in Maharashtra is 929 i.e. for each 1000 male, which is below national average of 940 as per latest census.


Sex ratio of Bhandara City Population:

The sex-ratio of Bhandara Taluka is around 974

Present Scenario about Gender in India:

India has recently been ranked 112th among 153 countries in the annual Global Gender Gap Index for 2020, as per the publications of the World Economic Forum (WEF). India has slipped to the 112th spot from its 108th position in the previous times; India was ranked relatively higher at 98th place in the 2006 Report.




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Present Scenario of women in India:

Although women form nearly half of the human capital, they are still the most deprived and neglected segments of the society despite the constitutional guarantee, and for equal rights and privileges for men and women. Women constitute to be the victims of a process of economic, social, cultural and political marginalization. While a large part of the world countries look at women's issues in terms of paternalism and well-being, the concept of women empowerment in the social, political, and economic order as a pre-requisite of human development is hardly given the priority that it deserves.


Present Scenario of Transgender in India:

In India, transgender people include hijras/ kinnars (eunuchs), shiv-shaktis, jogappas, Sakhi, jogtas, Aradhis etc. In fact, there are many who do not belong to any of the groups but are transgender persons individually. Transgenders fall under the LGBT group (lesbian, gay, bisexual and transgender). They constitute the marginalised section of the society in India, and thus face legal, social as well as economic difficulties.

The problems faced by the transgender people in India include:

- These people are shunned by family and society alike.
- They have restricted access to education, health services and public spaces.
- Till recently, they were excluded from effectively participating in social and cultural life.
- Politics and decision-making processes have been out of their reach.
- Transgender people have difficulty in exercising their basic civil rights.
- Reports of harassment, violence, denial of services, and unfair




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treatment against transgender persons have come to light.

- Sexual activity between two persons of the same sex is criminalized, and is punishable by incarceration.

Objectives of Gender Audit

- I. To find out the areas where gender imbalance exists and the factors behind the gender imbalance.
- II. To establish good gender balance in decision-making processes in all areas of the college activities.
- III. To suggest measures for bridging the gender gap.
- IV. To Foster gender equality in all aspects of college community.
- V. 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:

Bajiraoji Karanjekar College of Pharmacy, Sakoli is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.


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1. **Good Entrance:** It is one of the safety measurements for students and to maintain discipline.
2. **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.
3. **Study Room:** A study room that caters well to the needs of all students as well as the staff.
4. **Separate Circulation Counters and Reading Rooms:** Girls and boys have separate circulation counters as well as reading rooms in the library it marks a discipline.
5. **Ladies Room:** Provision is made for girls to rest in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.
6. **Washroom Facility:** At two 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.
7. **Drinking Water:** Two water coolers are placed for students and staff at convenient places.
8. **Suggestion Box:** Suggestion boxes have been provided to inculcate student feedback in college management in both buildings.
9. **CCTV:** CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the college. These have been installed in corridors, library, reading rooms, ground and office and exam department.
10. **Notice Boards:** Notice boards are available on every floor as well as for every department.
11. **Whats app System:** We use what's app System for information




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dissemination about important dates and notices among the students and the staff is managed.

12. **ID card:** Identity card for staff and students is also provided.

13. **Sports facilities:** College takes special efforts to promote sports among the students. Indoor games in the college are chess, table tennis. Outdoor games are Kabbadi, handball, volleyball, canoeing, netball, baseball and softball.

14. **Yoga:** Yoga training is given to students and teachers every year.

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




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Constitution of Gender sensitization cell

ESTD. 2003



Ref: 2024/646-B

Date: 07/01/2022

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Wainganga Bahu-Uddeshiya Vikas Sanstha's

BAJIRAOJI KARANJEKAR COLLEGE OF PHARMACY

Affiliated to MSBTE, Mumbai | Approved By Director of Technical Education, Mumbai
Pharmacy Council of India, New Delhi & All India Council of Technical Education, New Delhi

Chairman : Dr. Brahmanand B. Karanjekar

Secretary : Dr. Mrs. Vrunda Karanjekar

GENDER SENSITIZATION CELL

The following member are appointed and the committee was constituted on 02-11/2022 for the academic year 2021-22

Sr. No.	Designation	Name and details	Contact no.
1	Chairman	Dr. P. S. Raghu, Principal, Bajiraoji Karanjekar College Of Pharmacy, Sakoli	8270866312 9447357031
2	Secretary	Mrs. Pooja S. Dhoke, Asst. Professor, Bajiraoji Karanjekar College Of Pharmacy, Sakoli.	8421203359
3	Staff member	Ms. C. P. Ramteke Asst. Professor, Bajiraoji Karanjekar College Of Pharmacy, Sakoli.	8788017853
		Mr. T. P. Nimbekar, Asst. Professor, Bajiraoji Karanjekar College Of Pharmacy, Sakoli	9767824159
		Mr. S.S. Bodhankar Asst. Professor, Bajiraoji Karanjekar College Of Pharmacy, Sakoli.	9405509895

