



**MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)**

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956

Kalippatti - 637501, Namakkal District, Tamil Nadu

GENDER AUDIT REPORT

(2020-2021)



PRINCIPAL

MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu.

Table of Contents

Description	Page No.
Gender Audit committee	1
Introduction	2
Objectives to the Gender Audit	2
Data Analysis	3
Gender distribution	3
Gender Sensitization Programmes 2020-21	6
Committees	7
Gender Related Course in Curriculum 2020-21	9
Women's Students Forum	10
Infrastructure for Women Students and Staffs	10
Human Resource Policy	12
Conclusion	12

PRINCIPAL

MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu

GENDER AUDIT COMMITTEE

CHAIRPERSON **Dr. S. Arjunan**
Principal

CONVENOR **Dr. K. Selvaraj**
IQAC Coordinator

MEMBERS

1. Dr. J. Josephine Daisy, HOD of Commerce CA
2. Dr. V. Ramanithilagam, HOD of B.B.A
3. Mr. P. Gopalakrishnan, HOD of Mathematics
4. Dr. V. Shanmuga Sundaram, HOD of Statistics
5. Dr. V. Hariharan, HOD of Physics
6. Mr. R. Selvakumar, HOD of Chemistry
7. Dr. T. Selvankumar, HOD of Bio-Technology
8. Mrs. M. Sumathi, HOD of Computer Science & Applications
9. Mr. P. Nallathambi, HOD of JMC

PRINCIPAL
MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)
Kalippatti (PO) - 637 501, Namakkal (Dt)



MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956

Kalippatti – 637501, Namakkal District, Tamil Nadu

Introduction

The Mahendra Educational Trust was founded in the year 1978 by Sri M.G. Bharathkumar, a renowned educationist with an object of imparting high standard of education to the rural children. The Trust is located at Kalippatti mid-way between Salem and Tiruchengode. Thiru.M.G. Bharathkumar, The Chairman of the Trust is assisted by the governing and advisory councils in matter of policy, mission, development and planning for the continual improvement in imparting higher education. Mrs.B.Valliyammal Bharathkumar, a best teacher awardee, is the Secretary of the Trust. Mr.Ba.Mahendhiran and Mr.Maha Ajay Prasath, are the Managing Directors.

The Trust has been running since 1978, Mahendra Matriculation Higher Secondary School which aims at Quality Education to the students with high degree of discipline. Despite a fairly long distance, many residents of Salem city, Namakkal and its suburbs have admitted their children in Mahendra Matriculation Higher Secondary School with the intention of providing the best Education to their children.

The Trust lays stress on giving quality education and maintaining high degree of discipline. In deference to the wishes of the elite and to meet the demands of the commoners of Tiruchengode, Namakkal and Salem city, the trust started several schools and colleges.

The Mahendra Arts & Science College was started in the academic year 1999-2000 with the affiliation of Periyar University, Salem. It is a magnificent institution with all the needed facilities and required equipments. It has got a well-established library, well equipped laboratories, spacious playgrounds, and transport and above all, well qualified and dedicated staff members. All of these together help to impart a high standard of education to the rural community.

The college offers 13 under-graduate programmes and 10 post-graduate programmes.

Objectives of Gender Audit

India ranks 140th among 156 countries in the World Economic Forum's Global Gender Gap report 2021. The objectives of the gender audit include,

1. To document gender distribution prevailing in the college
2. To promote gender equality in the college
3. To suggest measures to bridge the gender gap (if any)


PRINCIPAL

MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu

Data Analysis

Gender Distribution

The following section brings out the Gender distribution of teaching and non-teaching staff and students. The committees and clubs and other pertinent details with respect to the gender scenario is also presented.

Table 1

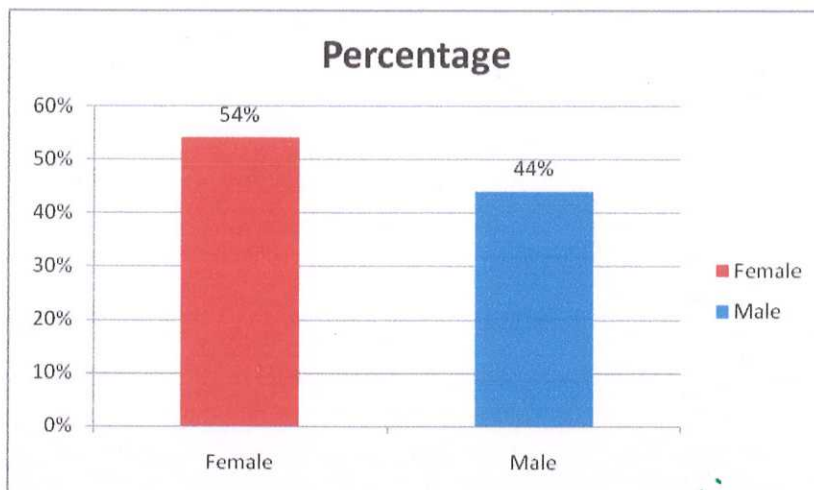
Gender wise distribution of total students in college 2020-2021

S.No	Gender	Frequency	Percentage
1	Male	1580	59.33
2	Female	1083	40.66
3	Transgender	-	-
Total		2663	100

The table 1 depicts the total number of students in the college based on the gender. Male students account to and female students accounts to respectively. The college is open to transgender in admission.

