



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. 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

2. 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.

3. 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

4. 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

4	Geetha	Sports Secretary
5	Hemalakshmi	Sports Secretary
6	Narmadha	NSS Secretary
7	Aathira	Placement Secretary

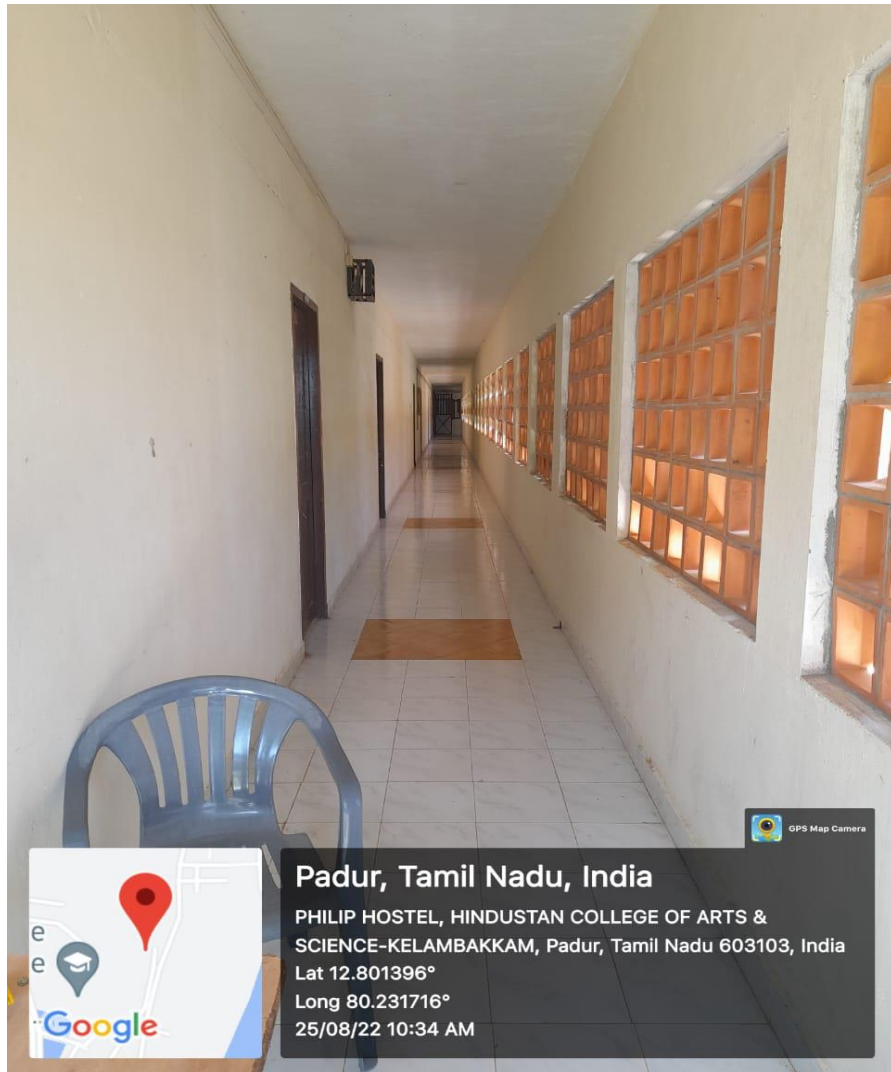


Girl students involved in Student Council at HCAS

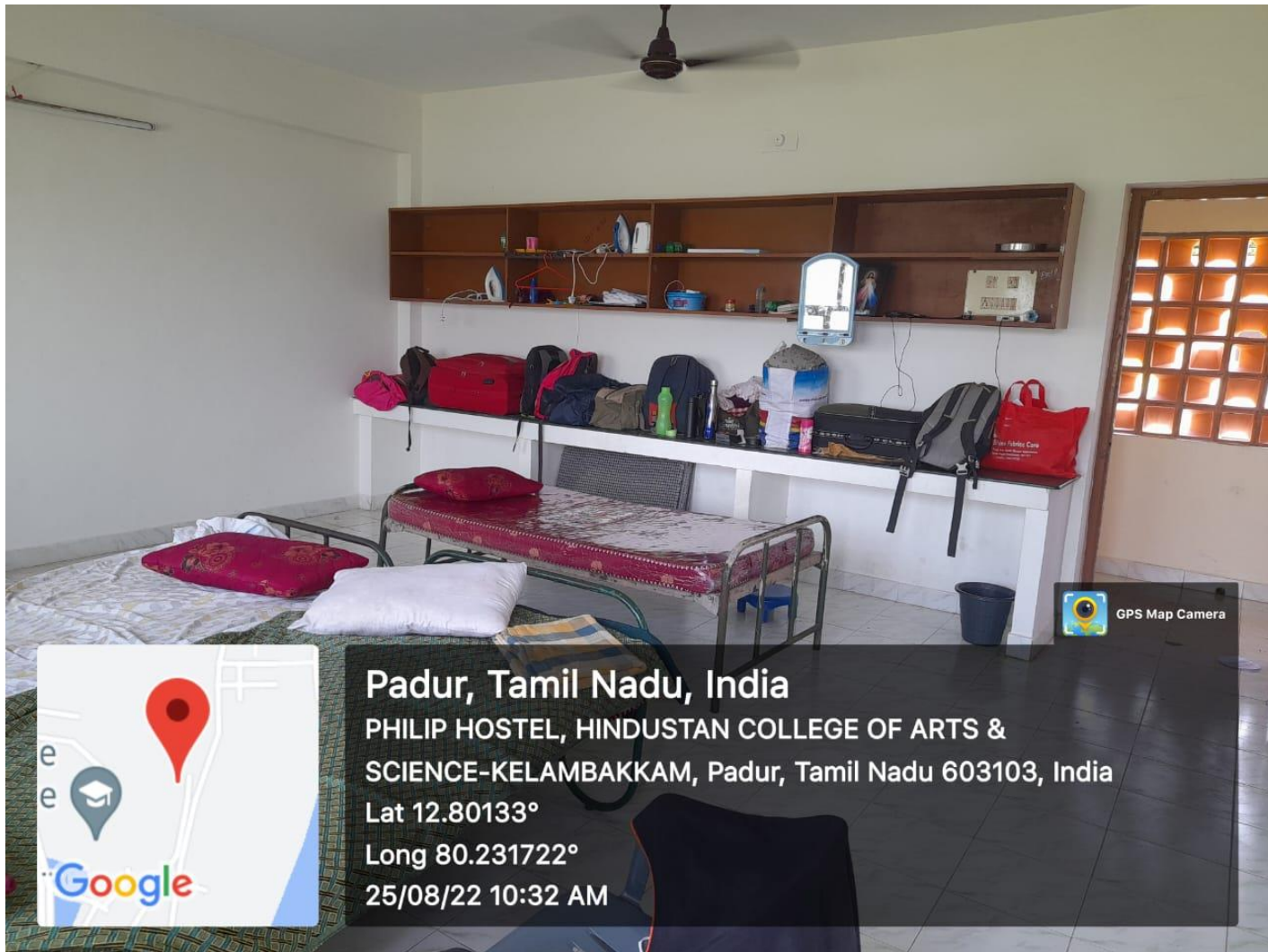
5. Program Celebrations at HCAS

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;

