

10 REDUCED INEQUALITIES



Dhanalakshmi Srinivasan University (DSU) is unwavering in its commitment to Sustainable Development Goal 10 - Reduced Inequalities. The university acknowledges the criticality of addressing disparities in all its forms and is dedicated to fostering an environment where justice, inclusivity, and equal opportunities are the norm. DSU is confident that collective efforts, guided by individuals with shared values, can contribute significantly to achieving SDG-10 by 2030. This report details the university's efforts in mitigating inequalities, focusing on recruitment, employee welfare initiatives, and measures promoting diversity and inclusion.

Recruitment: DSU adheres to a well-defined HR policy document, developed with contributions from various stakeholders. The recruitment process is held biannually, ensuring transparency and equal opportunities for all applicants. The screening process is standardized, eliminating discrimination based on gender, caste, religion, or age. Employees are chosen based on stringent screening, with an emphasis on their technical skills and dedication to improving the quality of education.

Employee Welfare Measures: Teaching Faculty: Contributions towards provident fund, maternity leave policy for faculty members, support for conference participation and project presentations, incentives for funded projects and sci/scie indexed journals, revenue sharing in consultancy projects reimbursement of nptel exam fees transport facilities for consultancy assignments admission benefits for faculty's children ambulance facility support for Ph.D. Pursuits, Vacation benefits staff sports, OD & TA, and DA, provision of meals at no cost to grade 4 employees. Pay fixation: the pay scale for chosen candidates is determined by the selection committee, ensuring equitable compensation based on qualifications and experience. Additional increments are awarded for exceptional performance, research contributions, and other achievements, promoting a merit-based approach.

Diversity and Inclusion Programs: DSU has put in place programs to foster diversity and inclusion among students, faculty, and staff. Scholarships and support mechanisms are available for underrepresented groups. Training programs and awareness campaigns aid in creating an inclusive campus atmosphere.

Research and Innovation: DSU is actively involved in research that addresses inequalities, including disparities in healthcare, gender inequality, and income inequality. Research activities contribute to understanding and mitigating societal issues related to inequality. But these are still at nascent stage since the University itself is at a nascent stage starting its operations in the year 2021.



Ramps for physically challenged.

Community

Engagement: DSU partners with local organizations to tackle regional disparities. The university provides expertise, resources, and outreach programs that promote inclusivity and access to education in the local community.

Sustainable Practices: DSU is committed to sustainable practices, including energy-efficient buildings and environmentally responsible practices. These efforts indirectly

contribute to reducing inequalities by promoting a healthier and more sustainable future for everyone.