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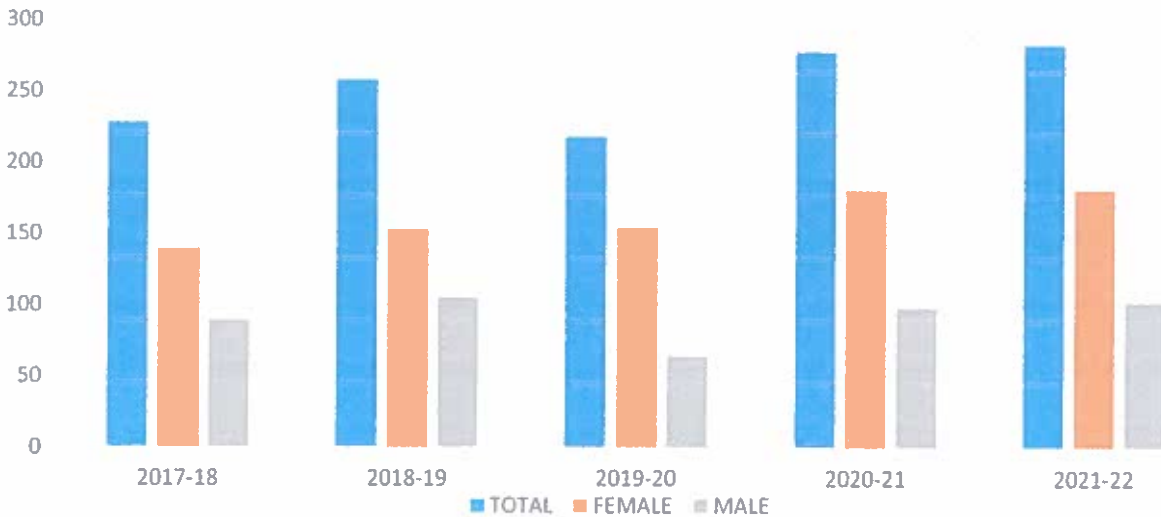
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ANALYSIS:

Gender wise Details of Students in the College

Sr. No	Year	Total	Male	Female
1	2017-18	228	89	139
2	2018-19	258	105	153
3	2019-20	218	64	154
4	2020-21	278	98	180
5	2021-22	283	102	181



The above table giving gender wise details of students in the College provides the information regarding growth of students' strength in the last five years. In the year 2017-18, out of 228 total students 139 were female students as compared to 89 male students. The further years shows continuous increase in female students like of out of 283 total students 181 were female students.




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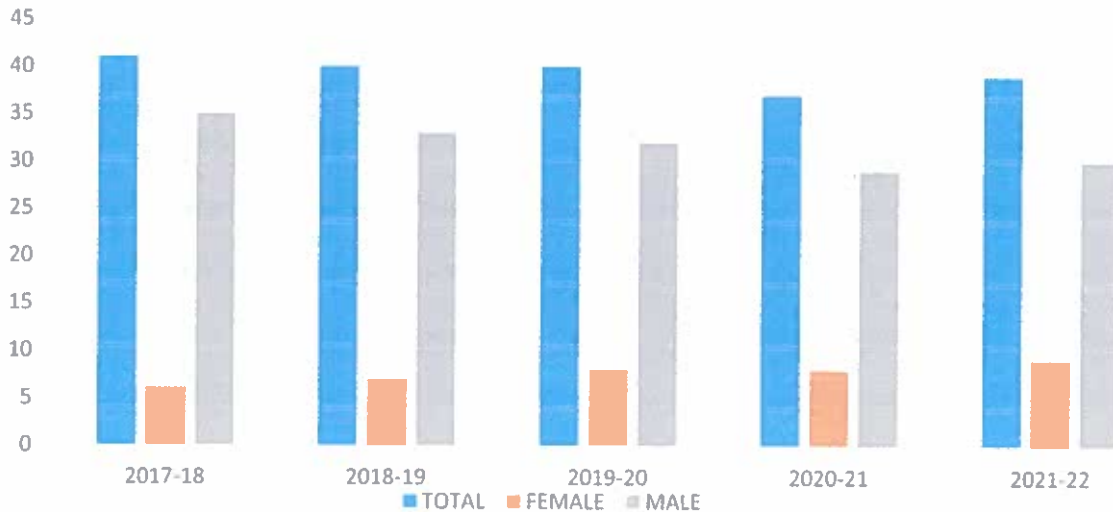
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Gender wise Details of Total Teaching Faculties including teaching and non-teaching in the College

Sr. No	Year	Total	Male	Female
1	2017-18	41	35	06
2	2018-19	40	33	07
3	2019-20	40	32	08
4	2020-21	37	29	08
5	2021-22	39	30	09




The table on gender wise details of total teaching and non-teaching faculty in the College .In the year 2017-18, out of 41 staff 35 were males and 6 were females. In the year 2021-22, out of 39 totals staff 30 were males and 09 were females.

Features and Initiative of College for Gender Sensitization

Gender Balance in Enrolment at Graduation Level:

BKCP College is located in ruler area. It is reputed for co-education and discipline. Students' strength is increasing continuously. Basically girl student strength is more than boys.




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Findings:


- Enrolment of girls is greater than boys in UG.
 - Students of backward classes enjoy a major share in admission.
1. Total boys and girls are benefited by health check-up camp. More girls are benefited than boys from health checkup camp.
 2. Success rate of girl student is higher than boys according to results.
 3. Total boys and girls are benefited by health check-up camp. More girls are benefited than boys from health checkup camp.
 4. College have Anti Ragging committee, Sexual Harassment Cell, to avoid the misbehavior and resolve the problems occurred with students and staff.
 5. Females are more benefited than males in career guidance programmes, training programmes and placement cell.
 6. Female participation is more than male in programmes It is necessary to create awareness among students and staff about importance of research.
 7. Skill development programs are compulsory to all students
 8. They are participating in different activities enthusiastically.

Female participation is greater than male in NSS activities.

- Participation of girls is greater than boys in sports. It can improve their physical strength and fitness.
- Female participation in co- curricular activities is greater than male. It is necessary for overall personality development.

Females are more benefited than male by counselling.

Females are taking more benefits of library than male


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Conclusion:

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and female. Some programs are conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society




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