

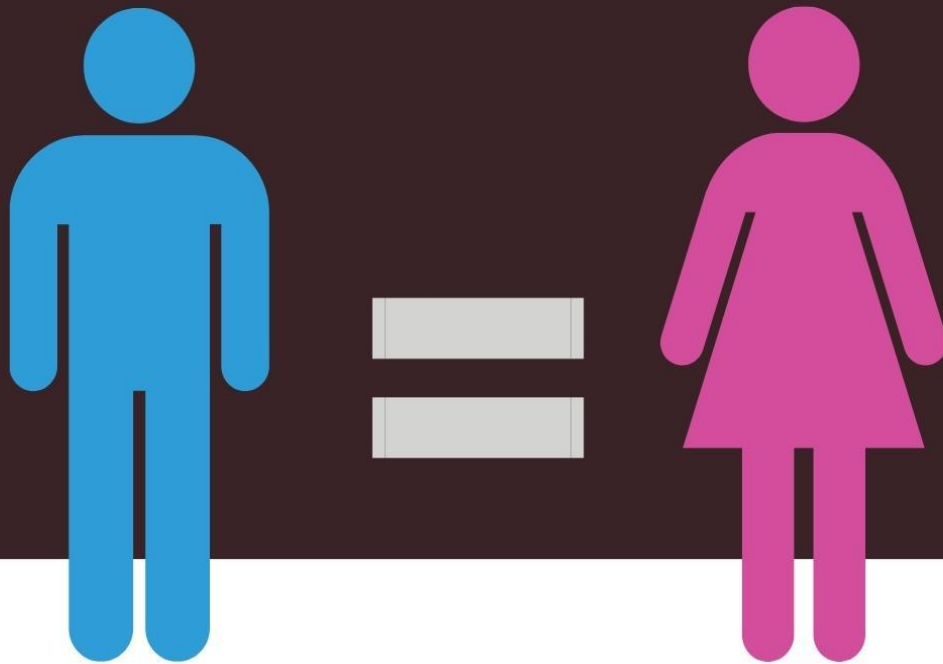


CARMEL VIDYA BHAVAN TRUST'S

CHRIST COLLEGE PUNE

(Affiliated to Savitribai Phule Pune University)

Accredited by NAAC with B+ Grade



Internal Quality Assurance Cell

IQAC

GENDER AUDIT REPORT

2022-23

www.christcollegepune.org

Index

Sr. No.	Content	Page No.
1.	Gender Audit: An Introduction <ul style="list-style-type: none"> A. Introduction of the Institution B. What is Gender Audit? C. Constitution of Gender Audit Committee D. Objectives of the Gender Audit Exercise E. Gender Audit Methods 	2-5
2.	Gender-wise Distribution of Staff and Students <ul style="list-style-type: none"> A. Gender Balance within the institution <p>Table 1.1 Gender-wise details of Total Students in the College</p> <p>Table 1.2 Gender-wise details of Total Teaching Faculties in the College</p> <p>Table 1.3 Gender-wise Details of Total Non-teaching Staff in the College</p>	6-9
3.	Gender Sensitization Initiatives <ul style="list-style-type: none"> A. Gender Sensitization initiatives B. Number of gender equity promotion programs organized by the institution during the last five years 	10-21
4.	Summary and Conclusion <ul style="list-style-type: none"> A. Progress towards Gender Equity B. Conclusion C. Recommendation 	22-25



1. Gender Audit: An Introduction

A) Introduction of the Institution

Christ College, Pune is a noble venture by Carmel Vidya Bhavan Trust formed by the members of the congregation of Carmelites of Mary Immaculate (CMI), the first indigenous religious congregation in India. Christ College, Pune is a Christian minority institution affiliated to the Savitribai Phule Pune College. The College is recognized by Government of Maharashtra and managed by Carmel Vidya Bhavan Trust of the CMI congregation.

Christ College is dedicated to elevating the quality of education through its commitment to academics, research, skill-based programs, extracurricular and sports activities. The college is a co-ed institute, providing education that promotes gender inclusivity and equal opportunities for all students. The institution fosters an environment conducive to the holistic development of students. The College offers a diverse range of academic programs, including seven undergraduate programs such as B.A. in Economics, B.Sc., B.Sc. in Computer Science, B. Com, as well as professional courses like B.B.A, B.B.A in Computer Application, and B.B.A in International Business. Additionally, it provides two postgraduate programs namely M. Com and M.Sc. in Computer Science.

Situated in Vadgaonsheri, North-East Pune, Christ College enjoys proximity to the rapidly developing suburbs of Kalyani Nagar, Viman Nagar, and Kharadi, along with the Weikfield IT Park. Its strategic location near the national highway ensures excellent connectivity. Both male and female students enjoy abundant transportation options, ensuring their safe commute through both public and private means.

The institution offers a highly systematic and disciplined atmosphere equipped with state-of-the-art technology and facilities, nurturing a conducive environment for academic excellence and personal growth. The campus fosters a unique learning experience, creating opportunities for students to discover themselves in a comfortable and inclusive environment where differences in gender, caste, and religion are respected and celebrated.



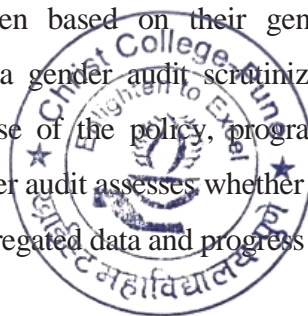
B) What is a Gender Audit?

