



“येथे बहुतांचे हित”

MARATHWADA MITRA MANDAL'S

College of Commerce

202/A, Deccan Gymkhana, Pune – 411004

Internal Quality Assurance Cell (IQAC) Gender Audit Report



Affiliated to Savitribai Phule Pune University, Re-Accredited by NAAC with “A” Grade ISO 9001:2015
Certified, Awarded as Best College by Savitribai Phule Pune University

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Gender Audit: An Introduction

Introduction of the Institution

Marathwada Mitra Mandal's College of Commerce, established in 1986, affiliated to Savitribai Phule Pune University (SPPU) (formerly known as University of Pune) and recognized under section 2f & 12b of the UGC Act. The college is ISO 9001:2015 certified, re-accredited by NAAC with 'A' grade into its 3rd Cycle and was awarded 'Best College' in 2009 by SPPU. The college was established in the prime location of Pune city in the midst of an educational hub, with a view to provide affordable and quality education as part of its motto, 'Welfare of Masses'.

The college caters to 3422 students enrolled in 5 UG, 2 PG and Doctoral programmes. Keeping up with the tradition of imparting quality education, MMCC has benefited immensely by following the measures suggested by NAAC. During its progression into the 4th cycle, MMCC has made all the possible efforts in imparting several contemporary interventions that includes Outcome Based Education (OBE), Choice Based Credit System (CBCS) with emphasis on concurrent evaluation including summative and formative assessments, pedagogical changes with more emphasis on experiential learning, value added / add-on courses, inculcation of domain specific ability enhancement / skill enhancement courses.

The college collaborates with its notable alumni and prominent institutions like NASSCOM, ICAI, ICSI, IIRS-ISRO etc to keep abreast with the contemporary skills and knowledge required for the industry. The college has consistently contributed to the society and community through its collaboration with city municipal corporations; especially during the pandemic and the initiatives for smart city, resulting in students' holistic development and their mental well being.

The college has made a remarkable impact in the recent 'Khelo India' National events by winning 3 Gold, 2 Silver and 1 Bronze medal and is also awarded by the states' most prestigious award in sports, 'Shiv Chhatrapati' Award. Further, the college takes pride in having illustrious alumni playing for the Indian Cricket National Team.

The college's journey from its humble inception to its current standing as a beacon of educational excellence is a testament to the transformative power of vision, leadership, and dedication.



Vision

"To impart quality education for professional excellence and sustainable development through continuous improvement, teamwork, and efforts to promote welfare to all our stakeholders."

The institute's vision is to deliver quality education that fosters professional success and holistic development, all while enhancing collective efforts and collaboration to ensure the well-being of every stakeholder. Under the visionary leadership of Principal, Dr. Ganesh Patare, the institute is poised to adopt the National Education Policy 2020, aligning with its affiliated university's standards.

The college is actively raising awareness about the NEP through faculty development programs, workshops, and seminars. The institute is committed to empowering students from underprivileged backgrounds by implementing inclusive welfare policies and initiatives. It has established various programs that benefit all stakeholders thereby nurturing a culture of social responsibility and engagement. The college's administrative structure supports decentralized decision-making and encourages participatory management. Focusing on student-centric activities, the college endeavors to empower the students by offering the necessary support and resources. It encourages participation in extracurricular and community outreach programs; it contributes to the holistic development and ethical upbringing of students.

The college extends financial assistance to students in need, with some being admitted at minimal fees, reflecting the institution's dedication to making education accessible and inclusive. The college's ambitions go beyond simply preparing students for employment; it seeks to enable ongoing personal development and the pursuit of various career paths. The management's forward-thinking stance and constructive measures have garnered the institution widespread respect and a positive reputation, attracting a significant number of students from outside the state.

The college also emphasizes the professional growth of staff, promoting an environment of excellence and perpetual career advancement. In essence, the college is profoundly devoted to the well-being of all stakeholders, especially the students. By adopting a decentralized management approach and centering initiatives around students, the college aspires to offer high-quality education, advance social equity, and elevate the less privileged, all in alignment with its guiding principles and vision for a more equitable society.



Mission

"To impart quality education for professional excellence and sustainable development through continuous improvement, teamwork and efforts so as to promote welfare to all our stakeholders."

The Institute's mission is to nurture an educational ecosystem that offers learning and growth opportunities for students by promoting social justice, inclusiveness, equity, and satisfaction for all stakeholders. The college is committed to delivering high-quality education and fostering sustainable development, with a focus on the well-being of all stakeholders. It seeks to achieve professional distinction and social fairness through comprehensive continuous development, collaborative efforts, and active community involvement.

