



ST. JOSEPH'S COLLEGE OF PHARMACY

Dharmagiri College Campus, Cherthala-688 524, Kerala, India

[Accredited by NAAC & KUHS Quality Assurance System]

Certified Green Institution by the Government of Kerala

Estd. 2004



GENDER AUDIT

2020-2025

GENDER AUDIT REPORT 2020-2025



An Initiative of
Internal Quality Assurance Cell
with **SAKHI -The Women Cell**
St. Joseph's College of Pharmacy, Cherthala





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Vision

Inspired by Jesus Christ the Divine Healer, Medical Sisters of St. Joseph (MSJ) is deeply committed to mould quality professionals with character and competence to touch the humanity with a compassionate heart and bring about wholeness.

Mission

As catholic health care providers deep rooted in gospel values, MSJ Educational mission aims at striving to continue the healing mission of Jesus Christ through creating committed, compassionate, skillful and integrated professionals who are responsible to build up a healthy family, society and nation.

Our Core Values

SJCP: S- Service J- Justice C- Compassion P- Proficiency

Our Motto

Love Serves



PREAMBLE



GENDER AUDIT OF ST JOSEPH'S COLLEGE OF PHARMACY, CHERTHALA

During this journey of self-reflection and improvement, a Gender Audit serves as an indispensable tool for critically examining the policy frameworks, practices, and institutional environments in which we operate. It is not a fault-finding exercise; rather, it represents a proactive initiative aimed at fostering inclusivity, eliminating bias, and advancing genuine gender equality. The audit seeks to identify and illuminate subtle or hidden instances where gender-based disparities may continue to exist.

By undertaking a Gender Audit, organizations, institutions, and governing bodies can gain a clear understanding of their strengths and gaps in promoting gender equity. This process enables the design of equitable opportunities, the elimination of discriminatory practices, and the empowerment of marginalized and underrepresented groups. As we embark on this exercise, it is essential to recognize that a Gender Audit is not only a professional and systematic approach but also a moral responsibility. Through this commitment, we strive to uncover injustices, amplify unheard voices, and uphold the rights of all individuals, irrespective of gender identity. Ultimately, the Gender Audit stands as a testament to our dedication to building a more just, inclusive, and equitable society.

OBJECTIVES

1. To Understand Gender Disparities
2. To Raise Awareness
3. To Enhance the work environment
4. To Strengthen Capability



GENDER AUDIT [2020-2025]



GENDER AUDIT OF ST JOSEPH'S COLLEGE OF PHARMACY, CHERTHALA

A gender audit is a vital instrument that guides us through the various contexts of our institutions, policies, and practices during this journey of self-discovery. Rather than being a fault-finding exercise, this audit is a proactive step toward promoting inclusivity, eradicating prejudice, and advancing true equality. Rather, it seeks to highlight any covert situations in which gender biases might still be present. By performing a gender audit, governments, institutions, and organizations can discover their gender equality strengths and weaknesses.

A gender audit assesses the extent to which an organization promotes gender equality in its internal and external operations. It helps identify strengths, gaps, and areas for improvement in gender mainstreaming, while evaluating the impact of policies, programmes, and services on men and women. Gender auditing supports the achievement of gender equality and women's empowerment goals, enables organizations to assess their performance on gender-related issues, and facilitates the identification of challenges requiring attention. It also encourages the sharing of best practices, enhances inclusive participation, and contributes to the advancement of social justice, sustainable development, and human rights.



Data Analysis

Table 1: Gender wise details of total no. students admitted in the College in the first year

Academic Year	Total students enrolled	Male	Female	Male %	Female %
2024-2025	104	14	90	13.46	86.53
2023-2024	100	15	85	15	85
2022-2023	79	9	70	11.39	88.60
2021-2022	100	14	86	14	86
2020-2021	113	12	101	10.61	89.38

