



INTERNAL QUALITY ASSURANCE CELL (IQAC)

BHARATHIAR UNIVERSITY

State University | “A” Grade by NAAC |

14th Rank in MoE-NIRF

Coimbatore - 641046, Tamil Nadu, India

Report on

“GENDER AUDIT”

2018-2019

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ACKNOWLEDGEMENT

Internal Quality Assurance Cell of Bharathiar University is pleased to conduct the Gender Audit Report of 2018 - 2019 in association with the Department of Women's Studies, Bharathiar University, Coimbatore.

The Gender Audit and analysis is giving way to understand the development and involvement in increasing women's ratio in all aspects. The present report shows the improvement and status of Gender based steps taken by the university to increase involvement of both genders in all spheres.

The Gender Audit team extends our sincere thanks to Honourable Vice Chancellor Prof. P. Kaliraj for the encouragement to conduct the study.

The entire team thanks our respected Registrar i/c for supporting us in conducting this study.

The team recollects the support and encouragement from the Administrative Office, Departments and Faculty members, for their support to update data in every relevant way.

Sustainable Development Goal 5 indicates Gender Equality and Gender Audit Report shows the developments to achieve goal 5 and the way to achieve the goals in future.

IQAC wishes to express our sincere thanks to the all members who are involved in this study.



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Introduction

The awareness to empower women has been steadily increasing all over the world during the past three decades. Measures have been taken to enhance social, political and economic equity and provide access to human rights, education, health care and nutrition to women. In recent years there has been an engendering of documents and reports which have emphasized gender indices to evaluate, assess and monitor the action taken by the government and institutions concerning the participation of women in all aspects of development. World Development Report and Human Development Report at the international level National Planning documents at the national level are illustrations of engendered reports.

In this context, there is a need to understand educational institutions, more particularly higher educational institutions from a gender perspective. It is considered that the gender quality perspective is a prerequisite for gender mainstreaming strategy which emphasizes that the needs and interests of women should be systematically pursued in the formulation and execution of all policies and programmes. The gender perspective must become a part of the process of formulating, implementing and evaluating policies and programmes.

About the University

The Bharathiar University, named after the great national poet Subramanian Bharathi, enshrined with the motto “Educate to Elevate” was established in the year 1983 under the Government of Tamil Nadu. Bharathiar University is a public and state-funded University. The University is ranked 13th among the Indian Universities by NIRF and Re-Accredited with ‘A’ grade by NAAC. The University has 39 departments on campus, dedicated to teaching and research including 13 schools and a School of Distance Education. All schools/Departments are managed by highly qualified and well-experienced faculty members. The University is an affiliating type, recognized by the University Grants Commission (UGC), a member of the Association of Indian Universities (AIU) and Common Wealth Universities. Bharathiar University is housed with 131 affiliated colleges which include Government Colleges, Constituent Colleges, PG Extension Centre, Aided Colleges, Self-Financing Colleges and Stand-alone Institutions of M.B.A. and M.C.A.

The University has signed several MOUs for teacher/student exchange and collaborative research endeavours. The internationally renowned DRDO Research Laboratory Centre is also functioning on the University campus. The University aims to participate in the task of inculcating necessary Knowledge, Skills and Creative Attitudes and values among the youth of the country to contribute more effectively towards establishing an equitable social and economic and secular ideal of our nation. Girls are made aware of laws by organizing lectures of eminent personalities. Discipline Committee, Anti-ragging Committee and Internal Complaints Committee are formed in the college to ensure a safe environment for the students.

About the Department

The Centre for Women's Studies was started with the financial support of the University Grants Commission in the X Plan. It was upgraded to the Department of Women's Studies in the XI Plan. The UGC has now placed the Department in Phase II with enhanced financial assistance. The Department offers MA, M.Phil and Ph.D. in Women's Studies. The interdisciplinary nature of Women's Studies is capable of cultivating a critical attitude toward disciplinary constraints, which allows researchers to move beyond disciplinary boundaries. It also serves to build a bridge between arts, sciences and technology, skill-building and general education and between individual capacity enhancement and social awareness. The department plays a significant role in teaching, training, research, extension, field action, documentation, publication and advocacy. The department offers two credit-supportive papers under the CBCS system to other department students, especially about gender perspectives.

About IQAC

IQAC initiated the development of the outcome-based curriculum and the same has been implemented by all Departments. Trained faculty members for Open-Source Learning through Web Portals. The IQAC is developing University database for applying the National Institutional Ranking Framework (NIRF), and several other rankings (The Week, India Today, Nielsen India, etc), has provided training to faculty of affiliated colleges to undergo NAAC Revised Assessment and Accreditation process and supported the IQAC cells of affiliated colleges by delivering lectures and discussions. It has conducted Lecture

Series training, Workshop, Orientation, and Evaluation Process for International Scientists, Teachers, Non-teaching staff, Scholars and PG students, on various topics including the Reaccreditation process. Conducted Green Audit, Academic and Administrative Audit, Review of existing academic programmes, Establishment of Incubation Centres, Publication refereed journals.

Gender Audit

A gender audit is a tool to assess and check the institutionalization of gender equality in organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets. The basic assumption of gender audit is that public policy impacts differently on men and women. The variance stems from the different roles of women and men in the family and the lower economic status of women. The purpose of a gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular? The second rationale for doing gender audits is that they raise women's awareness about their rights and claims and also their access to resources and opportunities rationale for doing gender audit is that they raise women's awareness about rights and claims and also their access to resources and opportunities. Gender Audits allow organizations to set their own houses in order, and change aspects of the organizational culture which discriminate against women staff and women "beneficiaries". As a method for gender mainstreaming, gender audits help organizations identify and understand gender patterns within their composition, structures, processes, organizational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organizational performance and its management on gender equality within the organisation. Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations. Although there is no standard approach for carrying out a gender audit, international organisations use two main approaches: participatory gender audit and the gender integration framework. A gender audit usually includes two dimensions.

1. **An internal audit.** 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 organisational learning on gender.
2. **An external audit.** External gender audits evaluate the extent gender integration fosters the inclusion and benefits of women and men through the organization's policies, programmes, projects and services provided.

The Gender Audit undertaken by the IQAC, Bharathiar University in association with the Department of Women's Studies intended to enquire into the gender stability within the institution.

Objectives

The Study has the following objectives.it aims to

- Identify the gender gap between men and women students, research scholars and faculty
- To establish good gender balance in decision-making processes in all areas of the department activities.
- Know the representation of women in decision-making bodies
- Study the involvement of men faculty in research projects related to gender issues
- Examine visibility given to women issues in the curriculum

Methodology

The present study based on the data were collected from all Departments of the University. The study also relies on primary data from departments and sections. Secondary data was collected from Annual reports, Newsletters and University Academic calendars. The required data were collected in an information format prepared for this purpose (Appendix A). The data were collected between 2018 and 2019.

Scope

The present study allows the marking of the progress of Gender Equality on our campus.

Limitations:

The Study covers only the Departments of Bharathiar University. The affiliated colleges and Constitutions Colleges are excluded from the present study.

Table: 1 Gender proportion Administrative Responsibilities

S.No	Syndicate		Senate		Dean		Head of the Department	
	Male	Female	Male	Female	Male	Female	Male	Female
	15	3	244	67	8	1	26	12

