



Hindustan College of Arts & Science

Padur, Chennai – 603 103

7.1.1. Gender Equity and Sensitization in Curricular and Co-curricular Activities in HCAS

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1. Introduction

The term 'gender equity' has sometimes been used in a way that perpetuates stereotypes about women's role in society, suggesting that women should be treated 'fairly' in accordance with the roles that they carry out. The concept of gender equity refers to "fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities" (International Labour Organization [ILO], 2000). Gender equity ensures opportunities are not limited on the basis of gender. It corrects for gender biases so that economic outcomes improve for everyone.

2. Gender Equity and Sensitization in HCAS

When we talk about opportunity, we're talking about ensuring opportunity is not limited simply on the basis of gender. We are talking about correcting for gender biases so that economic outcomes improve for all. Before we see gender equity in HCAS, we would like to observe current scenario in the world:

- Men are promoted at 30% higher rates than women during their early career stages
- 90% of women leave the workforce because of other workplace problems (rather than having a child)
- Women are paid 79 cents on the dollar of their male colleagues (that drops drastically to 39 cents for the top 2% of wage earners in the U.S.)
- In a study of 21,980 firms from 91 countries, just over 50% of firms didn't have any female executives (only 11% of firms had all female executives)
- 50% women in STEM fields will eventually leave because of hostile work environments

In HCAS, under the leadership of Dr. Susan Marthandan, Director of HCAS has a keen vision of eradicating gender biases in the college campus in the both teaching and non-teaching staff members. So, she provides importance for women candidates and recruits plenty of women candidates both in teaching and non-teaching employees. Hence, all the women employees faces no problem of heavy work load, sexual harassment, getting low salary while comparing with men employees and other environmental factors etc. Moreover, she felt that women employees could bring lot of changes in the promotion of excellence in institution growth, so she recruited women candidates as Dean for all the five schools [i.e. School of Humanities, School of Business Studies, School of Sciences, School of Media Studies and School of Computational Studies] in the institution. Hence, the institution is achieving good percentage of results every academic year and moreover many students are achieving university rank in each and every academic year. While the institute hikes the salary periodically, there is no bias between men and women in both teaching and non-teaching employees.

3. Hostel Facilities for Girl Students

Our college is providing excellent hostel facilities separately for girl students who are coming from distance places or other districts from all over Tamil Nadu and for students who are joining from other states also. The hostel premises are having well furnished both Air-conditioned & Non- Air-conditioned rooms that are included Cot, Mattress and Pillows, Chairs, Fan and good lighting facilities etc.

The hostel premises is also having a good dining hall, which has the following facilities such as Metal Table & Chair, Drinking water facility, and TV etc.

4. Counselling Program for Students

Our college is providing counselling for both the gender of students and women students are more vulnerable to get affected by personal, family and social issues etc. Due to these factors they may perceive or develop many problems such as adjustment issues with classmates, peer pressure, poor performance in academic activity, anxiety, depression and health issues etc. For all these issues, our institute has taken initiative to provide counseling to the students and for which in-charge given to Ms. Vinu Vincent who is Assistant Professor in the Department of Social Work as Counsellor at HCAS. So she delivers suitable effective counselling approaches and techniques in dealing with girl students in terms of addressing and resolving the problems of the students. In addition to this, she conducted many programs on Mental Health Issues and Challenges and how the students could overcome it such as suicide prevention, de-addiction and other associated mental health problems etc.



