



VPM's  
Maharshi Parshuram College of Engineering,  
Velneswar

**WOMEN DEVELOPMENT CELL**

**GENDER AUDIT**

**REPORT**

**(2018-2022)**

**GENDER AUDIT OF  
VPM's MAHARSHI PARSHURAM COLLEGE OF ENGINEERING,  
VELNESHWAR**

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## ACKNOWLEDGEMENT

I offer my deepest gratitude and special vote of thanks to Director Dr. Kirti Agashe for their constant encouragement and support.

I express my warm thanks to Asst. Prof. Ketan Kundiya, IQAC Coordinator, for entrusting my potential for gender audit and all by WDC Members, Colleagues, for their meticulous assistance to complete the Gender Audit.

I would like to present my special appreciation for the office staff of VPM's Maharshi Parshuram College of Engineering, Velneshwar for maintains and providing the data related and required for gender audit.

Director

Dr. Kirti Agashe  
VPM's Maharshi Parshuram College of Engineering,  
Velneshwar



## INTRODUCTION

VPM's Maharshi Parshuram College of Engineering, Velneshwar, affiliated University of Mumbai, and is one of the leading educational institution in Velneshwar Tehsil, District-Ratnagiri. The college is establish in 2012 with the mission of providing solid foundation with value based theoretical and practical education. We intend to develop creativity and analytical mind of the student and to evaluate and take right decision. We want to transform students into responsible citizens of tomorrow with desirable skills. VPM's Maharshi Parshuram College of Engineering, Velneshwar is committed for learner centric approach.

The Gender Audit is an attempt to study whether MPCOE, Velneshwar has good gender balance. It tries to see out whether college follows University's rules, policies and actions as it forms a constituent part of Mumbai University. The Gender Audit tries to access the impact of its current and proposed policies on gender equality.

The college always concentrates on students "qualitative performance, and observing the gender equality, the girls are provided with various facilities and special attentions".



## **The Formation of Women Development Cell**

The Women Development Cell is formed to create awareness among the girls and the women staff, apart from maintaining congenial working environment for all the women employees and students.

To support the professional and personal development of women (student as well as faculty).

- 1) The aim is to create an atmosphere whereby the female students and staff can study work freely.
- 2) To create awareness among female students and employees on Myriad issues concerning women like health issues, legal rights, etc.
- 3) To create awareness regarding institutional code of conduct.

## Objective of Gender Audit

- 1) To identify the areas of bringing gender equality in college.
- 2) To find out the areas of gender imbalance and suggest any strategy to fill the gap.
- 3) To inculcate certain events and programs for gender sensitization.
- 4) To promote gender equality in terms of students participation in NSS and Sports activities.

In order to meet the above objectives, the Gender Audit Committee combined a review of relevant documentation and interviews. The committee also undertook the task of reviewing all the relevant documents including Gender Policy Document. Other relevant documents and standards were also reviewed. The committee also conducted brief interviews with students and staff of the college.



## GENDER SENSITIVE FEATURES IN MPCOE, Velneshwar

Gender sensitive features are carefully observed in the college Campus by Gender Audit Committee like and providing adequate facilities to girls, gender equality is kept upright in the college.

The following areas have been observed in the college for maintaining gender balance:

### 1) Library facility with study rooms:

The college has proper well-furnished Air conditioned study rooms for students. Students are provided with ample of reference and study books in the college. Separate computer are also made available in the library for study purpose.

An independent Study room is made available for all the students in the Central Library of the college. Separate seating arrangement is provided for both boys and girls in the reading room of the library.

### 2) Separate common room with washroom for girls:

College have provided a separate common hall for girls to change during the event of need and giving the privacy to female students that are needed. This hall serves to provide the essential privacy to all female students. This hall include ladies common room and is equipped with all the basic necessities for female students like tables, chairs, 2 beds, large mirror, dustbin and wash room enclosed.

### 3) Sanitary Napkins vending machine:

A coin operated sanitary napkin vending machine is made available in the ladies washroom. The girls can make full utilization of sanitary napkin machine during those time of the month with a minimal charge. This ensures proper hygiene and giving a sense of security.

### 4) Computer laboratory:

The computer laboratory of the college is maintained and stored with all the required software and application for students study purpose. It is made available during the college hours were they can prepare various for their subjects.

### **5) Drinking water:**

Drinking water facility is provided to each Building of the college for easy accessibility. The college ensures regular maintenance and hygiene of the purifier.

### **6) Canteen:**

The College has a canteen of its own that serves the hunger need of the students.

### **7) Hostel and Mess**

The college has separate girls and boys hostel in college campus. Each room of the hostel has separate washroom, bed, internet facility and hot water facility. Also there is a mess facility in the hostel itself.

### **8) Internal complaint committee:**

As per rules and regulations the Internal Complaint Committee (ICC) is formed. The work of committee involves counseling, research and extension. The committee conducts various programs such as counseling on self-defense, yoga, women empowerment, etc.

The committee also addresses the problems faced by girl's students and tries to solve it with proper guidance and assurance.

### **9) Anti-ragging and Grievance committee:**

The College has constitutes Anti Ragging and Discipline Committee as part of the UGC mandatory committee. The College prospectus clearly states about the anti-ragging policy of the college.