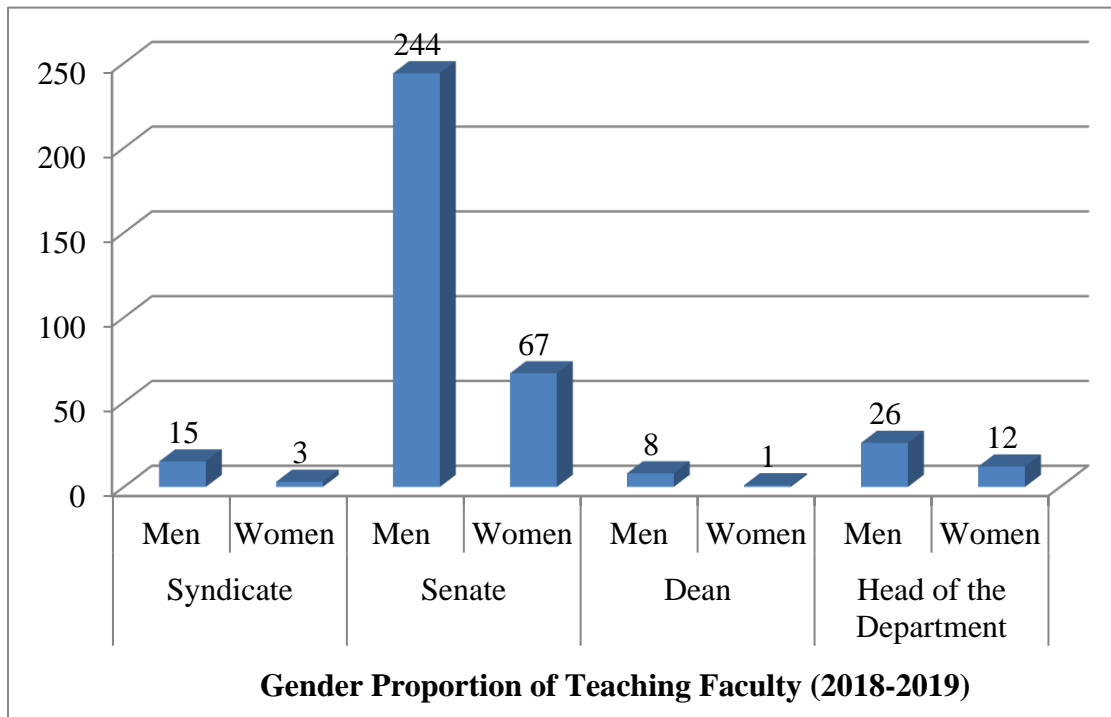


Figure: 1 Gender-wise details of Administrative Staffs 2018-2019

The above table and figure show the details of male and female Administrative Staff in the university. Syndicate, Senate, Dean and HODs are the high-level policy-making body that can make statutes, ordinances, lay down conditions for affiliation, research, appointments, promotion, disciplinary action and review from time to time the board policies and programmes of the University and suggest measures for the improvement of the University. It is inferred that the ratio of women participation in Syndicate, Senate, Deans and Head of the Departments has increased compared to earlier years.

Table: 2 Gender proportion Faculty and Staff

Sl. No	Category	2018-2019		
		Male	Female	Total
1.	Teaching Staff	151(64.5)	83 (35.5)	234
2.	Non-Teaching Staff	105 (57.4)	78 (42.6)	183
3.	Technician	26 (86.7)	4 (13.3)	30
4.	Consolidated/Daily Wage	200 (41.2)	285 (58.8)	485

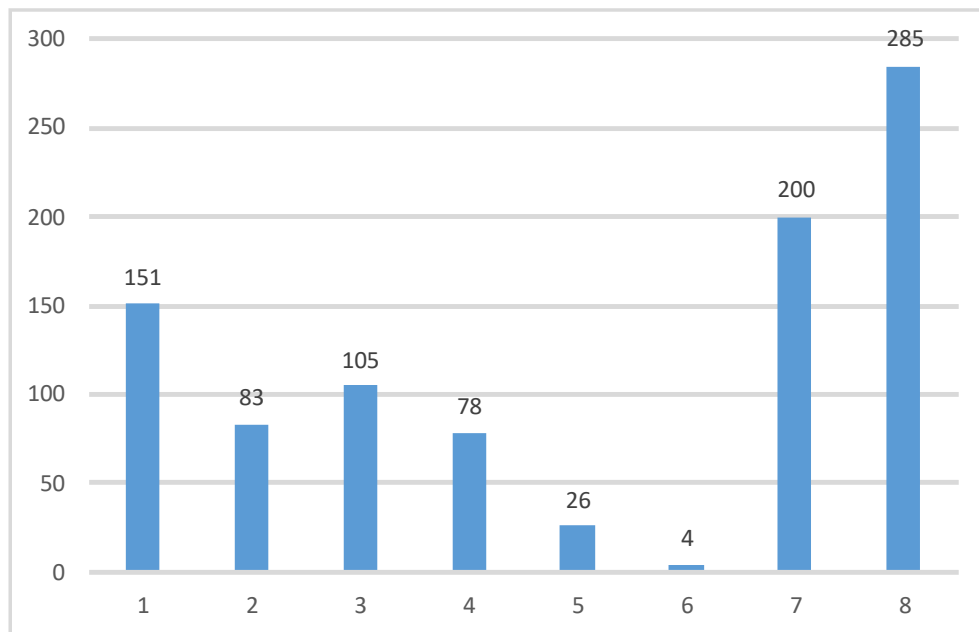
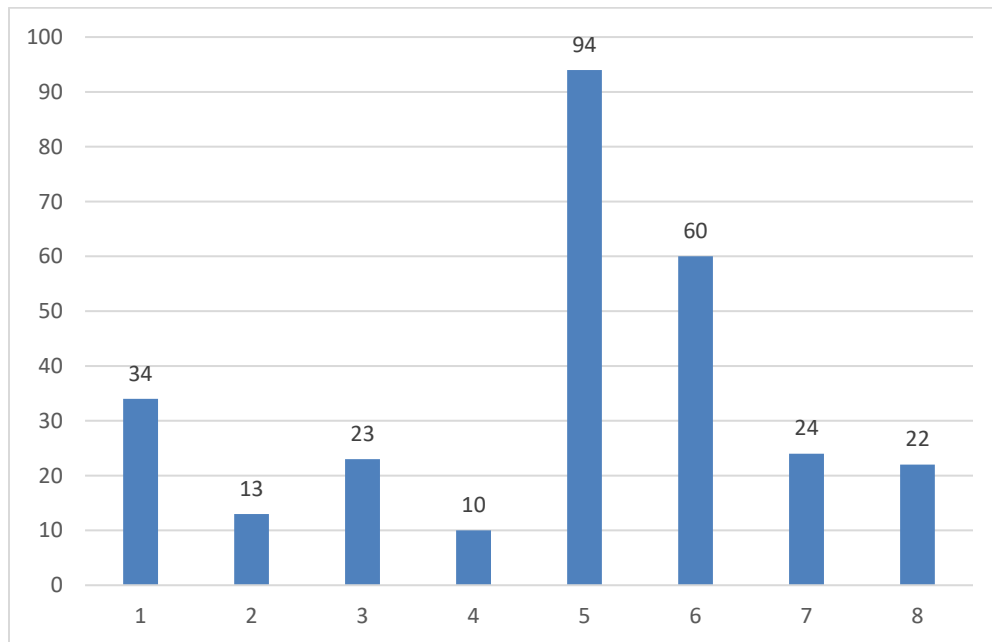


Table: 2 Gender-wise details of employees 2018-2019

Table No. 2. shows the Teaching and Non-Teaching members of the university. The data reveals that the women's ratio in all categories has increased compared with previous years.

Table:3 Designation-wise Gender Ratio of Teaching Staff

S.No	Nature of Posts	Men (%)	Women (%)	Total
1.	Professor	34(72.4)	13(27.6)	47
2.	Associate Professor	23(69.9)	10(30.1)	33
3.	Assistant Professor	94(61.1)	60(38.9)	154
4.	Guest Faculty	24(52.1)	22(47.9)	66



The above table and Figure show the gender representation of the teaching faculty in each category in the year 2018 -19. Overall women's ratio in all categories has increased since the previous years but this participation has to increase in the coming years.

Table: 4 Gender-wise details of Student Enrollment

S. No	Category	Men	Women	Total
1.	P.G Student	493 (36.3)	865 (63.7)	1358
2.	M.Phil	20(18.1)	90(81.9)	110
3.	Ph.D	66(38.2)	107(61.8)	173