Chart 1

Gender wise distribution of teaching staff in college 2020-2021





MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Affiliated to Periyar University, Salem

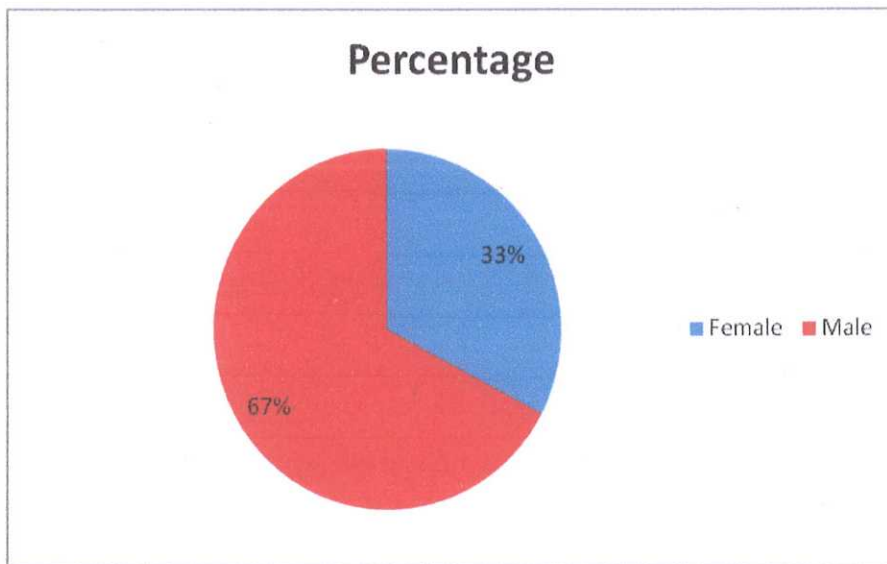
Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956

Kalippatti – 637501, Namakkal District, Tamil Nadu

Chart1 shows the gender wise distribution of teaching staffs in the college. There is a total of 98 teaching staffs in the college, of which percent (total number = 44) is women staff and rest are male staff (total number = 54).

Chart 2

Gender wise distribution of non-teaching staff in college 2020-2021



The chart2 shows the non-teaching staff distribution in the college. Thirty-Three percentage of women and 67% of men are working as non-teaching staff.

PRINCIPAL

MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Kalippatti (PO) - 637 501, Namakkal (DT)



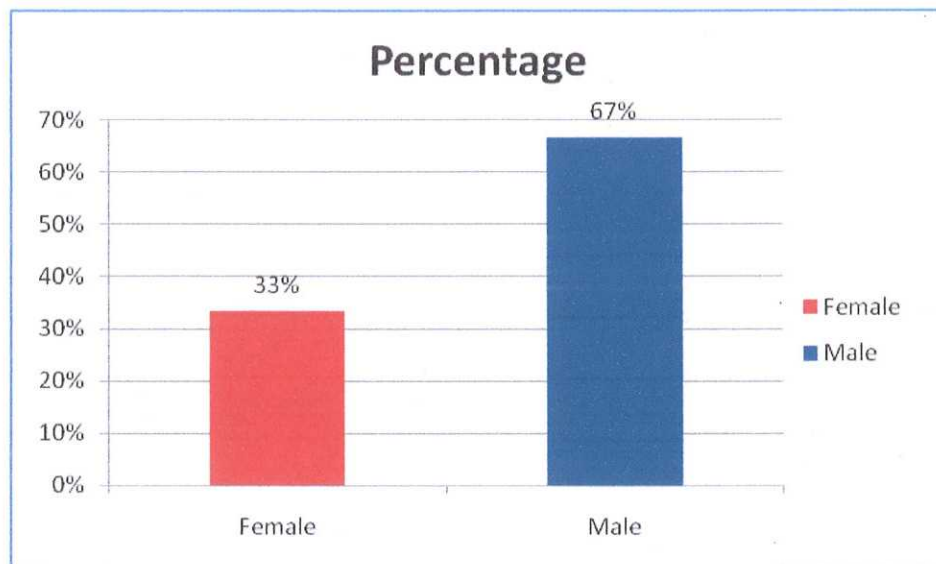
MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu

Chart 3

Gender wise distribution of HODs in college 2020-2021



The Chart 3 shows the gender-wise distribution of women as head of the department in the college. The total number of women head of the department in the college is 04 (accounts to 33% of women as head of the department) and total number of male head of the department is 08 (punctuates to 67% of male as head of the department).

