



People's Education Society's, Mumbai

# DR. AMBEDKAR COLLEGE OF ARTS & COMMERCE

Jai-Jawan Nagar, Yerwada, Pune - 411006.

Affiliated To Savitribai Phule Pune University

PU/PN/AC/067 (1985)

H.S.C. Code No. J. 11-11-034

**Chairman**  
**ANANDRAJ Y. AMBEDKAR**  
B.E., M.M.S.

**Dy. Chairman**  
**DR. D. G. DESHKAR**  
M.A.(Eco), M.Com., DBM, Ph. D

**In-charge Principal**  
**DR. MANOJ M. PANDKAR**  
M. A., M. Phil., Ph. D.

Ref. No. DAC /

Date :

## Best Practices as hosted on the institutional website:

### Best Practices- I

#### Introduction:

Students in T. Y. B. Com are introduced to the best practices for computing taxable income as per the Income Tax Act 1961. This practice aims to enhance their skills for acquiring jobs in business houses and public enterprises as account assistants. The curriculum focuses on computing total and taxable income, with particular emphasis on Income from salary, income from house property, and income from business or profession. The goal is to provide commerce students with the essential skills and knowledge to enhance their employability.

**Title:** How to Calculate Taxable Income and Start Your Own Consultancy Business

#### Objectives:

- Learn tax laws and regulations to accurately calculate taxable income for individuals and businesses.
- Communicate effectively with clients to build a loyal customer base.
- Gain experience with tax preparation software to increase efficiency.
- Develop critical thinking skills to address complex tax situations and provide creative solutions for clients.
- Become a successful entrepreneur in the tax industry.

#### Context:

This best practice is designed to help students interested in accounting and taxation start their consultancy or acquire jobs. It equips them with the necessary skills and knowledge to compute the taxable income of individuals and businesses and offers essential tax consulting services. The curriculum covers tax laws, accounting principles, financial statement analysis, and taxation of individuals, corporations, and partnerships. Hands-on training on popular accounting software like Tally is also provided. After completing this course, students will have a solid understanding of accounting principles and taxation rules and be able to calculate and prepare tax returns for individuals and businesses.

**Practice:**

Understanding taxable income is crucial for financial literacy and can benefit individuals and businesses. It helps to make informed decisions about finances and take advantage of tax deductions and credits. Aspiring entrepreneurs can also benefit from this knowledge when starting their businesses. This best practice provides a comprehensive guide to computing taxable income and starting a business. Upon completing the study, students will acquire valuable skills for personal and professional success.

**Evidence of Success:**

This best practice teaches students to accurately calculate taxpayers' taxable income, providing a solid foundation in tax preparation, consulting, and advanced tax law and regulations topics. Graduates can work for established firms, accounting firms, or government agencies or start a tax consulting business.

**Problem Encountered:**

The best practice challenges students to possess the necessary technology and software to compute taxable income accurately. Students will be given access to essential resources and tools to overcome this. One of the challenges best practices face is promoting their services and finding customers in a competitive market. This course will address these challenges through practical exercises and real-world applications. Chartered Accounting firms and professionals will guide students towards best consultancy practices.

**Any other:**

The recommended approach will emphasize the technicalities of computing taxable income and developing practical communication skills and customer service. This approach will equip students with the necessary skills and knowledge to work in the tax consulting industry. Experienced professionals design the curriculum, which is regularly updated to incorporate the latest tax laws and regulations.

  
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## The curriculum of the Best Practice-I

### Computation of Taxable Income:

The best practice for computing taxable income as per the Income Tax Act 1961 is introduced to the T. Y. B. Com class in semester VI every academic year. This practice aims to enhance students' skills for acquiring jobs as account assistants in business houses and public enterprises. It is crucial to understand the income tax framework for computing total and taxable incomes, determining the tax on the income, and paying it to the government as tax deducted at source.

The practice focuses on the basics of computing total and taxable income, with particular emphasis on Income from salary, income from house property, and income from business or profession, and the calculation of taxable income according to the Indian Income Tax Act 1961. Students will develop a comprehensive understanding of the Income Tax Act 1961, including its rules and regulations.

The curriculum is designed to prepare students for employment as an accounting assistant by providing an orientation on mechanisms of income tax computation. This practice aims to provide commerce students with the essential skills and knowledge to enhance their employability.

### Objectives:

- To create awareness of direct taxation among students, the Income Tax Act of 1961 will be explained in simple terms.
- To comprehend the guidelines and provisions of income tax rules and regulations.
- To gain a complete understanding of how to calculate different types of income.
- To stay informed about changes made by the annual finance bill (Act) and how they affect an individual's taxes.
- To introduce students to the Income Tax Department (ITD) portal, e-filing, and e-services for assessments.

**Prescribed Curriculum:**

SR. No.	Unit Title	Contents	Skills to be Developed
1	Income Tax Act 1961- Important Definitions and Concepts.	Introduction- Features of Income Tax, Scope of Income Tax Act, and Importance of Income Tax Payment for Country Development. Definitions-Income, Person, Assessee, Deemed Assessee, Assessment year, Previous year, Agricultural Income, Exempted Income, Gross Total Income (GTI), Total Taxable Income (TTI), Residential Status of an Assessee, PAN, TAN Concept of Capital receipts, revenue receipts and capital expenditure, revenue expenditure.	It is understanding the concept of Income and tax on Income. Acquaint the students with income tax provisions and tax payables for the country's development.
2	Sources and Computation of Taxable Income under the various Heads of Income	<p>1. Income from Salary – Meaning of salary, Salient features of salary, Allowances and tax Liability, Perquisites and their Valuation, Treatment of provident fund, Deductions from salary. (Theory and Problems)</p> <p>2. Income from House Property - Basis of charge ability, Types of property, Annual Value Self occupied and let out property, Deductions allowed (Theory and Problems)</p> <p>3. Income from Profits and Gains of Business and Professions – Definition of Business, profession, vocation, speculative business, Methods of accounting, Deductions expressly allowed and</p>	Know the computation procedure of income under different heads of income and tax payable on the income.

