



C. A. Y. M. E. Trust's

Siddhant College of Engineering.

(Approved by AICTE, Recognized by Govt. of Maharashtra and Affiliated to S.P. Pune University & MSBTE)

At. Post - Sudumbare, Tal. - Maval, Dist. - Pune, PIN - 412 109. ☎ 02114-661904.

Shri. Rajendra Singh Yadav.
President.

Dr. L. V. Kamble.
Principal.

Date-6/03/2023

NOTICE

All the ladies teaching and non-teaching staff and students of Siddhant College Of Engineering are hereby informed to we are going to celebrate the "International Women's Day "on 8th March 2023 .

All are requested to be present on this occasion all of you gather class room no A12 in engineering building sharp 12.00pm

Chief guest -.Mrs.Nanada Shivgunde

Addhar Vishvasth Sanstha,

Solapur



Dr. L. V. Kamble.

Principal

Siddhant College of Engineering
Sudumbare, Pune - 412 109





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Shri. Rajendra Singh Yadav.
President.

Dr. L. V. Kamble
Principal.

Date:08/03/2023

International Womens Day





L. V. Kamble

Dr. L. V. Kamble.

Principal

**Siddhant College of Engineering
Sudumbare, Pune - 412 109**



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Shri. Rajendra Singh Yadav.
President.

Dr. L. V. Kamble.
Principal.

Date-16/02/2023

NOTICE

All the teaching and non-teaching staff and students of Siddhant College Of Engineering are hereby informed to we are going to celebrate the 354th birth anniversary of "Chatrapati Shivaji Maharaja" on 17th Feb 2023.

All are requested to be present on auspicious occasion all of you gather near entrance of main engineering building sharp 10.00AM.



Dr. L. V. Kamble.

Principal

**Siddhant College of Engineering
Sushumbare, Pune - 412 109**





CHAUDHARI ATARSINGH YADAV MEMORIAL EDUCATION TRUST

Linguistic Minority (Hindi)
Reg. No. E-3905, Pune (Registered Under Bombay Public Trust Act 1950)

• Add. : ION - 7, 6 th Floor, behind Citi One Mall Morwadi, Pimpri, Pune - 411018.
• E-mail : siddhantcampus2003@gmail.com • Website : www.siddhantgroup.edu.in

President : R. S. Yadav

Ref. No. : CAYMET / SGI /

Date : 16/02/2023.

प्रतिपच्चंद्रलेखेव वर्धेषुर्विश्ववन्दिता ॥
शाहसूनोः शिवस्येषा मुद्रा भद्राय राजते ॥”

जय शिवराय

सिद्धांत ग्रूप अॅाफ इन्स्टिट्युट आयोजित

शिव जन्मोत्सव सोहळा २०२३.

दिनांक: १६/२/२३ रोजी आयोजित केलेला आहे.

वेळ: सकाळी १० ते सायंकाळी ४ वा.

टिप : आयोजित कार्यक्रमास सर्व शिक्षक सर्व कर्मचारी व सर्व विद्यार्थी उपस्थित रहावे. ही नम्र विनंती

(सर्व शिक्षक कर्मचारी व विद्यार्थ्यांनी पारंपारिक वेशभूषा परिधान करून मोठया संख्येने उपस्थित रहावे)



V. S. Yadav
16-2-23





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Principal.

Chatrapati Shivaji Maharaj 2023





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Principal.



Dr. L. V. Kamble.

Principal
Siddhant College of Engineering
Sudumbare, Pune - 412 109



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SIDDHANT COLLEGE OF ENGINEERING.

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At Post - Sudumbare, Tal. - Maval, Dist. - Pune, PIN - 412 109, Phone No. 02114-661904.

Website: - www.siddhantcoe.edu.in

E-mail: engineeringprincipal@gmail.com

Date:14/09/2019

NOTICE:

ALL the teaching and non-teaching staff and students of "Siddhant College of Engineering, Sudumbare" are hereby informed to we are celebrate the "Engineers Day" on 15nd September 2019. So, all of you gather for this program.

Time:12 .00 PM

Venue:4th floor, Auditorium Hall.




