



MAHARASHTRA STATE INSTITUTE OF HOTEL MANAGEMENT AND CATERING
TECHNOLOGY AND RESEARCH SOCIETY, PUNE

MAHARASHTRA STATE INSTITUTE OF HOTEL MANAGEMENT AND CATERING TECHNOLOGY

(UG & PG – Degree Programme)

412-C, K. M. Munshi Marg, Bahirat Patil Chowk, Shivajinagar, Pune – 16.

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GENDER AUDIT REPORT

2018 – 2023

Prepared By –

Internal Quality Assurance Cell

Maharashtra State Institute of Hotel Management and Catering Technology and Research
Society, Pune.

iqac@msihmctrs.in



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PREFACE

The Gender audit stands out as a novel approach to investigative gender discrepancies within workplaces and cultivating a supportive work environment. Despite its origins in the United States, this method and effective adaptation of the same, has driven its widespread adoption, making it a staple in almost every workplace where individuals of different genders collaborate. Within educational institutions, every aspect of gender is meticulously examined, encompassing admission ratios, equal engagement of both genders in extracurricular and academic pursuits, and the inclusion of both genders on committees aimed at student welfare.

At its core, the primary objective is to furnish both boys and girls with a secure and inclusive environment where they can nurture the skills necessary for future success. This fosters a sense of confidence among students, empowering them to contribute significantly to the advancement of both the college and society as a whole. Furthermore, it scrutinizes the facilities provided to employees, irrespective of gender, with a view to enhancing these spaces for improved comfort and convenience. In today's societal landscape, gender auditing emerges as indispensable, fostering an environment of mutual respect and dignity.

Given the demands of modern society, particularly impacting the working class, the gender audit provides a platform for them to voice concerns relevant to their profession. By addressing suppressed emotions, it endeavours to maintain positive working relationships across all levels. Serving as a comprehensive tool, it evaluates and analyses the resources available to both staff and students, along with their involvement, contributions, and areas demanding development. To achieve optimal gender balance, our college employed a methodology involving the identification of audit areas, data collection, tabular formatting, and graphical representation, complemented by surveys conducted among staff and students, the results of which have been meticulously analysed.



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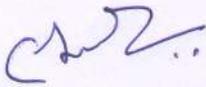


ACKNOWLEDGEMENT

We offer our gratitude to the Honourable Chairman, Dr. Vinod Mohitkar, Director, Directorate of Technical Education, Maharashtra State, and the Governing Body of the Maharashtra State Institute of Hotel Management and Catering Technology and Research Society, Pune, for their constant encouragement and support.

A special vote of thanks to our Principal, Dr. Seema Zagade, for her decision to conduct the Gender Audit of Maharashtra State Institute of Hotel Management and Catering Technology and Research Society, Pune.

We express our thankfulness to all teaching and non-teaching staff for their meticulous assistance to complete the Gender Audit.



Mr. Chintamani Sahasrabudhe

IQAC Co-ordinator



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INTRODUCTION

The Maharashtra State Institute of Hotel Management and Catering Technology was established in the year 1969 at Nagpur, with a view to impart vocational skills in cookery, bakery and food processing. Earlier known as the Food Craft Institute, this Institute shifted to Pune in the year 1975, while continuing to offer craftsmanship courses. Over the past five decades, the Institute has progressed significantly, and built a reputation in providing quality education in Hospitality and Tourism with various programmes under its umbrella.

The MSIHMCT&RS is a pioneering Institute of Hotel Management & Catering Technology in Maharashtra. We offer a 4-year Bachelors Programme in Hotel Management & Catering Technology (BHMCT) affiliated to Savitribai Phule Pune University (SPPU) and recognized by the All-India Council of Technical Education (AICTE).

We also are forerunner to the Two years Masters Programme in Hotel Management & Catering Technology (MHMCT) recognized by AICTE and affiliated to Savitribai Phule Pune University. This is the first Masters Programme in Hotel Management in Maharashtra and probably in India. The Institute also regularly conducts Short-term programmes in Bakery, Cookery and Hospitality Services.



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Vision

To be the premier Hospitality Institute and a preferred destination for all the stakeholders of the Tourism and Hospitality Industry.

Mission

- To set high standards of knowledge and practice so that students are empowered to achieve progressive careers and desired goals.
- To enhance the quality of research in hospitality in order to be dedicated solution providers to the hospitality industry.
- To train students to be efficient, ethical and take pride in their work.
- To act a hub, providing a common platform for exchanging ideas and information with the help of extensive use of the library, laboratories, seminars, group discussions etc.
- To maintain close liaison between faculty, students and industry so that all are given equal opportunity for growth and development.
- To develop the fundamentals of the students in promoting entrepreneur activities by providing them opportunities in core entrepreneur venture in and outside institute.

The Gender Audit has the following objectives:

- To cultivate a positive organizational culture, that values diversity, respects differences, and fosters collaboration.
- To foster gender equality in all aspects of the college community.
- To determine whether the Institute culture is gender-neutral and promote fairness, equity among students and employees.



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Data Input

Facilities for Girls:

The college consistently bustling with students. To mitigate overcrowding and potential incidents, distinct arrangements are implemented at different locations specifically for female students.

1. CCTV Survivance: For security and safety purposes, all dubious areas covered under CCTV.

2. Common Room:

A designated room is allotted as a common facility to the girls.

3. Girls Restroom:

Every floor has a clean, hygienic, and well-maintained restroom that girls can use.

4. Sanitary Napkin disposal unit:

Each restroom is equipped with a dedicated sanitary napkin disposal unit to ensure proper disposal and convenience of all females.

5. Locker facilities:

The option to request locker facilities is open to all students, enabling them to securely store their kitchen kits and other personal belongings within the college premises.



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Executive Summary

The persistent request of the management to evaluate gender dynamics on campus reflects their commitment to fostering a safe and conducive learning environment. This prompted the initiation of a gender audit adopted by the Institute. The primary objectives were twofold: assessing the effectiveness of the management control framework and ensuring departmental adherence to relevant regulations, policies, and standards. In the initial planning phase, a comprehensive risk analysis was conducted, prioritizing gender-related concerns. This analysis drew upon a review of appropriate policies, manuals, and standards, alongside data analysis and preliminary interviews. The audit methodology was tailored to address identified risks, incorporating physical inspections, documentation reviews, and interviews. By employing these methods, the audit aimed to provide insights into gender sustainability practices and identify areas for improvement. Overall, the audit sought to promote gender equality and inclusivity across campus, fostering a positive and supportive learning environment in line with Institutional values.

Summary of Findings

The Gender Audit conducted within the organization revealed a widespread awareness among all departments and students regarding the necessity for gender sensitization. Several commendable practices were noted, including awareness programs, counselling sessions, and initiatives like blood donation camps and gender sensitization counselling. Importantly, the audit found that equal opportunities are provided to both boys and girls, with inclusivity reflected in all activities. However, upon closer examination, certain processes were identified as needing further review to enhance efficiency, fairness, and consistency. While the organization demonstrates a commitment to gender equality, there is room for improvement in refining practices for optimal inclusivity and effectiveness.

Gender Sensitive Features in The Maharashtra State Institute of Hotel Management and Catering Technology, Pune

Every aspect of the college system is closely scrutinized for gender-sensitive characteristics. Gender equality is upheld in the college by the creation of several committees, including the Women's Grievance Committee, the Internal Complaints Committee, the Anti-Ragging Committee, the Prevention against Sexual Harassment Committee, and others, as well as through providing females access to sufficient facilities.



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Anti-Ragging Committee and Discipline:

As the college forms a constituent part of the Savitribai Phule Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. The college displays its regulations on the display boards on the college campus. Ragging is a criminal offense and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions to prohibit, prevent, and eliminate the scourge of ragging. The college forms Anti- Ragging and Discipline Committee.

Internal Complaint Committee:

The college has formed an Internal Complaint Committee dedicated to addressing student grievances on campus. This committee serves as a vital resource for students to voice concerns and seek resolution for internal matters.

Grievance Committee:

The Grievance Redressal Committee is an essential body within the institution, providing a platform for individuals to address and resolve their concerns effectively. Committed to fairness and transparency, it ensures that grievances are heard impartially and resolved promptly, fostering a harmonious and supportive environment for all stakeholders.

Women's grievance redressal:

The Women's Grievance Redressal Committee of our institute is dedicated to ensuring a safe and supportive environment for all women. With a focus on addressing gender-specific concerns, it provides a confidential platform for women to voice grievances, facilitating prompt and equitable resolution to promote gender equality and empowerment.



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Blood Donation Camp:

Table No. 1.

