



ANJUMAN KHAIRUL ISLAM'S
POONA COLLEGE
OF ARTS, SCIENCE & COMMERCE

CAMP, PUNE - 411001



Internal Quality Assurance Cell (IQAC)

GENDER AUDIT REPORT

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Gender Audit: An Introduction

A. Introduction of the Institution

Poona College began its noble journey way back in the year 1970, when it was founded by the Mumbai based Yateemkhana and Madrasa, Anjuman Khairul Islam Trust which felt the dire need for educational renaissance especially among the underprivileged and the educationally deprived. Thereafter over the last 50 years, it has gradually risen itself and gained exceptional momentum enough to be recognized as an established seat of learning.

The College is affiliated to SavitribaiPhule Pune University, and is recognized by the University Grants Commission under Section 2(f) and 12[B] and also Re-accredited by the National Accreditation and Assessment Council (NAAC), Bangalore.

The College offers full-fledged three years Government-aided degree courses namely B.A.(English, Economics, Political Science, Hindi and Urdu), B.Sc.(Chemistry, Zoology, Physics, Geology, Electronics), B.Com.(Business Administration, Marketing Management, Costing and Banking and Finance) in addition to two years, Government-aided, Master's program in Commerce (M.Com.).

The college also offers several self-financed professional courses, popular among which are Bachelor of Business Administration (B.B.A), Bachelor of Business Administration-Computer Applications (B.B.A-C.A), and B.Sc.(Computer Science) courses ,while popular Masters' Programs being M.Sc.(Computer Science), M.Sc.(Electronics), M.Sc.(Organic Chemistry), M.A (English), M.A. (Economics) and M.A. (Urdu).

Poona College is a recognized Research center of the SavitribaiPhule Pune University for M.Phil. and Ph.D. in the faculties of Commerce, Chemistry and Economics.The College has expanded steadily over the last half century on a national and global scale with student enrollment exceeding 6500 every year, and has become a favored destination for education seekers from all Indian States particularly the North-East and from over 50 countries abroad.

The College is a recognized Research Centre of the SavitribaiPhule Pune University for Chemistry, Commerce as well as Economics and has full-fledged degree courses and Postgraduate Centers in Computer Science, Electronics, Organic Chemistry, Zoology, Economics, English, Urdu and Commerce. Apart from this, it also offers professional courses such as B.B.A, B.C.A, B.Sc.(Computer Science) and M.Sc. (Computer Science). Poona College also has four Bachelor of Vocation (B.Voc.) courses recognized by the University Grants Commission in Software Development, Medical Laboratory Technology, Banking Finance and Insurance, Travel, Tourism and Hospitality Management. Gradually it has expanded on a national as well as global scale with student enrolment exceeding 6000 every year, and has become a favored

destination for education seekers from all Indian States particularly the North-East and from over 15 countries abroad.

The College prides itself by possessing a rare distinction of having a highly qualified, dedicated and enthusiastic staff with doctorates constituting a half while a quarter as M.Phil. qualified. In addition to conventional teaching, more stress is laid on imbuing moral and ethical characters, career planning and guidance, sports and co-curricular activities such as NCC, NSS and Sports.

B. What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

1. An internal audit: This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

2. An external audit: This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender-specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, a gender audit goes on to analyze how gender is mainstreamed into the implementation phase of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

Constitution of Gender Audit Committee:

Sr. No	Name	Designation	Institution
1	Dr. Aftab Anwar Shaikh	Chairman	Principal, Poona College of Arts, Commerce and Science, Camp, Pune
2	Mr. IqbalShaikh	Vice Chairman	IQAC Coordinator and Vice Principal, Poona College of Arts, Commerce and Science, Camp, Pune
3	Dr.Salma Aziz	External Committee Member	Head, Department of Sociology, AbedInamdar Senior College of Arts, Science and Commerce Camp, Pune
4	Dr. Vishal Jadhav	External Committee Member	Head, Department of Sociology, Tilak Maharashtra Vidyapeeth (TMV) Gultekdi, Pune
5	Dr. GulabPathan	Internal Committee Member	Head, Department of Sociology, Poona College of Arts, Commerce and Science, Camp, Pune
6	Dr. Ahmed Shamshad	Internal Committee Member	Head, Department of Political Science, Poona College of Arts, Commerce and Science, Camp, Pune

