

Gender Audit Report 2024-25

ABOUT THE INSTITUTE

Zee college of Pharmacy founded by a group of visionaries and intellectuals to impart quality education in a stimulating and innovative environment. ZEE COLLEGE OF PHARMACY has been established with a mission to provide course of study and prepare trained manpower in the field of Pharmacy.

It is designed to be a self-reliant campus with all basic amenities and resources. ZCOP takes the lead among the sought-after D.Pharm and B.Pharm colleges in Kanpur and Unnao, fostering a culture of innovation and success.

The B. Pharm. Course is affiliated to AKTU, Lucknow (College Code: 1159) and the D. Pharm. Course is affiliated to Board of Technical Education, Lucknow (College Code: 2003). College is approved by The Pharmacy Council of India, New Delhi (PCI). College is about 24.0 km away from Chakeri Airport, Kanpur and 19 km from Kanpur Central Railway station.

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 assess 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 use two main approaches: participatory in gender audit and the gender integration framework. 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 mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender
2. An external audit: This dimension aims to assess to what extent, an organization mainstreams 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 and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to



CAMPUS:

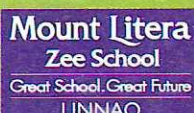
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what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated.

OBJECTIVE OF THE REPORT

Gender Equality is of utmost importance as it prohibits discrimination on the basis of gender. It promotes gender neutrality in terms of learning. A non-discriminant place of education is a prerequisite for effective dissemination of knowledge and learning. Constitution of India enshrines the proposition of gender parity in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.

GENDER AUDIT METHODS:

In order to perform the Gender, audit a well-structured questionnaire has been designed and the Responses of female students, faculty and staff has been collected through Google form.

