5 GENDER EQUALITY

Dhanalakshmi Srinivasan University (DSU) remains steadfast in its dedication to Sustainable Development Goal 5 - Gender Equality. The principles of gender equality and women's empowerment are fundamental to the university's vision of fostering an inclusive and vibrant educational community. DSU acknowledges the transformative potential of education and is committed to creating an environment where everyone, regardless of gender, is granted equal rights, equitable opportunities, and equal treatment. This report presents the university's initiatives that align with SDG 5, showcasing its commitment to cultivating a fair and equitable society through education.

Outreach Programmes: DSU is actively involved in outreach programmes, with a specific focus on high school girls. The objective is to motivate and inspire them to seek higher education, especially in fields traditionally dominated by men such as Science, Technology, Engineering, and Mathematics (STEM) disciplines. These endeavours help to dismantle gender stereotypes and encourage diversity in educational pursuits. DSU has applied for adopting five villages namely, Thiruvellarai, Sanamangalam, Sirugudi, Sirupathur and Perakambi to the Administrative headquarters of Trichy District. DSU has already started doing community-oriented activities at Thiruvellarai and Sanamangalam.

Scholarships and Financial Support: DSU recognizes the significance of removing financial obstacles to education. The university provides a variety of scholarships, financial aid programs, designed to assist female students. These initiatives ensure that financial limitations do not impede their quest for higher education, thereby promoting equal opportunities for all. **Counseling and Mentorship**: DSU acknowledges the distinct challenges encountered by female students and offers specialized counseling and mentorship programs. These initiatives provide a secure space for female students to discuss academic and personal issues, fostering a supportive environment that contributes to their overall well-being and academic achievement.

Networking and Leadership Development: DSU regularly organizes events, workshops, and seminars that focus on gender-related issues. These platforms offer networking and mentorship opportunities for women in academia, empowering them to assume leadership roles. The university is dedicated to fostering a culture where women can flourish and make significant contributions to their respective fields.

Gender-Inclusive Facilities: DSU has taken steps to ensure that campus facilities, including restrooms and dormitories, are

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Awareness program on Gender Issues in Workplace conducted on by ICC-DSU

inclusive and accessible to all genders. This commitment to gender inclusivity extends to creating an environment where all individuals feel respected and valued.

Safety Measures: DSU has put in place robust protocols to address and prevent any form of harassment or discrimination on campus. The Internal Complaints Committee led by Dr. Tamizhselvi, Assosciate Professor of English and team, plays a crucial role in maintaining a safe environment for all. Awareness programs for teaching and non-teaching staff further advocate for human rights, women's rights, and tackle issues related to sexual harassment.

Future Plans: DSU envisages a future where gender equality is further ingrained within the academic community. The university intends to broaden outreach and support programmes, motivating more female students to seek higher education. Intensifying efforts to encourage gender diversity in STEM disciplines, augmenting mentorship opportunities, and backing research projects that address gender-related issues are top priorities.

Awareness for Teaching and Non-teaching Staff Members of the School of Engineering and Technology, DSU on 05.09.2023

Equitable Representation in Administrative Positions and Committees: DSU is proud to report equitable representation of female/queer staff and students in various administrative positions at all levels and in various committees. The university actively promotes diversity in decision-making bodies, ensuring that women contribute to shaping policies and practices that impact the entire academic community.

Dhanalakshmi Srinivasan University continues to stand firm in its commitment to promoting gender equality and empowering women within the academic community. Through a comprehensive approach that includes outreach, financial support, counselling, networking, and safety measures, DSU aims to establish an inclusive environment where individuals of all genders can prosper. The university's future plans highlight its commitment to ongoing improvement and progress towards a sustainable, equitable, and gender-inclusive educational landscape. DSU serves as a beacon for gender equality in higher education, contributing to the achievement of Sustainable Development Goal 5.

Signboard encouraging gender equality.

"Annexure SDG-5" lists out various events and programmes organized and activities carried out by DSU pertinent to SDG-**5**.