### **10) Indoor game rooms:**

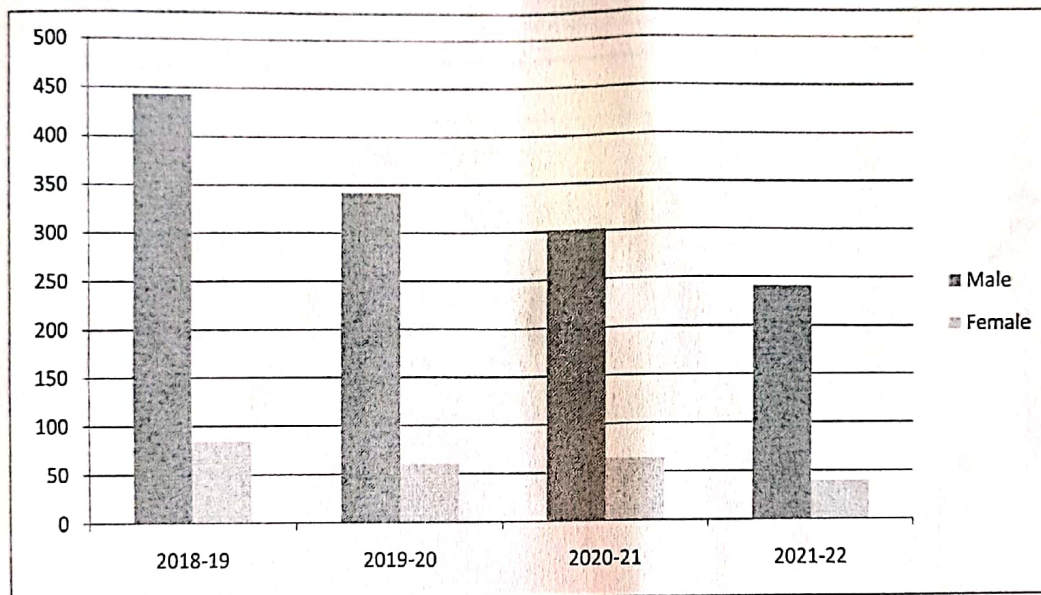
The college has separate game room for students to enjoy during their free time. These game rooms have Carom, Chess game board, table tennis setup, badminton court where the students can together associate and play games. Also college has well equipped gym.



## Gender Balance at All levels 2018-2022

Table 1: Year wise Gender Enrolment:

Year	Male	Female	Total	Male Percentage	Female Percentage
2018-19	443	85	528	83.90	16.09
2019-20	342	60	402	85.07	14.92
2020-21	302	64	366	82.51	17.48
2021-22	241	40	281	85.76	14.23



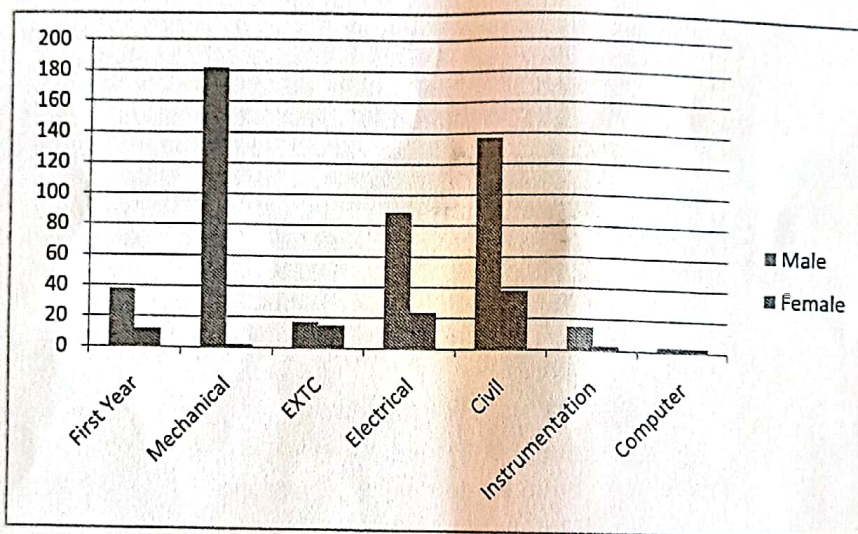
The above table describes the year wise classification of male and female students of the college for the past four years from 2018 till 2022. The figures are presented both in count and percentages. The total strength of students in 2018 was 528 and by year 2022 it has reached to 281. This represents promotion and easy availability of education for female candidates who have location restriction because of remote areas.



## Faculty wise Gender Classification

Academic Year: 2018-19

Faculty	Male	Female	Total	Male Percentage	Female Percentage
First Year	38	12	50	76	24
Mechanical	18 2	2	184	98.91	1.08
EXTC	17	15	32	53.12	46.87
Electrical	89	24	113	78.76	21.23
Civil	13 7	38	175	78.28	21.71
Instrumentation	15	3	18	83.33	16.66
Computer	3	3	6	50	50

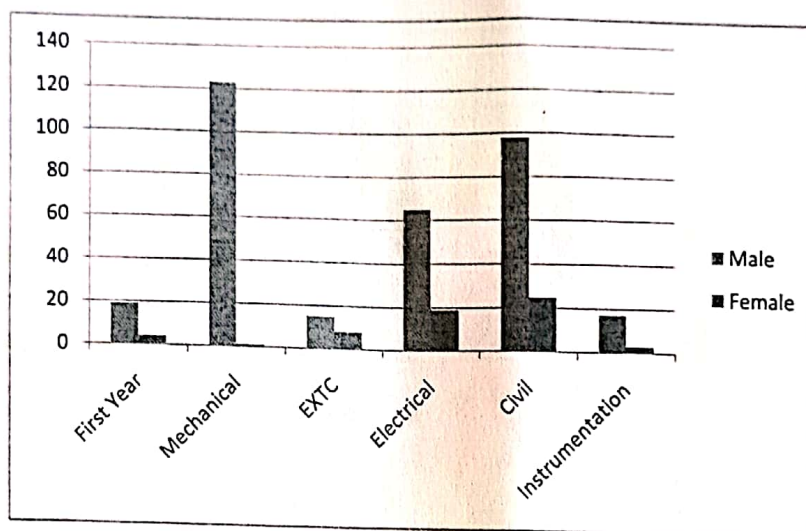


The above table represents that admission of students in different faculties in term of gender classification in the year 2018-2019. It can be seen that out of the six faculties the female admission was higher in two of the main courses that is Electrical and Civil.