		<p>disallowed (Theory And Problems)</p> <p>4. Income from Capital Gains – Meaning, Chargeability- definitions- Capital assets, transfer, cost of acquisition, Cost of Improvement, Short term and 3long term capital assets and Capital gains, cost inflation Index, Deductions allowed. (Theory only)</p> <p>5. Income from other sources- Chargeability Method of accounting, deductions, Amounts not deductible. (Theory And Problems)</p>	
3	Computation of Total Taxable Income (TTI)and tax liability	Gross total Income-Deductions u/s-80C, 80CCC to 80 U – Total Taxable Income, Income Tax calculation of Individual - (Rates applicable for respective Assessment year), education and higher education cess, surcharge, etc. (calculation of tax payable as per old regime and new regime)	Understanding the calculation of total income and tax payable by person.
4	E-Filing and Provisions	Due dates of filing return, E-filing of income tax return and forms used, advance tax, TDS (Tax deducted at source), Assessment, AIR (Annual information return), SFT(Specified financial transactions ).	Know the e-filing due dates and recent changes in income tax provisions.

  
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## Teaching Methodology:

Sr. No.	Innovative Methods to be used	Film Shows and A.V. Applications	Projects / Practical's	Expected Outcome
1	The Income Tax Act, 1961 Documents, PPT, Article review, research paper	YouTube clips about The Income Tax Act of 1961	Report Review	Acquaint with knowledge and maturity to understand The Income Tax Act, 1961.
2	Use of contents, online lectures and quizzes, PowerPoint Presentations, Article reviews, research paper	Expert lectures are available on YouTube and other digital platforms.	Individual assignment of solving practical problems, report review	Conceptual Clarity and Practical understanding of sources of income
3	Use of contents, online lectures and quizzes, PowerPoint Presentations, Article reviews, research paper	Expert lectures are available on YouTube and other digital platforms.	Individual assignment of solving practical problems, report review	To understand the calculation of total income and tax payable for individual assessee
4	Use of contents, online lectures and quizzes, PowerPoint Presentations, Article reviews, research papers,	Expert lectures are available on YouTube and other digital platforms. Web site review	Individual assignment of solving practical problems, report review	Understanding the latest amendment of the act and its impact on the person

	online income tax website view			
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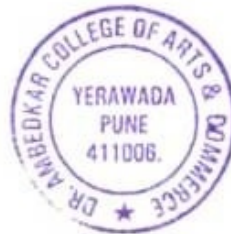
## List of Practical's

Sr. No.	Title of the practical	The objective of the Practical	Outcomes	Methodology
1	The basic concepts of the Income Tax Act of 1961	To make the students understand the basic concepts, definitions, and terms related to direct taxation	Students will be able to identify the technical terms related to income tax.	Report based on various reference books.
2	Income from Salary	Understanding the provisions of salary income and its taxability	Application of correct provision of salary and determination of tax liability and its impact on his annual income	Report based on visit to Individual assessee and collection of documents
3	Income from House Property	Understanding the provisions of House property income and its taxability	Students should be able to compute income from House property	Report based on Guest lecture /seminar/ workshop organized by the college
4	Income from Business or Profession	To make students understand the procedure of	Students should be able to compute income	Report based on visit to a Businessman or professionals and



		computation of income from business or profession	from business or profession	documents collected
5	Computation of Total Income	To make the students determine the net total taxable income of an assessee after reducing the deductions from the gross total revenue earned from all or either of the five heads of income and also to compute tax based on slab rates.	Students will be able to compute the net total income and the tax liability of an individual assessee considering the income from all heads of income and the deduction under Chap VI- A of the Income Tax Act, 1961.	Practical example in Guest Lecture /seminar/workshop and report based on this

  
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## Guidelines for completion of Practical:

- 1) For each semester, three practicals should be completed.
- 2) Two Practical are compulsory from the given list.
- 3) Teachers can choose one practical according to the situation in their local area.

Reference books:

Sr. No.	Title of Book	Authors	Publication	Place
1	Indian Income Tax	Dr. Vinod Singhania	Taxmann Publication. www.Taxmann.com	New Delhi
2	Income Tax	Dr. Girish Ahuja and Dr. Ravi Gupta	Wolters Kluwer	New Delhi
3	Student Guide to Income Tax	Dr. Vinod Singhania	Taxmann Publication. www.Taxmann.com	New Delhi

  
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## The List of the Students who participated in the best practice:

Year-wise list of the students who participated in the best practice				
2022-23	2021-22	2020-21	2019-20	2018-19
Adarsh Mahadev Naik	Aakash Mahadev Waydande	Aakash Hanumant Kawre	Sanche Salma Khawajabhai	Adep Naresh Krushnahari
Aditya Vilas Dolas	Abhijeet Vishnu Salve	Aakash Raju Chavan	Mane Prasad Arun	Amol Vilas Kharote
Aniket Audumbar Torane	Ahuja Manoj Vishnu	Akshay Shivaji Paikrao	Shriram Ajay Dattatray	Barwasi Sunny Vinod
Aniket Ravindra Nade	Akshay Jaiprakash Naik	Alhat Durga Anil	Jagtap Ketan Rahul	Bhatotra Omprakash Narayanlal
Bangare Priti Narsing	Aniket Santosh Pandey	Ambre Preetam Prakash	Shaikh Azar Gaus	Bhingardive Rahul Gopal
Barshinge Prajakta Pramod	Arya Sonu Mohanrao	Anjali Kumari	Shaikh Salma Sameer	Bhise Priyanka Vilas
Battise Pratik Suresh	Bhise Abhishek Sudhir	Arpita Shivaji Bhalerao	Dhende Sumit Balu	Bhojane Priya Raghunath