Counselling Session with Student

5. Girl students' participation in Student Council [SC]

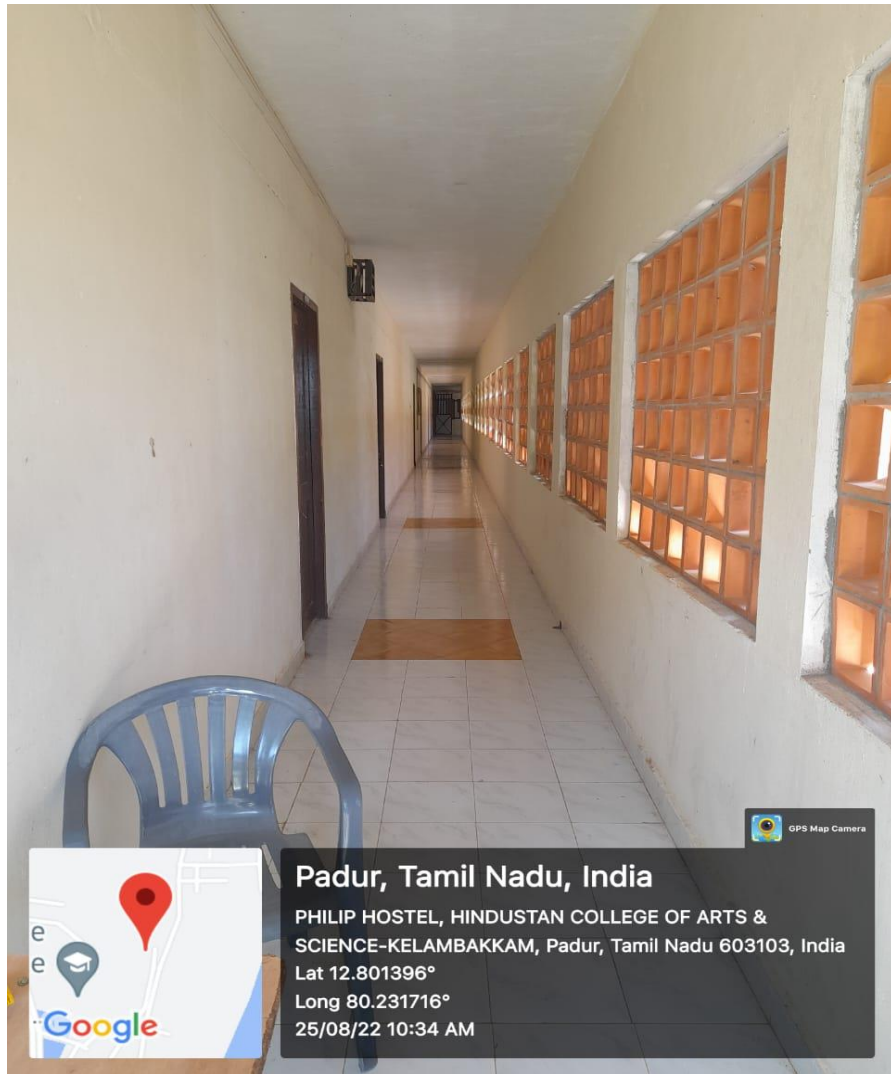
Student Council is mainly functions for dealing with students' affairs in terms of resolving academic issues, racking, sexual harassment, and other grievances associated with faculty representatives, Principal and Management so on. For this the members election would be conducted in every year and many girls students are equally involve in it. Many girl students are elected by the students in our college. The following students were representative in Student Council at HCAS;

S. No.	Name of the student	Designation/Position
1	Jovitha	Joint Secretary
2	Evangeline Rajakumari	Cultural Secretary
3	Praveena	Cultural Secretary

6. Program Celebrations at HCAS

Moreover, the institution conducts various programs for eradicating gender bias and motivating women employees periodically. The institute is also conducting various programs for female students on Health and Hygiene. The following programs conducted in the institution for the academic year of 2020-2021;

S. No.	Name of the program	Date	Resource person
1	International Women's Day	8 th March, 2022	
2	Commemoration of International Girl Child Day	11 th October, 2021	Dr. Ibrahim Sabry Ahmed & Ms. Elizabeth Pakalomattom
3	Gender Equality for Social Change	21 st October, 2021	Ms. P. Sudha, Dr. Archana Dassi & Dr.K. Sathiyamurthi



Padur, Tamil Nadu, India

PHILIP HOSTEL, HINDUSTAN COLLEGE OF ARTS & SCIENCE-KELAMBAKKAM, Padur, Tamil Nadu 603103, India

