



GENDER AUDIT - 2022-2023

The audit of Virudhunagr Hindu Nadars' Senthikumara Nadar College, Virudhunagar was carried out on 21.03.2023. Four external experts and four internal faculty members carried out the audit.

Gender Audit Committee		
S.No.	External Members	Internal Members
1.	Mrs. Mercy Annapoorani, M.Com., M.A., M.W.S. Managing Trustee & Director, Blossom Trust - NGO Virudhunagar	Mrs. B. Salocia Fernando Associate Professor of Botany Presiding Officer, Internal Complaint Committee (VISAKA) V.H.N. Senthikumara Nadar College
2.	Mrs. A. Jeba Christina, B.A., B.L. Virudhunagar Advocate Association Bar, JJB Member Virudhunagar	Dr. R. Meena Assistant Professor of English Coordinator, Women Empowerment Cell V.H.N. Senthikumara Nadar College
3.	Mrs. M. Jeyanthi Inspector of Police, All Women Police Station Virudhunagar	Dr. Bagyalakshmi Associate Professor of Botany Member, Committee for SC/ST V.H.N. Senthikumara Nadar College
4.	Mrs. Jeya Sundaramoorthy President Inner Wheel Club of Virudhunagar District: 321, India	Dr. R. Palaniappan Associate Professor of Computer Science Member, VISAKA Committee V.H.N. Senthikumara Nadar College

The team audited the reports of girl's students and faculty members regarding their health, safety and other facilities available to them in the campus. The team verified student participation in the various committees and clubs, which includes NCC and NSS. The team ensures that implementing reservation quota in student admission and staff appointment is adhered too. The Committee checked various Skill Development programmes, Gender Equity programmes and Women Empowerment programmes. The Committee monitored the Grievances Cell, Sexual harassment and Anti ragging committee functions. Based on these the audit report was prepared. Each committees and clubs wise report with its findings and recommendations are as follow.



Introduction

Philanthropist, One of the leading merchant community ghettoized of the Virudhunagar and founder of our college Rao Bahadur M.S.P.Senthikumara Nadar has offered two lakhs rupees during the year 1947 with a view to bring the benefits of higher education to the youths of this region. This institution has attained an eminent status with 13 UG and 7 PG programmes in regular stream & 11 UG & 8 PG programs in self-finance stream. It also functions in the evenings by offering 1 certificate course & 1 PG diploma course. The institution also offers UGC sponsored B.Voc. courses on Environmental Assessment and Remediation and Food Safety and Quality Management. The UGC granted autonomous status to the institution in 2012. The College is accredited with 'A' grade by NAAC in the 4th cycle of accreditation and in the year 2022-2023 the institution has secured 76th rank in NIRF, ranking New Delhi.

Empowering women spurs productivity and economic growth. Gender equality is not only an explicit goal but also a driver of sustainable development, goal but also a driver from ending poverty and hunger, promoting prosperity, inclusive growth & building peaceful, just & inclusive societies to securing education for girls & for ostracized portions of society.

The Theme of the 7th international conference on gender equality 2024 is “From Policy to Practice. Seizing opportunities to Advance Gender Equality, Sexual & Gender Diversity.”

Despite women succeeding academically, it is more challenging for women to succeed in their career both within & outside academia following their studies.

Under representation of women in leadership positions-academics, Civil Society Organizations and Higher Educational institution, Unequal bias in assessment, recruitment & Promotion-as well as to address the practical barriers that disproportionately affect women because of their place in society.

Natural or Moral equality is therefore based on the constitution of human nature common to all men, who are born, grow, live & die in the same way.

Gender equality engages men to actively support the shift of social norms, which in the long run will change behaviors & break gender stereotypes that prevent women from reaching their full potential. In such cases, men can share their power & privilege challenge patriarchal beliefs, practices, institutions and structures that drive inequality between Men & Women.

It simply means giving equal rights to everyone no matter what gender they are. Give equal education, equal opportunities, equal career, equal financial stability, equal choices, equal rights and most importantly equal respect.



Gender equality perspective must become a part of the process of formulating, implementing and evaluating policies and program. Moreover, it would help in sensitizing both Men & Women to work in vision for each other's development, empowerment and peaceful living.

Gender Audit takes into account whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other. It monitors and assesses the relative progress made in promoting Gender Sensitivity, Identifies critical gaps and challenges, recommends ways of addressing these challenges and suggests new and more effective strategy to overcome the gaps.

A gender audit is essentially a social audit, which establishes a baseline in identifying critical gaps & challenges, & Suggesting possible improvements and innovations UNESCO defines gender audit as a management tool & planning too. It is an attempt to ensure good gender balance at VHNSNC. We at VHNSNC leave no stone unturned to sensitize students on gender equality and to promote empowerment.

As a premier institution of higher education, VHNSNC has been a forerunner in establishing quality standards & best practices through various aspects of imparting higher education thus creating social responsibility among its stakeholders.

Thus, Gender audit is an effort to asses gender equality initiatives implemented by the college, highlights how women as a resource are being utilized effectively in this institution, and ensured dignified existence.

