Audyogik Tantra Shikshan Sanstha's
Institute of Industrial and Computer Management and Research (IICMR)
Approved by AICTE, Permanently Affiliated to SP Pune University, Recognized by

DTE, Government of Maharashtra, NAAC Re-accredited

Criterion 7 – Institutional Values and Best Practices

Key Indicator - 7.1 Institutional Values and SocialResponsibilities

Metric 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.

A. Gender Audit

A. Gender Audit Report

Audyogik Tantra Shikshan Sanstha's
Institute of Industrial and Computer Management and Research (IICMR)
Approved by AICTE, Permanently Affiliated to SP Pune University,
Recognized by DTE, Government of Maharashtra, NAAC Re-accredited

GENDER AUDIT REPORT
2018 to 2022

Gender Audit

Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone's responsibility

The Gender Audit is an attempt to study fair gender balance. The Gender audit was conducted at Institute of Industrial and Computer Management and Research. 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. The Audit is a tool for analyzing and evaluating policies and programs of the institute and assesses how the institution integrates the perspective in all the activities of the institution.

Objectives of Gender Audit

➢ To find out the areas where gender balance exists and the factors behind the gender balance.

➢ To establish fair gender balance in decision-making processes in all areas of the institute activities.

➢ To suggest measures for bridging the gender gap.

➢ To Foster gender equality in all aspects of institute community.

➢ To see the work and capacity for prevention of sexual harassment at the college
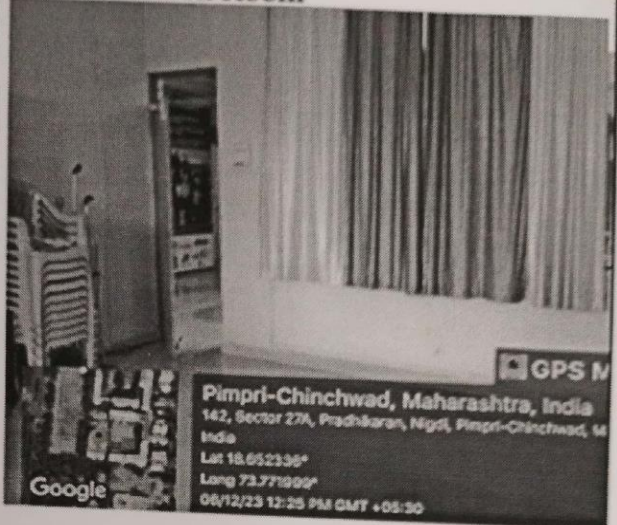
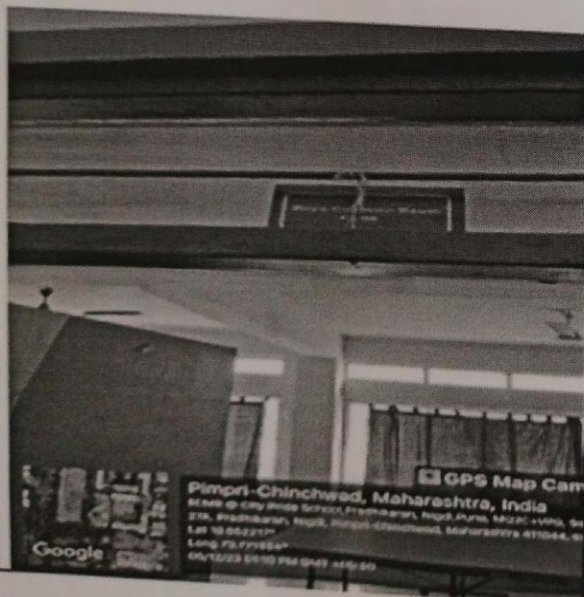# Facilities Provided in the Institute-

Common Rooms

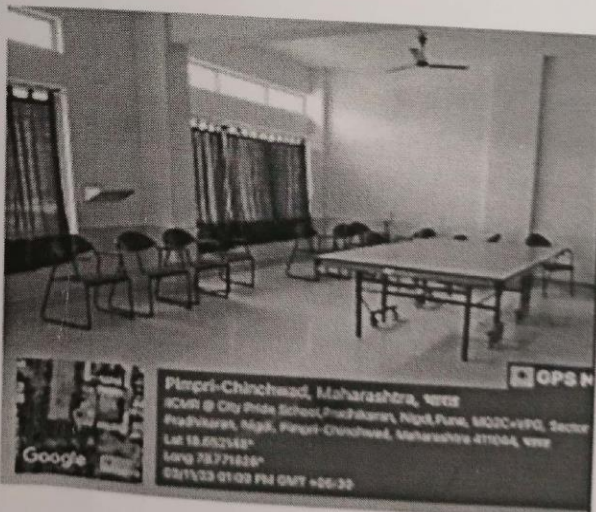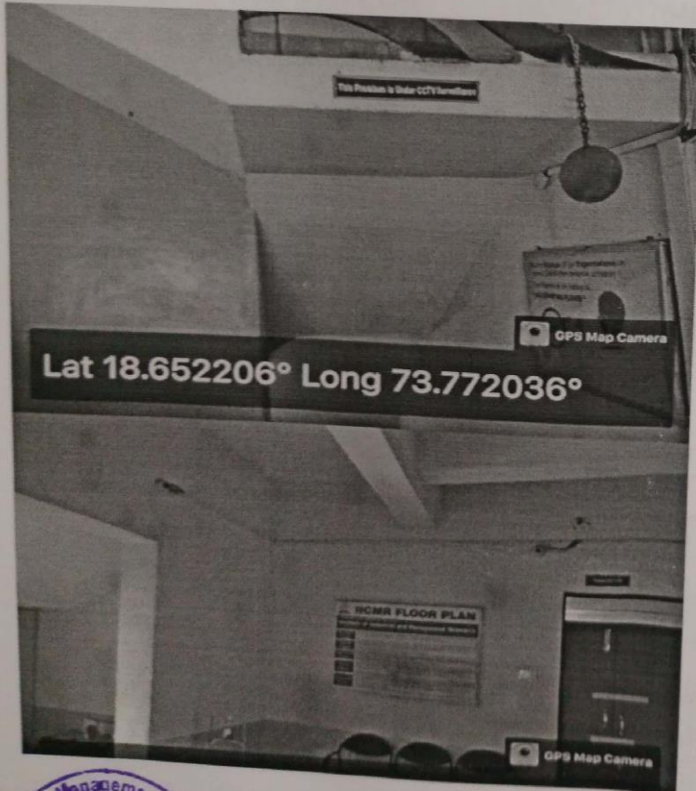Girls Common Room

