

7. 1 Institutional Values and Social Responsibilities

Key indicator	7.1 Institutional Values and Social Responsibilities
7.1.1	Measures initiated by the Institution for the promotion of gender equity during the last year.
File Description	Annual gender sensitization action plan



7. 1 Institutional Values and Social Responsibilities

7.1.1	Measures initiated by the Institution for the promotion of gender equity during the last five years.	
Sr. No.	Details of Documents	Page No.
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2	Gender sensitization survey of the institute	23 - 29
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4	Gender audit report of Govt. College of Pharmacy, Karad	40 - 67

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**Gender equity and sensitization Committees with
their plans and reports**

7. 1 Institutional Values and Social Responsibilities

Women's Grievance Redressal committee

डॉ. ए.एच. होसमनी, स.प्र


महाराष्ट्र शासन

शासकीय औषधिनिर्माणशास्त्र महाविद्यालय, कराड.
विद्यानगर, ता.कराड, जि.सातारा, पिन कोड - ४१५ १२४.
(NAAC 'A+' Grade Accredited by NAAC (2022) with CGPA 3.45)
(ISO 9001:2015 Certification award in 2018)
(Approved by A.I.C.T.E., New Delhi, PCI New Delhi, D.T.E. (M.S.) &
Affiliated to M.S.B.T.E. Mumbai, Shivaji University, Kolhapur.) DTE Code - 6008

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जा.क्र.शाओनिमक/इतर कामाचे विभाजन/२०२३-२४/ २६।०

दिनांक :

7 AUG 2023


कार्यालयीन आदेश -

सन २०२३-२४ साठीच्या शैक्षणिक कामाव्यतिरिक्तच्या कामाची विभागणी.
सन २०२३-२४ या वर्षासाठी शैक्षणिक कार्यभाराशिवाय अध्यापकांना/कर्मचा-यांना दिल्या जाणा-या इतर कामाचे विभाजन खालीलप्रमाणे -

१	विभाग प्रमुख	१. D.Pharm	१. डॉ.आर.जे.डायस, विभागप्रमुख
		२. Pharmacognosy & Pharmacology	२. डॉ.वाय.व्ही.पोरे, सहाय्यक प्राध्यापक
		३. Pharmaceutics	३. डॉ.ए.एच.होसमनी, सहाय्यक प्राध्यापक
		४. Pharmaceutical Chemistry	४. डॉ.आर.डी.चकोले, सहयोगी प्राध्यापक
		५. M.Pharm and Ph.D	५. डॉ.एम.एस.चरडे, सहा.प्राध्यापक
२	अॅकॅडमिक इन्चार्ज (शैक्षणिक कार्यभार)	पदवी व पदव्युत्तर पदवी	१. डॉ.आर.डी.चकोले, सहयोगी प्राध्यापक
३	प्रवेश समिती	समन्वयक (पदवी व पदव्युत्तर पदवी)	१. डॉ.के.बी.बुराडे, सहयोगी प्राध्यापक
			२. डॉ.एम.एस.चरडे, सहाय्यक प्राध्यापक (समन्वयक)
			३. श्री.वाय.एन.गव्हाणे, सहाय्यक प्राध्यापक
			४. डॉ.आर.डी.चकोले, सहयोगी प्राध्यापक
			५. डॉ.ए.एच.होसमनी, सहाय्यक प्राध्यापक
			६. डॉ.आय.डी.गोंजारी, सहाय्यक प्राध्यापक
			७. डॉ.एम.ए.काळे, सहाय्यक प्राध्यापक
			८. श्रीमती ए.बी.जाधव, सहाय्यक प्राध्यापक
			९. डॉ.वाय.व्ही.पोरे, सहाय्यक प्राध्यापक
			१०. श्रीमती.व्ही.डी.पाटील, प्रयोगशाळा सहाय्यक
			११. श्री.टी.आर.सासवडे, प्रयोगशाळा सहाय्यक
			१२. श्री.एस.एम.ताटे, प्रयोगशाळा सहाय्यक
			१३. श्री.जी.डी.गुळदगड, शिपाई
			१४. श्री.ए.एम.आवळे, हमाल
४	प्रवेश समिती	पदविका	१. डॉ.के.बी.बुराडे, सहयोगी प्राध्यापक
			२. डॉ.आर.जे.डायस, विभागप्रमुख (समन्वयक)
			३. श्री.आय.एस.रितापुरे, अधिव्याख्याता
			४. डॉ.के.यु.बन्सोड, अधिव्याख्याता
			५. श्री.एस.एस.पांडे, अधिव्याख्याता
			६. श्रीमती एस.वाय.पाटील, अधिव्याख्याता
			७. श्रीमती.व्ही.डी.पाटील, प्रयोगशाळा सहाय्यक
			८. श्री.टी.आर.सासवडे, प्रयोगशाळा सहाय्यक
			९. श्री.आर.एच.कोळी, हमाल

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२०	पी.सी.आय संबंधीत सर्व कामे	पदवी/पदविका/ पदव्युत्तर पदवी अभ्यासक्रम	१. डॉ.ए.एच.होसमनी, सहाय्यक प्राध्यापक २. डॉ.आर.जे.डायस, विभागप्रमुख ३. श्री.एस.एम.ताटे, प्रयोगशाळा सहाय्यक ४. श्री.आर.एच.कोळी, हमाल
२१	NRIF संबंधीत सर्व कामे	पदवी/पदविका/ पदव्युत्तर पदवी अभ्यासक्रम	१. डॉ.एम.ए.काळे, सहाय्यक प्राध्यापक २. डॉ.के.यु.बन्सोड, अधिव्याख्याता ३. श्री.टी.आर.सासवडे, प्रयोगशाळा सहाय्यक ४. श्री.व्ही.एस.पवार, प्रयोगशाळा सहाय्यक
२२	ATAL संबंधीत सर्व कामे	पदवी/पदविका/ पदव्युत्तर पदवी अभ्यासक्रम	१. श्रीमती ए.बी.जाधव, सहाय्यक प्राध्यापक २. श्रीमती एस.वाय.पाटील, अधिव्याख्याता ३. श्रीमती व्ही.डी.पाटील, प्र.शा.सहाय्यक
२३	विद्यापीठ संबंधी कामे, पत्रव्यवहार, कार्यालय व विभागांतर्गत इतर कामे	पदवी फार्मसी	१. डॉ.ए.एच.होसमनी, सहाय्यक प्राध्यापक २. श्रीमती पी.वाय.खाडे, वरिष्ठ लिपीक ३. श्रीमती एस.एस.किर्वे, कनिष्ठ लिपीक
		पदव्युत्तर पदवी फार्मसी	१. डॉ.एम.एस.चरडे, सहाय्यक प्राध्यापक २. श्री.वाय.एन.गव्हाणे, सहाय्यक प्राध्यापक ३. श्रीमती एस.एस.किर्वे, कनिष्ठ लिपीक
२४	ऑडीओ-व्हिज्युअल समन्वयक		१. श्री.व्ही.डी.शिरसाळे, निदेशक विजतंत्री २. श्री.आर.एल.गलियल, हमाल
२५	महाविद्यालयीन परिसर देखभाल		१. श्री.डी.ए.कांबळे, भांडारपाल २. श्री.ए.आर.सोनवणे, प्रयोगशाळा सहाय्यक ३. श्री.एस.एम.ताटे, प्रयोगशाळा सहाय्यक ४. श्री.आर.एच.कोळी, हमाल
२६	पी.डब्ल्यू.डी.संबंधित कामे/डीटीई संबंधित कामे		१. डॉ.एम.एस.चरडे, सहाय्यक प्राध्यापक २. श्री.डी.ए.कांबळे, भांडारपाल ३. श्रीमती मधुमालती बी.जाधव, प्रमुख लिपीक ४. श्री.आर.एच.कोळी, हमाल
२७	अंतर्गत शैक्षणिक परीक्षण (पदविका)	Academic Monitoring	१. डॉ.आर.जे.डायस, विभागप्रमुख २. डॉ.के.यु.बन्सोड, अधिव्याख्याता ३. श्रीमती एस.वाय.पाटील, अधिव्याख्याता ४. श्री.एस.एस.पांडे, अधिव्याख्याता ५. श्री.आय.एस.रितापुरे, अधिव्याख्याता ६. श्रीमती व्ही.डी.पाटील, प्रयोगशाळा सहाय्यक
२८	महिला विद्यार्थीनी तक्रार निवारण समिती		१. डॉ.एम.ए.काळे, सहाय्यक प्राध्यापक २. डॉ.आर.डी.चकोले, सहयोगी प्राध्यापक ३. श्रीमती ए.बी.जाधव, सहाय्यक प्राध्यापक ४. डॉ.आर.जे.डायस, विभागप्रमुख ५. श्रीमती एस.वाय.पाटील, अधिव्याख्याता ६. श्री.वाय.एन.गव्हाणे, सहाय्यक प्राध्यापक ७. श्रीमती अनघा बर्डे (एनजीओ प्रतिनिधी) ८. डॉ.ए.व्ही. यादव (लीगल अॅडव्हायजर) ९. श्रीमती. पी.वाय.खाडे, वरिष्ठ लिपीक १०. श्रीमती एस.एस.किर्वे, कनिष्ठ लिपीक ११. श्रीमती व्ही.डी.पाटील, प्रयोगशाळा सहाय्यक