A Gender Audit is an effort to examine whether the college maintains a balanced representation of genders. It seeks to determine if the college adheres to government regulations, policies, and initiatives aimed at advancing the status of women in society. The primary objective of the Gender Audit is to assess the impact of existing and proposed policies on achieving gender equality.

Although there is no universally standardized approach to conducting a gender audit, international organizations typically employ two primary methods: participatory gender audits and the gender integration framework. A gender audit typically encompasses two key dimensions:

1. Internal Audit: This dimension focuses on how effectively an organization promotes gender equality within its internal structures, management practices, and day-to-day operations. It evaluates whether these internal efforts contribute to gender equality within the organization. An internal gender audit monitors and assesses progress in integrating gender considerations, facilitates capacity-building, encourages collective ownership of gender equality initiatives, and enhances organizational learning on gender-related matters.

2. External Audit: This dimension aims to assess the extent to which an organization incorporates gender considerations into its policies, programs, projects, and services, both in terms of content and their delivery and evaluation. External gender audits evaluate the extent to which gender integration promotes the inclusion of, and benefits for, women and men affected by the organization's policies, programs, projects, or services. When applied to policies, programs, projects, or services, a gender audit begins by examining how extensively gender equality is incorporated into high-level policy objectives and priorities. It then assesses the actual implementation of policy intentions in specific initiatives (e.g., programs, projects, services). During the planning phase, a gender audit analyzes whether there are specific gender-related goals or if gender considerations are integrated into the overarching objectives of the policy to ensure they contribute to narrowing gender gaps, ensuring equitable benefits for women and men based on their gender-specific needs, and avoiding perpetuation of inequalities. Similarly, a gender audit scrutinizes how gender considerations are integrated into the implementation phase of the policy, program, or project. Finally, during the monitoring and evaluation phase, a gender audit assesses whether targets and indicators incorporate a gender perspective, including sex-disaggregated data and progress towards achieving gender equality.



C) Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Institution
1.	Dr (Fr) Arun Antony Chully CMI	Chairman	Principal, Christ College Pune
2.	Mrs Deepa Sujith	Vice Chairman	IQAC Coordinator, Christ College Pune
3.	Dr Iqbal Shaikh	External Committee Member	Principal, Poona College of Arts, Commerce and Science, Camp, Pune
4.	Dr (Fr) Martin K CMI	Internal Committee Member	Financial Administrator, Christ College Pune
5.	Dr Priya Wahab	Internal Committee Member	Women Cell Coordinator, Christ College Pune
6.	Swapna Gulabrao Salunke	External Committee Member	Counselor, Preventive Medicine Department, Deenanath Mangeshkar Hospital, Pune
7.	Mrs Liji Tony	External Committee Member	Founder, ADRIMIND Counselling Centre Pune

The Gender Audit conducted at Christ College Pune, in partnership with both internal and external committee members, aimed to comprehensively evaluate the institution's gender balance and operational protocols. The audit focused on attaining the following objectives:



D. Objectives of the Gender Audit Exercise:

- To evaluate and analyze the institution's gender balance.
- To examine and assess the gender-related practices within the organization.
- To identify any disparities in opportunities, benefits, and resources based on gender.
- To investigate the effectiveness of existing gender equality initiatives.
- To identify any barriers or challenges faced by individuals based on their gender.
- To enhance awareness and understanding of gender-related issues among stakeholders.
- To foster a supportive and empowering environment for all members of the institution, regardless of their gender.
- To assess if the institution has implemented effective measures to ensure the safety and security of individuals of all genders.
- To evaluate the establishment of an accessible, active, impartial, and confidential Grievance Redressal Cell.
- To assess and strengthen support systems, including grievance redressal mechanisms, counseling services, and mentorship programs, to better address gender-related challenges.
- To conduct periodic gender audits to monitor progress, track changes, and continuously improve gender-related initiatives within the institution.

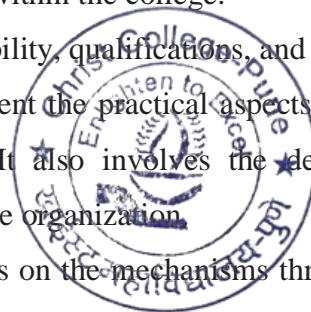
E) Gender Audit Methods:

The gender audit was conducted within the overarching framework known as the Gender Integration Framework (GIF). This framework posits that meaningful transformation can only occur when four critical dimensions within an organization are equipped for gender integration. These four components encompass:

Political Will: This dimension pertains to the initiatives taken by leadership within the college at various levels. It emphasizes that individuals in positions of authority must use their influence and authority effectively to communicate and demonstrate their commitment, enthusiasm, and support for advancing gender equality within the college.

Technical Capacity: This level of capability, qualifications, and skills is required by individuals in the organization to effectively implement the practical aspects of gender integration, ultimately enhancing the quality of programs. It also involves the degree to which gender equitable processes are institutionalized within the organization.

Accountability: This dimension focuses on the mechanisms through which the college evaluates



the extent to which it is genuinely implementing gender equality measures in both its programs and organizational structures. In essence, it's about ensuring that actions align with stated intentions.

