



**The IQAC has audited Gender Equality for the students, Teaching & Non-Teaching Staff, Curricular & Co-Curricular Activities for the academic year 2022-2023.**

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# AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by AICTE, PCI, Recognized by the Govt. of A.P. & Affiliated to JNTU-GV, Vizianagaram)

Cherukupally (Village), Chittivalasa (SO), Bhogapuram (Mandal), Vizianagaram (Dist) -531162.

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**The IQAC has audited Gender Equality for the students in the academic year 2022-2023 for the purpose of improvement of Female Student Enrollment in the institute.**

S.No	Program	Total no. of student	No.of male Student	No.of female Student	No.of Trans gender	% of male Student	% of female Student	% of trans gender
1.	B.Pharm	413	107	306	0	25%	75%	0%
2.	PharmD	163	27	136	0	16.5%	83.4%	0%
3.	M.Pharm Pharmaceutics & Technology	25	9	16	0	36%	64%	0%
4.	M.Pharm Pharmaceutical Analysis	30	8	22	0	26.6%	73.3%	0%
5.	M.Pharm Pharmacology	16	4	12	0	25%	75%	0%
6.	Pharm.D Post Baccalaureate	01	01	0	0	1%	0%	0%
	<b>Total</b>	648	156	492	0	24%	76%	0%

## Description:

Avanthi Institute of Pharmaceutical Sciences (AIPS) has developed guidelines for improving the enrollment of students in various branches in the under-graduate and post-graduate level of pharmacy. The purpose of the student audit is to give note to the departments to improve the student work enrollment in the institute. Internal Quality Assurance Cell (IQAC) and Admission department work consistently for the excellence and 100% enrollment of the students in the institution.



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As per the G.O of APEAPCET, the institute provides 33.33 of seats in favor of women candidates in each course. The male candidates attain their seats if female candidates are not available in the allotted categories. The institute strives to meet the policy of the government by admitting women candidates in every branch. Both male and female candidates are given equal importance and use their rights in the institute.

Institute is having Women Grievance Cell (WGC), Women Redressal Cell (WRC), and Anti-Ragging Committee to take care of the issues raised by the female students if any and to support them in all aspects. There is no mentioning of any harassment or ragging as the institute has taken all the measures to safe guard the freedom and rights of the women candidates. Due to this, the institute observed that there has been tremendous increase in the enrollment of women candidate since 2018 by achieving its goals.

The percentage of enrollment recorded for the female candidate is 76 % whereas 24 % of enrollment is recorded for the male candidate.

## Action Plan:

1. The distance from AIPS to Visakhapatnam is 30kms. Due to the distance the female students are facing difficulty to travel from their home to college which is observed as the major challenge of the institution.
2. If the college could establish Women's Hostel in the campus there would be a huge benefit to the women candidates.
3. The intake in M. Pharmacy program is very less and efforts should be made to ensure a better intake in the program.



  
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The IQAC has audited Gender Equality for the Teaching & Non-Teaching Staff for the academic year 2022-2023 for the improvement of Female Staff in the institute.

S. No	Department	Total Staff	No. of male staff	No. of female staff	No. of transgender	% of male staff	% of female staff	% of transgender
I.	B.Pharm	29	9	20	0	31%	68.9%	0%
2.	Pharm.D	12	6	9	0	50%	75%	0%
3.	M.Pharm	12	3	6	0	25%	50%	0%
4.	Non Teaching staff	15	8	7	0	53.3%	46.6%	0%
	<b>Total</b>	<b>68</b>	<b>26</b>	<b>42</b>	<b>0</b>	<b>38.2%</b>	<b>61.7%</b>	<b>0%</b>

### Audit Description:

Avanthi Institute of Pharmaceutical Sciences admits the Teaching and Non-Teaching staff based on the requirements in terms of curriculum, mix of qualifications and skills, experience, knowledge, aptitudes, age, status, etc. Equal opportunities are given to both the male and female staff in the recruitment process and recruitment for women is done based on the 33.33 reservation.

AIPS has always given importance to women empowerment and their equal rights along with men in the institute. In this connection, there have been a maximum number of Women Teaching faculties in each and every department.

AIPS undertakes programs for faculty members both inside and outside the institute. These programs support in faculty development such as faculty development programme, in-service training, research and other scholarly activities are organized.

There has always been gender equality among the teaching and non-teaching staff. In-order to give importance to women without any discrimination or Gender bias, AIPS has given specific roles for the women faculty members as Women Empowerment Cell Coordinator Miss.Y.V.Vandhana, Mrs.B.Chaitanya as coordinator for Anti-Ragging Committee.







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For the smooth running of the institute women were given to handle major responsibilities, as, **Dr.M.Priyanka** was made the **General Secretary of AIPS** whereas **Mrs.M.Gnaneshwari** is the **chairman of the Governing Body** and also the **President of Avanathi Educational Society**.

AIPS promotes the teaching staff members to have a high level of professionalism, which includes gaining of knowledge and experience from all available options. Hence, there have been many faculties who have been working for years by enjoying all the privileges provided by the institute, and in return, contributing their maximum efforts to the students.