Objectives of the Gender Audit

- To find the areas where gender imbalance exists and the factors behind the gender imbalance.
- To establish good gender balance in decision-making processes in all areas at the college activities.
- To suggest measures for bridging the gender gap.
- To foster, gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college.

Analysis & Interpretation- 2022 – 2023

The girl student's enrollment during the year 2022-2023 is found to be 51% and the men as 49 percentage.



Student Enrollment

Under UG programme (Aided) 46% of girl students have enrolled against 54% of men. Astonishingly the enrollment of men in PG programme dips down to 28% whereas the girl student's enrollment increases to 72%.

Women outnumbered men all through the study period. Women's enrollment for research also increased to 55% when compared to 45% of men, which shows women show great interest in research work in recent years. It is to be noted that in Physics the enrollment in research is 75%. which expresses that empowering woman in science research and Technology for environmental is progressing. The increasing trend in the number of girls seeking admissions into PG programmes is a Positive sign indicating a growing awareness among the girls about the significance of being educated. This indicates that the culture of getting girls married after a basic UG degree is slowly changing, which is a position pointer towards women empowerment. Moreover, there are married girls studying in in the UG and PG programmes, which indicates that there is a constructive change in the society regarding the need for education of women.

Academic Excellence

The academic excellence is the demonstrated ability to perform, achieve or excel in academic activities. Out of 57 gold medalists from various departments for their academic achievement as Top rankers, 35 medals were bagged by the girl students, which is 61 of the overall strength.

Gender Segregation by Community in Aided and Self-finance Courses

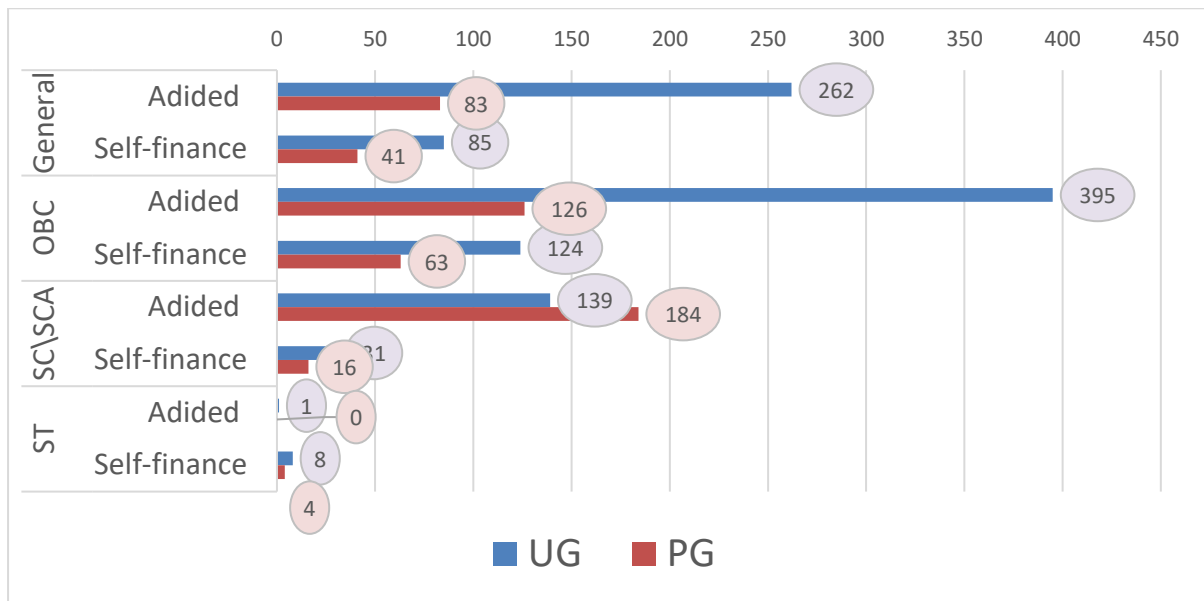
Admission is based on the government norms as well as MKU regulation. Students are admitted in both the Aided & Unaided courses adhering to the guidelines and quotas provided for Community categories such as General, OBC, SC\SCA, ST.

AIDED \ SF	GENERAL	OBC	SC\SCA	ST
UG	262\85	395\124	139\31	1\8
PG	83\41	126\63	184\16	0\4
PhD	7	53	6	1

The result shows there is a decrease in the enrollment in the entire self-finance course, which reflects on the economic status of the society. The PG enrollment is found to be higher in SC\SCA category that depicts that those students express their interest in higher education. Moreover, the OBC Community shows higher enrollment in doctoral studies when compared to other Communities. Encouragement and Motivation are essential to promote research attitude among students.