Decentralized and Collaborative Management

In pursuit of the vision, the college adopts decentralized and collaborative management practices. It encourages all members of the institution to participate in the decision-making process, enhancing effectiveness, creativity, and inclusiveness.

Community Involvement

The college's participatory management extends to its engagement with the surrounding community, enhancing life skills, social harmony, and environmental consciousness. Diverse stakeholders, including professionals from various industries and academic scholars, contribute their insights to foster a dynamic educational environment.

Social Justice, Fairness & Satisfaction

The college's dedication to social inclusivity and fairness is reinforced by its successful organization of events focused on national unity, regional arts and culture, and gender awareness. The institute is devoted to promoting social justice, achieving fairness, and ensuring the contentment of all stakeholders, taking pride in the accomplishments of students and alumni.



Student Growth and Support

The college offers a supportive learning atmosphere reinforced by partnerships, infrastructure, and educational resources. Beyond its administrative practices, the college prioritizes student growth and support through various initiatives, including the Student Development Cell, National Service Scheme, Earn and Learn Scheme, Priyadarshini Yuvati Manch (aimed at empowering female students), Student Forum, and comprehensive welfare programs. These initiatives assure the holistic development and welfare of both students and staff, nurturing a pleasant and inclusive college community.

Ultimately, the institute's mission is to cultivate a healthy educational environment supported by substantial educational and developmental opportunities. The institute strives to create an educational ecosystem by valuing diversity, nurturing compassion, and advocating for equality.

What is a Gender Audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college 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 gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

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 gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.



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 organization'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 actually 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 in order 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 analyze 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.

Constitution of Gender Audit Committee

Sr. No.	Name of Member	Designation	Institution
01	Dr. Ganesh R Patare	Chairman	Principal, MMCC, Pune
02	Dr. Swapna S Kolhatkar	Vice Chairman	IQAC Coordinator
03	Ar. Aniruddha Jogalekar	External Committee Member	Incharge Principal MMCOA, Pune
04	Dr. Naresh Bodkhe	External Committee Member	Professor & Director of Economics, Gokhale Institute
05	Prof. S M Edke	Internal Committee Member	Head-Commerce, MMCC, Pune
06	Asst. Prof. Santosh Shenai	Internal Committee Member	Head-Communication & Journalism, MMCC, Pune
07	Dr. Ashwini Kulkarni	Internal Committee Member	Head-Business Administration, MMCC, Pune
08	Asst. Prof. Nidhi Satavlekar	Internal Committee Member	Head-Computer Science, MMCC, Pune



The above committee members unanimously approved the gender audit in the meeting conducted for the same.

Objectives of the Gender Audit Exercise

1. Zero tolerance towards discrimination, sexual exploitation, abuse, and harassment through its Anti-Ragging Committee, Internal Complaint Committee, Equal Opportunity Cell, Reservation Committee, Grievance Redressal Cell etc.
2. Awareness on menstrual health and hygiene along with doing away with taboos about menstrual health through activities organized by Priyadarshini Yuvati Manch.
3. Social and gender neutral / inclusive environment through its campus and various cells.
4. To empower girl students and make them self reliant in today's world.
5. To provide girls with the self defense education and skills needed in daily life.
6. Implementing new strategies, modern values, liberal and scientific temper
7. To create a holistic ecosystem through participatory interventions for the respect of all gender identities.
8. To spread awareness on Gender sensitivity, sexual minorities, ethics and social perception in a humanitarian approach.

Gender Audit Methods

- 1. Gender-Inclusive Campus:** MMCC aims to foster a gender-neutral environment through the provision of facilities like restrooms, common rooms, and menstrual hygiene facilities. The college ensures that all genders have access to the necessary infrastructure and resources.
- 2. Encouraging Participation and Leadership:** The college encourages active participation in academic, administrative, and extracurricular activities from all genders. This includes promoting leadership roles and decision-making processes to ensure that students and staff from diverse gender backgrounds are involved in shaping the college's direction.
- 3. Democratic and Inclusive Environment:** MMCC ensures that there is a democratic environment, which includes student representation on various college committees. Additionally, the Equal Opportunity Cell works towards creating an inclusive campus, while the Grievance Redressal Cell provides effective mechanisms for addressing issues related to gender discrimination and harassment.