Girls Common Room

Boys Common room

Boys Common Room

Security Guard Guarding the Premises

Lat 18.652435° Long 73.772366°
GMT +05:30

Glimpses of the Security Camera Fitted contd.

Lat 18.652206° Long 73.772036°

Pimpri-Chinchwad, Maharashtra, India
142, Sector 27A, Pradhikaran, Nigdi, Pimpri-Chinchwad, Maharashtra 411044, India
Lat 18.652143°
Long 73.77199°
04/12/23 05:10 PM GMT +05:30

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DIRECTOR
...titute of Industrial & Computer
Management & Research [I.I.C.M.R.]
Nigdi, Pune - 411 044

Vmedulife – ERP /LMS SYSTEM

Additional teaching-Learning facilities.
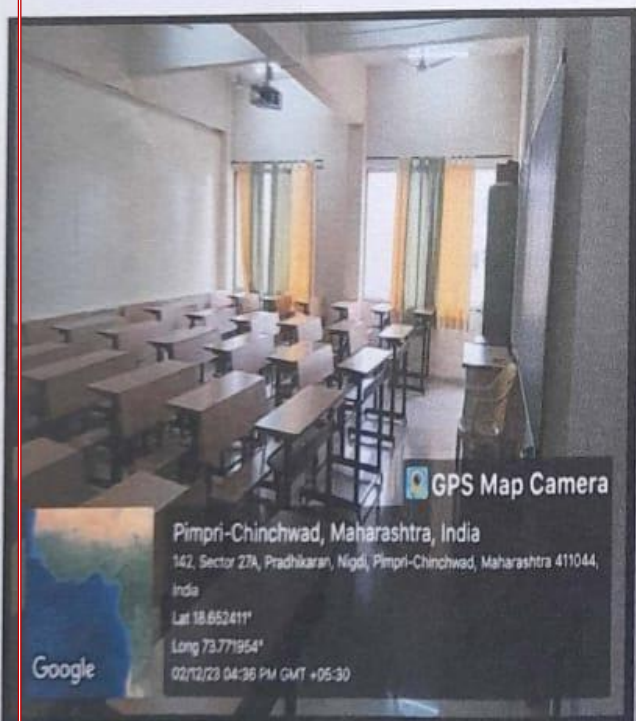

Vmedulife – ERP /LMS SYSTEM

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Longitude
73.7719182°

Local 03:32:52 PM
GMT 10:02:52 AM

Altitude 599 meters
Tuesday, 28.11.2023

29/639, Sector No 27A, Nigdi Sector 27a, Nigdi, Pimpri Chinchwad, Pimpri-Chinchwad, Maharashtra 411044, India

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Altitude 599 meters
Tuesday, 28.11.2023

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GPS Map Camera

Pimpri-Chinchwad, Maharashtra, India
IICMR @ City Pride School, Pradhikaran, Nigdi, Pune, MQ2C+VPG, Sector 27A, Pradhikaran, Nigdi, Pimpri-Chinchwad, Maharashtra 411044, India
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DIRECTOR
Institute of Industrial & Computer
Management & Research [I.I.C.M.R.]
Nigdi, Pune - 411 044.

GIRLS HOSTEL

Pimpri-Chinchwad, Maharashtra, India
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CLASSROOM