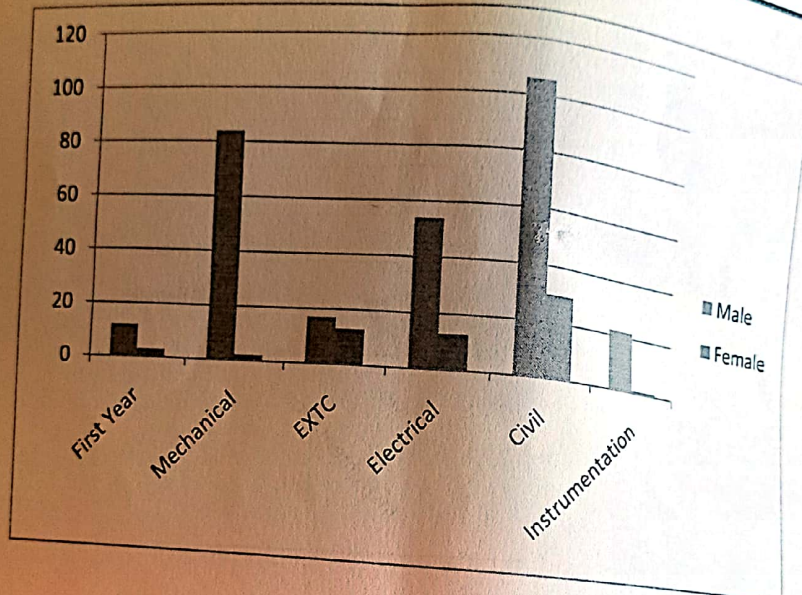
Academic Year: 2019-20

Faculty	Male	Female	Total	Male Percentage	Female Percentage
First Year	19	4	23	82.60	17.39
Mechanical	123	1	124	99.19	0.81
EXTC	15	8	23	65.21	34.78
Electrical	65	19	84	77.38	22.62
Civil	98	25	123	79.67	22.32
Instrumentation	17	3	20	85	15



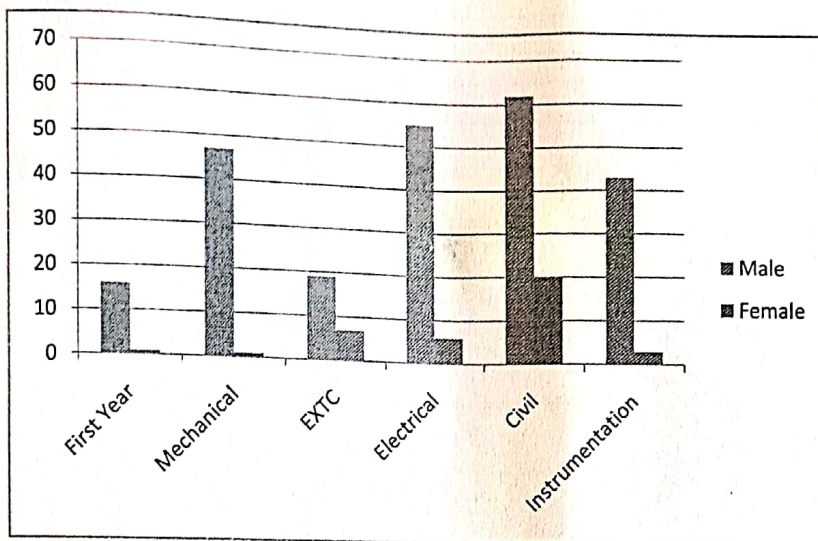
Academic Year: 2020-21

Faculty	Male	Female	Total	Male Percentage	Female Percentage
First Year	12	3	15	80	20
Mechanical	84	2	86	97.67	2.32
EXTC	17	13	30	56.66	43.33
Electrical	54	13	67	80.59	19.40
Civil	106	30	136	77.94	22.05
Instrumentation	22	1	23	95.65	4.34





