

**Mahila Adhyayan Kendra (Women Empowerment Cell)**  
**King George's Medical University UP Lucknow**

Pink Think: Problems and Challenges identified by the members of the  
University (Faculty/ Employees/ Students)

**Respondents:** the majority (87.5%) revealed themselves as female students, faculty, and employees of the University

|   | Faculty | Employees | Students |
|---|---------|-----------|----------|
| % | 12.5    | 7.5       | 80       |

**Health hygiene issues:**

- Cleanliness of washrooms
- Lack of sanitary pad disposal facility
- Lack of washroom
- No toilet in ot for females, to hold urine for 6 to 7 hours and no bin in any toilet to throw sanitary napkins
- Washroom and drinking water facilities not appropriate
- Lack of clean female washrooms in department, lack of security staff for females in OPD and department, lack of safe drinking water in department
- No proper Toilet..No proper Seating arrangement....No Transportation facilities for night duty Female Employee...No Cruch No School facilities...
- To use common Wash room is a big problem.

**Issues related to professional/ administrative behavior**

- discrimination based on gender
  - Faculty
  - Students
  - Nursing
- There is limited to no representation of women in Saraswati Pooja Committee decision making. Most finances are dealt by males of the batch.
- There is no fixed hours or stated hours for internship duties for both male and female students.
- Misogynistic comments are common place. Lewd comments like female students and interns taking advantage of their gender are common. Even female residents make such comments.

- Faculty and Consultants are just concerned about availability of working staff but don't play an active role in delivering the basic skills needed as interns.
- Residents only make interns do the administrative writing work and teach skills rarely.
- No one is bothered if we are taught skills or not even after regular arrival but they blame interns for not showing up.
- Usually not give the equivalence and discrimination on gender basis
- Hostel issue with nursing girls.
- Duty in multiple departments at a single time, lack of washrooms in opd and departments.lack of empathy towards women handling kids family and office work together. Not having proper lunch time period

### **Safety Issues**

- When interns return from work, there is limited safety due to bad streetlights in the hostel route. The whole route outside DK Hostel is poorly lit after 10 pm when returning from night duties.
- Though time restrictions are levied, there are times when men passing outside pass comments after hostel gates are shut. No complaints are made then.
- Leadership positions- None for women inclusion, diversity leads . No student councils representing student needs.
- Student friendliness - Younger, understanding and student friendly faculty is needed to head positions or at least have direct contact with students so that they can open up easily.

### **Others**

- Accessibility - Most leadership position including Dean's are seniors and due to medical hierarchical structure, they have intimidating personality.
- Male undergraduates get single rooms right from the second year, while single rooms for females are only for the final years and based on merit.
- Online fee deposit system in 2022 like other modern colleges
- Nuisance after drinks
- Well developed creche and day care centre are a pressing need for employees at all levels.
- It's a challenging task to maintain a balance between family and office work

\*\*\*\*\*