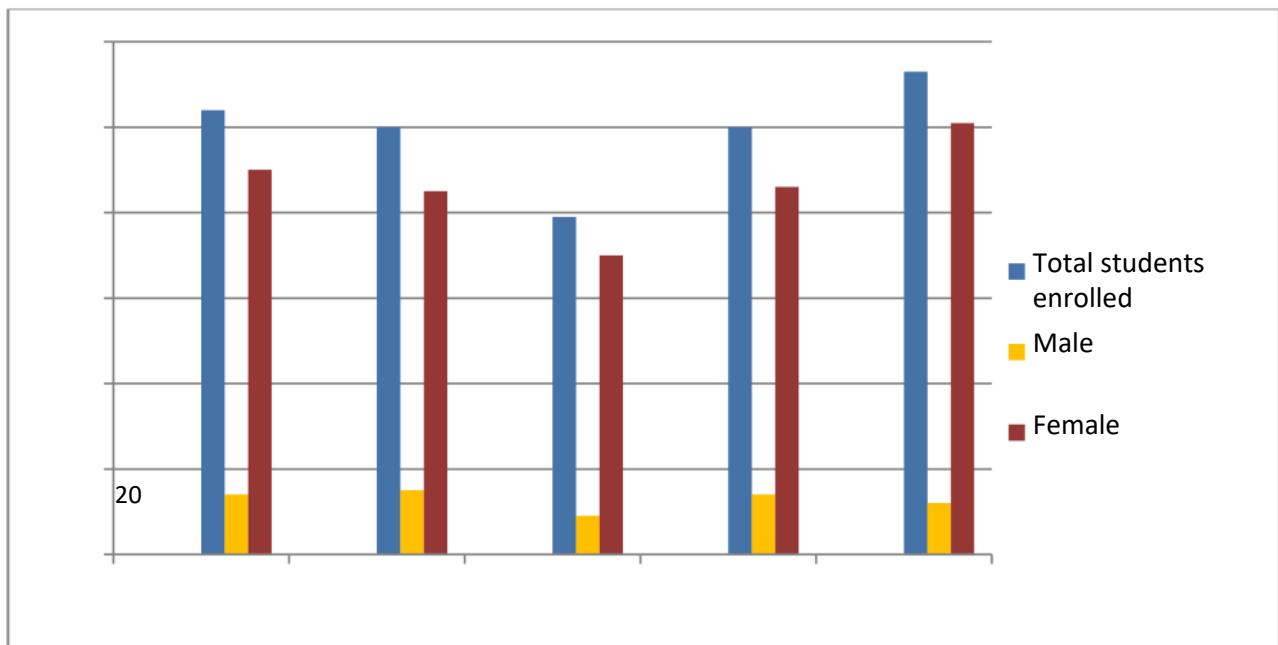


Figure 1: Gender wise details of total no. of students admitted in the College in the first year



Data Analysis

Table 2: Gender wise details of total no. Faculty members in the College

Academic Year	Total Faculty members	Male	Female	Male %	Female %
2024-2025	39	9	30	23.07	76.92
2023-2024	39	10	29	25.64	74.35
2022-2023	34	9	25	26.47	73.52
2021-2022	34	10	24	29.41	7.58
2020-2021	34	12	22	35.29	64.70

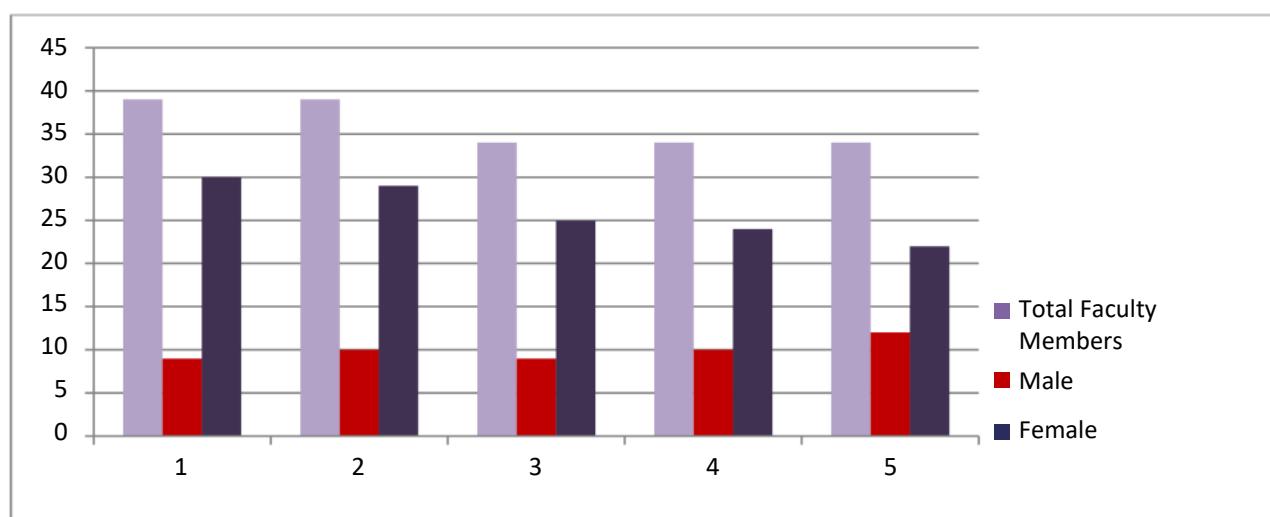
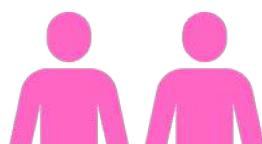


