

“Techno-Social Excellence”

Marathwada Mitra Mandal’s Institute of Technology

S.N. 35, Vadgaon Shinde Road, Lohgaon, Pune - 411047

Accredited with “A” grade by NAAC



“येथे बहुतांचे हित”

GENDER AUDIT REPORT



PREFACE

The Gender Audit is a deliberate endeavor to assess whether the college maintains a satisfactory gender balance. It scrutinizes the college's compliance with government regulations, policies, and initiatives aimed at enhancing the status of women in society. The primary objective of the Gender Audit is to gauge the influence of existing and proposed government policies on gender equality. This audit was initiated with the goal of identifying ways to enhance the safety of the college campus for female students and women. The findings were subsequently shared with college authorities to facilitate the implementation of suggested improvements. As part of the audit, we conducted an online survey using a Google form specifically designed for female students, faculty, and non-teaching staff to gather insights into gender-sensitive practices and facilities on campus.

The Gender Audit has the following objectives:

1. Explore gender inequality issues within the college setting and propose strategies for mitigating such disparities.
2. Cultivate an inclusive and equitable decision-making atmosphere across various facets of academic life, emphasizing gender balance.
3. Promote gender equality throughout the campus community.
4. Assess the college's initiatives and capabilities in preventing sexual harassment.



1. WGC cell AY 22-23

Committee details: The following members are assigned the following functional committees under the Dean Administration of our institution.

INTERNAL COMPLAINTS COMMITTEE (ICC)/ WOMEN'S GRIEVANCE REDRESSAL CELL			
Sr.	Name of Committee Members	Designation	Department
1	Mrs. M. R. Yashwante	Functional Head	Engg. Sciences
2	Dr. Mrs. Anjali Joshi	Secretary	Mechanical
3	Adv. Mrs. V. M. Temgire	Lawyer	Local Body
4	Mrs. D. J. Bonde	Member	Computer
5	Mrs. L. P. Shinde	Member	Engg. Sciences
6	Mrs. Jyoti Kadam	Member	Office
7	Ms. Rutuja Kakde	Student Member	CIVIL
8	Ms. Shrunika Jadhav	Student Member	Mech
9	Ms. Ms. Aishwarya Maval	Student Member	Mechatronics
10	Ms Gaytri Gaikwad	Student Member	Computer

The objects of the Cell shall be:

- To prevent harassment and to promote the general well-being of female students, teaching, and non-teaching women staff of the Institution. Here harassment means mental or sexual harassment.
- To provide appropriate working conditions in respect of work, leisure, health, and hygiene to further ensure that there is no hostile environment towards women at workplaces and that no woman employee has reasonable grounds to believe that she is disadvantaged in connection with her employment.
- To provide guidelines for the redressal of grievances related to harassment of female students, teaching, and non-teaching women staff of the Institution.



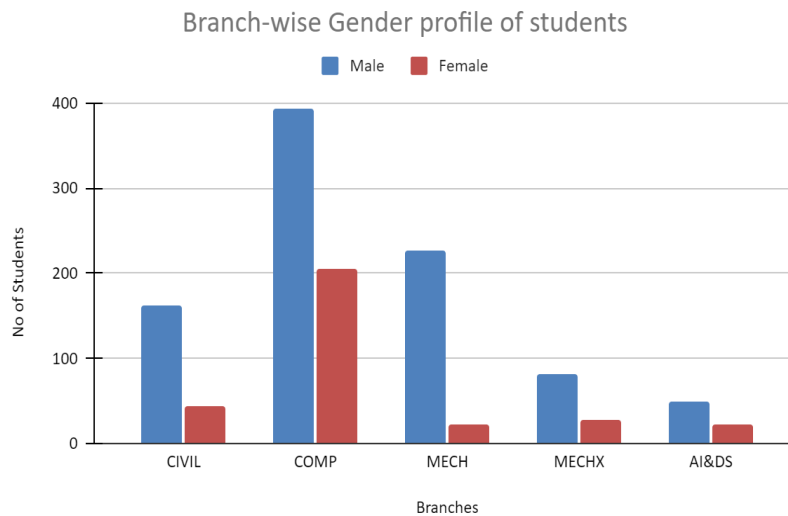
2. Women Leadership Working Committee

Sr. No.	Name of Faculty member	Key Position held
1	Dr. Anjali J. Joshi	HoD, Mechatronics
2	Mrs. Leena Deshmukh	HoD, Civil
3	Dr. Anjali J. Joshi	IQAC coordinator
4	Mrs. Reena Kokane	Librarian
5	Ms. Aishwarya Pawar	Sports Director

