



INTERNAL QUALITY ASSURANCE CELL (IQAC)

BHARATHIAR UNIVERSITY

State University with “A” Grade by NAAC |

14th Rank in MoE-NIRF

Coimbatore – 641 046, Tamil Nadu, India

**Report on
“GENDER AUDIT”**

2020-2021

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ACKNOWLEDGEMENT

Internal Quality Assurance Cell of Bharathiar University is pleased to conduct the Gender Audit Report of 2020 - 2021 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.

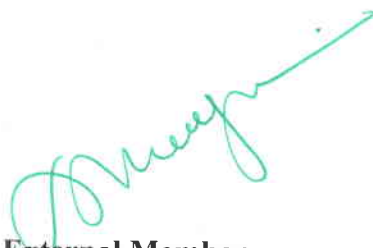
IQAC wishes to express our sincere thanks to the all members who are involved in this study.



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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 in campus, dedicated to teaching and research including 13 schools and a School of Distance Education. Highly qualified and well-experienced faculty members manage all schools/Departments. The University is an affiliating type, recognized by 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 in the University campus. The aim of the University is 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, economic, and secular ideal of our nation. Girls are made aware of laws by organizing lectures by eminent personalities. Discipline Committee, Anti-ragging Committee and Internal Complaints Committee are formed in the college to ensure safe environment to 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 during 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 towards disciplinary constraints, which allows research to move beyond discipline 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 CBCS system to other department students, especially about gender perspectives.

About IQAC

IQAC initiated to develop the outcome-based curriculum and the same has been implemented by all Departments. It has 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). Provided training to faculty of affiliated colleges to undergo NAAC Revised Assessment and Accreditation process and also supporting the IQAC cells of affiliated colleges by delivering lectures and discussion. It has Conducted

Lecture Series, training, Workshops, Orientation, and Evaluation Process for International Scientists, Teachers, Non-teaching staff, Scholars and PG students, on various topics including Reaccreditation process. Green Audit, Academic and Administrative Audit, Review of existing academic programmes have been conducted. Establishment of Incubation Centres, Publication refereed journals are other achievements are marked.

Background of the Audit

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 on gender indices to evaluate, assess and monitor the actions taken by the government and institutions with respect to the participation of women in all aspects of development. World Development Report and Human Development Report at International level, and the National Planning documents at 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 gender equality perspective is a prerequisite for gender mainstreaming strategy which emphasizes that the needs and interest 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 which includes teaching, research, advocacy, documentation, seminars, conferences, awareness programmes, capacity building, extension and networking.

Gender Audit

A gender audit is a tool to assess and check the institutionalization of gender equality in organizations, including their policies, programs, projects and/or provision of services, structures, proceedings and budgets. The basic assumption of gender audit is that public policy impacts men and women differently. 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 conducting a gender audit is that they raise women's awareness about their rights and claims and also their access to resources and opportunities. The rationale for undertaking a gender audit is that they raise women's awareness about their rights and claims and also their access to resources and opportunities. Gender Audits allow organisations 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 organization. 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.

The 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 of gender.

The External gender audits evaluate the extent gender integration fosters the inclusion and benefits to 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 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 in enrolment and empowerment
- To establish good gender balance in decision-making processes in all areas of the department activities
- To Know the representation of women in decision-making bodies
- To create involvement of men faculty in research projects related to gender issues
- To Examine visibility given to women's challenges in the curriculum

Methodology

The present study is based on the data collected from the all Departments of the University. The study also relies on secondary data collected from Annual reports, Newsletters and University Academic Calendar. The required data were collected in an information format prepared for this purpose (Appendix A). The data was collected between 2020 and 2021.

Scope

The present study gives an opportunity to identify 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 for the mentioned academic year.

Gender Proportion

Table: 1 Gender-wise details of Administrative Representation by Faculty members

Year	Syndicate		Senate		Dean		Head of the Department	
	Men	Women	Men	Women	Men	Women	Men	Women
2020-2021	16	3	222	114	3	4	22	15

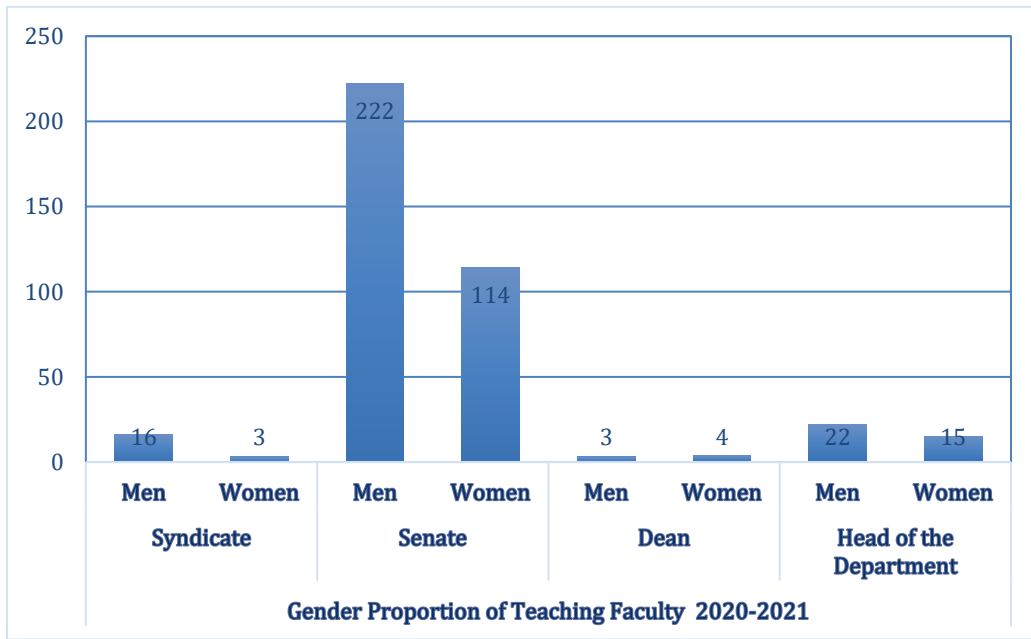


Figure: 1 Gender-wise details of Administrative Representation by Faculty

The above table shows the details of men and women in administrative responsibilities as faculty members of the University. It shows participation from both genders as Syndicate, Senate, Dean and Heads of the Departments. This is a marked development as women are now seen to be involved in the most important positions as it marks a prominent space for women in the decision-making positions of the University.

Gender Proportion

Table: 2 Gender-wise details of Faculty members

Professors		Associate Professors		Assistant Professors		Guest Faculty	
Men	Women	Men	Women	Men	Women	Men	Women
42	19	23	11	77	51	33	23

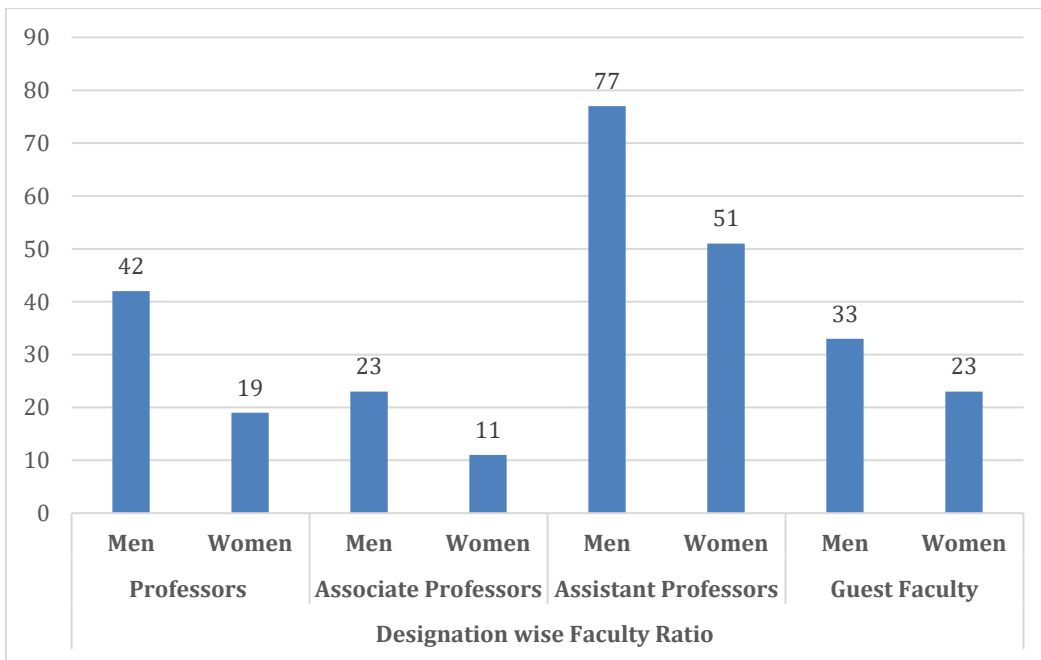


Table: 2 Gender-wise details of Faculty members

The above table shows the details of men and women faculty members of the University. It reflects an increasing participation of women in the position of Professors, Associate Professors, Assistant Professors and Guest Faculty.