Bhagesh Sheku Koli	Bhomlekar Kapil Ganesh	Ashutosh Pralhad Palav	Chavan Divya Anil	Bhosale Prathamesh Vijay
Bhaik Omkar Dattatray	Bhosale Aniket Ramesh	Avaghade Shital Sanjay	Rupesh Rajesh Gaikwad	Bhosale Akshay Balu
Bhapkar Aditya Pratap	Bhosale Bharati Bhairu	Bansode Pooja Vinod	Krishna Lokesh Kawale	Channa Ganesh Ramchandra
Bhawar Shubham Balasaheb	Bhosale Pooja Dipak	Baviskar Ajay Bhagawat	Shubham Sanjay Gaikwad	Chavan Akash Motiram
Bhingardive Yash Rajesh	Bhosale Simon Abel	Belekar Omkar Rajendra	Pradnya Siddharth Ovhal	Chavan Pooja Sakharam
Birajadar Nikita Siddhappa	Bhosle Akshay Anil	Bhangad Akshay Annasaheb	Pawar Purnima Nandu	Chavan Suchita Subhash
Chalwadi Nikhil Hanumanta	Buddhabhushan Sanjay Dongre	Bhosale Laxmi Dipak	Mahajan Mukund Somnath	Das Smita Shankar
Chaure Onkar Mukesh	Chabukswar Anand Rajendra	Bhosale Nikhil Umesh	Randive Namrata Nitin	Dhanawade Mangesh Madhukar
Dattatray Dnyaneshwar Chougule	Chaitanya Suresh Alhat	Bhosale Sagar Gautam	Swapnil Vasant Shirke	Dhebe Satish Baban
Dhende Nikhil Sudhir	Chandane Saurabh Vijay	Bhosale Yogesh Yashwant	Gaikwad Ritika Vilas	Dhule Jayram Somnath
Dhengale Diksha Pandurang	Chandekar Salomi Shalmon	Bhusare Sarthak Tanaji	Bansode Varsha Vishnu	Divekar Abhijeet Dattatray
Dhongade Pravin Sitaram	Chaudhari Anita Sudaiv	Borkar Deepali Eknath	Mahadik Manish Surendra	Ganesh Narsing Chalwadi

Dhotre Rohan Hiraman	Chavan Aman Mohan	Chaudhary Mustafa Hanji	Komal Rohidas Choudhary	Goyar Prakash Jugal
Dhotre Shubham Rajendra	Chavan Yogesh Ram	Chavan Mayur Ganesh	Dhangar Urmila Timappa	Hatagale Priyanka Mahadev
Gadankush Pallavi Harishchandra	Chetana Rajesh Sharma	Chavan Rajeshree Dhau	Kadam Kalyani Shrikrishna	Irshadahemed Bilal Shaikh
Gaikwad Abhijeet Vasant	Chintamani Chetna Kishor	Chavan Sayali Abhiman	Chavan Mukesh Shantaram	Joseph Cyril Jaral
Gaikwad Sanket Anil	Dahifale Akshay Arjun	Chikane Balkrushna Babaji	Kadam Vishal Dilip	Kadam Ganesh Ashok
Gaikwad Saurabh Arun	Deepak Ramdas Amble	Choudhary Yuvraj Nivrutti	Rutuja Vijay Deorukhkar	Kadam Rohit Vijay
Gaikwad Sonam Digambar	Deokar Yogesh Anil	Dadanavaru Ankush Khajappa	Lalbondre Swati Anil	Kadam Suraj Dilip
Gajanan Bhanudas Tayade	Dhamankar Yashraj Anil	Dasture Sonali Sujit	Dhiwar Anamika Umesh	Kallure Pravin Naganna
Gangawane Nikita Sunil	Dhanawade Dhananjay Dattaram	Denge Saurabh Rahul	Shaikh Ibrahim Ismail	Kamble Akash Chaturbhuj
Garad Poonam Parmeshwar	Dhanve Priti Kailas	Dhaykar Shubhangi Bhimrao	Hanskar Yogesh Rajesh	Kamble Amar Bhaskar
Gondhali Vishal Shahaji	Dhokade Ritesh Suhas	Dhongade Priti Ganpat	Jadhav Avinash Maruti	Karale Shraddha Madhukar
Gurav Omkar Nivruti	Gaikwad Aniket Anil	Dhotre Ganesh Kalu	Bane Yellappa Bhimashankar	Kate Shweta Narayan
Harshali Sunil Kamble	Gaikwad Satish Shivaji	Dolas Laxmi Popat	Ashish Raju Maruda	Kedari Prayag Kiran

Ilkal Rupesh Deepak	Gaikwad Shekhar Sanjay	Dongre Omkar Shetty	Chalke Ankita Mangesh	Kindare Santosh Malhari
Ingale Ashwajeet Ram	Gaikwad Tulsi Mukesh	Dubey Santosh Subhash	Tamboli Altaf Chandsab	Lahane Poonam Shankar
Ishvaran Umesh Mohan	Gamare Sushant Rajendra	Dukale Shrikant Shankar	Mehenaz Shahabudin Inamdar	Lashkare Akshay Anil
Jadhav Pooja Pandurang	Gangawne Anisha Suresh	Gaikwad Gaurav Nitin	Sayyad Jaid Ahemed	Lokam Madhuri Dashrath
Jadhav Pranav Manoj	Ghaymukte Shweta Ganesh	Gaikwad Hrushikesh Bhagwan	Bhosale Pranit Ravindra	Lokesh Pardeshi
Jadhav Pratham Milind	Giridhar Madhukar Sherkar	Gaikwad Ketan Vasant	Gagade Sushil Ravidatt	Lonare Atish Satish
Jadhav Rajkumar Balu	Gunjekar Shivam Parshuram	Gaikwad Pratiksha Dattatry	Bhangad Ajit Annasaheb	Madavi Sagar Dayaram
Jadhav Rushikesh Uttam	Hagawane Sanket Satish	Gaikwad Shruti Gangaram	Sonawane Shubham Anil	Madiwal Uma Ramchandra
Jadhav Tejal Vasant	Harshad Sudhir Waghela	Gaikwad Snehal Ramdas	Kamble Shweta Jitendra	Memane Shraddha Vikram
Jagtap Nilesh Navnath	Hatkar Ajay Datta	Gaikwad Suraj Digambar	Gaikwad Sanskriti Dattatray	Mhaske Mukesh Shrimant
Jyoti Baliram Kamble	Hawade Neha Dashrath	Gajbhiye Saurabh Ravindra	Borkar Sanjay Ravi	Mhaske Vishal Maruti
Jyoti Nirupati Sarkar	Hikke Akshay Hanuman	Galande Akshay Kaluram	Dhabale Yogita Siddheshwar	Mhetre Vrushali Mallikarjun

