

Dinkarrao K. Shinde Smarak Trusts

D.R.A. D. SHINDE COLLEGE OF ENGINEERING.

Bhadgaon, Gadchinglaj. Dist: Kolhapur Pin:416502

7.1.1. Measures initiated by the Institution for the promotion of gender equity during the year

Gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus

To promote gender equity, our institute has implemented a comprehensive approach that addresses biases, barriers, and cultural norms, as outlined below:

- 1. Gender Sensitization Programs:** The institute regularly organizes special programs aimed at promoting gender awareness among all stakeholders.
- 2. Merit-Based Recruitment:** Recruitment processes for all positions are conducted openly and transparently, focusing purely on merit, irrespective of gender.
- 3. Safe and Secure Campus:** The campus is equipped with a robust security system, ensuring safety for all. Emergency response measures include a dedicated vehicle for urgent needs. Additionally, maternity leave is provided in accordance with regulations.
- 4. Equal Opportunities for Students:** Both male and female students are given equal opportunities in academics and administrative roles.
- 5. Girls' Hostel Safety:** "The girls' hostel is managed outside the campus in a private facility, with an agreement to provide security, including a full-time warden and security personnel working in shifts. CCTV cameras are installed at every location."
- 6. Support Systems:** An Anti-Raging and Internal Grievance comity addresses safety, security, and social issues.
- 7. Counseling and Common Room Facilities:** Regular mentor-mentee meetings provide academic and stress-related counseling. Separate common rooms for girls are equipped with amenities such as a first aid box, rest area, sanitary napkin vending machine.
- 8. Gender Equity in Activities:** The institute provides equal opportunities for all girls to lead and represent various academic and co-curricular activities.

The institute's proactive measures ensure a safe, inclusive, and equitable space for all, reinforcing its commitment to gender equity.

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ANNUAL GENDER SENSITIZATION ACTION PLAN

Our institute is dedicated to fostering a positive change in attitudes and supporting gender equity within the institution and in our outreach activities. Below are some key initiatives undertaken:

- 1.conducted cyber security awareness activities to ensure pupils understand safe online practices and their responsibilities in the digital world.
2. Organized **Dandiya program** as part of **Dasara celebrations** for female students
- 3.Established statutory bodies to support female students.
- 4.Organized a self-defense training session to empower female students with the necessary skills and confidence to protect themselves in challenging situations.
- 5.Celebrated **International Women's Day** and **Savitri Bai Phule Jayanti** every year.
- 6.Allocated faculty members for student mentorship to monitor and track the progress of every student.
- 7.Organized an **Induction Program** for students to familiarize them with the institution's policies, processes, practices, culture, and values. The program also introduces them to the academic and administrative setup, as well as the various branches and methods of study.
- 8.Organized Expert talk on Entrepreneur and Innovation as Career Opportunity.

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Gender Parity Among Stakeholders

Our institute has many stake holders. These are as follows:

1. Students admitted to the regular Programs of the institute.

2. Teachers working in various Departments
3. Administrative Staff of the institute
4. Officers of the institute and Statutory Bodies of the institute.

Following are the details of gender parity (Male- Female ratio) among all these stakeholders STUDENTS ADMITTED TO THE REGULAR PROGRAMS OF THE INSTITUTE

Our institute providing various graduate Programmes such as, Mechanical, Electrical, Electronics and computer science, Computer science and Engineering and Civil Engineering.

The below statistics give the details of male female student ratio in faculties Mechanical, Electrical, Electronics and computer science, Computer science and Engineering and Civil Engineering.

Male Female Ratio of Computer science and Engineering				
Year	No of students		Ratio	
	Male	Female	Male	Female
2024-2025	84	89	48.55	51.44

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Male Female ratio of Computer science and Engineering

100

84 89

Student count / Ratio

48.55 51.44

Male Female Male Female

students Male /Female

Male Female Ratio of Electronics and computer science Engineering				
Year	No of students		Ratio	
	Male	Female	Male	Female
2024-2025	70	68	50.72	49.28

Student count

/Rati⁰010203040506070⁸⁰

**Male Female Ratio of
Electronics and computer
science Engineering**

Male Female Male Female

70 68

50.72 49.28

Students Male / Feamle

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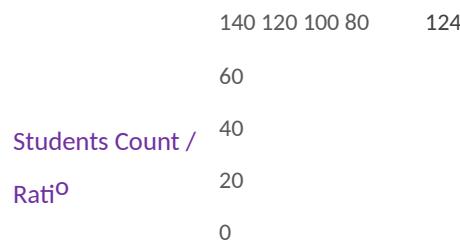
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Students Male / Feamle				
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Male Female Ratio of Electrical Engineering				
Year	No of students		Ratio	
	Male	Female	Male	Female
2024-2025	124	37	77.02	22.98