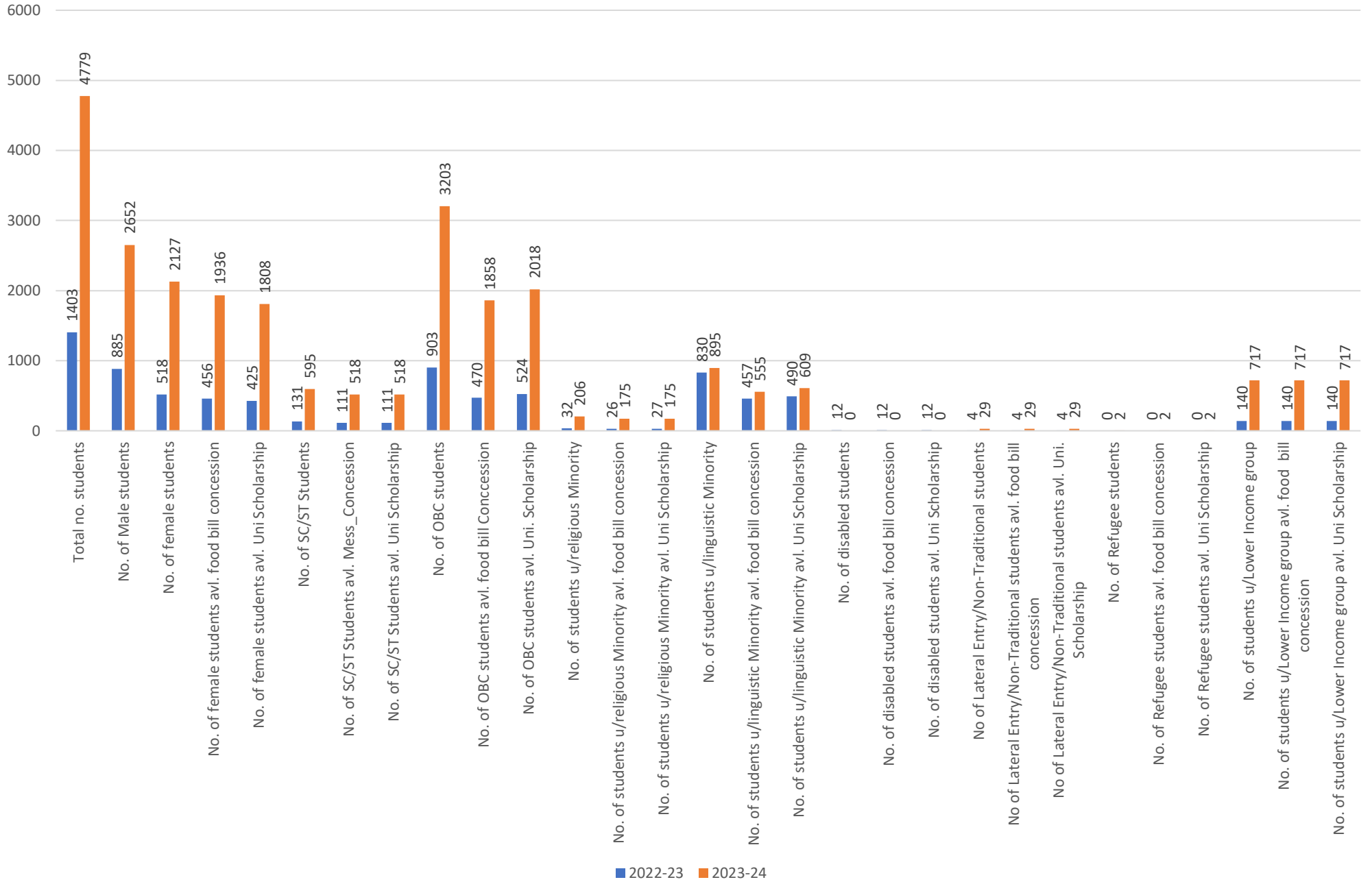


Disabled-Friendly Barrier-Free Environment:

DSU is dedicated to creating a conducive environment for differently-abled students. Policies and measures include equal opportunities, admission without discrimination, necessary support, monitoring progress, utilization of capacity, a barrier-free campus, assistance in placement opportunities, and infrastructural facilities to ensure accessibility.

Dhanalakshmi Srinivasan University continues to stand firm in its commitment to Sustainable Development Goal 10 - Reduced Inequalities. By implementing inclusive recruitment practices, offering comprehensive employee welfare measures, promoting diversity, engaging with the community, and actively participating in research and sustainable practices, DSU is contributing to the creation of a more equitable and just society. **"Annexure SDG-10"** lists out all the activities that were carried out by DSU relevant to SDG 10 directly and/or indirectly.

