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KAMALA EDUCATION SOCIETY'S

**PRATIBHA INSTITUTE OF  
BUSINESS MANAGEMENT**

Recognised by Government of Maharashtra  
Affiliated to Savitribai Phule Pune University and Approved by AICTE  
ACCREDITED BY NAAC

**Internal Quality Assurance Cell (IQAC)  
Gender Audit Report  
For Five Years from 2018 to 2022**

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# **1. Gender Audit: An Introduction**

## **A. Introduction of the Institute:**

Pratibha Institute of Business Management (PIBM) is affiliated to Savitribai Phule Pune University and is recognized by the University Grants Commission under Section 2(f) and 12 [B] and accredited by the National Accreditation and Assessment Council (NAAC), Bangalore.

The Institute offers 2 full-fledged two years programmes, Master of Business Administration (MBA) and Master of Computer Application (MCA).

PIBM is a recognized Research centre of the Savitribai Phule Pune University for Ph.D. in the faculties of Commerce and Management under Finance, Marketing, etc. The Institute has expanded steadily over the last 15 years with students from all around the country. PIBM has become the popular choice and favourable destination for education seekers of students from all over India.

The Institute prides itself by possessing a rare distinction of having a highly qualified, dedicated, and enthusiastic staff with doctorates constituting a half while others are well qualified. In addition to conventional teaching, more stress is laid on absorbing moral and ethical characters, career planning and guidance, sports, and co-curricular activities such as outdoor and indoor Sports.

## **B. What is a gender audit?**

Gender Audit is an attempt to study whether the Institute has a good gender balance. It tries to see whether institute follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework.

A gender audit usually includes two dimensions as follows:

- 1. An internal audit:** This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in initiatives and contributes to capacity building and collective organizational ownership for gender equality initiatives and sharpens organizational learning on gender.
- 2. An external audit:** This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects, and services in terms of content, delivery, and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the Institute's policies, programs, projects, or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are carried out in specific initiatives (e.g., programmes, projects, services).

At the planning level, a gender audit analyses whether there are gender specific objectives or if gender is mainstreamed in the general objectives of the policy to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, a gender audit goes on to analyse how gender is mainstreamed into the implementation phase of the policy, programme, or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

## C. Constitution of Gender Audit Committee

Gender Audit Committee,

<b>Sr. No.</b>	<b>Name of the Member</b>	<b>Designation</b>
1	Dr. Sachin Borgave	Chairman
2	Dr. Shweta Jain	Coordinator
3	Mr. Gururaj Dangare	Senior Teacher
4	Mr. Manish Patankar	Senior Teacher
5	Dr. Shivaji Mundhe	Academic External Expert
6	Mr. Rajnish Mishra	Faculty representative
7	Mr Om Prakash Pethe	Local Society Representative/Industry Expert
8	Mr Charudatta Sawant	Registrar
9	Mr Hiten Karani	Administrative
10	Mr. Jay Bhavsar	Student representative (MCA)
11	Mr. Nitin Kamble	Student representative Alumni (MCA)
12	Ms. Eswari	Student representative (MBA)
13	Mr. Kiran Sharma	Student representative Alumni (MBA)

A certified consultant to be invited to take care of personal development and confidence building among students.

## D. Gender Equity Policy

<b>D. Gender Equity Policy</b>	
<b>Introduction</b>	<ul style="list-style-type: none"><li>• Gender Equity means providing equal opportunities to both men and women in political, economic, education and health aspects. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable Institution. All human beings, by virtue of their shared humanity, inherently possess equal dignity and rights. PIBM strives to affirm and uphold such equal rights and opportunities for the larger spectrum of gender equality.</li></ul>
<b>Objectives</b>	<ul style="list-style-type: none"><li>• Promote communications that represent unbiased representations of gender equity.</li><li>• Create a gender-sensitive and Gender equal work environment.</li><li>• Conduct workshops that promote diversity and gender-sensitive communication for members and faculty and staff members</li><li>• Conduct regular awareness-raising activities among students and staff.</li><li>• Provide equal opportunity to all the individuals belonging to diverse gender identities working in our organization including students, teachers, non-teaching staff, and the community.</li><li>• Promote an environment that encourages equal access to all the facilities of PIBM to all the stakeholders regardless of gender.</li><li>• Encourage an atmosphere of respect and equality for all genders.</li><li>• Promote and ensure a culture of safety to eliminate gender discrimination and harassment at the workplace.</li><li>• We believe that Diversity and Inclusivity in education and the workplace is an instrument for growth, and we value and celebrate the uniqueness of every individual by fostering an environment of inclusion and empowerment. We take proactive measures. Also, a grievance redressal system is in place in case someone witnesses any discrimination. Based on the above considerations, the PIBM shall strive to maintain a working environment that is free from Gender inequality.</li></ul>

### **E. Objectives of the Gender Audit and exercise:**

The following are the main objectives of the Gender Audit:

- The institute shall take effective measures for the safety and security of all genders.
- Organizing programs to build confidence and in still leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs, and organizational performance and vice versa.
- There must be an accessible, active, unbiased, and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination based on gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty staff in the Institute.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the Institute.
- Overall personality development programmes shall be organized which will develop confidence in all the members of the institute.
- To reflect and reach out a road map for gender action.