PRINCIPAL
MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)
Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu

Gender Sensitization programmes 2020-21

To create greater gender parity, the college conducted several programmes for gender sensitization in 2020 – 21. The Wonder Women – Equity to Equality, Workshop on Yoga and its Physical fitness for women, Webinar on “Gender and COVID 19”, Webinar on “Women in Leadership”, Women protection & Welfare schemes and Child rights are some of the programmes organized by the departments in empowering women as given below.

Table 2

List of programs towards sensitization on Gender 2020-2021

S.NO	TITLE OF THE EVENT	SCHEDULED MONTH
1.	Together for Gender Equality - Women's Equality week	August 2020
2.	Celebrate women! Celebrate Navarathri	August 2020
3.	Selva Magal	October 2020
4.	Contest on “Curb Violence Against Women”	November 2020
5.	Webinar on “Gender and COVID 19”	December 2020
6.	Webinar on “Women in Leadership”	January 2021
7.	The Wonder Women - Equity & Equality	January 2021
8.	Lecturer on “Women's Empowerment”	February 2021
9.	A Special Women's day Programme	March 2021
10.	Women's Day Celebration Workshop on “Yoga and Its Physical Fitness for women”	March 2021
11.	Together we can “Workshop on Gender Sensitization”	March 2021

PRINCIPAL

MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti - 637501, Namakkal District, Tamil Nadu

Committees & Clubs

Table 3
Faculty representation in Committees and clubs

S.No	List of Committees	Female	Male	Total
1.	Disciplinary Committee	03	04	07
2.	Internal Quality Assurance Cell (IQAC)	01	11	12
3.	Students Grievances & Counseling Cell	04	07	11
4.	Sports Advisory Committee	01	02	03
5.	NSS	0	02	02
6.	Citizens Consumer Club	01	01	02
7.	Placement & Career Guidance	01	01	02
8.	Hostel	01	01	02
9.	Internal Compliance Committee	05	0	05
10.	College Day Committee	04	08	12
11.	Calendar Committee	01	05	06
12.	Magazine	04	02	06
13.	Newsletter	05	01	06
14.	Public Relations	02	04	06
15.	Alumni Association	05	07	12
16.	Entrepreneurship Development Cell	07	08	15
17.	Education Tour & Travel	0	03	03
18.	Library	01	02	03
19.	UGC Coordination Cell	01	02	03
20.	Special Needs Equal Opportunity Cell	02	01	03
21.	Web Committee	02	07	09
22.	Skill Development Cell	01	01	02
23.	Faculty Development Programme Cell	03	01	04
24.	Ethics Committee	04	08	12
25.	Research Development Cell	04	08	12
26.	Health & COVID Awareness and Prevention Cell	07	09	16
27.	MIS	01	0	01
Total		71	106	177

PRINCIPAL
MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)
Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu

Table 3 shows the list of committees and clubs functioning in the college. The college has 28 committees and clubs in total. The list of committees with the gender distribution is presented in the table. The overall percentage of representation of women faculty in all the clubs is 10% and male faculty is 45.7%.

Table 4
Student representation in committees and clubs

S.No	Clubs	Female Students	Male Students	Total
1.	Women Students Forum & Internal Compliance Committee (ICC)	10	0	10
2.	Entrepreneurship development cell	4	8	12
3.	Penta club - English	25	20	45
4.	Placement and Career Guidance	12	12	24
5.	NSS Unit - 1	50	50	100
6.	Mahendra initiative for Excellence	3	7	10
7.	College Magazine	2	0	2
8.	NSS Unit - 2	50	50	100
9.	Citizen Consumer Club	25	25	50
10.	Red Cross Society	50	50	100
Total		231	222	453

The Table 4 shows the student representation in Clubs and committees. Of the above mentioned 10 committees, 231 women students (50.9%) and 222 male students (49.0%) represents.

PRINCIPAL
MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)
Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956

Kalippatti – 637501, Namakkal District, Tamil Nadu

1. 7 Gender Related Courses in Curriculum 2020-21

The college promoters, sensitizes and create awareness about gender issues among the college students through the incorporation of gender related courses in the curriculum. The following section highlights the gender relates courses in the curriculum. Gender based courses are provided by the departments that includes topic such as

Department of Social Work

- Family & Child Welfare.
- Persons with Disability and LGBT.
- Gender Empowerment.
- Women Cantered Model.
- Analysis framework to Social Welfare Politics – a Historical perspective regarding Backward classes, Scheduled Classes, Scheduled Tribes and Women.
- Dowry prohibition Act (1961). Immoral traffic prevention Act.
- Tamil Nadu Prohibition of Harassment of Women Act, 1998.
- The Sexual Harassment of Women of Work place (Prevention, Prohibition and Redressal) Act, 2013.
- Minimum wages Act.1948.
- Maternity benefit Act, 1961.
- Counseling in HIV/AIDS Setting.
- Agencies of Labour Welfare and their Roles.
- Welfare Centres
- Women. Children, Youth, LGBTQ, Scheduled Caste and Scheduled Tribes.
- Visit to NGO's dealing with marginal communities such as Sahodaran, Sahodari & YMCA.

