



JSPM's

JAYAWANT INSTITUTE OF MANAGEMENT STUDIES

(NAAC Accredited – A Grade)

(Approved by AICTE, New Delhi, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)



S. No. 80, Pune-Mumbai Bypass Highway, Tathawade, Pune – 411033.

Phone: 8237076937/38 Telefax: +91-20-22933424.

E-mail: director_jims@jspm.edu.in Website: www.jspmjims.edu.in

Prof. Dr. T. J. Sawant

B.E. (Elec.) PGDM, Ph. D

Founder- Secretary

AISHE ID: C-60096

Dr. Bipin Bankar

B.Com, MBA, Ph. D.

Director

7.1: Institutional Values and Social Responsibilities

7.1.1: Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc.,

Supporting documents as per SoP:

a. Additional information





JSPM JIMS, Tathawade Campus

Academic Year: 2022-23

Gender Audit Report



Gender Audit Report

Gender audit is a tool to assess and check the gender equality into organization. It is an attempt to study whether the institution has a good gender balance. It is done to see whether the Institute follows government rules, policies and actions formulated for up-gradation of women in society.

A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues.

Constitution of Gender Audit Committee:

Sr.No	Name	Designation	Institution
1	Dr.Bipin Bankar	Chairman	JSPM's JIMS,Tathawade
2	Dr.K.R Khandelwal	Principal	JSPM's RSCOPR,Tathawade
3	Dr.S.K Bhilare	Campus Director	JSPM Group,Tathawade
4	Dr. Sudarshan Pawar	Internal Committee Member	JSPM's JIMS,Tathawade
5	Prof.Shweta Padale	Internal Committee Member	JSPM's JIMS,Tathawade

Objectives of Gender Audit

- To know about the gender balance in the institution.
- To take effective measures for the safety and security of all genders.
- To have unbiased environment in the institution.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- To organize leadership development programs to build confidence and instill leadership qualities among students.
- To create social awareness about the problems of women and gender discrimination.

Table 2.1: Gender wise Details of Students in the College

No.	Year	Total No. of students	Male	Female	Male %	Female%
1	2019-20	443	216	227	48.8%	51.2%
2	2020-21	446	231	215	51.7%	48.3%
3	2021-22	452	241	211	53.3%	46.6%
4	2022-23	399	194	205	48.6%	51.3%

The table shows the total number of students and their gender distribution over four academic years from 2019-20 to 2022-23.



In 2019-20, there were 443 students, with females slightly outnumbering males at 51.2% compared to 48.8%. The following year, the number of students increased to 446, with males making up 51.7%. This trend of a higher male percentage continued in 2021-22, with males constituting 53.3% of the 452 students. However, in 2022-23, the total number of students decreased to 399, and the percentage of female students increased to 51.3%, surpassing the males who made up 48.6%.