Table: 3 Gender-wise details of Faculty and Non-Teaching Staff members

S.NO	Category	Men (%)	Women (%)	Total
1.	Teaching Staff	145 (66)	75 (34)	220
2.	Non-Teaching Staff	96 (57.8)	70 (42.2)	166
3.	Technicians	23 (85.0)	4 (15.0)	27
4.	Consolidated / Daily Wage	200 (41.2)	285 (58.8)	485

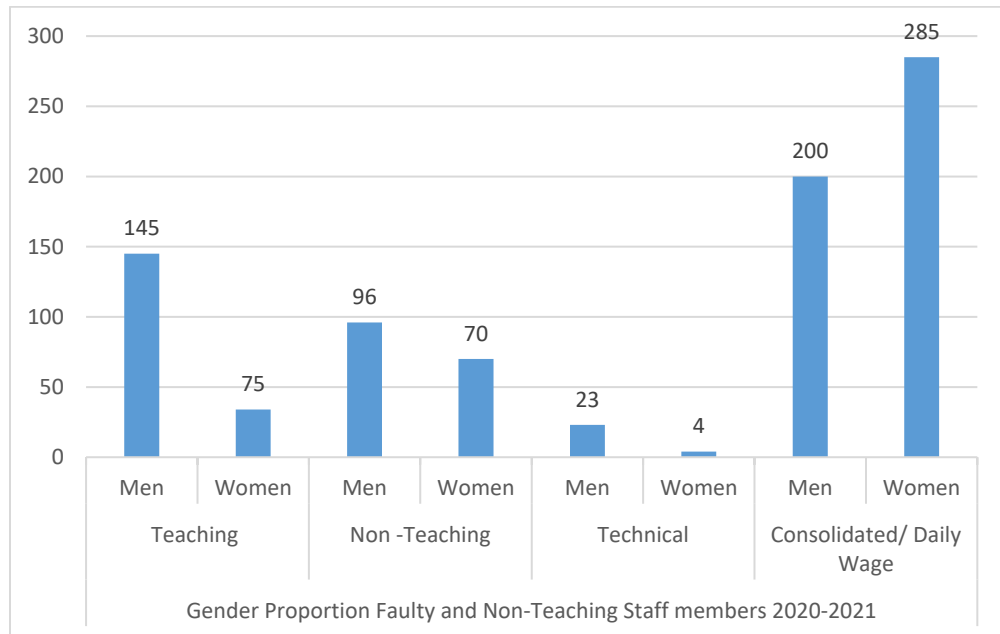


Figure: 3 Gender-wise details of Faculty and Non-Teaching Staff members

The above table and figure reflect the gender representation of employees within the institution in terms of teaching staff, non-teaching staff and technicians. The above table indicates that the participation of women is very high in the consolidated /daily wage group than in the Teaching, non-teaching and technical groups. It also shows a fair amount of participation of women in other fields.

Table:4 Scholars and Students Enrollment

S.No	Category	Men (%)	Women (%)	Total
1.	UG & PG	559 (38.4)	900 (61.6)	1459
2.	M.Phil	13 (22.9)	44 (77.1)	57
3.	Ph.D	59 (36.2)	104 (63.8)	163

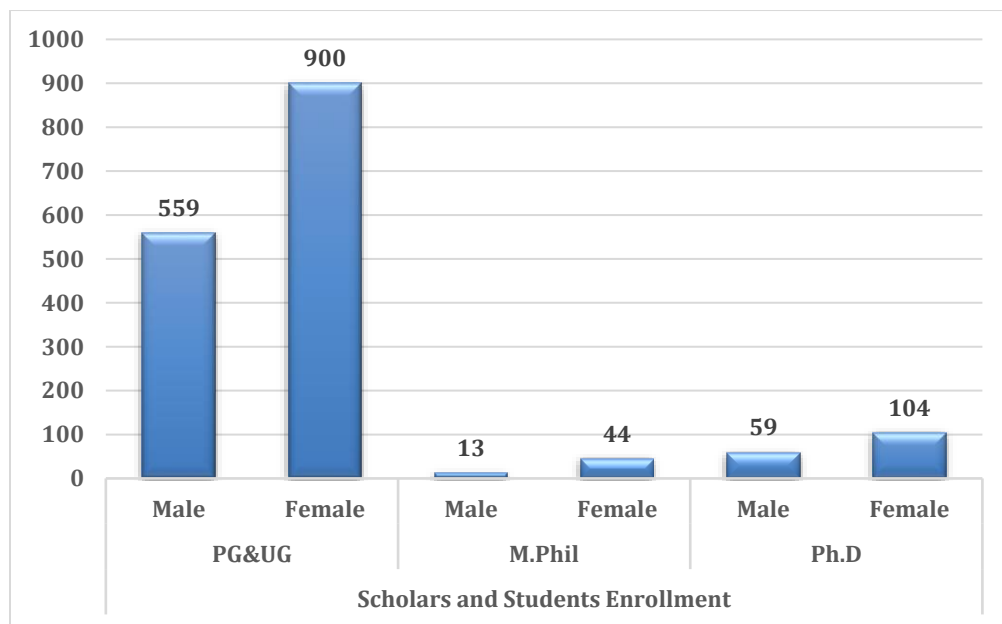
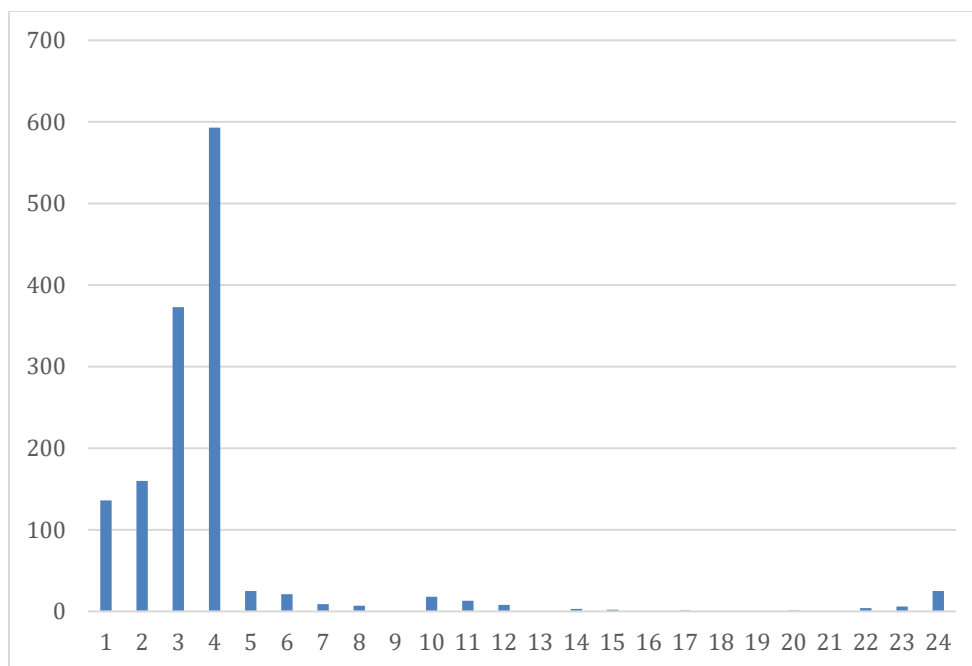


Figure 4: Students and Scholars Enrollment of 2020 - 2021

The above table indicates that the women students' enrollment in Under Graduate, Post Graduate and Research Scholars, the ratio of women is higher than Men. There is a remarkable difference in the ratio of the number of women as against the number of men. It indicates that the female student enrollment in our university is commendable.