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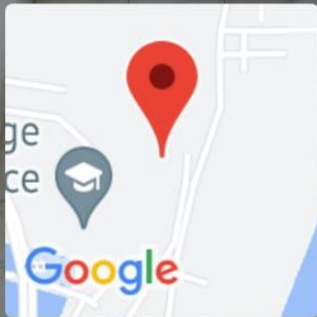
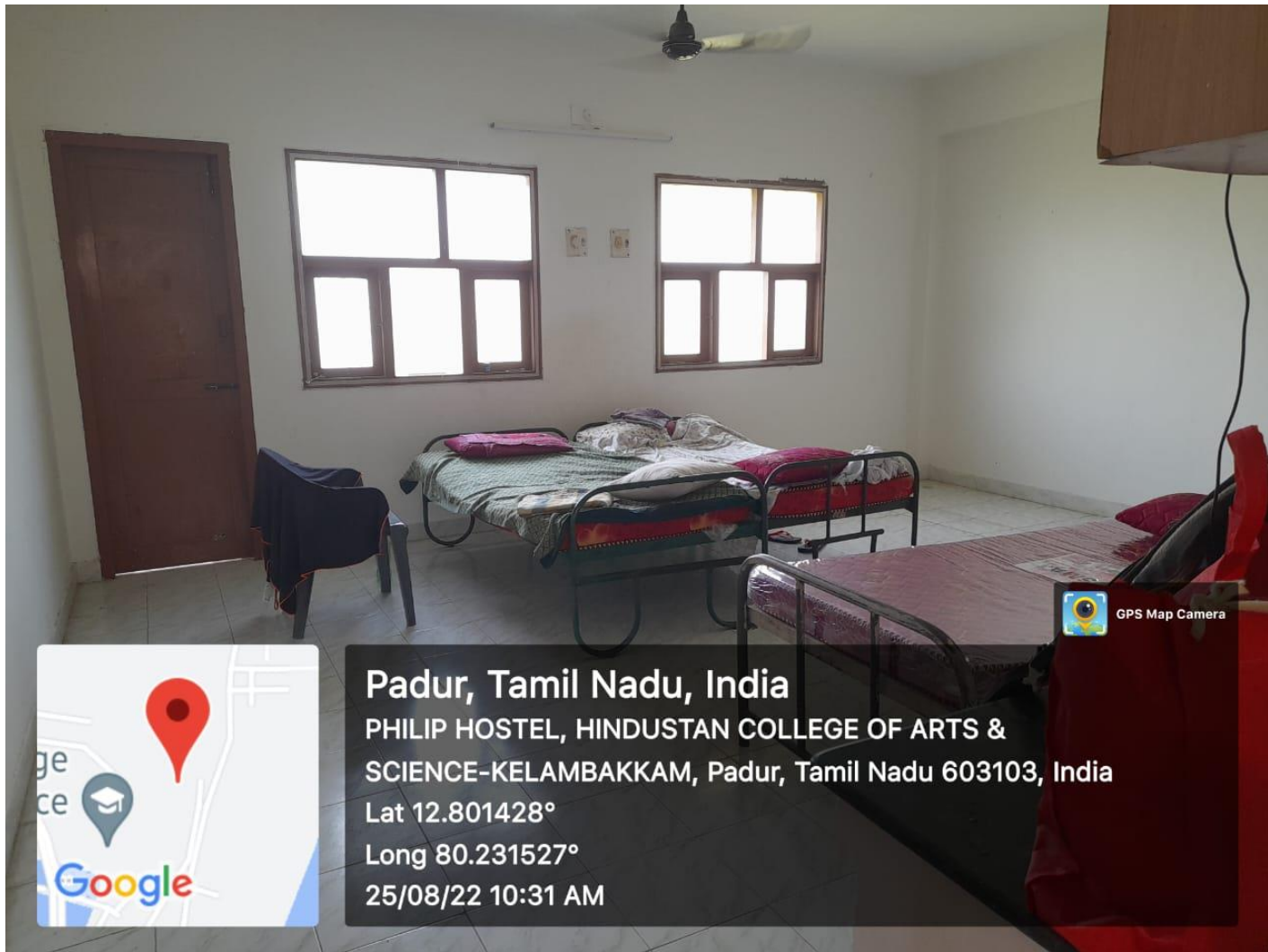
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Philip Women's Hostel – Verandah