3. Gender profile

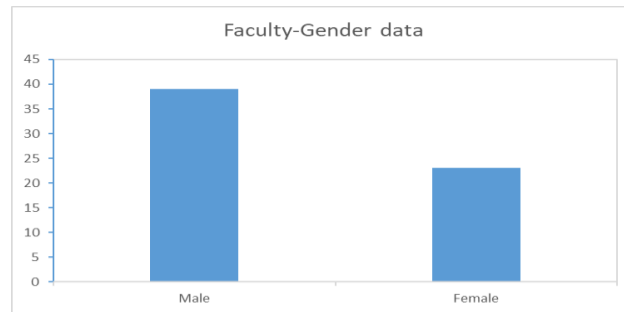
a. Gender profile of students

Branch	Total	Total no. of Male	Percentage of Male	Total no. of Female	Percentage of Female
CIVIL	205	162	79.0	43	21.0
COMP	600	394	65.7	206	34.3
MECH	250	227	90.8	23	9.2
MECHATRONICS	108	81	75.0	27	25.0
AI&DS	72	49	68.1	23	31.9



b. Gender profile of faculties

Faculties(Total)	Male	Female
63	40	23



4. Survey analysis

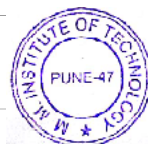
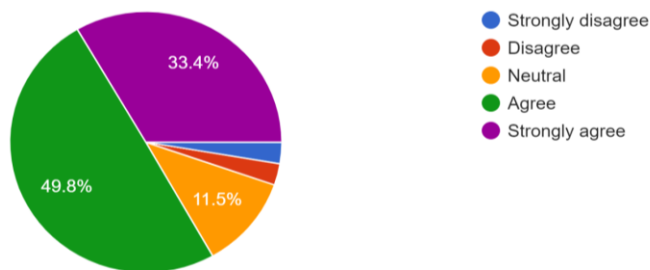
A survey of gender equity and sensitization was conducted on campus using an online questionnaire.

- Staff response: An overall positive impression of gender sensitivity emerged from the institution's staff study.
- Students' response: Gender sensitivity on campus and in the institutional framework was typically portrayed favorably in the study of the institution's students. However, there is a need for improvement in a few areas, including increased activities for gender equity and proper information dissemination about the gender sensitization committee and its functions.

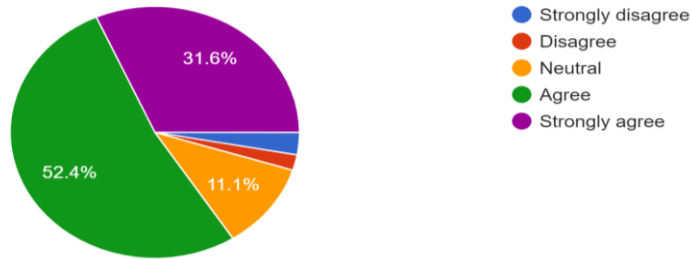
The following are the responses

Gender report

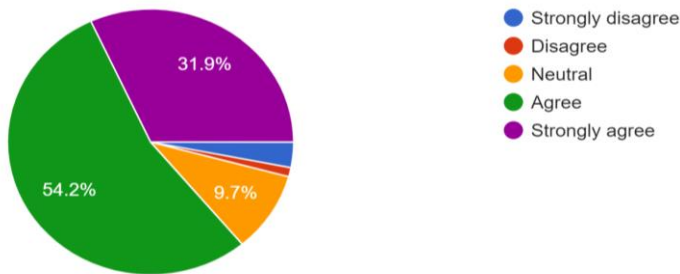
Equal opportunities and representation are provided to students of all genders in cultural and sports activities.