Figure 1: Gender Segregation by Community in Aided and Self-finance Courses



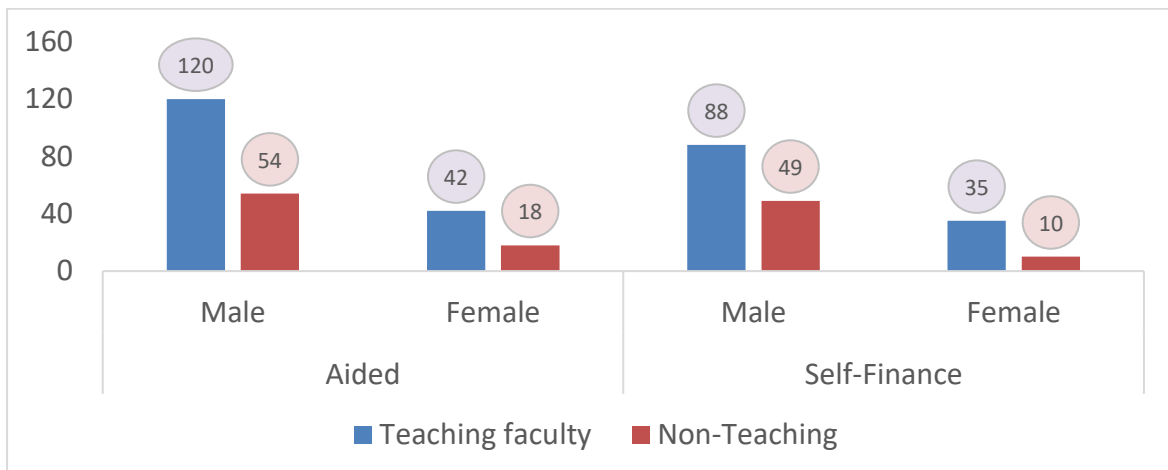
Faculty

Gender Composition of Teaching and Non-Teaching Staff (Aided & Self-Finance)

Categories	Aided				Self-Finance			
	Male	Female	Total	% of Female	Male	Female	Total	% of Female
Teaching faculty	120	42	162	26	88	35	123	28
Non-Teaching	54	18	72	25	49	10	59	17

In Aided and Self-Finance Teaching faculty category the female strength is 26% and 28% respectively. The non-teaching staff strength corresponds to 25% and 17% in Aided and Self-Finance Courses.

Figure 2: Gender Composition of Teaching and Non-Teaching Staff



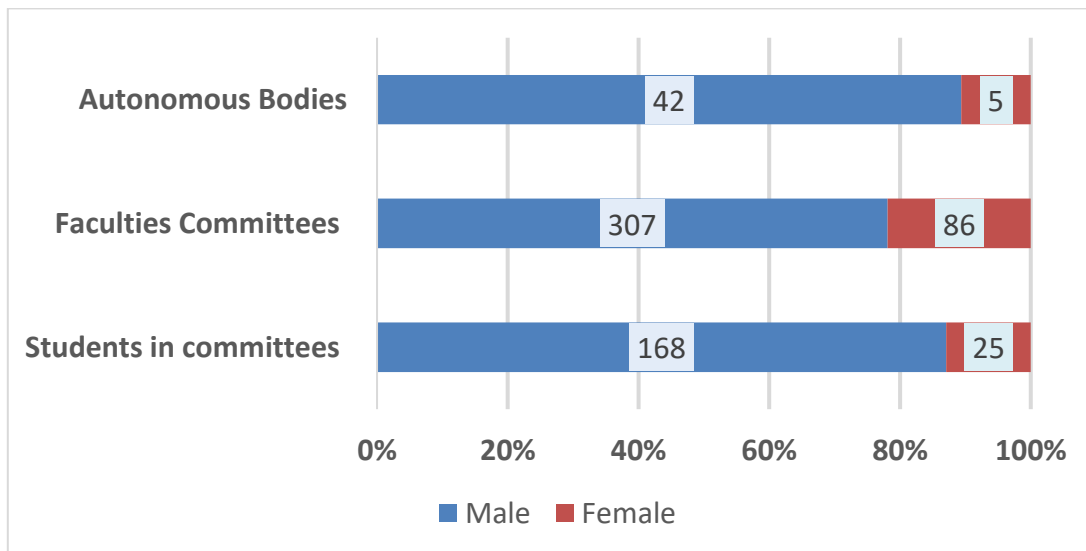


Gender Composition in “Administration & Governance”

Category	Male	Female	Total	% of Female
Autonomous Bodies	42	5	47	11
Committees (47)	307	86	393	22
Girls Students (16)	168	25	193	13

In Autonomous bodies, the female strength is 11%, in various Committees the female strength is 22% and women students' strength is 13%

Figure 3: Gender Composition in “Administration & Governance”