- 4. Equal Opportunities:** The college is committed to providing equal opportunities for all genders in admission processes, employment, and participation in campus activities. This focus helps to ensure that no individual is disadvantaged or excluded based on gender.
- 5. Women's Safety and Security:** : MMCC prioritizes the safety of its students and staff by implementing measures like lady security staff and bouncers (on demand), CCTV Cameras along with surveillance advisory and providing support services aimed at maintaining a safe and secure environment for all individuals, regardless of gender.
- 6. Gender Equality Framework:** The Gender Policy serves as a blueprint to promote gender equality and the realization of human rights. The Gender Sensitization Action Plan works alongside the policy to establish actionable steps and ensure the college's values of gender equality are integrated into its operations.
- 7. Organizational Culture:** The college's culture encourages inclusive behavior, challenges discriminatory practices, and reinforces values that support gender equality. This is reflected in the norms, codes of conduct, and behaviors across the institution. The college ensures inclusivity by all staff irrespective of gender

Gender Wise Distribution

The institution has made significant strides toward creating a gender-sensitive environment by implementing key features such as separate sanitation facilities, a common room for women, increased security through CCTV, and regular sensitization programs. These efforts reflect the institution's commitment to adapting its governance and infrastructure to address gender equality and foster a more inclusive atmosphere. An audit conducted on the institution's gender-sensitive features highlighted several notable initiatives:

1. Basic Sanitation Facilities:

- Separate toilets for male and female students and staff in common areas, ensuring privacy and dignity.
- Additional separate toilets specifically for male and female faculty members.

2. Ladies Common Room:

- A designated **Ladies Common Room** is provided on the 1st floor of the main building, offering a safe and comfortable space for female students and staff.

3. CCTV Monitoring:

- **CCTV Devices** are installed at strategic locations within the campus, such as in the library and near major gates, ensuring safety and security for everyone on campus, with particular attention to women's safety.

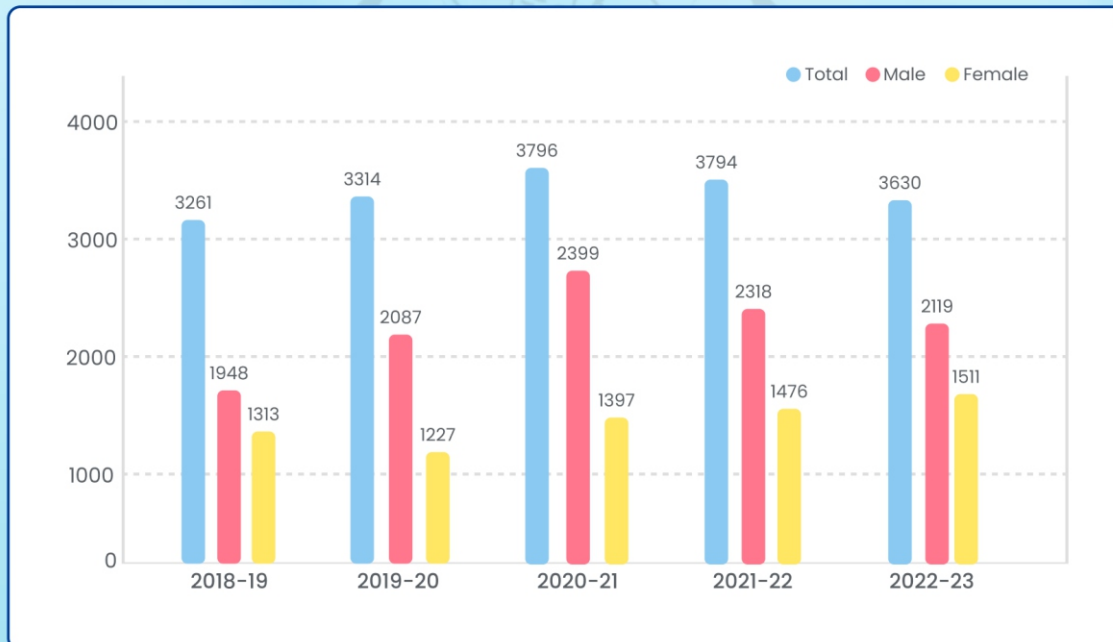


4. Women's Forum (Priyadarshani Yuvati Manch):

- The institution has a **Women's Forum** that organizes **Gender Sensitization Programs** for students. These programs aim to raise awareness, challenge stereotypes, and promote a culture of gender equality on campus.