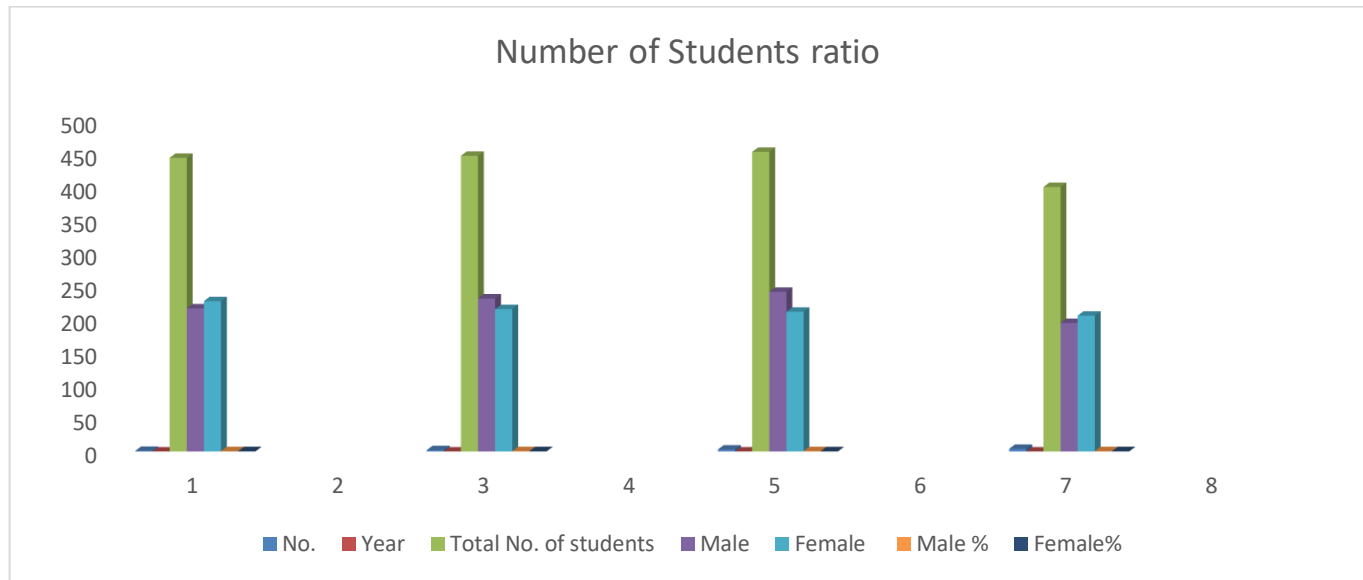
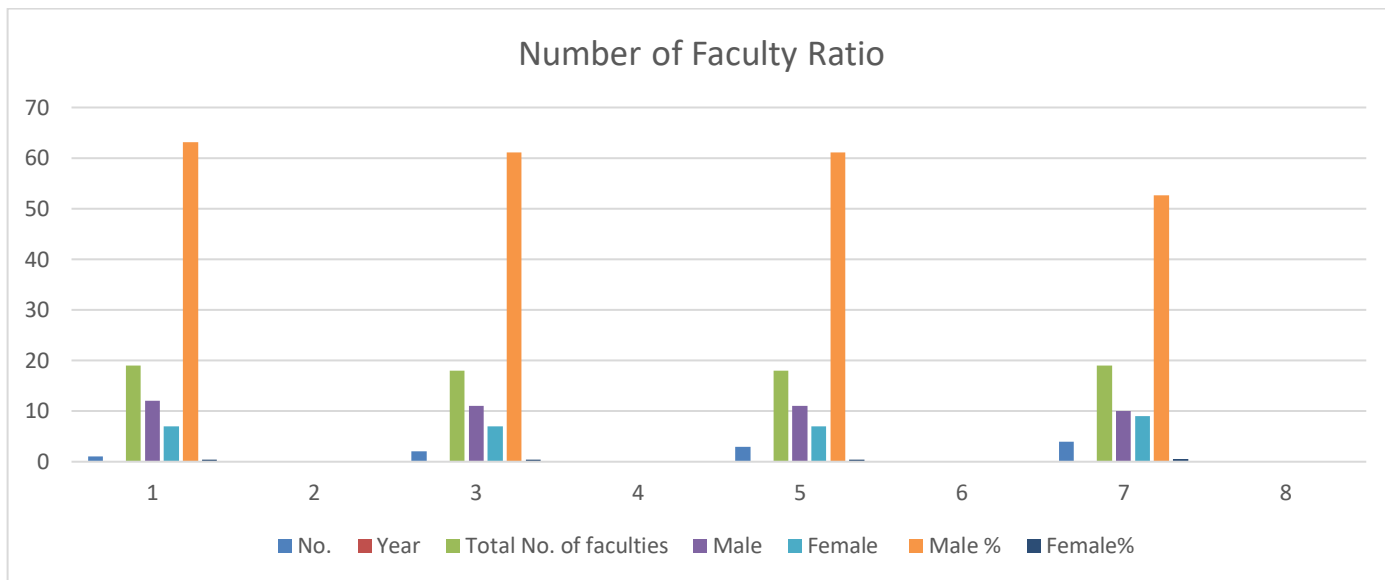


Table 2.2: Gender wise Details of Total Teaching Faculties in the College

No.	Year	Total No. of faculties	Male	Female	Male %	Female%
1	2019-20	19	12	7	63.1	36.9%
2	2020-21	18	11	7	61.1	38.9%
3	2021-22	18	11	7	61.1	38.9%
4	2022-23	19	10	9	52.6	47.4%

The table shows the total number of faculties and their gender distribution over four academic years from 2019-20 to 2022-23. In 2019-20, there were 19 faculties, with males comprising 63.1% and females 36.9%. The following year, the number of faculties decreased to 18, with a similar distribution: 61.1% males and 38.9% females. This distribution remained unchanged in 2021-22. However, in 2022-23, the total number of faculties returned to 19, but the gender distribution shifted, with males constituting 52.6% and females increasing to 47.4%.





Gender Sensitization Initiatives:

The following initiatives have been undertaken by the institution for the convenience of students: Institution has various committees like Anti-ragging, Internal Complaints etc. Separate common room and rest room for male and female students.