1. Demographic Profile Analysis

Gender wise Details of Students in the College

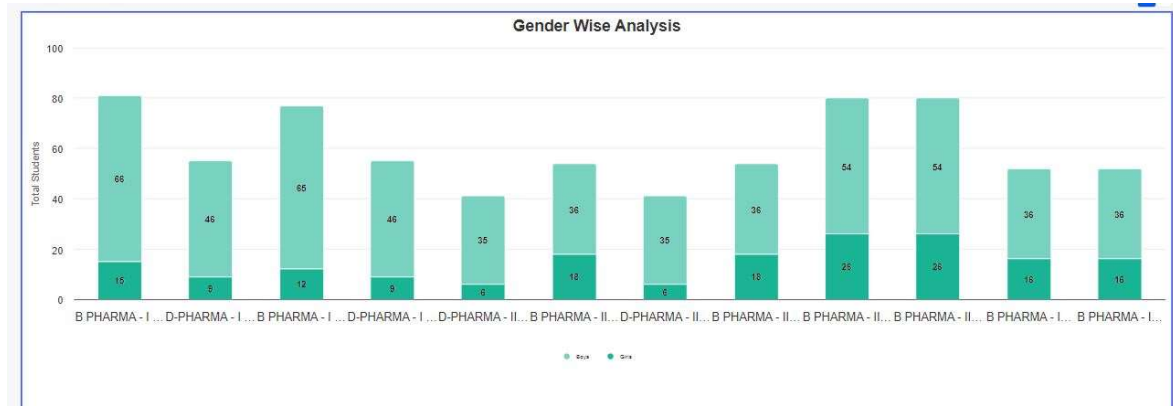


Figure 1.1: Gender wise Details of Students in the College

Gender wise Details of Total Teaching Faculties in the College

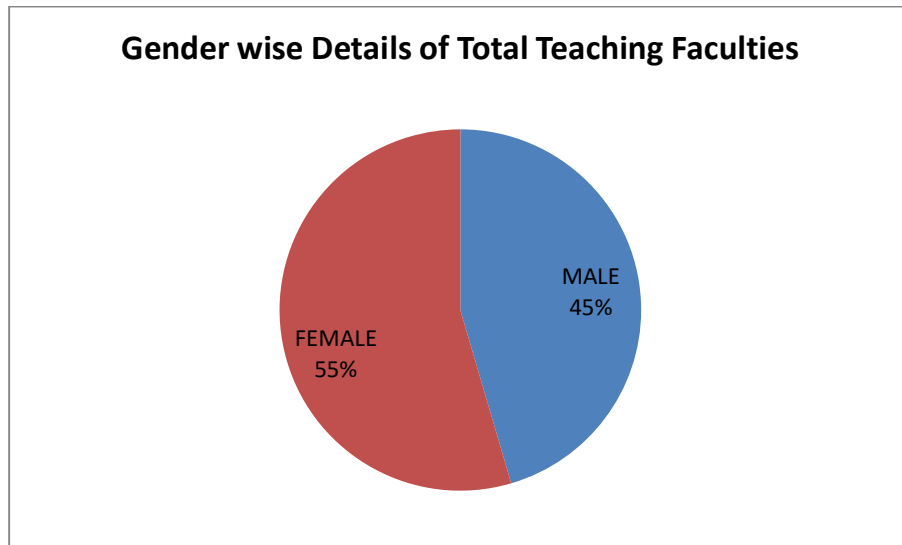


Figure 1.2: Gender wise Details of Total Teaching Faculties in the College

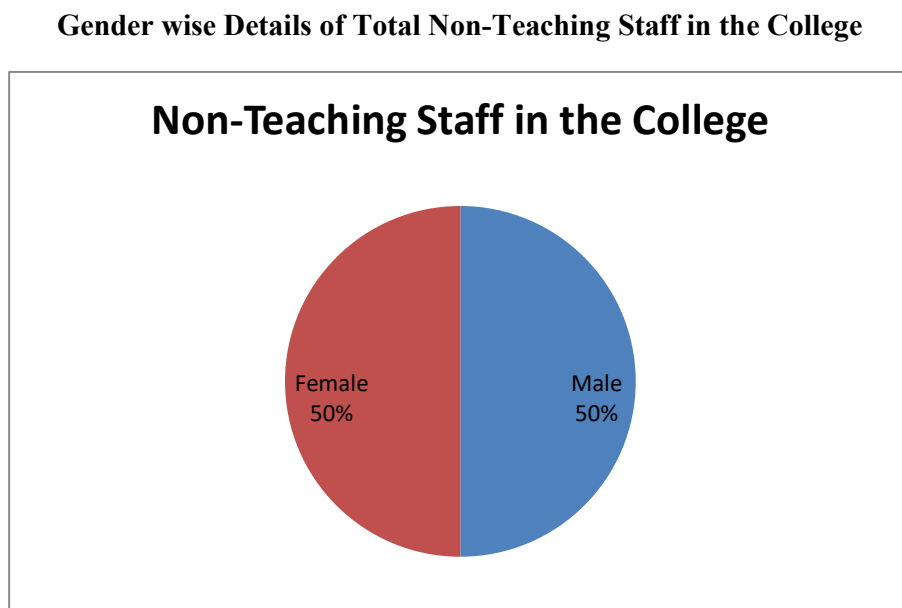
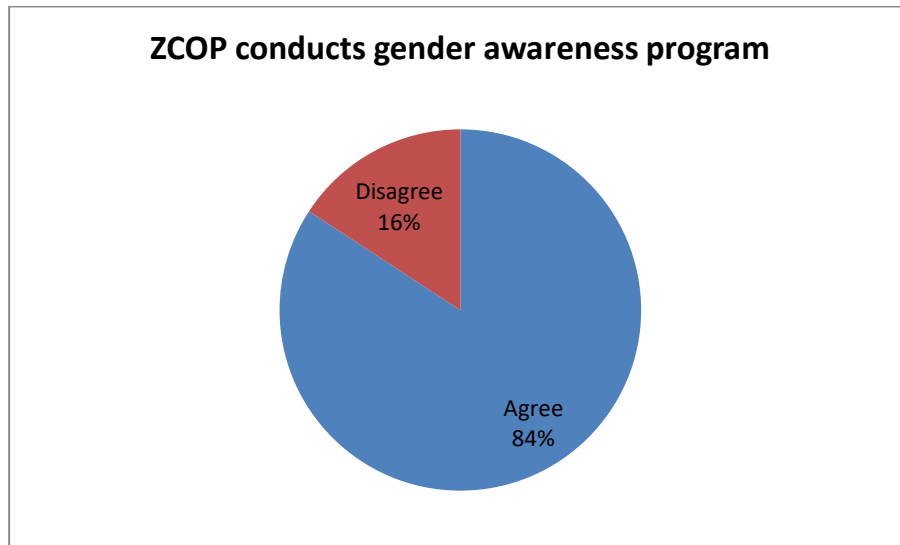


Figure 1.3: Gender wise Details of Total Non-Teaching Staff in the College

2. Feedback Analysis

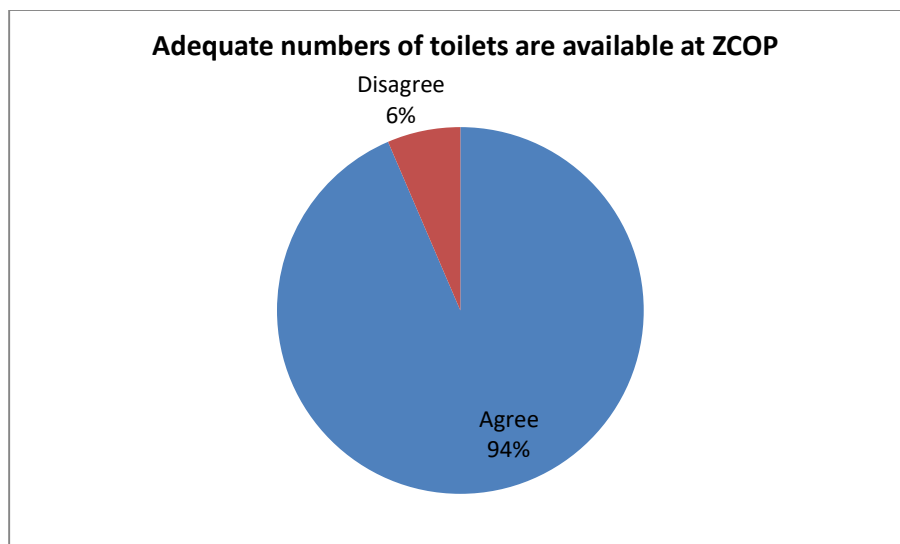
ZCOP conducts gender awareness program such as awareness of sexual harassment as part of its curriculum



Response:

It has been observed from the chart that 84.2% female are agree that ZCOP conducts ample gender sensitization program and only 15.8% females are responded disagree with the statement.