Table: 5 Financial Assistance availed by Students/ Scholars

S.No	Name of the Scholarship	Men	Women
1	Government of Tamil Post matric Scholarship for SC/ST/SCC	136	160
2	Government of India Post matric Scholarship for BC/MBC/DNC	373	593
3	Higher Educational Special Loan Scholarship for SC/ST/SCC	25	21
4	Government of Tamilnadu Full time Ph.D Scholarship for SC/ST	9	7
5	NSP - PG Indira Gandhi Scholarship for Single Girl Child		18
6	NSP - PG Scholarship for University Rank Holders (I & II Rank Holders)	13	8
7	NSP - Post-Matric Scholarship Schemes Minorities CS		3
8	NSP - Merit-Cum-Means Scholarship for Professional and Technical Courses CS	2	-
9	PG Scholarship Scheme for SC/ST students for perusing Professional Courses	1	-
10	Financial support to the students of NER for higher Professional Courses (NEC Merit Scholarship)	-	1
11	Central Sector Scheme of Scholarships for College and University students	-	4
12	Free Education Scheme	6	25



Financial Assistance availed by Students/ Scholars

The above table indicates the financial assistance availed by students and scholars through various scholarship schemes offered by the Central and State Government. Free Education Scheme is offered by our university for one student of each department, who is in need of economic assistance to complete the course. It is seen here, that most of these schemes are availed by women. It reflects the high support meted out by the university to women towards the completion of their education.

Table: 6 Gender-related Projects/Programmes

S.No	Gender	Research Study/Programmes
1	Men	163
2	Women	175

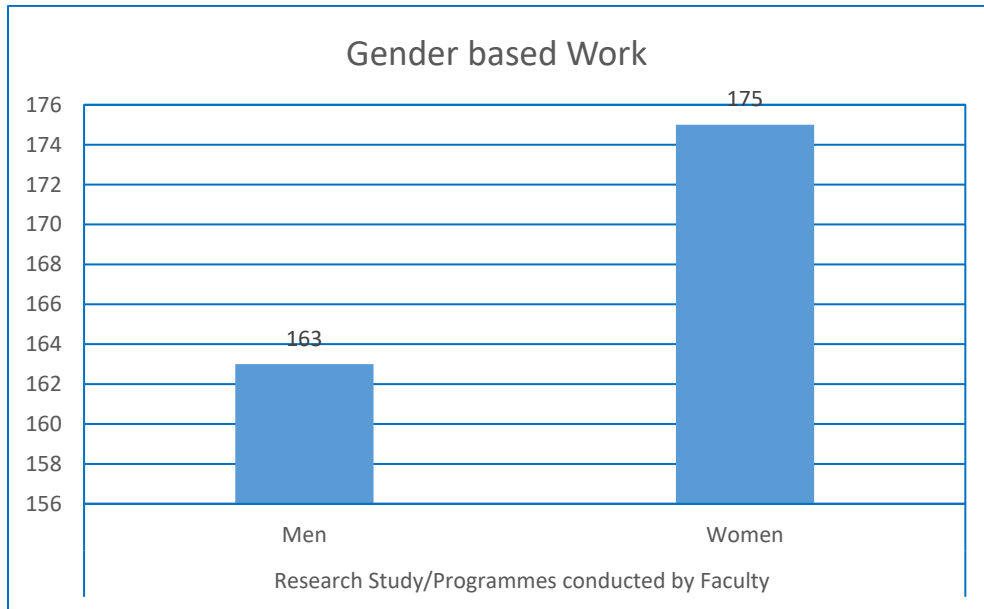


Figure: 6 Research Study conducted by Faculty

The above table indicates the faculty member's participation in Gender-based Projects / Training / Awareness programmes and Workshops. The higher ratio of participation of women in Gender-based research work and programmes is evident in the chart. It is also important to note that men have taken an almost equal interest in these programs since these gender-based research programmes go a long way in decreasing the gender gap in the workspace.

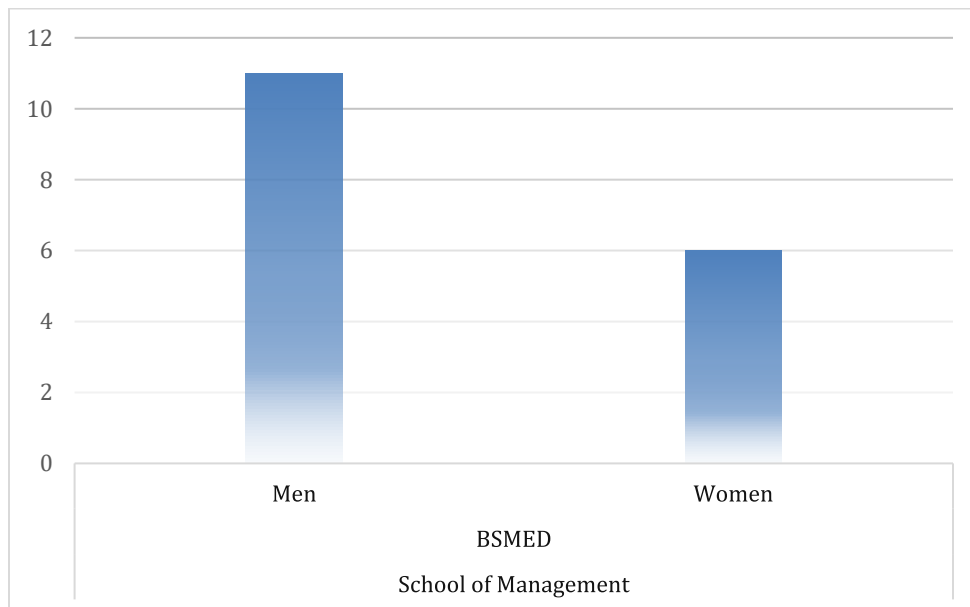
Table: 7: Curriculum aspects of all the Departments in Bharathiar University

S.No	Department	Topic/course
1	Bio-Technology	Developmental Biology and Physiology Basics in Assisted Reproductive Techniques
2	Communication and Media Studies	Queen Theory, Media images of Women: Online News
3	Education	Early Childhood Care & Education, Gender Disparity in Education
4	English and Foreign Languages	The Romantic and the Victorian Age, American Literature, Indian Literature in English, Alternative Literary Studies
5	Human Genetics and Molecular Biology	Genetic Counseling, Developmental and behavioral Genetics
6	Linguistics	Women entrepreneurship & empowerment: soft skills Genderlect – Linguistic features of the language spoken by females among various language Authorship identification, speaker identification, forensic stylistics, voice identification: - Forensic Linguistics
7	Social Work	Social Welfare Administration and Social Policy paper: Women Welfare, Social policy related to women, Health and family welfare. Counseling and Guidance Paper : Marriage: Couple and Family Counseling, Sex Counseling Legal System and Social Legislation in India paper: Women rights, Legislations pertaining to women, Dowry Prohibition Act, 1961. Domestic Violence Act, Prenatal Diagnostic Techniques (Prohibition of Sex Selection) 2002. Suppression of Immoral Traffic Act, 1956, Legislation for prevention of Crime and Deviance,
8	Sociology and Population Studies	Gender & Society
9	Tamil	Female writers' works are kept as a lesson
10	Women's Studies	All papers

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. It can be seen above that the curriculum has integrated gender-sensitive topics in the curriculum to ensure the gender sensitization of the students.