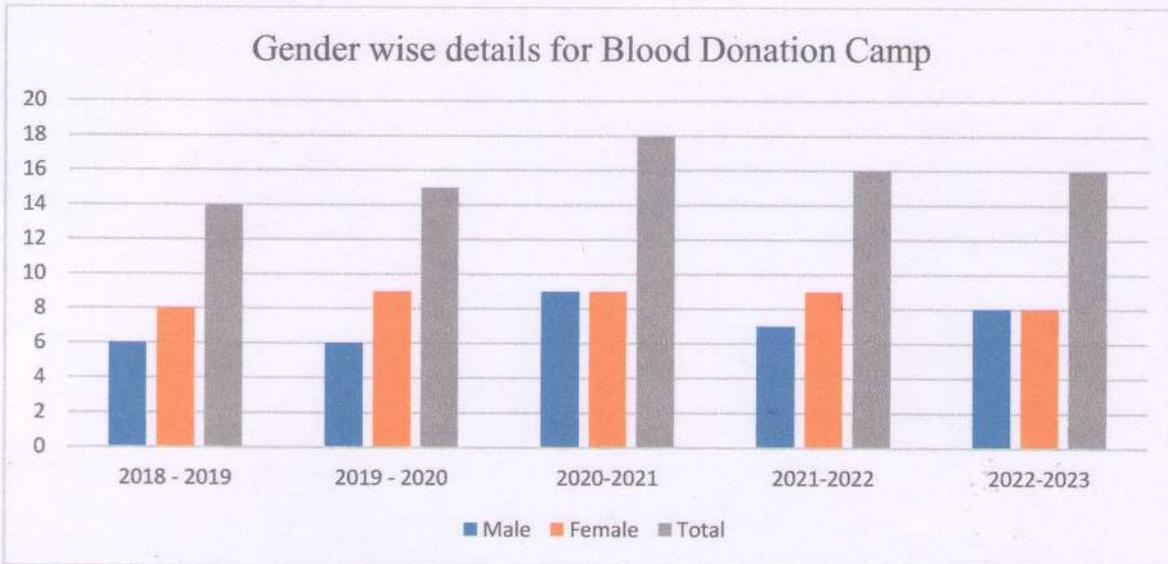
Gender wise details for Blood Donation Camp

Sr. No	Year	Month	M	F	Total	M%	F%
1.	2018-19	March	62	4	66	94%	6%
2.	2019-20	March	43	6	49	88%	12%
3.	2020-21	NA	NA	NA	NA	NA	NA
4.	2021-22	April	58	15	73	79%	21%
5.	2022-23	March	72	13	85	85%	15%

The above table indicates the year-wise analysis of participated candidates in Blood Donation Camp from academic years 2018-19 to 2022-23

Graph: 1

Gender wise details for Blood Donation Camp



The Bar graph shows gender classification in the Blood Donation Camp.


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Gender Enrolment at Graduation Level

Table No.2.

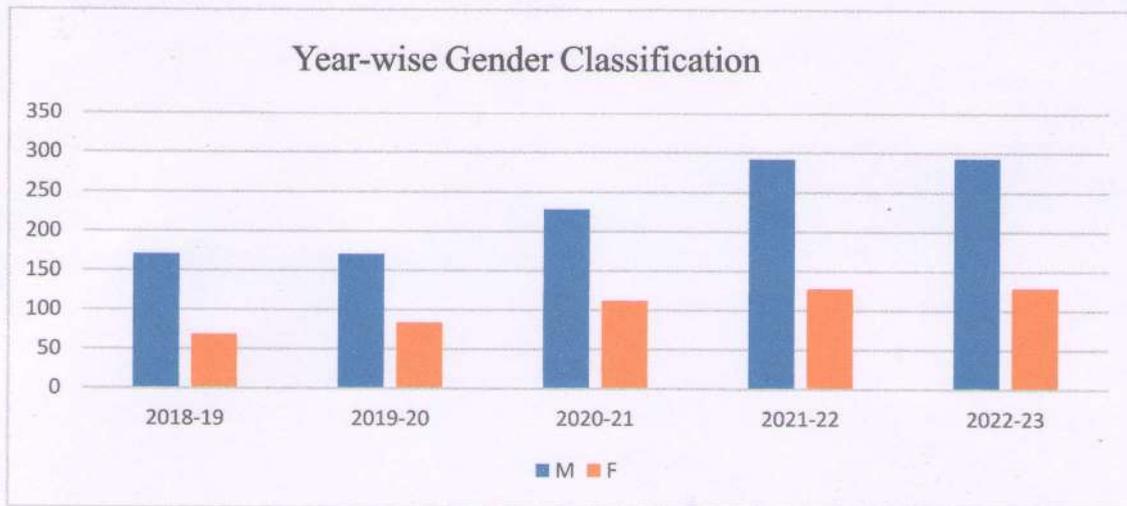
Year-wise Gender Classification

Sr. No	Year	M	F	Total	M%	F%
1.	2018-19	171	69	240	71.25%	28.75%
2.	2019-20	171	84	255	67.05%	32.95%
3.	2020-21	216	124	340	63.53%	36.47%
4.	2021-22	292	128	420	69.52%	30.48%
5.	2022-23	293	129	422	69.43%	30.57%

The above Table No.2 indicates the year-wise analysis of enrolled candidates in college from the academic years 2018-19 to 2022-23

Graph: 2

Year-wise Gender Classification



The bar graph shows the gender classifications of enrolled candidates in the college.

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Table No. 3.

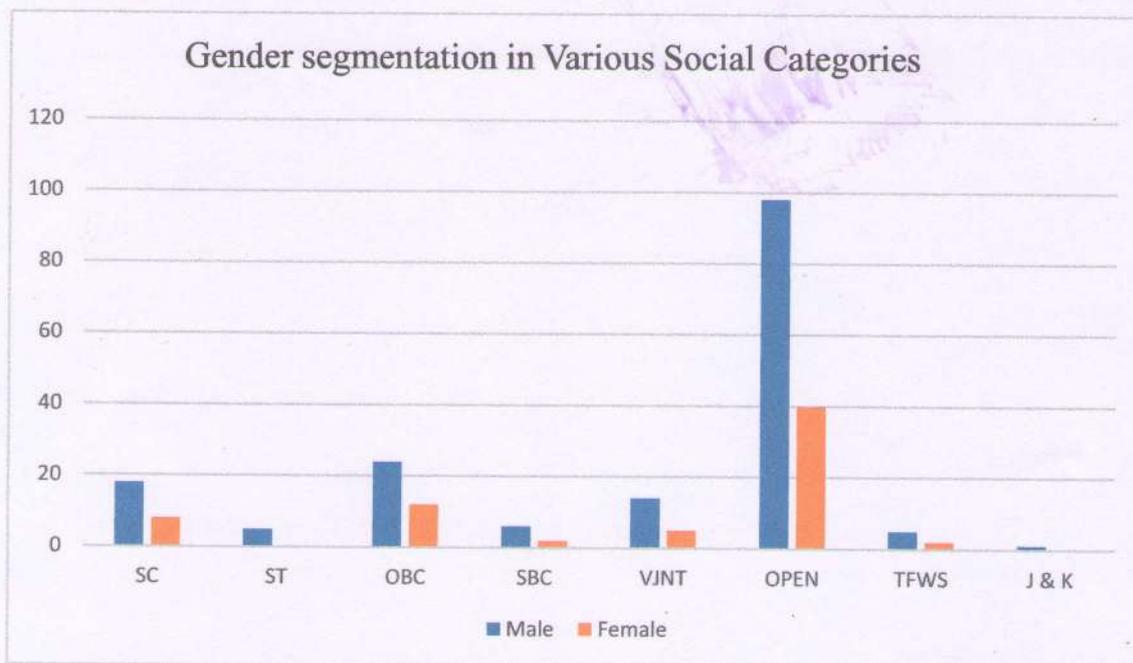
Gender Segmentation in Various Social Categories

Academic Year- 2018-19

Sr.No	Category	Male	Female	Total	Male%	Female%
1.	SC	18	8	26	69.23%	30.77%
2.	ST	5	0	5	100%	0%
3.	OBC	24	12	36	66.67%	33.33%
4.	SBC	6	2	8	75%	25%
5.	VJNT	14	5	19	73.68%	26.32%
6.	OPEN	98	40	138	71.01%	28.99%
7.	TFWS	5	2	7	71.43%	28.57%
8.	J & K	1	0	1	100%	0%
Total		171	69	240	71.25%	28.75%