Kachi Suraj Sunjay	Jadhav Aditya Sunil	Gaurav Umesh Pardeshi	Devkar Abhishek Jitendra	Mohite Shubhangi Harishchandra
Kage Tanushree Hemant	Jadhav Manish Vijay	Ghaymukte Sahil Ashok	Vaichal Akshay Sunil	Nimutkar Rahul Vijay
Kajal Ravi Shinde	Jadhav Rohit Raju	Hikke Krishna Hanuman	Rathod Rahul Baddhu	Ovhal Apurva Ashok
Kamble Pranit Dattatray	Jadhav Shraddha Kishor	Ingale Sumeet Prakash	Niyamatbasha Mohamadhanji Chaudhari	Pahilwan Trishala Ramchandra
Kamble Prashant Dilip	Jagtap Omkar Ajay	Jadhav Shubham Kishor	Moin Ilahi Pathan	Palkar Vaibhav Sham
Kamble Ritu Dhananjay	Jangam Rupesh Prakash	Jambhulkar Sumit Vijay	Malindar Singh Laxman Singh Bawari	Pandit Amol Mahadev
Kazi Kamil Ahmed Nadeem	Jathar Rohit Chandrakant	Joseph Lawrence Jaral	Bahule Raturaj Vikas	Pardeshi Rajesh Jagdish
Kharat Anmol Rajendra	Kadam Aishwarya Gajendra	Kadam Prathamesh Pramod	Prakashale Kumar Balasaheb	Parkhe Mahesh Shivaji
Kharde Shweta Ishwar	Kadlak Ankita Sadashiv	Kadam Rahul Vijay	Pruthviraj Atharva Satyendra	Pawale Shubhangi Suryakant
Kotwal Karishma Sadiq	Kage Harish Hemant	Kadam Vaishnavi Umesh	Sane Sandesh Bharat	Pawar Sagar Dilip
Lokare Shubham Ramdas	Kale Akshay Dilip	Kadlak Nikita Sadashiv	Vidya Madhukar Khude	Pawar Vishal Bhalchandra
Mahat Saddamhussain Rafique	Kamble Nihal Kisan	Kamble Akanksha Dilip	Pardeshi Pratap Mohansingh	Pimple Pallavi Ramesh

Mahesh Manik Lankeshwar	Kamble Prathmesh Dnyaneshwar	Kamble Akash Deepak	Chetan Rajendra Lunge	Pooja Shahuraj Ghante
Manisha Kanade	Kamble Swapnali Gautam	Kamble Amruta Bhujang	Devadiga Amrutham Raghunath	Prashant Balu Kadam
Mate Nikita Jamvant	Kamble Umesh Ramesh	Kamble Bhushan Vijay	Shirodkar Pratiksha Pradip	Priya Shankar Waghmare
Mayur Bhalchandra Sable	Kanti Pooja Ramu	Kamble Harshada Suresh	Rathod Prasad Pramod	Rajguru Akshay Gajanan
Mhatre Anjappa Mallikarjun	Kaware Aadesh Sunil	Kamble Krishna Kundan	Rathod Ganesh Ramesh	Ritu Arun Kamble
More Uttam Raju	Kedar Priyanka Hanmant	Kamble Mantesh Tirupati	Ghodke Swapnil Ishwar	Sable Abhilash Deepak
Mustansir Hussainy Kotaliya	Kedari Mohit Shashikant	Kamble Pooja Anil	Shinde Anuradha Sanjay	Sagvekar Sayali Gangaram
Palkar Prathmesh Sunil	Kedari Rupali Lajaras	Kamble Pratik Deepak	Waghmare Gaurav Rajaram	Sandeep Mahadev Deokar
Pandey Govind Surendra	Khan Farukh Mustak	Kamble Varsha Jalindar	Gaikwad Adarsh Dhanraj	Sarthe Sheetal Rajendra
Pardeshi Akshay Arun	Khandagale Kiran Raju	Kamble Vihar Madhukar	Gou Krishna Raju	Sathe Chetan Prabhakar
Pardeshi Harsh Manoj	Kharat Aadesh Sanjay	Kasabe Nikita Prasann	Omkar Machindra Gadekar	Sharma Sunil Santosh
Pariyar Rekha Laxman	Koli Shivraj Shekappa	Kene Rushikesh Vijay	Owhal Rushikesh Sanjay	Shedge Vikas Eknath



Patil Aditya Rajan	Kumbhar Akash Arun	Khalil Mahammadibrahim Shaikh	Shinge Akash Ramchandra	Shingade Sachin Sakharam
Pawar Avishakar Sudhir	Kumpawat Hirakunwar Ishwarsingh	Khan Anwar Salim	Chandanshive Niket Vinayak	Sonawane Supriya Vasant
Pawar Prathamesh Raju	Lahekar Saurabh Gajanan	Khandare Milind Bhimrao	Sable Kundan Ravindra	Sujata Vasant Kale
Pawar Vaishali Gyansingh	Lalwani Siddesh Rakesh	Kharat Harshad Tushar	Shinde Shweta Prabhakar	Sukle Sanjay Hanumant
Pol Anupama Arun	Lashkare Ashok Eknath	Khatavkar Shubham Suresh	Gaikwad Ashitosh Narendra	Sunny Rohidas Shingare
Prakshale Komal Balasaheb	Lokhande Prachi Balaji	Kirat kudve Sumit Sanjay	Shwetaanjali Jahangir Satpute	Suresh Dattu Yewale
Pranav Rahul Jadhav	Lonare Prasad Sunil	Kothari Vrushabh Rajendra	Sayyed Mubin Rafik	Tamboli Soyul Shahabuddin
Pratiksha Ravi Shingare	Londhe Pooja Vinod	Lokhande Rushikesh Tukaram	Sonit Dattaram Shinde	Thapa Poonam Rajsing
Pujari Mahesh Bhimrao	Malke Ritesh Vijay	Lokhande Shubham Rajanand	Shoeb Rafique Shaikh	Thorat Shweta Satish
Puri Akash Savan	Mancnya Ajay Anil	Mahesh Kamlakar Kamble	Mungle Wasim Mubin	Uttam Arun Shinde
Rajkumar Deshmukhe Rajput	Mancha Kunal Suresh	Malkunaik Pooja Sambhaji	Gaikwad Suhasini Babu	Vadnere Ankur Sharad
Rajput Ritika Anil	Mangale Yogesh Deepak	Malkunaik Tushar Laxman	Pujari Savita Bhoju	Vaid Reshab Dhannu