Male Female Ratio of Electrical Engineering



77.02

37

22.98

Male Female Male Female
Students Male / Female

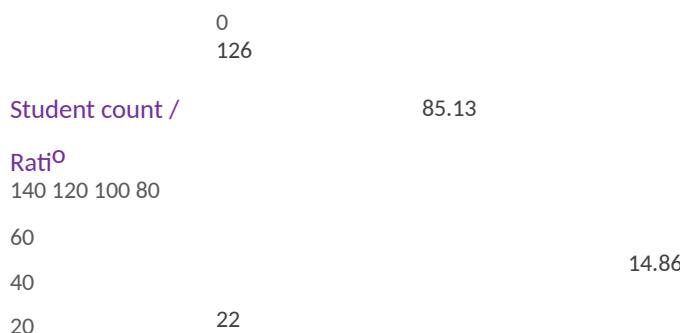
Male Female Ratio of Civil Engineering				
Year	No of students		Ratio	
	Male	Female	Male	Female
2024-2025	126	22	85.13	14.86

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Male Female Ratio of Civil Engineering



Male Female Male Female
Students Male / Female

Male Female Ratio of Mechanical Engineering		
Year	No of students	Ratio

		Male	Female	Male	Female
2024-2025		109	11	90.83	0.091

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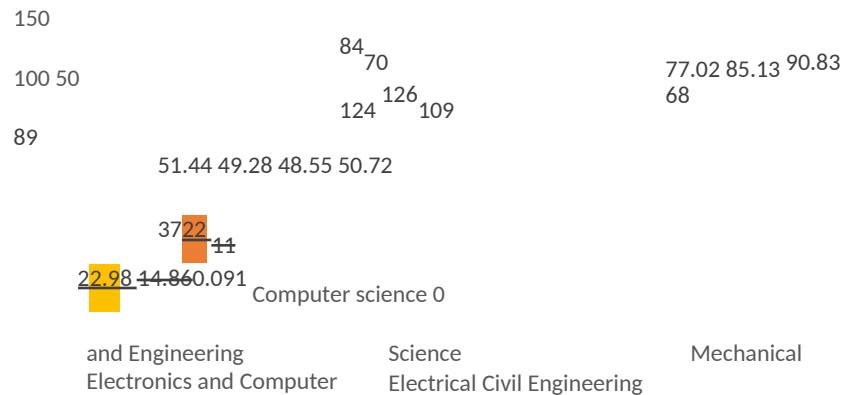
Male Female Ratio of Mechanical Engineering



Overall Male Female Students Ratio for Assessment Period 2024-2025

Overall Male Female Ratio for Assessment Period 2024-2025				
Department	No of students		Ratio	
	Male	Female	Male	Female
Computer science and Engineering	84	89	48.55	51.44
Electronics and Computer Science	70	68	50.72	49.28
Electrical	124	37	77.02	22.98
Civil Engineering	126	22	85.13	14.86
Mechanical	109	11	90.83	0.091

Overall Male-Female Ratio 2024-2025



		No of students Male	No of students Female	Male Female Ratio
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Teachers working in institute departments

Teaching Staff Male Female Ratio			
Year	Male	Female	Total
2024-2025	46	30	76
Ratio	60.52	39.47	

Teaching Staff Male Female Ratio

Male Female

Ratio

70
60.52
60
50

2024-2025

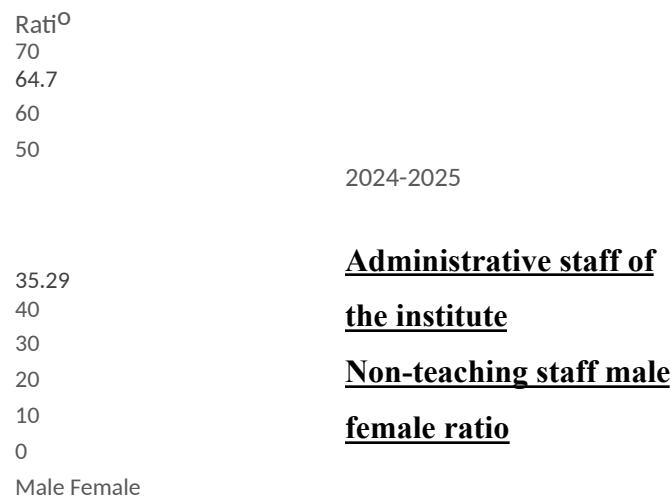
39.47
40
30
20
10
0

**Women heads/
coordinators**

Male Female Ratio of Heads of the Departments / Coordinators				
Year 2024-2025			Ratio	
Male	Female	Total	Male	Female
11	6	17	64.70	35.29

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**Male Female Ratio of Heads of the Departments /
Coordinators**



Non-Teaching staff Male Female Ratio				
Year	No of Non-teaching members		Ratio	
	Male	Female	Male	Female
2024-2025	24	15	61.53	38.46

Non-Teaching staff Male Female Ratio

Ratio
70 60 50 40 30 20 35.29

Male Female
2024-2025

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Officers and statutory bodies of the institute

Male female ratio of institute officers and statutory bodies

Male female ratio of institute officers and statutory bodies					
Category	No. of Officers			Ratio	
	Male	Female	Total	Male	Female
Governing Body	5	4	9	55.55	44.44

Safety and Security

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CCTV

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Student Wear Id Cards

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Girls Common Rooms

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Awareness Session on Cyber Security

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Self-defense training

Demonstrating Self-Defense Skill

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Women's Day celebration

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Expert talk on Entrepreneur and Innovation as Career Opportunity

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Organized Annual Sports Meet

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