Pimpri-Chinchwad, Maharashtra, India
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Maharashtra 411044, India
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DIRECTOR
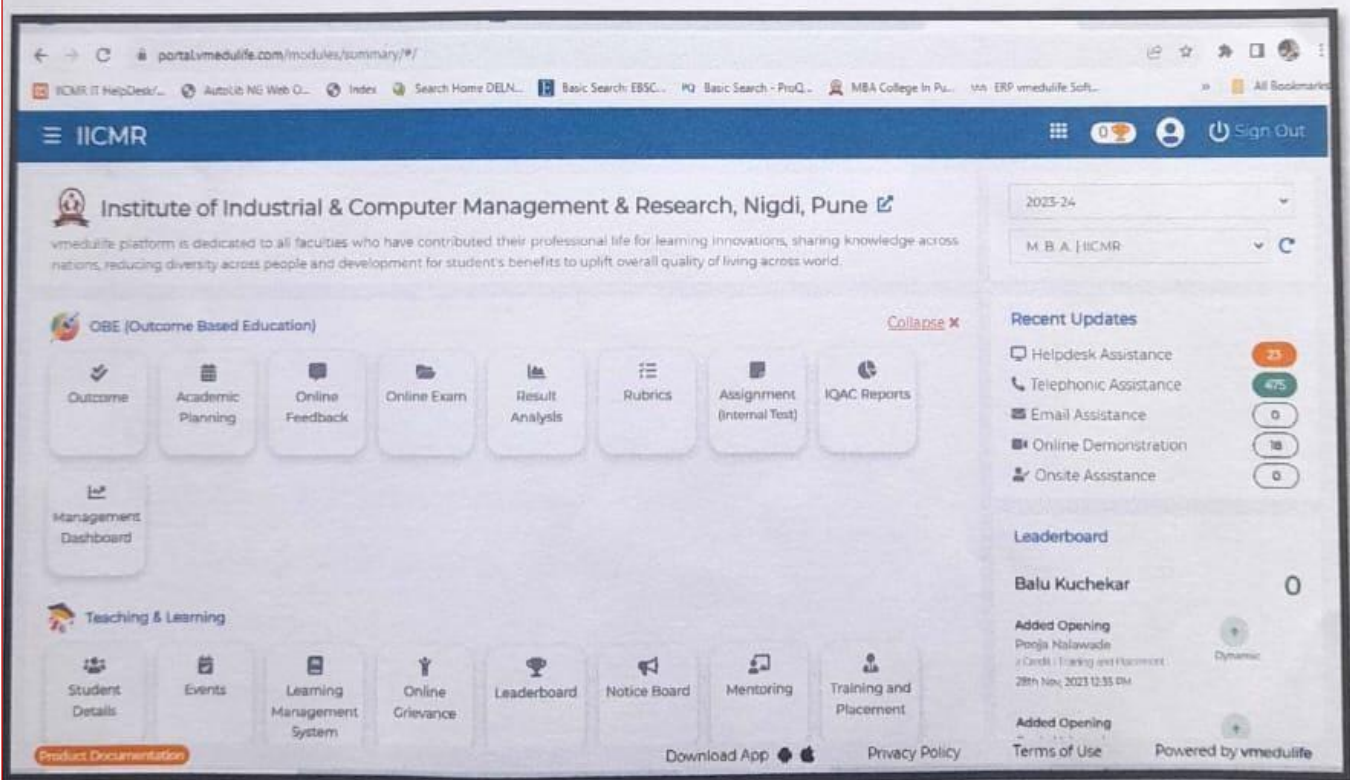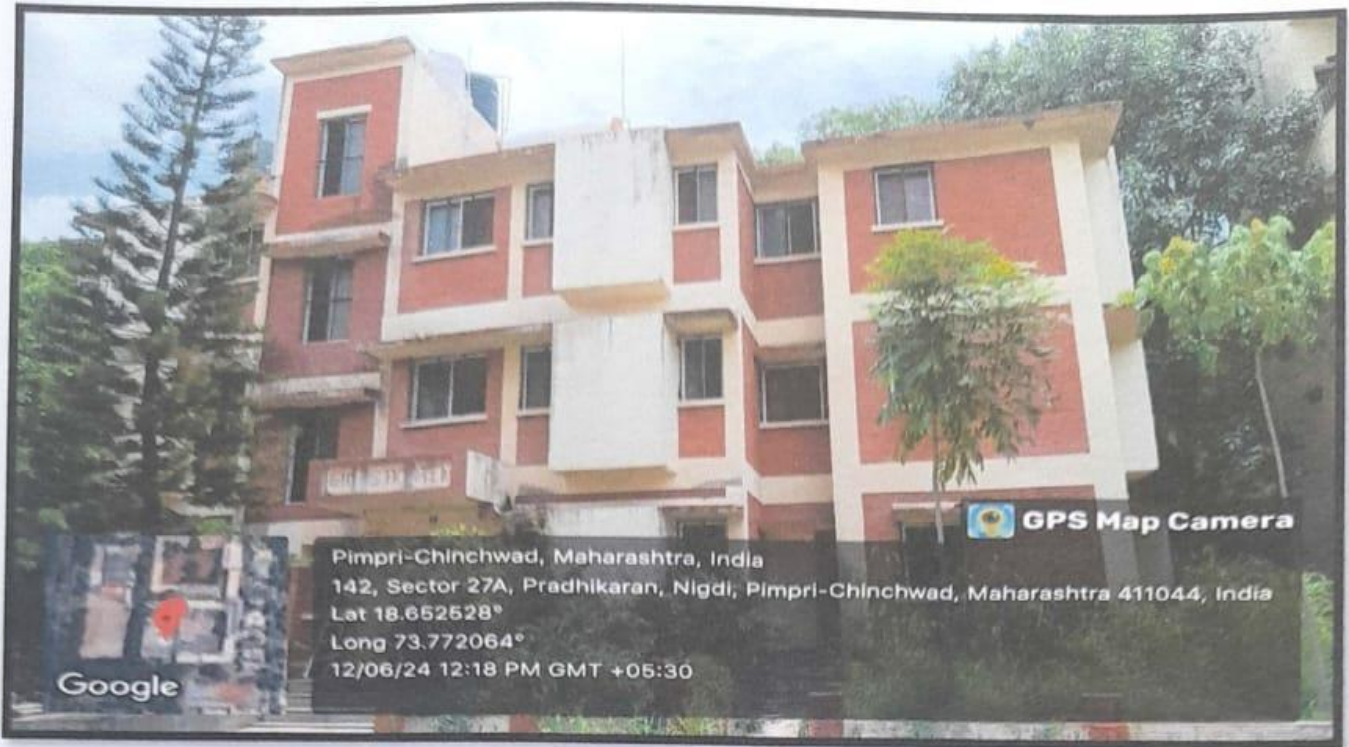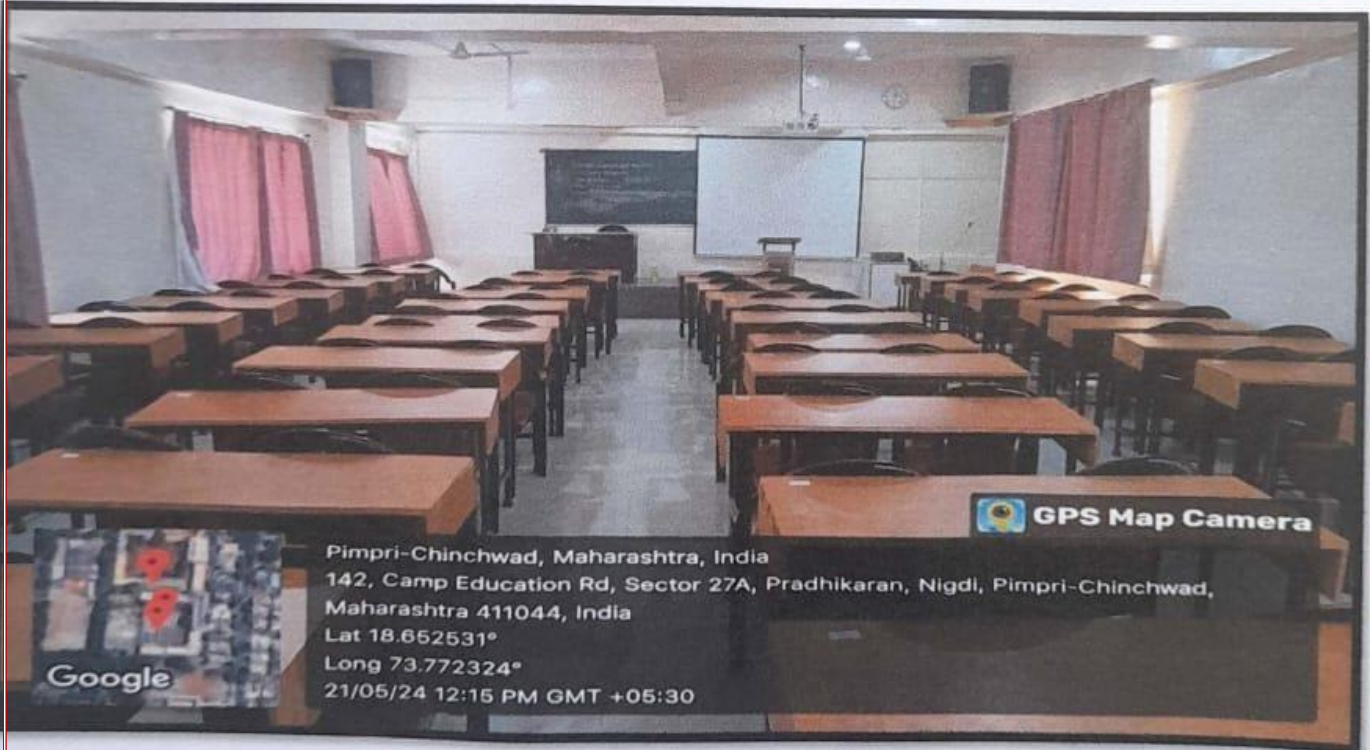Institute of Industrial & Computer
Management & Research [I.I.C.M.R.]
Nigdi, Pune - 411 044