Graph: 3

Gender Segmentation in Various Social Categories



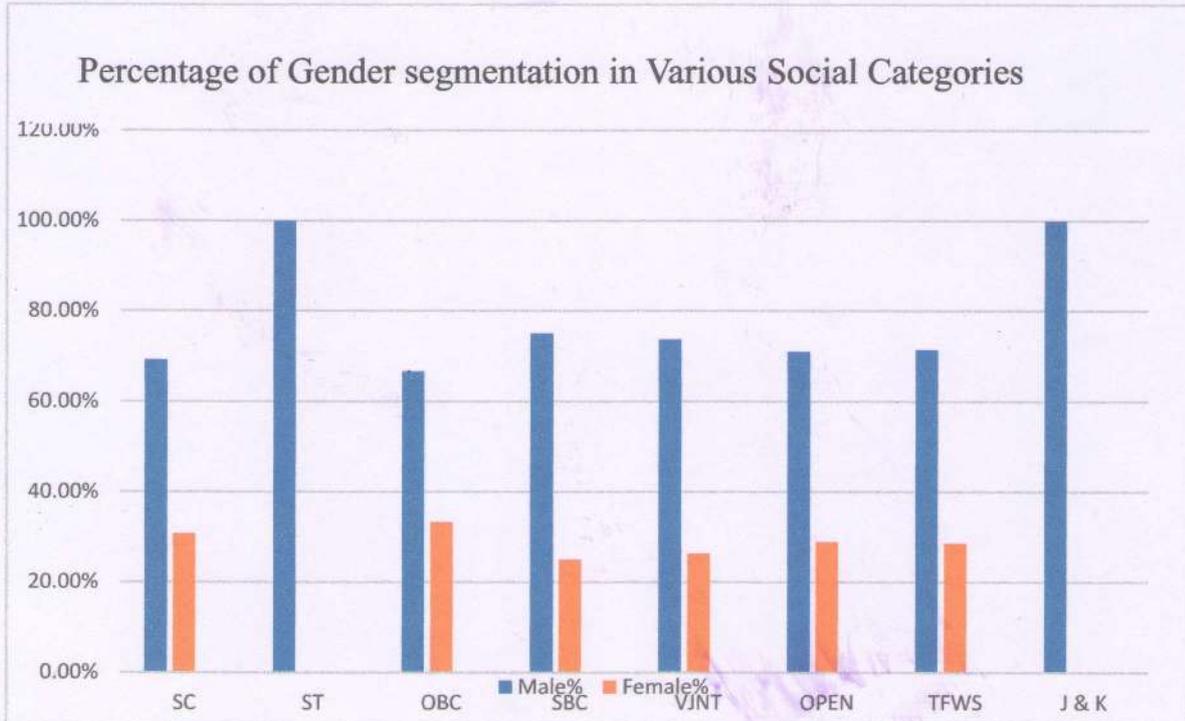

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Graph: 4

Percentage of Gender segmentation in Various Social Categories



The above graph table and graph shows the information regarding the number and percentage of admissions of male and female students in the college, having various categories in the academic year 2018-19.



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Table No. 4

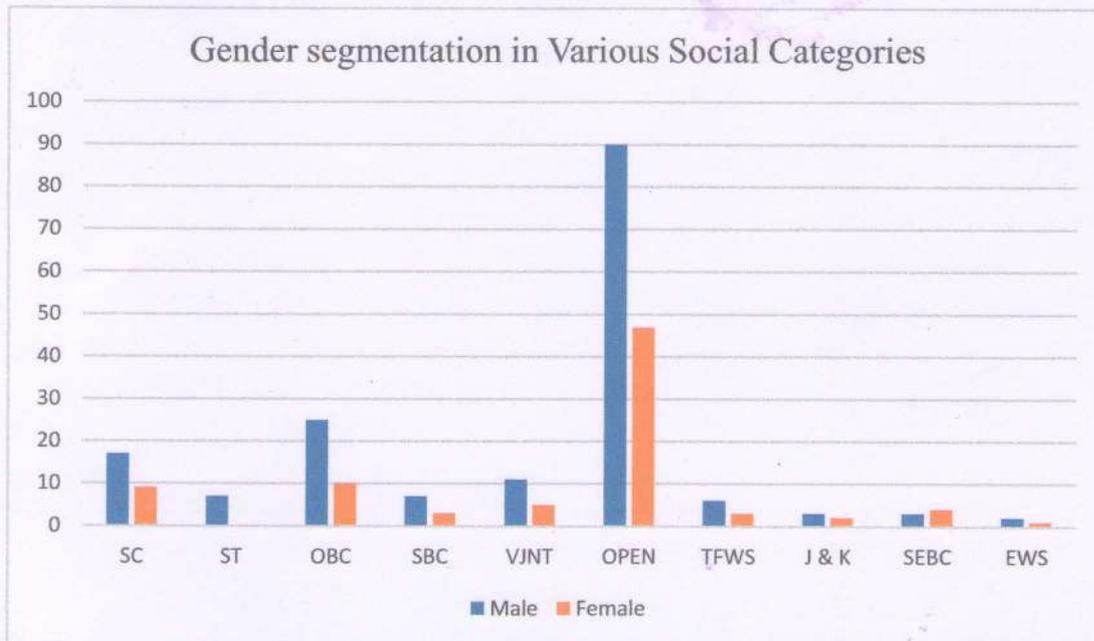
Gender segmentation in Various Social Categories

Academic Year- 2019-20

Sr. No	Category	Male	Female	Total	Male%	Female%
1.	SC	17	9	26	65.38%	34.62%
2.	ST	7	0	7	100%	0%
3.	OBC	25	10	35	71.43%	28.57%
4.	SBC	7	3	10	70%	30%
5.	VJNT	11	5	16	68.75%	31.25%
6.	OPEN	90	47	137	65.69%	34.31%
7.	TFWS	6	3	9	66.67%	33.33%
8.	J & K	3	2	5	60%	40%
9.	SEBC	3	4	7	42.86%	57.14
10.	EWS	2	1	3	66.67%	33.33%
Total		171	84	255	67.05%	32.95%

Graph: 5

Gender segmentation in Various Social Categories



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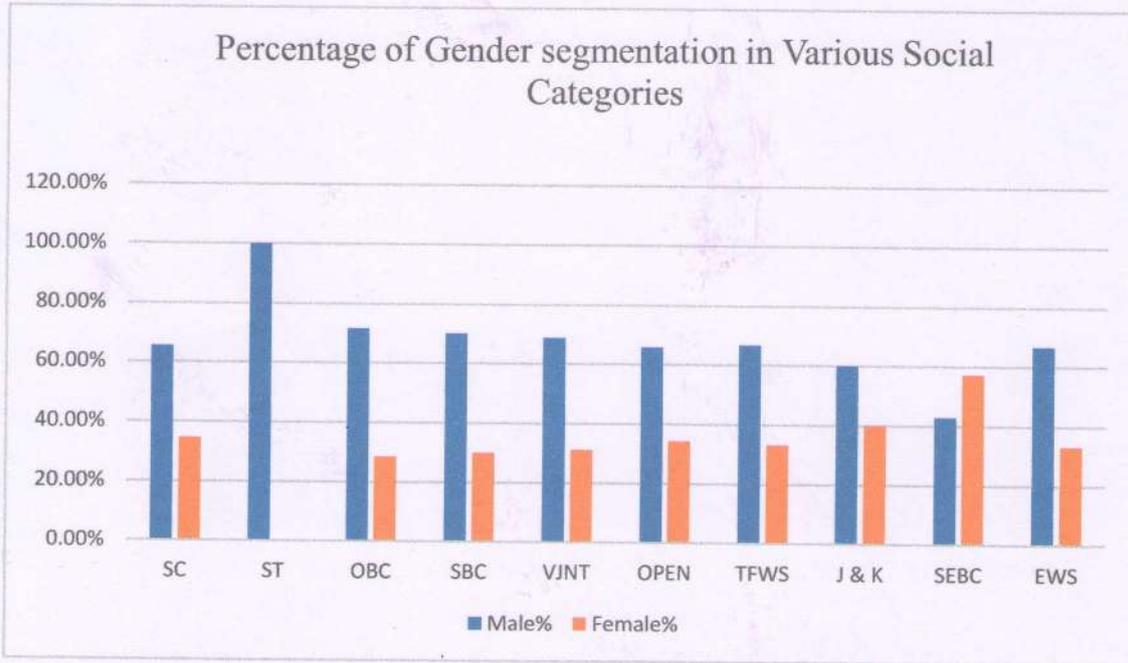
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Graph: 6

Percentage of Gender segmentation in Various Social Categories



The above graph table and graph shows the information regarding the number and percentage of admissions of male and female students in the college, having various categories in the academic year 2019-20.