Student Demography & Financial Aid



Annexure-SDG-10

Date of Event	Name of Event/Training Program	Organizing School
26-07-2022	Introduction to Blockchain: An Algorand Perspective	SET
15-09-2022	Fresher's Day - 22	SET
16-09-2022 - 30-09-2022	Student Induction Program for First Year (2022 Batch B.Tech)	SET
31-10-2022	National Unity Day	SET
02-11-22	Invited Lecture on creativity and mindscape	SET
18-11-2022	National Education Day	SET
14-11-2022	Children's Day Celebration	SET
18.11.2022	New Beginnings - Cultural Program	SET
22-11-2022	Workshop on Entrepreneurship and Innovation as Career opportunity	SET
24-11-2022	My Story (Innovator / Entrepreneur)	SET
28-12-2022	Inauguration of Debate Club and Special Lecture on Personality Development	SET
28-1-2023	Innovation & Entrepreneurship	SET
10-3-2023	Gender Sensitization Program	SET
06-05-2023	IIT Madras Incubation Cell at IIT-M Research Park, Chennai	SET
17-05-2023	Zoom meeting with Kadiri University, Indonesia	SET
02-06-2023	Field Trip to National Institute of Food Technology, Entrepreneurship and Management, Thanjavur (NIFTEM-T)	SET
09-06-2023	Invited lecture: "Importance of Soft Skills in Work Environment"	SET
24-06-2023	Debate Introductory session	SET
26-06-2023	Debate Club Activity on "Drug addicts:Do they need help or punishment"	SET
30-06-2023	Debate Club Activity on "Happiness is more important than success"	SET
06-07-2023	Debate Club Activity on "Movies Representation of society"	SET
13-07-2023	Debate Club Activity on "Does Technology Connect us or Isolate us?"	SET
26-07-2023	IDEATHON-2023	SET
02-08-2023	A Session on "Achieving Value Proposition & Business Fit"	SET
15-09-2023	National Engineers Day-2023	SET
11-09-2023 to 31-09-2023	Student Induction Program for First Year (2023 Batch B.Tech)	SET
26-9-2023	Value added course on "Basic Life Support"	SET
27-10-2023	A workshop on "Role of Cognitive skills in language Learning"	SET
01-11-2023	Invited Lecture Series - Critical Thinking and Situationship in the Workplace	SET
09-11-2022	National Education Day celebration	SAS
03-03-2023	Gender sensitization program	SAS
31.07.2023	Workshop on "Angel investment/ Venture Capital funding opportunities for early stage entrepreneurs"	SAS
	Guest lecture on "Accleration, Incubation opportunities for early stage entrepreneurs"	SAS
13-10-2023 and 14-10-2023	DST-SERB sponsored National Seminar titled"Exploring The Global Potential Of Millets:FoodSecurity,Health&Sustainability"	SAS
04-02-2023	Faculty Development Programme (FDP) on "Engage and Encourage"	AHS
08-02-2023	Lecture on "Counselling Programme"	AHS

21-02-2023 & 23-02-2023	Training and Placement Programme on Awareness in future	AHS
07-03-2023 to 09-03-2023	International Women's Day'2023 – Awareness on Anemia to girl students	AHS
17-08-2023	“Anti-Ragging Awareness Week” from 12th to 18th August 2023 at DSU, Samayapuram, Trichy. The Anti-ragging Poster Presentation entitled “No 2 Ragging - Ragging free Campus” was organized by the Science Club – “Brainiac’s”, Under the Aegis of Students’ Affairs Cell.	AHS
24-08-2023	Onam festival	AHS
10-10-2023	An awareness programme on “World Mental Health Day”	AHS
14-07-2022	Second Institutional Ethics Committee Meeting	SMCH
09-09-2022 & 10-09-2022	Molpath Fest'22	SMCH
21-09-2022	Youth Red Cross	SMCH
7-12-2023 to 9-12-2023	Revised Basic Course Workshop	SMCH
25-02-2023	National Science Day	SMCH
08-03-2023	International Womens Day	SMCH
16-03-2023	NMC 3rd Batch - 2nd Renewal	SMCH
21-03-2023	IEC- Third Meeting	SMCH
24-03-2023	NMC 3rd Batch - 2nd Renewal	SMCH
13-05-2023	Guest Lecture - World Hypertension Day	SMCH
20-06-2023	Pharmacy Inspection	SMCH
21-06-2023	International Day of Yoga	SMCH
01-07-2023	Doctors Day	SMCH
07-07-2023	Tree Planting - Department of Community Medicine	SMCH
14-07-2023	Continous Medical Education on "Changing Paradigms in Paediatric Genetic Synfromes - Management Challenges"	SMCH
14-07-2023	Guest Lecture on "Molecular Biology"	SMCH
15-07-2023	World youth skills Day	SMCH
22-07-2023	Continous Medical Education on "Seizures - Suppresion or cure? Modern Concepts"	SMCH
29-07-2023	World Hepatitis Day	SMCH
01-08-2023 to 07-08-2023	World Breastfeeding Week	SMCH
02-08-2023	Continous Medical Education	SMCH
23-08-2023	Guest Lecture -Voluntary Body Donation	SMCH
01-09-2023 to 07-09-2023	Nutrition Week	SMCH
19-09-2023 to 2-09-2023	Pharmacovigilance Week Celebration - "Boosting Public Confidenc in Pharmacovigilance"	SMCH
22-092023	Continous Medical Education - Obesity and Metabolic Syndrome	SMCH
23-092023	Continous Medical Education - World Deafness Week	SMCH
03-10-2023	Training Program	SMCH
04-10-2023	White Coat Ceremony	SMCH
12-10-2023	World Sight Day 2023	SMCH
17-0-2023 to 19-10-2023	Hemovigilance	SMCH
07-03-2023	A workshop on "Business Model Canvas"	SOM