Table: 8: Board of Studies Members of School of Management

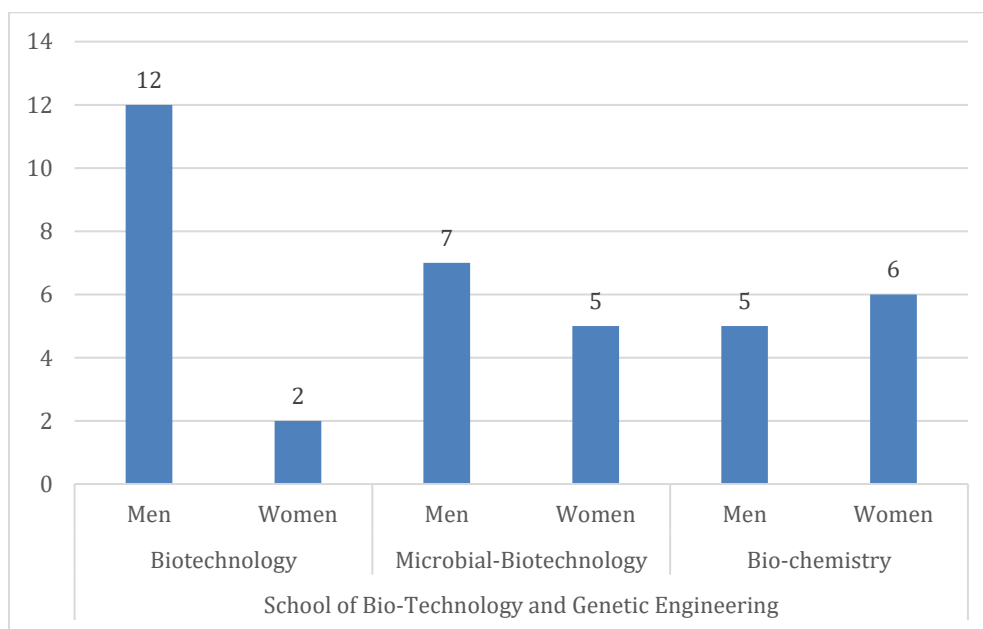
Bharathiar School of Management and Entrepreneur Development	
Men	Women
11	6



This chart reflects that 50 percent of women representatives are actively involved as Board members in various Schools of Management. Women taking an active/increased participation in Business, management and entrepreneurship is a reflection of the increase in the awareness and participation levels of women in the management cadre.

Table: 9: Board of Studies Members of School of Bio-Technology & Genetic Engineering

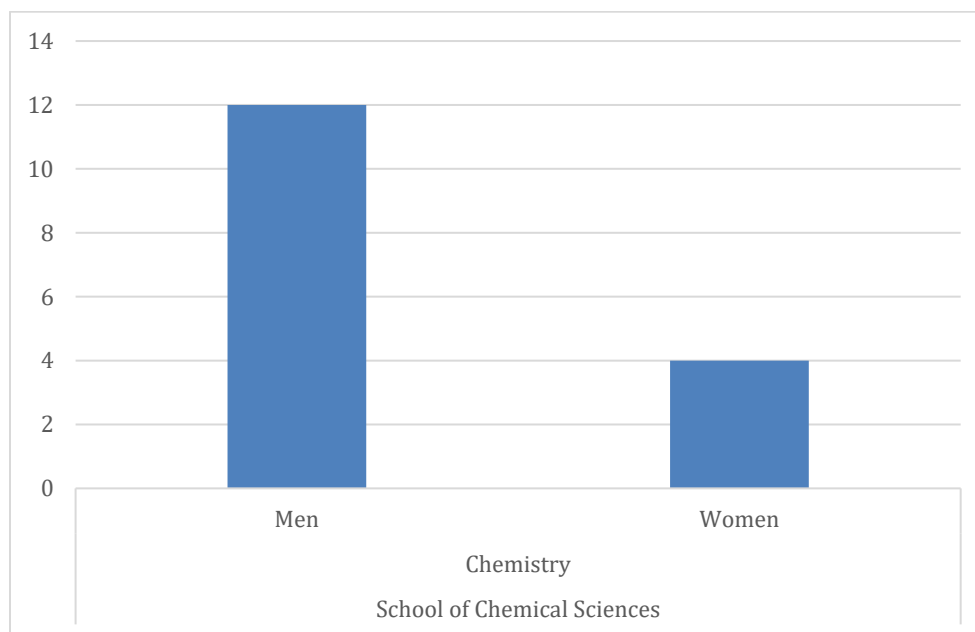
Biotechnology		Microbial-Biotechnology		Biochemistry	
Men	Women	Men	Women	Men	Women
12	2	7	5	5	6



It is seen in the above graph that in the Schools of Biotechnology & Genetic Engineering there is almost 50 percent participation of women. This is an appreciable increase in the same since the years 2018-2019.

Table: 10 Board of Studies Members of School of Chemical Sciences

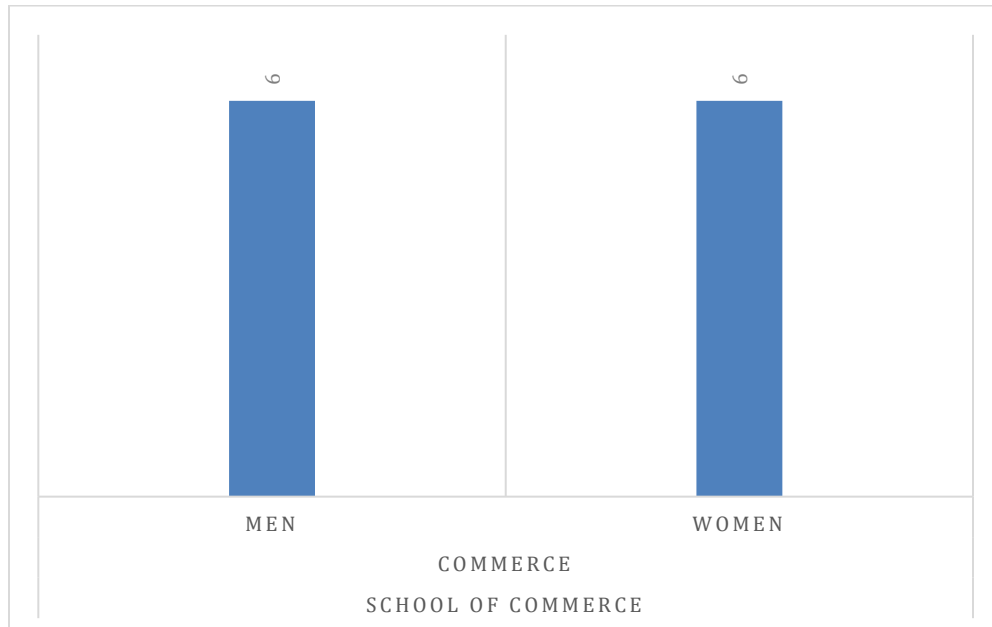
Chemistry	
Men	Women
12	4



In the school of Chemistry, there is an increase in the participation of women representatives involved as board members as compared to the years 2018-2019. The number of women participants has doubled, which is a positive indicator of women's participation.

Table: 11 Board of Studies Members of School of Commerce

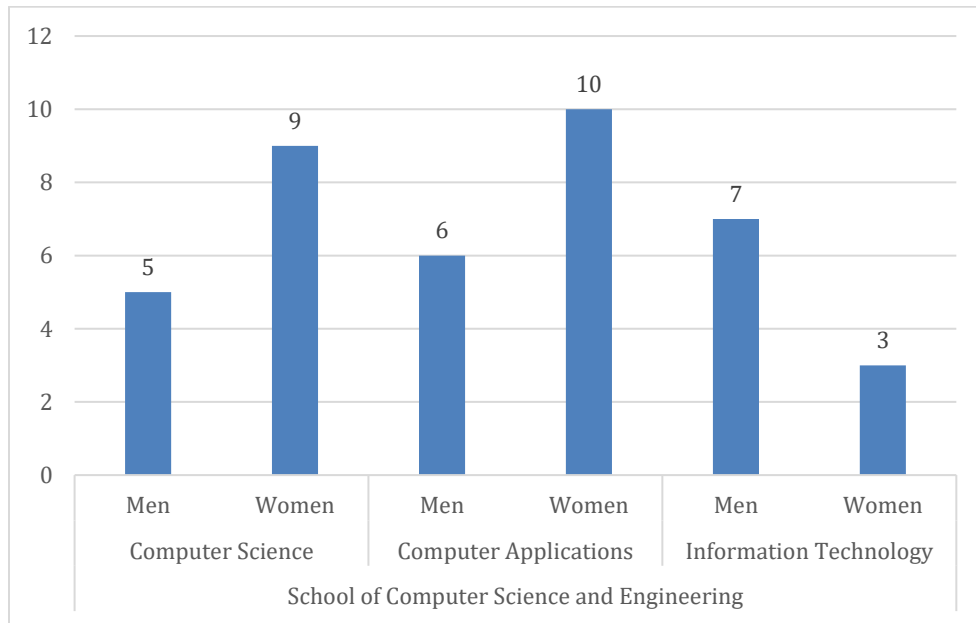
Commerce	
Men	Women
6	6



In the school of Commerce, it can be seen that there is equal participation by both Genders. This reflects gender equality on the board. It is to be noted that there is a marked increase in the number of women members in the school of commerce as compared to the year 2018-2019. This is a positive indication of the increasing participation of women in varied spheres such as commerce which is appreciable.