AIPS is providing free transportation for both genders of which there are specific seats allotted for Female faculty. AIPS is maintaining Gender Equality in all aspects such as respect for women and their priorities, uniform pay and uniform workload for both men and women.

The percentage of staff recruitment for the academic year 2022-2023 is 38.2 % for male candidates and 61.7% percent for the female candidates. Hence, the institute has witnessed a significant increase in the recruitment of women since 2018.

## Action Plan:

1. Women should be made to conduct and participate in various social outreach programs to make sure their participation in events of community importance.
2. AIPS allocates equal casual leaves for both men and women, but if the institute can provide 2 or 3 extra casual leaves for women in consideration of Women Health issues, it would be useful for the women staff.
3. AIPS certainly provides one month paid maternity leave for all the women staff. The institute has to kindly consider extending the paid maternity leave from 1 month to 3 months.
4. After the completion of maternity leave, the institute may provide Child Care leave for women staff on humanity ground basis.



  
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## The IQAC has audited Gender Equality for the Curricular & Co-Curricular Activities for the academic year 2022-2023.

S.No	Activity	Total Student Participation	No. of female students	No. of male students	No. of Transgender students	% of Female students	% of Male students	% of Transgender students
1.	International Yoga Day	120	80	40	0	66.6%	33.3%	0%
2.	Career Guidance & Clinical Practice Orientation for Girl Students	110	75	35	0	68.1%	31.8%	0%
3.	Workshop on Screening of Breast Cancer	130	130	0	0	100%	0%	0%
4.	Digital Detox & Gender Sensitization program	160	80	80	0	50%	50%	0%
5.	Self Defense Potential Program	102	72	30	0	70.5%	29.4%	0%
6.	Faculty-Student Counseling	80	80	0	0	100%	0%	0%
7.	Art & Essay Competition on Gender Sensitization	65	30	35	0	46.1%	53.8%	0%
8.	Women's Day Program	150	150	0	0	100%	0%	0%
9.	Awareness Program on Women's Safety	120	78	42	0	65%	35%	0%
10.	World Ovarian Cancer Day	130	130	0	0	100%	0%	0%
11.	A Village Initiative on Girl Child Education & Empowerment of Rural Women	85	45	40	0	52.9%	47%	0%
12.	Discovering Scope for Students	120	70	50	0	58.3%	41.6%	0%
13.	Empowering Women for Better World	85	40	45	0	47%	52.9%	0%
14.	Counseling Program on Mental Health & Self Care	105	53	52	0	50.4%	49.5%	0%
	Total student participation in all the activities	1562	1113	449	0	71.2%	28.7%	0%



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## Audit Description:

Avanathi Institute of Pharmaceutical sciences (AIPS) have taken initiative for improving the Gender Equality among the students and faculty from the under- and post- graduate level of pharmacy and management. AIPS has organized various awareness programs for the students such as International Yoga Day, Career guidance and Clinical practice orientation for girl students. Work shop on Screening of Breast Cancer, Digital Detox and Gender sensitization Program, Self Defense Program, Faculty-Student Counseling, Art and Essay Competition on Gender Sensitization, Women's Day Program, Awareness Program On Women's Safety, World Ovarian Cancer Day, A Village Initiative on Girl child Education and Empowerment of Rural Women, Discovering Scope for Students, Empowering Women For Better World, Counseling program on Mental Health and Self Care.

Avanathi Institute of Pharmaceutical Sciences is dedicated to fostering an women inclusive environment and free from discrimination. The institution actively promotes gender sensitization through a variety of co-curricular activities, including webinars, counseling sessions, guest lectures, awareness programs, debate competition and art and assay competition. Additionally, internal and external counseling sessions are regularly conducted by the women empowerment cell. The college conducts various programs for focusing on the significance of women rights, addressing women's rights in domestic situations, and promoting cyber security awareness to ensure the safety and security of women employees and girl students.

These awareness initiatives are organized periodically to instill a sense of women empowerment and acquire knowledge among the women community. To enhance the safety and security of both staff and students, the institution has implemented comprehensive measures, including CCTV surveillance throughout the campus and dedicated security arrangements. Avanathi Institute of Pharmaceutical Sciences is committed to providing a safe, secure, and nurturing environment that prioritizes the well-being of its community members. The campus is designed to uphold gender equity, fostering a friendly and supportive working atmosphere for every girl student.



  
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The general support of students in every activities led by the establishment for the academic year 2022-2023 is 1562. The organization has ensured that there is a greatest number of female students support in every one of the activities. Thus, the level of female students support in curricular and co-curricular exercises is 71.2% while 28.7% of interest is made by male students.

## Action Plan:

1. The administration should put forth attempts to include more women to partake in every one of the activity led by the establishment to assemble certainty levels and acquire lively nature in them.
2. The administration should elevate to fabricate a different playing field/sports arena for female students in order to stand out for them and make an interest to take part.
3. The Women Empowerment Cell needs to enable women to become confident and assume responsibility in issues of their funds, wellbeing, societal position and choice - making.



  
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