GENDER AUDIT

Department: -MBA@ IICMR

A. Institute Information:

Name of institute	Institute of Industrial & Computer Management and Research IICMR
Address	HS-2, Sector 27/A, Behind Tukaram Garden, Pradhikaran, Pune 411044
Type of Institution	Private, Self-Financed
Affiliation	Savitribai Phule Pune University
Year of Establishment	2007
Commencement of the first batch	2007-2008
Phone No. With STD Code	(020) 27657648, 27650011
Fax No. With STD Code	
Email ID	info@iicmr.org
Website	www.iicmrmba.edu.in

B. Principal / Director information :

Name of Principal / Director	Dr. Abhay Kulkarni
Designation	Director

C. Institute/College at a glance

Level	Post Graduation	Post Graduation	Ph.D.
Programme	MCA	MBA	Management
Duration	2 Years	2 Years	6 Years
intake Capacity	120	120	-
No. of Divisions	2	2	-
Year of Starting	2002	2007	2015
Affiliation	Savitribai Phule Pune University, Pune		
Recognition	All India Council for Technical Education, New Delhi		

D. Gender-wise Admission Statistics & Graphics presentation -MBA

Sr No	Year	Total	Male	Female	%Male	%Female
1	2022-2023	240	126	114	52.50	47.50
2	2021-2022	243	118	125	48.56	51.44
3	2020-2021	235	111	124	47.23	52.77
4	2019-2020	238	101	137	42.44	57.56
5	2018-2019	223	101	122	45.29	54.71

MBA Admission
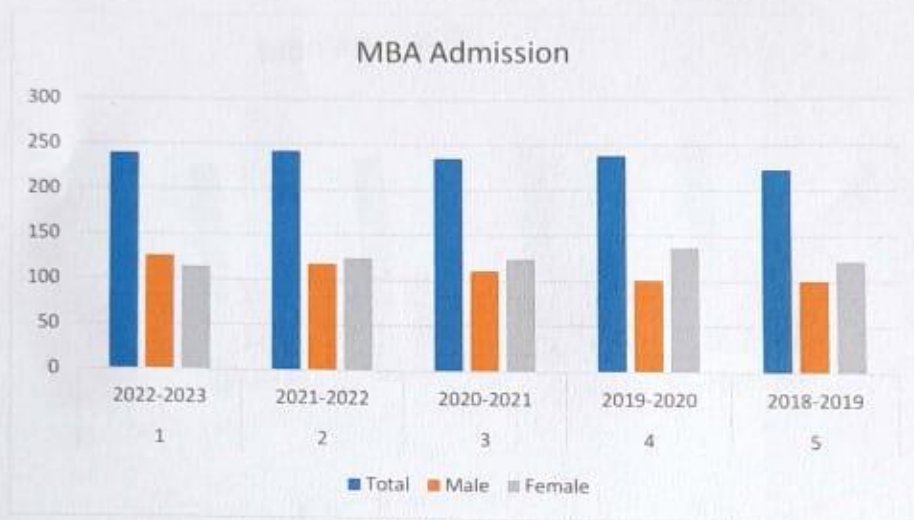
The above table giving gender wise details of students in the Institute provides the information growth of students' strength in the last five years. In the year 2018-19, out of 223 total students 54.71 % were female students as compared to 45.29% male students. The further years shows in 2019-20 out of 238, 57.56% Female and 42.44% Male students enrolled. In 2020-2021 out of 235, 52.77% Female and 47.23% Male students enrolled. In 2021-2022 out of 243, 51.44% Female and 48.56% Male students enrolled, and in 2022-2023 out of 240, 47.50% Female and 52.50% Male students enrolled.

