

## **7.1.1**

**Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc.**

# **Gender Audit Report**

# **KANPUR INSTITUTE OF TECHNOLOGY AND PHARMACY**



## **GENDER AUDIT REPORT 2022-23**

## **Introduction to the institution**

**Since its inception in 2009**, Kanpur Institute of Technology and Pharmacy (KITP) have been successfully shouldering the monumental responsibility of producing capable health care professional and highly skilled peoples with positive mind-set. Run by a team of visionary and motivated IIT alumni, KITP is counted among the top-rated Pharmacy institutes of North India. Kanpur Institute of Technology and Pharmacy runs B. Pharma, M. Pharma and Diploma courses. The institute is affiliated to Dr. A.P.J. Abdul Kalam Technical University, Lucknow. The courses are approved by The Pharmacy Council of India (PCI) as well as affiliated to AKTU (550) & BTE (3380), Lucknow. The institute is very easily accessible; it is located in Rooma, on Kanpur – Prayagraj Highway, 04 Km away from Kanpur Chakeri airport, Kanpur.

Kanpur Institute of Technology and pharmacy proudly boasts of a sprawling and lush green campus with elegant buildings and state-of-the-art infrastructure, it has qualified, experienced and dedicated faculty for various courses, always ready to help the students in understanding the concepts related to their area of study. Kanpur Institute of Technology and Pharmacy has a highly impressive placement track record, with students getting placed in various MNCs at good annual packages.

The institute fulfills its promise of academic excellence. Every year, Kanpur Institute of Technology and Pharmacy, produces university rank holders in various streams. The students are given exposure to various skills development programs during the course of their study at KITP. This helps them to gain an edge over others and prove themselves better for placement opportunities. The institute leaves no stone unturned to provide the best and conducive study environment to the students. Laboratories studded with modern equipment, computer centers, fully Wi-Fi campus, video lecture rooms, projector-based, air-conditioned classes, air-conditioned seminar halls are just a glimpse of the facilities that the students get at KITP, added to it the personal attention showered by the teachers to explain the intricate concepts to the students in the most lucid way.

The Gender Audit is a measure to study about the gender balance of the institute. It attempts to know whether institute follows government rules, policies and actions formulated for up-gradation of women in society. By the Gender Audit, institute tries to assess the impact of its policies on gender equality. KITP always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The institute always motivates girls for their social responsibilities. Girls Common Rooms are provided for the girl students. Institute also conducts self-defence trainings programs. Karate, Yoga and Meditation Camps are also organized. Expert lectures and Women empowerment programs are conducted. Anti-Women Harassment Cell, Anti-ragging Committee and Internal Complaints Committee are formed in the institute. These committees continue works for women safety. Institute provided equal opportunities to boys and girls in sports and cultural activities.

## **Objectives**

The objectives of Gender Audit are as follows:

- To know about the gender balance in the institute.
- To Suggest measures for bridging the gender gap
- To know about gender perception in the Campus
- Surveying staff to uncover their perceptions regarding gender equality in the organization and programs.
- Creating the road map for Gender Action.

## **Facilities For Students**

- KITP provides all basic amenities for students viz.
- R.O. drinking water
- Medical facilities
- Cafeteria for students and faculties.
- Parking area

- Stationary shop
- Bank and ATM facility.
- CCTV camera surveillance
- 24x7 Security
- Girl's common rooms.
- Ramps & Lifts.
- Sports facilities for both outdoor and indoor games
- Separate washrooms for boys and girls