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Table No. 5

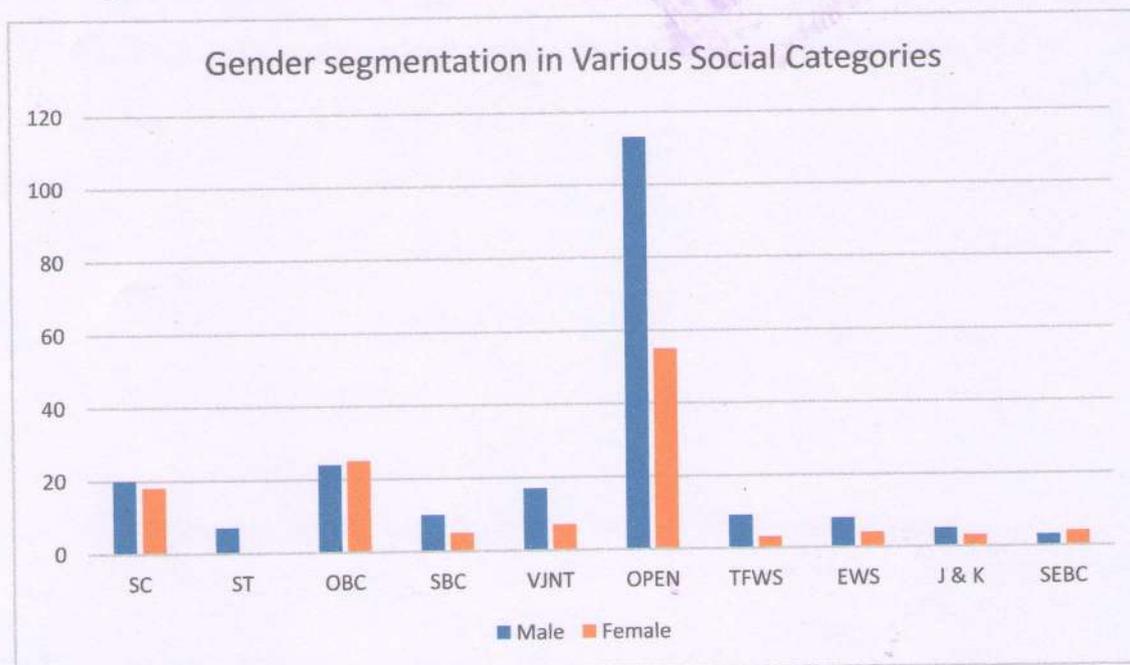
Gender segmentation in Various Social Categories

Academic Year- 2020-21

Sr. No	Category	Male	Female	Total	Male%	Female%
1.	SC	20	18	38	52.63%	47.37%
2.	ST	7	0	7	100%	0%
3.	OBC	24	25	49	48.98%	51.02%
4.	SBC	10	5	15	66.67%	33.33%
5.	VJNT	17	7	24	70.83%	29.17%
6.	OPEN	113	55	168	67.26%	32.74%
7.	TFWS	9	3	12	75%	25%
8.	EWS	8	4	12	66.67%	33.33%
9.	J & K	5	3	8	62.50%	37.50%
10.	SEBC	3	4	7	42.86%	57.14%
Total		216	124	340	63.53%	36.47%

Graph: 7

Gender segmentation in Various Social Categories



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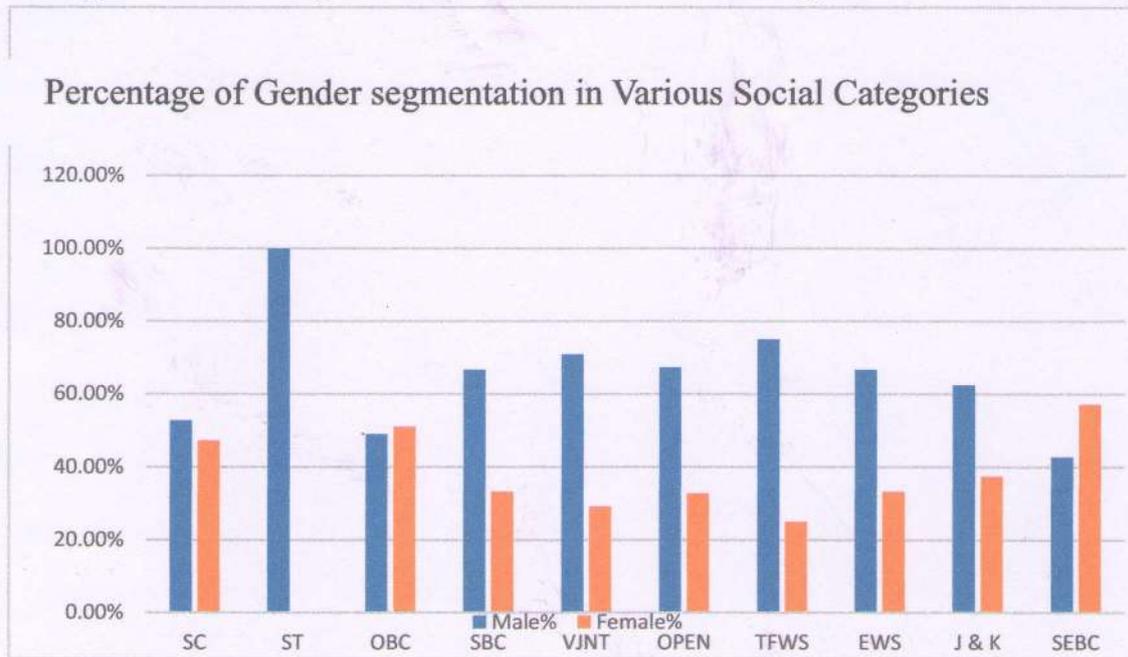
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Graph: 8

Percentage of Gender segmentation in Various Social Categories



The above graph table and graph shows the information regarding the number and percentage of admissions of male and female students in the college, having various categories in the academic year 2020-21.

Table No. 6

Gender segmentation in Various Social Categories

Academic Year- 2021-22

Sr. No	Category	Male	Female	Total	Male%	Female%
1.	SC	32	17	49	65.31%	34.69%
2.	ST	8	2	10	80%	20%
3.	OBC	47	18	65	72.31%	27.69%
4.	SBC	9	4	13	69.23%	30.77%
5.	VJNT	25	7	32	78.13%	21.87%
6.	OPEN	134	61	195	68.72%	31.28%
7.	TFWS	12	4	16	75%	25%
8.	EWS	16	8	24	66.67%	33.33%
9.	J & K	6	3	9	66.67%	33.33%
10.	SEBC	3	4	7	42.86%	57.14%
Total		292	128	420	69.52%	30.48%



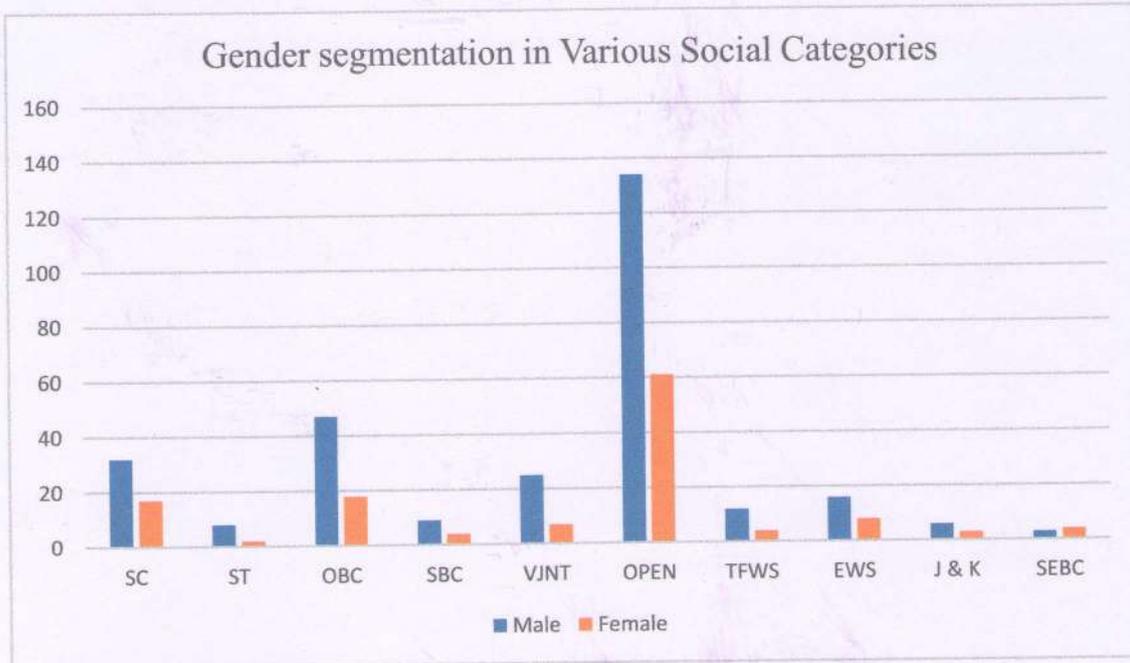
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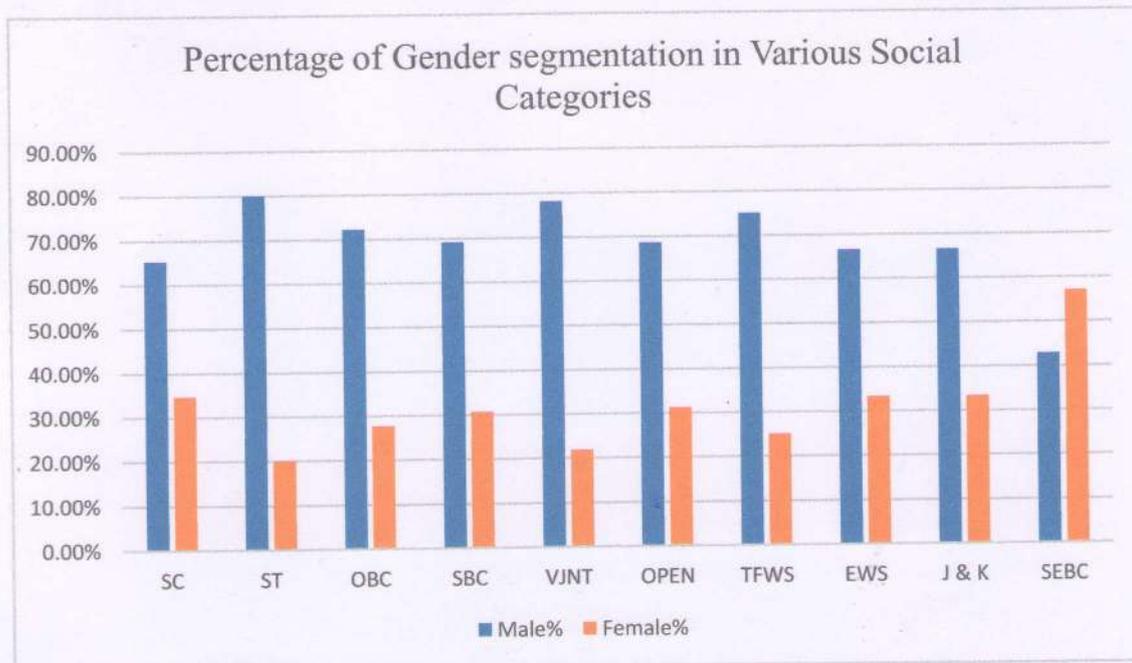
Graph: 9