### **F. Gender Audit Methods:**

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability, and organizational culture.

- a. The strategy:** Means the initiatives in which the leadership within the Institute at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the Institute.

- b. Technical Capacity:** Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.
- c. Accountability:** Mechanisms by which Institute determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.
- d. Organizational Culture:** Norms, customs, beliefs, and codes of behaviour in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviours are rewarded.

## **2. Gender wise Distribution of Staff**

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioural models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views.

The institution was established in 2008, when the issue of gender was not much of a concern especially in a region like ours. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality. An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies Common Room provided on the 1st Floor of the main building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the library and major gates.
- Institute conducts Gender Sensitization programmes regularly for the students.

### **A. Gender Balance within the Institution:**

Gender balance means 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. The rationale is that traditionally women have lesser access to resources and

opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analysed the operating environment of PIBM. From the analysis, the team understood that the Institute is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological, and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests, and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different.

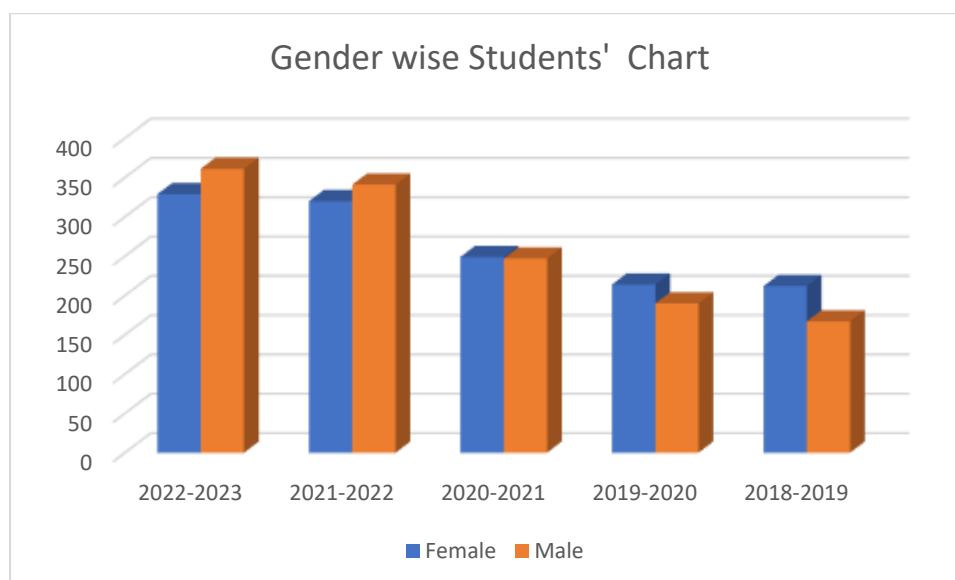
The Institute always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene, 'Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention, and redressal), etc. Many more such programs were or organized in the last 5 years to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers, etc. Anti Ragging committee and Internal Complaints Committee have been formed in the Institute. Our girl students have achieved grand success in the field of cultural activities and sports. Their participation in the various activities and events has brought laurels and fame to them as well as to institute. In the public societal action, the Institute provides classes for parents on parenting issues and women and Laws. The analysis of the responses of students about programme planning and design in the institute and its activities revealed that most student members feel that the gender equity in policies, programmes of the Institute is adequate.



Table 2.1 Gender wise details of total students in the Institute

Sr. No.	Year	Total	Male	Female	%M	%F
1	2022-2023	690*	361	329	52	48
2	2021-2022	661*	341	320	52	48
3	2020-2021	496*	247	249	50	50
4	2019-2020	404	190	214	47	53
5	2018-2019	379	167	212	44	56

\*including supernumerary students(EWS and TFWS students)



The above table gives the gender wise details of students in the institute which provides the information regarding growth of students' strength in the last five years. In the year 2018-19 out of 358 total students, 207 were females, 151 boys. The further years shows continuous increase in female students like of 54% in the year 2019-20.