Organizational Culture: This dimension encompasses the norms, customs, beliefs, and codes of behavior within the organization that either support or hinder gender equality efforts. It reflects how people interact, what ideas are considered acceptable, the expectations for behavior, and which behaviors are recognized and rewarded.

2. Gender Wise Distribution of Staff and Students

A. Gender Balance within the Institution:

Gender balance entails achieving an equitable proportion of both male and female individuals within the institution, both among the student body across various programs and within the staff hierarchy. The underlying principle is that historical social structures have limited women's access to resources and opportunities, creating barriers to their participation. This, in turn, leads to reduced capabilities among women, which has a compounding effect on their empowerment and their ability to access development initiatives.

The Gender Audit Team conducted an assessment of the operational environment at Christ College Pune. From this evaluation, the team recognized that the college operates within an environment where all individuals have equal access to a wide range of opportunities that contribute to social, psychological, and physical well-being through sports and physical activities. Gender equity necessitates that girls and women are offered a diverse array of activities and program options that cater to their specific needs, interests, and experiences. This may involve some activities being the same as those offered to boys and men, some being adapted, and others being entirely distinct.

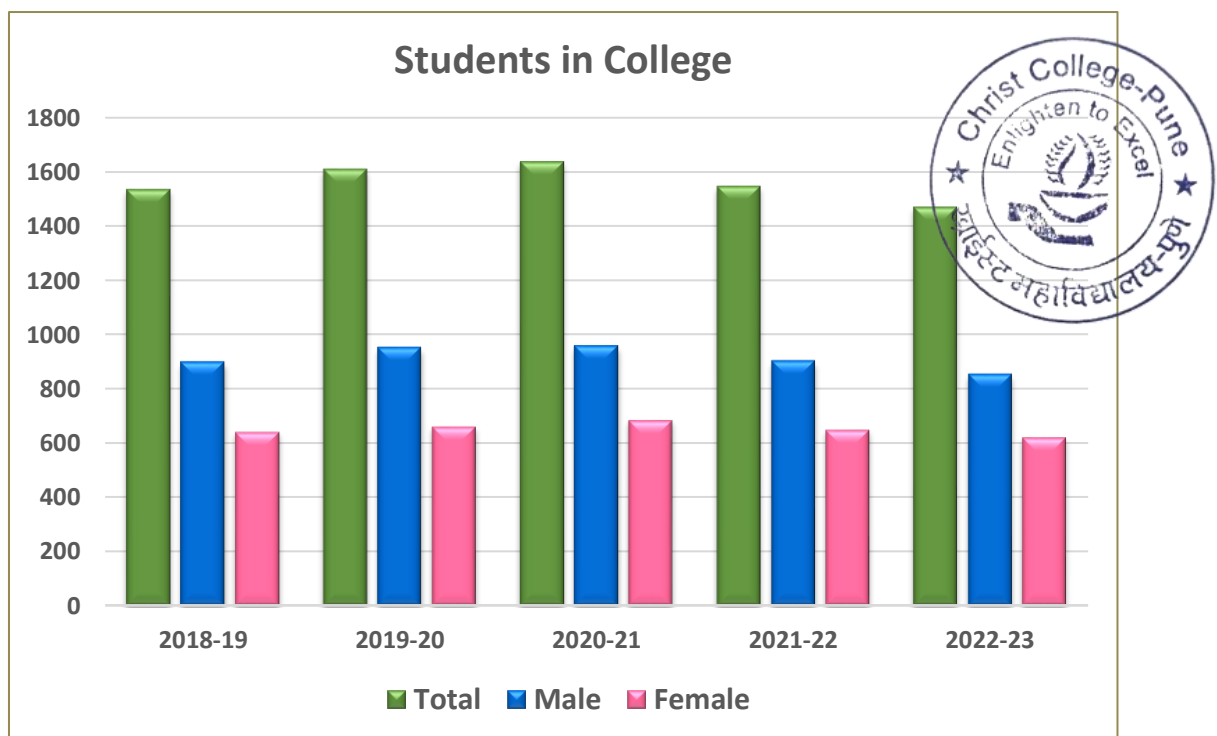
The college places a strong emphasis on both students' academic performance and their holistic personality development. In the pursuit of gender equality, various facilities and opportunities are provided to girls. The National Service Scheme (NSS) unit for both boys and girls is dedicated to nurturing character traits such as camaraderie, discipline, leadership, a secular outlook, and a spirit of adventure. The unit particularly highlights the outstanding achievements of female students. Eminent personalities are invited to deliver lectures on a wide range of topics aimed at enhancing their personal development. Workshops on subjects like 'Prevention of Sexual Abuse and Safety of Female Students,' 'Health and Hygiene,' 'Awareness & Legal Aspects of Sexual

Abuse,' and 'Sexual Harassment of Women at the Workplace (prevention, prohibition, and redressal)' have been organized in the past five years to educate girls about their rights and responsibilities. Additionally, informative sessions are held to familiarize girls with relevant laws and regulations.

The college has established both an Anti-ragging Committee and Ant-sexual harassment Cell to ensure the safety and well-being of students. The female students have excelled in cultural activities, earning recognition for themselves and the college through their participation in various events and competitions through a very active Student Cultural Association (SCA). Girls are provided with equal opportunities to take part in sports events. An analysis of student feedback regarding program planning and design, as well as college activities, revealed that a majority of student members believe that the college's policies and programs adequately promote gender equity.