E. Gender-wise bifurcation of Teaching Staff

Sr No	Year	Total	Female	Male	%Male	%Female
1	2022-2023	13	8	5	38.46	61.54
2	2021-2022	15	9	6	40.00	60.00
3	2020-2021	14	9	5	35.71	64.29
4	2019-2020	12	9	3	25.00	75.00
5	2018-2019	15	11	4	26.67	73.33
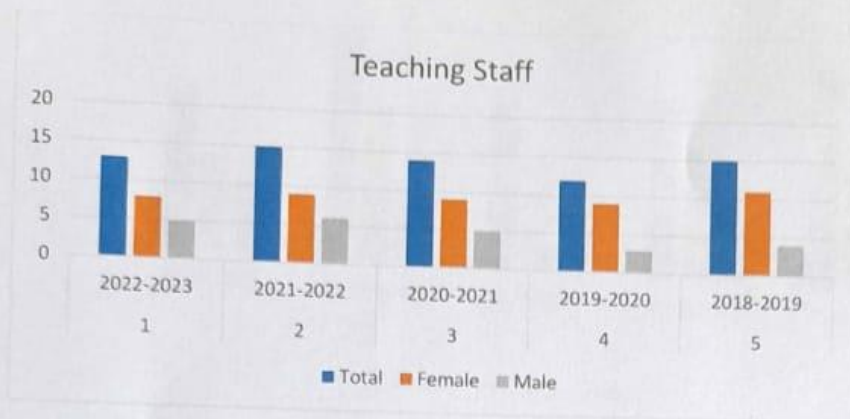
Teaching Staff

The table on gender wise details of total teaching faculty in the institute provides the information of last five years. In the year 2018-19, out of 15 staff 4 (26.67%) were males and 11 (73.33%) were females. In the year 2022-23, out of 13 total teaching staff 5(38.46%) were males and 8 (61.54%) were females.

F. **Gender-wise bifurcation of Non-Teaching Staff.**

Sr No	Year	Total	Female	Male	%Male	%Female
1	2022-2023	22	7	15	68.18	31.82
2	2021-2022	21	6	15	71.43	28.57
3	2020-2021	20	6	14	70.00	30.00
4	2019-2020	21	7	14	66.67	33.33
5	2018-2019	22	7	15	68.18	31.82

Non Teaching Staff
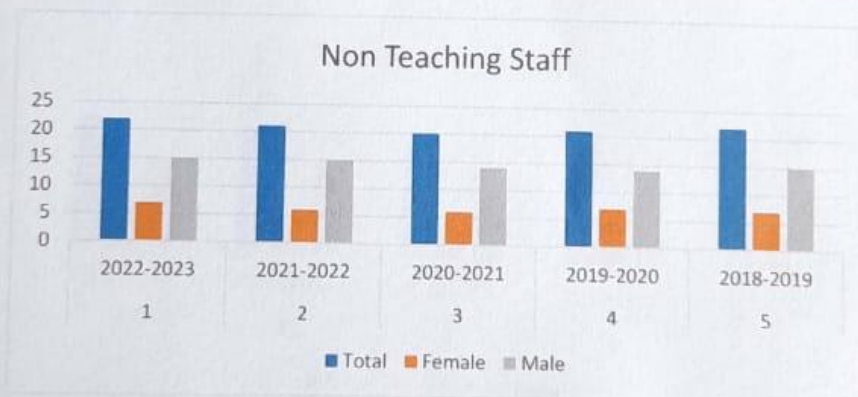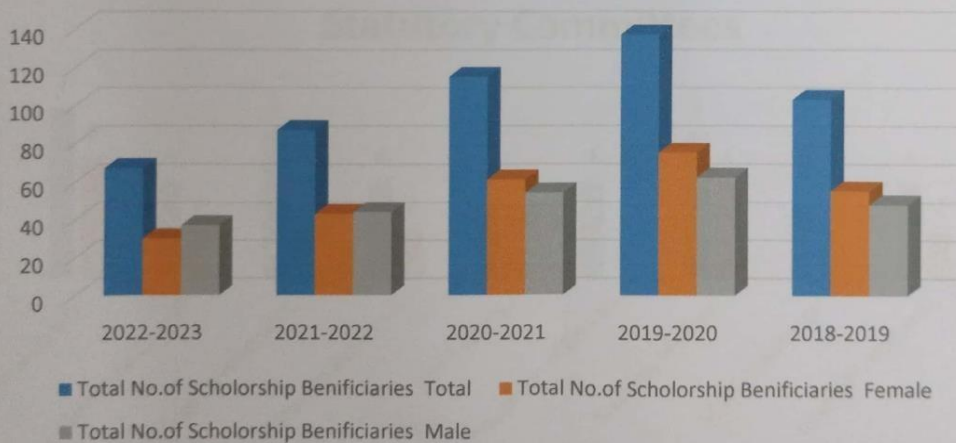

The table on gender wise details of total Non teaching faculty in the institute provides the information of last five years. In the year 2018-19, out of 22 non teaching staff 15 (68.18%) were males and 7 31.82%) were females. In the year 2022-23, out of 22 total non teaching staff 15(68.18%) were males and 7 (31.82%) were females.