Gender segmentation in Various Social Categories



Graph: 10

Percentage of Gender segmentation in Various Social Categories



The above graph table and graph shows the information regarding the number and percentage of admissions of male and female students in the college, having various categories in the academic year 2021-22.

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Table No. 7

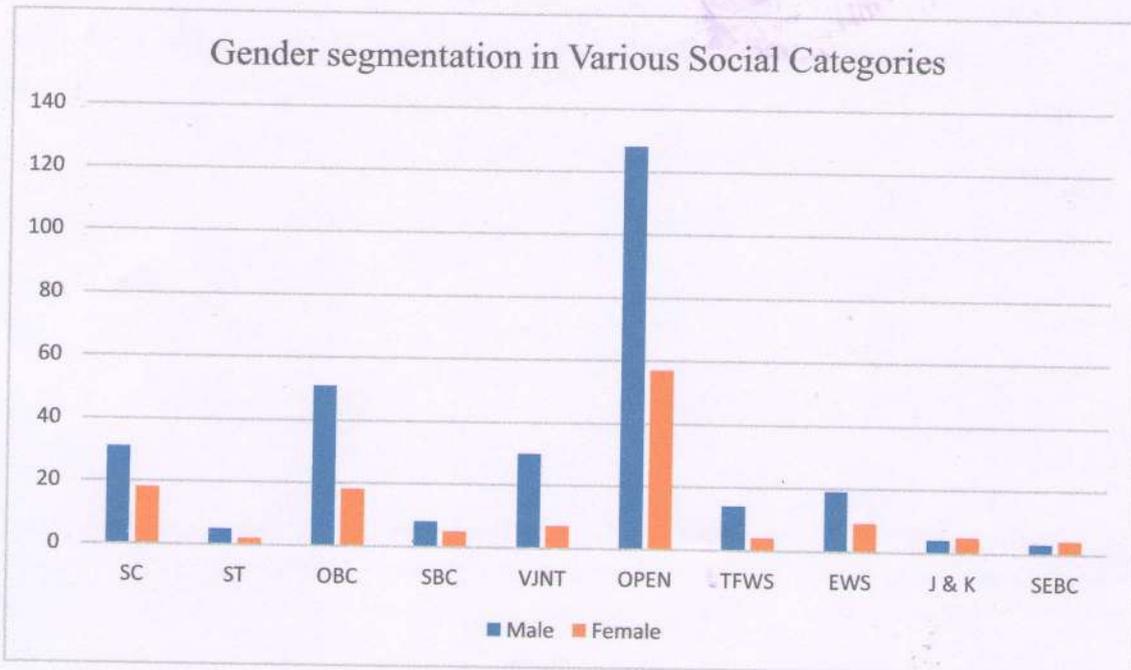
Gender segmentation in Various Social Categories

Academic Year- 2022-23

Sr. No	Category	Male	Female	Total	Male%	Female%
1.	SC	31	18	49	63.27%	36.73%
2.	ST	5	2	7	71.43%	28.57%
3.	OBC	51	18	69	73.91%	26.09%
4.	SBC	8	5	13	61.54%	38.46%
5.	VJNT	30	7	37	81.08%	18.92%
6.	OPEN	128	57	185	69.19%	30.81%
7.	TFWS	14	4	18	77.78%	22.22%
8.	EWS	19	9	28	67.86%	32.14%
9.	J & K	4	5	9	44.44%	55.56%
10.	SEBC	3	4	7	42.86%	57.14%
Total		293	129	422	69.43%	30.57%

Graph: 11

Gender segmentation in Various Social Categories

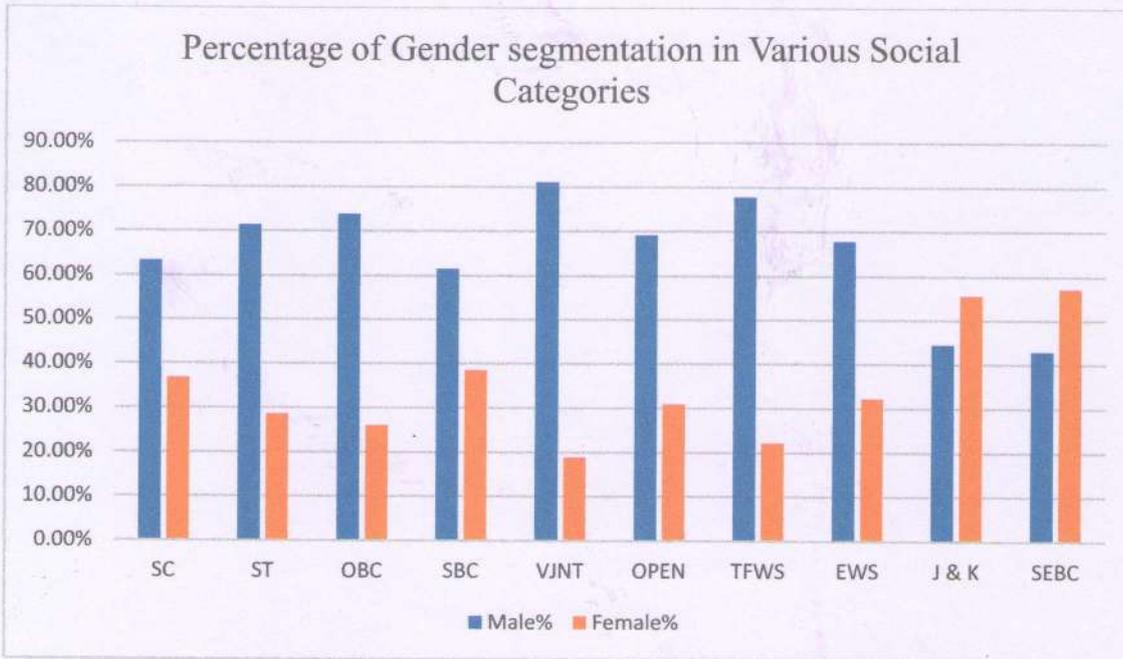



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Graph: 12

Percentage of Gender segmentation in Various Social Categories



The above graph table and graph shows the information regarding the number and percentage of admissions of male and female students in the college, having various categories in the academic year 2022-23.