- Separate common room and restroom for male and female staff.
- Separate washroom for male and female students.
- Separate hostel facility for male and female students. Organization of Seminars/ workshops.

Conclusion:

The analysis shows that gender equity goals and objectives are included in the institute. Gender Audit Team analyzed that gender equality and gender sensitivity was encouraged by management and staff of the institute and they do have gender sensitive behaviour. There are no gender issue complaints from students and staff.

7.1.1 Specific facilities provided for women

For the safety of girl students Safety and security, 24 hours working CCTV Surveillance system is present in the campus. Female staff, students feels that they are secure all the time on campus.

Security Guards: The Institute has strong security personnel placed in the campus to make secure entry. There is Security Check at the entrance. Entry is restricted by verifying I-cards at the gate.

The institute campus is well monitored by security personnel The CCTV cameras are installed at many places to ensure safety and security of the girl students.



The Institute offers hostel accommodation for girls and Boys separately and they are located within the campus. Hostel is provided with one common kitchen cum mess units for girl students. Every member of the hostel is provided with basic amenities like Cot, Table, Chair, Ceiling Fan and Cupboard. Each hostel is equipped with solar water heating system. Common Room facilities with Cable TV and Telephone are available in hostel building. High Speed Wi-Fi Internet Connectivity is available within hostel premises. Canteen Facility is also within the campus premises. Along with all these facilities, strict security is provided for 24*7. All attempts are made to provide hostel accommodation to as many students as possible.

Grievance Cell:

Institute has women's Grievance cell and anti-sexual and harassment cell to address the issues of Staff and girl students. For counselling, each department has mentoring system (GFM) for inculcating social, Moral, ethical values and academics.

Common Girls' room:

This facility is available for female students and ladies faculty. The girls' room is equipped with all necessary amenities like sanitary napkin and disposal. The TV and other recreational facilities are installed.



Bipin Bankar
Dr. Bipin Bankar
Director



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7.1.1 Specific Facilities provided for Women

(a) Safety and Security:

JSPM's JIMS has an enormous responsibility to strengthen the safety . Our institute has video surveillance system to keep watch over the diverse assortment of facilities. We have installed CCTVs on all floors including Principal's cabin, library, exam section, corridors, seminar halls etc. Systems of properly installed security cameras ensure the safety of students, faculty, and facilities in the institute. The use of CCTVs in the institution helps to keep the students in check and under control.

The campus provides the facility of security guards to deal with the all-hazards related to safety and security. Consequently, it covers the following areas:

- Emergency Preparedness
- Ability to Respond to all Threats
- Preventive Measures
- Emergency Management
- Well-trained women security guards stationed across the campus.
- Security checkpoints at all campus entries and exits.
- Extensive surveillance network with 24x7 monitored control rooms.



- Strict implementation of Anti-Ragging, Anti-Smoking and Mobile Free Campus.
- Awareness campaigns on women safety and gender sensitivity through street plays, rallies and NSS student volunteers.
- Separate hostels for boys and girls with dedicated wardens.
- The Institute is the preferred destination of parents for education of their female wards.

(b) Counseling :