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Gender Equity and sensitization committee 2024



GOVERNMENT OF MAHARASHTRA
Govt. College of Pharmacy, Karad
Vidyanagar, Tal - Karad, Dist - Satara Pin Code - 415 124
(NAAC 'A+' Grade Accredited by NAAC (2022) with CGPA 3.45)
(ISO 9001:2015 Certification award in 2018)
(Approved by A.I.C.T.E., New Delhi, PCI New Delhi, D.T.E. (M.S.) &
Affiliated to M.S.B.T.E. (Mumbai, Shivaji University, Kolhapur.) DTE Code - 6008

Estd - 1964
Website - www.gcopk.ac.in
Ph.No. & Fax No. (02164) 271196
E-Mail - gcopk@rediffmail.com &
principal.gcopkarad@maharashtra.gov.in

GCOPK/ TPO / Institute Activities / 9568 Date: - 16.12.2024


Following Committee is constituted for Gender Equity and sensitization for Government College of Pharmacy, Karad.

1	Dr. P. R. Mahaparale	Chairman
2	Dr.R.J.Dias	Member
3	Dr.A. H. Hosmani	Member
4	Dr. S.R. Shahi	Member secretary
5	Dr.I. D. Gonjari	Member
6	Prof. S.S.Pande	Member
7	Smt. S. S. Kirve	Member


Dr. P. R. Mahaparale
Principal,
Government College of Pharmacy,
Karad.


Copy,
1. To all the committee members via HOD
2. Notice Board




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7. 1 Institutional Values and Social Responsibilities

Annual Gender Sensitization action plan



GOVERNMENT OF MAHARASHTRA
Govt. College of Pharmacy, Karad
Vidyanagar, Tal - Karad, Dist - Satara Pin Code - 415 124


Phone No. & Fax No. - [02164]271196
E-mail - govpn03@rediffmail.com
principal.gcpk@rediffmail.com



YCCPK/Women/1864 Date: 16/08/2019

Annual gender sensitization action plan

- 1] To make students aware of Grievance redressal committee, women grievance redressal committee, internal complaint committee.
- 2] To promote gender equity sensitization amongst students by organizing seminars and sessions by faculties.
- 3] To conduct workshops that promotes diversity and gender-sensitive communication for members and employees.
- 4] To make students aware of certain Supreme Court judgments related to Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- 5] To Promoting communication with respect for human dignity and social responsibility.
- 6] To allow the recognition of multidimensional representations of women.
- 7] To promote communications that represent unbiased representations of gender equity.
- 8] To Conduct workshops that promote diversity and gender-sensitive communication for members and employees
- 9] Encouraging girls students with special award .
- 10] Faculty members to promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible and bring empowerment spirit amongst the females
- 11] To raise awareness among females regarding various societal issues concerning women and career choices
- 12] To ensure that our environment is gender inclusive and unbiased.
- 13] To inform students about provision of common rooms consisting of cupboards, mirror, basins, wash room for girls and boys. There are CCTV cameras are placed in the college at different locations.
- 14] Security guards are there at the main entrance for security purpose. The security personnel are posted round the clock and undertake regular patrolling of the campus to ensure campus safety. Anti-ragging committee was established for the prevention of ragging inside and outside of the college premises.
- 15] It is mandatory for the students to keep their identity cards while on the campus.


I/C Principal
PRINCIPAL
Govt. College of Pharmacy
KARAD
Dr. K. B. Burde





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**Gender sensitization survey of the
institute**

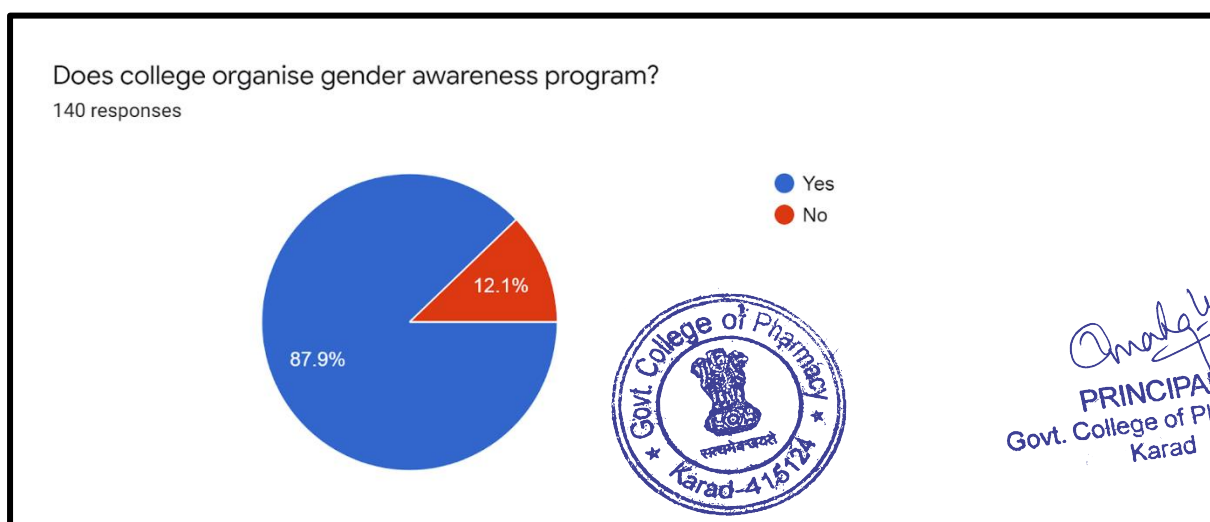
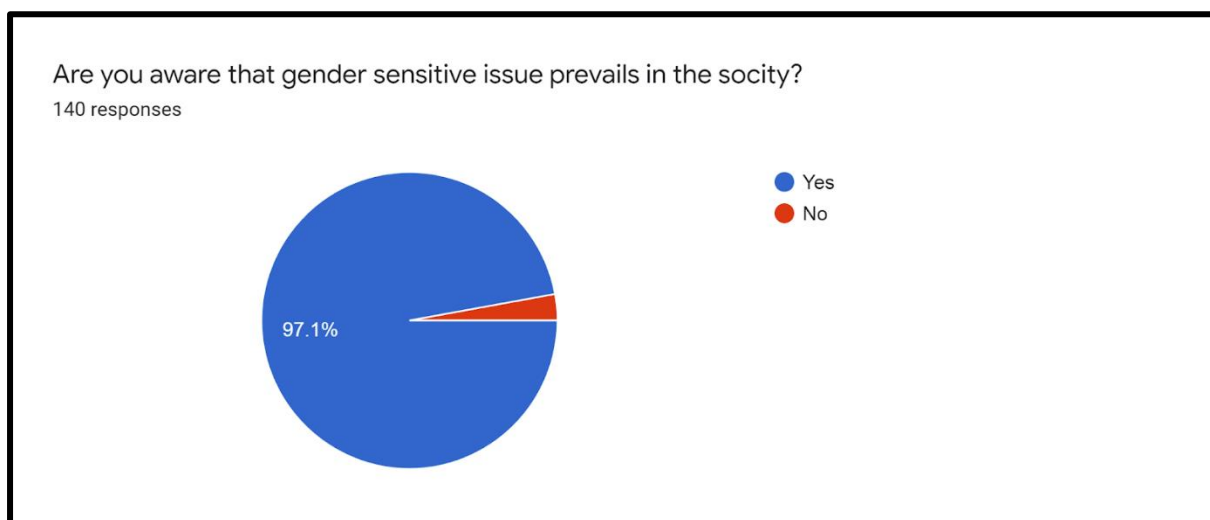
7. 1 Institutional Values and Social Responsibilities