Table: 12 Board of Studies Members of School of Computer Science and Engineering

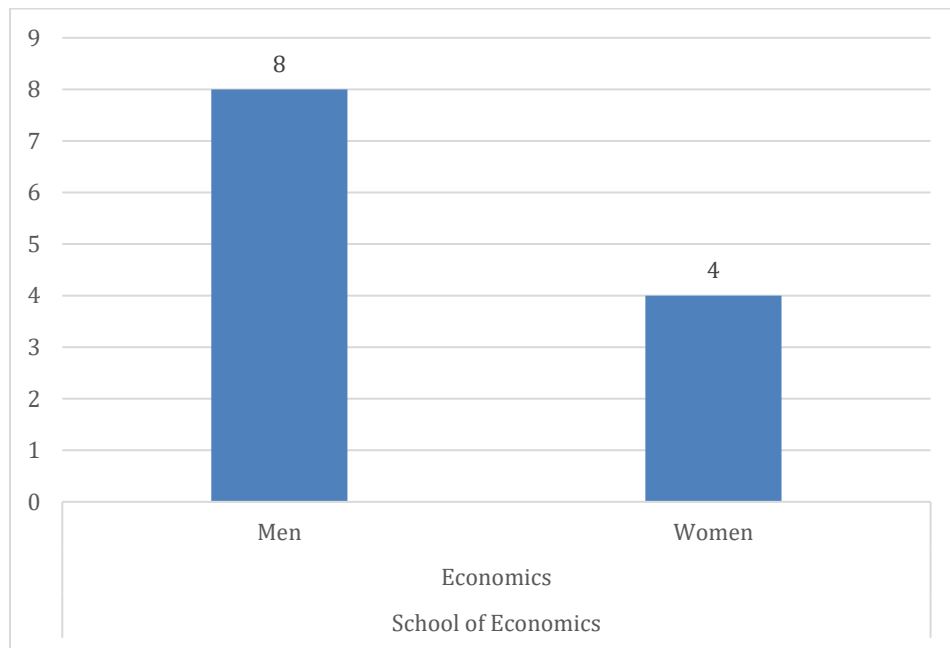
Computer Science		Computer Applications		Information Technology	
Men	Women	Men	Women	Men	Women
5	9	6	10	7	3



In the school of Computer Science and Engineering, there are more women as board members as compared to men. It shows an increasing participation of women in the schools of Computer and Engineering. Increasing participation of women in computer technology is a positive step toward gender equality in technology-based career opportunities and options.

Table: 13 Board of Studies Members of School of Economics

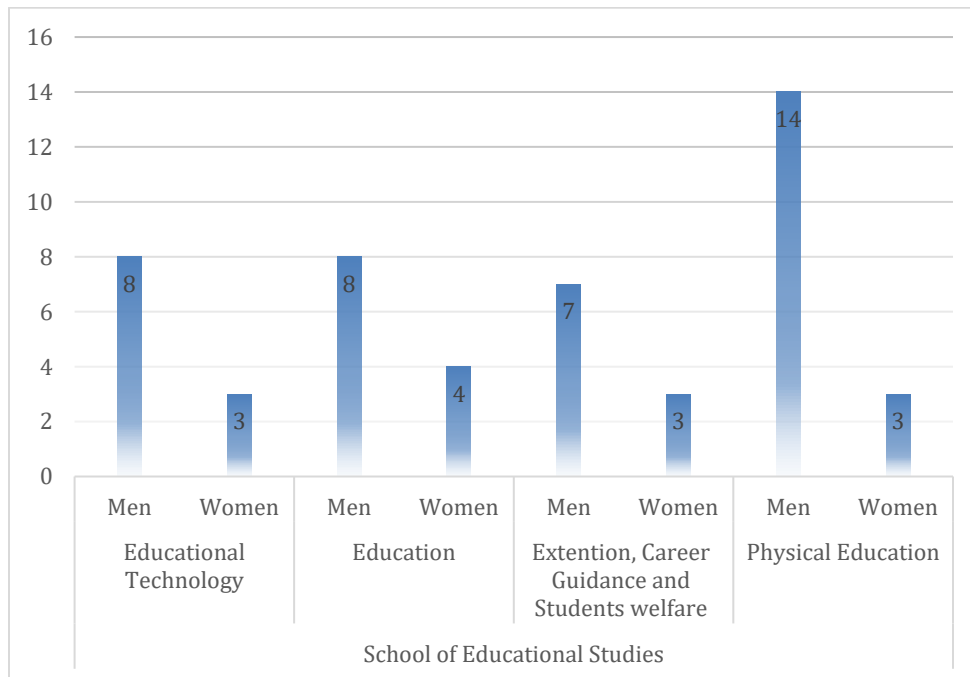
Economics	
Men	Women
8	4



In the school of Economics, nearly 50% of the members of the board are women. It is seen that the decisions are arrived at with the participation of the women, taking their recommendations and perspectives into consideration.

Table: 14 Board of Studies Members of School of Educational Studies

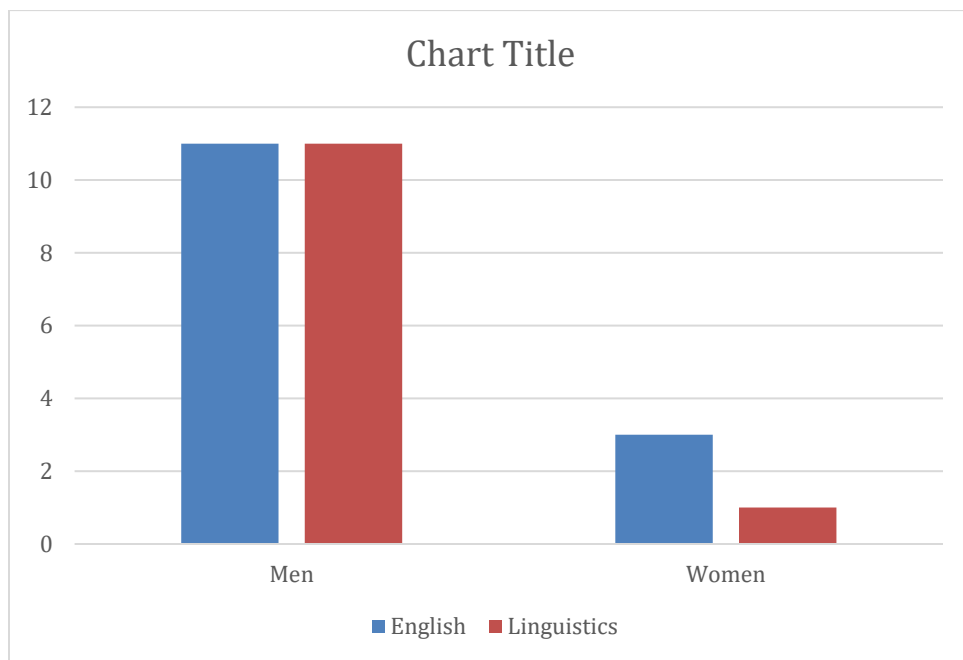
Educational Technology		Education		Extension, Career Guidance, and Students Welfare		Physical Education	
Men	Women	Men	Women	Men	Women	Men	Women
8	3	8	4	7	3	14	3



This graph displays a relevant level of participation by women in the School of Educational studies. Though there has been no increase in the participant numbers from the year 2018-2019, it has also not shown a decrease and thereby working towards a further increase in the participation of the members is anticipated.