Rajput Shivani Anil	Mankena Aruna Balraj	Mandal Neha Nageshwar	Bhailume Satyaprakash Suresh	Vannamma Tayappa Pujari
Sagar Ramesh Chavan	Manohar Dnyansagar Sahebrao	Mane Mahesh Prakash	Alfiya Noorkhan Pathan	Varma Swati Harbhajan
Sahil Rafik Shaikh	Mapare Vrushali Dattatray	Mane Rajani Raju	Rahul Sunil Pawar	Varvante Dnyaneshwar Malhari
Salve Abhishek Subhash	Master Swarupa Tipanna	Mangale Aniket Dilip	Salvi Pravina Kamlakar	Vitole Priti Gautam
Sameer Daval Vasmani	Mayuri Rajendra Kamble	Mansi Ramesh Parmar	Bengle Akash Yuvraj	Wagde Sneha Hanuman
Sathe Prashant Ramesh	Mhaske Mariya Sunil	Maske Kalyani Avdhut	Dange Gaurav Harishchandra	Waghmare Prasad Mohan
Sawant Komal Bharat	Mhatre Shivraj Vanappa	Maske Rohit Mahadev	Takasande Monika Raju	Waghmare Pushparaj Suhas
Sawant Sahil Dilip	Misal Suraj Narsing	Mauli Sanjay Thorat	Nadaf Dilshad Shafik	Walodare Rohan Devidas
Sayyed Arbaj Elai	Modak Yash Somnath	Maywanshi Harshada Somnath	Khetawat Rekha Rupla	Yadav Nisha Dharamveer
Shah Rohit Premsing	More Rohit Ramesh	Meghana Anant Kadam	Sarwade Akshay Uttam	Yasmin Mohammadali Shaikh
Shaikh Mainuddin Usman	Mourya Sirmakumari Ramavtar	Mehendidatta Aman Rajendra	Deepak Vidyarthi	
Shaikh Noid Bashir	Namwad Anil Ramesh	Mhamane Khandu Shankar	Salvi Noel David	

Shaikh Shabnam Anwar	Nanaware Sudhir Mohan	Mhaske Sunil Vasant	Gaikwad Abhijeet Padmakar
Shaikh Sofin Siraj	Neha Sohanlal Tiwari	Mishra Nitukumari Dineshprasad	Shaikh Huzaif Saeed
Shaikh Sohail Mohammad	Nikalje Akash Suryakant	Momin Saniya Makbul	Chavan Kajal Sham
Shelar Manisha Vitthal	Nikam Harshad Mahendra	More Omkar Vinayakrao	Bengle Dikshant Suryakant
Shelke Chetan Bhousaheb	Nikam Niranjan Ravindra	Nagare Aarti Sanjay	Chalwadi Komal Nagappa
Shetwe Pranit Khemraj	Nimbalkar Mansi Rajaram	Naidu Ravina Rajendra	Mane Archana Chandrakant
Shinde Jyoti Balasaheb	Om Dipak Sonawane	Nanaware Supriya Bhousaheb	Gophane Deepak Sunil
Shinde Mohit Sanjaypal	Omkar Balasaheb Rajguru	Narwane Nilesh Babu	Menge Akshay Prakash
Shinde Neha Annaso	Omkar Mahadev Rathod	Nigade Akshay Arun	Sonali Ambadas Ramgude
Singh Pooja Indradev	Pardeshi Satyan Sanjay	Nindaniya Shubham Deepak	Kamble Arati Vishram
Sonali Manjunath Bhaiktte	Patel Imran Mujib	Omkar Prakash Patkar	Dubare Sagar Ganpat
Sonkamble Vikrant Vilas	Patil Shubham Vijay	Oval Sourabh Siddharth	Chavan Akash Suresh
Surwase Ajay Umaji	Pawale Rushikesh Uday	Padale Aditya Raju	Kerekar Pranali Suresh

Surwade Prathama Dinkar	Pawale Shubham Anil	Pagare Sagar Bapu	Kamble Manasi Dilip
Talape Pranit Tukaram	Pawar Narayan Balaso	Pande Prachi Dinesh	Pooja Raju Mahadik
Thakur Suraj Ravindrasingh	Pawar Sunil Kachru	Patil Akash Ankush	Bhalerao Vishal Bhagwan
Thapa Pankaj Tekbahadur	Payal Kishor Kasabe	Pawale Shubhangi Suryakant	Sharma Mansi Rajesh
Thorat Pranjal Balkrishna	Pedamkar Sakshi Sunil	Pawar Rohit Kiran	Prasad Sanjay Pawar
Ture Gayatri Balasaheb	Pragati Suresh Dhumal	Pawar Rohit Raju	Dalvi Bhauasaheb Mohan
Tushar Manoj Chawan	Prasad Kartik Ravi	Pooja Nivruthi Gadekar	Chavan Shubhangi Vinod
Vishal Manoj Pardeshi	Pratik Somnath Waghmare	Pote Deepak Bharat	Gore Rohit Vijay
Waghmare Sneha Ramchandra	Pratiksha Manesh Kamble	Prasad Kashinath Lande	Kamble Sourbha Popat
Wakhare Devashish Suresh	Priyanka Prakash Dede	Pratiksha Ramesh Adsule	Kamble Pranali Gautam
	Rajguru Prajwal Santosh	Pujari Rakshit Bhoju	Gaikwad Neha Vivek
	Raju Shrinivas Siddha	Qureshi Atif Mohammed Hasan	Dhaykar Shubhangi Bhimrao
	Raskar Nikhil Kailas	Rahul Anil Rajput	Shriya Deepak Rajani