Table No. 8

Gender segmentation in Teaching Faculty

Sr. No	Year	Male	Female	Total	%Male	%Female
1.	2018-19	6	8	14	43%	57%
2.	2019-20	6	9	15	40%	60%
3.	2020-21	9	9	18	50%	50%
4.	2021-22	7	9	16	44%	56%
5.	2022-23	8	8	16	50%	50%

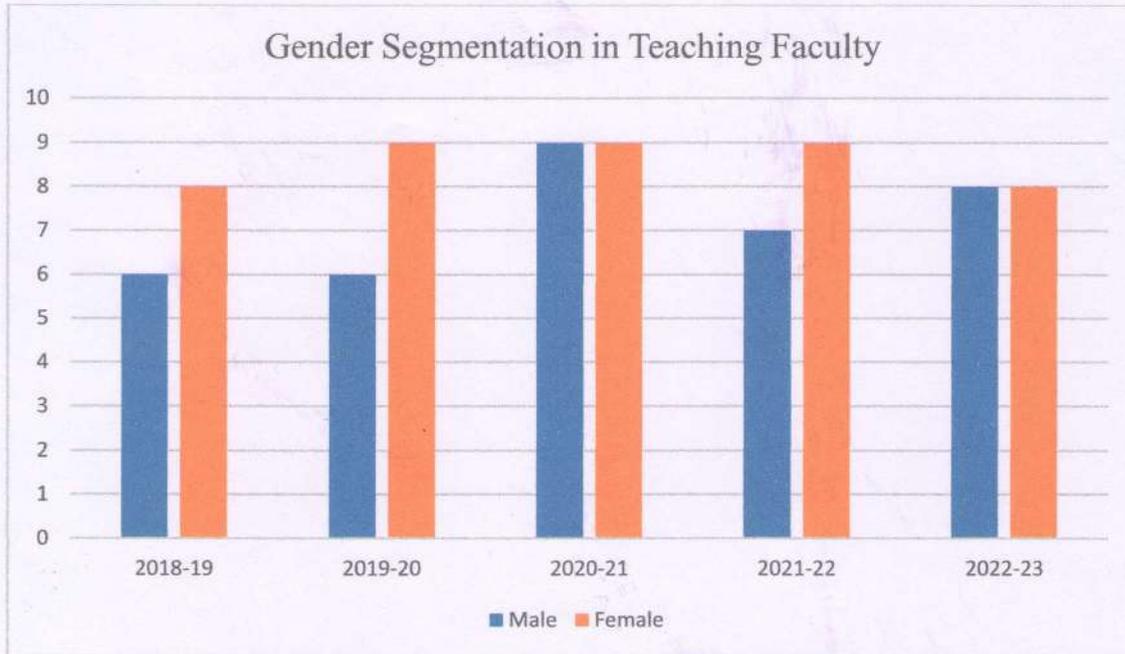

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Graph: 13

Gender Segmentation in Teaching Faculty



The above graph table and graph shows the information regarding the number of male and female Teaching faculty in the college.

Table No. 9

Gender segmentation in Non-teaching faculty

Sr. No	Year	Male	Female	Total	%Male	%Female
1.	2018-19	4	6	10	40%	60%
2.	2019-20	4	4	8	50%	50%
3.	2020-21	4	4	8	50%	50%
4.	2021-22	4	4	8	50%	50%
5.	2022-23	4	4	8	50%	50%

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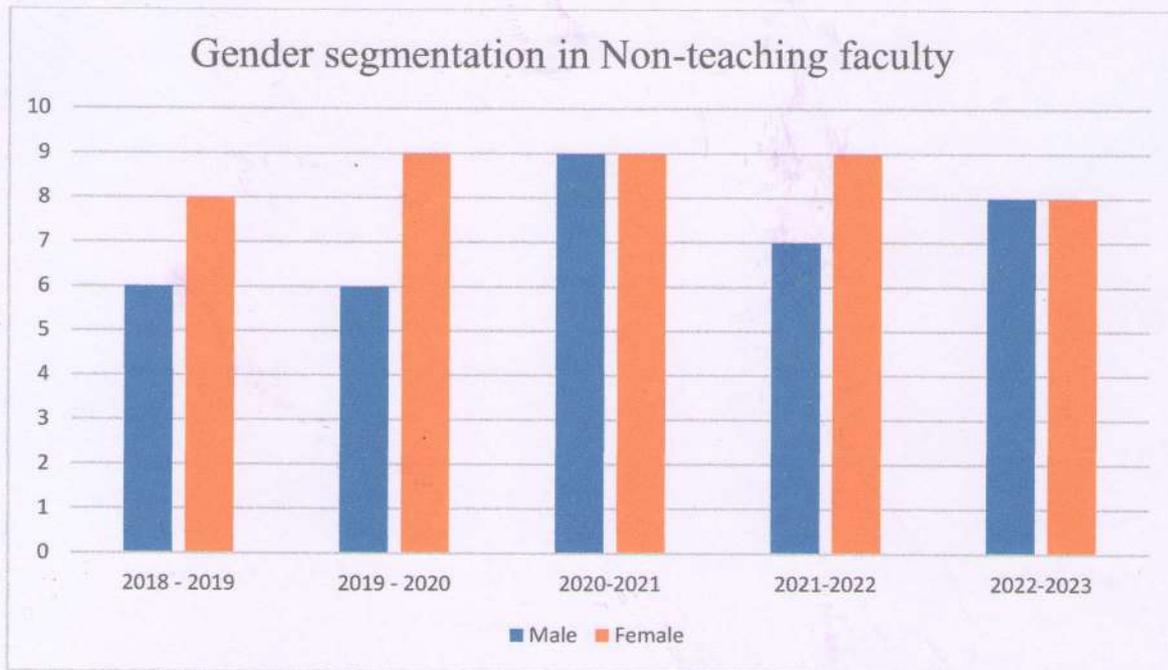
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Graph: 14

Gender Segmentation in Non-teaching Faculty



The above graph table and graph shows the information regarding the number of male and female Non - Teaching faculty in the college.



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CONCLUSION

The gender analysis highlights the unwavering commitment of the Institute to uphold gender equality across all facets of campus life. From admissions to practical activities, every aspect is precisely governed by principles of fairness and inclusivity. By adhering to established protocols, the Institution ensures that gender-related issues are effectively addressed within its facilities. Recognizing the fundamental role of gender equality in nation-building, the college stands poised to continue championing this cause, fostering an environment where all individuals can thrive and contribute to the growth and success.