The Gender Audit undertaken by the IQAC, Poona College of Arts, Science and Commerce, Camp, Pune along with external and internal Committee Members. External Committee Member, Vice Chairman and Chairman intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

D. Objectives of the Gender Audit exercise:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.

- A certified consultant to be invited to take care of personal development and confidence building among students.
- Organizing programs to build confidence and instill leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.

D. Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.

The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

1. Gender Wise Distribution of Staff

Gender sensitivity refers to an attempt to encounter and accept people without presumptions.

Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views.

The institution was established in the early sixties when the issue of gender was not much of a concern especially in a remote region like ours. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies Common Room provided on the 1st Floor of the main building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the Library and major gates.
- There is a Women's Forum that conducts Gender Sensitization programmes regularly for the students.

A. Gender Balance within the Institution:

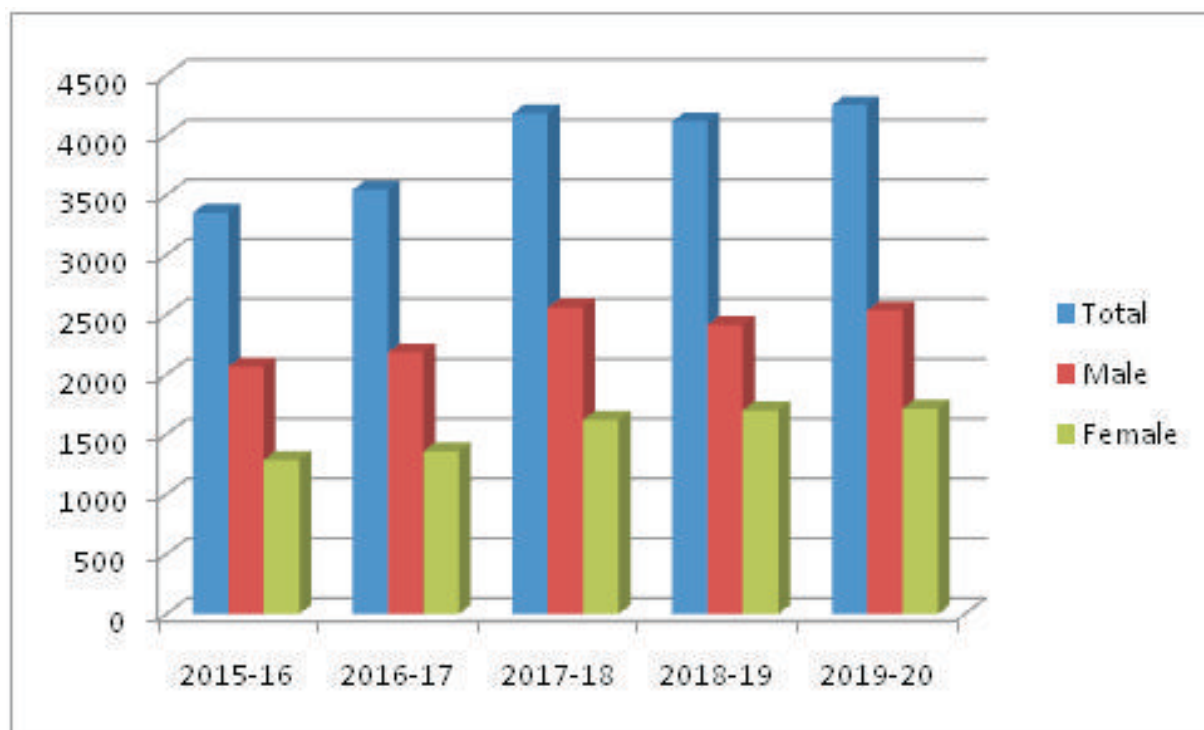
Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the operating environment of Poona College of Arts Commerce and Science Camp, Pune. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NCC unit for boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene,' 'Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal), etc. 36 such programs were

organized in the last 5 years to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurels and fame to them as well as the College. In the public societal action the College provides classes for parents on parenting issues and also women and Laws. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Table 2.1: Gender wise Details of Students in the College