Gender sensitization survey of Government college of Pharmacy, Karad

Gender Sensitization Survey is a basic requirement to understand the sensitive needs of a particular gender. Under Indian conditions sensitization towards female gender should be taken with priority. It helps us to examine our personal attitude and beliefs and questions the realities that we thought we know.

Gender Sensitization Survey was carried out at Government College of pharmacy Karad through an online mode. The results of survey are very encouraging as the stakeholders of the institute have shown the awareness, care, attitude, and well being for wellness and equity attitude towards women.

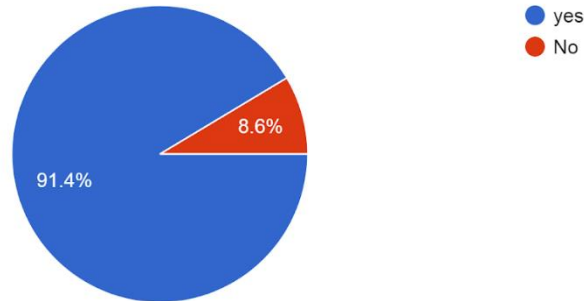
Following graphs give us the idea about the same.



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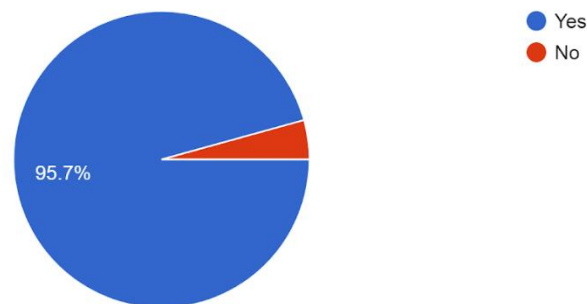
Are toilets for girls on the campus adequate in number?

140 responses



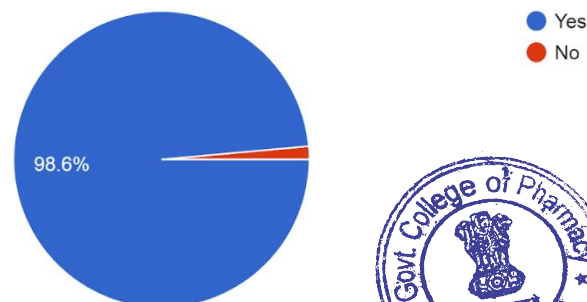
Are disposal bins and other required facilities available in the girls toilet?

140 responses



Is cleanliness maintained in girls toilet?

140 responses

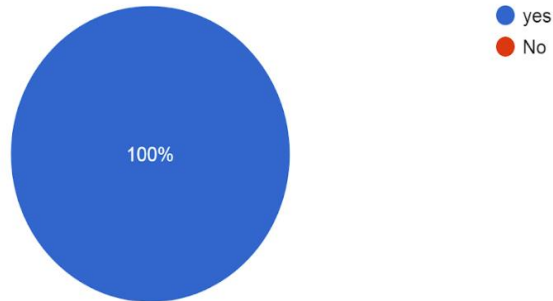


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7. 1 Institutional Values and Social Responsibilities

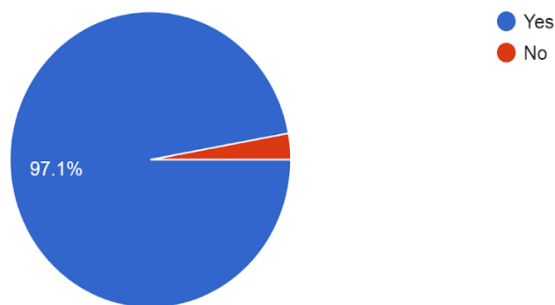
Are adequate security provision made to ensure safety on the college campus?

140 responses



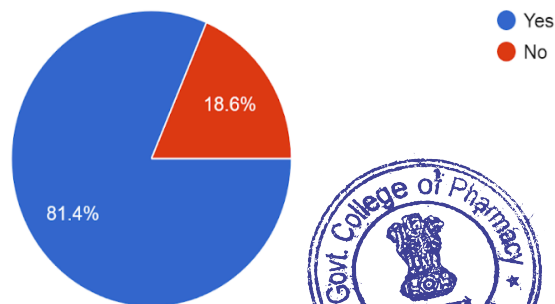
Does college have sufficient lighting in the corridors, classrooms and common areas, girls common room?

140 responses



Are you aware about the existence of "mahila takrar nivaran samiti" and internal complaint cell (ICC) committee in the college?

140 responses

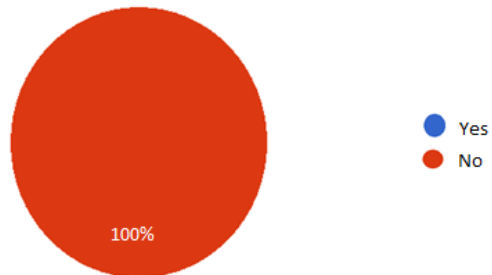


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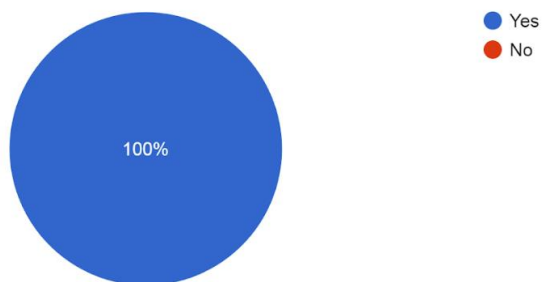
Have you or your friends been the victim of sexual harassment by the teaching faculty / non teaching staff / students?

140 Responses



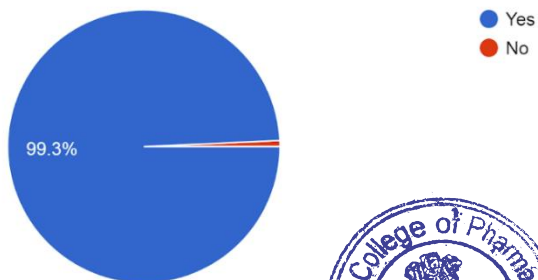
Does classroom offer equal opportunities for all genders?