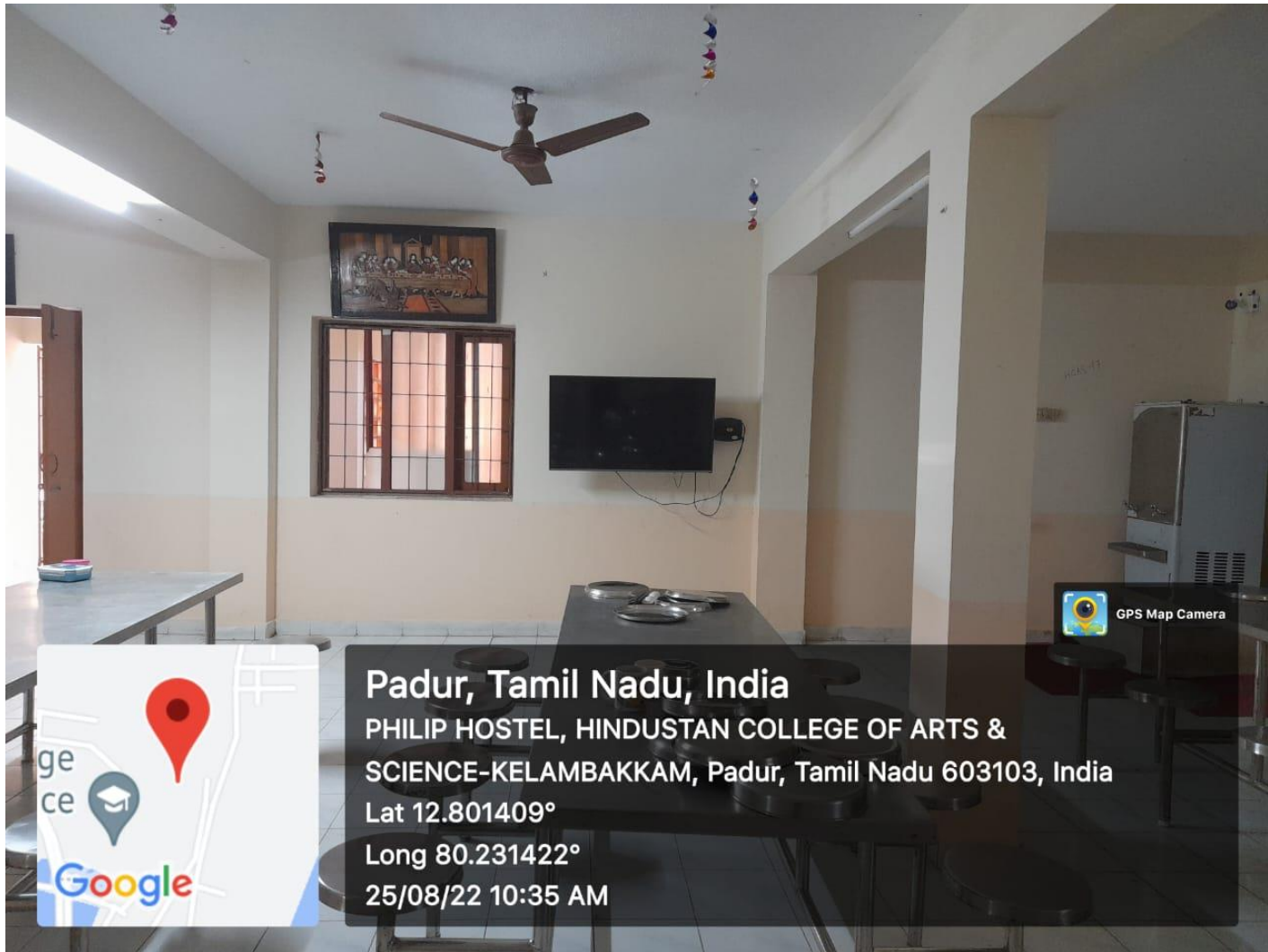


Philip Women's Hostel Room

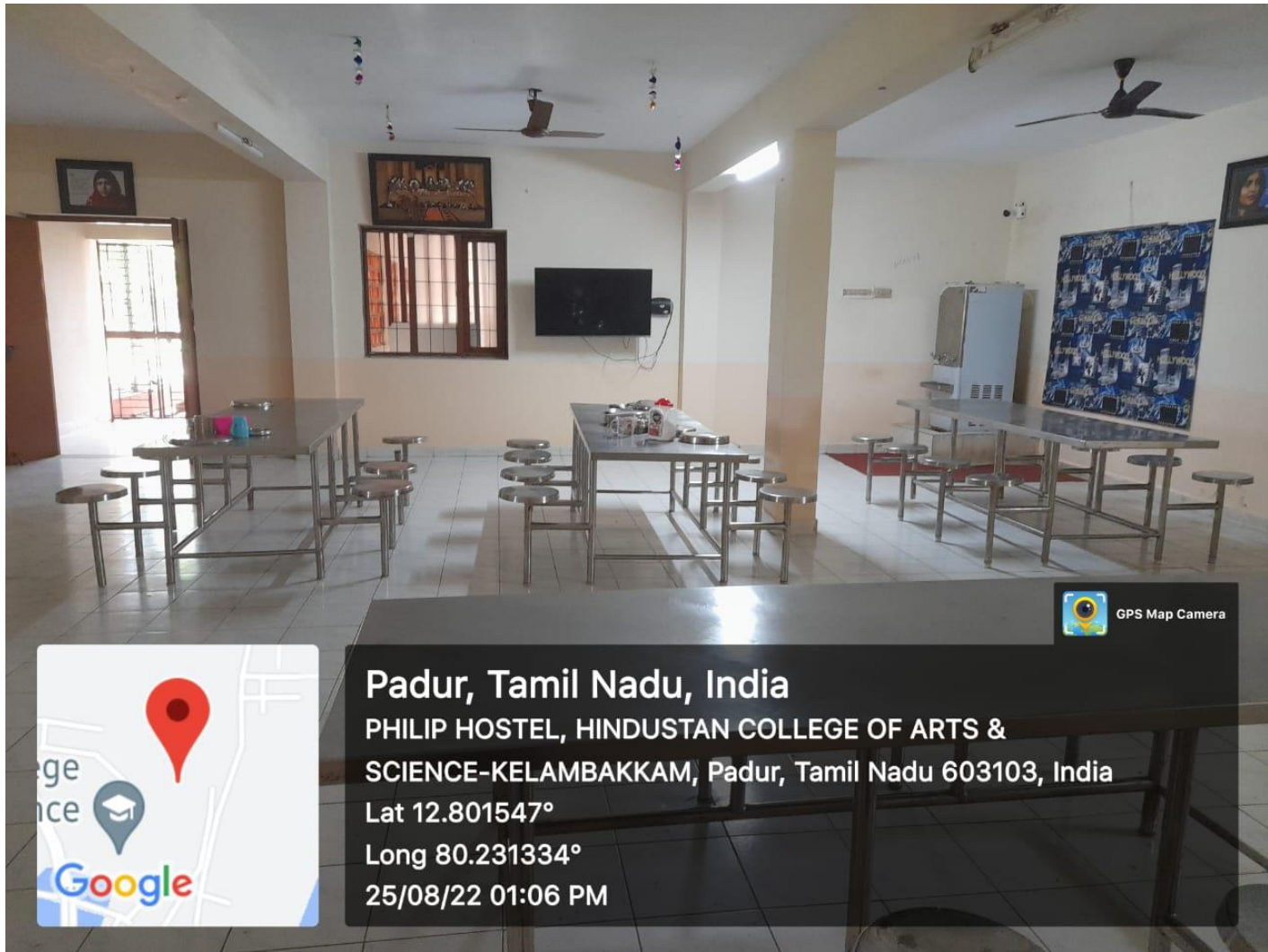


Padur, Tamil Nadu, India
PHILIP HOSTEL, HINDUSTAN COLLEGE OF ARTS &
SCIENCE-KELAMBAKKAM, Padur, Tamil Nadu 603103, India
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Philip Women's Hostel Room



Philip Women's Hostel Dining Hall



Philip Women's Hostel Dining Hall



Philip Women's Hostel Dining Hall