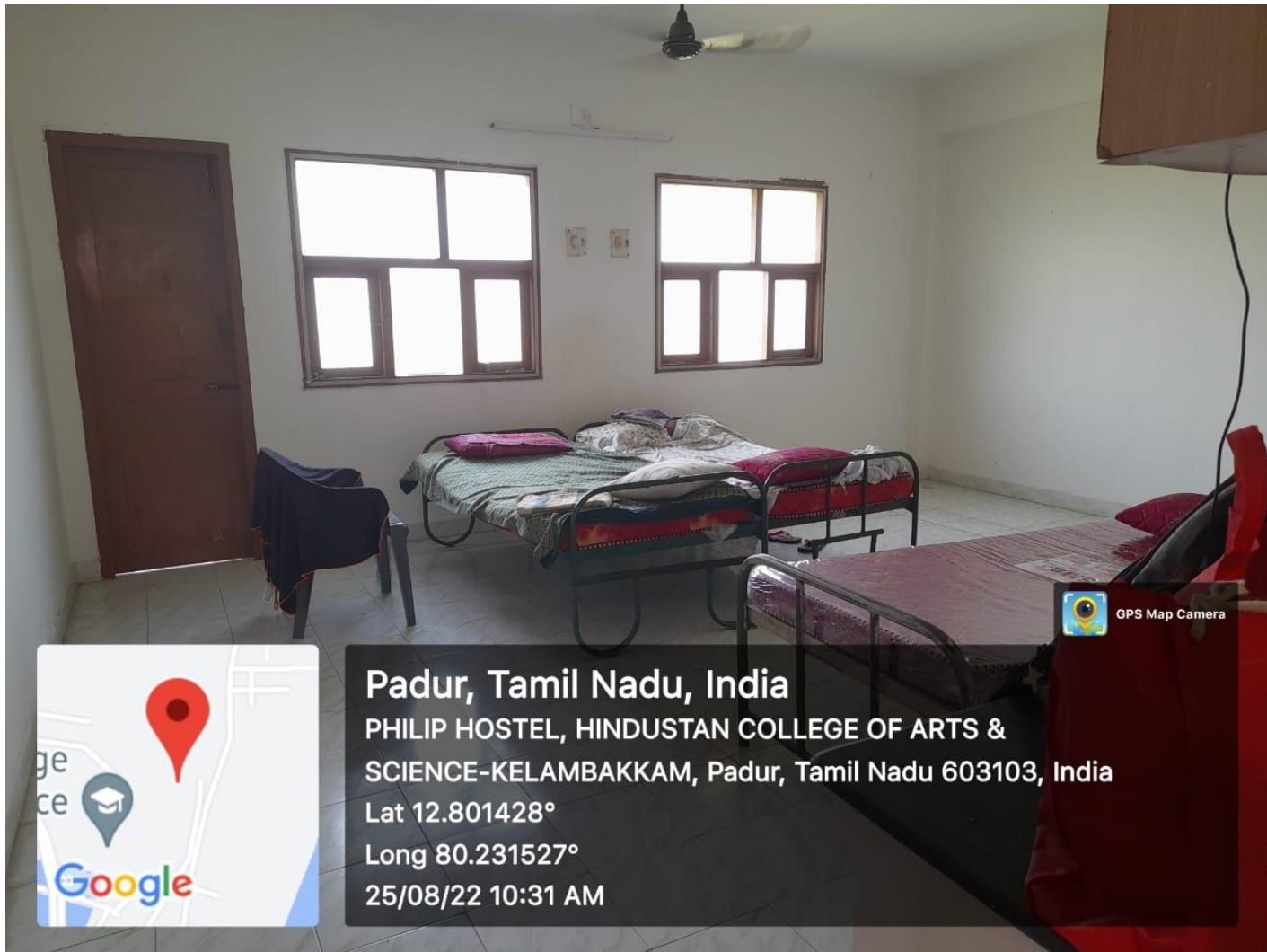
S. No.	Name of the program	Date
1	International Women's Day	8 th March, 2022
2	Commemoration of International Girl Child Day	11 th October, 2021
3	Gender Equality for Social Change	21 st October, 2021