140 responses



Library and laboratory offer equal opportunities to all genders?

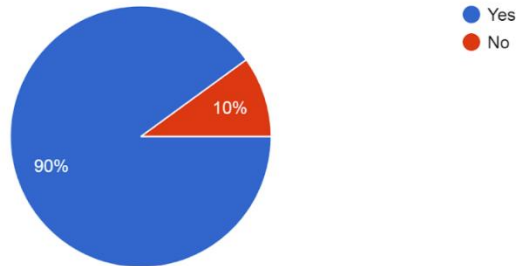
140 responses



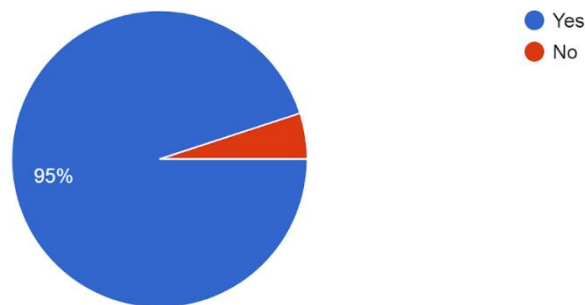
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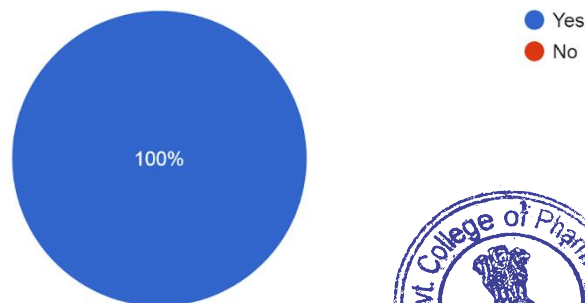
Does college provide healthcare facilities like first aid assistance, availability of sanitary napkins?
140 responses



Does women faculty accompany the girl students while going for industrial tours, visits?
140 responses



Do you feel safe in the college campus?
140 responses

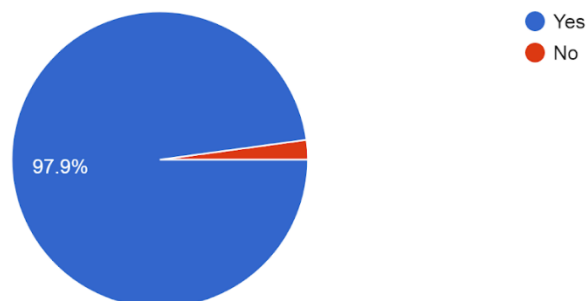


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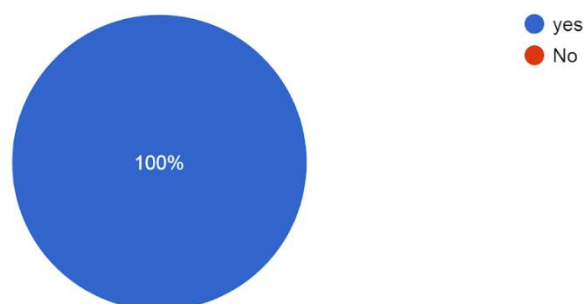
Do you feel empowered when you leave the organisation after completing the course of study you have undertaken (eg B. Pharm., D. Pharm., etc)?

140 responses



Are adequate security provision made to ensure safety on the college campus?

140 responses



Conclusion

The robust environment of GCOP Karad seems to be providing an encouraging sensitization towards women. The conducive conditions created, maintained and propagated in the institute are worth appreciative.




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Govt. College of Pharmacy,
Karad


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Programs for women empowerment

7. 1 Institutional Values and Social Responsibilities

World Women Day Programme

 **GOVT.COLLEGE OF PHARMACY**
SAIDAPUR (VIDYANAGAR), KARAD - 415124.
Phone No. (O)- (02164) 271196, Fax - (02164) 271196
E-mail - gcopk05@rediffmail.com




Date 06/03/2024


Notice

All the Diploma girl students are hereby informed that, we will be celebrating "World Women's Day" today on 07/03/2024 with a motivational lecture by Hon. Dr. Mayura Kale (Associate Professor, GCOPK) on the topic "Women Empowerment"

Time: 4.00 pm


Venue: Diploma lecture hall


Staff. Co-ordinator.
(smt S.P. Patil) *O/c S.P.*


HOD
(Dr. R. J. Dias)

Govt.College of Pharmacy, karad




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7. 1 Institutional Values and Social Responsibilities

Steps towards women equity and empowerment

महिला तक्रार निवारण समिती.
अध्यक्ष.
शासकीय औषधिनिर्माणशास्त्र महाविद्यालय,
कराड
दि. 14.01.2019

सादर –

शासकीय औषधिनिर्माणशास्त्र महाविद्यालय, कराड येथे दि.22.03.2017 रोजी डॉ.एफ.जे.सय्यद यांचे अध्यक्षतेखाली महिला तक्रार निवारण समिती गठीत करण्यात आली. ज्यामध्ये दोन प्राध्यापक वर्ग, दोन महिला कर्मचारी वर्ग, एक लिगल अॅडव्हाइजर व एक एन.जी.ओ.प्रतिनिधी व प्रत्येक वर्गातील एक विद्यार्थीनी प्रतिनिधीची नेमणूक प्राचार्य यांचे कार्यालयीन आदेशानुसार करण्यात आली. सदरचे समितीने खाली नमुद केले प्रमाणे विविध कार्यवाही अंमलात आणली.


- सन मार्च 2017- डिसेंबर 2018 पर्यंत एकूण पाच महिला तक्रार समितीचे पाच बैठकीचे नियोजन करण्यात आले. त्यामध्ये महिला अधिकारी/कर्मचारी व विद्यार्थीनी यांना त्यांचे अधिकार व तक्रारी व समस्यांविषयी चर्चा करून त्यांच्या समस्यांचे व तक्रारींचे बाबत निवारण व मार्गदर्शन करण्यात आले.
- महिला अधिकारी/कर्मचारी व विद्यार्थीनींसाठी आराम कक्ष व सुलभ सौचालय ची व्यवस्था करण्यात आलेली आहे. तसेच आजारी पडलेल्या महिला व विद्यार्थीनींना तत्कालीन सेवेसाठी पलंग गादी व आराम खुर्ची व फस्ट अॅड ची व्यवस्था करण्यात आलेली आहे.
- महिला अधिकारी/कर्मचारी व विद्यार्थीनींसाठी आराम कक्ष व सुलभ सौचालया मध्ये **Sanitary Pads availability & disposal vending machine** चा वापर करण्यात आलेला आहे.
- संस्थेतील महिला व विद्यार्थीनींच्या संरक्षण व सुरक्षिततेच्या दृष्टीने संस्थेच्या आवारात, मुख्य ईमारत, मुलांचे व मुलींचे वसतिगृह,CC TV कॅमेरे लावण्यात आलेले आहेत. संस्थेच्या महिला आरामकक्षामध्ये तक्रार पेटी असुन त्यावर स्थानिक पोलिस स्टेशनचे दुरध्वनी क्रमांक नमुद करण्यात आलेले आहेत.
- मागील वर्षी 2017-18 मध्ये संस्थेतील महिलांना महिलांच्या कायदेबाबतची माहिती मिळावी व संस्थेतील सर्व महिलांना कायदा व सुरक्षिततेविषयांच्या अद्यावत ज्ञानाने अवगत करण्यासाठी शासकीय तंत्रनिकेतन, मुंबई यांनी प्रायोजित केलेल्या महिला सशक्तीकरणाच्या “Empowerment of Women In Technical Education” या प्रशिक्षणासाठी सौ.स्मि.सं.किर्वे, कनिष्ठ लिपीक व कु.व.ल.पाटील, प्रयोगशाळा सहा. यांना प्रतिनियुक्त करण्यात आले होते.
- दि.04.12.2018 रोजी राष्ट्रीय महिला आयोगामार्फत देशभरात घेतली जाणारी “Legal Rights of women” या विषयावर डॉ.सी.जी.कुलकर्णी यांच्या मार्गदर्शनाखाली स्पर्धा आयोजित केली.