Table 2.2 Gender wise details of Total Teaching Staff in the Institute

Sr. No.	Year	Total	Male	Female	%M	%F
1	2022-23	39	10	29	26	74
2	2021-22	32	9	23	28	72
3	2020-21	33	10	23	30	70
4	2019-20	32	10	22	31	69
5	2018-19	34	10	24	29	71

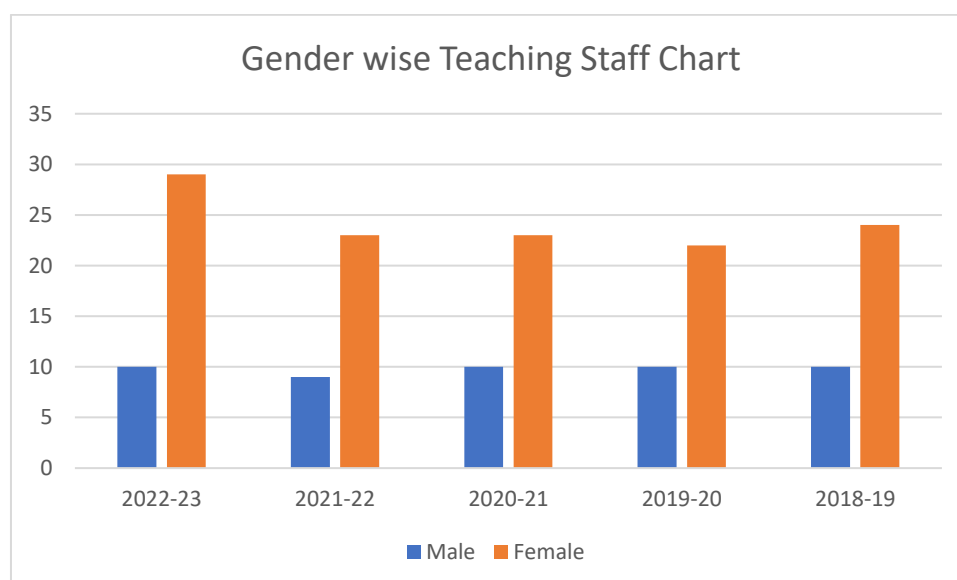
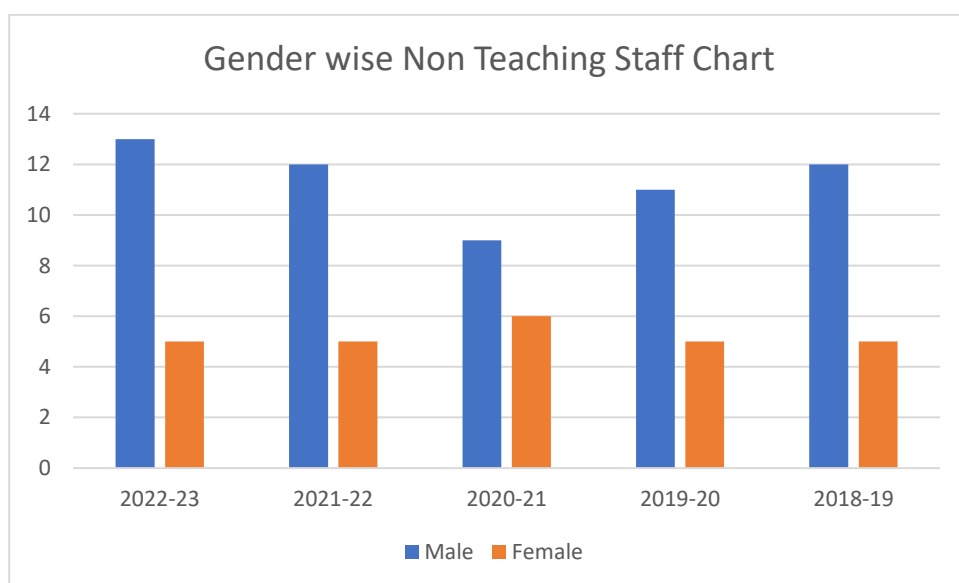


Table 2.3 Gender wise details of Total Non-Teaching Staff in the Institute

Sr. No.	Year	Total	Male	Female	%M	%F
1	2022-23	18	13	5	72	28
2	2021-22	17	12	5	71	29
3	2020-21	15	9	6	60	40
4	2019-20	16	11	5	69	31
5	2018-19	17	12	5	71	29



The table on Gender wise Details of Total Non-Teaching staff in the Institute provides the information and growth of non-teaching staff in last five years. In the year 2018-19, out of 17 staff 12 (71%) were males and 5(29%) were females. In the year 2019-20, out of 16 total non-teaching staff 11 (69%) were males and 05 (31%) were females.