Figure 2: Gender wise details of total no. of Faculty members in the college



Data Analysis

Table 3: Gender wise details of total no. of Non- Teaching Staff in the College

Academic Year	Total NTS in College	Male	Female	Male %	Female %
2024-2025	27	6	21	22.22	77.77
2023-2024	26	6	20	23.07	76.92
2022-2023	24	5	19	20.83	79.16
2021-2022	24	6	18	25	75
2020-2021	25	6	19	24	76

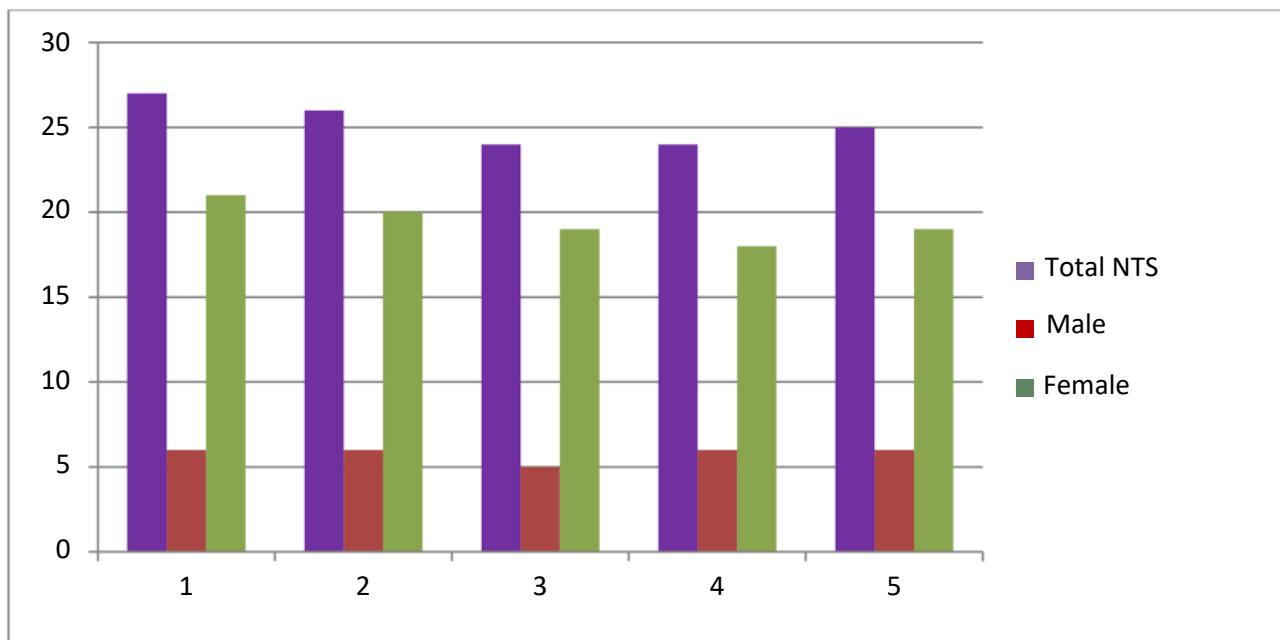


Figure 3: Gender wise details of total no. of Non- Teaching Staff in the College



Data Analysis

Table.4: Gender wise details of total no. of Staff in the College

Academic Year	Total No. of Staff	Male	Female	Male %	Female %
2024-2025	66	15	51	22.72	77.27
2023-2024	65	16	49	24.61	75.38
2022-2023	58	14	44	24.13	75.86
2021-2022	58	16	42	27.58	72.41
2020-2021	59	18	41	30.50	69.49

