



॥ उत्तम मेपज निर्माणार्थं कटिबद्धम् ॥

JAYWANT SHIKSHAN PRASARAK MANDAL'S

RAJARSHI SHAHU COLLEGE OF PHARMACY & RESEARCH

(Approved by AICTE & PCI, Affiliated to SPPU &

Accredited by NAAC With 'A' Grade)

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Gender Audit Report

Gender audit is a tool to assess and check the gender equality into organisations. It is an attempt to study whether the institution has a good gender balance. It is done to see whether institute follows government rules, policies and actions formulated for up-gradation of women in society.

A gender audit enhances the collective capacity of the organisation to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues.

Constitution of Gender Audit Committee

Sr no.	Name	Designation	Institution
1.	Dr.K.R.Khandelwaal	Chairman	Principal, JSPMs, RSCOPR, Pune.
2.	Prof. Devika Tilekar	External Committee Member	Principal, JSPMs, JIP, Pune.
3.	Dr. Bipin Bankar	External Committee Member	Principal, JIMS, Pune.
4.	Prof.Nilima Chaudhari	Internal Committee Member	Asst.Prof., JSPMs, RSCOPR, Pune.
5.	Prof.Minal Solanki	Internal Committee Member	Asst.Prof., JSPMs, RSCOPR, Pune.

Objectives of Gender Audit

- ✚ To know about the gender balance in the institution.
- ✚ To take effective measures for the safety and security of all genders.
- ✚ To have unbiased environment in the institution.
- ✚ To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- ✚ To organize leadership development programs to build confidence and instill leadership qualities among students.
- ✚ To create social awareness about the problems of women and gender discrimination.

Gender Audit Process

✚ Gender wise distribution of students

No.	Year	Total no of Students B.Pharm and M.Pharm	Male	Female	% Male	% Female
1	2018-19	314	132	182	42.04	57.96
2	2019-20	317	141	176	44.48	55.52
3	2020-21	335	160	175	47.76	52.24
4	2021-22	345	152	193	44.06	55.94
5	2022-23	403	173	230	42.93	57.07

✚ Gender wise distribution of teaching staff

No.	Year	Total number of Teaching Staff	Male	Female	% Male	% Female
1	2018-19	23	7	16	30.43	69.57
2	2019-20	26	9	17	34.61	65.39
3	2020-21	21	7	14	33.33	66.67
4	2021-22	24	7	17	29.17	70.83
5	2022-23	25	6	19	24	76

✦ Gender wise distribution of non teaching staff

No.	Year	Total number of Non-Teaching Staff	Male	Female	% Male	% Female
1	2018-19	33	15	18	45.45	54.55
2	2019-20	32	15	17	46.87	53.13
3	2020-21	23	12	11	52.17	47.83
4	2021-22	32	15	17	46.87	53.13
5	2022-23	39	16	23	41.03	58.97

Gender Sensitization Initiatives:

The following initiatives have been undertaken by the institution for the convenience of students:

- ✦ Institution has various committees like Anti-ragging, Internal Complaints etc.
- ✦ Separate common room and rest room for male and female students.
- ✦ Separate common room and restroom for male and female staff.
- ✦ Separate washroom for male and female students.
- ✦ Separate washroom for male and female staff.
- ✦ Separate staff rooms for male and female staff.
- ✦ Separate hostel facility for male and female students.
- ✦ Vending machine facility.
- ✦ Organization of Seminars/ workshops.
- ✦ Every year gender equity promotion programs are organized.

Conclusion:

- ✚ The analysis shows that gender equity goals and objectives are included in the institute. Gender Audit Team analysed that gender equality and gender sensitivity was encouraged by management and staff of the institute and they do have gender sensitive behaviour.
- ✚ Enrolment of girls from all sections of society is increasing.
- ✚ There are no gender issue complaints from students and staff.



Handwritten signature
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