### **3. Gender Sensitive Features**

**Gender sensitive features in the institute are as follows:**

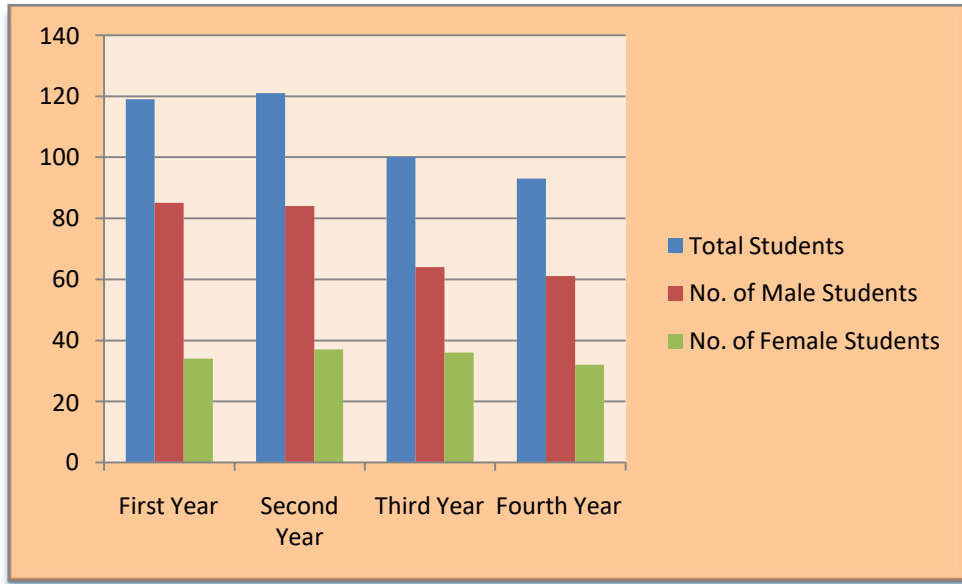
- Separate toilets for the students and staff.
- Girls common room is provided
- Internal Complaints Committee
- The hostels for girls are secured with Lady warden, security guards, CCTV cameras.
- Medical room with a qualified physician.
- Counsellor for boys and girls
- There are CCTV monitoring devices installed in corridors and classrooms.

### **Gender Balance within the institution**

Gender balance refers to 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.

**Table 1: Gender profile of students**

	Total Students	No. of Male Students	% of Male Students	No. of Female Students	% of Female Students
First Year	119	85	71.43	34	28.57
Second Year	121	84	69.42	37	30.58
Third Year	100	64	64	36	36
Fourth Year	93	61	65.59	32	34.41



**Fig. 1: Male: Female student ration Year wise**

**Table 2: Gender profile of Teaching Staff**

Total	Male	% of Male	Female	% of Female
36	14	38.89	22	61.11

**Table 2: Gender profile of Non-Teaching Staff**

Total	Male	% of Male	Female	% of Female
23	14	60.87	9	39.13

## **6. Gender Sensitisation Initiatives**

Gender sensitization refers to changing behaviour and instilling empathy into the views that we hold about our own and the other genders. It aids individuals in "evaluating their own attitudes and ideas as well as challenging the 'realities' they considered being true.

### **i. Internal Complaint Committee:**

Internal complaint committee has been formed. Any aggrieved student/staff can report to committee. So far, no cases have been reported.

### **ii. Surveillance by CCTV:**

Classrooms and Corridors are under CCTV surveillance to make campus safe and secure for the females.

### **iii. 24x7 Security:**

There is 24x7 security available in the campus. Staff member has been appointed as hostel in charge, who takes regular meetings with hostilities and look after their facility and problems if any. Additionally, hostel is secured with CCTV surveillance.

### **v. Gender awareness/ women empowerment pograms:**

Institute conducts several Gender awareness/ women empowerment programs. Seminars/webinars are arranged from time to time related to women empowerment, gender equity and sensitization.

### **vi. Equal opportunities in co-curricular and extracurricular activities**

Institute provides equal opportunities to male and female students in different activities like sports, cultural activities, etc.