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7. 1 Institutional Values and Social Responsibilities

A concern towards Women's Health and Hygiene



28 May
MENSTRUAL
HYGIENE DAY



Step Up

प्रति,

Mr. M.S. Charde
Principal,
Govt. College of Pharmacy, Karad.

विषय : शाळा, कॉलेजमध्ये, अशासेविका, अंगणवाडी सेविका आणि सर्व महिला व पुरुष या स्तरावर मासिक पाळी व्यवस्थापन (Menstrual hygiene Management) आणि स्वच्छतेच्या सर्व विषयी शासन निर्णय क्र. संकीर्ण २०१७/प्र.क. (१४७/१७)/एसडी-६ बाबत.


संस्था- स्टेपअप फौंडेशन, वसई जिल्हा - पालघर - नोंदणी क्रमांक ई-१०५९०

महोदय,

उपरोक्त विषयान्वये सुरु असलेल्या, मानव संसाधन विकास मंत्रालय, भारत सरकार यांनी सप्टेंबर २०१४ मध्ये सुरु केलेल्या "स्वच्छ भारत स्वच्छ विद्यालय" या राष्ट्रीय अभियानचा अविभाज्य भाग म्हणून "मासिक पाळी व्यवस्थापनाकडे" देखील लक्ष वेधले आहे. शाळेत येणाऱ्या किशोरवयीन मुलींची कोणत्याही प्रकारे कुचंबणा होऊ नये व त्यांचे शैक्षणिक नुकसान होऊ नये या साठी मासिक पाळी व्यवस्थापन हा विषय महत्वाचा आहे असे नमूद केले आहे.


जागतिक आरोग्य संघटनेच्या (२००९) अहवालानुसार १२ टक्के मुली या मासिक पाळीच्यादरम्यान शाळेत अनुपस्थित राहातात. भारता सारख्या विविध रूढी परंपरांना मानणाऱ्या देशात मासिक पाळी या सवषयावर पुरुषांशी बोलणे तर दूरच, महिला महिलांशीही बोलणे टाळतात. या विषयाबाबत अनेक समाज गैरसमज असल्याने मासिक पाळी या विषयावर बोलणे हे अयोग्य मानले जाते. महाराष्ट्रासारख्या प्रगत राज्यात युनिसेफने केलेल्या एका सर्वेक्षणात असे आढळून आले आहे की, ११ ते १९ वर्षे वयोगटातील केवळ १३ टक्के मुलींना पहिली पाळी येण्याअगोदर पाळी बाबत माहाती होती. आणि ६० ते ७० टक्के किशोरवयीन मुली पाळीच्या दरम्यान शाळेत जात नाहीत. अशा परिस्थितीत शाळकरी




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Awards and Appreciations: Best Outgoing Students (Girls)



महाराष्ट्र शासन

शासकीय औषधनिर्माणशास्त्र महाविद्यालय, कराड

विद्यानगर, ता. कराड, जि. सातारा, पिन कोड - ४१५ १२४.

Ref. No. GCOPK/KPSF/2021/ 749


Following awards of academic year 2019-20 will be disbursed during award function of Government College of Pharmacy, Karad to be held in March or April 2021.

शैक्षणिक वर्ष 2019-20 च्या मार्च एप्रिल 2021 मध्ये होणाऱ्या बक्षीस वितरण समारंभामध्ये पुढील पारितोषिके / बक्षीसे यांचे वितरण होईल.


Date : 23 MAR 2021

अ. क.	पारितोषिक	Prize	पारितोषिकाचे स्वरूप
1	स्वर्गीय श्रीमती विजया आर. चोपडे स्मृती पारितोषिक बी. फार्मसीच्या प्रथम वर्षाच्या प्रथम सत्रातील "HAP I" या विषयात सर्वाधिक गुण मिळविणाऱ्या विद्यार्थ्याला	Late Smt- Vijaya R. Chopade Memorial award for securing highest marks in the subject "HAP I" at B. Pharm. First year, First semester exam among the students of GCOPK	₹. 400/- व प्रशस्तिपत्रक
2	स्वर्गीय प्रा. ए.एस. बर्डे स्मृती पारितोषिक बी. फार्मसीच्या प्रथम वर्षाच्या प्रथम सत्रातील "फार्मास्युटीक्स" या विषयात सर्वाधिक गुण मिळविणाऱ्या विद्यार्थ्याला	Late Prof. A. S. Barde Memorial award for securing highest marks in the subject "Pharmaceutics" at B. Pharm. First year, First semester exam among the students of GCOPK	₹. 400/- व प्रशस्तिपत्रक


13	केपीएसफ बेस्ट आऊट गोईंग स्टुडंट अॅवार्ड (मेल) डी. फार्म.	KPSF Best outgoing Male Student (Diploma) (D. Pharm)	₹.400/- सन्मानचिन्ह व प्रशस्तिपत्र
14	केपीएसफ बेस्ट आऊट गोईंग स्टुडंट अॅवार्ड (मेल) बी. फार्म.	KPSF Best outgoing B. Pharm Student (Male)	₹.400/- सन्मानचिन्ह व प्रशस्तिपत्र
15	केपीएसफ बेस्ट आऊट गोईंग स्टुडंट अॅवार्ड (फिमेल) बी. फार्म.	KPSF Best outgoing B. pharm Student 16(Female)	₹.400/- सन्मानचिन्ह व प्रशस्तिपत्र
16	केपीएसफ बेस्ट आऊट गोईंग स्टुडंट अॅवार्ड एम. फार्म. (फार्मास्युटीकल केमिस्ट्री)	KPSF Best outgoing M. pharm Student (Pharmaceutical Chemistry)	₹.400/- सन्मानचिन्ह व प्रशस्तिपत्र
17	केपीएसफ बेस्ट आऊट गोईंग स्टुडंट अॅवार्ड (एम. फार्म. (फार्मास्युटीक्स)	KPSF Best outgoing M. pharm Student (Pharmaceutics)	₹.400/- सन्मानचिन्ह व प्रशस्तिपत्र




डॉ. एम. एस. चरडे



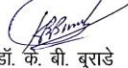
डॉ. आर. जे. जायस




डॉ. सी. जी. कुलकर्णी



डॉ. आर.डी. चकोले



डॉ. क. बी. बुराडे
प्र. प्राचार्य
शा. औ. नि. म. कराड



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Gym facility for female staff and girl students



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Government College of Pharmacy, Karad

Gender Audit Report 2021 -22



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Acknowledgements

We sincerely thank Dr. P. R. Mahaparale, I/C Principal, Government College of Pharmacy, Karad for his gender sensitive initiative to conduct Gender audit of Government College of Pharmacy, Karad for the years 2015-16 to 2023-2024.

We are also obliged towards all the Departments, Administrative staff and hostels for their cooperation in providing necessary data. The task of collecting and analyzing the huge data was performed by Dr. Smt. S. R. Shahi, Dr. I. D. Gonjari and Dr. S. S. Pande. We thank them for their consistent efforts.

Conducting Gender audit of five long years was a stupendous task, which would have not been possible without team work. We are grateful to all those who contributed directly and indirectly.