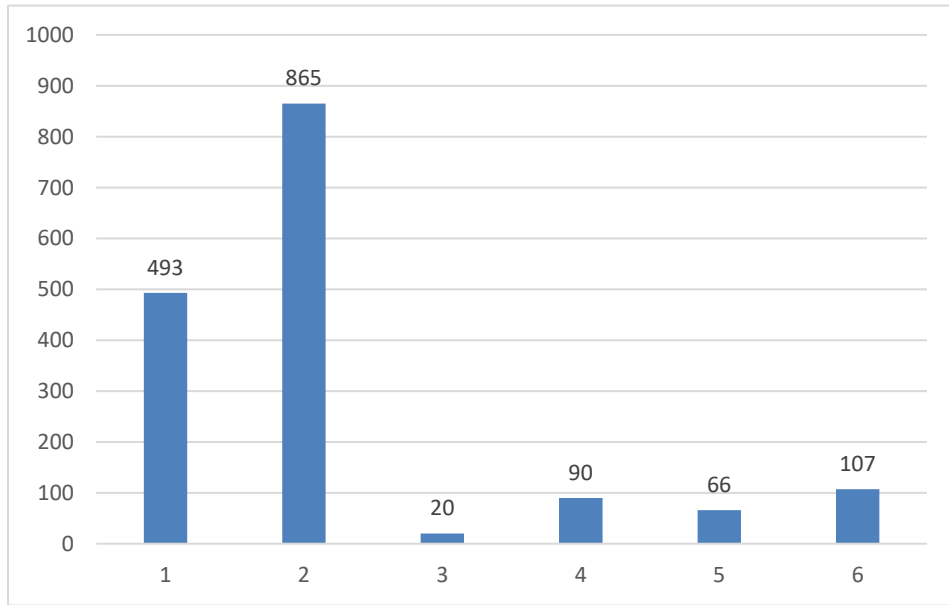
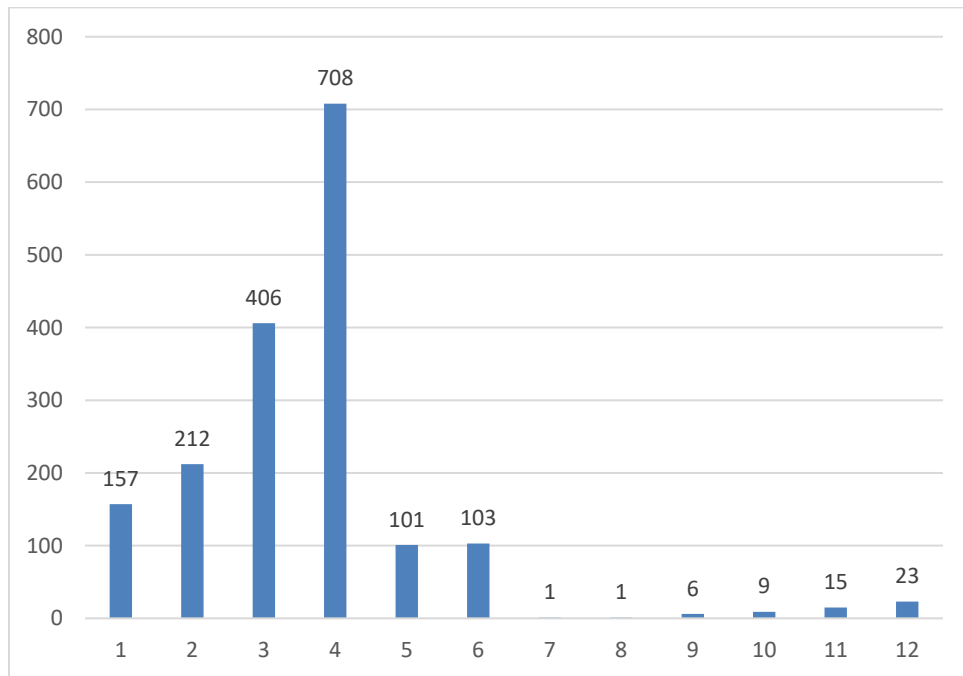


Figure:4 Gender-wise details of Student Enrollment

The above table and Figure show the enrollment of female students and Scholars. It is inferred that the female student ratio is higher than male students. It shows the enrollment upgrade of women in higher education.

Figure:5 Gender-wise details of Students/Scholars availed Financial Assistance

S.No	Name of the Scholarship	Men (%)	Women (%)	Total
1	Government of Tamil Post matric Scholarship for SC/ST/SCC	157(42.5)	212(57.5)	369
2	Government of India Post matric Scholarship for BC/MBC/DNC	406 (36.4)	708 (63.6)	1114
3	Higher Educational Special Loan Scholarship for SC/ST/SCC	101(49.5)	103(50.5)	204
4	National Fellowship & Scholarship for Higher Studies of ST Students	1(50)	1(50)	2
5	Government of Tamilnadu Full-time Ph.D. Scholarship for SC/ST	6(40)	9(60)	15
6	Free Education Scheme	15(39.5)	23(60.5)	38

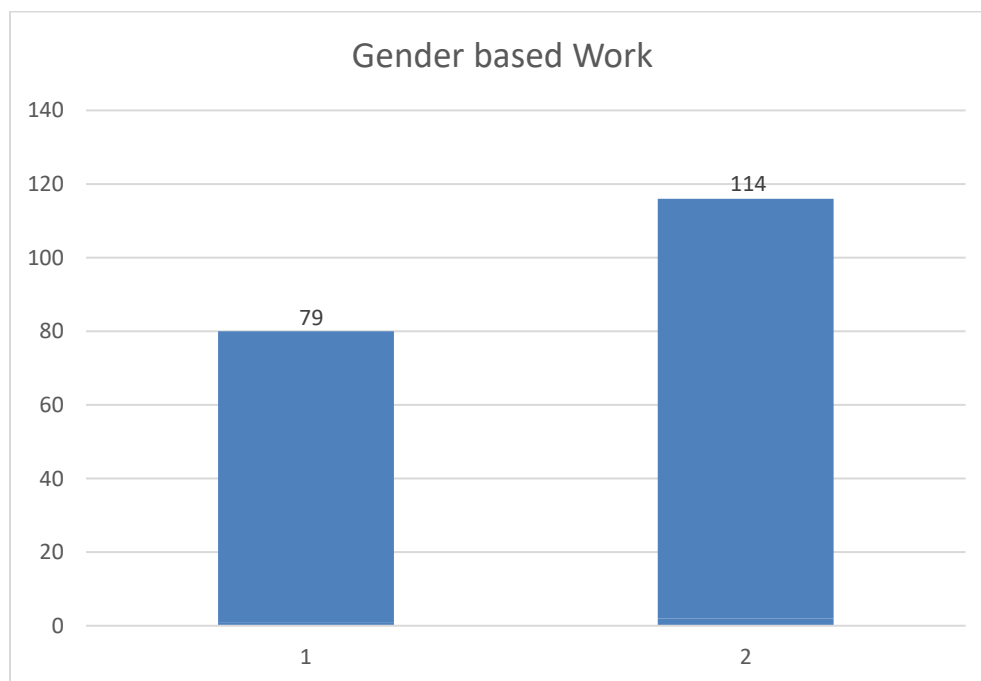


Gender-wise details of Students/Scholars availed Financial Assistance

The above table indicates the financial assistance availed by students and scholars through various scholarships offered by the Central and State Governments. Free Educational Schemes are offered by our university for one student of each department who needs economic assistance to complete the course.

Table 6: Gender-related Research Projects/Programmes

Year	Gender	No: of Research Projects Conducted
2018-2019	Men	79
	Women	114



Gender-wise details of Research Projects conducted at university

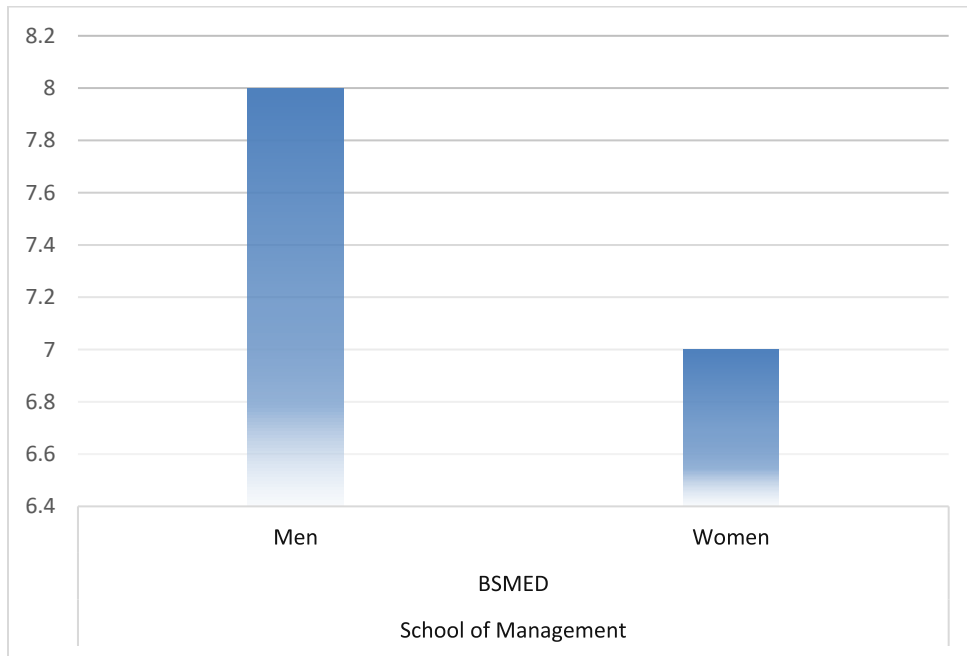
The above tables indicate that both men and women have been involved in the Gender-based programs and projects, undertaken by the various departments. It is to be noted that the involvement of women in such gender-based programmes and Projects, is almost double the number indicated by men. This points towards commendable and active participation of the women in Research projects is conducted by the university.

Table: 7 Gender Ratio of Board of Studies

The table indicates the involvement of women academicians in the Board of Studies of the respective department.