### **vii. Other facilities:**

- Medical Room
- Ambulance
- Vending machine
- Cafeteria
- Gymnasium



## **GENDER AUDIT SURVEY**

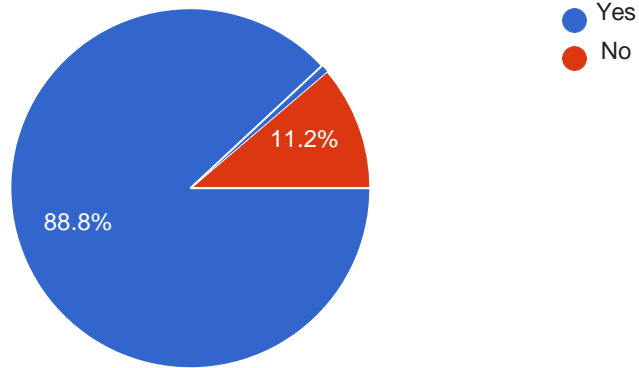
The auditor conducted a survey and collected responses from female staff and students. Following is a summary of questions asked and responses received:

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**Is College taking any measures for implementation of Gender equity initiatives**

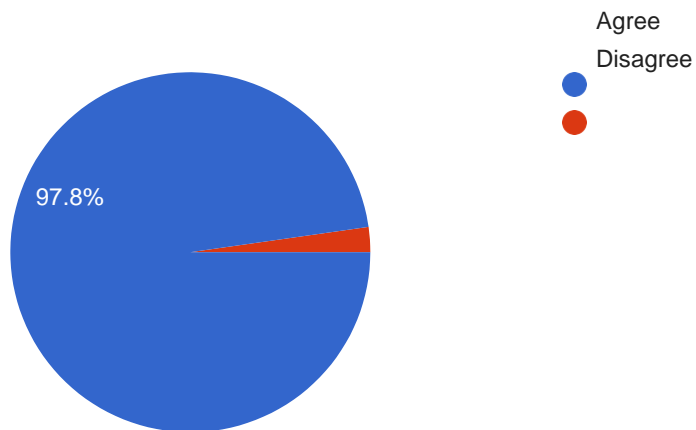
89 responses



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**Are you aware of different committees like Women Harassment Committee/ Grievance Redressal Committee/ Internal Complaint Committee**

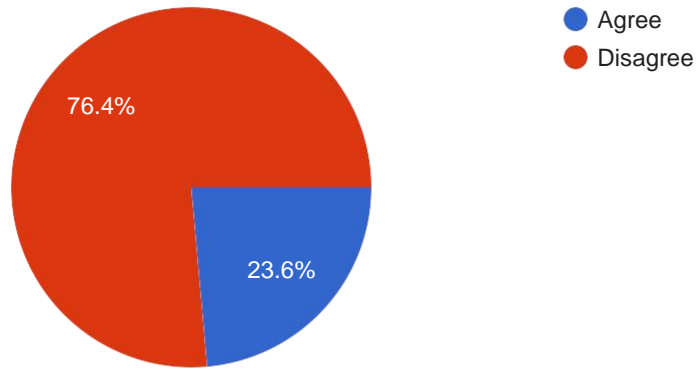
89 responses



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### Have you felt discriminated due to your gender?

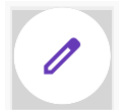
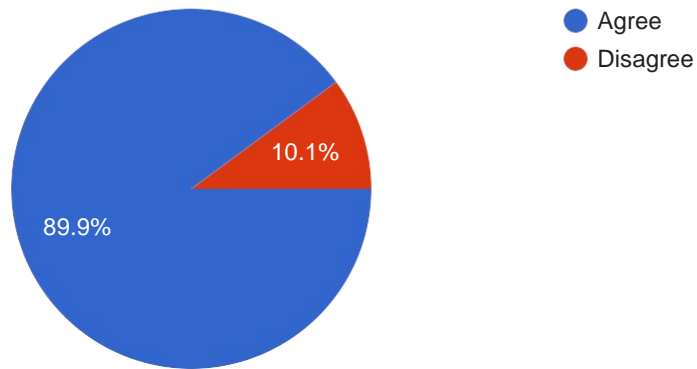
89 responses



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### Do you feel Boys and Girls are treated in the like manner in your class?