G. Gender-wise beneficiaries of Scholarship Statistic & Graphics presentation

Course	Scholarship	2022-2023 Total	F	M	2021-2022 Total	F	M	2020-2021 Total	F	M	2019-2020 Total	F	M	2018-2019 Total	F	M
MBA I	Government of India Post-Matric Scholarship.	2	1	1	1	0	1	11	4	7	15	10	5	9	5	4
	Post-Matric Tuition Fee and Examination Fee (Freeship)	1	1	0	1	0	1	2	2	0	2	2	0	3	2	1
	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Yojna.	13	5	8	20	12	8	20	11	9	31	20	11	39	22	17
	Tuition Fees and Examination Fees to OBC Students.	11	4	7	10	3	7	10	6	4	17	7	10	11	3	8
	Tuition Fees and Examination Fees to SBC Students.	1	1	-	1	0	1	0	0	0	1	0	1	3	1	2
	Tuition Fees and Examination Fees to VJNT Students.	5	2	3	3	1	2	6	2	4	8	3	5	1	1	0
MBA II	Government of India Post-Matric Scholarship.	1	0	1	11	4	7	15	10	5	7	5	2	8	3	5
	Post-Matric Tuition Fee and Examination Fee (Freeship)	1	0	1	2	2	0	2	2	0	4	2	2	5	5	0
	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Yojna.	19	11	8	21	12	9	27	17	10	37	21	16	13	6	7
	Tuition Fees and Examination Fees to OBC Students.	9	3	6	10	6	4	15	6	9	11	3	8	9	6	3
	Tuition Fees and Examination Fees to SBC Students.	1	1	-	0	0	0	1	0	1	3	1	2	1	1	0
	Tuition Fees and Examination Fees to VJNT Students.	3	1	2	7	3	4	6	1	5	1	1	0	1	0	1
	Total No.of Benificiaries	67	30	37	87	43	44	115	61	54	137	75	62	103	55	48

Total No.of Scholorship Benificiaries

Legend:
- Total No.of Scholorship Benificiaries Total
- Total No.of Scholorship Benificiaries Female
- Total No.of Scholorship Benificiaries Male

The table on gender-wise details of beneficiaries of the Scholarship Statistic & Graphics presentation shows that in the academic year (A.Y.) 2022-2023, the total number of female scholarship beneficiaries was 30, while the number of male beneficiaries was 37. In comparison, for the academic year 2018-2019, the number of female beneficiaries was 55, compared to 48 male beneficiaries.

H. Gender-wise Representative of Teaching and Non-Teaching Staff on Statutory Committees

Sr. No	Name of Committee	Total No. of Members	Female	Male	% of Female	% of Male
1	Internal Quality Assurance Cell (IQAC)	12	7	5	58.33	41.67
2	Governing Council	6	4	2	66.67	33.33
3	College Development committee	7	6	2	85.71	28.57
4	Grievance Redressal Committee	6	4	2	66.67	33.33
5	Anti Ragging Committee	6	3	3	50.00	50.00
6	Prevention of Sexual Harassment Committee	4	4	0	100.00	0.00
7	Students Welfare Council	10	6	4	60.00	40.00
8	SC/ST Committee	5	3	2	60.00	40.00
9	Internal Complaint Committee	6	4	2	66.67	33.33
10	OBC Cell	4	2	2	50.00	50.00
	Total	66	43	24	65.15	36.36
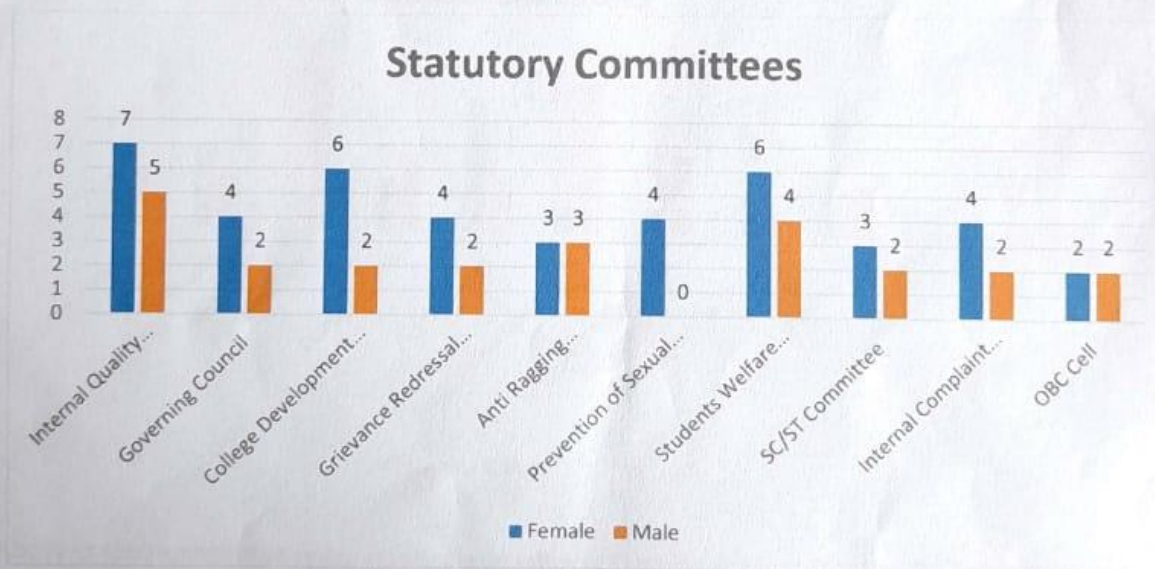
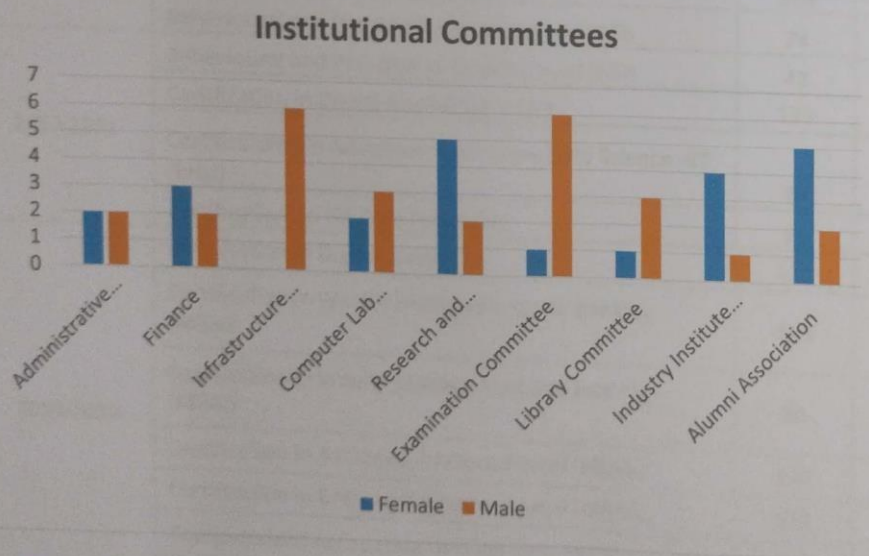
Statutory Committees