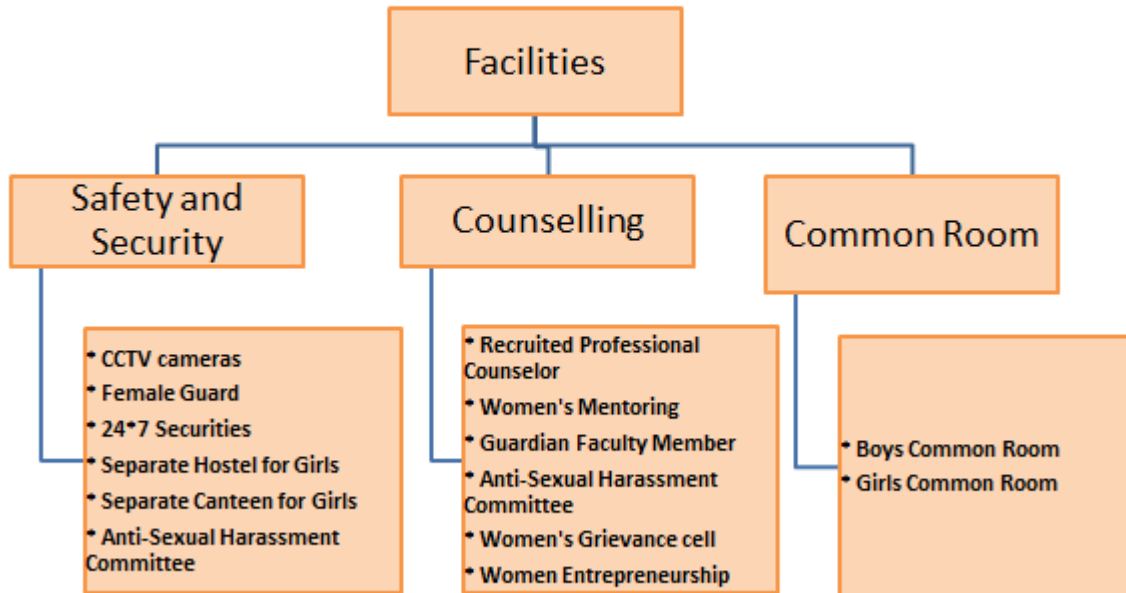
The institute has formed an anti-ragging committee chaired by senior faculty of the institute & comprising of faculty representatives and student representatives so as to avoid an undue incidences of ragging either in college or in hostel. If any of the stakeholders are affected by tragic incident, the faculty members and the students of the institute voluntarily come forward to help the concerned. Our institution has Grievance cell to handle the various issues like women's right & security. Grievances cell consisting of Principal and senior faculty members at institute level is active to solve the student related problems. Guardian Faculty Member regularly counsel regarding attendance, behavior, performance in exam.

- Councillers are available for counseling of both males and females.
- Grievance Redressal Committees for staff and students.

(c) Common Rooms. Common room is a space for students to hold meetings, study, or simply relax. The girl's common room is a warm and welcoming place, a perfect blend of fun and function. It is sometimes appropriate for events hosted by student groups, particularly formal events that involve faculty or groups such as support groups that require an atmosphere of privacy. Recreational facilities are available in the common room. The college has two common rooms – one for the girls and the other for the boys. Both Girls' and Boys' common rooms are spacious and airy. Magazines and newspapers are also arranged in the common room for recreation of students. In our institute, common rooms have been allocated for boys and girls.



Institution shows gender sensitivity in providing facilities such as



(d) Other Measures

JSPM's JIMS has been successful in caring for its diverse students and staff population harmoniously.

- Additional initiatives ensure active participation of students in co-curricular activities including sports.
- Enrolment of girl students and women staff.





पुणे शहर पोलीस

विद्यार्थी, महिला व नागरिकांच्या सुरक्षिततेसाठी पुणे पोलीसांचे अभिनव उपक्रम

Police Kaka CitySafe App # BuddyCop

<p>विद्यार्थ्यांच्या सुरक्षिततेसाठी</p> <p>छेडछाड, दादागिरी रॅनिंग, सायबर क्राईम, अमली पदार्थांची विक्री या समस्या अयत्नाने पोलीस काकांना फोन करा.</p>	<p>नागरिकांच्या सुरक्षिततेसाठी</p> <p>'सीटीसेफ अॅप' डाऊनलोड करा. आपत्कालीन परिस्थितीत SOS चे लाल बटन दाबा. आपल्या मदतीला पोलीस तात्काळ पोहोचतील.</p>	<p>महिलांच्या सुरक्षिततेसाठी</p> <p>दिनचमंग, छेडछाड, पादचरणावर अगर आपत्कालीन परिस्थितीत मदतीकडून "Buddy Cop" मध्ये सहभागी व्हा. नजिकच्या पोलीस स्टेशन संपर्क करा.</p>
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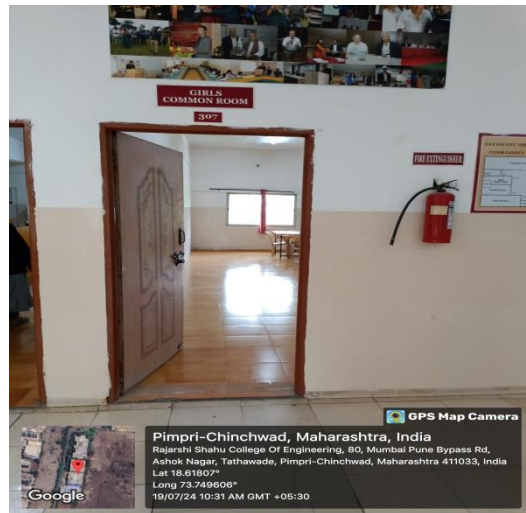


Safety and Security





Individual & Group Counseling



Boys & Girls Common Room



Banekar
Dr. Bipin Bankar
Director