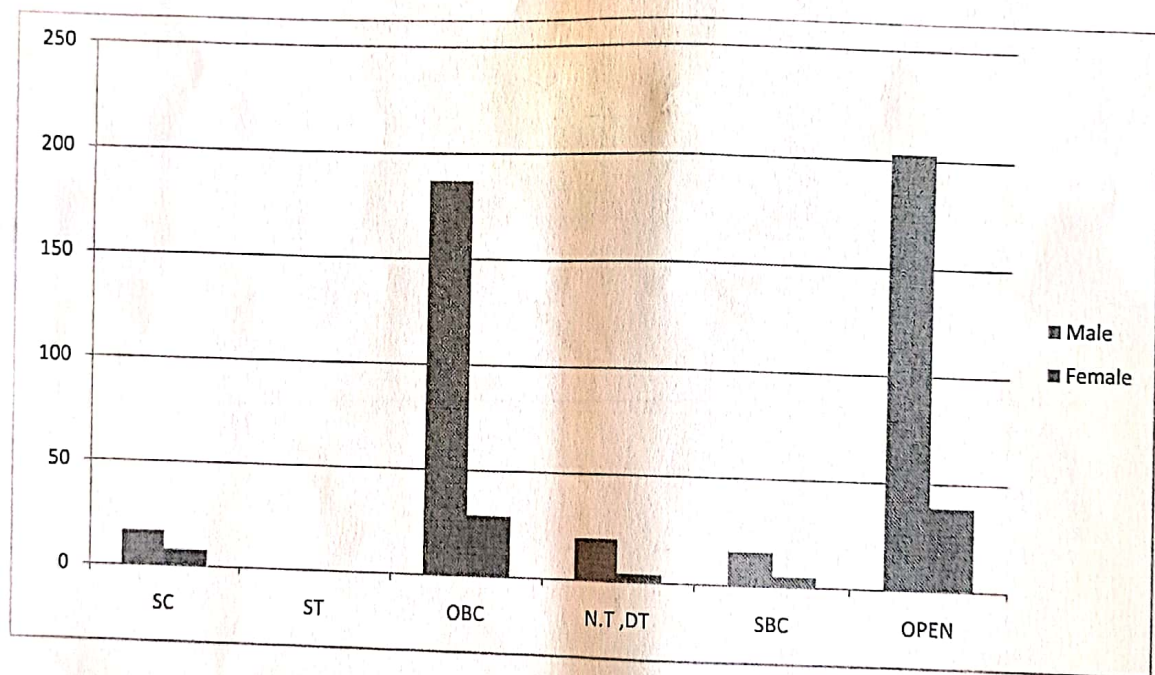
Faculty	Male	Female	Total	Male Percentage	Female Percentage
First Year	16	1	17	94.11	5.88
Mechanical	47	1	48	97.91	2.08
EXTC	19	7	26	73.07	26.92
Electrical	55	6	61	90.16	9.83
Civil	62	20	82	75.60	24.39
Instrumentation	43	3	46	93.47	6.52



## Gender Difference in Various Social Categories

Academic Year: 2018-19

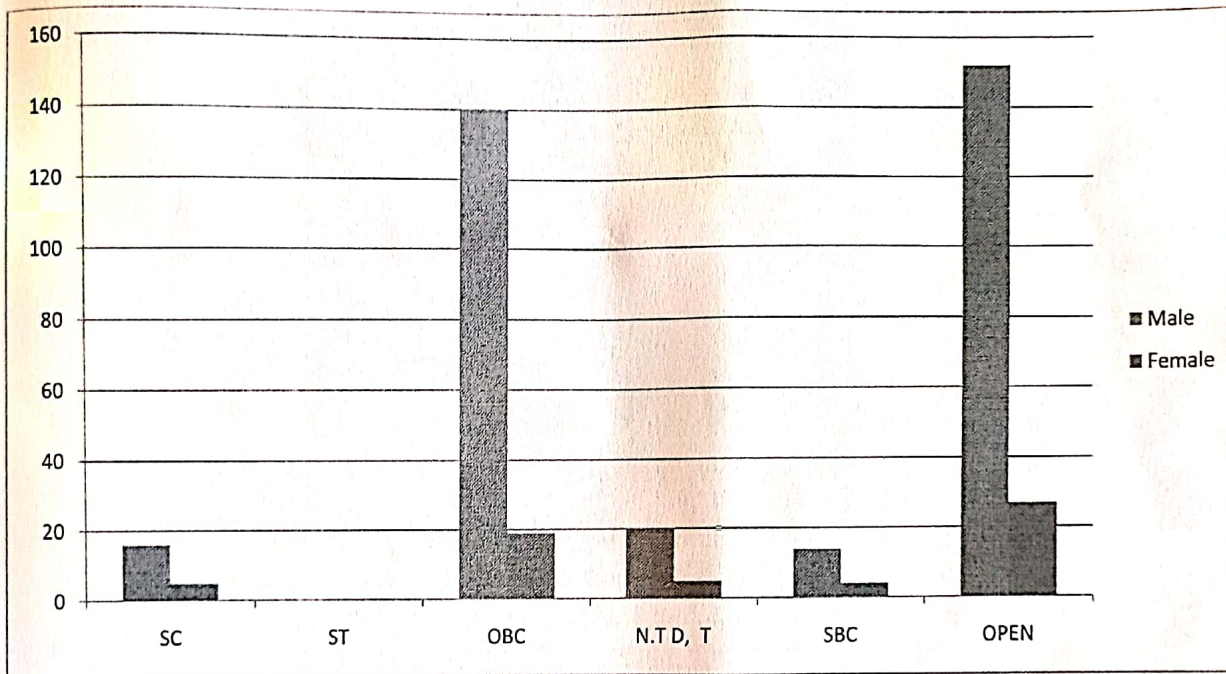
Category	Male	Female	Total	Male Percentage	Female Percentage
SC	17	08	25	68	32
ST	00	00	00	00	00
OBC	187	29	216	86.57	13.42
N.T,DT	20	04	24	83.33	16.66
SBC	16	05	21	76.19	23.80
OPEN	203	39	242	83.88	16.11