**Table: 15 Board of Studies Members of School of English and
Other Foreign Languages**

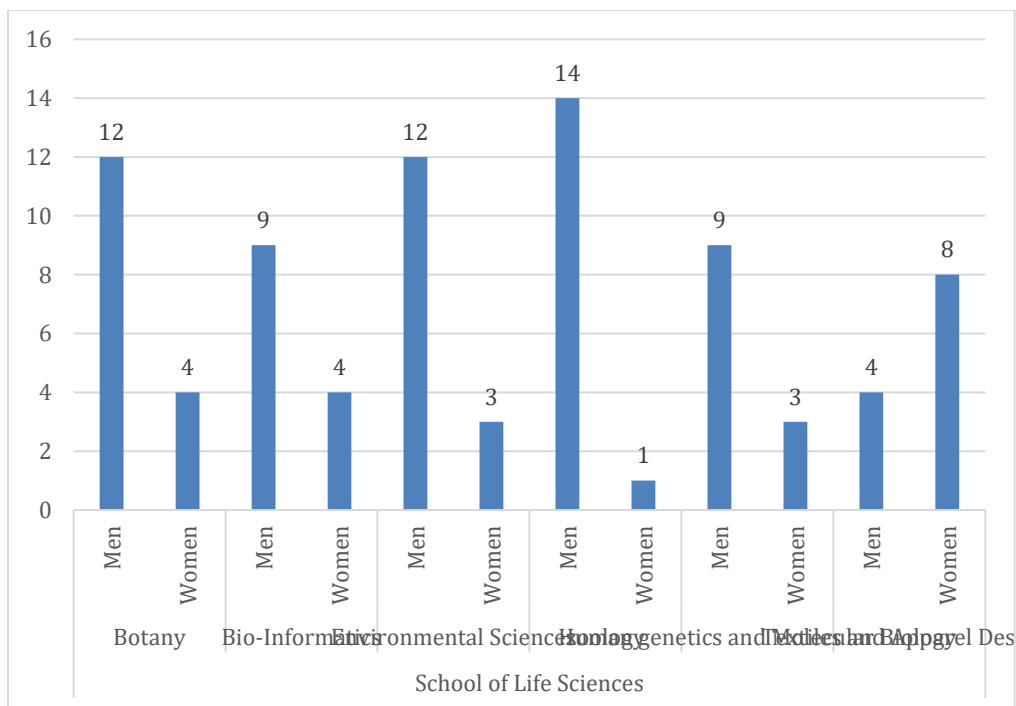
English		Linguistics	
Men	Women	Men	Women
11	3	11	1



In school of English and Other Foreign Languages the participation of women needs to improve in the next academic year.

Table: 16 Board of Studies Members of School of Life Sciences

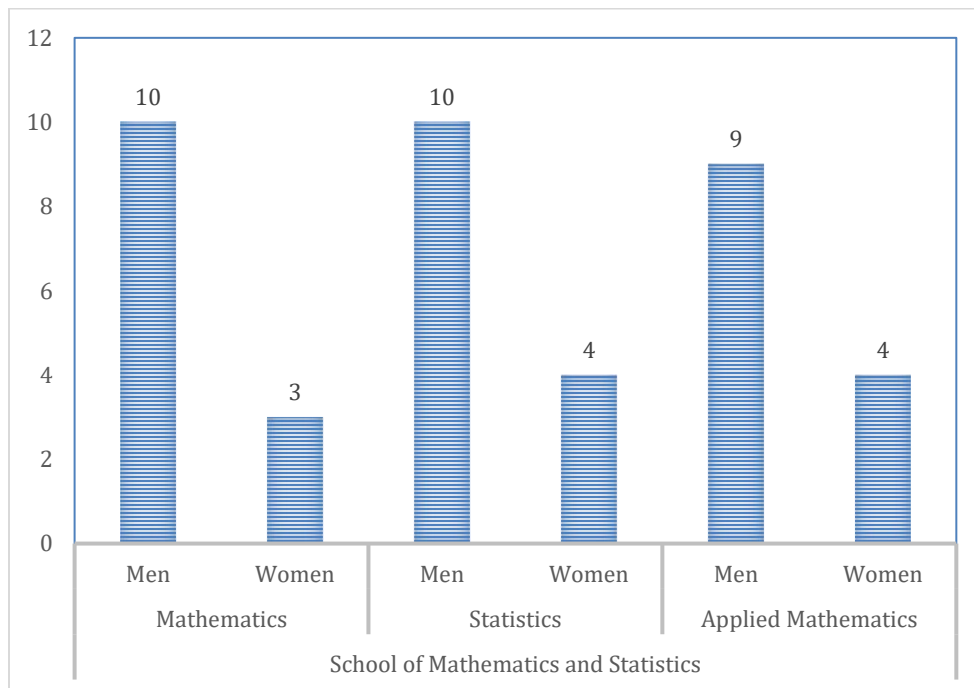
Botany		Bio-Informatics		Environmental Sciences		zoology		Human genetics and Molecular Biology		Textiles and Apparel Designs	
Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
12	4	9	4	12	3	14	1	9	3	4	8



It is seen from the above table that the participation of women has increased in the activities of the school of life sciences as compared to the year 2018-2019. This reflects a positive attitude of both genders towards the participation of women in subjects like Botany, bio-informatics, environmental sciences, zoology, human genetics and Apparel Designs. While the participation of men has reduced in these fields, the participation of women has been increasing appreciably.

Table: 17 Board of Studies Members of School of Mathematics and Statistics

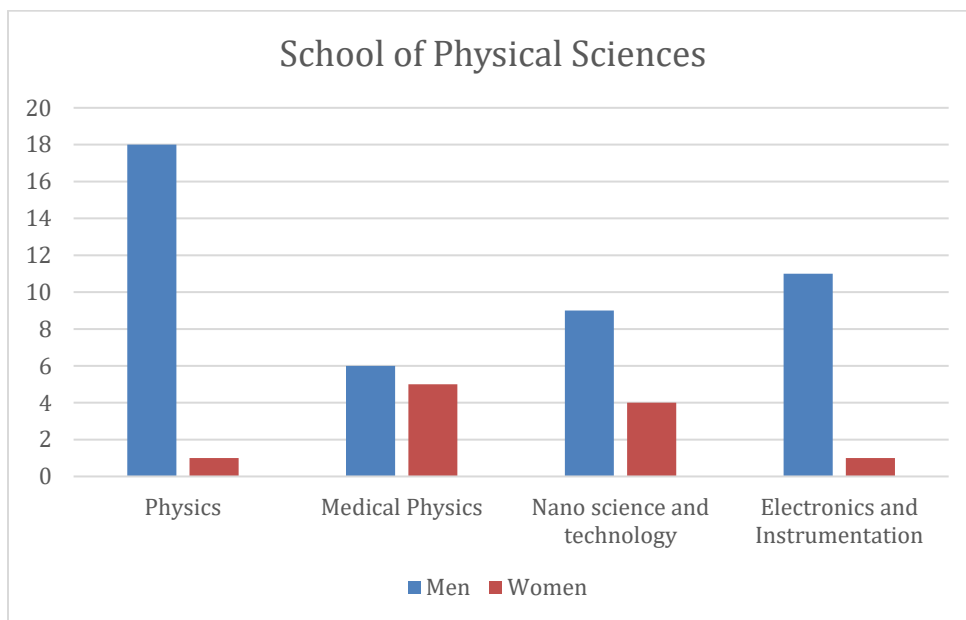
Mathematics		Statistics		Applied Statistics	
Men	Women	Men	Women	Men	Women
10	3	10	4	9	4



The above table reflects that in the Schools of Mathematics and Statistics women's participation has not increased since the previous year. There is seen a fair amount of participation of women in the school of mathematics but support and encouragement need to be meted out to increase this participation.