School of Management

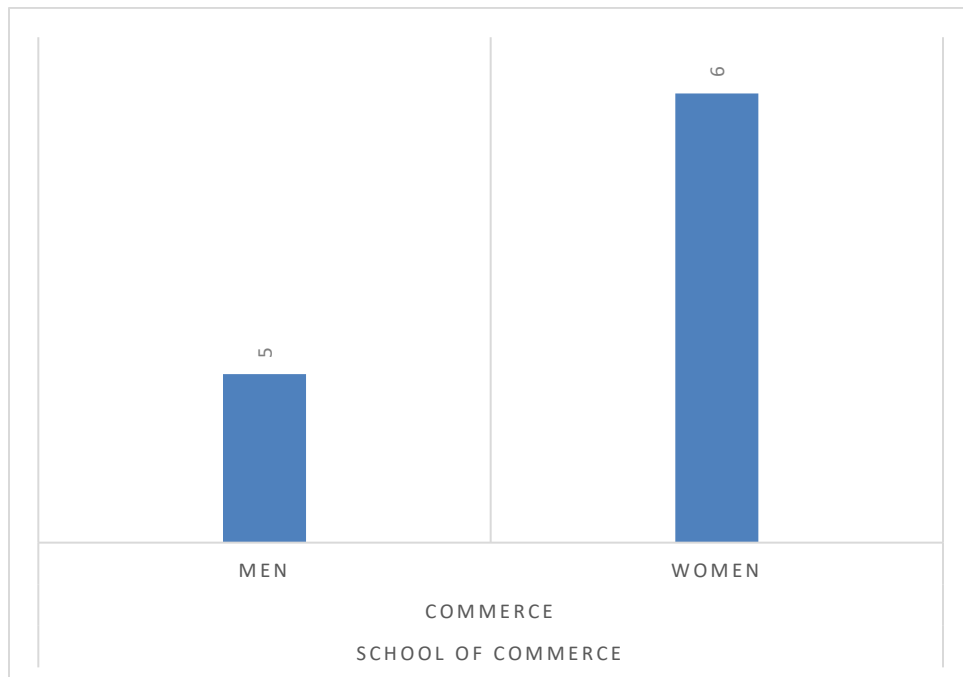
Bharathiar School of Management and Entrepreneur Development	
Men	Women
8	7



The above table reflects that there is almost equal participation by both men and women in the School of management. Management being a field where the presence of women is less reflected than men, the increasing interest and participation reflects a positive attitude towards management.

Table: 8 School of Commerce

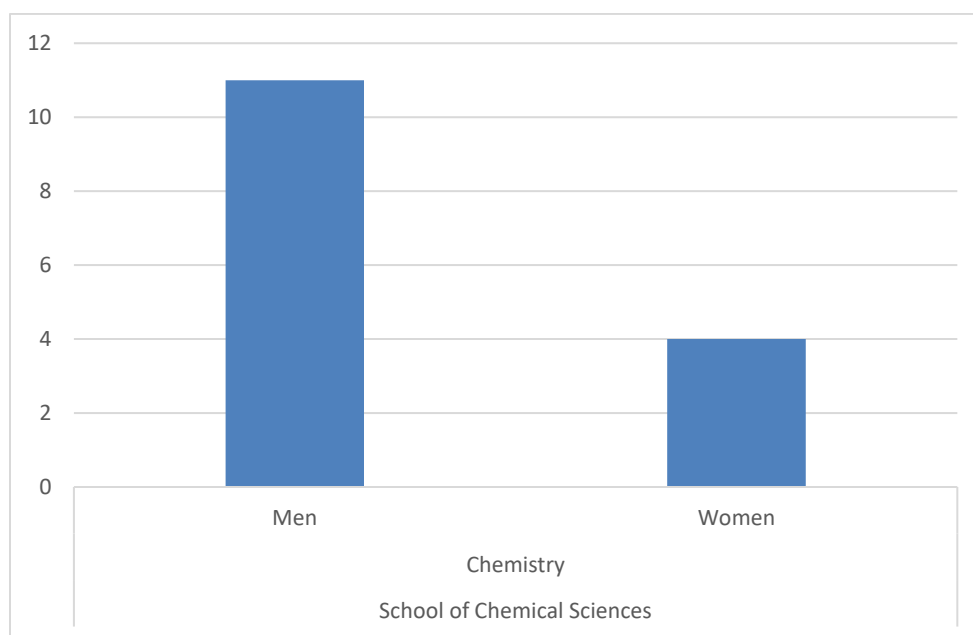
Commerce	
Men	Women
5	6



The above table reflects that there is almost equal participation by both men and women in the School of Commerce.

Table: 9 School of Chemical Sciences

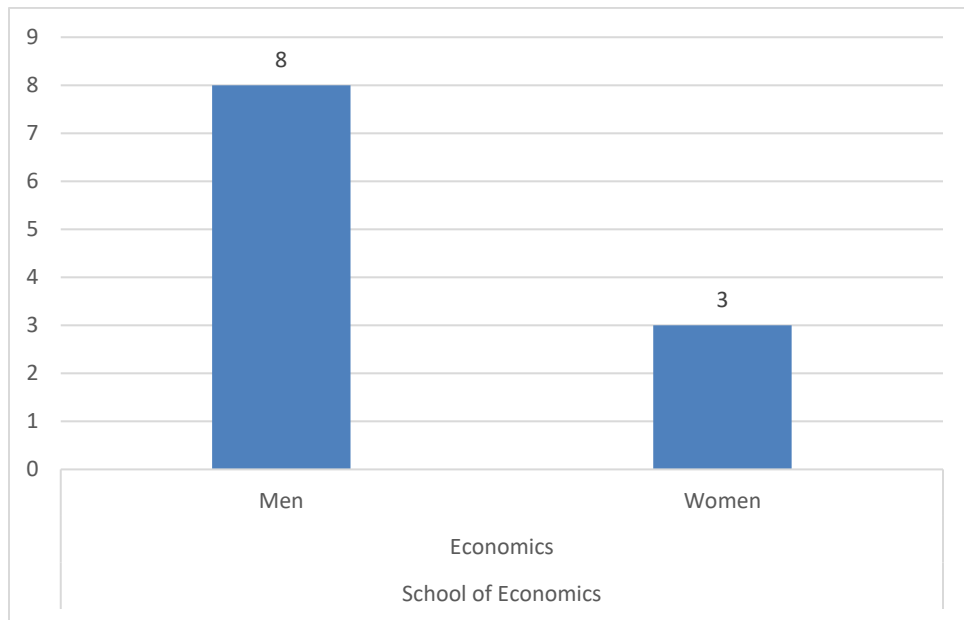
Chemistry	
Men	Women
11	2



There is a growing participation by women in the School of Chemical Sciences. This is seen to be an improvement over the participation in the previous year.

Table: 10 School of Economics

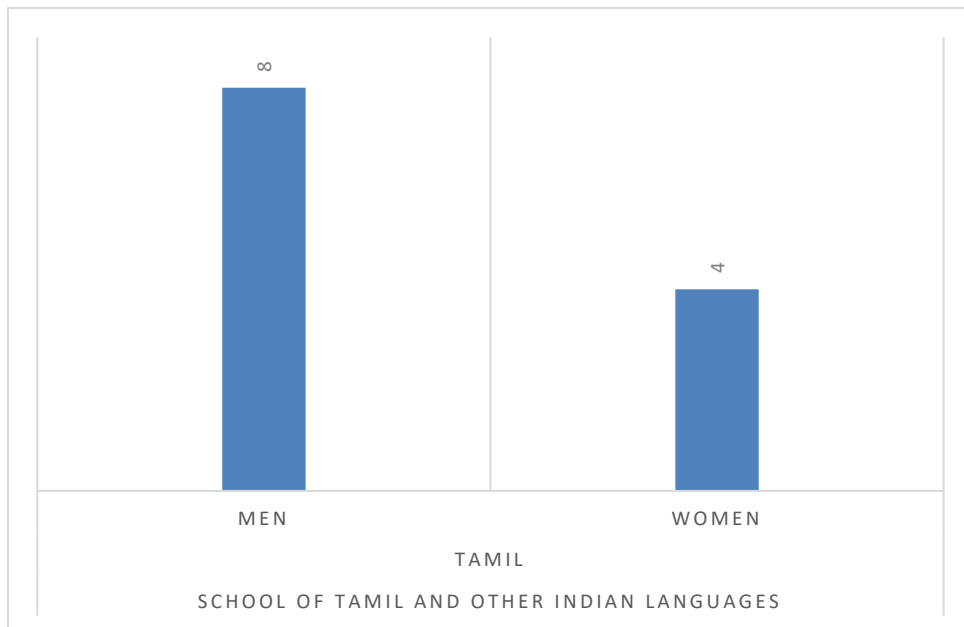
Economics	
Men	Women
8	2



It is a positive reflection of the attitude of the women toward the field of economics seen in the table above. In comparison, the participation of women in fields of business, commerce and economics are seen to be increasing.