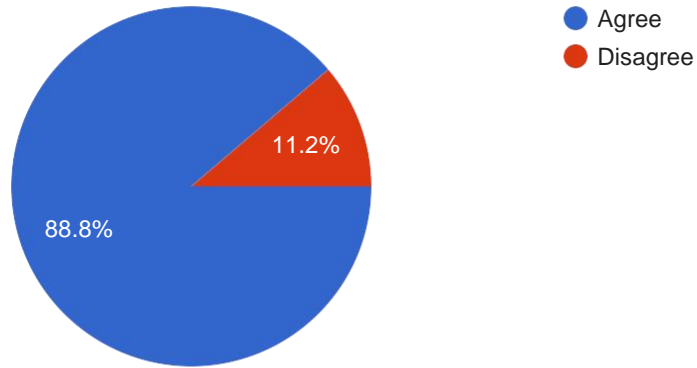
89 responses





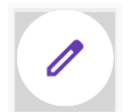
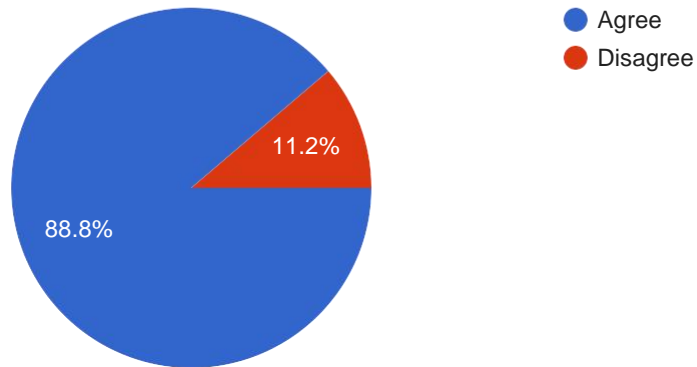
### The institute conducts gender sensitization program as a part of its curriculum

89 responses



### Adequate number of toilets are available in the campus for girls

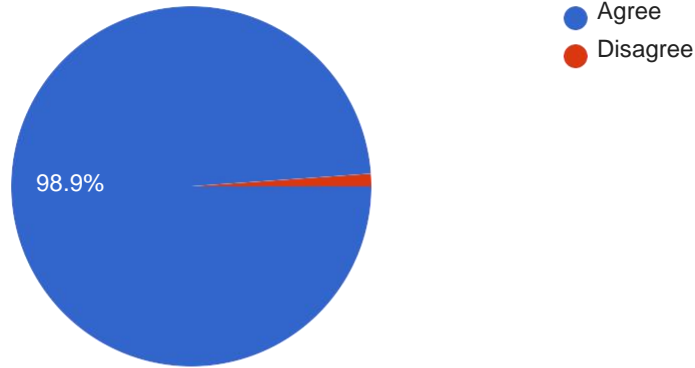
89 responses



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

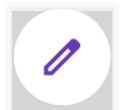
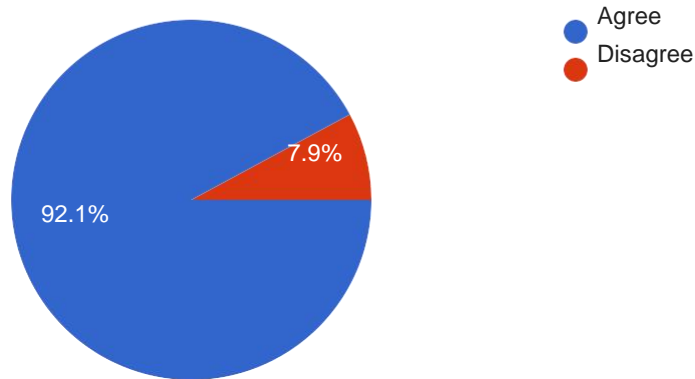
89 responses



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**A women cell is setup in the institute and students are aware about the women cell.**

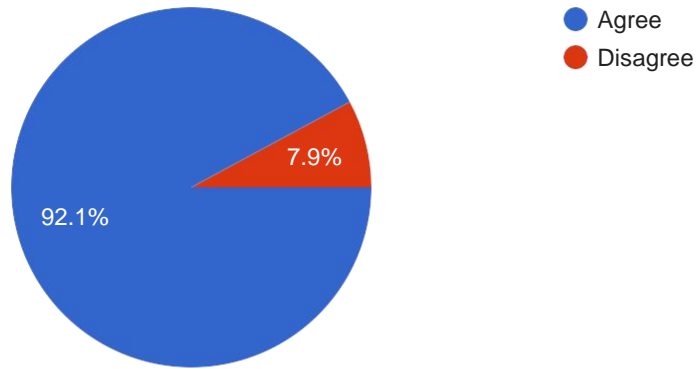
89 responses



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**A Grievance Redressal Cell has been setup in the institute.**