Table1 : Gender wise Details of Students in the College

A.Y.	Total	Male Students	Female Students	Male Students %	Female Students %
2018-19	3261	1948	1313	59.73	40.26
2019-20	3314	2087	1227	62.97	37.3
2020-21	3796	2399	1397	63.19	36
2021-22	3794	2318	1476	61	38
2022-23	3630	2119	1511	58.37	41.62



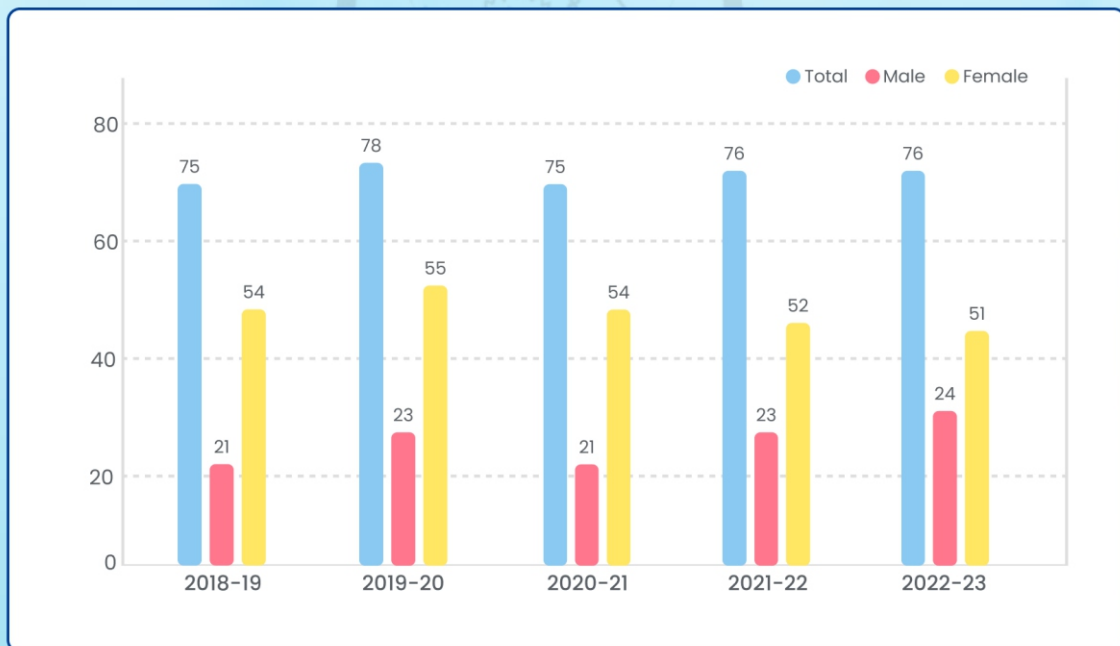
The above table giving gender wise details of students in the College provides the information regarding growth of students' strength in the last five years. In the year 2018-19, out of 3261 total students 40.26% were female students as compared to 59.73% male students. The further years show continuous increase in female students of 41.62 % in the year 2022-23.



Table2 : Gender wise Details Total Teaching Faculty in the College

A.Y.	Total	Male Faculty	Female Faculty	Male Faculty %	Female Faculty %
2018-19	75	21	54	28	72
2019-20	78	23	55	29	71
2020-21	75	21	54	33	66
2021-22	76	23	52	30	70
2022-23	76	24	51	31	69

The table on gender wise details of total teaching faculty in the College provides the information and growth of teaching faculty in the last five years. In the year 2018-19, out of 75 staff 21 (28%) were males and 54 (72%) were females. In the year 2022-23, out of 76 total teaching staff 24 (31%) were males and 51 (69%) were females.





Gender Sensitization Initiatives

The college has taken several steps to ensure the well-being, comfort, and safety of girl students by forming committees and providing various facilities. The initiatives aim to maintain gender equality and create a supportive environment for female students. These include:

- 1. Anti-ragging Committee:** This committee ensures that no student, particularly girls, is subjected to any form of ragging or harassment, fostering a safe environment for all students.
- 2. Internal Complaints Committee (ICC):** The ICC provides a platform for female students to report any grievances or issues related to misconduct, ensuring that their concerns are addressed promptly and confidentially.
- 3. Sexual Harassment Prevention Committee:** This committee works toward preventing any form of sexual harassment on campus. It ensures that all female students are aware of their rights and provides them with the resources to take action if needed.
- 4. Girl's Forum (Priyadarshini Yuvati Manch):** The Girl's Forum at college serves as a vital platform for female students to voice their concerns, share experiences, and foster a sense of community. It plays a crucial role in promoting gender equality by organizing awareness programs on topics such as women's rights, personal safety, and mental health. Through leadership development initiatives, workshops, and events, the forum empowers girls to develop confidence and skills that will aid them both academically and personally. Additionally, the forum addresses the unique challenges faced by female students, offering a supportive environment where they can engage in open discussions and find solutions to issues they may encounter. Ultimately, the Girl's Forum strengthens the college's commitment to providing a safe and inclusive space for girls to thrive.
- 5. 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.
- 6. Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
- 7. Canteen:** There is a conducive environment in the canteen for girls so that they can comfortably consume their own food or canteen food.