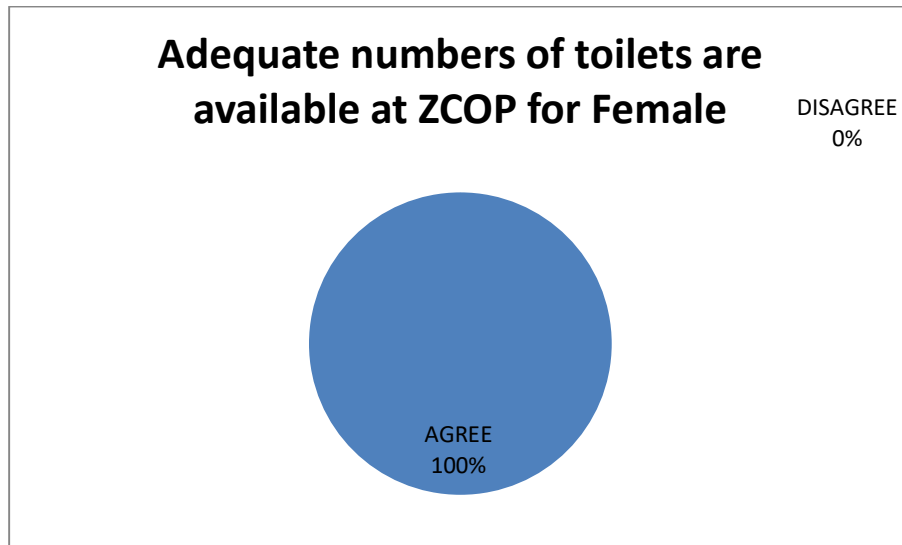
Adequate numbers of toilets are available at ZCOP for female students, faculty and Staff.



Response:

It has been observed from the chart that 94.5% female are agree that ZCOP conducts ample gender awareness program such as awareness of sexual harassment and only 6.5% females are responded disagree with the statement.

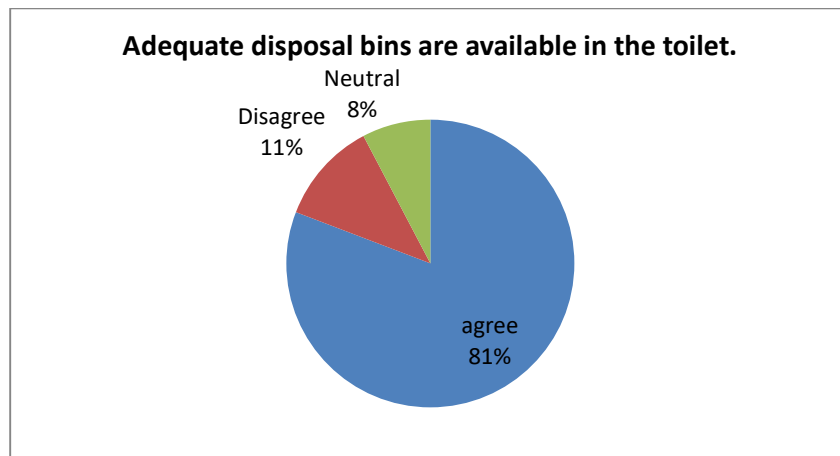
Adequate numbers of toilets are available at ZCOP for female students, faculty and staff.



Response:

It has been observed from the chart that 100% female are agree that adequate numbers of toilets are available for female students, faculty and staff.

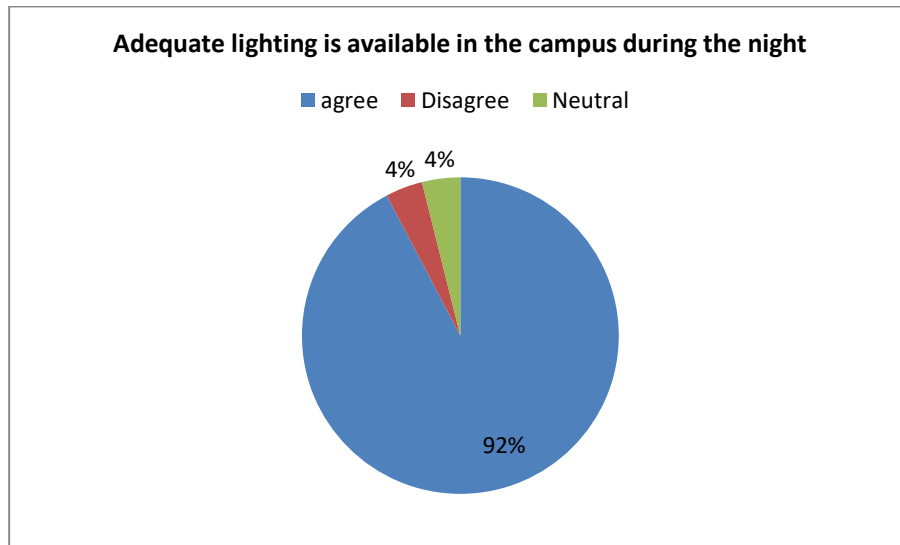
Adequate disposal bins are available in the toilet.