### 3. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the Institute.

#### A. Gender sensitization initiatives

The following initiatives have been undertaken by the Institute for the convenience of girl students: the table on gender wise details of total teaching faculty in the institute provides the information and growth of teaching faculty in the last five years. In the year 2018-19 PIBM is always full of students. To avoid rush and other mishaps, separate provisions have been made at various places for girls.

1. **Study Room:** Independent study room in the library provides girl students undistracted study time.
2. **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.
3. **Girls Washroom:** Girls' washrooms are situated at two different places in the Institute with ample water supply and proper maintenance.
4. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the Institute campus.
5. **Separate Gym timings:** There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.

The Institute has established number of committees to aid girl students and ladies' staff. These committees include:

1. **Anti-Ragging Committee:** As the Institute forms a constituent part of the Savitribai Phule Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. The Institute publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. To prohibit, prevent and eliminate the scourge of ragging the Institute has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has 4 females, 6 males and one Vice Chairperson. The Principal of the Institute is the Chairperson of the Anti-Ragging Committee.

2. **Discipline Committee:** As the Institute forms a constituent part of the Savitribai Phule Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. The Institute publishes its regulations in the prospectus. The Institute has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee has 12 females, 14 males and one Vice Chairperson. The Principal of the Institute is the Chairperson of the Discipline Committee.
3. **Students' Welfare and Students' Grievance Committees:** Both these committee members help all the students related to any type of problems.
4. **Administrative Committees and Girl Students Representative:** Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in Institute events for the administrative development.
5. **Internal Complaint Committee:** The Institute has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions, and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to workplace equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings.

Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make PIBM, a strong kernel of gender sensitization, the ICC was constituted. The forum has both the faculty and nonteaching of the Institute as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancement, academic, technical, medical, cultural, and social events for

the upliftment of women and promotion of the importance of gender equality in society through the Institute students.

**Constitution of Internal Complaint Committee:**

Sr.	Name	Designation	Sign
1.	Dr. Sachin Borgave	Chairman	
2.	Dr. Pooja Bhardwaj	Secretary	
3.	Dr. Pallavi Chugh	Member – IQAC Coordinator	
4.	Prof. Kavita Divekar	Member	
5.	Ms. Lohita	Member	
6.	Ms. Pooja Nikam	Member	
7.	Mr. Pranav Shinde	Member	

**B. Number of gender equity promotion programmes organized by the institute**

Sr. No.	Year	Title of the Programme
1.	2022-23	International Women’s Day celebration
2.	2022-23	International Women’s Day celebration topic – Workshop on Women Safety and Empowerment
3.	2022-23	A session on Gender Equality for Development Effectiveness
4.	2022-23	International Yoga Day celebration – topic- Informatory session on Gender wise yoga
5.	2021-22	Pathnatya ‘Street Play’ event on Gender Sensitivity
6.	2021-22	Female Leadership in Corporate World
7.	2021-22	Event on Gender Sensitization by Monologue
8.	2021-22	International Women’s Day celebration
9.	2021-22	Gender Equality Today for Sustainable Tomorrow
10.	2021-22	PIBM Talk by Gauri Sawant on Gender Sensitivity
11.	2020-21	International Webinar on Mental Wealth
12.	2020-21	Webinar on Gender Sensitivity
13.	2020-21	International Women’s Day Celebration
14.	2020-21	International yoga day celebration for mental health
15.	2019-20	AIDS Awareness session
16.	2019-20	Teachers’ Day Celebration

17.	2019-20	Traditional Day Celebration
18.	2019-20	Mangal Maitri Melava
19.	2019-20	Women's Day Celebration
20.	2018-19	Rashtriya Ekta Diwas/ National Unity Day Celebration
21.	2018-19	Breast Cancer awareness session
22.	2018-19	Savitribai Phule Jayanti
23.	2018-19	Jijabai Jayanti
24.	2018-19	Women's Day celebration
25.	2018-19	International Yoga Day

The above list shows some of the programmes, there were plenty of programmes and various activities were organized to empower women at PIBM, these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skilful', the Institute organizes seminars, conferences, guest lectures, workshops, and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution, and society. The Institute also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs, and scientists. Regular sessions are organized at various levels to instil self-confidence, develop ethical values and make the girl students realize their true potential.

## **4. Summary and Conclusion & Recommendation**

### **A. Progress towards Gender Equity**

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities, and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC) The Institute constantly endeavours to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal


treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations, and opportunities. The Institute not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect.

We find that student's strength particularly girls' strength is increasing in both UG and PG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males.

#### **B. Conclusion:**

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the Institute. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analysed that gender equality and gender sensitivity is encouraged by management and staff of the Institute and they do have gender sensitive behaviour. It is found that the Institute has a lot of strengths and opportunities to develop good gender balance. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the Institute would certainly make a mark in the country.

The above Gender Audit Report is checked and verified by

  
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