

PCETs
S. B. Patil Institute of Management
Gender Audit

Pimpri Chinchwad Education Trust was established by late Shri. Shankarrao B. Patil in the year 1990 with a vision to provide value added educational platform to society in multiple dimensions right from nursery to Doctoral programs in all professional streams enabling all our students to achieve freedom through education.

S. B. Patil Institute of Management was started under PCET in the year 2009. SBPIM strongly believes that two years of 'MBA programme from University of Pune is an opportunity for the students to develop as true Business Professionals and we are determined to create Global Business Professionals using the best Infrastructural Facilities, Highly Experienced faculty, well established "Industry-Focused Teaching-Learning process" and Industry-Institute partnership in developing "Entrepreneurs" & "Ready to use Employees".



Vision and Mission Statement –

VISION

“To be a Nationally and Internationally accredited Management Institute that supports collaborative learning, incubation center and cafeteria approach to provide quality education, research and consultation with an objective of transforming students to professionals, entrepreneurs and researchers having deep rooted sense of Social Responsibility.”

MISSION

“To pursuit excellence in Management Education and Research Program with holistic and sustainable developmental approach through dynamic workforce as mainstay to create future Leaders, Transformative Entrepreneurs and Ethical Citizens who generate value for the Industry, Society and the Nation.”

Dr. Dr. Kirti Dharwadkar, Director (SBPIM), is a well-known personality of Academic and Industry of Pune, serving the industry and academics for illustrious more than 29 years. Dr. Roopali Kudare, Professor heads the Academics of SBPIM Dr. Bhushan Pardeshi, heads Research and SBPIM Ph.D. Research Centre, Savitribai Phule Pune University, Pune.

Gender Audit -

The Gender audit was conducted at PCET’s S. B. Patil Institute of management. The purpose of the audit was to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution. With this in mind, the specific objectives of the audit were to evaluate the adequacy of the management control framework as well as the degree to which the Institute is in compliance with the applicable regulations, policies and standards.

Objectives of Gender Audit –

1. To find out the areas where gender balance exists and the factors behind the gender balance.
2. To find out steps to establish good gender balance in decision-making processes in all areas of the college activities.
3. To examine the policies of the college rules/actions towards the needs and interest of both males and females.
4. To suggest measures for bridging the gender gap.
5. To Foster Gender equality in all aspects of college life and throughout the college community
6. To see the work and capacity for prevention of sexual harassment at the college.

Facilities Provided in the Institute –

1. Parking - (common)



The College has a separate parking lot in the campus for boy and girl students. In order to regulate entry, parking stickers are issued to the bona-fide users. This helps in the safety and security of the girl students.

2. Ladies Room - (1)

SBPIM understands the need of providing separate common room for girls, to enable them to sit and discuss various educational points with each other. Girls' Common room helps the girl students to socialize, discuss and interact with each other and on some occasion to take rest from their busy schedule of teaching work. Hence a girl's common room is provided on the third floor of the Institute.



3. Girls Washroom - (4)

The Institute has clean and hygienic wash rooms for boys and girls. Four wash rooms on alternate floors are provided for girls. A separate wash room for ladies staff is also provided.



4. Hostel -

SBPIM provides with fully functioned campus hostel facility for boys and girls. To cater to the accommodation needs of students, the institute has both the boys & girls hostel blocks separately. Wholesome and nutritious meals are available in the institute kitchen which serves hygienically cooked food. The hostel premises also house the dining hall, sick room, common/ TV room, mini gymnasium etc. Each room of the hostel is furnished with bed, study table chair and a cupboard for clothes. A

stimulating and holistic living ambience contributes significantly to a superior academic performance. The girls utilizing the hostel facility is as under –

Academic Year	MBA I/II Girl students in Hostel	Total
2018 – 19	05	05
2019 – 20	09	09
2020 – 21	04	04
2021 – 22	02	02
2022 – 23	11	11
Total of 5 years	31	31



5. Sick Room -

A sick room is provided in the hostel, wherein the girls who are unwell are taken care of. This room is provided with basic facilities for a sick person.