Response:

It has been observed from the chart that 80.8% female are agree that adequate facilities are available inside the toilet and only 11.5% females are responded disagree with the statement.

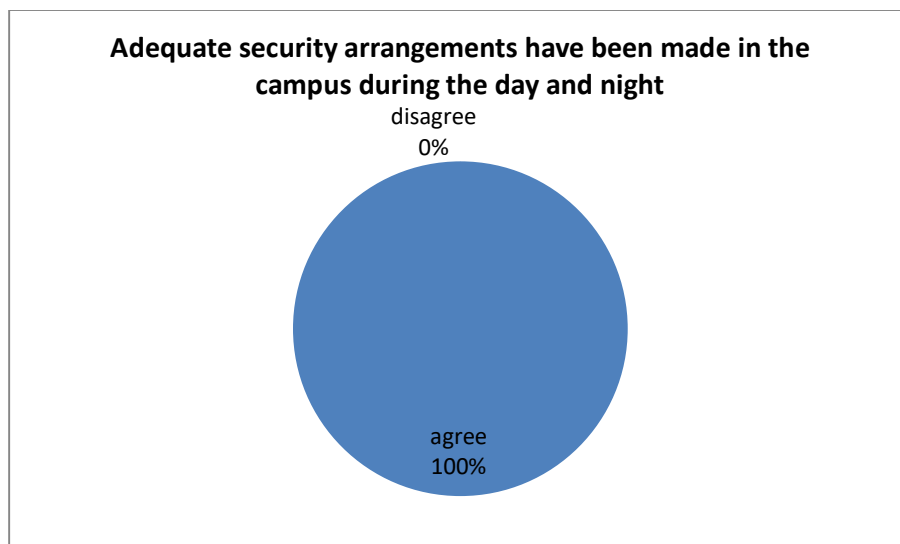
Adequate lighting is available in the campus during the night (Corridor, Toilets, etc.)



Response:

It has been observed from the chart that 92.3% female are agree that adequate lighting is available in the campus during the night and only 3.8% females are responded disagree with the statement.

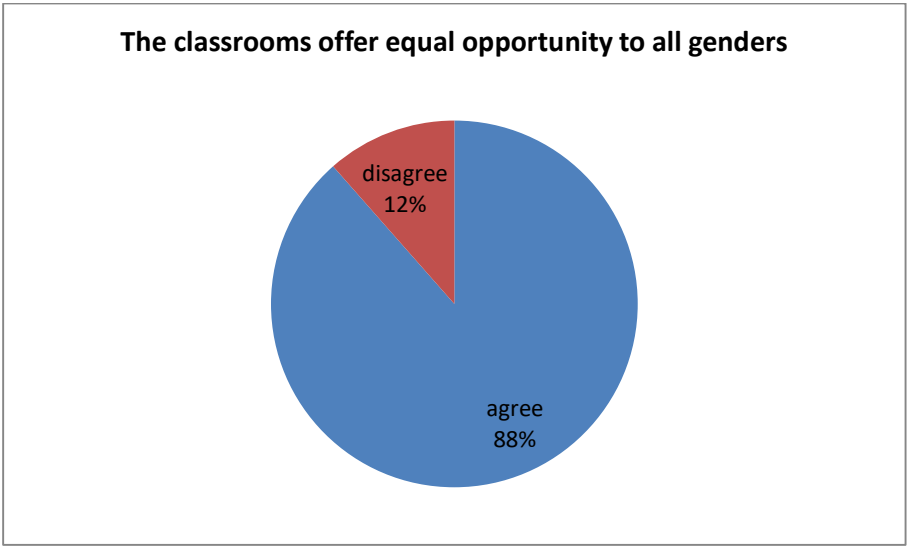
Adequate security arrangements have been made in the campus during the day and night.



Response:

It has been observed from the chart that 100% female are agree that adequate security arrangements have been made in the campus during the day and night.