Table: 11 School of Tamil and Other Indian Languages

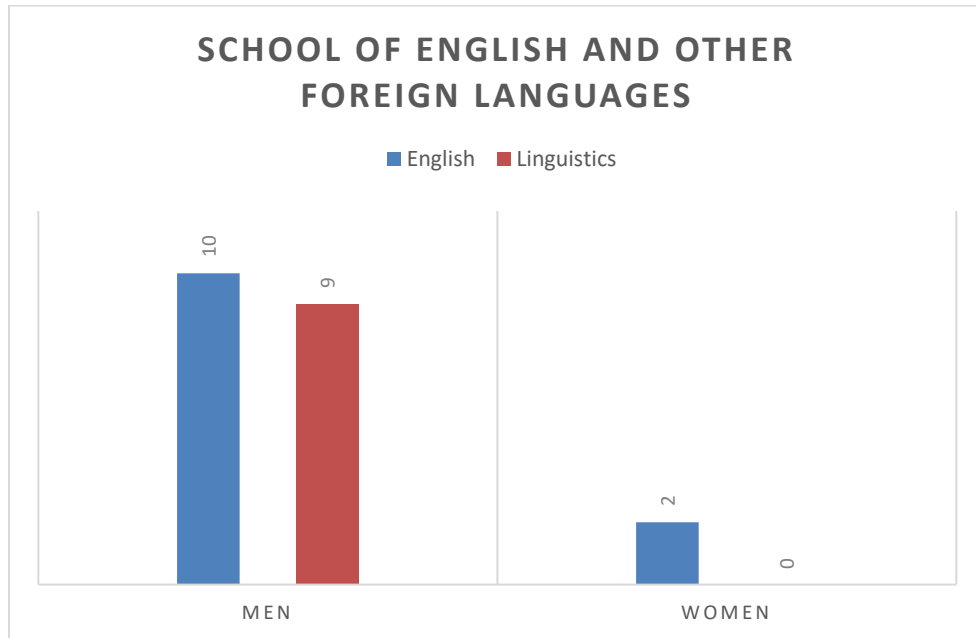
Tamil	
Men	Women
8	3



It is seen here that the interest among women to study and represent their numbers among the higher ranking faculties has increased over the years. Women are showing more interest in the local language of the state.

Table: 12 School of English and Other Foreign Languages

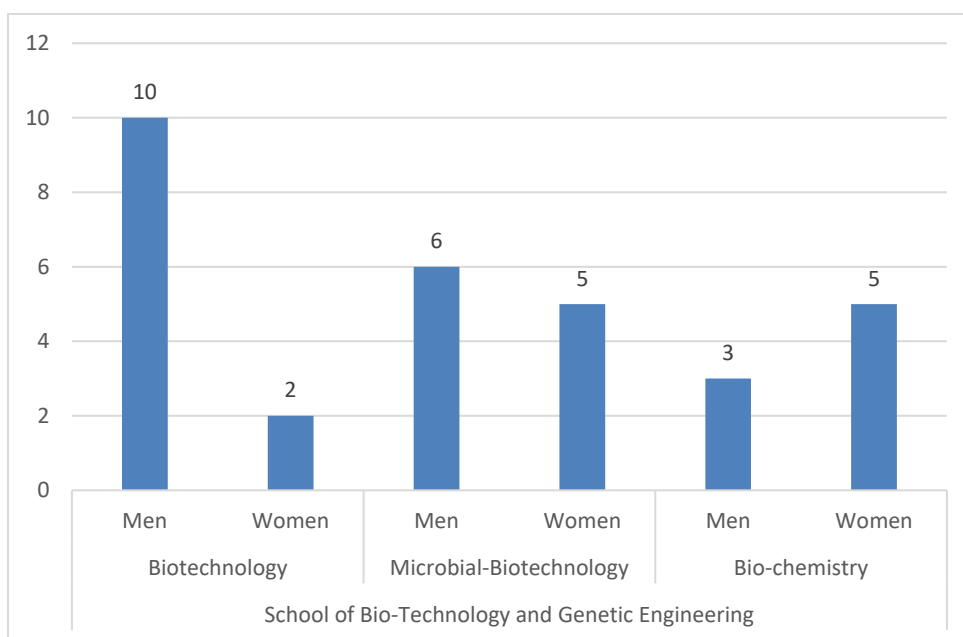
English		Linguistics	
Men	Women	Men	Women
10	2	9	0



The comparative table showing the level of participation of men and women in the School of English and Linguistics reflects an almost equal presence in the School of French while women are underrepresented in the field of linguistics. It may be said that both men and women need to take more interest in this school as it holds a lot of prospects of development.

Table: 13 School of Bio-Technology and Genetic Engineering

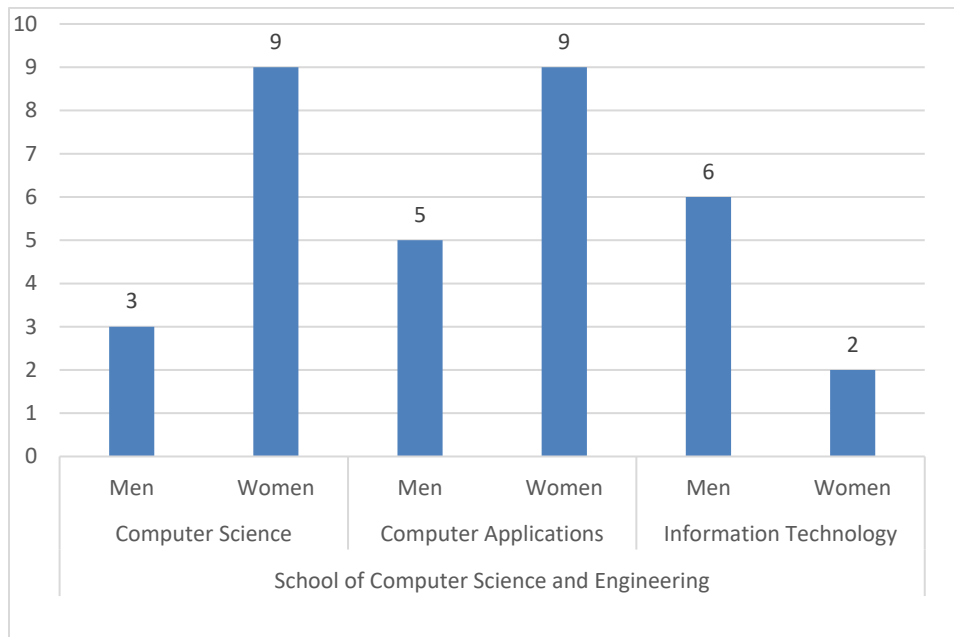
Biotechnology		Microbial-Biotechnology		Biochemistry	
Men	Women	Men	Women	Men	Women
10	2	5	4	3	5



The table above reflects that there is increasing interest and participation by women in the fields of Biotechnology and Genetic engineering. It may be seen that though the representation of women may be lesser in the field of Biotechnology, their participation is at par with men in the field of Microbial-Biotechnology and women are better represented than men in the department of Bio-chemistry.

Table: 14 School of Computer Science and Engineering

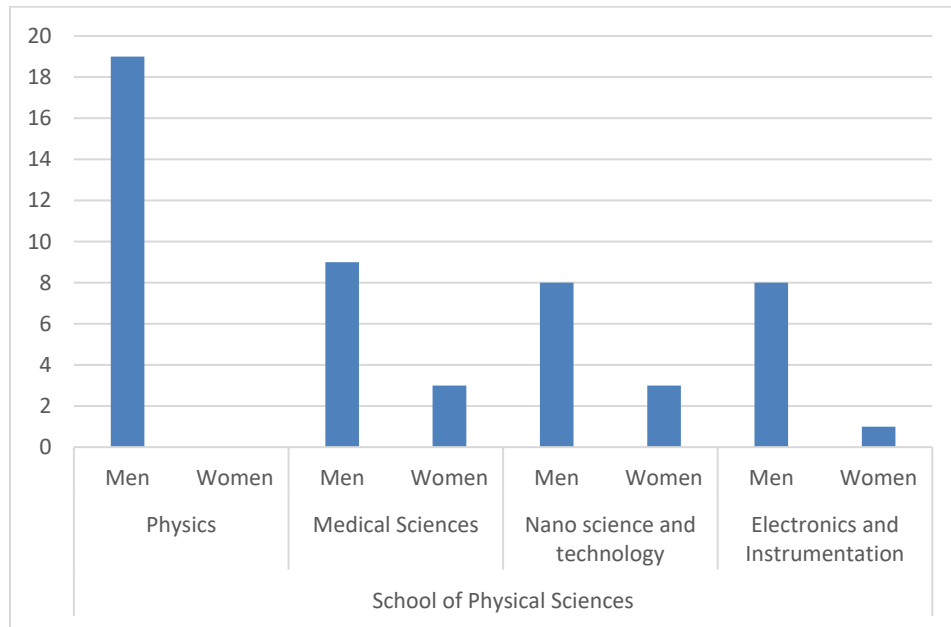
Computer Science		Computer Applications		Information Technology	
Men	Women	Men	Women	Men	Women
3	9	5	9	6	2



It is reflected in the above chart and table that women are very well represented and are participating more than men in the schools of Computer Science and Applications. It is only in the school of Information technology that women need to be better represented even though the numbers are steadily increasing over the years.