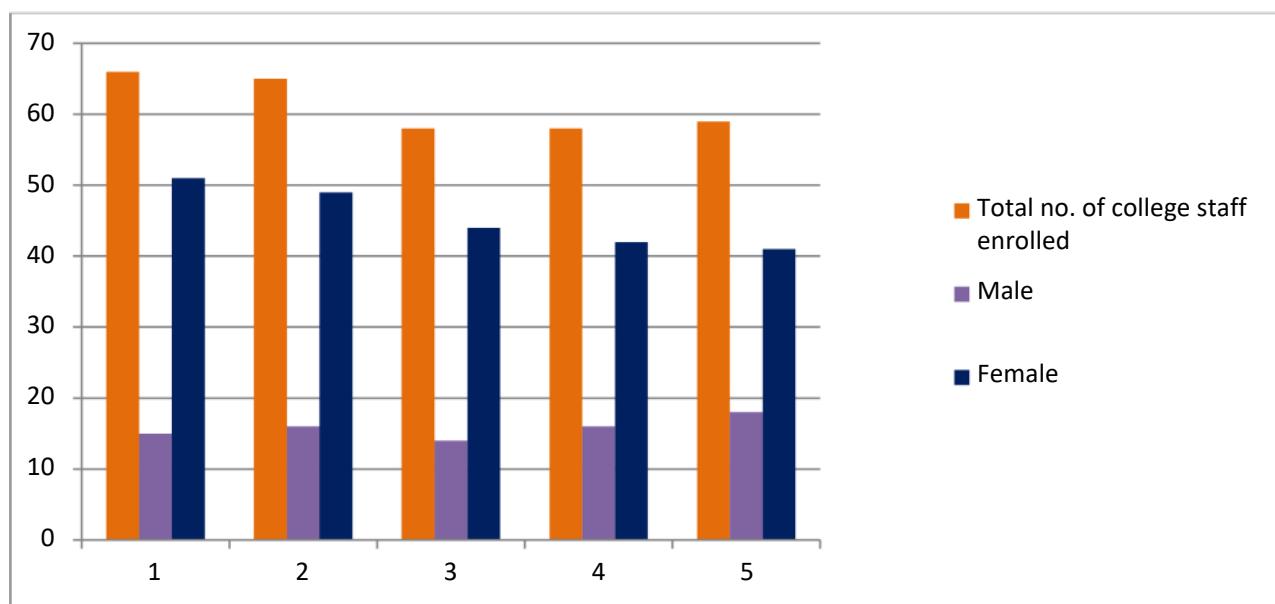
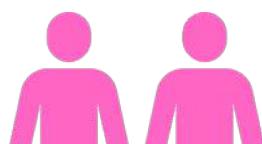


Figure 4: Gender wise details of total no. of Staff in the College



Data Analysis

Table. 5: Gender wise details of total no. of students in NSS unit

Academic Year	Total No. of Students in NSS	Male	Female	Male %	Female %
2024-2025	125	17	108	13.60	86.40
2023-2024	118	19	99	16.10	83.89
2022-2023	100	12	88	12	88
2021-2022	98	14	84	14.28	85.71
2020-2021	97	12	85	12.37	87.62