6. Gymnasium -

Gym workouts are one of the best ways to turn healthy and fit. A good workout improves blood circulation to your heart and fights heart problems. It also does the same for your brain and makes you mentally fit. SBPIM provides gym facilities to boys and girls. The girl's hostel has a well-equipped gym available for the girls.



7. Canteen –

The common cafeteria in the campus a modern gourmet café, offers variety of snacks and meals to cater to the tastes of the students. The canteen not only provides a vibrant atmosphere and unleaded fuel for the day but also an effective way to develop the “Cafeteria approach”, learning in an informal manner. It helps in nurturing interpersonal skills among students. SBPIM provides with canteen and mess in the hostel.



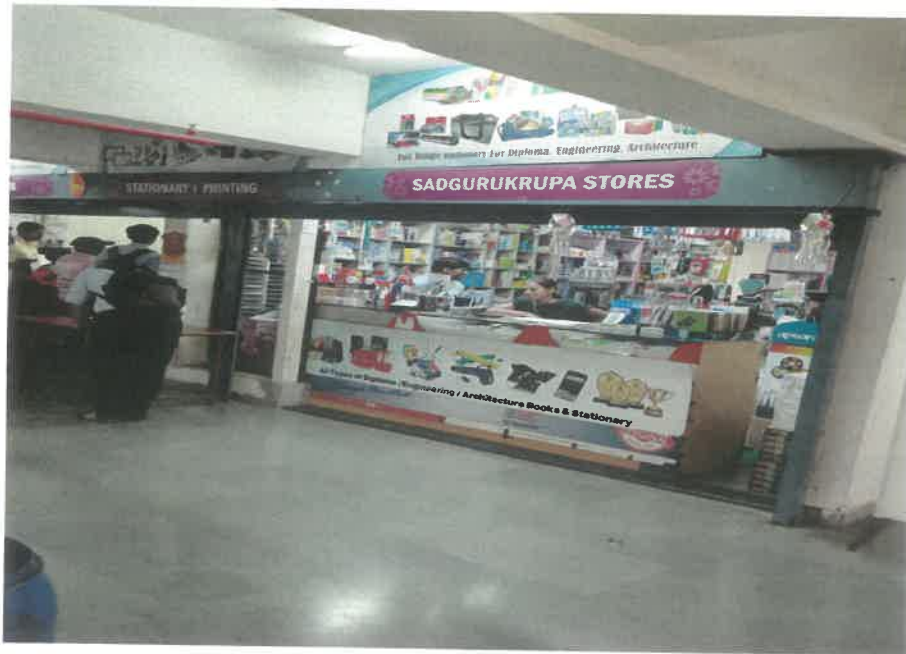
7. Bank Facility –

SBPIM is located at a very strategic location. There are many banks located in the close vicinity of the Institute. IOB ATM is located in the Institute premises, which enables all the girl students to use the banking services.



8. Stationary store –

There is a stationary store located in the campus, which helps the students to fulfill their everyday requirement at ease. The girl students are benefited with this facility. The store provides with the stationary items, photocopies, printing and binding facility.



9. Library –

The ultimate objective of an academic library is to fulfill the information needs of its stakeholders such as faculty members, students, research scholars as well as support staff with the predominant sources of information and services. As library is presumed as the heart of an academic institution; the overall health of the parent institution depends on it. To commensurate the same, SBPIM library holds the rich collection of more than 10000 textbooks as well as reference books in the domain of Management. The library is provided with reading hall. The timings of the reading hall are extended during exam period.



10. Computer Labs –

Computer lab is well-equipped with branded PC's adequately supported by 50 Mbps leased lines for internet connectivity. It is also equipped with a wide range of licensed system software and application software. The innovative placing of desktops and keyboards to fit the healthy vision requirements of the students induces a conducive environment for learning. We have 206 computers. Instructors are also regularly available to assist students in using the computer lab.



