

Mahatma Education Society's
Pillai HOC College of Engineering and Technology
Women's Development Cell (WDC)

Date: November 4, 2023

The meeting was held on, November 3, 2023 at 4 pm in the Women Development Cell to discuss the gender audit by which the gender equity state-of-art at an organization is analysed and the main gender biases are identified.

Minutes of the meeting:

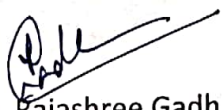
The following points were discussed in the meeting


1. The chairperson and secretary explain the purpose of gender audit to understand the institute current situation from a gender perspective, identifying gaps if any.
2. There was discussion regarding all portfolios handled by the women teaching staff, female students.
3. After discussion it was decided to conduct gender audit in the month of December 2023.
4. A team member suggested identifying the gap and how to foster gender equity within the institute and initiate action for organisational learning on gender equity.

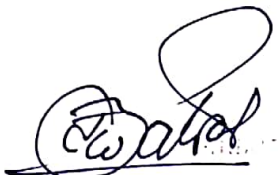
The following members were present:

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|--------------------------|------------------|
| 1. Ms. Pranita Chavan | Chairperson |
| 2. Ms. Poonam Patil | Member |
| 3. Dr. Shilpa Kewate | Member |
| 4. Ms. Supriya Shigwan | Member |
| 5. Ms. Priya Tambe | Member |
| 6. Ms. Poonam Pathak | Member |
| 7. Ms. Sayli Kulkarni | Member |
| 8. Dr. Rajashree Gadhave | Member Secretary |

The meeting was adjourned at 4.50.pm.


Dr. Rajashree Gadhave
Member Secretary


Ms. Pranita Chavan
Chairperson


Dr. J.W. Bakal
Principal

Action taken

Gender audit was carried out and following points were observed during the audit

1. It is observed that in the institute at various institute level committee like CDC,IQAC, IIC ,anti-ragging, cultural committee, women staff are actively involved with more than 60 % strength.
2. Women staff is involved in administration section, account section, exam section to maintain gender equity.
3. In non-teaching staff the strength of women staff is more to foster gender equity.
4. Women teaching staff are handling the responsibility of the Head of the department with more than 50 % strength.
5. Women staff is handling the responsibility of NAAC and NBA coordinator.
6. Girls students are also actively involved in student council, sports activities, and cultural activities and institute committees as per the composition guidelines.
7. In the current academic year 2023-24 the girl candidate is nominated as President of student council.
8. No grievances are received from girl students, women faculty to WDC and Anti ragging and internal complaint committee.
9. PHCET is taking initiative to foster gender equity and sensitization in the organisation and maintaining consistency and sustainability of gender mainstreaming throughout institutional structures and mechanisms



Dr. Rajashree Gadhave
Member Secretary



Ms. Pranita Chavan
Chairperson



Dr. J.W. Bakal
Principal