Table: 15 School of Physical Sciences

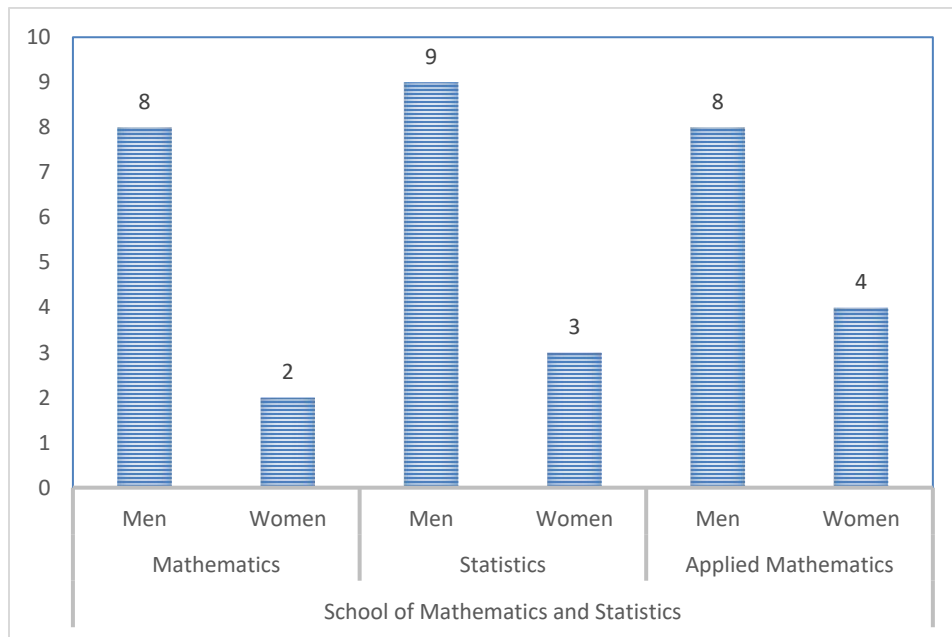
Physics		Medical Physics		Nanoscience and Technology		Electronics and Instrumentation	
Men	Women	Men	Women	Men	Women	Men	Women
16	0	9	3	8	3	8	1



In the school of Physical sciences, the representation of men is lesser than men. It is to be noted and appreciated that the numbers have been increasing since the previous years.

Table: 16 School of Mathematics and Statistics

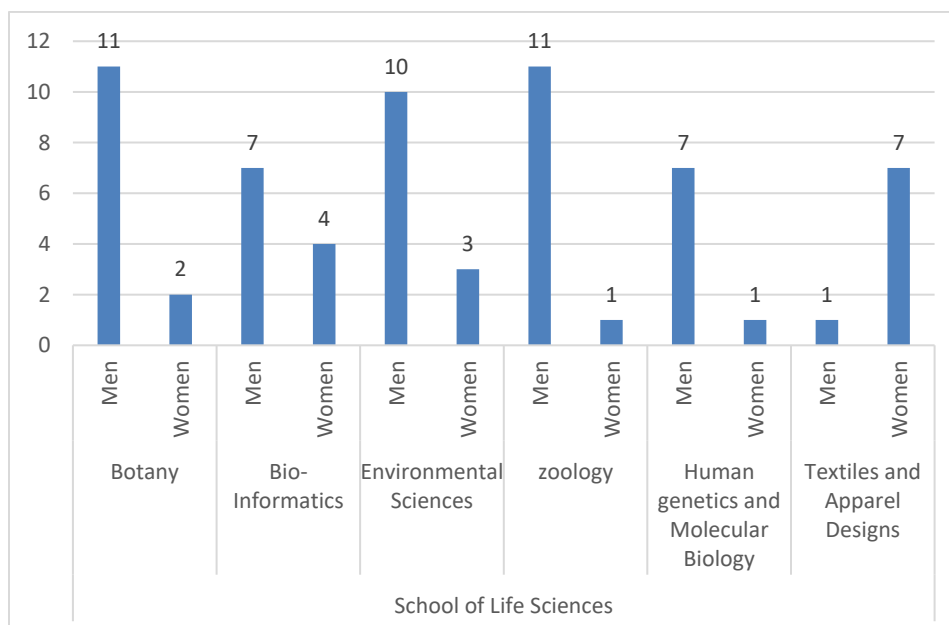
Mathematics		Statistics		Applied Mathematics	
Men	Women	Men	Women	Men	Women
8	2	9	3	8	4



The above table reflects the number of women and men in the School of Mathematics and statistics. It is inferred that women are quite well represented in the field.

Table: 17 School of Life Sciences

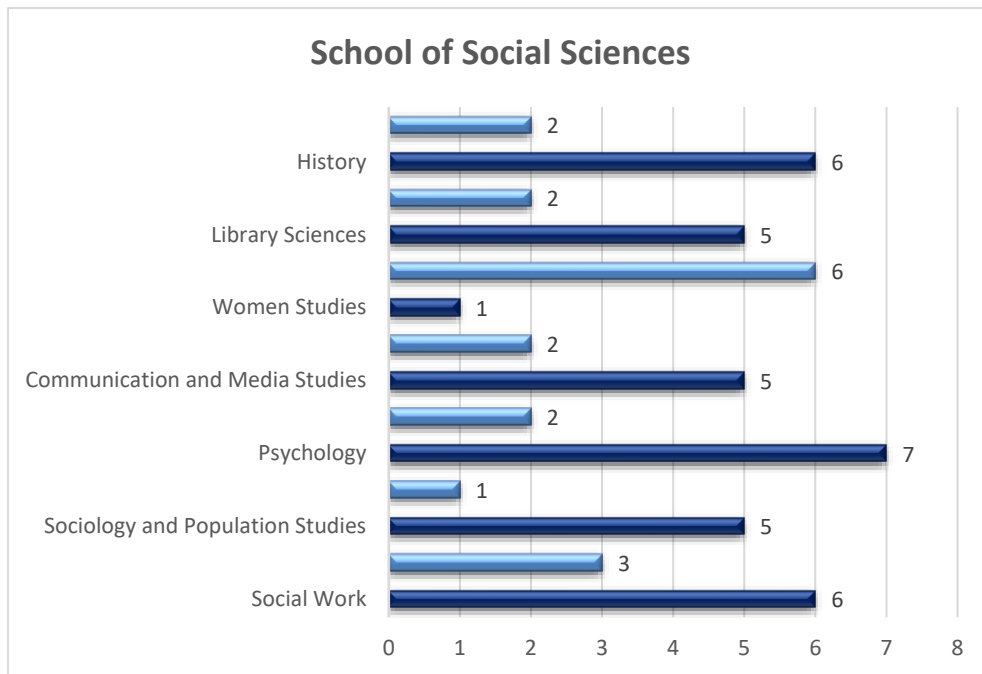
Botany		Bio-Informatics		Environmental Sciences		Zoology		Human Genetics and Molecular Biology		Textiles and Apparel Designs	
Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
11	2	7	4	10	3	11	1	7	1	1	7



In the school of Life sciences entailing groups like Botany, Bio-informatics, environmental sciences, Zoology, Human genetics and Textile designs, it is inferred that there is a mixed participation pattern of both men and women. While there are more women in Textile and Apparel Designing, Men are represented better in Zoology and Botany. Despite this, it is to be noted that now women are better represented and are taking active participation than previous years.

Table: 18 School of Social Sciences

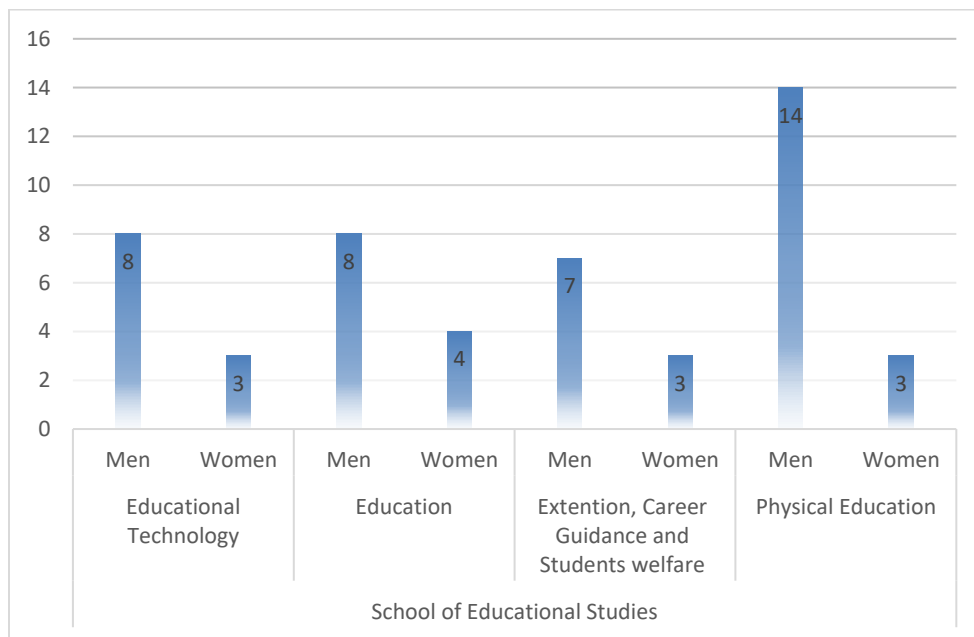
Social Work		Sociology and Population Studies		Psychology		Communication and Media Studies		Women's Studies		Library Sciences		History	
M	W	M	W	M	W	M	W	M	W	M	W	M	W
6	3	5	1	7	2	5	2	1	6	5	2	6	2



The above table reflects the participation of both men and women in the school of social sciences. It can be seen that even though the representation and participation of women is comparatively low in this year it is increasing every year. Another fact to be noted is that the participation of women in Women's studies is much higher than the men. To reduce gender bias and reduce gender gap, it is necessary that more men are encouraged to be a part of the Women's studies department.

