



## **SAROJINI NAIDU VANITA PHARMACY MAHA VIDYALAYA**

(Sponsored by the Exhibition Society), Tarnaka, Secunderabad

Affiliated to Osmania University, Approved by AICTE & PCI

ISO 9001: 2015 Certified Institution, NBA Accredited B. Pharmacy Course

### **7.1.1 GENDER AUDIT INITIATION**

#### **Gender Audit: An Introduction**

##### **Introduction of the Institution**

Sarojini Naidu Vanita Pharmacy Maha Vidyalaya, sponsored by The Exhibition Society and established in 1997-98, is an all-womens college. It was inaugurated in the existing campus of Sarojini Naidu Vanitha Maha Vidyalaya in Exhibition Grounds, Nampally by His Holiness Sri Sankaraacharaya Vijayendra Saraswathi Swamiji on 9th September, 1998.

The New College, located in Tarnaka, is built on about an acre of land, which once housed the residence of former Chief Minister Late Sri Marri Channa Reddy garu with a plinth area of 100,000 sq. ft. It consists of state-of-the-art facilities which are common of corporate level colleges was inaugurated by Sri K.Chandersekhar Garu, Hon'ble Chief Minister, Telangana State in the gracious presence of Sri Eatala Rajender garu, President Exhibition Society & Minister for Finance, Planning and Civil Supplies, Telangana State and in the presence of Sri Jagadeeshwar Reddy Minister for Education, Telangana State on 16th November 2014.

The new Sarojini Naidu Vanita Pharmacy Maha Vidyalaya is the outcome of The Exhibition Society's vision of College of Excellence for Pharmacy, second to none. All norms on safety standards and building regulations complied with the college have the following facilities:

- 13 modern well equipped class rooms.
- 21 Modern Modular Laboratories with concealed piping for Gas, Water and Drain lines and attached with Preparation and Faculty rooms.
- Computer Laboratory.
- A well-stacked Library on the top floor with an excellent view.
- An Air-conditioned Auditorium with a 250 seating capacity and a Seminar Hall with a seating capacity of 100.
- Wi-Fi connectivity.
- A Board Room.
- Girls Common Room.
- 2 lifts and 3 wide Stairways.
- An elegant hallway and a spacious Principal and Chairman-cum-Secretary room.
- Office and Administration rooms.
- Attractive facade with Glass paneling.
- 30,000 sq.ft Cellar Parking.
- CCTVs installed at all strategic around the college.
- Hostel residents get well-furnished, proper ventilation, washing machine as laundry service, solar hot water system, 24-hour security with CCTV surveillance, hygienic canteen with delicious and nutritious food, well maintained attached restroom with proper sanitation facility within the campus.

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- The end objective of this endeavor is to provide the best of facilities meeting international standards to students from moderate backgrounds, to which it is a dream come true.
- It is a matter of Pride that our students have bagged university ranks at both undergraduate and postgraduate level. The merit percentage has been always 95 plus. Moreover, our college students secured excellent ranks in GPAT, PGECET and NIPER.

### What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to access the impact of its current and proposed policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international organizations used woman approaches: participatory in gender audit and the gender integration frame work .A gender audit usually includes two dimensions as follows:

**1. An internal audit:** This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender main streaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organization all earning on gender.

**2. An external audit:** This dimension aims to assess to what extent, an organization main streams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women affected by the organization's policies, programs, projects or services provided. When applied to services, a gender audit starts by exploring to what extent gender equality main is streamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (programmes, projects, services). At the planning level, a gender audit analyses whether there is gender-specific objectives or if gender is main streamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women benefit in accordance with their gender needs.

### Objectives of the Gender Audit exercise:

- The institute shall take effective measures for the safety and security of women.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students,

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women faculty and staff in the college.

- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.

### **Gender Audit Methods:**

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.

### **The Political Will:**

Means the initiatives in which the leadership within the college at different levels use their branches of the tree and a real so required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

### **Technical Capacity:**

Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

### **Accountability:**

Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

### **Organizational Culture:**

Norms, customs, beliefs and codes of behavior in an organization that support gender equality-how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

### **Gender Wise Distribution of Staff**

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views.

The institution was established in the early sixties when the issue of gender was not much of a concern especially in its mote region like ours. When gender became a major parameter for institutional governance, the institutional leaders

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stepped forward taking steps to ensure gender equality. An audit of gender sensitive features in the Institution yielded the following notable points:

- Basics sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies Common Room provided on the 4<sup>th</sup> Floor of the main building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the library, class rooms, labs and major gates.

### Gender Balance within the Institution:

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snow ball effect on their empowerment and access to development initiatives. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene, etc. Such programs were organized in the last 5 years to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lectures of social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our students have achieved grand success in the field of Cultural Activities and Sports. In the public societal action, the College provides classes for parents on parenting issues and also women and Laws. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

**Table 2.2: Gender wise Details of Total Teaching Faculties in the College**

S. No.	Year	Total	Male	Female	% Male	% Female
1	2022-23	56	7	49	12.5	87.5
2	2021-22	47	3	44	6.4	93.6
3	2020-21	41	3	38	7.3	92.6
4	2019-20	33	0	33	0	100
5	2018-19	33	0	33	0	100

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### 1. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college.

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

1. **Study Room:** Independent study room in the library provides girl students undistracted study time.
2. **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Wash room provision has also been made for girls in the Ladies Room.
3. **Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
4. **Drinking Water:** Watercoolers and water purifiers have been provided for male and female in the College campus. The college has established a number of committees to aid girl students and ladies' staff.

These committees include:

1. **Anti-Ragging Committee:** Some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has 4 females, 6 males and one Vice Chairperson. The Principal of the College is the Chairperson of the Anti-Ragging Committee.
2. **Discipline Committee:** As the college forms a constituent part of the some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in the prospectus. The college has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The Principal of the College is the Chairperson of the Discipline Committee.
3. **Women's Forum:** Women Empowerment and Gender Equality are the most important requirements for the up liftment and progress of our nation. The forum has both the faculty and non teaching of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the up liftment of women and promotion of the importance of gender equality in society through the College students.
4. **Administrative Committees and Girl Students Representative:** Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in college events for the administrative development.

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5. **Internal Complaint Committee:** The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition too there laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings.

### Constitution of Internal Complaint Committee:

Since its establishment, no complaints have been reported to the Committee by any of staff members or students.

### INTERNAL COMPLAINTS COMMITTEE

Internal complaint committee is reconstituted on 8<sup>th</sup> February, 2022 as per the Section-4 of Sexual Harassment of Woman at Work Place. The committee has to receive the complaints related to sexual harassment from the staff (teaching and non-teaching) and student and recommend the suitable action to resolve the issues. The following staff members are the standing committee members constituted for the internal complaint committee.

Name	Designation	Position
Dr. T. SarithaJyostna	Principal	Chairperson
Dr. S. Hemalatha	Professor & HOD	Member-Convener
Dr. S. AnuradhaBai	Associate Professor	Member
Mrs. P. M. Sameera	Assistant Professor	Member
Mr. M. NageswarRao	Administrative Officer	Member
Mrs.S.Navaneetha	Senior Assistant	Non teaching faculty
Mrs. C. Manjulatha	Senior Assistant	Non teaching faculty
Ms. B. Vaishnavi	Student	Student
Ms. Lisa Patel	Student	Student
Ms. SaiPranavi	Student	Student

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