11. Seminar Hall –

A 160 - Seater with ergonomic furnishing with display projectors and clear sound system describes the SBPIM seminar hall, which leaves one with brilliant experience throughout Corporate Presentations and other activities. The students enjoy the warm, spacious, bright seminar hall more during the cultural and other activities.



12. Conference Hall –

Institute has a conference room suited for board meetings, group discussions etc.



Gender Sensitive Features –

1. Admissions –

SBPIM has an intake of 180+EWS+TFW students who are introduced to the best professional environment in terms of Academics, Industry & Business oriented tailor-made trainings, Sports, Co-Curricular & Extra Curricular activities, Cultural activities, various competitions, etc to create true business professionals. The gender balance enrolled at the Institute in the last 5 years is as under –

Year	Number of Boys	Number of Girls	Total
2018 – 19	107	73	180
2019 – 20	110	73	183
2020 – 21	108	77	185
2021 – 22	112	89	201
2022 – 23	114	91	205

SBPIM took a small step in helping achieving the social growth by promoting the importance of higher education in backward, category and rural areas. SBPIM conducted several lecturers on career guidance, career opportunities, personal development and many more to motivate the rural and backward peers of the society. The category wise gender balance admitted students are as follows –

Year	Category	Male	Female	Total
2018 – 19	SC	17	06	23
	ST	02	--	02
	VJ/NT/DT	14	05	19
	OBC	23	14	37
	SBC	02	02	04
	OPEN	49	46	95
2019 – 20	SC	14	04	18
	ST	--	--	--
	VJ/NT/DT	10	04	14
	OBC	19	14	33
	SBC	12	06	18
	EWS	01	01	02
	OPEN	54	44	98
2020 – 21	SC	12	10	22
	ST	--	--	--
	VJ/NT/DT	12	07	19
	OBC	17	17	34
	SBC	02	--	02
	EWS	09	05	14
	TFWS	06	03	09
	OPEN	50	35	85
2021 – 22	SC	12	10	22
	ST	--	01	01
	VJ/NT/DT	14	05	19
	OBC	17	15	32
	SBC	02	01	03
	EWS	07	06	13
	TFWS	06	02	08
	OPEN	54	49	103
2022 – 23	SC	07	09	16
	ST	--	--	--

	VJ/NT/DT	14	06	20
	OBC	22	21	43
	SBC	01	04	05
	EWS	10	06	16
	TFWS	07	02	09
	OPEN	53	43	96

Teaching and Non-Teaching Staff –

The Institute has a perfect combination of male and female teaching staff. The gender wise teaching and nonteaching staff are as under –

- **Gender classification – Teaching staff**

Sr. No	Academic year	Male Faculty	Female Faculty
1	2018 – 19	08	10
2	2019 – 20	09	19
3	2020 – 21	09	19
4	2021 – 22	10	10
5	2022 – 23	12	8

- **Gender classification : Non- teaching staff**

Sr. No	Academic year	Male Faculty	Female Faculty
1	2018 – 19	09	01
2	2019 – 20	08	01
3	2020 – 21	08	01
4	2021 – 22	08	01
5	2022 – 23	10	01

2. Committee Composition and structure –

The Institute has well functioned Internal Complaints Committee with the Head, Academics as the chair person and other female and male staff members as the members of the Committee. The Institute has Grievance Redressal Committee to resolve and ensure effective solution to any grievances of faculty and students. Anti -Ragging Committee and Anti Ragging Squad is very well in function. These committees work to ensure and develop inductive and safe environment to the staff and students.