We have made sincere efforts in conducting Gender Audit very objectively. Thank you everybody, once again.

Gender Audit Team

**Government College of Pharmacy,
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Gender Audit Team

Sr. No	Name	Designation
1	Dr. P. R. Mahaparale	Chairman
2	Dr. A.H. Hosmani	Member
3	Dr. R. J. Dias	Member
4	Dr. Y.V. Pore	Member
5	Dr. (Ms). S.R. Sadana	Member Secretary
6	Dr. I. D. Gonjari	Member
7	Dr. S. S Pande	Member
8	Smt.S. S. Kirve	Member



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INTRODUCTION

With the blessings of Late Yashvantraoji Chavan and established by Government of Maharashtra to provide the technical education in rural area, Government College of Pharmacy was incepted as a tiny Department in the Government College of Engineering, Karad in 1964 to offer diploma course in Pharmacy and recognized to offer degree in 1965. The College gradually progressed into a reputed independent Institute with its own Postgraduate Departments and Research Centre.

The College is located on a beautiful sprawling campus of eight acres near the banks of Krishna- Koyana Rivers at Karad. Being the first Government Pharmacy Institution in Maharashtra, it has always experienced a distinguished identity among the other colleges. Affiliated to Shivaji University, Kolhapur, the college is approved by All India Council for Technical Education New Delhi, Pharmacy Council of India, New Delhi and Directorate of Technical Education, Maharashtra State, Mumbai. The college transformed into the post graduate research institute in pharmacy in 1995 with an independent existence.

Our institute decided to conduct gender audit for the accreditation as it is a tool of mainstreaming gender. The authorities of Institute are always sensitive towards gender justice and hence all were eager to conduct gender audit. Gender audit allows the institute to review its organizational culture, establishes a base line against which progress can be measured over period of time, identifies critical gender gaps if any, and challenges ahead, and also recommends improvisation and innovations.

Since conducting gender audit is a stupendous task, collection of data from various departments, sections, units, hostels began well in advance. Once the data collection was over it was organized and analyzed sequentially highlighting gender balance among all stakeholders of the institute, enabling infrastructure, institutional mechanism for gender equity, gender balance in managerial position and gender balance policy, etc.

Gender sensitive features are discussed in the audit. Quantifiable conclusions are drawn where ever possible and recommendations are also made, so that



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Government college of Pharmacy, Karad carries forward its legacy of gender equity and will continue endeavor as gender sensitive institute.

Gender sensitive features of Government College of Pharmacy, Karad

Government College of Pharmacy, Karad is located in Maharashtra where Chhatrapati Shivaji Maharaj introduced social revolution and gender equality.

Following are Gender sensitive features of this institution:

1 Having beautiful sprawling campus of huge eight acres with many multistoried buildings, Security in and around is a great challenge. But through a network of security personnel, CCTV cameras, alertness of hostel warden and rectors, discipline protocols, a safe and healthy atmosphere is assured in the campus. Any Unwarranted incident and mishap related to Women safety is curtailed through this.

2. An independent ladies' hostel with the cafeteria and mess facility in the campus paves the way for the easy access to girls for professional education. No female student from Jammu and Kashmir, Andman-Nicobar Island and north east regions of India is denied admission to ladies' hostel. This has encouraged female students of above mentioned remote places of India to seek Pharma education at our Institute.

3. Firmly believing in "Health is Wealth" The institute has separate gym for women.

4. Strong grievance redressal system is an important feature of this institute which helps in maintaining healthy and fearless atmosphere.

5. College organizes awareness raising programs consistently. The online survey carried out regarding gender sensitization of students depicted and confirmed that girl students are well aware of all gender sensitization issues and facilities provided to them by the Institute, rights to happy living, ways to combat harassment, etc.

6. All administrative/ Managerial positions including Principal, Heads of Departments, Registrar, Rectors etc. of the institute are graced by women at some period of audit time (2015-2024)



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7. Birth anniversaries of important women social reformers especially Savitribai phule, Matoshriijabai, Ahilyabai Holkar are celebrated at the institute. Besides paying homage to them, their life story and work are also narrated.
8. All Girls and Women of the Institute have excelled in academics, cultural, sports and social activities. To recognize their achievement and encourage them many Prizes, awards are given.
9. Women representation in every college committee is the established practice. This facilitates not only justice to the gender but the works of the committee also gets the gender perspective.
10. The best outgoing female students of every course, viz. D.Pharm, B.Pharm, M.Pharm are selected and awarded with **“Best outgoing female student award” Every year.**



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Gender parity among Stake holders

Government College of Pharmacy, Karad being a public institute imparting Pharmacy education to the masses, has following main stake holders:

- A] Students admitted in various courses in the institute
- B] Teachers working in the institute
- C] Administrative staff in the institute
- D] Students admitted to NSS

Following are the details of Gender parity (Male-Female ratio) among Stake holders:

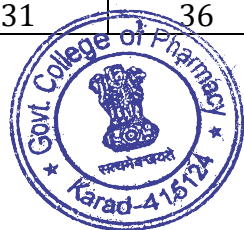
A] Students admitted in various courses in the institute.

Government College of Pharmacy Karad, provides Diploma in Pharmacy, Bachelor of pharmacy and Masters of Pharmacy programs.

The following statistics gives details of male-Female students' ratio of various programs.

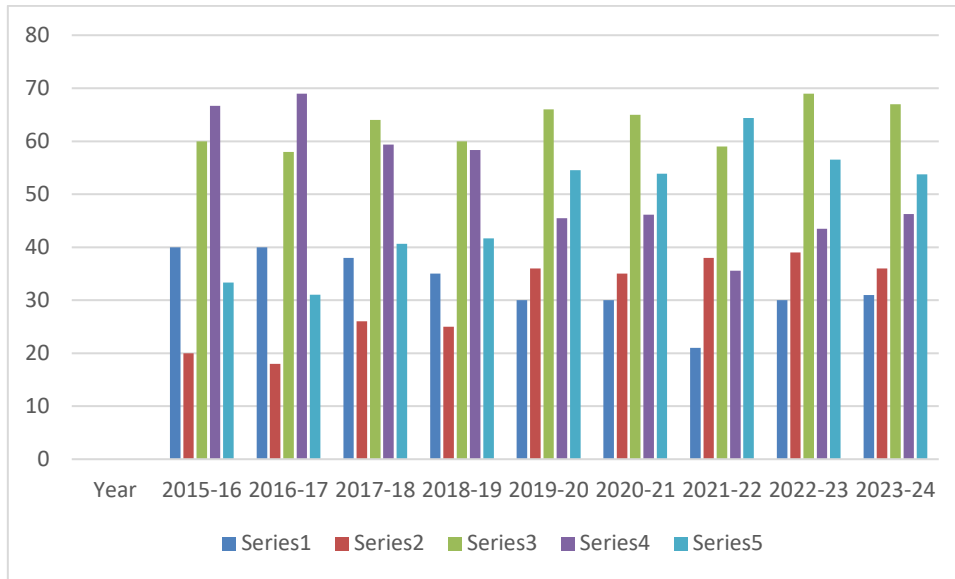
D. Pharm.