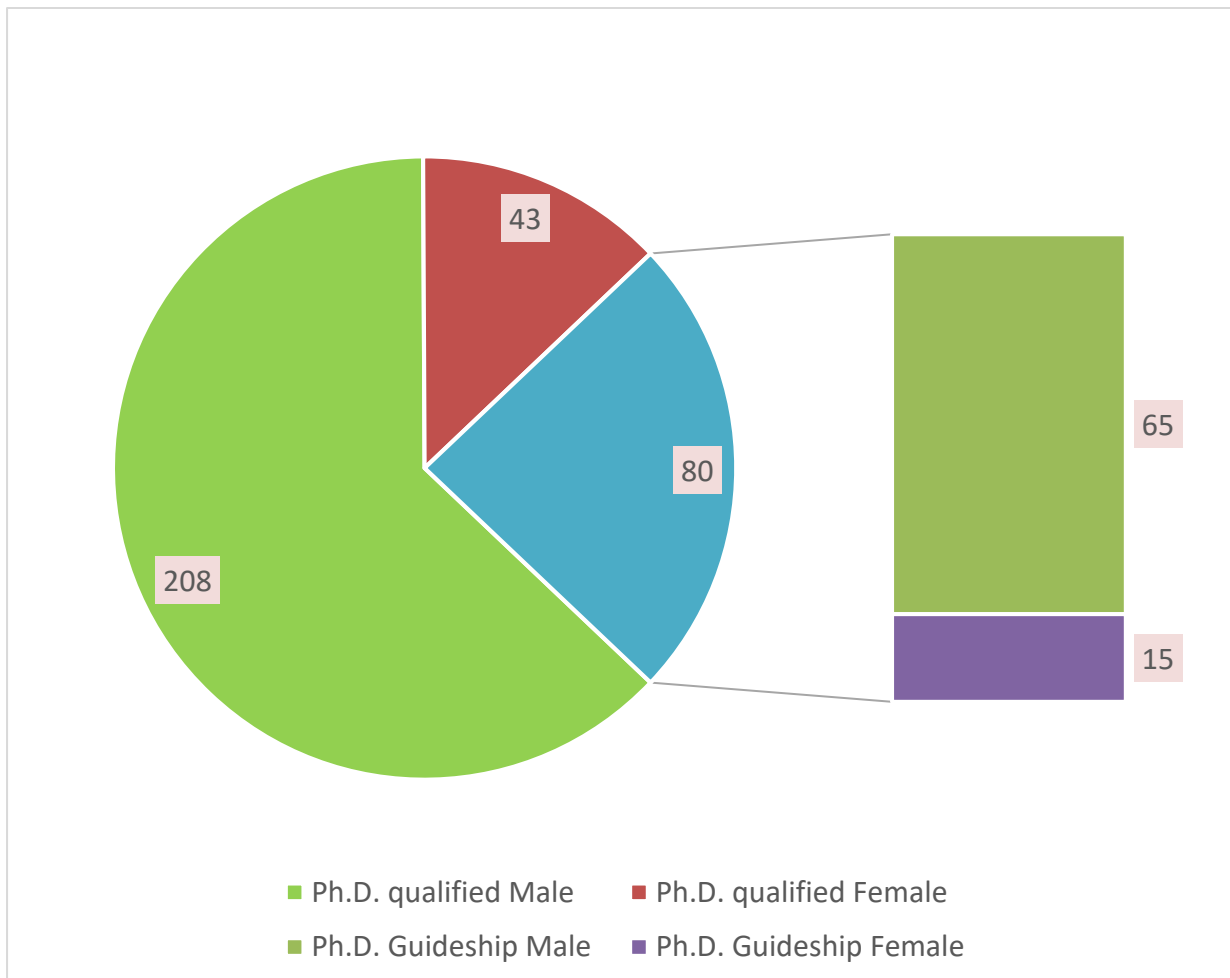


Gender composition based on Ph.D. qualified and Guideship

Ph.D. qualified				Ph.D. Guideship			
Male	Femal e	Total	% Of Female	Mal e	Femal e	Total	% of Female
208	43	251	17	65	15	80	19

It is noted that 17% of women have qualified Ph.D. Women Ph.D. guides represent 19% of the overall strength.

Figure 4: Gender composition based on Ph.D.





Gender Composition in NPTEL/PART V and Campus Interviews

The enrollment and participation of women candidates for NPTEL courses contributes to 65% out of which 41% has successfully completed the courses.

Among the Part-V courses like NCC, NSS, PED, RRC & YRC the Women strengths are 18%, 28%, 22%, 30%, 34% & 30% respectively.

The Percentage of female students selected in Campus interviews accounts for 30%.

The girl student's representatives for Association in various department contributes to 18% in UG and 67% in Post-Graduation. This shows the Post-Graduates acclimatized to the contributions much more to the planning and execution of variations activities of their association.

Seminar and Training Programmes focusing Women Empowerment

The woman faculty of our institution has conducted many seminar and training programmes. Programme on "Effective Life Skills in Enhancing the Competence of Youth for Peaceful and Inclusive Societies" was conducted to enhance the skills of the youth in collaboration with Rajiv Gandhi National Institute of youth Development. Nearly 150 students were benefited from the programme. "Capacity Building and Personality Development Programme (PDP)", was conducted for the benefit of the girl students sponsored by National Commission for Women. "Empowerment of Rural Women: Challenges and Opportunities", and "Entrepreneurship Development Programme for Home Makers" was conducted respectively sponsored by *National Commission for Women (NCW)*, New Delhi and *Indian Council of Social Science Research (ICSSR)* and Tamil Nadu State council for Higher Education.

Four girl students has received TNSCST student project grants in the department of Botany for the year 2022-2023.



NCC Girls

Colleges is with NCC Girls Unit in addition with Boys Unit with a strength of 25 girls out of 104. To inculcate leadership, patriotism, confidence and courage the NCC girls were given special training and they take part in the parade during various special occasions of the college.