The composition of the committees is as under –

Anti-Ragging Committee

Sr. No.	Name of the Member	Role	Phone Nos
1	Dr. Kirti Dharwadkar	Chairman	09423239460
2	Dr. Kajal Maheshwari	Member - Secretary	09326505453
3	Dr. Amarish Padma	Member	9970860605
4	Mr. Sushil Kalbhor	Member	8796076060
5	Mr. G.B.Borhade	Member	8329254577
6	Mr. Rohan Pardeshi	Member	9834263467
7	Miss. Vaishnavi Kitukale	Member	9518778100
8	Mr. Vaibhav Pangudwale	Member	7972071741
9	Miss. Vaibhavi Joshi	Member	9834100598
10	Mr. Dnyaneshwar Khairnar	Member	9665050739
11	Ms. Sumira Sethi Chandok	Member	7666777075
12	Mr. Tulshidas shinde	Member	9884916842
13	Mr. Raju Misal	Member	9922501664
14	Mr. Surendra Chavan	Member	-
15	Mr. Sharad Surkule	Member	-

Anti-Ragging Squad -

Sr. No.	Name of the Member	Role	Phone
1	Ms. Anish N. Karia	Member Secretary	09762008221
2	Dr. Iram Ansari	Member	09766203786
3	Mr. Ramakant Salunke	Member	08975442900
4	Ms. Anagha Kulkarni	Member	09767677878

Grievance Redressal – Faculty

Sr No	Name	Designation	Phone
1	Dr. Kirti Dharwadkar	Director, SBPIM	09423239460
2	Dr. Pranita Burbure	Teaching Representative and Secretary	09145019486
3	Dr. Sanjay Gaikwad	Teaching Representative	07720822937
	Dr. Anishkumar Karia	Member	09762008221
5	Mr. Prasannakumar Ohol	Non-Teaching Representatives	09822497024
6	Mr. Sushil Kalbhor	Non-Teaching Representatives	08796076060

Grievance Committee – Student

Sr No	Name	Designation	Phone
1	Dr. Kirti Dharwadkar	Director, SBPIM	09423239460
2	Dr. Iram Ansari	Teaching Representative and Secretary	09766203786
3	Dr. Padmalochana Bisoyi	Teaching Representative	08928294775
4	Dr. Anishkumar Karia	Member	09762008221
5	Mr. Prasannakumar Ohol	Non-Teaching Representatives	09822497024
6	Mr. Sushil Kalbhor	Non-Teaching Representatives	08796076060
7	Mr. Atharva Joshi	Student Representative	8329030270
8	Ms. Manjiri Nandre	Student Representative	9168107866

Internal Complaints Committee

Name	Designation	Phone
Dr. Kirti Dharwadkar	Director, SBPIM	09423239460
Dr. Aishwarya Gopalakrishnan	Faculty Representative and Secretary	08975982140
Dr. Padmalochana Bisoyi	Faculty Representative	09822497024
Ms. Swati Satpute	Non-Teaching Staff Representative	07028026459
Ms. Shubham Shinde	NGO Representative	8378864298
Ms. Anjum Shaikh	Student Representative	9404472126
Ms. Afreen Mujawar	Student Representative	8459563411
Mr. Onkar Rathod	Student Representative	9370174183

3. Activities Conducted at SBPIM –

a. Certification Courses Conducted at SBPIM –

Certification Courses Enrollment Details from 2018-19 to 2022-23					
2018-19 - Certification Courses					
Sr. No.	Certification Code	Name of the Certification	Male	Female	Total No. of Participants
1	901	Certification Course for Human Resource	1	11	12
2	902	Individual Development and Enrooting Activity for Life (IDEAL)	110	70	180
3	903	Certification Course for Marketing	11	2	13
4	907	Certification Course for Finance	3	15	18
5	908	Microsoft Office Automation	109	67	176
6	909	Business Communication and Leadership	110	70	180

2019-20 - Certification Courses

Sr. No.	Certification Code	Name of the Certification	Male	Female	Total No. of Participants
1	901	Certification Course for Human Resource	3	8	11
2	903	Certification Course for Marketing	9	12	21
3	907	Certification Course for Finance	7	11	18
4	908	Microsoft Office Automation	110	73	183