Year	Boys	Girls	Total	Ratio male-Female	
2015-16	40	20	60	66.66	33.33333
2016-17	40	18	58	68.96552	31.03448
2017-18	38	26	64	59.375	40.625
2018-19	35	25	60	58.33333	41.66667
2019-20	30	36	66	45.45455	54.54545
2020-21	30	35	65	46.15	53.84
2021-22	21	38	59	35.59	64.40
2022-23	30	39	69	43.47	56.53
2023-24	31	36	67	46.26	53.74



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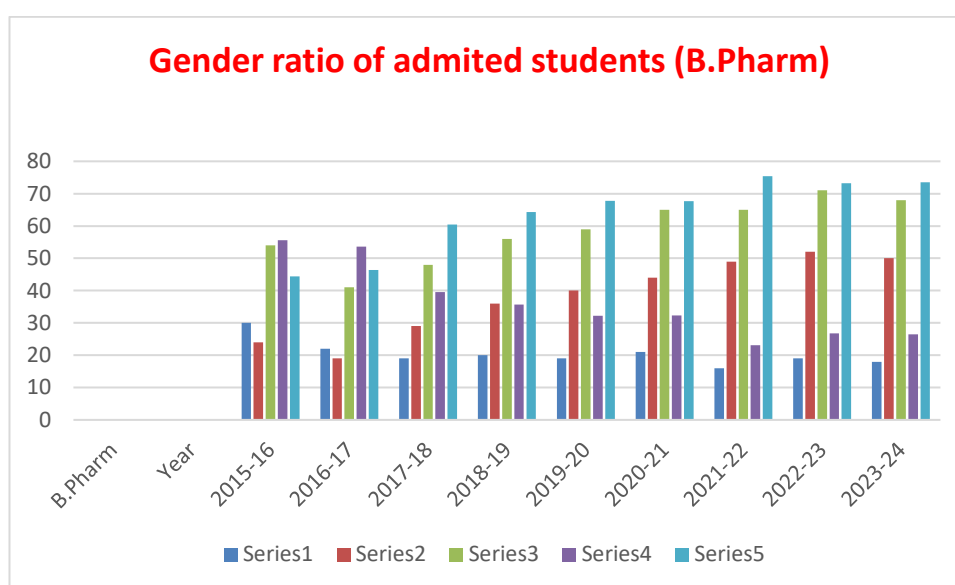
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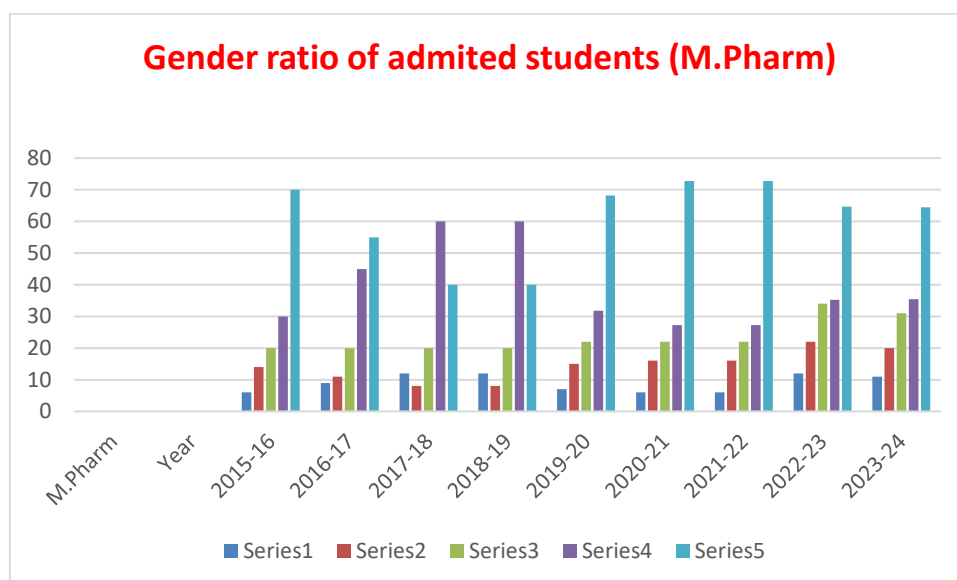
B.Pharm					
Year	Boys	Girls	Total	Ratio male-Female	
2015-16	30	24	54	55.56	44.44
2016-17	22	19	41	53.66	46.34
2017-18	19	29	48	39.58	60.42
2018-19	20	36	56	35.71	64.29
2019-20	19	40	59	32.20	67.80
2020-21	21	44	65	32.30	67.70
2021-22	16	49	65	23.07	75.38
2022-23	19	52	71	26.76	73.26
2023-24	18	50	68	26.47	73.53





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M.Pharm					
Year	Boys	Girls	Total	Ratio male-Female	
2015-16	6	14	20	30	70
2016-17	9	11	20	45	55
2017-18	12	8	20	60	40
2018-19	12	8	20	60	40
2019-20	7	15	22	31.81	68.18
2020-21	6	16	22	27.27	72.72
2021-22	6	16	22	27.27	72.72
2022-23	12	22	34	35.29	64.71
2023-24	11	20	31	35.48	64.52




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Observation

The male- female ratio among D. Pharmacy students does not show any steep changes. However, increase in the ratio in recent years is certainly encouraging.

The data shows that number of girls admitted to B. Pharm. program has been increased consistently in last five years, thereby taking up the ratio of male to female from 26.46 to 73.53

The post graduate classes in Pharmacy also have a good number of Girl students. The highest number of girl students are admitted in Academic year 2023-24, taking up the male: female ratio to 35:48 to 64.52

Conclusion

The female students are dominating in number in all programs of Pharmacy in this institute in the assessment years.



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Observation

Except in very rare cases, girls from all the admission reservation categories are found to have taken the admission to B. Pharm. program at Government College of Pharmacy, Karad. This is a very satisfying and proud feeling to all. Also, in most of the cases, girls have outnumbered boys.

Girls from few categories viz., SBC, ST and NT are not seen to have been admitted to D. Pharm. program during early assessment year(s). However the number increased in the successive years.

Girl students from all categories of reservations for admissions have been admitted to the post graduate programs in Pharmaceutical Sciences, which is a matter of pride to the Institution and Society,

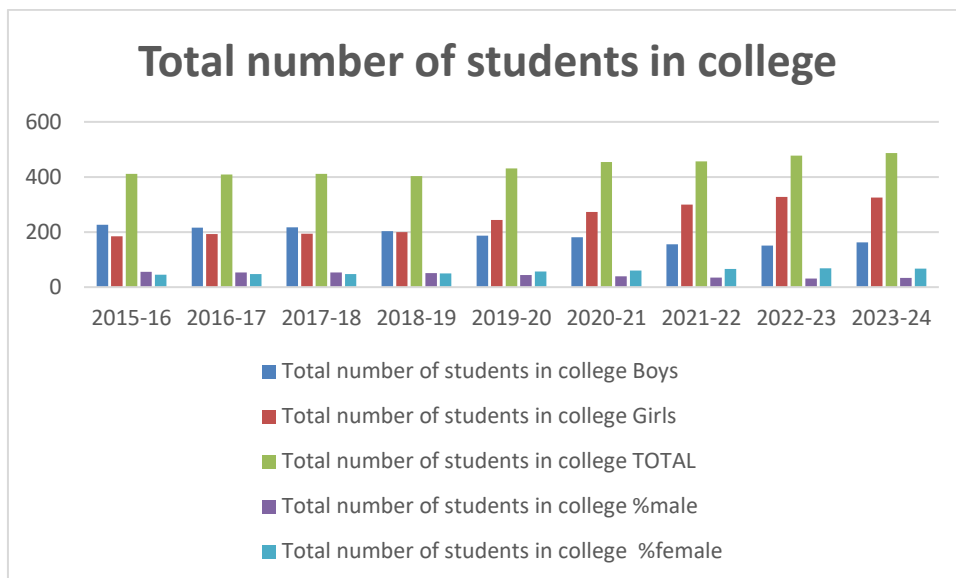
Total number of students in college

Total number of students in college					
Year	Boys	Girls	TOTAL	%male	%female
2015-16	226	185	411	54.98	45.01
2016-17	216	193	409	52.81	47.18
2017-18	217	194	411	52.79	47.20
2018-19	203	200	403	50.37	49.62
2019-20	187	244	431	43.38	56.61
2020-21	181	273	454	39.86	60.13
2021-22	156	300	456	34.21	65.78
2022-23	151	327	478	31.58	68.42
2023-24	162	325	487	33.26	66.74



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Observation

The data of % number of female students studying in the Institute has been increased to 66.74% in last five academic years.