Female ■ Male

Above graph represents Gender-wise Representative of Teaching and Non-Teaching Staff on Statutory Committees female percentage is more than male.

I. **Gender wise Representative of Teaching and Non-Teaching Staff on institutional Committees**

Sr. No	Name of Committee	Total No. of Members	Female	Male	% of Female	% of Male
1	Administrative Committee	4	2	2	50.00	50.00
2	Finance	5	3	2	60.00	40.00
3	Infrastructure Management	6	0	6	0.00	100.00
4	Computer Lab Maintenance and Monitoring Committee	5	2	3	40.00	60.00
5	Research and Consultancy Committee	7	5	2	71.43	28.57
6	Examination Committee	7	1	6	14.29	85.71
7	Library Committee	4	1	3	25.00	75.00
8	Industry Institute interaction	5	4	1	80.00	20.00
9	Alumni Association	7	5	2	71.43	28.57
	Total	50	23	27	46.00	54.00

Institutional Committees

Above graph represents **Gender wise Representative of Teaching and Non-Teaching Staff on institutional Committees male percentage is more than female.**
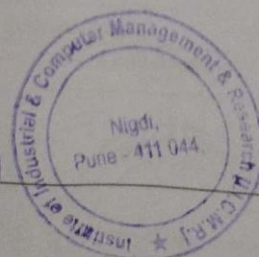
J. Activities conducted at MBA IICMR

1. Value Added Course Conducted at MBA-IICMR

Sr No	Year	Value Added Course -Certification	Total	Female	Male
2	2022-2023	Certification on Python	62	32	30
3		Certification on Power BI	62	32	30
4		Certification on Advanced Excel	122	52	70
5		Certification on Financial Modelling	62	32	30
7		Certification on Tally (MBAI)	122	52	70
9		Certification on HR Core Processes	122	52	70
10		Certification on Digital Marketing	122	52	70
1	2021-2022	Certification in Business Analytics	104	52	52
2		Certification in Supply Chain Management	64	36	28
3		Certification on Python	64	36	28
4		Certification on Financial Analysis and Modelling	64	36	28
5		Certification in Advanced Excel and Power BI	64	36	28
6		Certification on Advanced Excel	123	62	55
7		Certification on Tally	66	38	28
8		Certification on HR Core Processes	115	60	55
9		Certification on Digital Marketing	123	64	58
10		Behavioural and Personality Development Skills	74	37	37
1	2020-2021	Behavioural and Personality Development Skills	42	23	20
2		Certification in Digital Marketing - LSDB	123	59	64
3		Certificatoion in Advanced Excel using Data Science -IIT (BHU)	74	35	39
4		Certification on HR Core Processes	52	28	24
1	2019-2020	Certification in Digital Marketing	118	69	49
2		Certification in Wealth Management and Banking (MBAII)	120	68	52
3		Certification in Wealth Management and Banking (MBAI)	84	50	34
4		Certification in Basic and Advanced Excel (MBAII)	120	68	52
5		Certification in Basic and Advanced Excel (MBAI)	118	69	49
6		Computerized Accounting through Tally ERP 9	25	15	10
7		Certification in German	37	20	17
1	2018-2019	Certification in Advanced Excel	28	15	13
2		Certification in Digital Marketing	84	54	30
3		Certification in Business English	103	58	45
4		Certification in Advanced Business English	97	58	39
5		Certification in Wealth Management and Banking	67	37	30