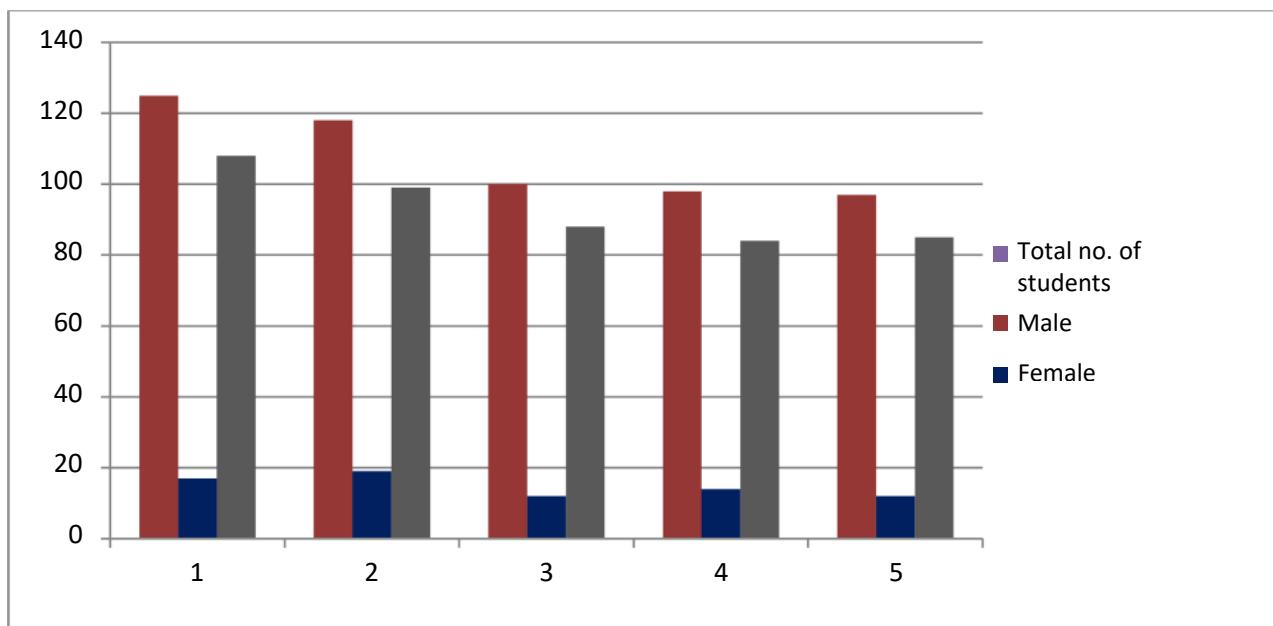


Figure 5: Gender wise details of total no. of students in NSS unit



CONCLUSION

The Gender Audit stands as a vital and transformative mechanism for fostering awareness, strengthening institutional accountability, and driving meaningful change toward a more inclusive and equitable future. In a society committed to the principles of social justice and equality, such an audit serves not merely as an evaluative exercise but as a reflective and corrective process that reinforces ethical governance and responsible institutional practice.

The findings of this report clearly indicate that the college has made commendable progress in integrating gender equity principles into its policies, programmes, and institutional practices. Gender sensitivity is evident in academic planning, administrative processes, student support systems, and participatory governance, reflecting a conscious effort to create a safe, respectful, and enabling environment for all stakeholders. The presence of structured mechanisms and proactive initiatives further demonstrates the institution's commitment to promoting equal opportunities and eliminating discrimination.

At the same time, the Gender Audit provides a constructive framework for identifying areas that require continued attention and improvement. By highlighting both strengths and gaps, the audit enables the institution to adopt informed, data-driven strategies for strengthening gender mainstreaming and ensuring sustained progress. It encourages continuous dialogue, capacity building, and the adoption of best practices that align with national policies and global standards on gender equality.

In conclusion, the Gender Audit highlights the institution's strong commitment to fostering an equitable, respectful, and inclusive academic ecosystem. It reflects a shared resolve to ensure fairness in access to opportunities, responsibilities, and recognition, while enabling all individuals to participate constructively in institutional life without discrimination. The insights derived from this audit provide a clear framework for strengthening gender-sensitive governance by informing policy development, institutional planning, and administrative decision-making. Continuous evaluation, inclusive stakeholder participation, and periodic review will be crucial to sustaining progress and ensuring that gender equity measures remain relevant, impactful, and aligned with emerging societal and regulatory standards.

PREPARED BY

MS. MEERA R NATH, ASSOC. PROFESSOR, DEPT. OF PHARMACOLOGY

MS. LISSY S, ASSOC. PROFESSOR, DEPT. OF PHARMACOGNOSY





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Programmes Offered

Bachelor of Pharmacy (B.Pharm)

Master of Pharmacy (M.Pharm)

M.Pharm (Pharmaceutics)

M.Pharm (Pharmaceutical Chemistry)

M.Pharm (Pharmacology)

Doctor of Pharmacy (Pharm.D)

D.Pharm (Muttom Campus)

Approved Ph.D Center by the Kerala University of Health Sciences