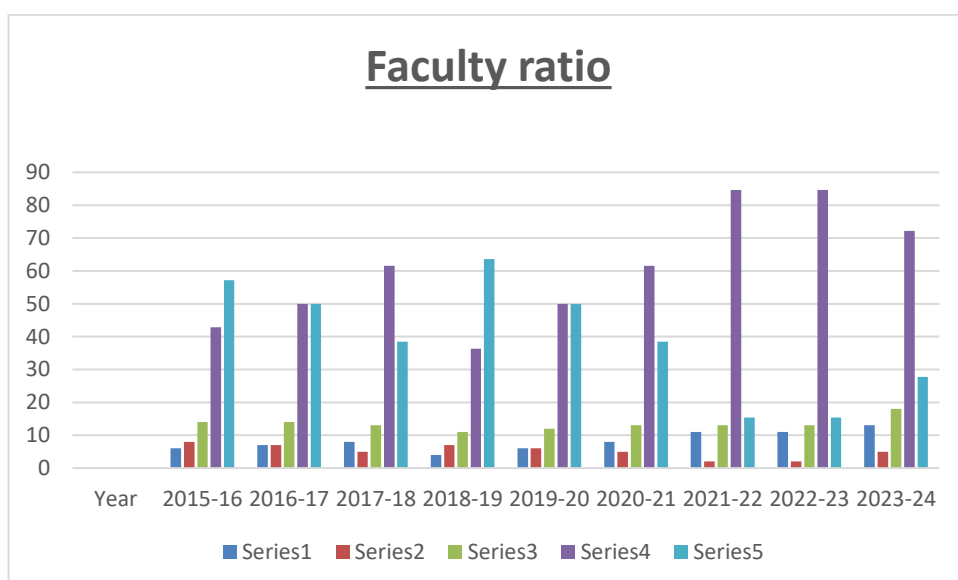


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Faculty ratio

Year	Male	Female	total	Ratio	
2015-16	6	8	14	42.86	57.14
2016-17	7	7	14	50.00	50.00
2017-18	8	5	13	61.54	38.46
2018-19	4	7	11	36.36	63.64
2019-20	6	6	12	50.00	50.00
2020-21	8	5	13	61.54	38.46
2021-22	11	2	13	84.61	15.38
2022-23	11	2	13	84.61	15.38
2023-24	13	5	18	72.22	27.78



Observation

The dominance of either gender was not found over last five years. The variation in the number of female faculty was mainly due to government transfers, Retirements and deaths of faculty members.

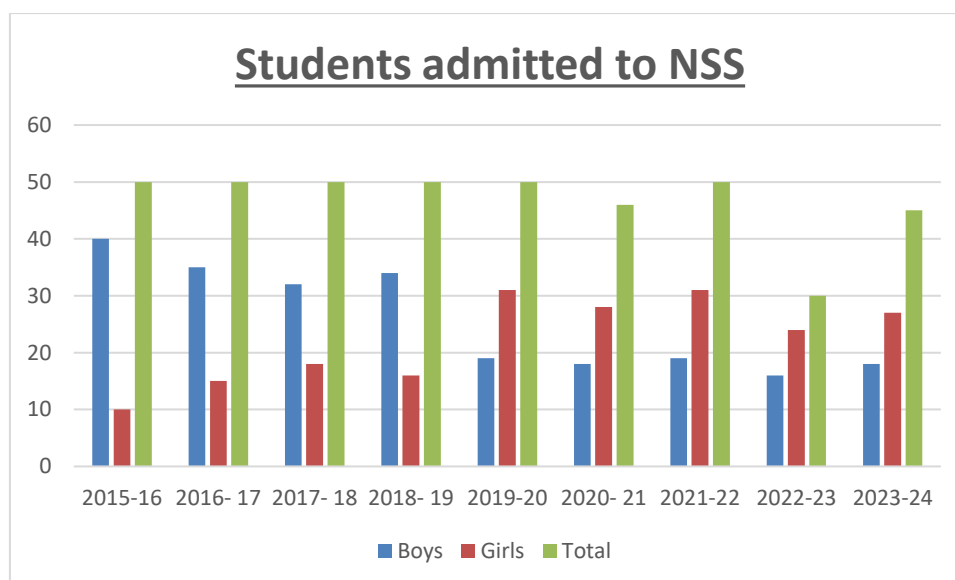


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Students admitted to NSS

Year	Boys	Girls	Total
2015-16	40	10	50
2016- 17	35	15	50
2017- 18	32	18	50
2018- 19	34	16	50
2019-20	19	31	50
2020- 21	18	28	46
2021-22	19	31	50
2022-23	16	24	30
2023-24	18	27	45



Observation

NSS was thought to be the area of boys half a decade back. With the gender sensitization, imbibing social responsibilities in students and encouraging them for social team works led to sharp rise in the number of girls students actively participating in NSS Programs.

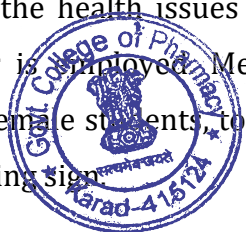


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Conclusions and Recommendations

- 1) Government college of Pharmacy, Karad campus is highly secured and safe. 24/7 patrolling, network of security team, high resolution CCTV cameras and complete fencing of the campus make it safe and secure. This also ensures security of women stake holders of the institute
- 2) All floors of campus Buildings have sufficient numbers of ladies' toilets with necessary safety and privacy, ramps etc. which is highly creditable. Well equipped independent Girls' common room with facilities recommended by all Apex bodies is another feather.
- 3) The institute provides hostel facility to female students, who need accommodation in the campus. There is an independent multistoried girls hostel building with 24 hours lady warden, woman security personnel, technology driven security, a separate girls mess and all other necessary facilities and amenities. It is really commendable that Government College of Pharmacy, Karad takes care of outstation girls. No girl students from Jammu and Kashmir , Andaman-Nicobar Islands and north east Indian regions are kept deprived of the in the hostel.
- 4) Ladies hostel is well equipped with safe drinking water, hot water, Geezers, quality food, sanitary napkin vending machine besides beautiful garden and Playing Ground area, thus making the girls' stay in the campus highly comfortable.
- 5) To address the health issues (Physical and Psychological) of all girls, a female medical officer is employed. Members of Gender sensitization committee of the institute help female students to deal with their problems and motivate them. This is very heartening sign.



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6) Grievance redressal cell and anti ragging committee are at place paving the way for healthy and fearless atmosphere. Various programs arranged by the institute have contributed to awareness rising of students in this regard.

7) A very good number of departments are headed by Women. This shows that more women are occupying Managerial/ administrative positions of power, which is highly inspiring.

8) Government College of Pharmacy, Karad has adopted the gender sensitization action plan. The institute follows all government rules and makes no gender discrimination. Having gender sensitization plan for the institute and following it meticulously is admirable. This non discriminatory policy is certainly going to take the Institute a long way.

9) Birth anniversaries of important women social reformers are yet another feature which seeks appreciation.

10) The performance of female students of the institute in Academics, sports, social, cultural activities is highly impressive and worth appreciating. The institute and Alumni's initiatives and efforts in rewarding the best female outgoing students of various programs (Diploma, Degree and Post graduation in Pharmacy) run in the institute are strongly admirable.



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