Ladies Lobby: The girl students, faculties and non-teaching supporting staff use a vast area of Women lobby during their break hours with facilities such as dining area, swings, and parking for vehicles, Mineral water supply, Napkin Vending machine and Incineration facility, Canteen and play area.

Women Empowerment: Institution actively involved in organizing various departmental events (training/awareness programmes, seminars / guest lectures, medical camps and counseling) to ensure the gender equality various categories. In addition to that institution has established "Personality Development Cell, Old Girls Association, Women Empowerment Cell, Women Wing and Snow Girls in order to strengthen the gender equity. Further the institution has well-functioning NSS and NCC units for girl's students. To ensure the safety of the Girls students the institution has established Internal Complaint Committee (VISAKA Committee) and monitors the grievances of the students on a regular basis.

Safety and security: CCTV cameras are installed throughout the campus to ensure the security of the girl students. Our institution appointed women security and provided separate parking / dining facility for girl students to enhance their campus safety. The institution has a harsh penalizing strategy against the crime/ violence against women, ragging, eve teasing, cyber bullying, etc. Suggestion boxes and the emergency telephone number were provided in various points in campus and their grievances are addressed at the earliest.





Counseling: Emotional outbursts (stress, frustration, depression and anxiety) of girl students are effectively addressed by providing immediate psychological support by class mentors. If necessary, girl students are encouraged to have counseling with the trained instructional counselors to overcome their issues.



Physical Education nurtures and inculcates in students the desire & Commitment to continue to enjoy, improve and achieve in line with their own personal. Capacities throughout their lifetime. Stemming directly from the vision of overall student development, the college provides facilities and encouragement for every sport activity that students find interest in it. A fully equipped gym with world-class facilities, students has been granted daily access to the gym to ensure healthy body and healthy mind. Indoor stadium is a suitable place to organize sports- National as well as International level for games such as Badminton.

A Total number of hundred girls were involved in Part (V) physical education classes whereas boys were two hundred. This includes around twenty-one games and field activities- indoor & outdoor.



Hostel Facilities for Women Students

The girls hostel strength enrolled during the year 2022-23 is 51% of total hostel strength.

As an extension of main library, books including General knowledge, text books and books for competitive exams were for distribution with the two hostels T.M.P.N (UG hostel) and Kaleeswaran (PG hostel). Dailies such as Dinamalar, Dinathanthi and the English version of The Hindu was also purchased for the benefits of the girl students in the hostel. Internet facility with 100 mbps is available 24/7 for the best use of the students.

The extra-curricular activities such as Typewriting and gardening were introduced during the year 2022-23. To develop a sound body and a healthy mind, Yoga training and morning jogging were also encouraged. Special care for Medical emergency was met out with the help of the Doctor from Virudhunagar.

Evening hours were much utilized by the hostel girl students by taking part in coaching classes for TNPSC, Bank, PGDCA, Organic farming, Fish and Honey-bee rearing.

Training Programme on “Asanas and its benefits” was given to their healthy physic and Guest Lecture on “Sweat and Smile” was organised. Several competitions were also carried out for the inmates of the girls hostel and prizes were distributed during hostel-day celebrations.

To encourage religious and Practices of worship several poojas were celebrated and lead by the girl students of the hostel.





**Co-Curricular and Extra- Curricular Activities of various committees for the
Girl Students**

Several co-curricular and extra-curricular activities were carried out for the overall development of the students. There are various committees, unit's forums and cells conducted personality development programs, Blood donation camps, Medical camps, Awareness programs, Special trainings on Entrepreneur development and skill oriented programs. Created platforms for business management through college bazaar etc., Inter-departmental cultural competitions were also conducted to bring out the talent among the girl students.

Personality Development Cell

S.No	Date	Topic	No. of Girls participants
1.	29-09-2022	Personality Traits	24
2.	11-10-2022	Practicing Positivity	28
3.	18-10-2022	Role Model	37
4.	13-12-2022	Important Skills for developing Personality	30
5.	20-12-2022	Chiselling Yourself	36
6.	27-12-2022	V-Talk	36
7.	03-01-2023	Self Motivation	32
8.	10-01-2023	Secrets to Happy Living	35
9.	24-01-2023	Asanas and Yoga Mudras	27
10.	31-01-2023	Self Management	26
11.	07-02-2023	Know Your Skills and Abilities	32
12.	14-02-2023	Aalumaiyin Maenmaigal	24
13.	21-02-2023	Power of Words	31
14.	28-02-2023	Communication : A key skill to personality	54
15.	07-03-2023	Stress Management	31
16.	09-03-2023	Valedictory and Prize distribution Function	38
17.	14-03-2023	Yennam pola Vazhlvu	30