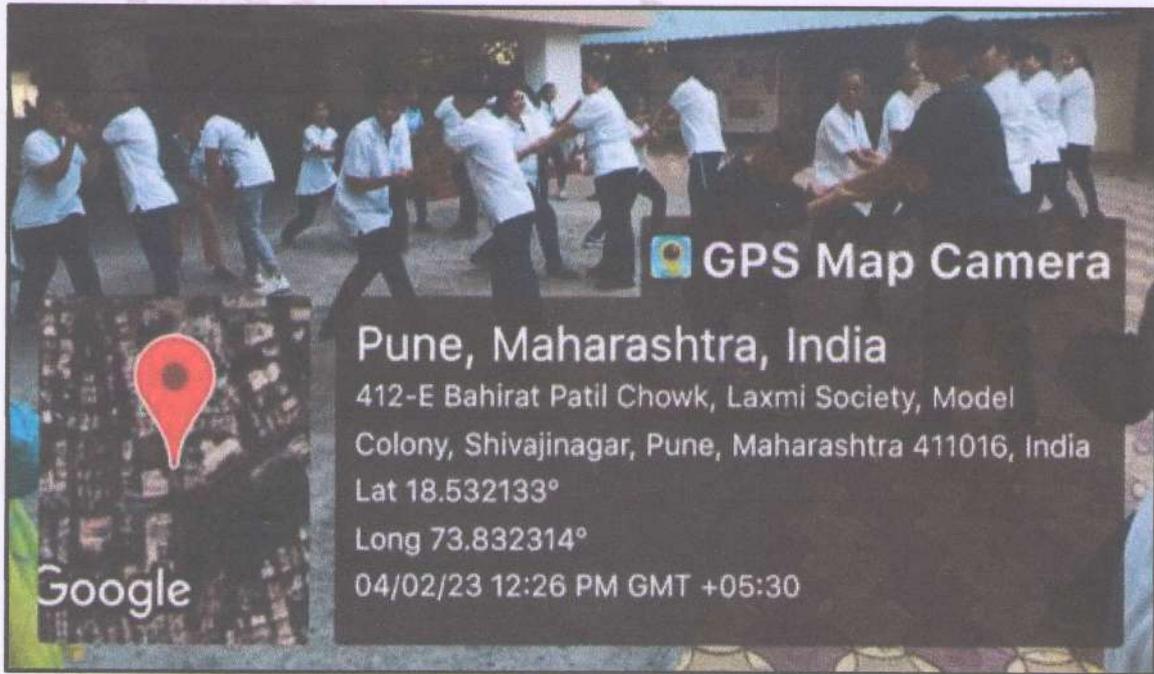


Nirbhay Kanya Session

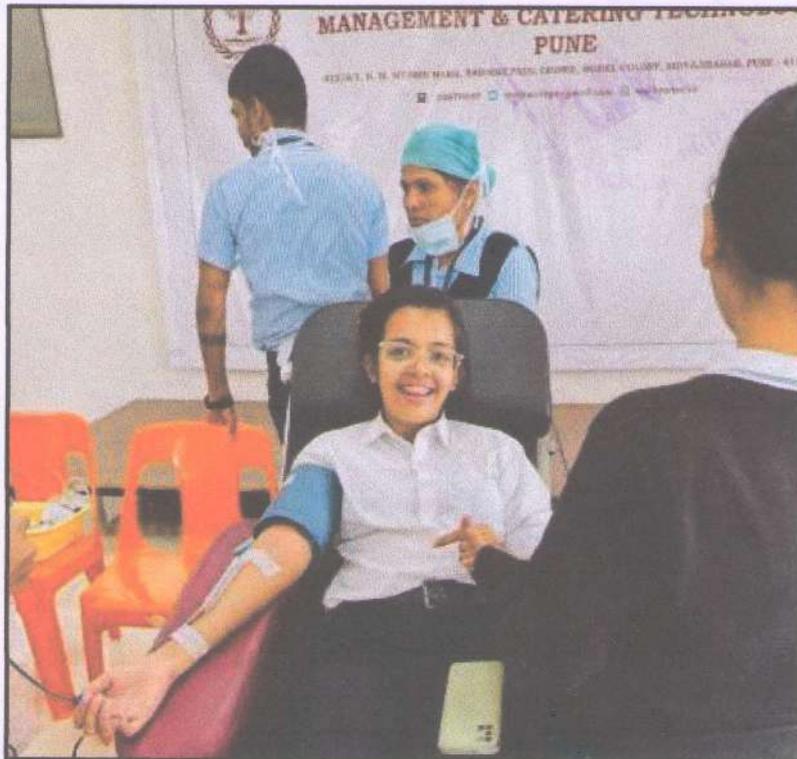

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Self-defence session



Blood Donation Camp

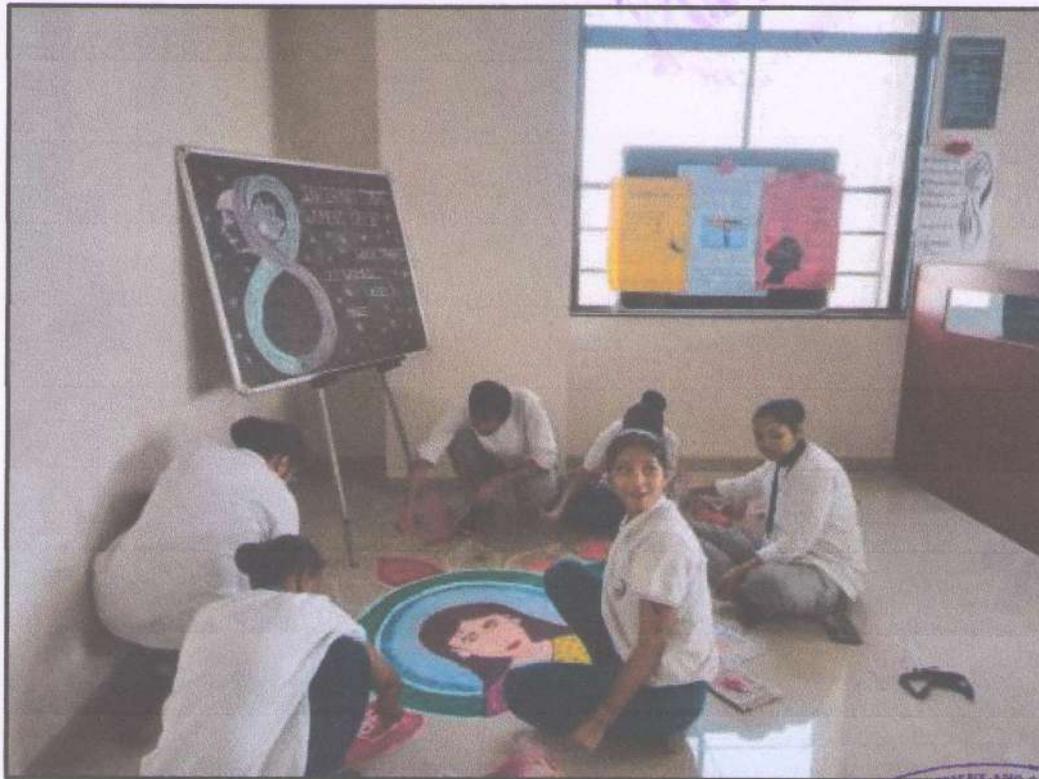


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Tree plantation



Women's Day Celebration

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Winners of Cricket – Sport's Day celebration

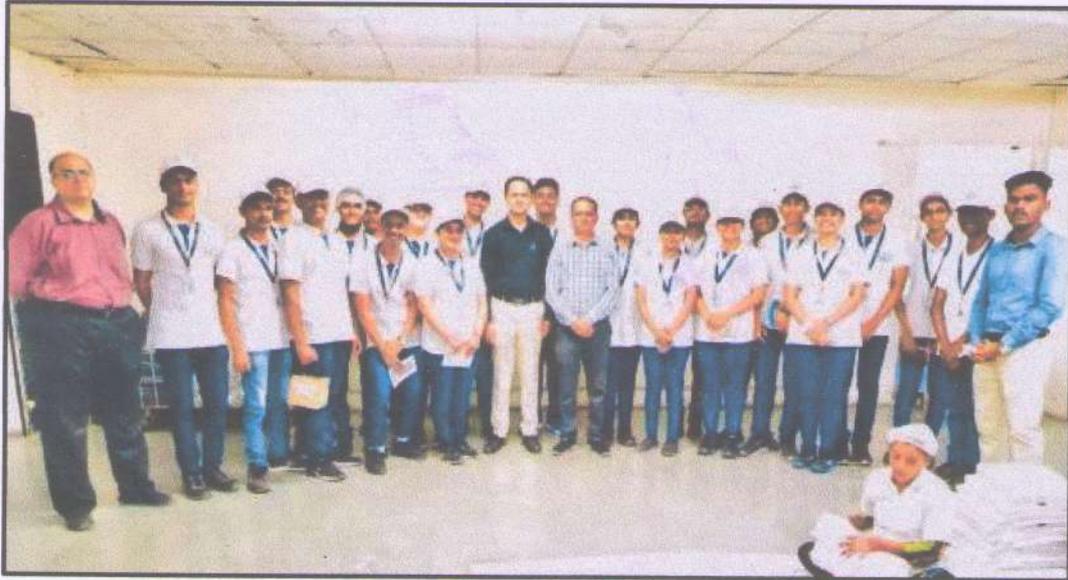


Cultural day celebration


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Laundry Visit



Festive Treats – A hamper sale organized by students

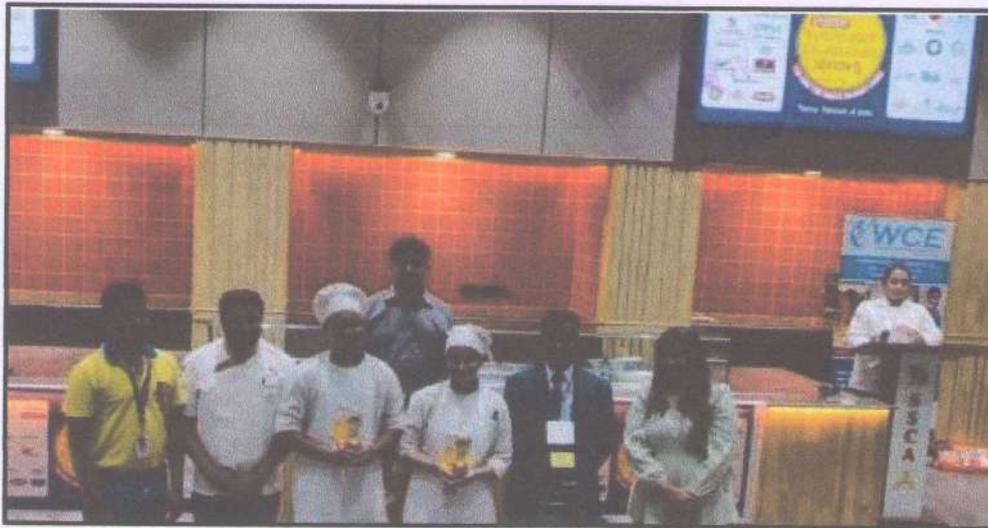
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Great Indian Culinary Competition, Mumbai



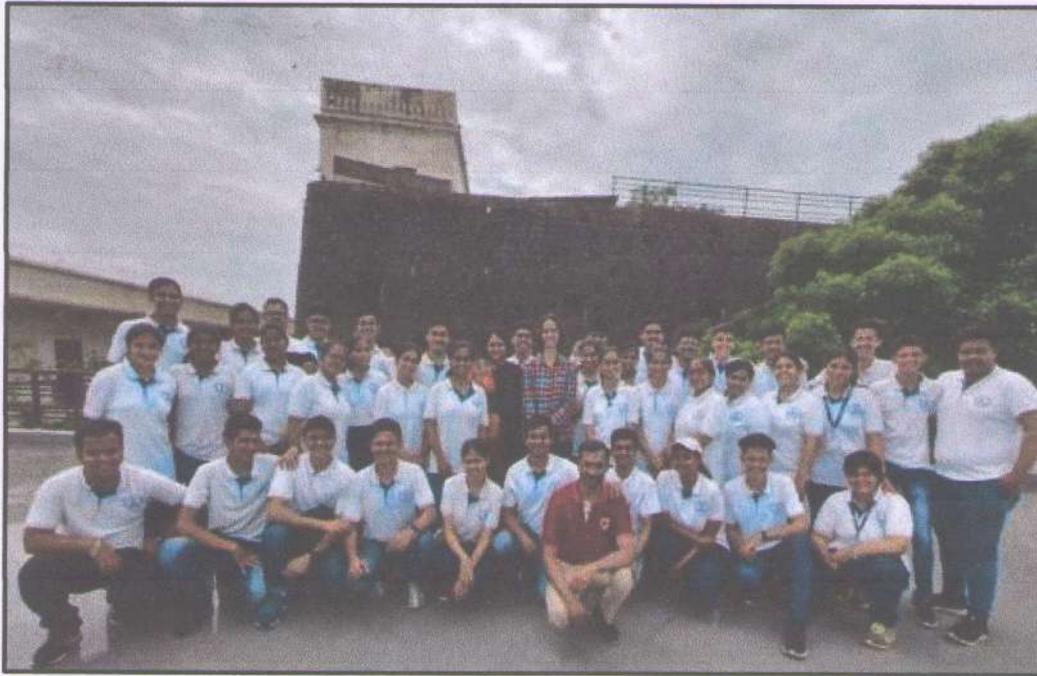
**Everest Better Kitchen Culinary Challenge Season 5 at
The Symbiosis School of Culinary Arts.**