Table: 18 Board of Studies Members of School of Physical Sciences

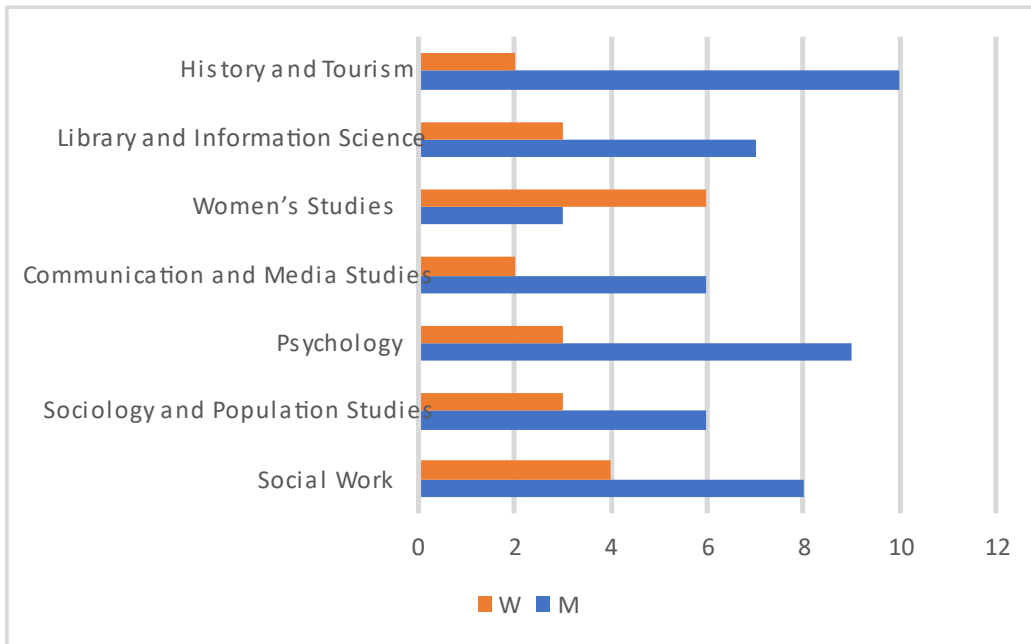
Physics		Medical Physics		Nanoscience and technology		Electronics and Instrumentation	
Men	Women	Men	Women	Men	Women	Men	Women
18	1	6	5	9	4	11	1



In the school of Physical Sciences, it has been seen that there has been an overall reduction in the participation of members of both genders. While the number has marginally reduced in the case of males, it has increased in the representation of women in the departments which is a positive indication.

Table: 19 Board of Studies Members of School of Social Sciences

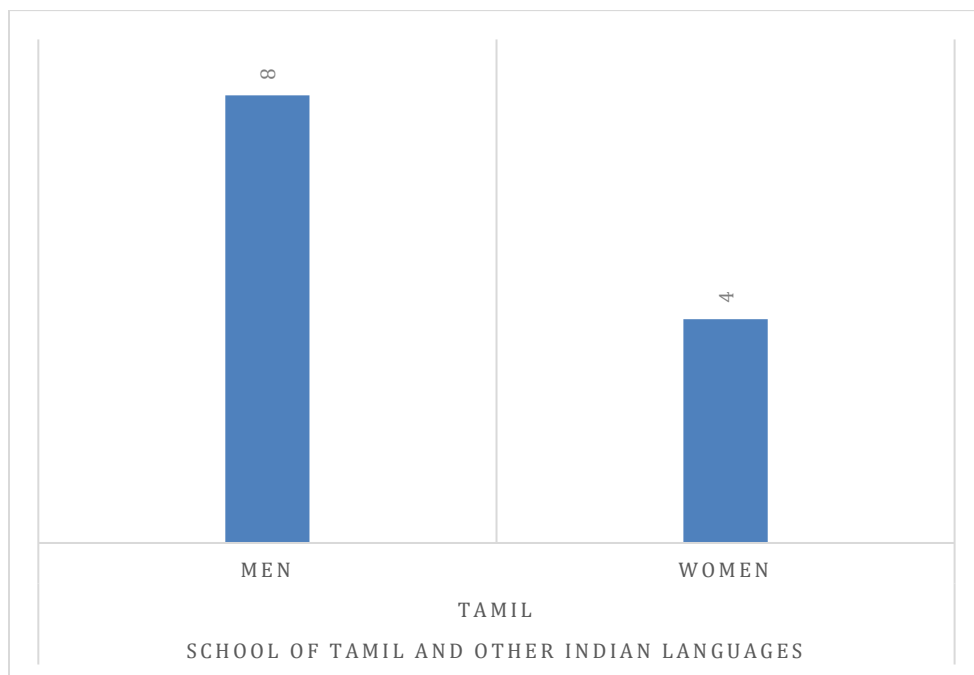
Social Work		Sociology and Population Studies		Psychology		Communication and Media Studies		Women Studies		Library Sciences		History	
M	W	M	W	M	W	M	W	M	W	M	W	M	W
8	4	6	3	9	3	6	2	3	6	7	3	10	2



The participation of women in the school of Social Sciences is relatively increasing. While the participation of women is satisfactory, it is to be noted that women need to be more involved as board members.

Table: 20 Board of Studies Members of School of Tamil and Other Indian Languages

Tamil	
Men	Women
8	4



It is seen here that women have been represented equally in the school of Tamil and Other Indian Languages. The growing participation of women in these fields can be identified as a positive attitude towards the subjects.

Table: 21 Additional responsibilities of Women Faculty members

S.No	Faculty details	Additional Responsibilities
1	Dr. N. Nithya Devi, Assistant Professor, Applied Mathematics	Perception Committee-Member, BU-NIRF
2	Dr. S. Suja Professor and Head Bio Chemistry	Senate, Standing Committee Member
3	Dr. V. Vijaya Padma Professor & Head Bio Technology	Senate, Standing Committee Member
4	Dr. S. Girija Associate Professor Bio Technology	Anti-Ragging Cell Member, Special Cell for SC/ST – Member, Graduation Outcomes Committee-Member, BU-NIRF
5	Dr. Rupa Gunaseelan, Professor and Director i/c Bharathiar School of Management and Entrepreneur Development (BSMED)	Member Syndicate, Dean of Social Sciences, Senate, Standing Committee Member, Nodal Officer Coordinator – RUSA PHASE II, Academic Calendar Committee- Convenor, Women’s Club (BU-WC) – President, Bharathiar University Higher Education 4.0 Team – Curriculum Committee, Outreach and Inclusivity Committee- Coordinator, BU-NIRF
6	Dr. M.V. Kaveri Assistant Professor Chemistry	Bharathiar University Alumni Association – Treasurer
7	Dr. K. Malar Mathi Professor Bharathiar School of Management and Entrepreneur Development (BSMED)	Periyar Ladies Hostel Warden
8	Dr. G. Barani Associate Professor Bharathiar School of Management and Entrepreneur Development (BSMED)	Overseas Programme Co-Ordinator, Teaching, Learning & Resources Committee, Member, BU – NIRF, Women’s Club (BU-WC) – Member

9	Dr. N. Uma Devi Assistant Professor Bharathiar School of Management and Entrepreneur Development (BSMED)	SWAYAM Co - coordinator
10	Dr. M. Dhanabhakym Professor Commerce	Dean of Commerce
11	Dr. M. Sumathy Professor and Head Commerce	Senate, Standing Committee Member, Kasthuribai Ladies Hostel Warden
12	Dr. T. Devi Professor and Head Computer Applications	Senate, Standing Committee Member, Dean of Research, Professor of Research and Evaluation, Board of Governors - RUSA PHASE II, Bharathiar University Higher Education 4.0 Team – Co-ordinator, Curriculum Committee-Tool Expert, Common Computing Centre – Coordinator, BU- ERP Coordinator, Coordination Committee- Nodal Officer cum Coordinator, BU-NIRF, IQAC Committee Member
13	Dr. M. Punithavalli Professor Computer Applications	Bharathiar University Higher Education 4.0 Tool Expert, Perception Committee- Coordinator, BU-NIRF
14	Dr. T. Amutha Associate Professor Computer Applications	Academic Calendar Committee -Member Industry 4.0 Tool Expert Member Coordination Committee – BU-NIRF
15	Dr. V. Bhuvanewari Associate Professor Computer Applications	Nodal Officer – NAD, DST- PURSE (Phase -II) – Member, Academic Calendar Committee -Member Industry 4.0 Tool Expert, Kannammal Ladies Hostel – Warden, Learning & Resources Committee-Member, BU-NIRF