**Special Trainings and Medical camps conducted by various departments.**

Date	Remarks	No. of Girls participants
26.07.2022	NSS Girls unit and The 1234 Genomic Centre, Virudhunagar jointly organised awareness on Breast Cancer to the Girls students and Lady Faculty members	325 (10 staff)
02.09.2022	Department of Information Technology Women Wing organised Workshop on "Quilling Paper Stud Making"	37 (Girls Students)
08.09.2022	Department of Commerce CA (SF) celebrated ONAM a Intra Department function	73 Girls students
29.09.2022	Department of Commerce (SF) and Rotary Club of Virudhunagar Doctorates jointly organised a Guest Lecture Programme on "Road to a Healthy Heart" for our students to celebrate World Heart Day and create awareness among the students.	27 Girls students
14.10.2022	Department of Commerce (SF), Department of Commerce and Old Girls Association jointly organised "Cancer Awareness for Women", in association with the Department of Medical Oncology, Madurai Medical College, Madurai.	228 (B.Com. & B.Com (SF) Girl Students)
03.11.2022	Department of Information Technology Women Wing organised Workshop on "Hand Embroidery on Clothes"	31 (Girl students)
11.11.2022	Department of Commerce (SF), VHNSNC Alumni Association in collaboration with Indian Medical Association, Virudhunagar District Branch jointly organised Awareness Programme on "Breast Cancer for Women", (In Commemoration of National Cancer Awareness Day)	60 Staffs
30.12.2022	Department of Information Technology - Women Wing organised Workshop on "Wall Decoration Using Paper"	27 Girls students
09.01.2023	Department of Management Studies organised One Day Workshop on "சித்திரம் பேசு"	32 Girls students
07.02.2023	Department of Commerce (SF), Department of Microbiology and VHNSNC Alumni Association in collaboration with Thyrocare Medical Laboratory, Virudhunagar organised Medical Health Camp for staff members and public	9 staff members, 19 public
07.02.2023	Department of Commerce CA (SF) organised Skill Development Program I on "Jewellery Making"	50 girls students
08.02.2023	Department of Mathematics organised a Employment Opportunity Programme - Workshop on "Herbal Facial pack"	78 Girl students
09.02.2023 to 16.02.2023	Department of Information Technology Women Wing celebrated Women's Day	30 Girls students
10.02.2023	Department of Computer Applications - Snowgirls unit organised Skill Development Program on "Craft Using Glitter Sheet"	40 Girls students

**Old Girls' Association Activities**

S. No.	Date	Programme	No. of Girls participants
1.	01.10.2022	Alumni-fantasy 2022	3000
2.	02.02.2023	Acupuncture Camp	29
3.	11.11.2022	Awareness and importance of eye donation	82
4.	11.11.2022	Awareness and importance of blood donation	74
5.	11.11.2022	Awareness programme on "breast cancer for women"	52
6.	27.07.2022	Blood donation	8
7.	10.01.2023	Medical check-up camp for faculties	-----
8.	02.02.2023	Acupuncture camp	29
9.	08.02.2023	Training Programme on Step in Jump Out	52
10.	08.03.2023	International Women's Day Celebration	1700

National Cadet Corps - Girls Activities – 2022-2023

S.No.	Date	Name of the Cadet/No. of Cadets	Activity
1.	25.05.2022 - 03.06.2022	S. Jesmine Selva Mary and J. Gifty Nancy	“TSC IUC selection”, NTA Idayapatti, Madurai.
2.	08.06.2022	19 girl cadets	“Cycle Rally” conducted by 28 TN BN NCC in Virudhunagar.
3.	21.06.2022	15 girl cadets	“International Yoga Day” held at VHNSN College, Virudhunagar.
4.	28.06.2022	10 girl cadets	“RDC - IUC selection camp” conducted by 28 TN BN at VHNSN College Virudhunagar
5.	15.07.2022 to 24.07.2022	S. Siva Priya	“RDC IUC camp” held at NTA Idayapatti, Madurai
6.	18.07.2022	S. Jesmine Selva Mary and M. Bhuvaneshw	“OC interview for SSB super 30 capsule” at NCC GP Headquarters, Madurai.
7.	26.07.2022	S.Jesmine Selva Mary and S. Sivapriya	“SSB super 30 capsule interview” at NCC GP Headquarters, Madurai.
8.	15.08.2022	16 girl cadets	“Independence Day March Past” to give the guard of honour for the National flag held at VHNSN College, Virudhunagar.
9.	19.10.2022	A. Alagu Nivethitha and J. Gifty Nancy	“Blood Donation Camp" held at VHNSN College Virudhunagar.
10.	11.11.2022- 18.11.2022	S. Jesmine Selva Mary	“SSB super 30 camp” Organised by Trichy Group.

**Extension Activity by NSS Girls Units**

S. No.	Date	Particulars	Topic	No. of Girls participants	Venue
1.	01-04-2022	NSS Volunteers Prepared Handmade thread Jewellery and Accessories	Handmade thread Jewellery and Artworks	20	KVS Exhibition, Virudhunagar
2.	04-09-2022	Awareness Trekking	Environment Awareness trekking to Moovaraivendran	40	Trekking to Cave Temple, Moovaraivendran
3.	13-12-2022	Massive Awareness Programme on Crime against Women and Children	Participated in Massive Awareness Programme on Crime against Women and Children	30	District Collector's Office, Virudhunagar

