



People's Education Society's, Mumbai

DR. AMBEDKAR COLLEGE OF ARTS & COMMERCE

Jai-Jawan Nagar, Yerwada, Pune - 411006.

Affiliated To Savitribai Phule Pune University

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7.2.1 Policy on Gender Audit at Dr Ambedkar College of Arts and Commerce, Yerawad, Pune.

Introduction:

- Dr Ambedkar College of Arts and Commerce, Yerawad, Pune, is dedicated to fostering a holistic learning environment that champions gender equality.
- In line with this commitment, the institution has implemented a comprehensive Year-wise Gender Audit from 2018-19 to 2022-23, aimed at understanding the gender ratio among students and staff and evaluating academic performance differentials.

Objectives:

- Promote gender neutrality in learning.
- Identify areas of gender imbalance.
- Establish gender balance in decision-making processes.
- Suggest measures to bridge the gender gap.
- Foster overall gender equality within the college community.

Context:

- Gender equality is a crucial aspect of societal progress, and the college acknowledges its role in contributing to this cause.
- The annual gender audit involves meticulous analysis of admission data, classification, orientation sessions, checklist preparation, findings documentation, and recommendations implementation.

Practice Implementation:

- The Internal Quality Assurance Cell (IQAC) is pivotal in executing the Gender Audit.
- A structured questionnaire collects male and female admission data for comprehensive analysis.

- Safety and security priorities result in a higher preference for admission among female students.
- Active teacher engagement during admissions emphasizes quality teaching, safety, and convenience, leading to a notable preference among female students.

Evidence of Success:

- Institutionalized gender equality through policy formulation, including the Gender Policy and Internal Complaints Committee.
- Addressing grievances confidentially and promptly reinforces a commitment to fairness.
- Equal opportunities for sports, cultural, curricular, and co-curricular events with significant female representation.
- Special sessions, workshops, webinars, and gender sensitization programs to foster gender equality in mindset.
- Female teachers' approachability contributes to a conducive learning environment.
- Salient findings reveal a stable and increasing trend in female student enrollment, higher success rates, and increased participation in cultural activities.

Challenges and Resource Requirements:

- Continuous commitment of resources required to address emerging challenges.
- Positive trends in success rates and participation in cultural activities require strategic resource allocation.

Conclusion:

- Dr Ambedkar College's commitment to gender equality through the Year-wise Gender Audit is commendable.
- The evidence of success, including increased female enrollment, higher success rates, and proactive gender-sensitive initiatives, underscores the effectiveness of this best practice.
- As the institution navigates challenges and strategically allocates resources, it sets a benchmark for promoting gender equality in the academic domain.
- This best practice is a model for colleges aspiring to create inclusive environments and contribute to the larger global discourse on gender equality.

Best Practice No. II

Policy on Computation of Taxable Income for Salaried Employees at Dr Ambedkar College of Arts and Commerce, Yerawad, Pune.

Title of the Practice: Computation of Taxable Income for Salaried Employees

Objectives of the Practice:



- Enable students to apply theoretical knowledge of the Income Tax Act 1961 to practical scenarios involving salaried employees.
- Enhance understanding of income tax rules and regulations specific to salary income and their implications on tax liability.
- Develop comprehensive skills in calculating various types of income, deductions, and exemptions applicable to salaried individuals.
- Stay updated with annual changes in finance bills and their direct impact on the taxation of salaried employees.
- Familiarize students with the practical aspects of using the income tax department portal (ITD), e-filing, and e-services for assessments.

The Context:

- In the context of the growing solar industry, where salaried employees play a crucial role in production, installation, and maintenance, there is a need for specialized knowledge of tax considerations within this sector.
- The T. Y. B. Com curriculum at Dr Ambedkar College of Arts and Commerce bridges theoretical knowledge with practical application, specifically in Auditing and taxation for semester VI.
- This practice focuses on the computation of taxable income, catering to the diverse needs of salaried employees and professionals in the solarized sector.

The Practice:

- **Theoretical Foundations:** Begin with academic sessions to ensure a deep understanding of the Income Tax Act 1961, particularly regarding salary income.
- **Case Studies and Practical Exercises:** Introduce real-world case studies and practical exercises to simulate scenarios involving salaried individuals. Encourage students to calculate taxable income, deductions, and exemptions.
- **Guest Lectures from Tax Professionals:** Invite tax professionals or practicing chartered accountants to conduct guest lectures. Provide insights into the complexities of salary taxation and share practical tips.
- **Use of ITD Portal:** Provide hands-on training on the income tax department portal (ITD). Walk students through the e-filing process, demonstrating how to submit returns and access e-services for assessments.
- **Annual Finance Bill Analysis:** Devote sessions to the analysis of the annual finance bill, focusing on changes that directly impact salaried individuals. Discuss case studies illustrating the application of new provisions.

Evidence of Success:



- **Performance in Assessments:** Evaluate students based on their ability to accurately compute taxable income for salaried employees in assessments and practical exercises.
- **Usage of ITD Portal:** Monitor students' successful use of the income tax department portal for e-filing and assessments.
- **Feedback and Engagement:** Collect feedback from students on the effectiveness of the practice. Positive engagement and interest indicate success.

Problem Encountered and Resources Required:

- **Complexity of Tax Provisions:** Address the complexity by breaking down concepts and providing step-by-step guidance in practical exercises.
- **Availability of Updated Resources:** Ensure access to up-to-date resources, including the latest finance bills and ITD portal functionalities.



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