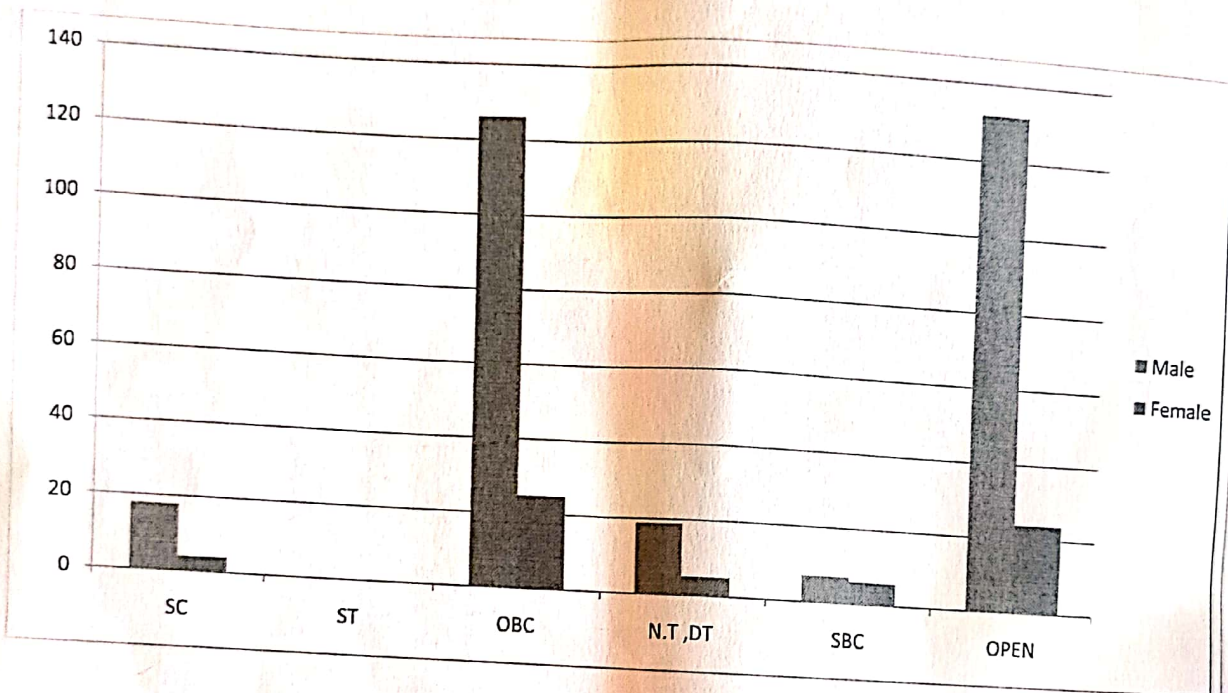
Academic Year: 2019-20

Category	Male	Female	Total	Male Percentage	Female Percentage
SC	16	05	21	76.19	23.80
ST	00	00	00	00	00
OBC	140	19	159	88.05	11.94
N.TDT	20	05	25	80	20
SBC	14	04	18	77.77	22.22
OPEN	152	27	179	84.91	15.08



### Academic Year: 2020-21

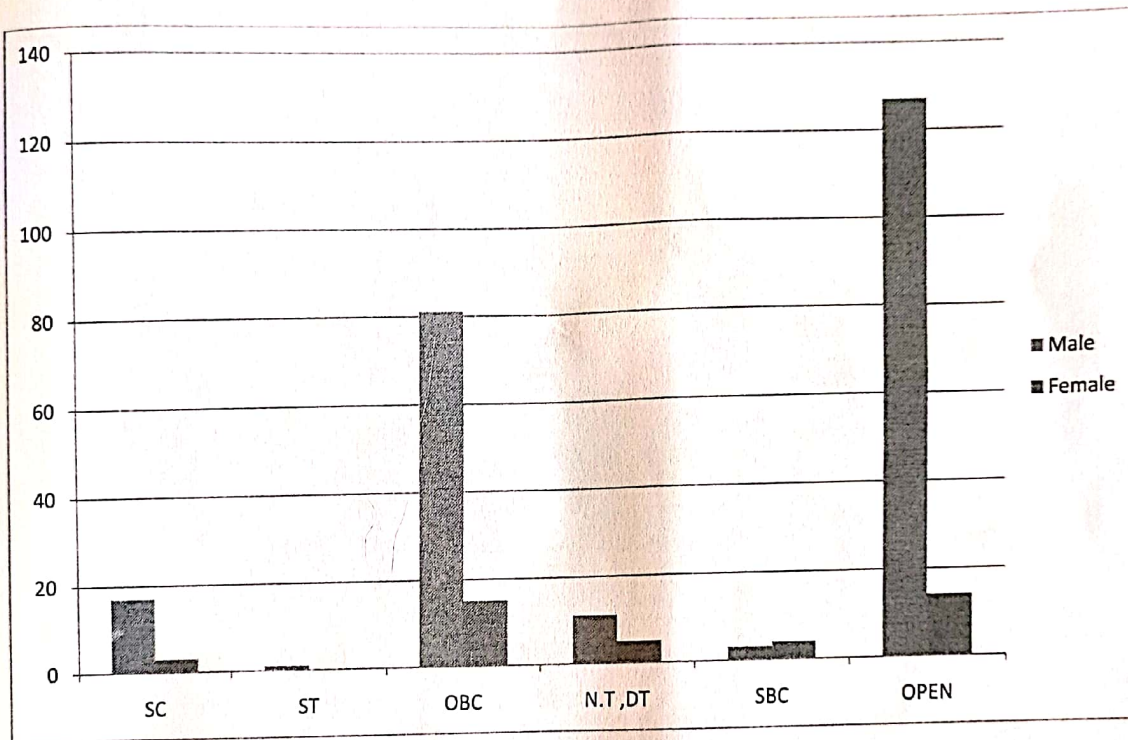
Category	Male	Female	Total	Male Percentage	Female Percentage
SC	18	04	22	81.81	18.18
ST	00	00	00	00	00
OBC	126	25	151	83.44	16.55
N.T,DT	19	05	24	79.16	20.83
SBC	07	06	13	53.84	46.15
OPEN	132	24	156	84.61	15.38