Dr. D.K.Chavan

Principal
Siddhant College of Engineering,
Sudumbare, Pune - 412 109



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Website: - www.siddhantcoe.edu.in

E-mail: engineeringprincipal@gmail.com

Date: 15/09/2019

Engineers Day Celebration 2019




Dr. D.K. Chavan

Principal
Siddhant College of Engineering
Sudumbare, Pune - 412 109



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Website: - www.siddhantcoe.edu.in

E-mail: engineeringprincipal@gmail.com

Date: 4/09/2019

❑ Invitation Letter ❑

All the teaching faculty and students of Civil Engineering department Siddhant College of Engineering, Sudumbare are hereby informed to we are organising "Teachers Day" program on 5th September 2019. So, all of you are requested to attend the this program.

Time: 12 .00 PM

Venue: C6





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SIDDHANT COLLEGE OF ENGINEERING.

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Al Post - Sachinbura, Tal. - Maval, Dist. - Pune, PIN - 412 109. Phone No. 02114-661904.
Website: - www.siddhantcoe.edu.in E-mail: engineeringprincipal@gmail.com

Date: 05/09/2019

Teachers Day Celebration 2019



Prof. B.N. Deshmukh

HOD

Department of Civil Engineering



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Shri. Rajendra Singh Yadav.
President

Dr. J.R. Panchal
Principal


Date: 20/06/2019

NOTICE


All the Students, Teaching and Non Teaching Staff are hereby informed that the "International Yoga Day" will be celebrated in our premises on 21st June 2019. All are informed that you should be present on time.

Time: 9.00AM

Venue : Auditorium Hall, 4th Floor, B Building, SCOE, Pune.


Prof. N.S. Kulkarni
NSS Co-Ordinator




Dr. J.R. Panchal
Principal
Siddhant College of Engineering
Sadumbare, Pune - 412 109



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Shri. Rajendra Singh Yadav.

President

Dr. J.R. Panchal

Principal

Yoga Day 2019






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Shri. Rajendra Singh Yadav,
President

Dr. J.R. Panchal
Principal




Dr. J.R. Panchal
Principal
Siddhant College of Engineering
Sudumbare, Pune - 412 109



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Shri. Rajendra Singh Yadav.
President.

Dr. Somshekhar
Principal.

Date: 31/08/2018

NOTICE:

ALL the teaching and non-teaching staff and students of "Siddhant College Of Engineering, Sudumbare" are hereby informed to we are celebrate the "Foundation Day" on 1st September 2018. So, all of you gather for this program.

Time: 4.00 PM

Venue: 4th floor, Auditorium Hall.




Dr. Somshekhar

Principal
Siddhant College of Engineering
Sudumbare, Pune - 412 109



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Shri. Rajendra Singh Yadav.
President.

Dr.Somshekar
Principal.

Date: 1/09/2018

FOUNDATION DAY





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Shri. Rajendra Singh Yadav.
President.

Dr. Somshekhar
Principal.

Date: 1/09/2018

FOUNDATION DAY



Dr. Somshekhar

Principal

Siddhant College of Engineering,
Sudumbare, Pune - 412 109



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Shri. Rajendra Singh Yadav.
President.

Dr. Rahul Khandagale
Principal.

Date-30/09/2022

NOTICE

All the teaching, non-teaching staff and students of Siddhant College Of Engineering are hereby informed to we are going to celebrate the “Swachata Abhiyan” on the occasion of “Gandhi Jayanti” on 3rd October 2022 .

All are requested to gather at main entrance of Engineering building sharp 9.00 am




Dr. Rahul Khandagale
Principal



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Shri. Rajendra Singh Yadav.
President.

Dr. L. V. Kamble
Principal.

Date:04/10/2022

GANDHI JAYANTI - SWACHATA ABHIYAN





R. Khandagale
Dr. Rahul Khandagale

Principal



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Shri. Rajendra Singh Yadav.
President

Dr.R.L.Khandagale
Principal

24/11/2022

NOTICE

All the teaching and non-teaching staff and students of Siddhant College of Engineering are here by informed to we are going to celebrate the "71st Constitution Day" Program on 26th November 2022 in our campus.

All are request to attend the program on time.

Time: 11.00AM

Venue: A-11, First Floor, Engineering Building



Dr.R.L.Khandagle.

Principal
Principal

Siddhant College of Engineering
Sudumbare, Pune - 412 109



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Shri. Rajendra Singh Yadav.
President.