Table: 19 School of Educational Studies

Educational Technology		Education		Extension, Career Guidance and Students welfare		Physical Education	
Men	Women	Men	Women	Men	Women	Men	Women
6	3	8	5	3	2	11	2



It can be inferred from the tables above that in the school of educational Studies, women are showing almost as much participation as men. Even though the numbers are not equal, participation has improved from the previous years and a this reflects the possibility of a gender mainstreaming.

Table: 20 Curriculum with Gender-Related aspects

S.No	Department	Topic/course
1	Biotechnology	Developmental Biology and Physiology (MSc – curriculum)
2	Communication and Media Studies	Judith Butler: Gender and Sex: Political economy, Gendering Global Conflict: Gender Subordination – Gender Violence – Masculine Posturing - Gendered Under standings of Power
3	Education (SDE)	Gender, School, Society and inclusive school - II
4	Education (Main)	Early Childhood Care & Education, Gender Disparity in Education
5	English and Foreign Languages	The Romantic and the Victorian Age, Indian Writing in English and Commonwealth Literature, Lingo-Literary Studies through Contemporary Films
6	Human Genetics and Molecular Biology	Genetic Counselling, Developmental and behavioral Genetics
7	Linguistics	Women entrepreneurship & empowerment: soft skills Gender language– Linguistic features of the language spoken by females among various language Authorship identification, speaker identification, forensic stylistics, voice identification: - Forensic Linguistics
8	Social Work	1. Social Welfare Administration and Social Policy paper: Women Welfare, Social policy related to women, Health and family welfare 2. Counselling and Guidance Paper: Marriage: Couple and Family Counselling, Sex Counselling 3. Legal System and Social Legislation in India paper: Women rights, Legislations pertaining to women, Dowry Prohibition Act, 1961. Domestic Violence Act, 2005. Prenatal diagnostic Techniques (Prohibition of Sex Selection) 2002. Suppression of Immoral Traffic Act, 1956, Legislation for prevention of Crime and Deviance
9	Sociology and Population Studies	Gender & Society
10	Tamil	Female writer's work
11	Women's Studies	Entire Course

In a university system, the syllabus gets updated to reflect the current reality. It is necessary to introduce the contribution of women in different disciplines to create gender sensitization among young students. It is a recent trend that marks the disciplines to integrate new knowledge about women. The Curriculum of Arts and Science courses are reviewed to observe whether the current syllabus contains women and gender-related papers and units in various courses.

Many departments included gender-based syllabi with their subjects with gender perspectives. The Supportive papers offered by Women's Studies opted by other department students opened the platform to learn about Gender neutral attitude.

Table: 21 Additional Responsibilities of Women Faculty

S.No	Faculty Details	Additional Responsibilities
1	Dr. N. Nithya Devi, Assistant Professor, Applied Mathematics	Perception Committee-Member, BU-NIRF
2	Dr. S. Suja Associate Professor and Head Bio Chemistry	Senate, Standing Committee Member
3	Dr. V. Vijaya Padma Professor and Head Bio-Technology	Senate, Standing Committee Member
4	Dr. S. Girija Assistant Professor Bio-Technology	Anti-Ragging Cell Member, Special Cell for SC/ST – Member, Graduation Outcomes Committee-Member, BU-NIRF
5	Dr. Rupa Gunaseelan, Professor Bharathiar School of Management and Entrepreneur Development (BSMED)	Project Monitoring Unit – RUSA PHASE II, Academic Calendar Committee- Convenor, Women's Club (BU-WC) – President, Women's Club Coordinator Outreach and Inclusivity Committee- Coordinator, BU-NIRF
6	Dr. M.V. Kaveri Assistant Professor Chemistry	Bharathiar University Alumni Association – Treasurer

7	Dr. G. Barani Associate Professor Bharathiar School of Management and Entrepreneur Development (BSMED)	Kasthuribai Ladies Hostel – Warden Teaching, Learning & Resources Committee, Member, BU – NIRF, Women’s Club (BU-WC) – Member,
8	Dr. N. Uma Devi Assistant Professor Bharathiar School of Management and Entrepreneur Development (BSMED)	SWAYAM Co - coordinator
9	Dr. M. Dhanabhakym	Chess Club Coordinator
10	Dr. Padmashini Assistant Professor Commerce	Web Searching Club Coordinator
11	Dr. M. Sumathy Professor and Head Commerce	Senate, Standing Committee Member, Academic Calendar Committee Dean, Faculty of Commerce
12	Dr. T. Devi Professor and Head Computer Applications	Senate, Standing Committee Member, Board of Governors - RUSA PHASE II, Anti–Ragging Cell Member, Overseas Students Supportive Services Co-Ordinator Common Computing Centre – Coordinator, BU- ERP Coordinator, Coordination Committee- Nodal Officer cum Coordinator, BU-NIRF, IQAC Committee Member
13	Dr. M. Punithavalli Associate Professor Computer Applications	Perception Committee- Coordinator, BU-NIRF
14	Dr. T. Amutha Assistant Professor Computer Applications	Member Coordination Committee – BU-NIRF
15	Dr. V. Bhuvanewari Associate Professor Dept.of Computer Applications	Nodal Officer – NAD, DST- PURSE (Phase - II) – Member, Chellammal Ladies Hostel – Warden, Learning & Resources Committee-Member, BU-NIRF Annual Report Committee Member

16	Dr. R. Rajeswari Assistant Professor Dept.of Computer Applications	Academic Calendar Committee -Member, Research and Professional Practice Committee, Member, BU – NIRF
17	Dr. E. Chandra Professor and Head Computer Science	Senate, Standing Committee Member
18	Dr. R. Porkodi Assistant Professor Dept. of Computer Science	Kannammal Ladies Hostel Warden, Outreach and Inclusivity Committee-Member, BU-NIRF
19	Dr. P.B. Pankajavalli Assistant Professor, Computer Science	Research and Professional Practice Committee, Member, BU - NIRF
20	Dr. B.Vanitha Professor and Head Economics	Registrar in charge, Senate, Standing Committee Member Anti-Ragging Cell – Member as Head of the Institution
21	Dr. A. Sangamithra Associate Professor Economics	Graduation Outcomes Committee -Member, BU-NIRF
22	Dr. A.R. Bhavana Assistant Professor Educational Technology	Learning & Resources Committee, Member, BU - NIRF
23	Dr. K. Prema Assistant Professor Education (SDE)	Vasuki Ladies Hostel Warden
24	Dr. D. Prabha Assistant Professor Environmental Science	Bharathiar University Alumni Association – Treasurer
25	Dr. A.Vimala Professor and Head Extension and Career Guidance	Senate, Standing Committee Member, Anti–Ragging Cell Members, Graduation Outcomes Committee – Coordinator, BU-NIRF, IQAC – Committee Member
26	Dr.W. Rose Varuna Assistant Professor Information Technology	Perception Committee-Member, BU-NIRF

27	Dr. P. Dhanalakshmi Associate Professor and Head Applied Mathematics	Senate, Standing Committee Member
28	Dr. C.S. Sureka Assistant Professor Medical Physics	Project Monitoring Unit – RUSA PHASE II, Bharathiar University Alumni Association – Vice President Perception Committee- Member, BU-NIRF
29	Dr. J. Angayarkanni Assistant Professor and Head Microbial-Biotechnology	Member of Syndicate, Senate, Standing Committee Member, Project Monitoring Unit – RUSA PHASE II, Internal Complaints Committee (ICC) - Member, Bharathiar University Alumni Association – President, IQAC Committee Member
30	Dr. V. Brinda Priyadharisini Assistant Professor, Microbial- Biotechnology	Graduation Outcomes Committee – Member, BU-NIRF-
31	Dr. P. Manju Pushpa Assistant Professor Physical Education	N.S.S. Programme Officer, Students Club (Health Club) Coordinator Periyar Ladies Hostel – Warden
32	Prof. N. Annalakshmi Professor Psychology	UGC SWAYAM Coordinator Teaching, Learning & Resources Committee- Coordinator
33	Dr.F.X.Lovelina Little Flower Professor and Head Social Work	Senate, Standing Committee Member, Internal Complaints Committee – Presiding Officer (ICC), Teaching, Learning & Resources Committee, Coordinator, BU – NIRF IQAC – Committee Member Painting Club Coordinator Blood and Human Organ Donation Club Coordinator
34	Dr. B. Nalina Assistant Professor Social Work	SWAYAM Co - coordinator, Women’s Club (BU-WC) – Member,
35	Dr. K. Pradeepa Veerakumari, Assistant Professor Statistics	Graduation Outcomes Committee – Member, BU-NIRF