Rathod Ganesh Harish	Rakeshkumar Rangrao Desai	Shruti Deepak Rajani
Ravalkar Vaibhav Bablu	Randive Kajal Subhash	Shubham Gangaram Jadhav
Ravikant Chandrakant Bawri	Randive Pratik Raju	Gaikwad Meera Ramchandra
Rohan Mariappa Dodmani	Rathod Rohan Suresh	Gaikwad Dolly Balu
Rohan Ravindra Salunke	Rathod Rutik Gorakh	Kureshi Sharuk Rafik
Rohit Ravindra Dalvi	Rathod Sachin Suresh	Gajarmal Shubham Sanjay
Rohit Sanjay Kadam	Rathod Swapnil Santosh	Pethare Monika Bhanudas
Sagat Deepti Erappa	Raut Kiran Laxman	Verma Sunil Vidyasagar
Sagat Shrinath Erappa	Ravi Naresh Parihar	Pawar Kajal Gyansingh
Sakshi Pandit Gaikwad	Reddy Aniket Devdas	Imamjafar Shabbir Hannure
Salunke Pravin Jotiram	Rohan Mahendra Makhare	Chavan Tushar Vinod
Salve Prajawal Rajesh	Rohini Ravikant Kamble	Nola Suraj Sharanappa
Sandesh Satish Hagawane	Rohit Bhanudas Kashved	Alhat Nitin Ramu

	Sane Nikita Bharat	Sable Shubham Vinod	Gaikwad Rahul Shivaji	
	Sapkal Nikita Mahendra	Sadafule Diksha Sham	Wagheshri Vicky Ramsing	
	Sarode Samiksha Sudhir	Sagar Baliram Mahajan	Gaikwad Dipamala Rohidas	
	Satish Manoj Gumane	Sagat Aarti Erappa	Shital Rajendra Girame	
	Saudagar Riyazuddin Tajuddin	Sakpal Nandkishor Satish	Kadam Amit Ramesh	
	Sawant Akash Manoj	Salunke Rushikesh Vilas	Vishal Rajendra Bhosale	
	Sayali Kisan Kamble	Salve Megha Ramesh	Madavi Sagar Dayaram	
	Sayyed Ashraf Anwar	Salve Seema Bansi		
	Shahid Nababsab Tamboli	Sameer Hanumant Shinde		
	Shaikh Atif Jawed	Sandeep Kailas Kesarkar		
	Shaikh Najmeen Mahmadhanif	Sangam Mayur Malleh		
	Shaikh Samina Ismail	Sanket Eknath Mutagekar		
	Shaikh Shanwaj Mubin	Sarode Sayali Parshuram		
	Shelke Abhishek Balu	Sartape Rahul Murlidhar		

Shikalkar Zuber Mujib	Sathe Vijay Arjun		
Shinde Avinash Anil	Saurabh Shailesh Pardeshi		
Shinde Pooja Kalidas	Sayyed Azhar Jelani		
Shinde Priyanka Ravi	Sayyed Maleka Mohiuddin		
Shirke Rushikesh Kisan	Sayyed Tarannum Asif		
Siddha Dinesh Malyadri	Shaikh Bushra Mohammadsadik		
Sikha Dinesh Pande	Shaikh Gulzar Md.Sarmuddin		
Singh Shakti Chandrabhan	Shaikh Nazim Nasir		
Sonawane Akash Arvind	Shaikh Shahrukh Hussian		
Sonawane Prem Prakash	Shaikh Shahrukh Yasin		
Sonkamble Nikita Vishnu	Shaikh Umer Amir		
Suraj Sunil Sonawane	Shaikh Zameer Amir		
Surwade Yashkumar Dinkar	Sheela Vidhyasagar Verma		
Suryavanshi Hrithik Shrikant	Shelake Vijay Savalaram		

Suryawanshi Mansi Vagar	Shelke Pratik Chandrashekhar		
Suryawanshi Omkar Ashok	Shendge Siddhi Vitthal		
Tambat Niyatee Raju	Shinde Aniket Suresh		
Thoka Shivam Rajendra	Shinde Aniket Vitthal		
Tupare Asmita Shrikant	Shinde Poorva Mahendra		
Usulkar Niraj Anil	Shinde Rohit Santosh		
Vikas Abasaheb Pawar	Shinde Shraddha Shrikant		
Vikas Namdev Waghmare	Shinde Tulsi Prakash		
Vishal Gangadhar Gobade	Shinde Yogesh Tayaji		
Vivek Vasant Jadhav	Shingate Shweta Sachin		
Vyavahare Omkar Anil	Shivale Sachin Rajaram		
Waghmare Neha Deepak	Shubham Balu Chaugule		
Waghmare Premkumar Rajendra	Shubham Shashikant Bhosale		
Waghmare Vishal Mitthu	Singh Amit Omprakash		



	Waghmare Yogesh Uttam	Smita Mahendrasingh Thakur		
	Waghule Vivek Ashok	Snehal Sanjay Hiranwale		
	Walamikee Deepali Kiranpal	Sonavane Shweta Laxman		
	Yadav Anujkumar Ramsundar	Sonawane Aniket Ravi		
	Yohan Yesudas Uladri	Sonawane Shekhar Vitthal		
	Zore Mahesh Mangesh	Sukte Arjun Ulhas		
		Sunita Gulab Chandanshive		
		Suraj Ganesh Salve		
		Tejendersingh Sandhu		
		Thakur Ajay Mahendra		
		Thombare Bhagirath Ashruba		
		Thombre Akash Sanjay		
		Thorat Vipul Vasant		
		Vikas Ashok Sharma		

		Vinay Vijay Devrukhkar		
		Vishal Ashok Chavan		
		Vishwakarma Manoj Girijashankar		
		Vrushbh Taywade		
		Wadawraw Abhijeet Sudhakar		
		Wadekar Swastik Chandrakant		
		Waghela Mohit Kishor		
		Waghmare Abhishek Chandrakant		
		Waghmare Poonam Arun		
		Waghule Vivek Ashok		
		Yelne Rohit Ravindra		



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People's Education Society's, Mumbai

# DR. AMBEDKAR COLLEGE OF ARTS & COMMERCE

Jai-Jawan Nagar, Yerwada, Pune - 411006.

Affiliated To Savitribai Phule Pune University

PU/PN/AC/067 (1985)

H.S.C. Code No. J. 11-11-034

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Date :

## Best Practices as hosted on the institutional website- II

### Best Practices-II

**Mapping Success: Exploring Academic Paths - In-Depth Gender Audit"** is a 2018-2023 study investigating the relationship between academic paths and gender.