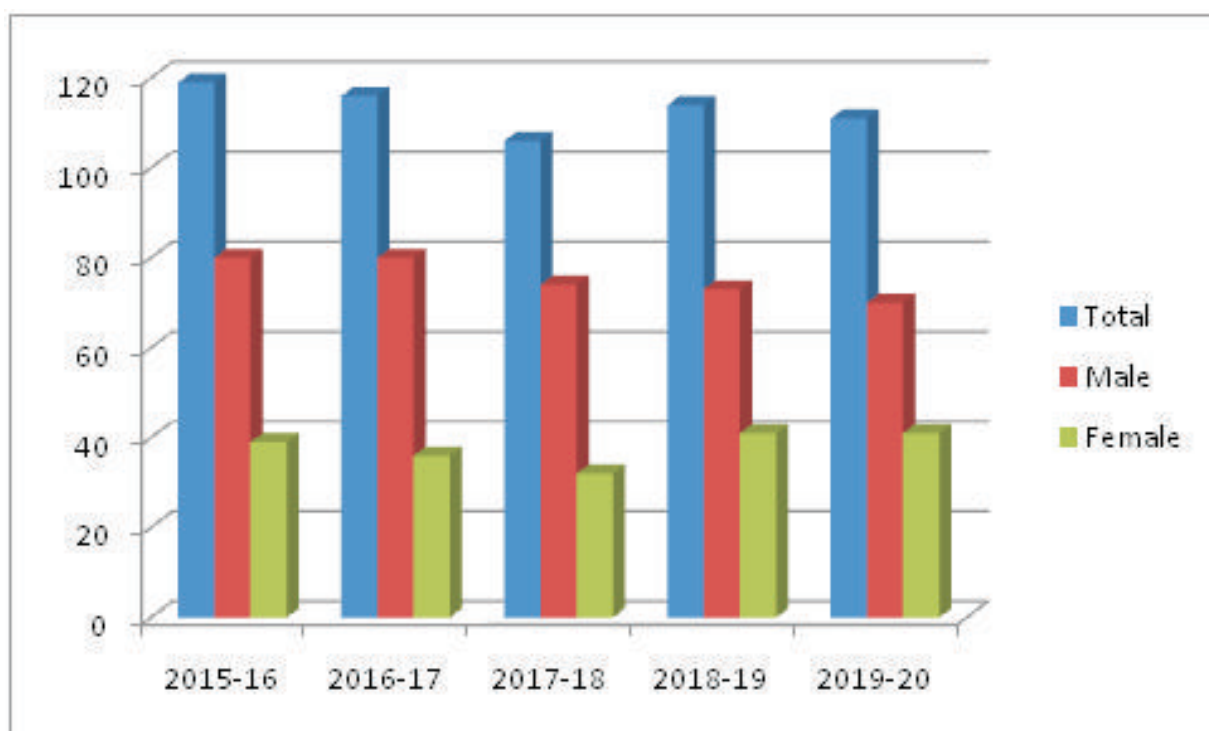
Sr.No.	Year	Total	Male	Female	%M	%F
1	2015-16	3362	2068	1287	61.64	38.36
2	2016-17	3602	2187	1358	61.69	38.31
3	2017-18	4162	2561	1622	61.22	38.78
4	2018-19	4143	2416	1702	58.67	41.33
5	2019-20	4247	2537	1717	59.64	40.36



The above table giving gender wise details of students in the College provides the information regarding growth of students' strength in the last five years. In the year 2015-16, out of 3355 total students 38.36% were female students as compared to 61.64% male students. The further years show continuous increase in female students like of 40.36% in the year 2019-20.