Table 1.1: Gender wise Details of Students in the College

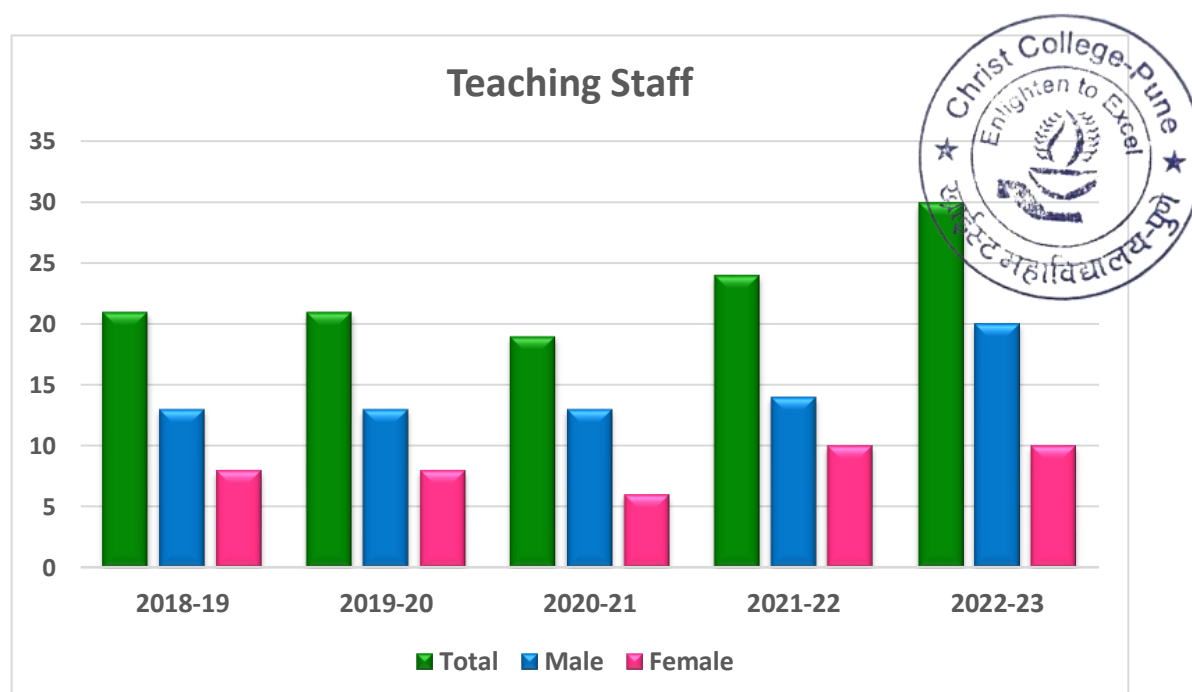
Year	Total	Male	Female	% M	% F
2018-19	1537	897	640	58.4	41.6
2019-20	1611	950	661	59.0	41.0
2020-21	1639	955	684	58.3	41.7
2021-22	1549	900	649	58.1	41.9
2022-23	1471	851	620	57.9	42.1



The above table giving gender wise details of students in the College provides the information regarding students' strength in the last five years. In the year 2018-19, out of 1537 total students 41.6 % were female students as compared to 58.4 % male students. The further years shows continuous increase in female students like of 42.1% in the year 2022-23. The gender imbalance among male and female students is relatively modest. The college does not have any transgender students enrolled

Table 1.2: Gender wise Details of Total Teaching Faculties in the College

Year	Total	Male	Female	% M	% F
2018-19	33	11	22	33.3	66.7
2019-20	36	12	24	33.3	66.7
2020-21	36	13	23	36.1	63.9
2021-22	36	13	23	36.1	63.9
2022-23	39	9	30	23.1	76.9