25-01-2023	Voter's day	SOP
28-02-2023	Science day	SOP
08-03-2023	Womens day	SOP
13-05-2023	School club inaguration	SOP
03-06-2023	Swissball workshop	SOP
31-07-2023	Happy wings	SOP
08-09-2023	World physiotherapy day	SOP
09-09-2023	Revival 23	SOP
17-09-2023	Patients safety day	SOP
21-09-2023	World alzheimer's day	SOP
06-10-2023	Awareness program for the world cerebral palsy day	SOP
10-10-2023	Mental health day	SOP
23.11.2022	Inagural function School of Law	SOL
24.11.2022	Induction Program	SOL
26.11.2022	National Law Day	SOL
30.11.2022	Historical visit- Thanjavur	SOL
12.12.2022	Human rights day	SOL
02.02.2023	Historical visit - Kallanai	SOL
07.02.2023	Inagural function - IPR law club	SOL
08.02.2023	Court visit	SOL
08.03.2023	Womens day celebration	SOL
16.03.2023	Guest lecture on women rights and women's harassment in work places	SOL
20.03.2023	Guest lecture on influence of social institution in sociology	SOL
26.04.2023	World intellectual property day	SOL
04.05.2023	Labour day reforms	SOL
09.06.2023	Historical visit to madurai	SOL
23.06.2023	Violence against women	SOL
12.07.2023 to 14.07.2023	Denovo moot court competition	SOL
31.07.2023	Anti ragging & violation against women	SOL
26.10.2023	Legal aid camp	SOL



DHANALAKSHMI SRINIVASAN UNIVERSITY

Samayapuram, Tiruchirappalli, Tamil Nadu – 621 112

Distribution of Student Population Under Different Category

Details	2022-23	2023-24	Total/Cumulative
Total number of Students	1403	4779	6182
Percentage of Students under SC/ST Category	9.33%	12.45%	10.89%
Percentage of Students under Other Backward Class Category	64.36%	67.02%	65.69%
Percentage of students under religion minority category	2.28%	4.31%	3.30%
Percentage of students under linguistic minority category	59.15	18.72	38.94%
Percentage of students with disability	0.83%	-	0.42%
Percentage of lateral entry students (non-traditional)	0.28%	0.60%	0.44%
Percentage of students who are refugee	-	0.04%	0.02%
Percentage of low-income students	10%	15%	12.50%
Percentage of Female students	36.92%	44.50%	40.71%
Percentage of First graduate students	60%	65%	62.5%
Percentage of Female First graduate students	19%	27%	23%

Classification in the above table is made based on Tamil Nadu Government rules:

The Tamil Nadu State Commission constituted for safeguarding the interests of Scheduled caste/ Scheduled Tribes, Other Backward Class, Religious and Linguistic Minorities in Tamil Nadu by setting up the act in 1988 and 1989.