36	Dr. S. Chitra Associate Professor Tamil	Member of Syndicate, Anti-Ragging Cell – Member, Publication Division, Literature and Orator’s Club (Tamil) Coordinator Member, AC, B-u-NIRF
37	Dr. K. Sangeetha Professor and Head Textiles and Apparel Design	Senate, Standing Committee Member, Coordination Committee Member – BU-NIRF
38	Dr. S. Grace Annapoorani Professor Textiles and Apparel Design	Research and Professional Practice Committee-Member, BU – NIRF, IQAC - Committee Member
39	Dr. Zenetta Rosaline Director and Professor Women’s Studies	Senate, Standing Committee Member, Internal Complaints Committee (ICC) - Member
40	Dr. K. Mangayarkarasi Assistant Professor Women’s Studies	Perception Committee-Member, BU-NIRF
41	Dr. Kamalaveni Assistant Professor, Women’s Studies	Outreach and Inclusivity Committee, Member, BU-NIRF

**Table: 22 Administrative and Additional responsibilities of Women
Non-Teaching Staff**

S.No	Non-teaching Staff	Designation and Additional Responsibilities
1	Tmt. V. Saradha	Deputy Registrar Public Information Officer Learning & Resources Committee, Member, BU – NIRF
2	Tmt. J. Kannammal	Deputy Registrar
3	Tmt. T. Santhanalakshmi	Deputy Registrar
4	Tmt. B. Kalavathy	Deputy Registrar
5	Tmt. K. Jayasree	Deputy Registrar Internal Complaints Committee (ICC) – Member Anti-Ragging Cell Member, Women’s Club (BU-WC) – Vice -Secretary,
6	Tmt. V.R. Manonmani	Deputy Registrar
7	Tmt. M. Sulthan Begam	Assistant Registrar
8	Tmt. C. Lalitha	Assistant Registrar
9	Tmt. T.V. Anuradha	Assistant Registrar Women’s Club (BU-WC) – Member,
10	Tmt. S. Seethalakshmi	Assistant Registrar
11	Tmt. M. Malika	Assistant Registrar
12	Tmt. K. Kousalya	Assistant Registrar, Learning & Resources Committee, Member, BU – NIRF, Women’s Club (BU-WC) – Member,

The above table indicates the responsibility of the women Faculty members and also shows that some of the departments have women as a head under organization and management and additional responsibilities of all departments.

Table: 23 Infrastructure of all the Departments in Bharathiar University

S.No	Department	Infrastructure
1	School of Management	Staff Room /Class Room /Toilets /Research Facilities/ CCTV cameras /Relaxation Room for both Gender /Security Guard
2	School of Bio-Technology and Genetic Engineering	Staff Room /Class Room/ Toilets /Research Facilities/ CCTV cameras/ Security Guard
3	School of Chemical Sciences	
4	School of Commerce	
5	School of Computer Science and Engineering	
6	School of Educational Studies	
7	School of English and Other Foreign Languages	
8	School of Economics	
9	School of Life Sciences	
10	School of School of Mathematics and Statistics	
11	School of Physical Sciences	
12	School of Social Sciences	
13	School of Tamil and Other Indian Languages	
38	Women's Hostels	
39	Men's Hostels	Solar Lights. R.O Plants, CCTV cameras, Music System, Purified Hot and Cold water, play round, gardens, Borewells, Fogging Machine, Napkin Vending and Incinerator Machine

40	Hostel Office	Fogging Machine
41	Transport Facilities	University Bus facilities available to faculty, staff and students (within campus at working hours inter-depts and hostels, Selected routes of Coimbatore city)
42	Women's Club	Facilities for Physical and Mental Fitness by trained staff. Common room available for women who need the same.
43	University Hospitals	24/7 facilities for medical assistance and ambulance service to both genders. Hospital service extended to the community too.
44	Internal Complaints Committee	Awareness about Internal Committee is oriented to students and scholars in an orientation programme. Internal Committee member's contact details are displayed in all buildings and websites. It supports women to come forward to raise their voices against any form for Harassment.
45	Bharathiar Counselling Centre	The counselling Centre focuses mainly on the personal, psychological, academic and other related problems of the individuals free of charge to the students, Scholars and faculty of the campus as well as to the general public.
46	Fitness Centre	This facility is open to all staff, Students and outsiders with a focus of maintain and developing physical fitness, weight reduction and bodybuilding.

47	Family and Student Counsellor	Well experienced Counsellor was appointed as family and student Counsellor. Many of them are utilizing this opportunity for them and the service is extended to family members of staff
48	Anti – Ragging Cell	Student friendly approach is practiced to avoid ragging during the study period
49	Special Cell for SC/ST	Support and encourage equality without any discrimination based on community
50	Overseas Students Support Services	Guidance and support to international students and scholars for education, research in our campus and guiding them to follow the terms and conditions

The above table shows the infrastructure details of the departments in the University. It clearly shows the entire Department having Separate toilet facilities and Staff rooms. Few departments have Common Room for women to take short rest if they feel discomfort and need rest. Other departments are utilizing the Women’s Centre which is friendlier for women students to take short rest during working hours. The Physical Education Department is giving an opportunity to all students to practice sports activities to enrich their Physical and mental fitness.

Observations

Based on the report, it reveals that women faculty members are involved in additional responsibilities. It can be increased in the upcoming academic years.

Supportive Courses offered by Women’s Studies Department opted by PG students of the campus allow sensitizing both genders about gender Equality to all department students.

Gender sensitization integrated into UGC HRDC, BU as Refresher Course to Faculty members as inter-disciplinary.

Good practices initiated by the departments towards gender equality should be documented and appreciated to motivate other departments to follow based on the feedback from beneficiaries.

Bharathiar University is an Empanelled to conduct Training/ Awareness /Workshop about “Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act 2013” by the Ministry of Women and Child Development since 2017. Thirty Programmes were organized in the South Zone for officials, Students and the Community irrespective of both genders.

Bharathiar University Women’s Club exclusively gives attention to the physical and mental health of Students, Scholars and Staff. Yoga and Mediation training are provided by trained staff for the benefit of the women's community in campus. Hospital and ambulance services 24/7 provide immediate support to needed people for medical assistance in a quick way.

Safety and Security inside the campus are ensured with technology. Counseling Centre provides a way to overcome distractions and disturbances.

Conclusion:

From the overall analysis, it is concluded that the institution is, in many ways progressing toward gender equality with its gender-specific goals and objectives. Gender inclusive approach and gender-based curriculum in academics ensure the promotion of gender equality through quality education. Gender representation in terms of student enrolment, teaching and non-teaching employees, technicians, research scholars and student progression activities shows impressive strides towards gender equity and equality in the institution. There is less kind of gender-based discrimination and biases in delivering educational services to the target groups.

Appendix- A

GENDER AUDIT OF BHARATHIAR UNIVERSITY

DETAILS		
NAME OF THE DEPARTMENT:		
Category	Male	Female
Head of the Department		
Professor		
Associate Professor		
Assistant Professor		
Guest Faculty		

1. Curriculum Aspects

What is the Gender (which includes women) related courses/topics introduced in the curriculum in the various subjects taught in your department?

Department	Topic / Course

2. Teaching, Learning and Evaluation

a) Gender segregated data on Student enrolment at PG level and Scholars

Category	Men	Women
UG/PG		
M. Phil		
Ph. D		

b) Nonteaching Staff

Cadre	MALE	FEMALE
Deputy Registrar's		
Assistant Registrar's		
Technicians		
Consolidated / Daily Wages		

c) No. of Research project Conducted

Name of the Faculty	Research Projects/ Workshop/ Training /Awareness/ Programmes (short write up)

d) What is the specific research topics and extensions activities related to women or gender Issues?

Name of the Faculty	Research Topic	Extension Activity

e) Representation in various Committees:

Name of the Faculty	Representation in various committees and additional Responsibilities

3. Infrastructure (Kindly tick the appropriate Column)

INFRASTRUCTURE	Male	Female
Staff Room		
Common Room		
Toilets		
Sports Facilities		
Rest Room (Space for Sick to take rest)		
CCTV Cameras		
Another		

4. Student Support and Progression

Financial Assistance to female students	Financial Assistance to female students

5. Organization and Management

Ratio of Women in Board Studies	Women in Headship	Additional Responsibility by Women Faculty members and Non-Teaching Staff