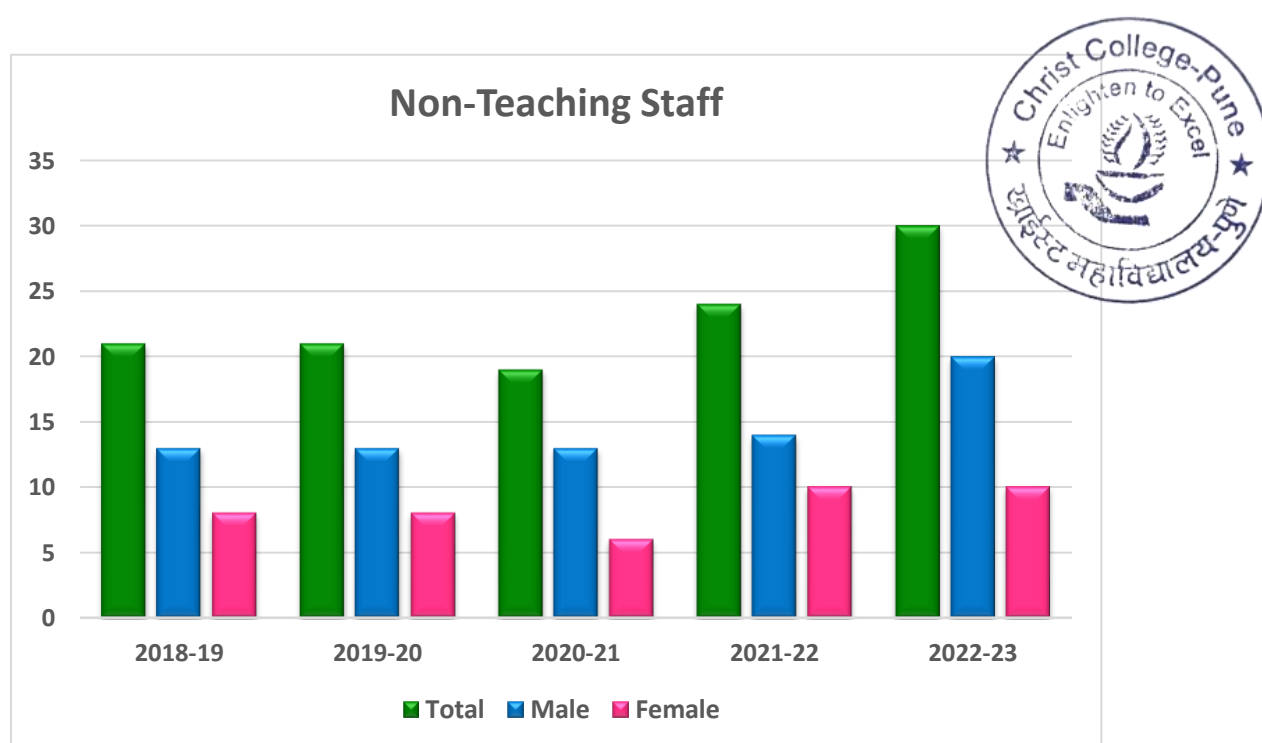


The table on gender wise details of total teaching faculty in the College provides the information and growth of teaching faculty in the last five years. In the year 2018-19, out of 31 staff 10 (32.3 %)

were males and 21 (67.7%) were females. In the year 2022-23, out of 37 total teaching staff 7 (18.9 %) were males and 30 (81.1%) were females.

Table 1.3: Gender wise Details of Total Non-Teaching Staff in the College

Year	Total	Male	Female	% M	% F
2018-19	21	13	8	61.9	38.1
2019-20	21	13	8	61.9	38.1
2020-21	19	13	6	68.4	31.6
2021-22	24	14	10	58.3	41.7
2022-23	30	20	10	66.7	33.3



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 2018-19, out of 21

staff 13 (61.9%) were males and 8 (38.1%) were females. In the year 2022-23, out of 30 total non-teaching staff 20 (66.7%) were males and 10 (33.3%) were females.

3. Gender Sensitization Initiatives

A) Gender Sensitization Initiatives

The college maintains gender equality through the establishment of several committees, including those focused on Anti-ragging, sexual harassment, complaint redressal alongside the provision of suitable facilities for female students.

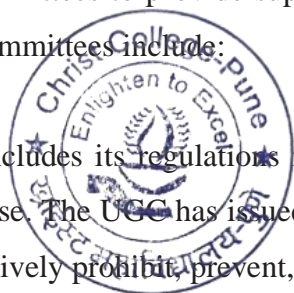
To enhance the convenience of female students, the college has implemented the following initiatives:

Christ College Pune continually experiences high student numbers. To manage overcrowding and mitigate potential issues, dedicated arrangements have been set up in various locations for female students.

1. **Study area:** The separate study area in the library offers female students a quiet and focused environment for independent study.
2. **Girls Common Room:** The girls' common room has a spacious sitting area with a cot to rest in case of emergency. It has attached washroom with sanitary napkin vending machine.
3. **Girls Washroom:** Separate girl and boy washrooms are located on alternate floors with ample water supply. Washroom on the first floor has incinerator to dispose of the sanitary napkins.
4. **Drinking Water:** Water coolers and water purifiers have been installed across the College campus, catering to both male and female students.
5. **Canteen:** There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.
6. CCTV surveillance systems have been strategically installed throughout the campus, with a particular focus on key areas like the Library, Cafeteria and main entrances.

The college has formed several committees to provide support and assistance to female students and female staff members. These committees include:

Anti-Ragging Cell: The college includes its regulations in the prospectus, and it's essential to note that ragging is a criminal offense. The UGC has issued regulations aimed at curbing ragging in educational institutions. To effectively prohibit, prevent, and eradicate the issue of ragging, the college has established an Anti-Ragging Committee. Students who find themselves in distress due



to incidents related to ragging are encouraged to reach out to this committee for assistance.

ANTI RAGGING CELL		
Dr (Fr) Arun Antony Chully CMI	Convenor	Male
Ms Wilma Dias	Secretary	Female
Mr Dinup Chandran	Member	Male
Ms Priti Khandve	Member	Female
Mr Madhavan Raghavan	Student Representative	Male
Ms Bhumika Shetty	Student Representative	Female

Code of Conduct Monitoring Cell: The college's regulations are made available in the prospectus. Furthermore, the college has established a Discipline Committee. Students who encounter issues related to discipline can seek assistance from this committee. The Discipline Committee comprises 3 female members, 2 male members, with the Principal of the College serving as the Chairperson of the committee.