Dr.R.L.Khandagale
Principal

CONSTITUTION DAY 2022



R. L. Khandagale
Dr.R.L.Khandagale
Principal



CAYMET's

**SIDDHANT COLLEGE OF ENGINEERING,
SUDUMBARE, PUNE-412109**



Internal Quality Assurance Cell (IQAC)

GENDER AUDIT REPORT

Website: www.siddhantcoe.in

INDEX

Sr. No.	Content	Page No.
1	Gender Audit: An Introduction 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	03-07
2	Gender Wise Distribution of Staff A. Gender Balance Within the Institution Table 2.1: Gender wise Details of Total Students in the College Table 2.2: Gender wise Details of Total Teaching Faculties in the College Table 3.3: Gender wise Details of Total Non-Teaching Staff in the College	08-11
3	Gender Sensitization Initiatives A. Gender Balance within the Institution B. Gender Sensitization Initiatives C. Number of gender Equity Promotion Programs Organized by the Institution During the Last Five Years	12-15
4	Summary and Conclusion A. Progress toward Gender Equity B. Conclusion C. Recommendation	16-17

1. Gender Audit: An Introduction

A. Introduction of the Institution

Siddhant College of Engineering began its noble journey way back in the year 2005, when it was founded by the Chaudhary Attarsingh Yadav Educational Trust which felt the dire need for educational renaissance especially among the underprivileged and the educationally deprived. Thereafter over the last 17 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 Savitribai Phule Pune University, and is recognized by the University Grants Commission and also Accredited by the National Accreditation and Assessment Council (NAAC).

The College offers four years' degree courses namely Computer, Information Technology, Mechanical, Civil, Electronics & Telecommunication in addition to this Post Graduate programs in Mechanical, Electronics & Telecommunication, Computer and Information Technology (M.E.)

The College prides itself by possessing a rare distinction of having a highly qualified, dedicated and enthusiastic staff with doctorates. 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 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, gender audit goes onto 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-dis-aggregated data and progress towards gender equality.

C. Constitution of Gender Audit Committee:

Sr.No.	Name	Designation	Institution
1	Dr. L.V.Kamble	Chairman	Principal, Siddhant College of Engineering, Sudumbare, Pune.
2	Prof. Sagar Deshpande	Vice Chairman	IQAC Coordinator, Siddhant College of Engineering, Sudumbare, Pune.
3	Dr. Aarti Jadhav	External Committee Member	Principal, Siddhant International School, Sudumbare, Pune
4	Dr. R.K.Dumbare	External Committee Member	Principal, Siddhant College of Pharmacy Sudumbare, Pune
5	Dr. U.V.Shinde	Internal Committee Member	HOD, First Year Engineering Department, Siddhant College of Engineering, Sudumbare, Pune.
6	Dr. P.A.Makasare	Internal Committee Member	HOD, Mechanical Engineering Department, Siddhant College of Engineering, Sudumbare, Pune.
7	Prof. Nanda Kulkarni	Internal Committee Member	NSS Coordinator, Siddhant College of Engineering, Sudumbare, Pune.

The Gender Audit undertaken by the IQAC, Siddhant College of Engineering, Sudumbare, 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
- 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.

E. 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.

2. 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 2004 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:

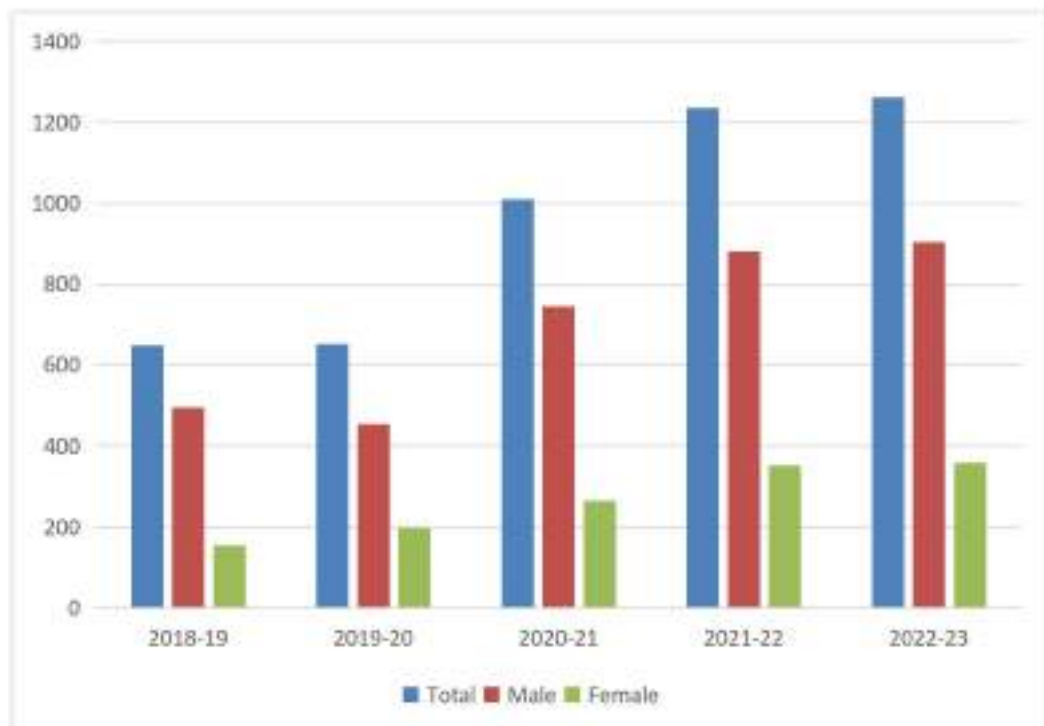
Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to 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 Siddhant College of Engineering, 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 NSS 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. Some