Gender Equity Promotion Programs

A.Y. 2018-19

Sr.No	Name of Activity
01	Poster Making Competition on: Save Girl Child
02	Priyadarshani Yuvati Manch (PYM) Activities
03	Anti Dowry Elocution Competition at MMCC
04	Holistic development of girls through variety of creative competitions
05	MMCC Girl Toppers
06	"Women Leaders of Business"

A.Y. 2019-20

Sr.No	Name of Activity
01	Gender Equality Poster Competition
02	Gender Equity Sensitization Workshops
03	Cancer Awareness Program for Girls
04	National Daughters Day Festival
05	Anti-Dowry Elocution Competition
06	Article on Corona
07	Online Workshop on Women's Empowerment



A.Y. 2020-21

Sr.No	Name of Activity
01	Online Competition on Lockdown Creativity in Context of the Role of a Women
02	Online Poem Competition
03	Celebration of Women's Day
04	Presentation of Skit on Gender Equality
05	Online Orientation Sessions

A.Y. 2021-22

Sr.No	Name of Activity
01	International Yoga day
02	Savitribai Phule Jayanti
03	International Girl Child Day
04	Rajmata Jijau Jayanti
05	Valentine's Day- My River My Valentine
06	Employee Appreciation Day program
07	Awareness Program
08	RED DOT
09	Rakshabandhan



Sr.No	Name of Activity
10	Walk Of Unity
11	Constitution Day
12	Online Program On `Sexual Harassment of Women at Workplace`
13	Priyadarshini Yuvati Manch

A.Y. 2022-23

Sr.No	Name of Activity
01	International Day For Elimination Of Violence Against Women
02	World Women's Entrepreneurship Day
03	Constitution Day
04	Savitribai Phule Jayanti
05	Rajmata Jijau Jayanti
06	Women's Day
07	Blood Donation Drive
08	Nasha Mukh Abhiyan (Anti-Addiction Campaign)
09	Durga Face Painting on T-shirt Competition
10	Self Defence Workshop
11	Navrang
12	Street Play



Sr.No	Name of Activity
13	Guest Lecture on 'Protective Legislations Preventing Violence AgaWomen
14	Nirbhay Kanya Abhiyaan
15	FIESTA 2022
16	International Human Rights Day
17	My River My Valentine
18	Food Donation Campaign in Orphanage
19	Salad Decoration and Healthy Chaat Competition

Summary and Conclusion

Progress towards Gender Equity

Gender equality does not demand that men and women become the same, but rather that their rights, responsibilities, and opportunities are not determined by their gender. The college recognizes that men and women have different needs and roles, and strives to address these differences in a way that rectifies gender imbalances. This includes providing equal treatment or, when necessary, treatment that is different but equally fair in terms of rights, benefits, and opportunities. The institution is committed to improving the well-being of both female students and staff. It organizes activities aimed at promoting gender sensitization, empowering women, and motivating them to live with dignity and respect. Over the years, the college has seen a notable increase in the number of female students enrolling in both undergraduate and postgraduate programs. The enrolment of girls has risen significantly, and they now constitute a larger proportion of the student body. Additionally, the success rate among female students surpasses that of their male counterparts, reflecting their strong academic performance.

Female students are also actively engaged in co-curricular and extra-curricular activities, including cultural programs and sports, where their participation is particularly commendable.



Furthermore, the college has observed a higher proportion of female staff members among the regular teaching faculty compared to their male colleagues. This progress demonstrates the college's ongoing commitment to promoting gender equity and creating an environment where both women and men have equal opportunities to succeed and thrive.

Conclusion

The analysis of gender equity initiatives at the college reveals that gender equity goals and objectives are integrated into all policies and programs. Staff members have reported no issues related to gender criteria, highlighting the effectiveness of the college's approach to gender equality. The Gender Audit Team has confirmed that both the management and staff promote gender equality and exhibit gender-sensitive behavior. The college possesses significant strengths and opportunities to further enhance gender balance. While there are areas for improvement, such as gradually shifting value systems, these can be addressed over time. Notably, the enrolment of girls from all sections of society is on the rise, and there have been no complaints regarding gender-related issues. With its strong commitment to gender justice, the college is poised to make a significant impact in the country, further establishing itself as a model for promoting gender equity and inclusion.

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