CODE OF CONDUCT MONITORING CELL		
Dr (Fr) Arun Antony Chully CMI	Convenor	Male
Mr. Dinup Chandran	Secretary	Male
Ms. Deepa Sujith	Member	Female
Ms. Priya Wahab	Member	Female
Ms. Leena Sanu	Member	Female

Women's Cell: Promoting women's empowerment and gender equality is of utmost significance for the advancement and progress of nation. With the goal of establishing Christ College Pune as a strong advocate for gender sensitization, the Women's Cell was established in since its inception. This cell includes both the faculty and student of the college as its members and operates with the objective of fostering a gender-sensitive community within the campus and in society at large. It actively organizes a range of activities encompassing skill enhancement,

academic, technical, medical, cultural, and social events aimed at uplifting women and advocating for the importance of gender equality in society through the participation of college harassment policies and conducts training programs to educate staff and students, ultimately advocating for a culture of gender equality and respect within the college community students.

WOMEN'S CELL		
Dr (Fr) Arun Antony Chully CMI	Convenor	Male
Dr Priya Wahab	Secretary	Female
Ms Nilima Shingate	Member	Female
Ms Asha Nagoriya	Member	Female
Ms Shekianah Beniel Raj	Student Representative	Female
Ms Vaishnavi Sahebrao Patil	Student Representative	Female

Anti- Sexual Harassment Cell: The Anti-Sexual Harassment Cell in the college plays a vital role in fostering a safe and respectful learning environment. Its core responsibilities encompass prevention, complaint handling, and support. Through educational initiatives and awareness campaigns, it aims to prevent sexual harassment by educating the college community about its forms and how to prevent it.

ANTI SEXUAL HARASSMENT CELL/INTERNAL COMPLIANT COMMITTEE		
Dr (Fr) Arun Antony Chully CMI	Convenor	Male
Ms. Geetha Rajan	Secretary	Female
Mr Santosh Lal	Member	Male
Ms Vaishnavi Ahir	Student Representative	Female
Ms Puja Patil	Student Representative	Female

National Service Scheme Unit: The institute has a National Service Scheme (NSS) that serves as a platform to raise awareness among students regarding societal issues and community service. The activities of the NSS primarily involve student participation. The NSS unit has equal participation of girl and boy volunteers and offers an ideal environment for them to consider a career in social services. Here, female students receive training and inspiration to engage in

various forms of social work in the community. They are encouraged and motivated to contribute to the betterment of society through their service-oriented efforts.

NATIONAL SERVICE SCHEME		
Dr (Fr) Arun Antony Chully CMI	Convenor	Male
Dr Priya Wahab	Coordinator	Female
Ms. Nisha More	Member	Female
Mr Nikhil Gaikwad	Member	Male
Mr Siju Mathew	Member	Male
Mrs. Preeti Brahmane	Member	Female
Ms Anusha Bijoy	Member	Female
Mr John Sonu Jose	Student Representative	Male
Ms.Jessica Dhabhai	Student Representative	Female
Mr Renito Fernandes	Student Representative	Male
Mr Rehan Siddiqui	Student Representative	Male
Ms Komal Singh	Student Representative	Female
Mr Cijo Anto	Student Representative	Male
Ms Mariyam Miranda	Student Representative	Female
Mr Mahin Raj	Student Representative	Male

Grievance Redressal Cell: The Grievance Redressal Cell plays a pivotal role in an organization by providing a structured mechanism to address and resolve complaints and grievances. Its primary responsibilities include receiving, evaluating, and facilitating the resolution of concerns raised by individuals within the organization. This may encompass issues related to workplace conflicts, discrimination, harassment, or violations of organizational policies. The cell ensures a fair, confidential, and efficient process, aiming to promote a harmonious work environment and uphold the rights and well-being of employees. Additionally, it may recommend preventive measures and policy enhancements to minimize future grievances, contributing to a more positive and inclusive workplace culture.

GRIEVANCE REDRESSAL CELL		
Dr (Fr) Arun Antony Chully CMI	Convenor	Male

Ms. Deepa Sujith	Secretary	Female
Mr Nikhil Gaikwad	Member	Male
Ms. Seema Mane	Member	Female
Ms Harshit Kaur	Student Representative	Female
Mr Aadi Hariyani	Student Representative	Male

Administrative Committees and Girl Students Representative: Assuming the position of a student representative offers students a chance to nurture and strengthen their leadership skills. It provides them with opportunities to address both internal and external issues and challenges, extend support to their peers, share personal experiences, and actively engage in college events aimed at enhancing administrative processes. Importantly, the institution ensures equal opportunities for both male and female staff and students to participate in various administrative committees and cells, fostering a culture of inclusivity and equal representation in decision-making processes.