## 2. Students Achievement in cultural and sports (Inter Institute competition)

Date	ACTIVITY	FEMALE	MALE
17th -19th August 2018	Recycle & Waste Expo 2018	1	0
21st September 2018	Speak up Your Mind 2018	2	1
14th – 15th December 2018	National Level Workshop Getting Ready Industry 4.0	4	1
Sep-18	Ecofriendly Project	1	1
18th – 19th January 2019	29th National convention	1	2
28th , 29th & 30th January 2019	The start up play off mangalya 7.0	1	2
2nd February 2019	Jigyasa 2019 Treasure hunt	0	1
15th February 2019	Industry 4.0 – Opportunities to excel	1	1
17th February 2019	Manthan 19 Power nation mun	0	1
17th February 2019	Power nation model united nation	1	0
20th & 21st February 2019	Spectrum Picture perfect DSLR category	0	1
20th & 21st February 2019	Spectrum Kingpin A CEO search	5	2
20th & 21st Feb 2019	Mock CID	1	0
23rd February 2019	Investor fair 2019 Essay competition	1	1
9th March 2019	Late shri shankarrao wakalkar debating competition	0	1
13th march 2019	Seminar on supply chain management case on Mumbai dabbawalas	2	1
2nd & 3rd march 2019	Uddan 2019 Big wheel	1	3
15th march 2019	AD Mad	1	1
15th march 2019	Sports	4	1
27th aug 2019	NIPM national business Quize 2019	2	2
10th & 11th January 2020	Intelligence Fest 2020	14	9
21st jan 2020	nirbhya kanya abhayan vidhyarthini swarakshan prashikshan karyashala	9	1
25th January 2020	Technocase 2020	1	1
31st jan &1st feb 2020	Intellectual Property Rights Relevance In Today's Era	2	2
7th & 8th Feb 2020	Spectrum Sinhgad karandak mock CID	4	4
18th feb 2020	Sports week	7	8
19th & 20th feb2020	Environment Literature Conference & street play	8	0
26th feb 2020	Mitcon conclave	4	0
11th & 12th march 2022	Elation 22 shoke wave	2	3
9th March 2022	International Women's Day celebration Role play	1	1
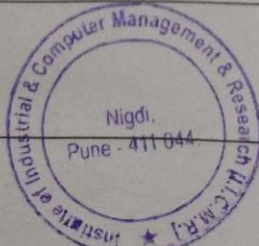
3 . Students Participations in Curricular and Co-curricular activities

Sr No	Year	List of Activity	Total	Male	Female
1	2022-2023	Seminar/ INZ-WIZ /Workshops	240	126	114
		Industry Visit	240	126	114
		Business Process Excellence (BPE)	240	126	114
		Career Excellence Program (CEP)	240	126	114
		Student Development Program (SDP)	240	126	114
		Udaan	240	126	114
		Employability Enhancement Program (EEP)	240	126	114
1	2021-2022	Seminar/ INZ-WIZ /Workshops	243	118	125
		Industry Visit	243	118	125
		Business Process Excellence (BPE)	243	118	125
		Career Excellence Program (CEP)	243	118	125
		Student Development Program (SDP)	243	118	125
		Udaan	243	118	125
		Employability Enhancement program (EEP)	243	118	125
1	2020-2021	Seminar/ INZ-WIZ /Workshops	235	111	124
		Industry Visit	235	111	124
		Business Process Excellence (BPE)	235	111	124
		Career Excellence Program (CEP)	235	111	124
		Student Development Program (SDP)	235	111	124
		Udaan	235	111	124
		Employability Enhancement program (EEP)	235	111	124
	2019-2020	Seminar/ INZ-WIZ /Workshops	238	101	137
		Industry Visit	238	101	137
		Business Process Excellence BPE	238	101	137
		Career Excellence Program (CEP)	238	101	137
		Student Development Program (SDP)	238	101	137
		Udaan	238	101	137
		Employability Enhancement program (EEP)	238	101	137
	2018-2019	Seminar/ INZ-WIZ /Workshops	223	101	122
		Industry Visit	223	101	122
		Business Process Excellence BPE	223	101	122
		Career Excellence Program (CEP)	223	101	122
		Student Development Program (SDP)	223	101	122
		Udaan	223	101	122
		Employability Enhancement program (EEP)	223	101	122

MBA IICMR Provides Equal opportunities for Curricular and co-curricular activities for all admitted students
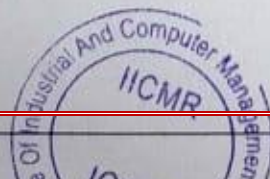
4. Details about Women / Girls Centric Activities Organized in Academic year 2018 to 2023

Sr No	Name of Activity	Date	No. of Participants	Female
1	Womens Day Celebration	8th March 2023	65	45
2	Summer Sports Hustle 2023	29th March 2023 to 1st Apr 2023	95	58
3	Student and Teacher awareness program- Damini Pathak	31st May 2023	84	48
4	International Yoga day	22nd June 2022	65	38
5	Womens Day Celebration Share Success Stories of Women	12th March 2022	97	58
6	International Women's Day	8th March 2022	97	58
7	International Yoga Day	21st June 2021	120	51
8	Savitri Mahotsav	14th Feb 2022	67	39
9	Summer Sports Batle 2022	25th May 2022 to 29th May 2022	92	52
10	International Women's Day	13th March 2021	15	12
11	Yoga Day Celebration	25th June 2020	28	12
12	Women Empowerment and social security	29th Jan 2019	93	54
13	Self awareness on health and hygiene	8th Feb 2019	65	38
14	Self Defence : Need of the Hour	20th Feb 2019	72	48
15	Rangoli Competition	11th March 2019	35	18

Above table shows Girls Centric Activities organized in academic year 2018 to 2023

L. Overall Observation and suggestion by the auditor: -

> 1) Gender equality is visible in the Campus.
> 2) Auta dispenser - sanitary pad can be installed
> 3) Organise : Combined sports activity for boys & girls

Declaration by the Head of the Department/Institution:

I am aware that the above information provided by the department will be validated by the IQAC.

Head of Department

Director
DIRECTOR
Institute of Industrial & Computer
Management & Research [I.I.C.M.R.]
Nigdi Pune - 411 044

Date of Audit :- 24/04/2023

Audited By :- Ms. Maya Sawant
Principal, City Pride School
Nigdi pune

Auditor Signature