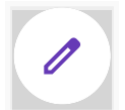
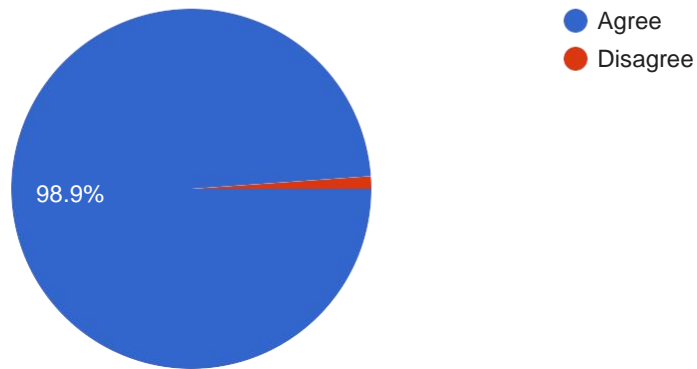
89 responses



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**The institute offers equal opportunities to all genders.**

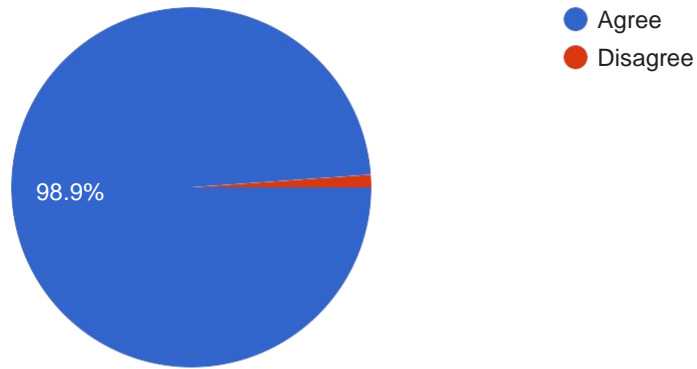
89 responses



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### Safe environment is available for girl students in the campus

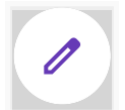
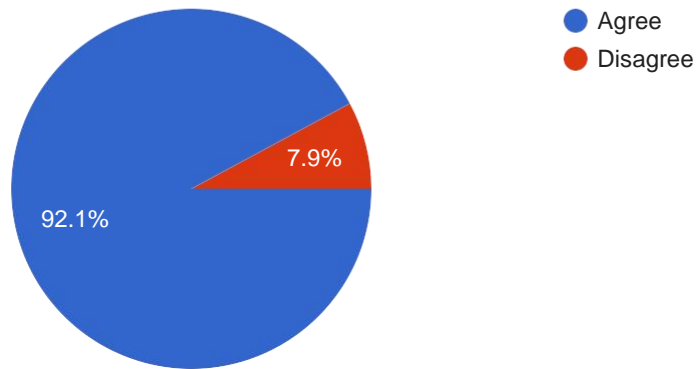
89 responses



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### Healthcare facilities are available for girl students in the campus.

89 responses



## **Suggestions**

- Organise self defence programmes on a regular basis.
- More awareness program on Gender Awareness
- College should introduce self-employment training in different subjects.
- More female students should be encouraged to participate in sports and to contest for college-level leadership positions.

## **Conclusion**

The Gender Audit of the institute indicates a positive and eminently satisfactory situation. The institute has always had a reputation for providing a safe and encouraging atmosphere for girls' education. The institute maintains its atmosphere of healthy interaction among boys and girls. Several programs are conducted from time to time specifically for girls students to enhance their confidence building. With the strong will power and commitment to gender justice, the institute would certainly make a mark even in the areas that need some improvements.



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Director

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