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 success in the field of Cultural Activities and Sports. Their participation in various competitions has brought laurels and fame to them as well as the College. 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

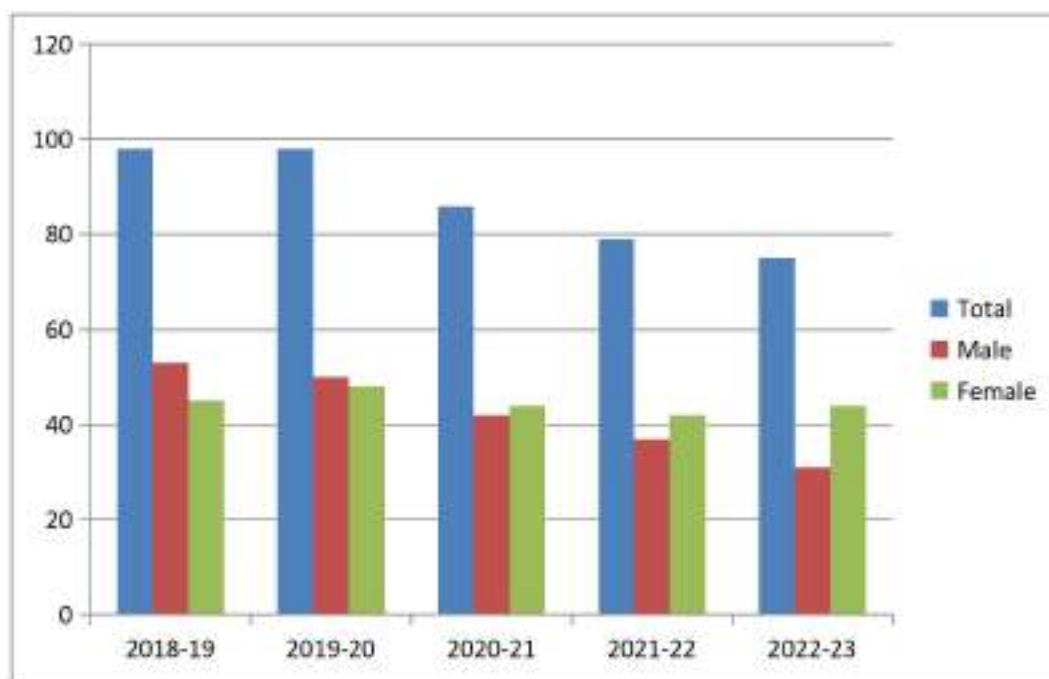
Sr.No.	Year	Total	Male	Female	% Male	% Female
1	2018-19	648	494	154	76.23	23.77
2	2019-20	651	454	197	69.74	30.26
3	2020-21	1010	745	265	73.76	26.24
4	2021-22	1234	882	352	71.47	28.53
5	2022-23	1262	903	359	71.55	28.45



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 2018-19, out of 648 total students 23.77% were female students as compared to 76.23% male students. The further years shows continuous increase in female students like of 28.45 % in the year 2022-23.