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

Academic year 2018-19

Sr. No.	Title of the Program	Date (From -to)		Female	Male	Number of participants	
1	Self-defense Workshop	09/01/2019	10/01/2019	100	0	100	
2	Women Empowerment- Guest Lecture on Self-defense	10/01/201	10/01/201	25	25	50	
3	Awareness Drive on Gender Equity	13/02/2019	13/02/2019	25	25	50	
4	Women's' Day	08/03/2019	08/03/2019	25	25	50	
5	Gender Equity-	13/03/19	13/03/2019	25	25	50	

	On Campus Survey						
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Academic Year 2019-20

Sr. No.	Title of the Program	Date (From -to)		Female	Male	Number of participants
1.	Rakshabandhan Celebration at Maher Orphanage	15/08/2019	15/08/2019	25	25	50
2.	Yuva Mahiti Doot Workshop	22/08/2019	22/08/2019	25	25	50
3.	Session on PoSH- Group Discussion	27/09/2019	27/09/2019	11	7	17
4.	Session on Women Empowerment	08/12/2019	08/12/2019	12	13	25
5.	Session on Women Hygiene	12/12/2019	12/12/2019	12	0	12
6.	Session on Self defence	12/12/2019	12/12/2019	12	13	25
7.	Session on Gender Equality	14/12/2019	14/12/2019	12	13	25
8.	Exhibition on Social and Environmental Awareness	17/01/2020	17/01/2020	55	45	100
9.	National Girl Child Day at Maher Orphanage	24/01/2020	24/01/2020	25	25	50
10.	Nirbhaya Kanya	03/02/2020	05/02/2020	20	0	20
11.	Survey on Gender Equity	15/02/2020	15/02/2020	25	25	50
12.	Awareness drive on	24/02/2020	24/02/2020	25	25	50

	Gender Equit					
13.	Session on Women Rights	25/02/2020	25/02/2020	25	25	50

Academic Year 2020-21

Sr. No.	Title of the Program	Date (From -to)		Female	Male	Number of participants
1.	Grocery distribution drive in collaboration with Atmadhara Hostel Girls	15/04/2020	15/04/2020	5	0	100
2.	Certification of Girls and Boys for WHO training module on Covid-19 - operational planning guidelines and covid 19 partners platform to support Country preparedness and response	17/04/2020	17/04/2020	v25	25	50
3.	Registration for igot- integrated Government	20/04/2020	22/04/2020	25	25	50



	online training for Girls & Boys					
4.	Virtual rakshabandhan celebration With Maher orphanage	03/08/2020	03/08/2020	25	25	50
5.	Skill development through preparation & distribution of masks during covid 19 pandemic	05/05/2020	11/05/2020	50	30	80
6.	Cancer awareness webinar on Prevention and healthy lifestyle	11/01/2021	11/01/2021	78	25	103
7.	Women's day celebration	08/03/2021	08/03/2021	40	4	44



Academic Year 2021-22

Sr. No.	Title of the Program	Date (From -to)		Female	Male	Number of participants
1.	Yoga Day- For Fitness	21/06/2021	21/06/2021	25	25	50
2.	Poshan Maah Converging Towards a Healthy Walk Through Life	25/09/2021	23/10/2021	6	2	8
3.	Cancer Awareness Rally	12/10/2021	12/10/2021	13	12	25
4.	Unity Day	31/10/2021	31/10/2021	13	12	25
5.	Awareness Drive on Child Rights & Child Beggary	15/11/2021	17/11/2021	10	05	15
6.	University Workshop On 'Gender Equity Sensitization Training Workshop'	25/11/2021	26/11/2021	1	1	2
7.	Session On Gender Equity	16/01/2022	16/01/2022	25	25	50
8.	National Commission For Women -	31/01/2022	31/01/2022	25	25	50



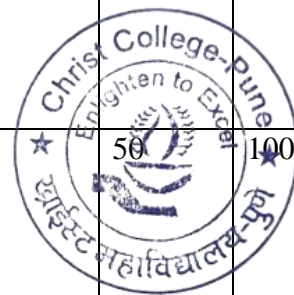
	30th Foundation Day Celebration – Online Session By Hon'ble Pm Narendra Modi					
9.	'Say Yes To Life, No To Drugs Pledge'- For Leading An Addiction Free Life	16/02/2022	16/02/2022	25	25	50
10.	'National Webinar On 'Gender Equality Today for a Sustainable Tomorrow	08/03/2022	08/03/2022	64	52	116
11.	NSS University Level Online Workshop On 'Building Pathways to Attain Gender Equality'	22/03/2022	22/03/2022	165	155	320
12.	Sppu Workshop on Gender	24/03/2022	25/03/2022	0	2	2



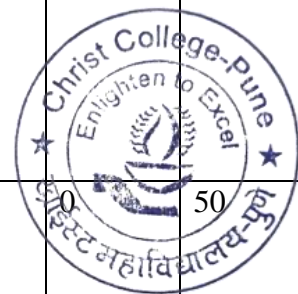
	Sensitization					
13.	SPPU Workshop on Gender Sensitization at Appa Saheb Jedhe Arts, Science and Commerce College Pune	25/03/2022	25/03/2022	3	3	6

Academic Year 2022-23

Sr no.	Title of program	Date		Female	Male	Number of participants
		(from	-to)			
1.	Garba celebration – Female Faculty	4/10/2022	4/10/2022	32	2	34
2.	Awareness Drive on child Beggary in association with Sarva Seva Sangh	30/4/22	30/4/22	50	50	100
3.	Project Garjana-A Roar of Empowerment A self-defence Training Program for Girls	10/11/22	10/11/22	200	300	500
4.	Peer Guide Workshop-Akshara Centre & CYDA	19/11/22	29/11/22	50	50	100
5.	HIV/AIDS	1/12/22	2/12/22	50	50	100