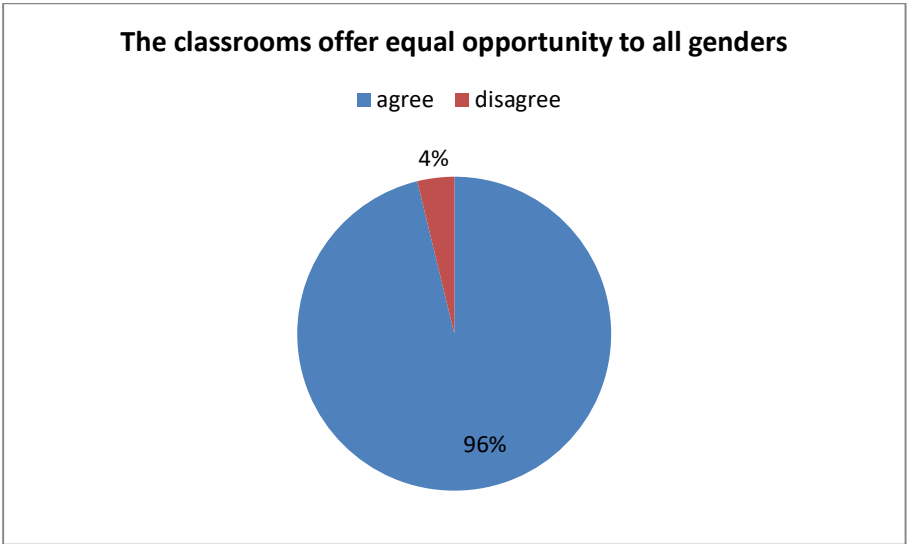
A grievance redressal Cell has been setup at ZCOP.



Response:

It has been observed from the chart that 88.5% female are agree that A grievance redressal Cell has been setup at ZCOP and only 11.5% females are responded neutral.

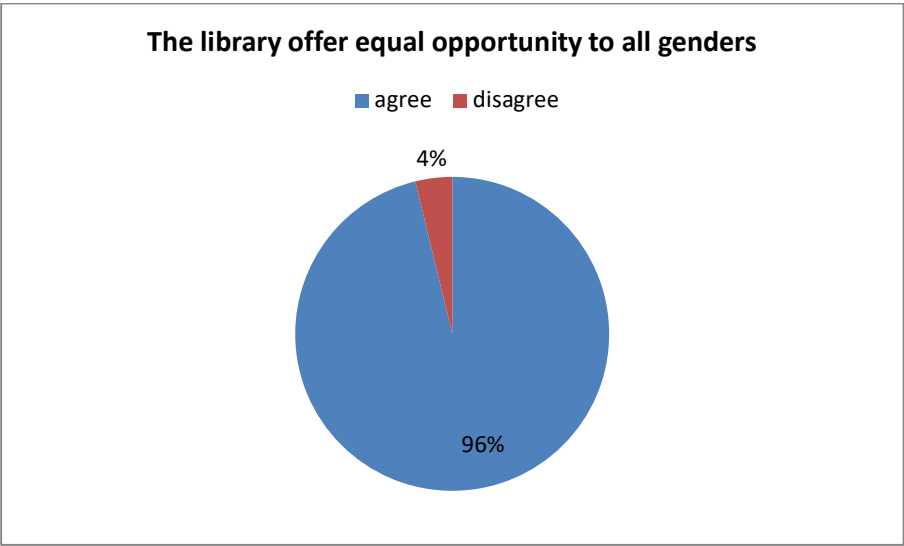
The classrooms offer equal opportunity to all genders.



Response:

It has been observed from the chart that 96.2% female are agree that the classrooms offer equal opportunity to all genders and only 3.8% females are responded neutral.

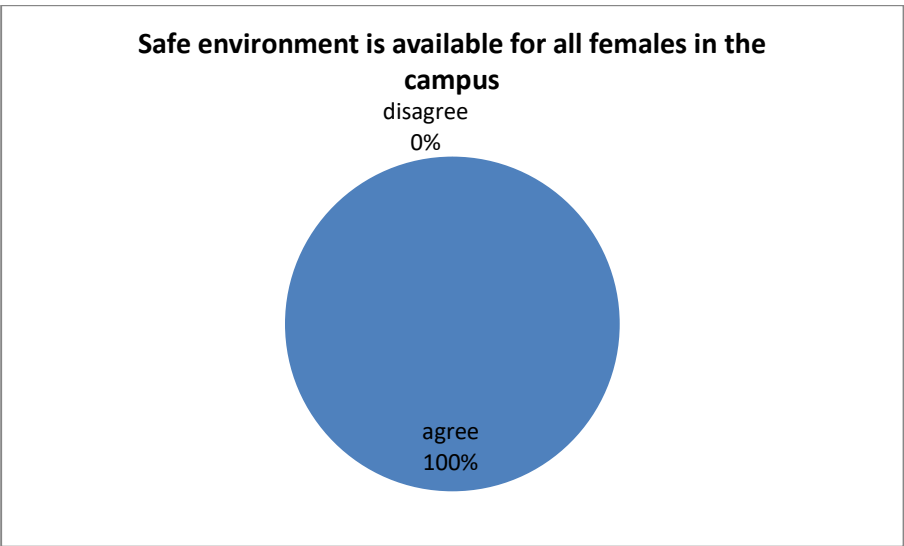
The library offer equal opportunity to all genders.



Response:

It has been observed from the chart that 100% female are agree that the library offer equal opportunity to all genders.