2020-21 - Certification Courses

Sr. No.	Certification Code	Name of the Certification	Male	Female	Total No. of Participants
1	901	Certification Course for Human Resource	3	8	11
2	903	Certification Course for Marketing	6	3	9
3	910	Ethnus	67	66	133

2021-22 - Certification Courses

Sr. No.	Certification Code	Name of the Certification	Male	Female	Total No. of Participants
1	901	Certification Course for Human Resource	3	15	18
2	903	Certification Course for Marketing	11	6	17
3	907	Certification Course for Finance	29	16	45
4	910	Ethnus	118	83	201
5	911	Gryphon	87	55	142

2022-23 - Certification Courses

Sr. No.	Certification Code	Name of the Certification	Male	Female	Total No. of Participants
1	901	Certification Course for Human Resource	4	46	50
2	903	Certification Course for Marketing	12	4	16
3	907	Certification Course for Finance	10	10	20

4	908	Microsoft Office Automation	115	90	205
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b. Students Achievements in Cultural and Sports (Inter Institute Competition) –

Academic Year	Cultural		Sports		Total
	Male	Female	Male	Female	
2018 – 19	05	13	20	13	51
2019 – 20	04	10	08	03	25
2020 – 21	02	05	20	35	57
2021 – 22	----	---	25	30	55
2022 – 23	04	10	05	02	22
Total	15	38	78	83	

C. Students Participation in Cultural and Sports Activities at SBPIM

Academic Year	Cultural		Sports		Total
	Male	Female	Male	Female	
2018 – 19	65	49	55	38	207
2019 – 20	73	75	65	40	253
2020 – 21	---	---	25	30	55
2021 – 22	45	66	68	48	227
2022 – 23	51	65	67	49	232
Total	234	255	280	205	





4. Gender Sensitive Initiatives taken at SBPIM –

A. Programs conducted under gender sensitization for Staff & Students –

Year	Title of the program	Date and Duration	Number of participants by Gender	
			Female	Male
2018 – 19				
2019 – 20	Women's Day	12 March 2020	20	--
	Riding Safety - Women	26 September 2019	11	--
	Prevention of Cervical Cancer	17 January 2020	11	17
	Yoga Day – Importance for Health (Covid Time)	22 June 2020	11	17
2020 – 21	Health and Hygiene During Menstruation	10 July 2020	120	--
	Financial Wellness for Women	08 March 2021	11	--
	Gender Equity Series Online Programme – 7 Prog on different subject	16 Apr 2021 – 6 Aug 2021	120	--
	Yoga Day – Importance for Health (Covid Time)	21 June 2021	11	17
			Students online	

2021 – 22	Women and Her Hourglass	16 July 2021	56	--
	Self Defense is the best offense	27 July 2021	63	--
	Glam up girl	06 August 2021	69	--
2022 – 23	International Day for Elimination of Violence against Women & Girls- United Nations	25 November 2022 (Induction)	198	
	Implementation of Sexual harassment against women at Workplace- POSH	10 December 2022	09	22
	Blood Donation in Association with Indian Red Cross Society & Sahyadri Hospital	12 January 2023	07	13
	Disha Barve: Mental Health- Love you Zindagi	25 January 2023	80	10
	Women's Day Seva Sahyog Exhibition	6 March 2023	11	20

Suggestions:-

1. In the Reading room separate space for girls may be expanded and suggested for separate signboards
2. Include more sports activity where more Girl students' participation is possible.
3. Though the parking in the institute is well managed. There is need for separate parking for girl students and women staff.
4. The sign boards and mandatory boards should be placed in more visible places.
5. Promote more entrepreneurial initiatives for girl's students.
6. Try to carry out special girls excursion activity

Place: Nigdi Pradhikaran

Date: 27/06/2023

Audit Committee



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Member
Director DYPIMCA
DIRECTOR



Dr. Kuldeep Charak
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