The Tamil Nadu State Government notified the Scheduled caste/ Scheduled Tribes, Other Backward Class, Religious and Linguistic Minorities as follows

- ❖ Persons belonging to the most economically and socio-culturally disadvantaged groups in India are the Scheduled Castes (SCs) and Scheduled Tribes (STs).
- ❖ The Other Backward Class is a collective term used by the Government of India to classify castes which are educationally or socially backward. It is one of several official classifications of the population of India, along with General castes, Scheduled Castes, and Scheduled Tribes (SCs and STs).
- ❖ Persons belonging to the communities of Christian, Muslim, Sikh, Buddhist, Parsi and Jain are considered as "Religious Minority".
- ❖ Persons belonging to the Minority communities who are natives of Tamil Nadu and having Telugu, Urdu, Kannada, Malayalam, Sourashtra and Marathi as their mother tongue as "Linguistic Minorities".

Website Link: <https://www.tn.gov.in/documents/deptname>



DHANALAKSHMI SRINIVASAN UNIVERSITY

Samayapuram, Tiruchirappalli, Tamil Nadu – 621 112

Distribution of Student Population Under Different Category Availing Concession in Mess/Food Bill

Details	2022-23	2023-24	Total/Cumulative
Total number of Students	1403	4779	6182
Percentage of female students availing concession in bill	88%	91%	89.5%
Percentage of Students under SC/ST Category availing concession in mess bill	85 %	87%	86%
Percentage of Students under Other Backward Class Category availing concession in mess bill	52%	58%	55%
Percentage of students under religion minority category availing concession in mess bill	80%	85%	82.5%
Percentage of students under linguistic minority category availing concession in mess bill	55%	62%	58.5%
Percentage of students with disability availing concession in mess bill	100%	100%	100%
Percentage of lateral entry students (non-traditional) availing concession in mess bill	100%	100%	100%
Percentage of students who are refugee availing concession in mess bill	0%	100%	100%
Percentage of low-income students availing concession in mess bill	100%	100%	100%

Total amount waived off from the mess bill during 2022-23 : ₹ 71,51,600/- (\$ 85859.96)
(Exchange rate: ₹ 1.00 = \$ 0.012 on 10-11-2023)

Percentage concession mentioned in the table above is calculated as follows:

Example:

$$\text{Percentage of Students under OBC Category availing concession in mess bill} = \frac{\text{Number of Students under OBC category availing mess concession}}{\text{Total number of students under OBC Category}}$$



DHANALAKSHMI SRINIVASAN UNIVERSITY

Samayapuram, Tiruchirappalli, Tamil Nadu – 621 112

Distribution of Student Population Under Different Category Availing University Scholarship

Details	2022-23	2023-24	Total/Cumulative
Total number of Students	1403	4779	6182
Percentage of female students availing University Scholarship	82%	85%	83.5
Percentage of Students under SC/ST Category availing University Scholarship	85%	87%	86%
Percentage of Students under Other Backward Class Category Availing University Scholarship	58%	63%	60.5%
Percentage of students under religion minority category availing University Scholarship	83%	85%	84%
Percentage of students under linguistic minority category availing University Scholarship	59%	68%	63.5%
Percentage of students with disability availing University Scholarship	100%	100%	100%
Percentage of lateral entry students (non-traditional) availing University Scholarship	100%	100%	100%
Percentage of students who are refugee availing University Scholarship	0	100%	100%
Percentage of low-income students availing University Scholarship	100%	100%	100%

Total amount of scholarship paid to the students 2022-23	₹ 18966253/- (\$ 227703.14)
(Exchange rate: ₹ 1.00 = \$ 0.012 on 10-11-2023)	

Percentage scholarship mentioned in the table above is calculated as follows:

Example:

$$\text{Percentage of Students under OBC Category availing University Scholar} = \frac{\text{Number of Students under OBC category availing University Scholar}}{\text{Total number of students under OBC Category}}$$