16	Dr. R. Rajeswari Associate Professor Dept. of Computer Applications	Academic Calendar Committee -Member, Industry 4.0 Tool Expert, BU ERP Deputy Coordinator, Research and Professional Practice Committee, Member, BU - NIRF
17	Dr. E. Chandra Professor and Head Computer Science	Senate, Standing Committee Member, Admission Coordinator
18	Dr. R. Porkodi Associate Professor Dept. of Computer Science	Annual Report Committee Member Vasuki Ladies Hostel Warden, Outreach and Inclusivity Committee-Member, BU-NIRF
19	Dr. D. Ramyachitra Assistant Professor Computer Science	Coordinator – Internet Centre
20	Dr. P.B. Pankajavalli Assistant Professor, Computer Science	Research and Professional Practice Committee, Member, BU - NIRF
21	Dr. B.Vanitha Professor and Head Economics	Senate, Standing Committee Member
22	Dr. A. Sangamithra Professor Economics	Graduation Outcomes Committee -Member, BU-NIRF
23	Dr. A.R. Bhavana Associate Professor and Head i/c Educational Technology	Senate, Standing Committee Member, Learning & Resources Committee, Member, BU - NIRF
24	Dr. K. Prema Assistant Professor Education (SDE)	Chellammal Ladies Hostel Warden
25	Dr. D. Prabha Assistant Professor Environmental Science	Bharathiar University Alumni Association – Treasurer

26	Dr. A. Vimala Professor and Head Extension and Career Guidance	Dean of Education, Senate, Standing Committee Member, Anti-Ragging Cell Members, Bharathiar University Higher Education 4.0 Team – Coordinator, BU- CUIC – Coordinator, EDII HUB – TN Coordinator, Graduation Outcomes Committee – Coordinator, BU-NIRF, IQAC – Committee Member
27	Dr. W. Rose Varuna Assistant Professor Information Technology	Perception Committee-Member, BU-NIRF
28	Dr. P. Dhanalakshmi Associate Professor and Head Mathematics	Senate, Standing Committee Member, Perception Committee Member – BU- NIRF
29	Dr. C.S. Sureka Assistant Professor & Head i/c Medical Physics	Senate, Standing Committee Member, Project Monitoring Unit – RUSA PHASE II, Bharathiar University Alumni Association – Vice President
30	Dr. J. Angayarkanni Associate Professor and Head Microbial-Biotechnology	Senate, Standing Committee Member, Nodal Officer - BCTRC RUSA – Internal Complaints Committee (ICC) - Member, Bharathiar University Alumni Association – President, IQAC Committee Member
31	Dr. V. Brinda Priyadharisini Assistant Professor, Microbial-Biotechnology	Graduation Outcomes Committee – Member, BU-NIRF-
32	Dr. P. Manju Pushpa Assistant Professor Physical Education	N.S.S. Programme Officer, Students Club (Health Club) Coordinator
33	Prof. N. Annalakshmi Professor Psychology	UGC SWAYAM Coordinator, Bharathiar University Higher Education 4.0 Team, Curriculum Committee

34	Dr. F.X. Lovelina Little Flower Professor and Head Social Work	Dean i/c, College Development Council, Senate, Standing Committee Member, Internal Complaints Committee – Presiding Officer (ICC), Anti – Ragging Cell Member, Bharathiar University Higher Education 4.0 Team, Curriculum Committee Teaching, Learning & Resources Committee, Coordinator, BU – NIRF IQAC – Committee Member
35	Dr. B. Nalina Assistant Professor Social Work	SWAYAM Co - coordinator, Women’s Club (BU-WC) – Member,
36	Dr. K. Pradeepa Veerakumari, Assistant Professor Statistics	Graduation Outcomes Committee – Member, BU-NIRF
37	Dr. S. Chitra Professor and Head Tamil	Senate, Standing Committee Member
38	Dr. S. Thangamani Assistant Professor Tamil	Academic Calendar Committee Member
39	Dr. K. Sangeetha Professor and Head Textiles and Apparel Design	Member Syndicate, Senate, Standing Committee Member, Bharathiar University Higher Education 4.0 Team, Curriculum Committee Coordination Committee Member – BU-NIRF
40	Dr.S. Grace Annapoorani Professor Textiles and Apparel Design	Annual Report Committee Member, Research and Professional Practice Committee- Member, BU – NIRF, IQAC - Committee Member
41	Dr. Zenetta Rosaline Director and Professor Women’s Studies	Senate, Standing Committee Member, Internal Complaints Committee (ICC) - Member
42	Dr. K. Mangayarkarasi Assistant Professor Women’s Studies	Perception Committee-Member, BU-NIRF
43	Dr. Kamalaveni Assistant Professor, Women’s Studies	Women’s Club (BU-WC) – Secretary, 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. T. Santhanalakshmi	Deputy Registrar
2	Tmt. B. Kalavathy	Deputy Registrar
3	Tmt. K. Jayasree	Deputy Registrar Internal Complaints Committee (ICC) – Member Anti – Ragging Cell Member, Women’s Club (BU-WC) – Vice -Secretary,
4	Tmt. V.R. Manonmani	Deputy Registrar
5	Tmt. M. Sulthan Begam	Deputy Registrar
6	Tmt. T.V. Anuradha	Deputy Registrar, Women’s Club (BU-WC) – Member,
7	Tmt. C. Lalitha	Deputy Registrar
8	Tmt. M. Malika	Deputy Registrar
9	Tmt. K. Kousalya	Assistant Registrar, Learning & Resources Committee, Member, BU – NIRF, Women’s Club (BU-WC) – Member,
10	Tmt. S. Krishnaveni	Assistant Registrar
11	Tmt. P. Jayalakshmi	Assistant Registrar
12	Tmt. Umamaheswari	Assistant Registrar
13	Tmt. R. Maragatham	Assistant Registrar
14	Tmt. B.Suganthakumari	Assistant Registrar Internal Complaints Committee (ICC) – Member, Women’s Club (BU-WC) – Treasurer
15	Er. (Tmt.) N. Suseela	Assistant Executive Engineer
16	Ms. N. TamilSelvi Section Officer, C& G section	Annual Report Committee Member
17	Mrs. N. Dhanalakshmi	A.S.O. (S.G), Registrar’s Office, C& G Section, Learning & Resources Committee, Member, BU - NIRF
18	Mrs. Radha,	A.S.O, Registrar’s Office, E Section, Learning & Resources Committee, Member, BU - NIRF

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 student and scholars for education, research in our campus and guiding them to follow the terms and conditions

Conclusion:

From the overall analysis, it is reflected that the institution sticks to its gender equity goals and objectives. The gender-based analysis of enrollment of students in different educational streams, employees of teaching and non-teaching, research studies and programmes and student supportive progression exhibits the progress of the institution towards gender equity and equality. Efforts towards gender sensitization through gender-based curriculum, gender awareness programmes, seminars and workshops, delivers the commitment of the institution to creating a gender inclusive and gender justice society. 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. Every year gender neutral opportunities were implemented to meet need-based requirements from all categories. Many departments included gender-based syllabi with their subjects from a gender perspective. Three Supportive papers offered by Women’s Studies opted by other department students opened the platform to learn about Gender neutral attitudes.

Bharathiar University is Empanelled to conduct a 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 have been organized for the South Zone officials, Students and Community, irrespective of gender.

Bharathiar University Women’s Club exclusively pays attention to the physical and mental health of Students, Scholars and Staff. Yoga and Meditation training are provided by trained staff for the benefit of women, on campus. Hospital and ambulance service, available 24/7, provides immediate and prompt support to the needy for medical assistance.

Safety and Security inside the campus are ensured with the help of various instruments of technology like CCTV. Counseling Centre provides ways to overcome distractions and disturbances.

The overall view of the University indicates the improvement and movement toward the initiation of gender friendly campus in the future.

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) Teaching and 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

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