Department of Journalism

Women's Issues, Status, Empowerment, Widowhood.

MA English

Course Name: Writings by and on women.

BA English

Course Name: Women's, Writing

PRINCIPAL
MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)
Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE (Autonomous)

Affiliated to Periyar University, Salem

Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu

Women Students' Forum

A Women's Forum has been formed with the intentions of addressing and resolving the problems faced by the Women Students. Dr. Gugapriya Vasudevan is the Chairperson for the forum.

A Cell to address specific issues of sexual harassment and abuse within the campus has been constituted. It will look in to complaints such as

1. Lewd & obscene comments
2. Stalking
3. Abuses both physical & psychological

Infrastructure for Women students & Staffs

A sanitary napkin venting machine, wash room facilities, online admission and examination submission system, ramps, notice boards and waste management systems are available in the campus. A well-furnished central library with state-of-art facilities is in place and a well-equipped auditorium for organizing various programmes are available in the campus. The women students are encouraged to participate in sports and the college has adequate sporting infrastructure. Alongside the facilities, the college also has Women's Cell, Equal Opportunity Cell, Anti-Ragging cell and discipline committee to name a few to support the women.

Institution shows gender sensitivities, safety and security in providing facilities such as

1. Safety and security

- a. Pedestrian friendly pathways
- b. Security office
- c. Bio-metric attendance for teaching and non-teaching staff
- d. CCTV Cameras and fire extinguishers
- e. Medical facility, First-Aid box, and Health Awareness Programme
- f. College compound wall
- g. Emergency number and important administrative numbers
- h. Suggestion box and compliant box
- i. Disciplinary committee
- j. Student's Grievance and Counseling Cell
- k. Anti-Ragging committee
- l. Women Student's Forum
- m. Generator for power backup

PRINCIPAL
MAHENDRA ARTS & SCIENCE COLLEGE
(Autonomous)
Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Affiliated to Periyar University, Salem

**Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu**

- n. COVID-19 Preventive Measures
 - o. Visitor's entry Record
 - p. Smoking free environment
 - q. Complete connectivity of campus with inter com
 - r. Mandatory ID cards for staff and student's (with unique Bar code)
 - s. Deputation of male and women faculty members for accompanying the student's for educational visit
 - t. Discrimination free campus is ensure through curving of discrimination on the basics of caste, religion and gender
 - u. RO drinking Water
 - v. Medical Check-up facilities and First-Aid box
- 2. Counseling**
- a. Counselor visiting the campus
 - b. Student personal counseling and mentor system
- 3. Common rooms**
- a. Wash room facility is available in all the floor of the campus. Separate wash room is available for staff and students. (Number of wash room for Male students =23, Female students= 18, Male Faculty=17, Women faculty=26, Gender Equal=2)
 - b. Boy's and Girl's common Room
 - c. Separate sick room for Boy's and Girl's
 - d. Teaching and Non-teaching Staff room
 - e. Common lounge for housekeeping staff's

PRINCIPAL

MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Kalippatti (PO) - 637 501, Namakkal (DT)



MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Affiliated to Periyar University, Salem

**Accredited by NAAC with 'A' Grade & Recognized u/s 2(f) and 12(B) of the UGC Act 1956
Kalippatti – 637501, Namakkal District, Tamil Nadu**

Human Resource Policy – Extracts (refer to the Human Resource Policy manual)

The college is committed to equal opportunity and follows a recruitment and selection policy that complies with all employment laws applicable to the land. The college seeks to attract the best – qualified candidates who support the mission of the college and who respect and promote excellence through diversity. There shall be no discrimination of any kind based on “race, color, sex, language, and religion, political or other opinion, national or social origin, property, birth or other status such as disability, age, marital and family status, sexual orientation and gender identity health status, place of residence, economic and social situation”.

Conclusion

The gender audit report has highlighted the important facets of the gender landscape of the college. The college has no second thought in providing amenable facilities for women with respect to the curricular, co- curricular and extra – curricular dimensions. Women are second to none and Mahendra Arts and Science College is highly committed towards the gender equality.

PRINCIPAL

MAHENDRA ARTS & SCIENCE COLLEGE

(Autonomous)

Kalippatti (PO) - 637 501, Namakkal (DT)