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

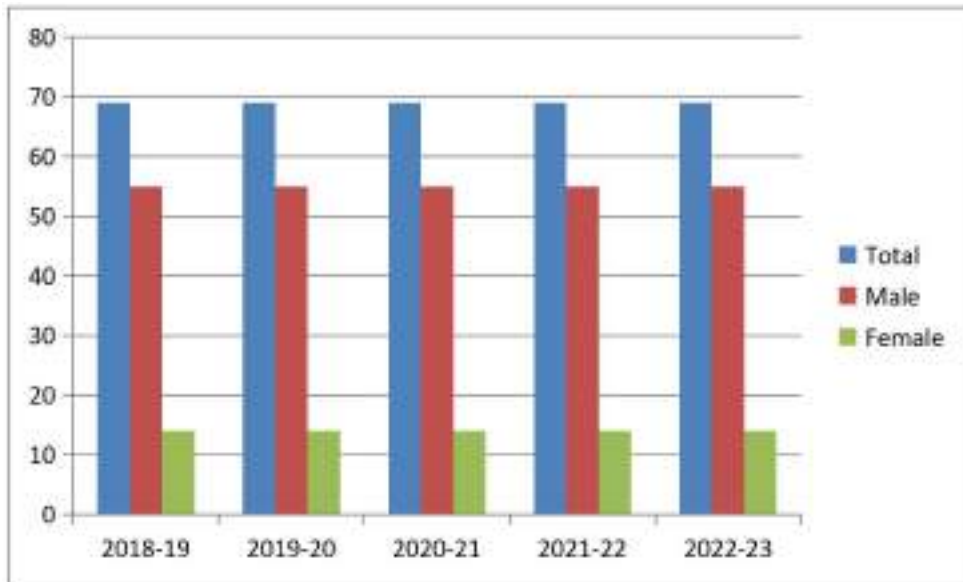
Sr.No.	Year	Total	Male	Female	% Male	% Female
1	2018-19	98	53	45	54.08	45.92
2	2019-20	98	50	48	51.02	48.98
3	2020-21	86	42	44	48.84	51.16
4	2021-22	79	37	42	46.84	53.16
5	2022-23	75	31	44	41.33	58.67



The table on gender wise details of total teaching faculty in the College provides the information of teaching faculty in the last five years. In the year 2018-19, out of 98 staff 53 (54.08 %) were males and 45 (45.92 %) were females. In the year 2022-23, out of 75 total teaching staff 31(41.33%) were males and 44 (58.67%) were females.

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

Sr.No.	Year	Total	Male	Female	% Male	% Female
1	2018-19	69	55	14	79.71	20.29
2	2019-20	69	55	14	79.71	20.29
3	2020-21	69	55	14	79.71	20.29
4	2021-22	69	55	14	79.71	20.29
5	2022-23	69	55	14	79.71	20.29



The table on Gender Wise Details of Total Non-Teaching staff in the College provides the information of non-teaching staff in last five years. Since 2005 establishment of Siddhant COE Non-teaching staff count consistently same.

3. 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: Siddhant College of Engineering, 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 pace 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 females, male members. 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 females, 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 Siddhant College of Engineering, Pune, a strong kernel of gender sensitization, the Women's Forum was constituted. The forum has both the faculty and non-teaching 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 enhancements, 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. **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.
5. **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.

6. **Women’s Harassment Committee:** The College has constituted a Women’s Harassment Committee (WHC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. 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 to take recourse of both civil and criminal proceedings.

Women’s Harassment Committee:

Sr.No.	Name	Designation	Post	Mob.No.
1	Dr.L.V.Kamble	Principal	Chairman	9921512503
2	Dr.U.V.Shinde	FE Coordinator	Secretary	9850180066
3	Dr.P.A.Makasare	HOD, Mechanical	Member	8605208533
4	Dr.Brijendra Gupta	HOD, IT	Member	9026964788
5	Ms.Sarika Shinde	HOD, Civil	Member	9011561636
6	Mr.Prabhatkumar Pallav	HOD,E&TC	Member	9552987316
7	Mrs.Nanda Kulkarni	Diploma, Coordinator	Member	9823385621
8	Ms.Rupali Panpaliya	Asst. Professor	Member	7795926468
9	Mr.M.U.Inamdar	Asst. Professor	Member	9130504310
10	Mrs.Kajal Aghav	Police Naik	Member	8317217170
11	Mr.Harihar Chaure	Register	Member	7721008989

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:

Academic Year 2018-2022

Sr. No.	Title of the Program	Date		Participants		
		From	To	Female	Male	Total
1	Health Checkup	23-08-2018	23-08-2018	42	20	62
2	Gandhi Jayanti	02-10-2019	02-10-2019	20	60	80
3	Swatchata Abhiyaan	30-9-2021	30-9-2021	40	30	70
4	Spandan 2k20	22-02-2023	22-02-2023	125	150	275
5	Jagatik Divyanga Din	03-12-2021	03-12-2021	35	40	75
6	Womens Hygiene	10-12-2021	10-12-2021	75	-	75
7	Shiv Jayanti	19-02-2022	19-02-2022	65	80	145
8	Savitribai Phule Jayanti	3-1-2022	3-1-2022	50	40	90
9	Womens Day	08-03-2022	08-03-2022	75	65	140
10	Blood Donation	03-10-2022	03-10-2022	13	24	37

A number of activities were organized to empower women at Siddhant 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.

4. 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.



Dr. U.V. Shinde

Internal Committee Member
HOD, First Year Engineering
Department, Siddhant College of
Engineering, Sudumbare, Pune.

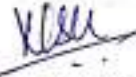
Shinde U. V.

First Year Co-ordinator
Siddhant College of Engineering,
Sudumbare, Tal. Maval, Pune - 412 109



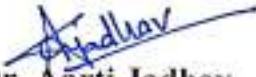
Dr. P.A. Makasare

Internal Committee Member
HOD, Mechanical Engineering
Department, Siddhant College of
Engineering, Sudumbare, Pune.



Prof. Nanda Kulkarni

Internal Committee Member
NSS Coordinator, Siddhant
College of Engineering,
Sudumbare, Pune.



Dr. Aarti Jadhav

External Committee Member
Principal, Siddhant International School,
Sudumbare, Pune

Principal

Siddhant International School
Sudumbare, Pune - 412 109



Dr. R.K. Dumbare

External Committee Member
Principal, Siddhant College of Pharmacy
Sudumbare, Pune

Principal

Siddhant College of Pharm
Sudumbare, Tal.-Maval,
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Prof. Sagar Deshpande

Vice Chairman
IQAC Coordinator,
Siddhant College of Engineering,
Sudumbare, Pune.



Dr. L.V. Kamble

Chairman
Principal,
Siddhant College of Engineering,
Sudumbare, Pune.



C. A. Y. M. E. Trust's

Siddhant College of Engineering.

(Approved by AICTE, Recognized by Govt. of Maharashtra and Affiliated to S.P. Pune University & MSBTE)

At. Post - Sudumbare, Tal. - Maval, Dist. - Pune, PIN - 412 109. ☎ 02114-661904

Shri. Rajendra Singh Yadav.
President

Dr. L.V. Kamble
Principal

Ref.No:- SCOE/Admin/122- B /2023-24

Date: 17/03/2023

To,

Dr. R.K.Dumbare

Principal,

Siddhant College of Pharmacy,

Sudumbare, Pune.

Subject: - Solicit your support as an External Committee member for purpose of Gender Audit

Sir,

With reference to above subject, we solicit your kind support as a member for Gender Audit of Siddhant College of Engineering. You are hereby requested to look after the duties of Gender Audit as an External committee member.

Kindly accept the invitation & acknowledge please.

Thanking you.

*Received
Dr. R.K.Dumbare*



L.V.Kamble

Dr. L.V. Kamble
Principal

Siddhant College of Engineering,
Sudumbare, Pune - 412 109



C. A. Y. M. E. Trust's

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Shri. Rajendra Singh Yadav.
President

Dr. L. V. Kamble
Principal

Ref.No:- SCOE/Admin/ 122-A /2023-24

Date: 17/08/2023

To,

Dr. Aarti Jadhav

Principal,

Siddhant International School,
Sudumbare, Pune.

Subject: - Solicit your support as an External Committee member for purpose of Gender Audit

Madam,

With reference to above subject, we solicit your kind support as a member for Gender Audit of Siddhant College of Engineering. You are hereby requested to look after the duties of Gender Audit as an External committee member.

Kindly accept the invitation & acknowledge please.

Thanking you.



Received
Aarti Jadhav
9/10/2023


Dr. L. V. Kamble
Principal
Principal

Siddhant College of Engineering,
Sudumbare, Pune - 412 109