#### Introduction:

Dr Ambedkar College of Arts and Commerce, located in Yerawada, Pune, is committed to fostering a holistic learning environment marked by gender equality. To achieve this goal, the institution has undertaken a comprehensive Year-wise Gender Audit from 2018-19 to 2022-23. The audit aims to explore the relationship between academic paths and gender by shedding light on the gender ratios prevalent among students and staff and evaluating differentials in academic performance. The study, titled "Mapping Success: Exploring Academic Paths - In-Depth Gender Audit," is not just a survey but a commitment to understanding and addressing the existing gender disparities in the educational landscape and transforming it into a more inclusive and equal space for everyone.

#### Objectives:

##### Objective 1: Assess Gender Representation

- Conduct a thorough analysis of gender distribution among students and staff.
- Examine enrollment figures, faculty composition, and staff distribution.
- Identify existing gender disparities within Dr Ambedkar College of Arts and Commerce.

##### Objective 2: Evaluate Academic Performance Disparities

- Scrutinize examination results, grade distributions, and participation rates.
- Analyze academic performance differentials across genders.
- Identify patterns impacting the overall learning experience.

### Objective 3: Identify Institutional Factors

- Investigate institutional factors contributing to gender-based academic disparities.
- Examine curriculum design, teaching methodologies, and support systems.
- Pinpoint areas for improvement to enhance the academic experience for all genders.

### Objective 4: Propose Inclusive Strategies

- Formulate actionable strategies based on findings.
- Recommend measures to promote gender inclusivity in academic paths.
- Encompass curriculum adjustments, targeted support programs, and initiatives.

### Objective 5: Foster Awareness and Engagement

- Create awareness within the college community about gender audit outcomes.
- Emphasize the importance of gender equality in academia.
- Encourage dialogue, feedback, and active participation for a fair, inclusive learning environment.

### **Context:**

Dr Ambedkar College in Yerawada, Pune, is dedicated to fostering an inclusive learning environment. Through the initiative "Mapping Success: Exploring Academic Paths - In-Depth Gender Audit," spanning 2018-19 to 2022-23, the college delves into gender dynamics and academic trajectories. Beyond statistical analysis, the audit aims to understand the interplay between gender representation and academic performance. Scrutinizing enrollment, faculty, and staff, it uncovers disparities and challenges different genders face.

Going beyond surface-level examination, the audit meticulously evaluates academic performance by analyzing results, grade distributions, and participation rates. It seeks to identify factors contributing to divergent academic experiences among genders.

The study also explores institutional factors like curriculum design and teaching methodologies contributing to gender-based academic disparities. Unearthing insights guide informed interventions and improvements.

The college aims to formulate actionable strategies promoting inclusivity based on audit findings. These may include support programs, curriculum adjustments, and initiatives for an inclusive academic environment.

Emphasizing awareness and engagement, the audit stimulates dialogue within the college community. Sharing outcomes encourages feedback, fostering an environment that actively supports success for all genders.

"Mapping Success: Exploring Academic Paths - In-Depth Gender Audit" is more than statistics; it's a journey toward understanding and inclusivity, reflecting the institution's commitment to a mapped-out success for all, regardless of gender.

### **Practice Implementation:**

The Practice:

Dr. Ambedkar College's commitment to inclusivity is showcased through the "Mapping Success: In-Depth Gender Audit." This strategic practice aims to understand and rectify gender-related academic disparities within the institution.

### **Baseline Assessment:**

#### **Objective:**

Analyze gender representation among students and staff.

#### **Activities:**

- Scrutinize enrollment, faculty, and staff data.
- Identify existing disparities and challenges.

### **Academic Performance Evaluation:**

#### **Objective:**

Evaluate academic performance differences across genders.

#### **Activities:**

- Examine examination results and participation rates.
- Identify patterns impacting learning experiences.

### **Institutional Factors Investigation:**

#### **Objective:**

Identify factors contributing to gender-based academic differences.

#### **Activities:**

- Examine curriculum designs and support systems.
- Pinpoint areas for improvement.

### **Strategic Formulation:**

**Objective:**

Propose actionable strategies for gender inclusivity.

**Activities:**

- Formulate recommendations based on audit findings.
- Develop strategies fostering inclusivity.

**Awareness and Engagement:****Objective:**

Foster awareness about gender audit outcomes.

**Activities:**

- Share results through workshops and presentations.
- Encourage dialogue and feedback.

**Implementation Steps:****Initiate the Gender Audit:**

- Establish a dedicated team.
- Define audit scope and objectives.

**Data Collection and Analysis:**

- Gather comprehensive enrollment and performance data.
- Utilize statistical tools for analysis.

**Institutional Factors Review:**

- Engage stakeholders for institutional assessment.
- Collaborate with academic departments.

**Strategic Formulation:**

- Organize workshops with faculty and staff.
- Develop actionable strategies.

**Awareness Campaign:**

- Design communication channels.
- Encourage open forums for engagement.

## **Outcomes and Impact:**

The practice aims to create an inclusive academic environment. By addressing disparities, fostering inclusivity, and implementing interventions, the institution uplifts all genders, ensuring equal opportunities for academic success. The feedback loop ensures adaptability for sustained improvement in creating an inclusive educational landscape.

## **Evidence of Success:**

### **Quantitative Results:**

#### **Increased Gender Representation:**

- Enrollment figures reveal a noticeable increase in gender representation across academic programs.
- Faculty and staff compositions now showcase a more balanced gender distribution.

#### **Reduced Academic Performance Disparities:**

- Examination results display a narrowing gap in academic performance between different genders.
- Grade distributions show more equitable outcomes across genders.

#### **Positive Trends in Participation Rates:**

- Participation rates in academic activities demonstrate a more balanced engagement between male and female students.
- Active involvement in extracurricular activities showcases a positive shift towards gender inclusivity.

## **Qualitative Outcomes:**

### **Enhanced Institutional Factors:**

- Review of curriculum designs and teaching methodologies reflects adaptations for greater gender inclusivity.
- Improved support systems address challenges faced by different genders, creating a more conducive learning environment.

### **Successful Implementation of Inclusive Strategies:**

- Actionable strategies formulated based on audit findings have been successfully implemented.
- Curricular adjustments, targeted support programs, and initiatives have positively impacted the academic paths of all genders.

### **Increased Awareness and Engagement:**

- Workshops and seminars on gender audit outcomes have generated meaningful dialogue within the college community.
- Active participation from stakeholders showcases increased awareness and commitment to fostering an inclusive academic environment.