NSS Girls Unit Activities

S. No.	Date	Particulars	Topic	No. of Girls participants
1.	01-04-2022	Planted Saplings In Restroom inside college	Tree plantation	25
2.	23-04-2022	NSS Volunteers Celebrated Earth Day 2022	Tree plantation on celebrating Earth Day 2022	8
3.	26-04-2022	Guest Lecture programme	Guest Lecture on "Awareness on Cyber Crimes against women"	250
4.	12-05-2022	NSS Day Competitions	Wall Painting Elocution Essay Competition Skit	70
5.	19-05-2022	Guest Lecture on Yoga for Health on celebrating International Yoga Day	Yoga for Health	100
6.	17-05-2022	Training programme on Cake Baking	Training programme on Cake Baking	35
8.	26-07-2022	Awareness Programme	Breast Cancer Awareness Programme	250
9.	15-08-2022	Independence Day Celebration	Independence Day Celebration and Parade	90
10.	22-10-2022	NSS Stall in College Bazaar to make the Girls entrepreneur	NSS Stall in College Bazaar In College Campus for 2 days	20



VIRUDHUNAGAR HINDU NADARS' SENTHIKUMARA NADAR COLLEGE

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11.	25-09-2022 to 04-10-2022	Golu Pooja Celebration in College Campus	Celebrated Golu Pooja in College for 9 Days of Navaratri	40
13.	22-12-2022	Training Class	Embroidery and Aari work Classes	64
14.	12-01-2023	Celebration of National Youth Day	Celebration of National Youth Day - Competitions Elocution, Slogan Writing, Drawing	30
15.	13-01-2023	Pongal Celebration in College Campus	Celebrated Pongal Festival in College Campus	30
16.	26-01-2023	Republic Day Celebration	Republic Day Celebration and Parade	90
17.	02-02-2023	Training Programme on Chocolate Making	Training Programme on Chocolate	40
18.	23-02-2023	NSS Day Competition	NSS Day Competition Conducted –Essay Writing, Elocution, Poster Making, Skit	40
20.	14-03-2023	Awareness Programme	Awareness Programme on Drug Abuse and Narcotics	100
21.	16-06-2023	One Day Camp on Campus Cleaning	One Day Camp on Campus Cleaning and Sapling Plantation	30



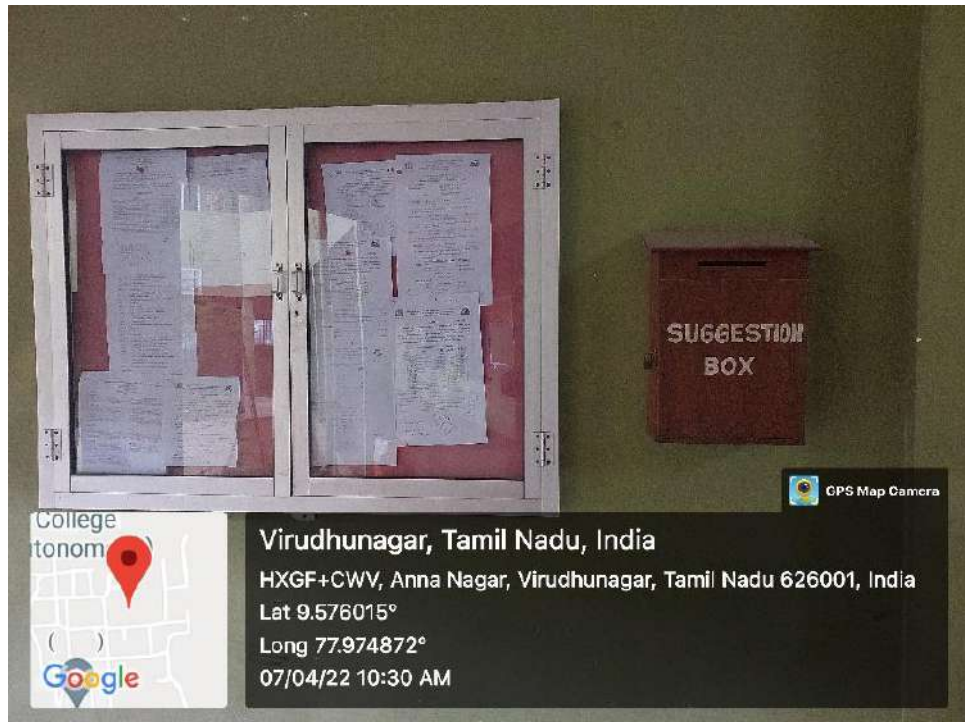
NCC Girls Unit collect the plastic around the campus