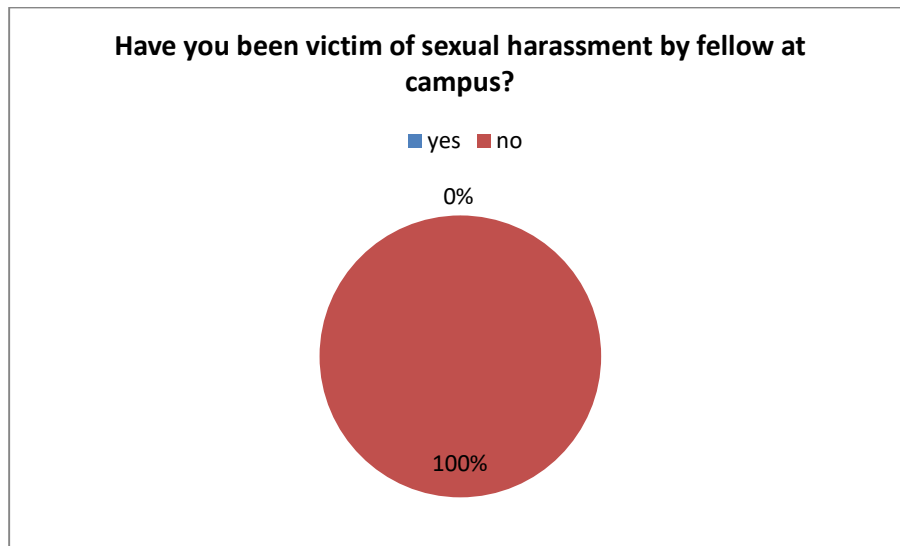
Safe environment is available for all females in the campus.



Response:

It has been observed from the chart that 100% female are agree that Safe environment is available for all females in the campus.

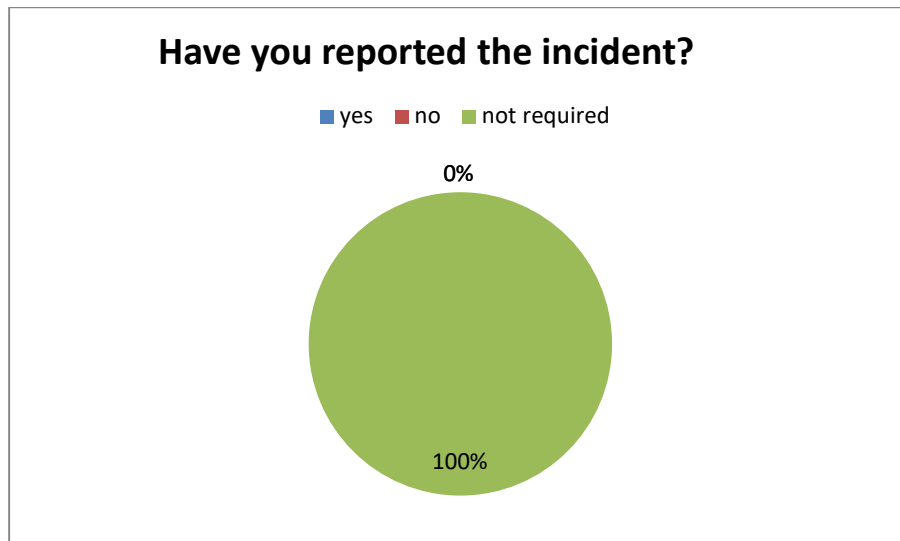
Have you been victim of sexual harassment by fellow at campus?



Response:

It has been observed from the chart that 100% female are responded that she has not been the victim of sexual harassment by fellow at campus.

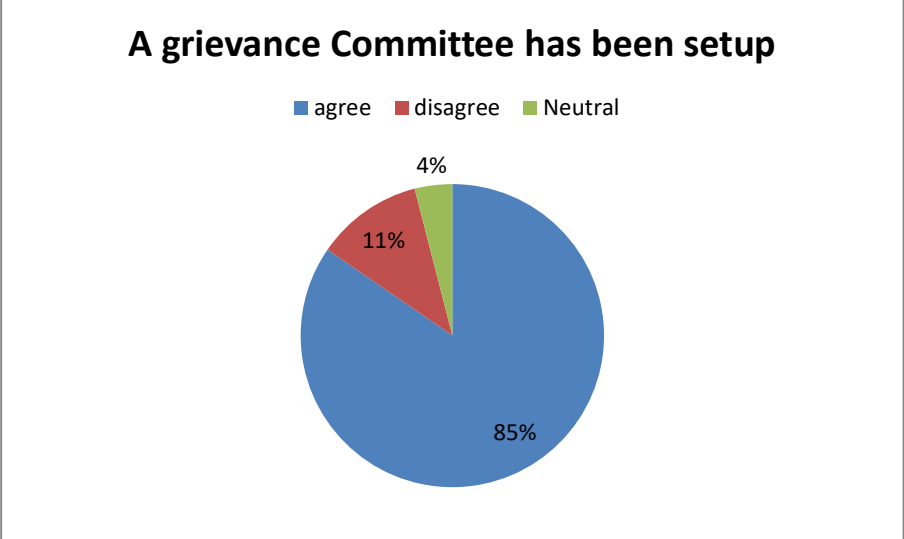
Have you reported the incident?



Response:

It has been observed from the chart that 19.2% female reported the incident in front of Grievance Redressal Cell.