	Awareness Street Plays.					
6.	Session on Gender Equity-NSS Special Winter Camp	5/1/23	5/1/23	25	25	50
7.	Session on Women Empowerment-NSS Special Winter Camp.	8/1/23	8/1/23	25	25	50
8.	Survey of Bakori Village during NSS Special Winter Camp	9/1/23	9/1/23	25	25	50
9.	Session on Financial Literacy-NSS Special Winter Camp	11/1/23	11/1/23	25	25	50
10.	State Level Nature Conversation Camp	18/2/23	22/2/23	2	1	3
11.	NIRBHAYA KANYA	4/3/23	4/3/23	100	0	100
12.	Women's Day	8/3/22	8/3/23	50	50	100
13.	Youth Fest on 'Gender Equality' in collaboration with Akshara Centre & CYDA.	6/4/23	6/4/23	50	50	100
14.	Project Garjana-Martial Arts & Self-defence Training for Girls.	20/4/23	21/4/23	50	50	50



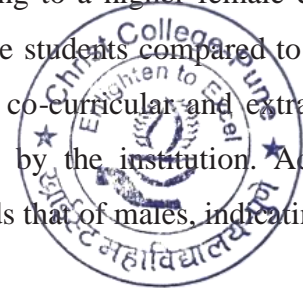
Christ College Pune has taken proactive measures to empower women by raising awareness and promoting gender equality among its female staff and students. Embracing the motto "Empowered and Skillful," the college conducts a variety of initiatives, including seminars, conferences, guest lectures, workshops, and awareness programs on women-related issues. These activities equip women with a broad spectrum of skills and knowledge, benefiting not only themselves but also the institution and society as a whole. The college places a strong emphasis on nurturing the confidence of its female students, encouraging them to become future leaders, technocrats, entrepreneurs, and scientists. Regular sessions are held at various levels to instill self-confidence, cultivate ethical values, and help female students realize their full potential.

Summary and Conclusion

A) Progress towards Gender Equity

The college's commitment to the welfare of its female staff and students aligns with the principles of gender equality as defined by the United Nations Educational, Scientific and Cultural Organization (UNESCO). It acknowledges that gender equality does not imply making women and men identical but rather ensuring that their rights, responsibilities, and opportunities are not determined by their gender at birth. Gender equity, in this context, means providing fair treatment based on the unique needs of both genders. This may entail equal treatment or treatment that, while different, is considered equivalent in terms of rights, benefits, obligations, and opportunities. The college not only organizes various activities to promote gender sensitization but also strives to inspire female students and staff to lead dignified lives with self-respect.

We have observed a notable increase in the student population, especially among girls, in both undergraduate (UG) and postgraduate (PG) programs. Enrollment figures also highlight a gender difference, with more girls opting for higher education, leading to a higher female enrollment. Moreover, we've observed a higher success rate among female students compared to their male counterparts. Girls are actively engaging in a wide range of co-curricular and extra-curricular activities, including cultural programs and sports organized by the institution. Additionally, among the regular teaching staff, the number of females exceeds that of males, indicating a higher representation of women in faculty.



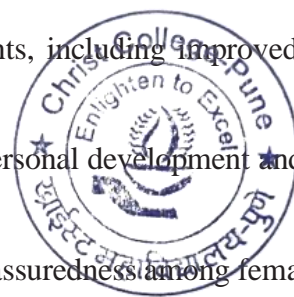
B) Conclusion:

The analysis reveals that the college has effectively integrated gender equity goals and objectives into all of its policies and programs. Staff members have reported no issues related to gender-related criteria. The Gender Audit Team has determined that the college actively promotes gender equality and sensitivity, with both the management and staff exhibiting gender-sensitive behavior. The college demonstrates several strengths and opportunities for fostering a balanced gender representation. Any identified weaknesses can be addressed through gradual changes in value systems. Notably, the enrollment of girls from diverse backgrounds is increasing, and there have been no complaints related to gender issues. With a strong commitment to gender justice, the college is poised to make a significant impact in the country.

C) Recommendations:

The recommendations put forth by the Gender Audit Committee include:

1. Develop and enhance inclusive policies that promote gender equality, diversity, and inclusivity within the institution.
2. Create an inclusive environment and support systems to attract and retain transgender students, faculty, and staff.
3. Conduct gender sensitization and awareness programs for all institution members to foster a culture of respect and understanding.
4. Strengthen the Grievance Redressal Cell to ensure it remains accessible, responsive, impartial, and confidential, addressing gender-related concerns effectively.
5. Implement targeted programs and initiatives to enhance the self-confidence and self-esteem of female students, women faculty, and staff.
6. Continue offering comprehensive personality development programs to boost confidence among all members of the institution.
7. Enhance measures to prevent harassment of female students, including improved information dissemination and safety protocols.
8. Maintain the presence of a certified counselor to facilitate personal development and confidence-building among students.
9. Promote programs that nurture leadership qualities and self-assuredness among female students.
10. Foster collaboration with other committees, such as IQAC, Anti-ragging Committee, Discipline



Committee, and Internal Complaint Committee, to further gender sensitization efforts.

11. Conduct more campaigns and activities aimed at raising social awareness about women's issues and gender discrimination, with a particular focus.

12. Continue conducting periodic gender audits to assess and address the impact of gender dynamics on the institution's culture, processes, programs, and organizational performance.

These recommendations are aimed at creating a more inclusive and gender-equitable environment within the institution.

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