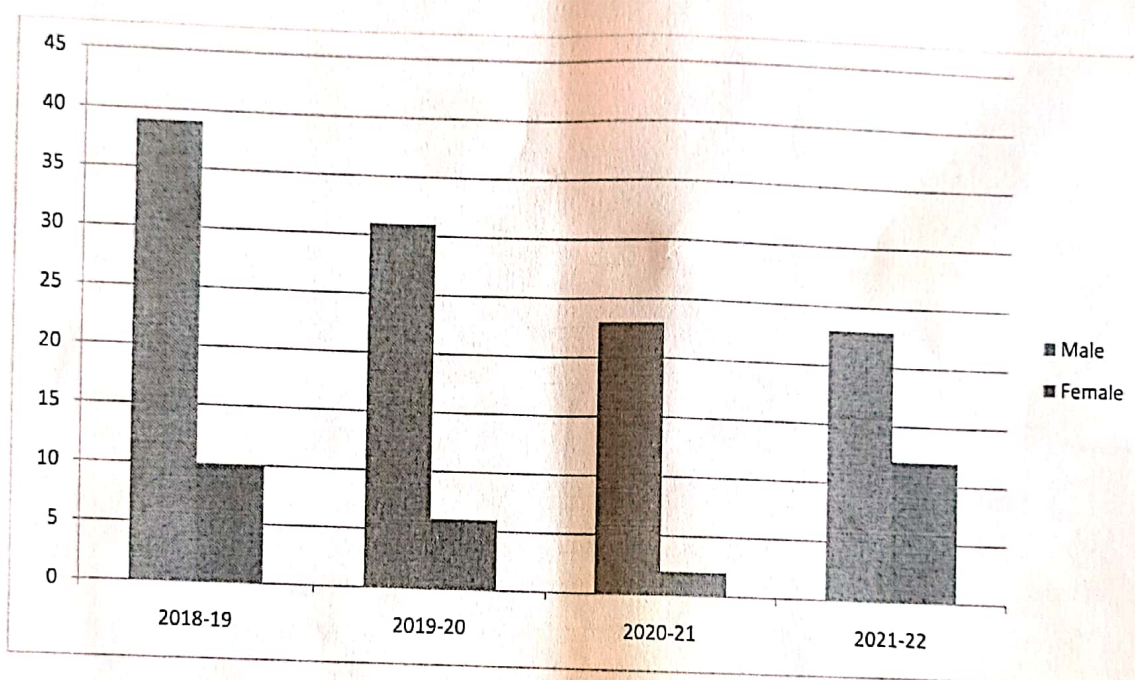
Academic Year: 2021-22

Category	Male	Female	Total	Male Percentage	Female Percentage
SC	17	03	20	85	15
ST	01	00	01	100	00
OBC	81	15	96	84.37	15.62
N.T,DT	11	05	16	68.75	31.25
SBC	03	04	07	42.85	57.14
OPEN	127	14	141	90.07	9.92



## Gender Classification: Teaching Faculty

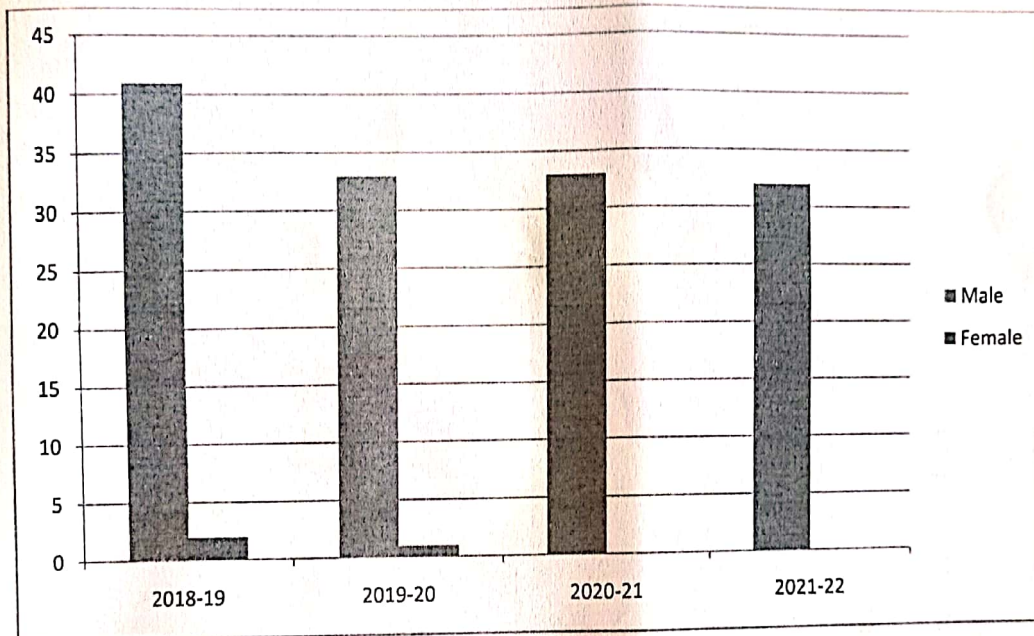
Year	Male	Female	Total	Male Percentage	Female Percentage
2018-19	39	10	49	79.59	20.40
2019-20	31	06	37	83.78	16.21
2020-21	23	02	25	92	8
2021-22	23	12	35	65.71	34.28