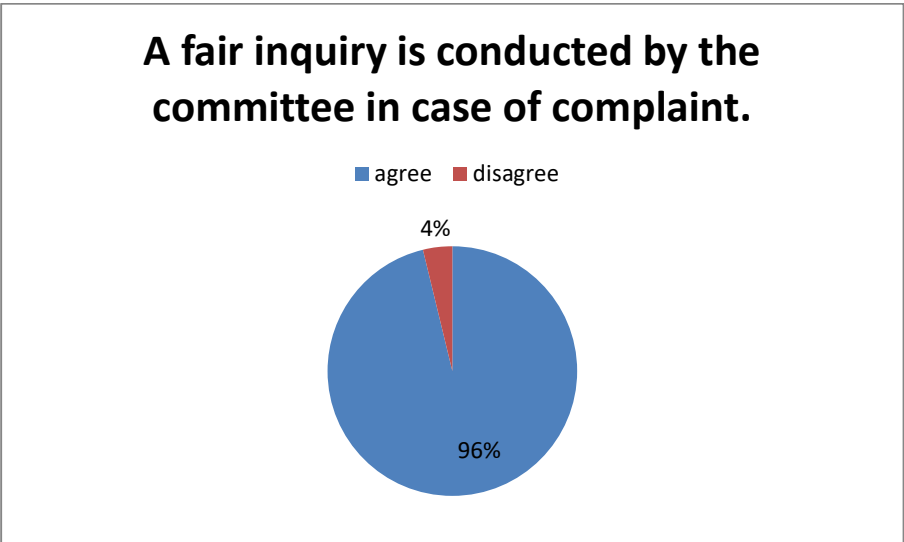
A grievance Committee has been setup to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate.



Response:

It has been observed from the chart that 84.6% female are agree that they are aware about the process of lodging complaint to the Grievance Cell.

A fair inquiry is conducted by the committee in case of complaint.

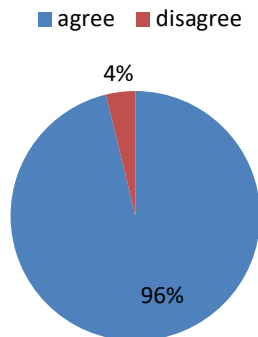


Response:

It has been observed from the chart that 96.2% female are agree that a fair enquiry is conducted by the committee in case of complaint.

Confidentiality is maintained during the inquiry process

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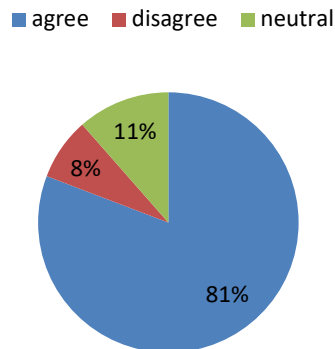


Response:

It has been observed from the chart that 96.2% female are agree that confidentiality is maintained during the inquiry process.

Health care facilities are available at campus for females.

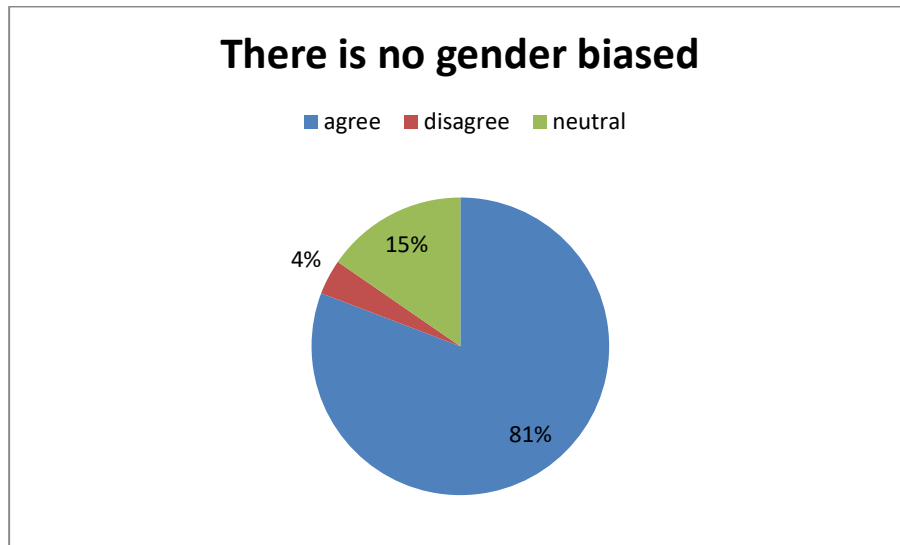
Health care facilities are available at campus for females.



Response:

It has been observed from the chart that 80.8% female are agree that sufficient Health care facilities are available at campus for females and only 7.7% females are responded disagree with the statement.