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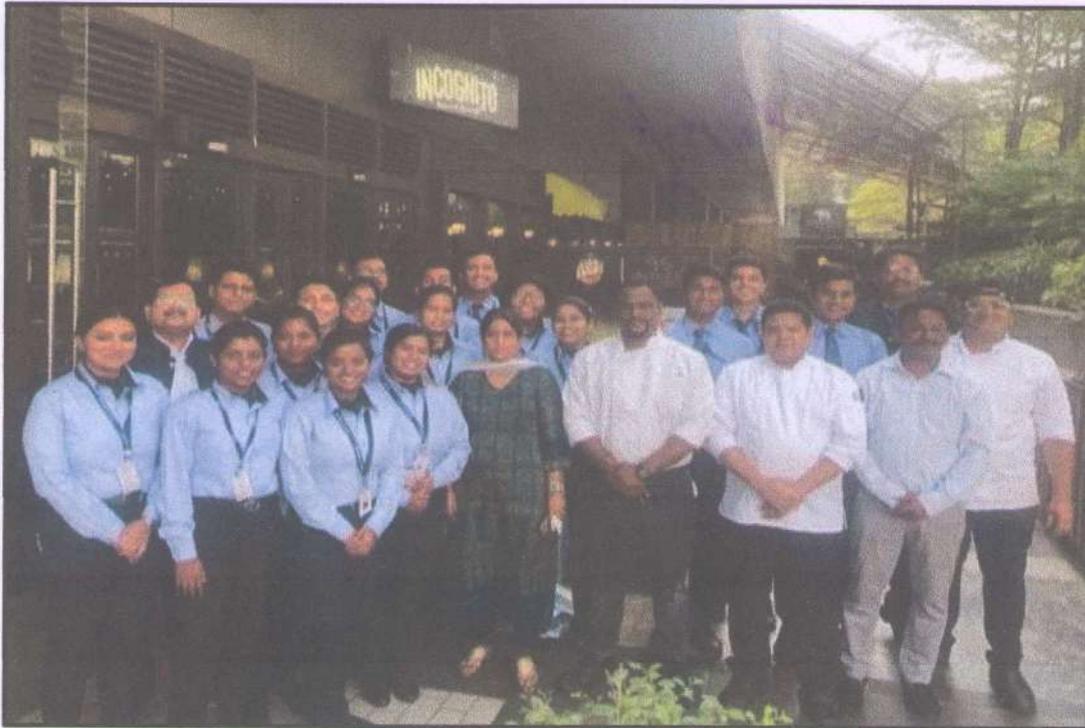
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A visit to Jadhavgad Fort – A heritage hotel tour



A Lunch at Incognito restaurant

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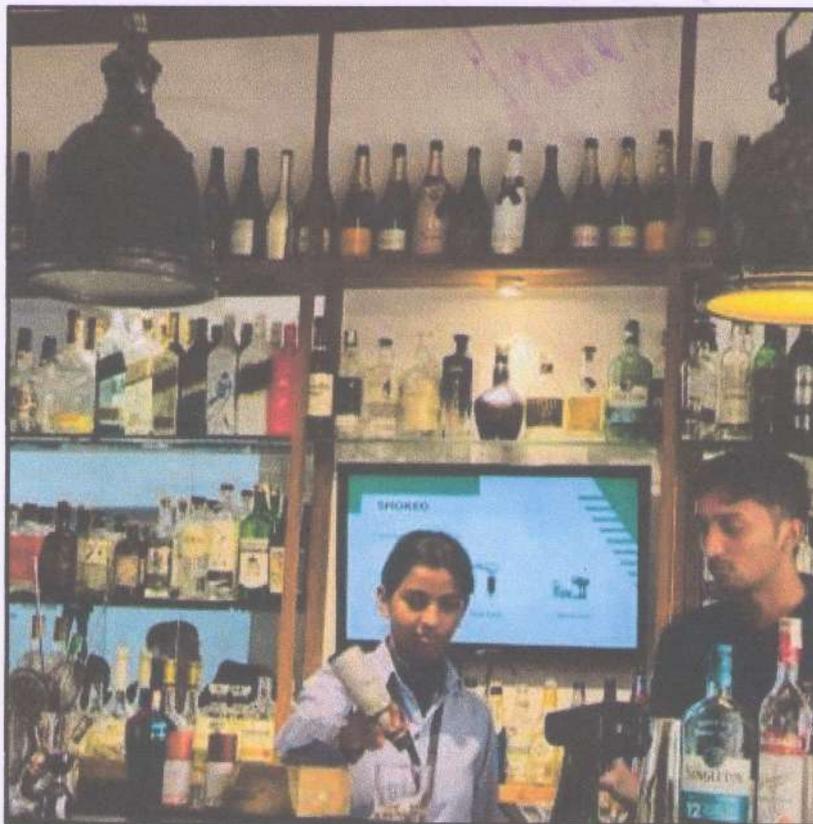
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Shilpa Nagar, Pune-411016





**Everest Kaushalya Competition 2023 at
Dr. D. Y. Patil HMCT**



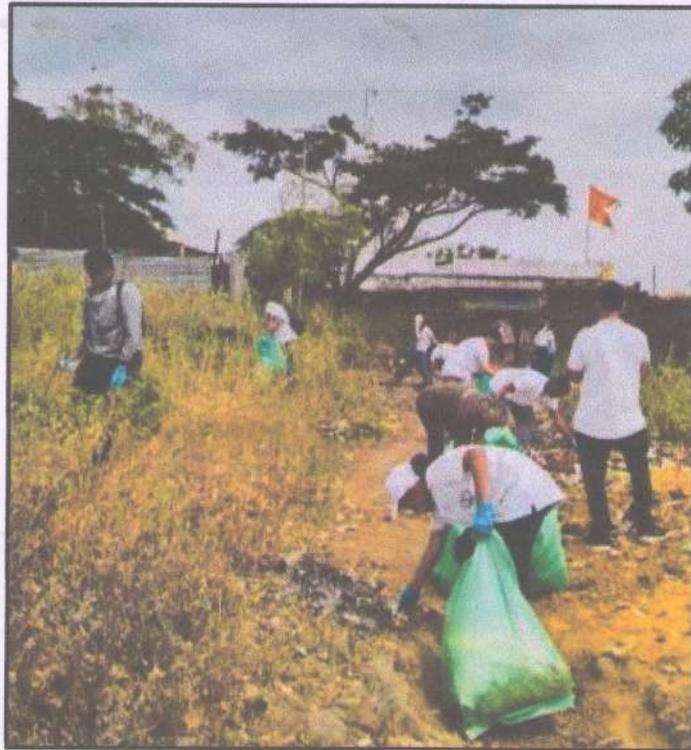
Bartending session at Flair-o-logy Bar School, Pune.

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Maharashtra State Institute of
Hotel Management & Catering Technology
Pune-411016





Cleaning drive at Kade Pathar, Jejuri



United Nations Best Diplomat Conference 2023, Malaysia

Pragati

PRINCIPAL
(BHMCT)

Maharashtra State Institute of
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Shivajinagar, Pune-411016



RECOMMENDATIONS

- A wellness program tailored for girls should address their unique physical and mental health needs. It should integrate physical exercise, mindfulness, nutrition education, and stress management techniques.
- Personality development for girls entails soft skills training like communication and time management, leadership development through student organizations and mentorship, career guidance to set goals, and personal branding including online presence and networking skills.
- Confidence and image building for girls involve self-esteem workshops addressing body image and imposter syndrome. Public speaking opportunities foster confidence in expressing ideas. Image consultation sessions provide personalized grooming advice. Successful women serve as role models, while peer support groups offer encouragement and constructive feedback to overcome challenges.
- Overall recommendations include ensuring inclusivity in all efforts, considering diverse backgrounds. Collaboration among stakeholders like teachers and community leaders is vital. Establishing monitoring mechanisms aids progress tracking. Embracing continuous learning fosters improvement, encouraging stakeholders to share best practices and adapt strategies based on evolving needs.




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