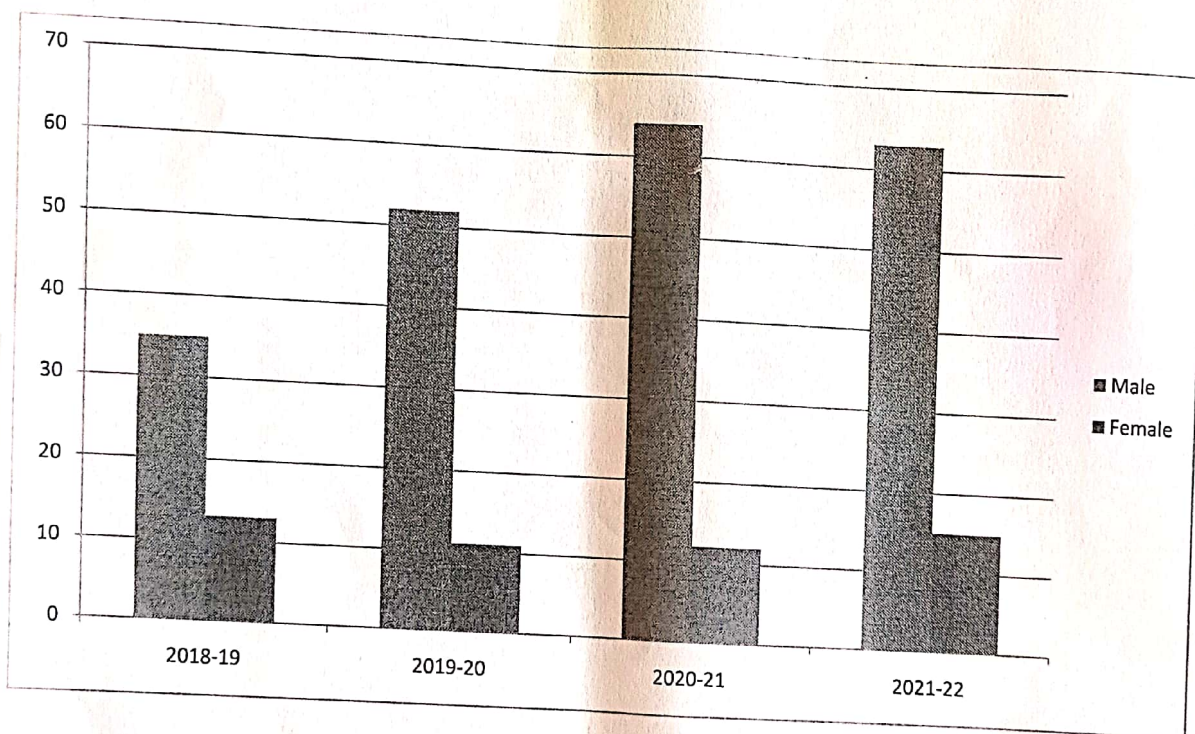
## Gender Classification: Non-Teaching Faculty

Year	Male	Female	Total	Male Percentage	Female Percentage
2018-19	41	2	43	95.34	4.65
2019-20	33	1	34	97.05	2.94
2020-21	33	0	33	100	00
2021-22	32	0	32	100	00



## Gender difference in Enrollment in NSS Volunteers

Year	Male	Female	Total	Male Percentage	Female Percentage
2018-19	35	13	48	72.91	27.08
2019-20	52	11	63	82.53	17.46
2020-21	64	12	76	84.21	15.78
2021-22	63	15	78	80.76	19.23





## Gender difference in Enrollment in Sports Participations

Year	Male	Female	Total	Male Percentage	Female Percentage
2018-19	170	140	310	54.83	45.16
2019-20					
2020-21	-	-	-	-	-
2021-22	59	19	78	75.64	24.35



## Gender difference in Participation in Cultural Activities

Year	Male	Female	Total	Male Percentage	Female Percentage
2018-19	-	-	-	-	-
2019-20	-	-	-	-	-
2020-21	15	06	21	71.42	28.57
2021-22	09	10	19	47.36	52.63

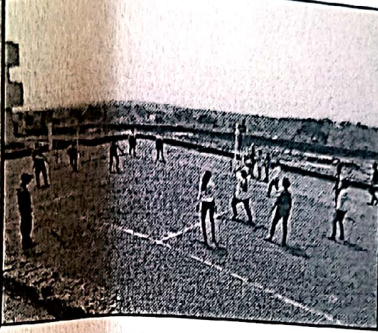
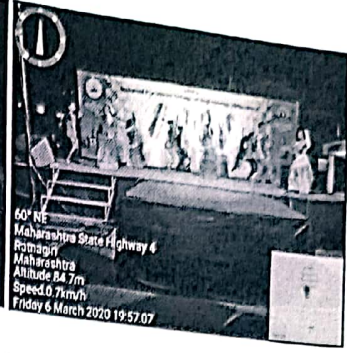
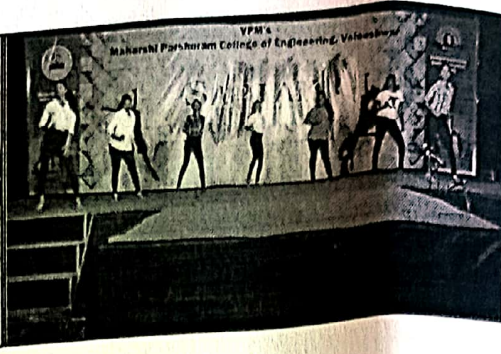
Note: Photographs of Cultural and Sport events are attached below.

Year :2018-19

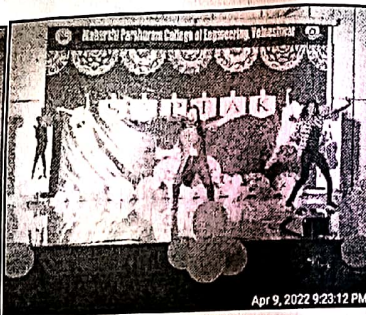




Year :2019-20



Year : 2021-22





## PREVENTION OF SEXUAL HARASSMENT

An act to provide protection against sexual harassment of women at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected herewith or incidental there to, whereas sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

### **Internal Complaints Committee:**

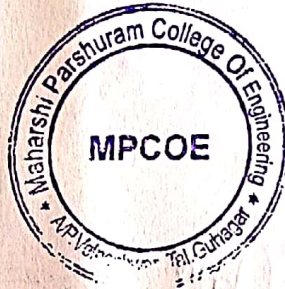
The College has constituted an Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The process of inquiry followed by this Committee includes the rules and regulations of Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.