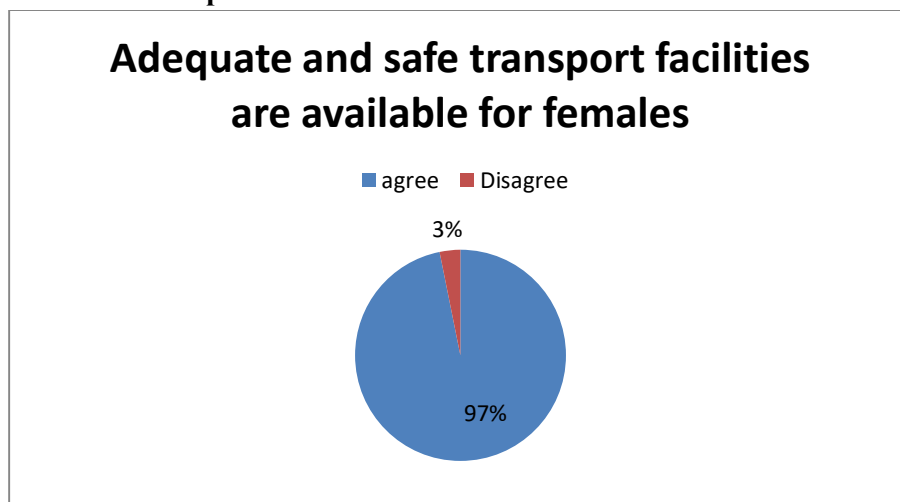
There is no gender biased artifacts such as discriminative screen savers, or work tables that are not conveniently located for females.



Response:

It has been observed from the chart that 80.8% female are agree that There is no gender biased artifacts such as discriminative screen savers, or work tables that are not conveniently located for females and only 3.8% females are responded disagree with the statement.

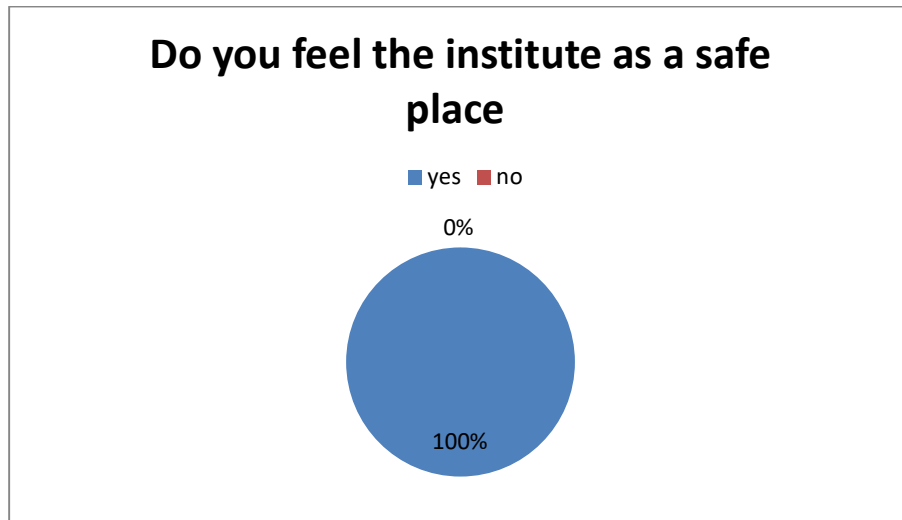
Adequate and safe transport facilities are available for females.



Response:

It has been observed from the chart that 96.2% female are agree that Adequate and safe transport facilities are available for females and only 3.8% females are responded disagree with the statement.

Do you feel the institute as a safe place and recommend any other female to be a part of the institute.



Response:

It has been observed from the chart that 100% female are agree that they felt ZCOP as a safe place and recommend any other female to be a part of the institute.

INITIATIVES OF ZEE COLLEGE OF PHARMACY

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. **Separate Entrance:** The separate entrance avoids chaotic situations. It is one of the safety measures for girls.
2. **Study Room:** Independent study room in the library provides girl students undistracted study time.
3. **Girls Common Room:** There is adequate space in the Girls Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.
4. **Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
5. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls 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
2. Minority Cell
3. OBC Cell
4. Grievance Redressal Cell
5. SC/ST Committee
6. Internal Complaint Committee

GENDER AWARENESS PROGRAM

Women's Legal Empowerment

Gender inequality and the climate crisis are two of the most urgent challenges of today. As we better understand and make the critical connections between gender, social equity and climate change, it's time we take action towards solutions. From increasing women's representation in leadership and decision-making to redistributing care-work and productive resources, progress towards a gender equal and sustainable future starts with taking action today.

Zee College of Pharmacy, Unnao was organized a one day seminar on Women's Legal Empowerment. The key speaker in this seminar is Mr. Ratan Kumar Srivastava, Retired I.P.S. and Founding President of V foundation.

Workshop on “Menstrual Health & Hygiene Awareness for Women”

ZCOP in association with Art of Living Foundation, successfully conducted Three Day's Online Workshop on “Menstrual Health & Hygiene Awareness for Women” for Teaching, Non-teaching and Students of ZCOP, on the eve of Women's Day.

This talk was well received by faculty and students and they have highly benefited. The valuable exposure about the significance of Yoga, Mudras and demonstration has benefitted our participants to improve their physical and mental health in this pandemic period.

Workshop on “Women Empowerment”

ZCOP in association with Unnao Police, successfully conducted workshop on “**Women Empowerment**” on **25th April 2025**. Mr. Deepak Bhuker (IPS) - S.P. Unnao is the key speaker of this workshop.

CONCLUSION:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

Recommendations:

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.