Table 2.2: Gender wise Details of Total Teaching Faculties in the College

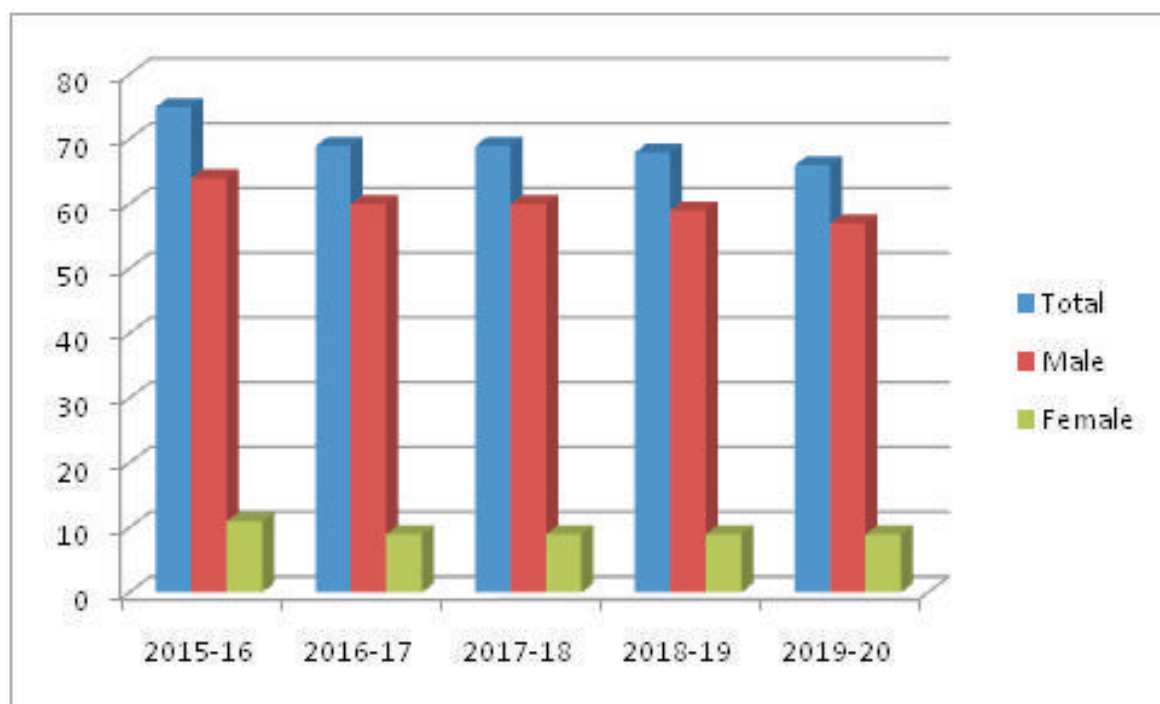
Sr.No.	Year	Total	Male	Female	%M	%F
1	2015-16	119	80	39	67.23	32.77
2	2016-17	116	80	36	68.97	31.03
3	2017-18	106	74	32	69.81	30.19
4	2018-19	114	73	41	64.04	35.96
5	2019-20	111	70	41	63.06	36.94



The table on gender wise details of total teaching faculty in the College provides the information and growth of teaching faculty in the last five years. In the year 2015-16, out of 119 staff 80 (67.23%) were males and 39 (32.77%) were females. In the year 2019-20, out of 111 total teaching staff 70 (63.06%) were males and 41 (36.94%) were females.

Table 2.3: Gender wise Details of Total Non-Teaching Staff in the College

Sr. No.	Year	Total	Male	Female	%M	%F
1	2015-16	75	64	11	85.33	14.67
2	2016-17	69	60	09	86.96	13.04
3	2017-18	69	60	09	86.96	13.04
4	2018-19	68	59	09	86.76	13.24
5	2019-20	66	57	09	86.36	13.64



The table on Gender wise Details of Total Non-Teaching staff in the College provides the information and growth of non-teaching staff in last five years. In the year 2015-16, out of 75 staff 64 (85.33%) were males and 11(14.67%) were females. In the year 2019-20, out of 66 total non-teaching staff 57 (86.36%) were males and 09 (13.64%) were females.

1. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college.

The following initiatives have been undertaken by the College for the convenience of girl students:

Poona College of Arts, Commerce and Science Camp, Pune is always full of students. To avoid rush and other mishaps, separate provisions have been made at various places for girls.

1. **Separate Entrance:**The separate entrance avoids chaotic situations. It is one of the safety measures for girls.
2. **Study Room:** Independent study room in the library provides girl students undistracted study time.
3. **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.
4. **Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
5. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.

6. **Canteen:** There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.

The college has established a number of committees to aid girl students and ladies staff. These committees include:

1. **Anti-Ragging Committee:** 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 publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has 4 females, 6 males and one Vice Chairperson. The Principal of the College is the Chairperson of the Anti-Ragging Committee.
2. **Discipline Committee:** 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 publishes its regulations in the prospectus. The college has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee has 12 females, 14 males and one Vice Chairperson. The Principal of the College is the Chairperson of the Discipline Committee.
3. **Women's Forum:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Poona College of Arts, Science and Commerce, Camp, Pune, a strong kernel of gender sensitization, the Women's Forum was constituted in December of 2019. The forum has both the faculty and nonteaching of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students.
4. **NCC for Girls:** The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life.
5. **NSS for Girls:** Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.
6. **Administrative Committees and Girl Students Representative:** Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in college events for the administrative development.

7. Internal Complaint Committee: The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right totake recourse of both civil and criminal proceedings.

Constitution of Internal Complaint Committee:

ICC Designation	Name	
Presiding Officer	Dr. (Mrs.) BhavanaDeshpande	Associate Professor
Faculty Member 1	Miss. LubnaShaikh	Assistant Professor
Faculty Member 2	Mrs. Lubna Khan	Lecturer
Faculty Member 3	Mrs. RizwanaKhot	Senior Clerk
Faculty Member 4	Mr. Sayed Ismail P.	Junior Clerk
Student- UG	Miss. AasiyaChivilkar	Student S.Y.B.Sc
Student-PG	Miss. BushraAjazShaikh	Student M. Sc. II
Student-PhD	Ms. Ana Mateen	Research Student & Assistant Professor
External Member (NGO)	Mr. Ashraf Mulla	Chair- Person

Since its establishment, no complaints have been reported to the Committee by any of staff members or students

Number of gender equity promotion programs organized by the institution during the last five years:

Sr. No	Title of the program	Date (From-to)		Female	Male	Number of participants
1	Prevention of Sexual Abuse and Safety of Girl Students	18/01/2016	18/01/2016	89	0	89
2	A Guest Lecture by Dr. RahelahVantankhah (Awareness Drive on Health and Hygiene)	27/01/2016	27/01/2016	57	0	57

Academic Year-2016-2017

Sr. No	Title of the program	Date (From-to)		Female	Male	Number of participants
1.	Health and Hygiene Program	11/8/2016	11/8/2016	112	0	112
2.	Awareness & Legal aspects of Sexual Abuse	16/8/2016	16/8/2016	70	0	70
3.	National Level Essay Writing Competition on the 'Role of Women in Social and Political Field' organized by the Department of English.	25/09/2016	25/09/2016	60	47	107
4.	State Level Seminar on 'Sociology of Gender ' organized by the Department of Sociology	16/12/2016	17/12/2016	-	-	55
5.	Workshop on 'Sexual Harassment of Women at Workplace'(prohibition, prevention and redressal)	27/02/2017	27/02/2017	122	0	122