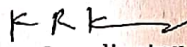
## CONCLUSIONS

In the above gender analysis the college follows Gender equality. We follow Gender equality in the admission, scholarship, library facilities, teaching and learning Process and all their required levels. With the strong will power and commitment to gender justice, VPM's Maharshi Parshuram College of Engineering, Velneshwar would certainly make a mark even in the areasthat need some improvements




  
WDC Convener

Ms. Priti Sathe

  
IQAC Coordinator

Mr. Ketan Kundia

  
Director

Dr. (Mrs.) Kirti Agashe  
Director  
VPM's Maharshi Parshuram College  
of Engineering, Velneshwar.

## GENDER AUDIT REPORT

The following committee visited our college for Gender Audit for the year 2018-2019 to 2021-2022 on 23 August, 2022 at 11.00 am.

1) Mrs. Kranti Gajmal (Chairman) Assistant Professor, Gharda Institute Of Technology, Lavel.

2) Ms. Priti Sathe (Convener), Assistant Professor, VPM's Maharshi Parashuram College of Engineering, Velneshwar.

3) Ms. Geetanjali Sawant (Member), Assistant Professor, VPM's Maharshi Parashuram College of Engineering, Velneshwar.

4) After observing presentation, documents and discussion with Faculty it has been observed that the college has tried to maintain gender balance, also have good facilities in limited premises. They also try to conduct various activities for gender equality.

The committee has some recommendations and Summery as follows:

1. Promote greater Gender free activities/ competitions in Cultural activities
2. Women are represented in the top ranks of academic faculty.

### Signature of the Expert

a) Mrs. Kranti Gajmal (Chairman),



b) Ms. Priti Sathe (Convener)

c) Ms. Geetanjali Sawant (Member)





Vidya Prasarak Mandal's

## Maharshi Parshuram College of Engineering, Velneshwar

- Approved by AICTE, recognised by Govt. of Maharashtra & DTE
- Affiliated to University of Mumbai • DTE Code: EN 3462
- Accredited with 'B' Grade by NAAC



Ref. No. : VPMMPCOE/ ICC/2022/576

Date : 10/12/2022

To,  
All India Council for Technical Education

**Subject:** Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

1	To conduct sensitization workshops for their employees to make them aware about the provisions of the Act.	A Seminar on "Women Sexual Harassment and Related Laws" has been conducted for all the Faculties, Staff and Students on 7 <sup>th</sup> December 2022.
2	To observe the 25 <sup>th</sup> of November as the International Day for the Elimination of Violence against Women.	The Meeting regarding Women Sexual Harassment Awareness among all lady faculty and students has been conducted on 25 <sup>th</sup> November 2022
3	To observe Discrimination against Women Pakhwada from 25.11.2022 to 10.12.2022.	The Meeting regarding "Discrimination against Women Pakhwada from 25.11.2022 to 10.12.2022." has been conducted under Internal Complaint Committee on 26 <sup>th</sup> November 2022
4	Internal Complaints Committees to conduct a special drive to review the pending cases and take appropriate action before 9 <sup>th</sup> December 2022.	The review meeting has been conducted on 27 <sup>th</sup> November 2022 under Internal complaint Committee but no any complaint has been registered yet.

Note: The Photographs of events conducted during 25<sup>th</sup> Nov 2022 to 10<sup>th</sup> December 2022 are attached below



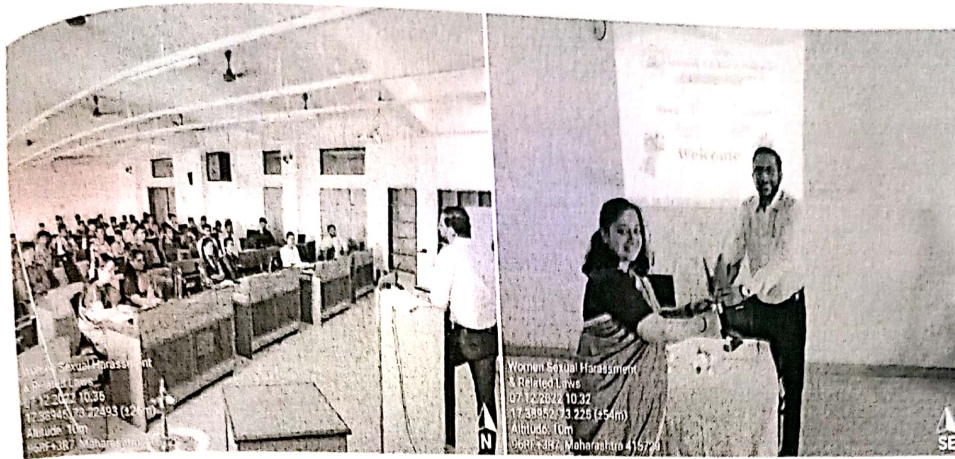
*Basel*

Director

VPM's Maharshi Parshuram College  
of Engineering, Velneshwar

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1. Seminar on "Women Sexual Harassment and Related Laws"



2. The Meeting regarding Women Sexual Harassment Awareness among all lady faculty and students has been conducted on 25<sup>th</sup> November 2022