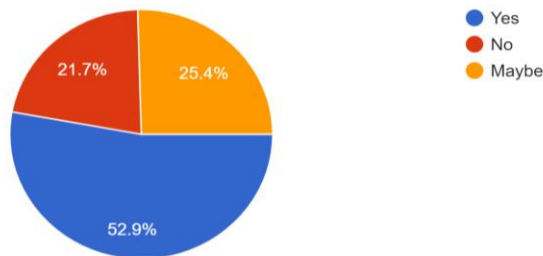
Equal opportunities and representation are provided to students of all genders in various clubs and committees in the college.



Equal opportunities and representation are provided to students of all genders for free and fair expression of ideas.



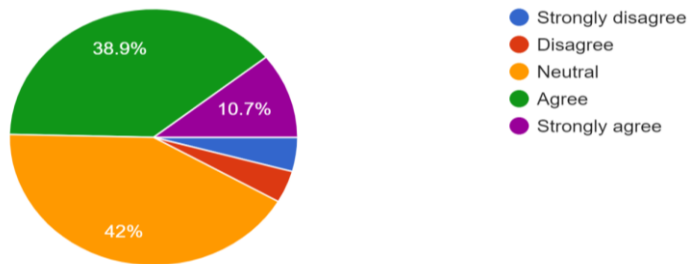
Are you aware of the College Grievance Redressal Cell and Women Grievance Redressal (Internal Complaint Cell), Equal Opportunity Cell in College



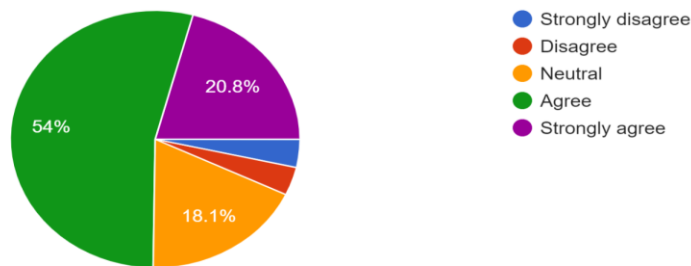
ONLY FOR Girl Students

Adequate facilities are available inside the toilet keeping in mind the needs of the girl students.
Adequate disposal bins are available in the toilet

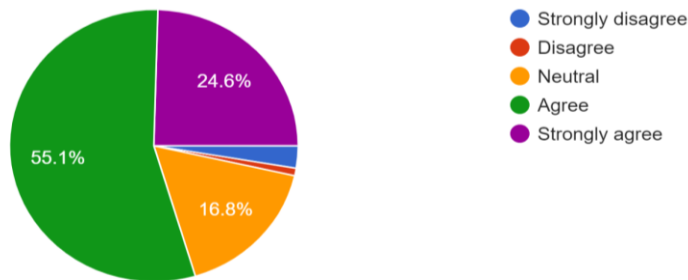




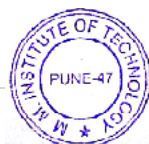
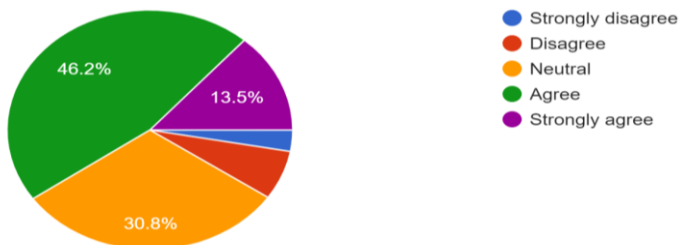
Adequate lighting is available inside the campus during the night, including but not limited to, adequate light in corridors, classrooms, common areas, toilets, etc.



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



The institute conducts gender sensitization programs like



5. Facilities for Women

- Girls' Hostel
- CCTV Camera Facility for Security
- Girls' Common Room
- Sanitary Pad Incinerators

6. Conclusion:

A gender audit of the college reveals that the college has numerous strengths as well as some drawbacks. The college has made several attempts to address its constraints. The data demonstrate that college plays an important role in maintaining student peace and discipline. It also takes initiatives to empower them socially, economically, and mentally. Although many programs are designed for both male and female students, some are designed exclusively for female students to boost their confidence and self-reliance. The college is making a significant contribution to gender justice and the development of a gender-sensitive society. It is critical for fostering harmony in both the college and the larger society.