### **Stakeholder Testimonials:**

#### **Faculty and Staff Feedback:**

- Testimonials from faculty and staff members highlight a positive shift in the college's academic culture.
- Recognition of efforts to create a more inclusive and supportive learning environment for all genders.

#### **Student Perspectives:**

- Student testimonials convey a sense of belonging and equal opportunities.
- Positive experiences shared regarding the impact of targeted support programs on academic success.

#### **Long-Term Impact:**

#### **Alumni Success Stories:**

- Alumni from the period under audit showcase successful career paths and contributions to various fields.
- The gender audit's impact on alumni experiences is evident in their continued commitment to principles of equality and inclusivity.

#### **Continuous Improvement:**

- Ongoing assessments and feedback loops demonstrate the institution's commitment to continuous improvement.
- Flexibility and adaptability in response to emerging challenges further solidify the success of the gender audit initiative.

#### **Challenges and Resource Requirements:**

##### **Challenges:**

##### **Data Accessibility and Accuracy:**



- **Challenge:** Data privacy concerns and data entry errors may hinder the assurance of accurate and accessible data for gender audit purposes.
- **Mitigation:** Implement robust data collection and verification protocols. Collaborate with institutional data management teams to address privacy concerns.

#### **Resistance to Change:**

- **Challenge:** Faculty and staff may resist changes to existing curriculum designs and teaching methodologies.
- **Mitigation:** Conduct awareness programs and training sessions to communicate the benefits of inclusive strategies. Foster a collaborative approach to encourage acceptance.

#### **Limited Financial Resources:**

- **Challenge:** Implementing targeted support programs and curriculum adjustments may strain the institution's financial resources.
- **Mitigation:** Seek external funding through grants and partnerships. Prioritize strategies with high impact and cost-effectiveness.

#### **Cultural Sensitivity:**

- **Challenge:** Addressing gender-related disparities requires cultural sensitivity, and some stakeholders may be resistant.
- **Mitigation:** Incorporate cultural competency training for faculty and staff. Foster open dialogues to understand and address cultural concerns.

#### **Effective Stakeholder Engagement:**

- **Challenge:** Ensuring active participation and stakeholder feedback may be challenging.
- **Mitigation:** Develop inclusive communication channels, organize regular feedback sessions, and involve stakeholders in decision-making.

#### **Resource Requirements:**

##### **Dedicated Team:**

- **Requirement:** Establish a dedicated team responsible for the gender audit.
- **Rationale:** A committed team ensures the smooth execution of the audit, data collection, and analysis.

##### **Technological Infrastructure:**

- **Requirement:** Invest in technology for efficient data management and analysis.

- Rationale: Advanced tools streamline the analysis of large datasets, providing more accurate insights.

**Training Programs:**

- Requirement: Develop training programs for faculty and staff.
- Rationale: Training ensures a shared understanding of the importance of inclusivity and the successful implementation of new strategies.

**External Partnerships:**

- Requirement: Seek partnerships with external organizations and experts.
- Rationale: External collaborations provide additional resources, expertise, and potential funding for initiatives.

**Communication Platforms:**

- Requirement: Establish effective communication channels.
- Rationale: Clear communication is essential for disseminating information about the audit, outcomes, and the importance of gender inclusivity.

**Budget Allocation:**

- Requirement: Allocate budget for implementing recommended strategies.
- Rationale: Adequate funding is crucial for executing targeted support programs, curriculum adjustments, and awareness campaigns.

**Monitoring and Evaluation Tools:**

- Requirement: Implement tools for continuous monitoring and evaluation.
- Rationale: Regular assessments help track progress, identify challenges, and refine strategies for ongoing improvement.

**Composition of the Male and Female Students Admitted 2018-19 to 2022-23**

Year	SC			ST			OBC			OPEN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2018-19	257	159	416	18	8	26	124	67	191	260	26	286

2019-20	268	150	418	21	24	45	138	54	192	202	89	291
2020-21	254	139	393	19	7	26	126	41	167	162	70	232
2021-22	265	146	411	16	7	23	121	51	172	151	91	242
2022-23	222	130	352	14	9	23	110	48	158	135	85	220

### Data Analysis:

It is evident that the count of male students admitted to PES's Dr Ambedkar College of Arts and Commerce was consistently higher than the number of female students admitted in each academic year between 2018-19 and 2022-23. Nevertheless, there has been a noteworthy rise in the total number of students admitted to the college over the years.

The ratio of male-to-female students admitted to the school each year varies. This is expressed as a percentage. For example, in the 2018-19 academic year, around 2.18 male students were admitted for every female student. In the 2019-20, 2020-21, 2021-22, and 2022-23 academic years, the male-to-female ratios were 1.39, 1.52, 1.57, and 1.57 respectively.

It is important to mention that although the proportion of male students accepted has consistently been higher than that of female students, the percentage of female students admitted has gradually risen each year. For example, the percentage of female students admitted in the academic year 2018-19 was 31.46%, which increased to 40.95% in the academic year 2022-23.

In general, the trends show that the college has been putting in efforts to enhance gender diversity and representation in its student population. However, there is still room for improvement in achieving a more balanced gender ratio. This analysis can guide the college administration in identifying areas that need attention and developing strategies to promote gender diversity and inclusivity.

### Composition of the Male and female teachers associated with the college for the year 2018-19 to 2022-23

Year	No. of Teachers who have worked in the college		Ph. D	Total
	Male	Female		

2018-19	15	6	6	21
2019-20	16	8	6	22
2020-21	14	6	6	20
2021-22	16	8	9	22
2022-23	11	7	7	18

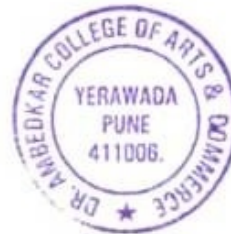
### Data Analysis:

The college has had consistently more male teachers than female teachers from 2018-19 to 2022-23.

Regarding educational qualifications, we observe a nearly equal number of male and female teachers with a Ph. D with slight variations in some years.

The college generally has a decent balance of male and female teachers. However, it would be beneficial to make more efforts to ensure gender equality amongst the teaching staff. Additionally, the college could implement more initiatives to encourage female teachers to pursue higher education and obtain a Ph.D. degree.

  
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