Annexure SDG-5

Date of Event	Name of Event	Organizing School
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
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 / Enterpreneur)	SET
28-12-2022	Inauguration of Debate Club and Special Lecture on Personality Development	SET
27-2-2023	Pandemic and Corporative Communication	SET
28-1-2023	Innovation & Entrepreneurship	SET
10-3-2023	Gender Sensitization Program	SET
09-06-2023	Invited lecture: "Importance of Soft Skills in Work Environment"	SET
10-06-2023	One day Workshop on Intellectual property rights, start-up and innovation	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
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

Date	Event	Institution
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**
25-02-2023	National Science Day – Science Expo 2K23	**AHS**
07-03-2023 to 09-03-2023	International Women's Day'2023 – Awareness on Anemia to girl students	**AHS**
13-04-2023	"Environmental Day"	**AHS**
11-05-2023	National Technology Day 2023, the theme 'School to Startups-Igniting Young Minds to Innovate' ideas	**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**
10-10-2023	An awareness programme on "World Mental Health Day"	**AHS**
01-07-2022	National Doctors Day	**SMCH**
14-07-2022	Second Institutional Ethics Committee Meeting	**SMCH**
28-07-2022	Community Awareness Program	**SMCH**
08-09-2022	MOU (Between DSU and PlasmaartResto Pvt. Ltd) - Research Projects in Regenerative Medicine and Tissue Engineering	**SMCH**
09-09-2022 & 10-09-2022	Molpath Fest'22	**SMCH**
14-09-2022	National Nutrition Week - 2022	**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**
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**
15-07-2023	World youth skills Day	**SMCH**
20-07-2023	Blood Donation Camp	**SMCH**
22-07-2023	Continous Medical Education on "Seizures - Suppresion or cure? Modern Concepts"	**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**
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**
09-09-2023	Revival 23	**SOP**
17-09-2023	Patients safety 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**
16.02.2023	Placement and training session	**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**
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

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

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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:

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

Distribution of Student Population Under Different Category

	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%

*** Acceptance ratio is around 4:3.6

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

Proportion of female students pursuing STEM programmes where they usually underrepresented.

S. No.	Programme	Year of Admission	No. of female students	No. of male students	Total no. of students	% of female students enrolled
1	School of Engineering and Technology	2022-23	163	644	807	20.19
2	School of Physiotherapy (BPT)	2022-23	28	21	49	68.29
3	School of Nursing	2022-23	83	13	96	86.45
4	School of Allied Health Sciences	2022-23	154	72	226	68.14
5	School of Management	2022-23	13	20	33	39.39
6	School of Law	2022-23	44	65	109	40.36
7	School of Agricultural Sciences	2022-23	50	33	83	60.24
1	School of Engineering and Technology	2023-24	655	1521	2176	30.10
2	School of Physiotherapy (BPT)	2023-24	139	79	218	63.76
3	School of Nursing	2023-24	204	51	255	80
4	School of Allied Health Sciences	2023-24	643	404	1047	61.41
5	School of Management	2023-24	70	111	181	38.67
6	School of Law	2023-24	147	210	357	41.17
7	School of Agricultural Sciences	2023-24	156	150	306	50.98
8	School of Pharmacy	2023-24	107	113	220	48.63
9	School of Architecture	2023-24	-	4	4	00

Distribution of Employee Population Under Different Category
(Academic)

S. No.	Details	2023-24
1.	Total number of Academic Staff	331
2.	Number of Female Academic Staff	175
3.	Number of Senior Academic Staff	120
4.	Number of Female Senior Academic Staff	45
5.	Number of Academic Staff under SC/ST Category	43
6.	Number of Senior Academic Staff under SC/ST Category	21
7.	Number of Academic Staff under Other Backward Class Category	223
8.	Number of Senior Academic Staff under Other Backward Class Category	70
9.	Number of Academic Staff under religion minority category	54
10.	Number of Senior Academic Staff under religion minority category	7
11.	Number of Academic Staff under linguistic minority category	38
12.	Number of Senior Academic Staff under linguistic minority category	20
13.	Number of Academic Staff with disability	0
14.	Number of Senior Academic Staff with disability	0
15.	Number of Academic Staff who are refugee	0
16.	Number of Senior Academic Staff who are refugee	0

Distribution of Employee Population Under Different Category
(Non-Academic or Non-Teaching)

S. No.	Details	2023-24
1.	Total number of Non-Academic Staff	377
2.	Number of Non-Academic Staff under SC/ST Category	139
3.	Number of Senior Non-Academic Staff under SC/ST Category	55
4.	Number of Non-Academic Staff under Other Backward Class Category	229
5.	Number of Senior Non-Academic Staff under Other Backward Class Category	165
6.	Number of Non-Academic Staff under religion minority category	60
7.	Number of Non Academic Senior Staff under religion minority category	15
8.	Number of Non-Academic Staff under linguistic minority category	10
9.	Number of Senior Non-Academic Staff under linguistic minority category	5
10.	Number of Non-Academic Staff with disability	0
11.	Number of Senior Non-Academic Staff with disability	0
12.	Number of Senior Non-Academic Staff who are refugee	0
13.	Number of Senior Non-Academic Staff who are refugee	0