Academic Year-2017-2018

Sr. No	Title of the program	Date (From-to)		Female	Male	Number of participants
1.	Gender Awareness & Women's Rights Program 'Mazi Suraksha Mazya Haathi' (My safety in My Hand) by Kirti Deshpande, NGO Stree Shakti Jagran Sansta and Advocate Eeshani Joshi	12/06/2017	12/06/2017	56	0	56
2.	Program on 'Health and Hygiene'	01/09/2018	01/09/2018	141	0	141
3.	Screening of a feminist movie 'The Doll's House ' organized by the Department of English	23/01/2018	23/01/2018	110	0	110
4.	Employability Skill Training Programme	1/2/2018	3/2/2018	82	37	119
5.	National Level Essay Writing Competition on 'Gender Sensitization' organized by the Department of English	14/2/2018	14/2/2018	44	13	57

Academic Year-2018-2019

Sr. No	Title of the program	Date (From-to)		Female	Male	Number of participants
1.	Emerging Cybercrime on Women: Issues and Challenges	25/07/2018	25/07/2018	58	41	99
2.	Debate Competition on 'Purdah: A Practice of Suffocation or Liberation' organized by the Department of English	26/7/2018	26/7/2018	28	5	33
3.	AnnyayalaVacha Kashi Fodavi-Awareness of how to prevent sexual abuse	08/07/2018	08/07/2018	63	0	63
4.	Guest Lecture on 'Digital Literacy and Online Safety'	25/08/2018	25/08/2018	137	0	137
5.	Skill Development Program on Mehendi Design	10/05/2018	27/10/2018	15	0	15
6.	Participation of Girl students in Women Empowerment Program	10/12/2018	10/12/2018	26	0	26

Academic Year-2019-2020

Sr. No	Title of the program	Date (From-to)		Female	Male	Number of participants
1.	Self Defense for Girls	18/09/2019	18/09/2019	47	0	47
2.	Women's Health Awareness Program	21/09/2019	21/09/2019	64	0	64
3.	Guidance Talk on 'Breast Cancer Awareness'	24/12/2019	24/12/2019	120	0	120
4.	10 days' Women Entrepreneurship Awareness Program'	16/12/2020	27/12/2020	62	0	62
5.	Guidance Talk on 'Plantar Fasciitis'	24/12/2019	24/12/2019	76	0	76
6.	Guest Lecture on 'Gender Equality and Mindset of Indian Society'	27/12/2019	27/12/2019	25	18	43
7	Workshop on 'Stress Management'	13/01/2020	13/01/2020	53	0	53
8	Workshop on 'Paper and Cloth and Bag Making'	14/01/2020	14/01/2020	60	0	60
9	Guidance Talk on 'Health and Nutrition'	17/01/2020	17/01/2020	78	0	78
10	Guidance Talk on 'Hair & Beauty (Makeup, Personal Grooming, Nail Art & Mehendi) - Career Opportunities'	18/01/2020	18/01/2020	83	0	83
11	Workshop on 'Soap Making'	22/01/2020	22/01/2020	45	0	45
12	Workshop on 'Shampoo, Bath Salt and Hand Wash Making'	23/01/2020	23/01/2020	47	0	47
13	2 Days Workshop on 'Women's Health and Human Development'	29/01/2020	30/01/2020	70	0	70
14	Workshop on 'Cake, Chocolate and Ice-cream Making'	17/02/2020	17/02/2020	63	0	63
15	Women Entrepreneur Stall under Magnum Intercollegiate Fest	20/01/2020	20/01/2020	60	0	60
16	Guidance Talk on 'Awareness of Sexual Harassment at Workplace'	03/09/2020	03/09/2020	45	0	45

A number of activities were organized to empower women at Poona College, these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skillful', the College organizes seminars, conferences, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs and scientists. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.

1. Summary and Conclusion

A. Progress towards Gender Equity

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO)

The college constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect.

We find that student's strength particularly girls' strength is increasing in both UG and PG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co-curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males.

B. Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is

encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

C. Recommendations:

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.

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and IQAC Coordinator,
Poona College of Arts, Commerce and
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Prof. (Dr.) Aftab Anwar Shaikh,
Principal,
Chairman Gender Audit Committee
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