Facilities for women students provided within the college campus



Mineral water facility in each and every department and rest rooms for girls



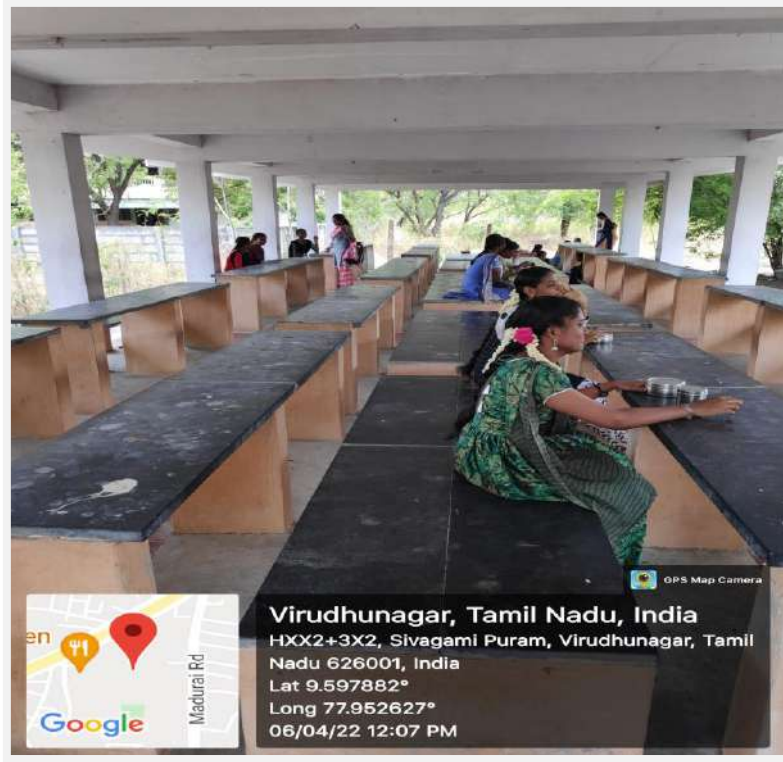
Complaint Box was set-up in the easy accessible location with phone nos. of Virudhunagar East Police station.



Automatic solar lights in the pathways within college campus and in the residential zones.



Emergency Doctor's service with ambulance contacts were posted in every department to ensure immediate medical facility.



Restroom facilities for the Girls students



Parking facilities for girls in the rest rooms for cycles.



Parking facilities for girls in the rest rooms for Two- wheelers.



Sufficient number of toilets were constructed and maintained



A separate quarantine room for any sickness is allocated with sufficient beds and first aid kit.



Sanitary pads vending machine and incineration units were installed.



Findings

- The overall enrollment of girl students during the year 2022-2023 is found to be 51% and the enrollment in PG aided is 72%.
- Women outnumbered men by 55% enrollment in research activity.
- In Aided and Self-Finance the strength of teaching faculty female were 26% and 28% respectively.
- The Non-Teaching staff strength corresponds to 25% and 17% in Aided and Self Finance Courses.
- The percentage of female in Autonomous bodies is 11% committees 22% and girl students in committees is 13%.
- Among the Ph.D. qualified teaching faculty, only 17% constitute women and guideship were notably 29%.
- Among the part-V courses there was 18% to 34% enrollment of women candidates.
- 30% of women were selected in campus interviews during the year 2022-2023.
- The girls hostel strength is 51% during the year 2022-2023.
- In Physical education 50% of girls were involved in various track, field, indoor and outdoor games.
- The institution ensures the safety and security of the Girls students and it was found that there was no grievances regarding ragging, sexual harassment and it is noted that proper gender equity is maintained in the institution.

Recommendations

- Measures can be taken to ensure gender equality by avoiding any type of prejudice towards any gender and close the gender gap.
- Short films, documentaries and street plays could be screened to create awareness about the importance of gender equality and gender sensitization. Since the college has a very high student and faculty strength. Who could make a difference in the society through their coordinated efforts.
- Gender specific committees for staff faculty and students may be established to cater to their varied needs.
- Arrangement of self-defense classes for girl students may be encouraged to empower the girl students.
- Legal literacy programs including lectures on rights of women may be arranged to benefit the students-both male & female.
- Formal and informal sessions may be held by experts to sensitize students about the need to co-exist with dignity and observe discipline.
- Common rooms facility may be created for women faculty.
- Sensitize stakeholders the need for cautious use of social media.
- Like Anti-Ragging phrases written everywhere in the campus, women helpline No.181 may be posted.



VIRUDHUNAGAR HINDU NADARS' SENTHIKUMARA NADAR COLLEGE

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Following are some of the measures that may be taken in order to sensitize the younger generation

- More workshops, Seminars and Conferences on gender issues.
- More and better restroom facilities with stress on cleanliness and maintenance.
- Interactive sessions and discussions on security of students within and outside campus.
- Active participation of all stakeholders in gender sensitization efforts.
- Creches for 1-3 years old children\Day care unit for children in the age group of 4 to 12 years. Even infant care unit can be provided keeping in mind the women faculty members of the college, both in the teaching and non-teaching sections as well as for married women students.

The journey towards ensuring gender equality and inclusivity in education is long and complex. It requires the concerted efforts of Educators, Students, Parents & Communities to work together to eradicate gender disparity in education.

M. Mercy Annapoorani

Mrs. Mercy Annapoorani



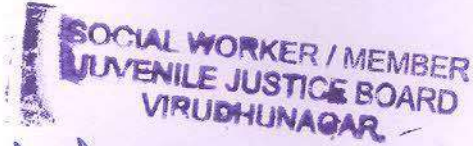
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Mrs. M. Jeyanthi

காவல் ஆய்வாளர்

**அனைத்து மகளிர் காவல் நிலையம்
விருதுநகர்.**

b. Jey Sundaramoorthy

Mrs. Jey Sundaramoorthy

R. Palaniappan

Dr. R. Palaniappan

FOR INNER WHEEL CLUB OF VIRUDHUNAGAR

PRESIDENT