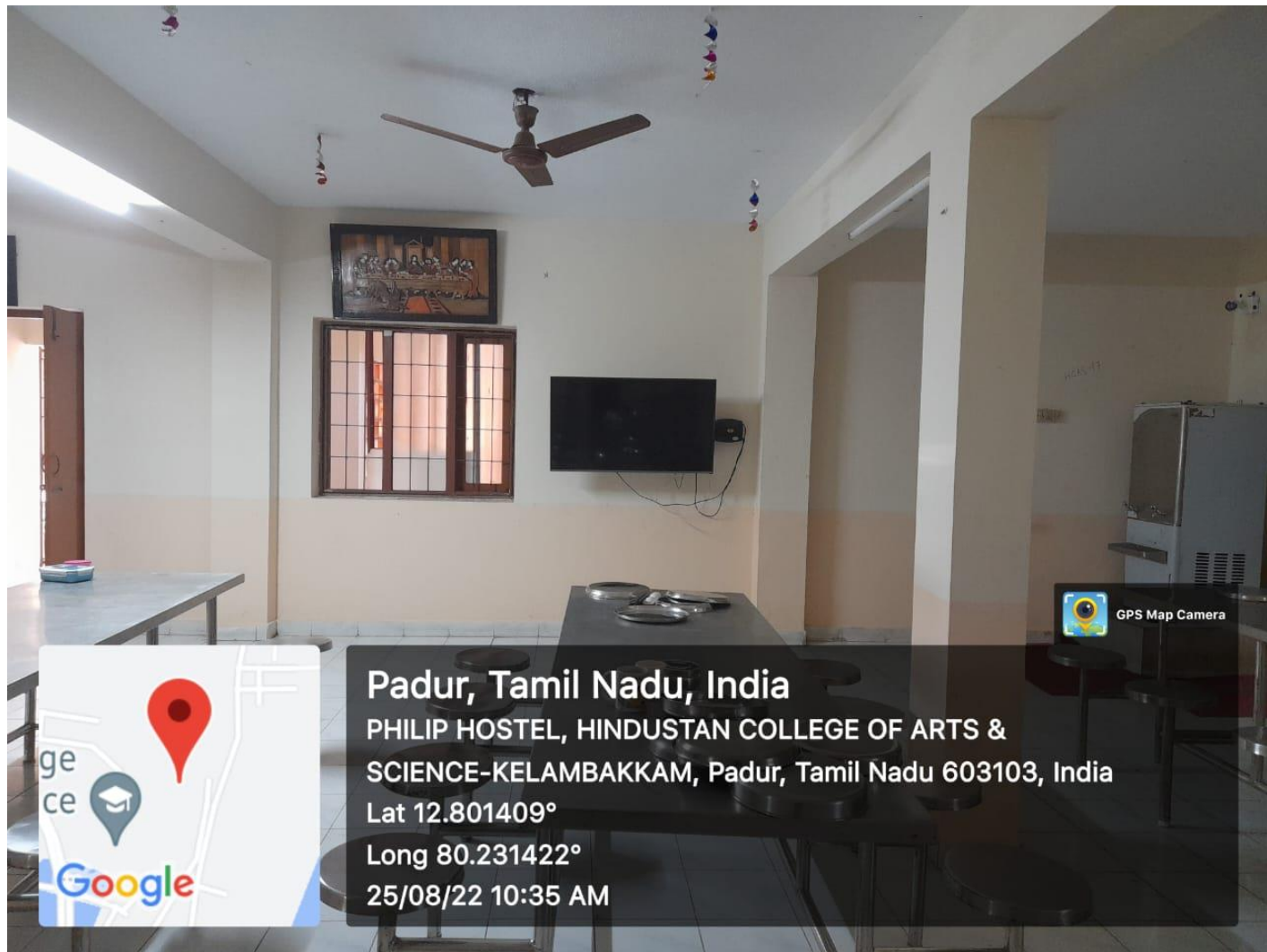
Philip Women's Hostel – Verandah



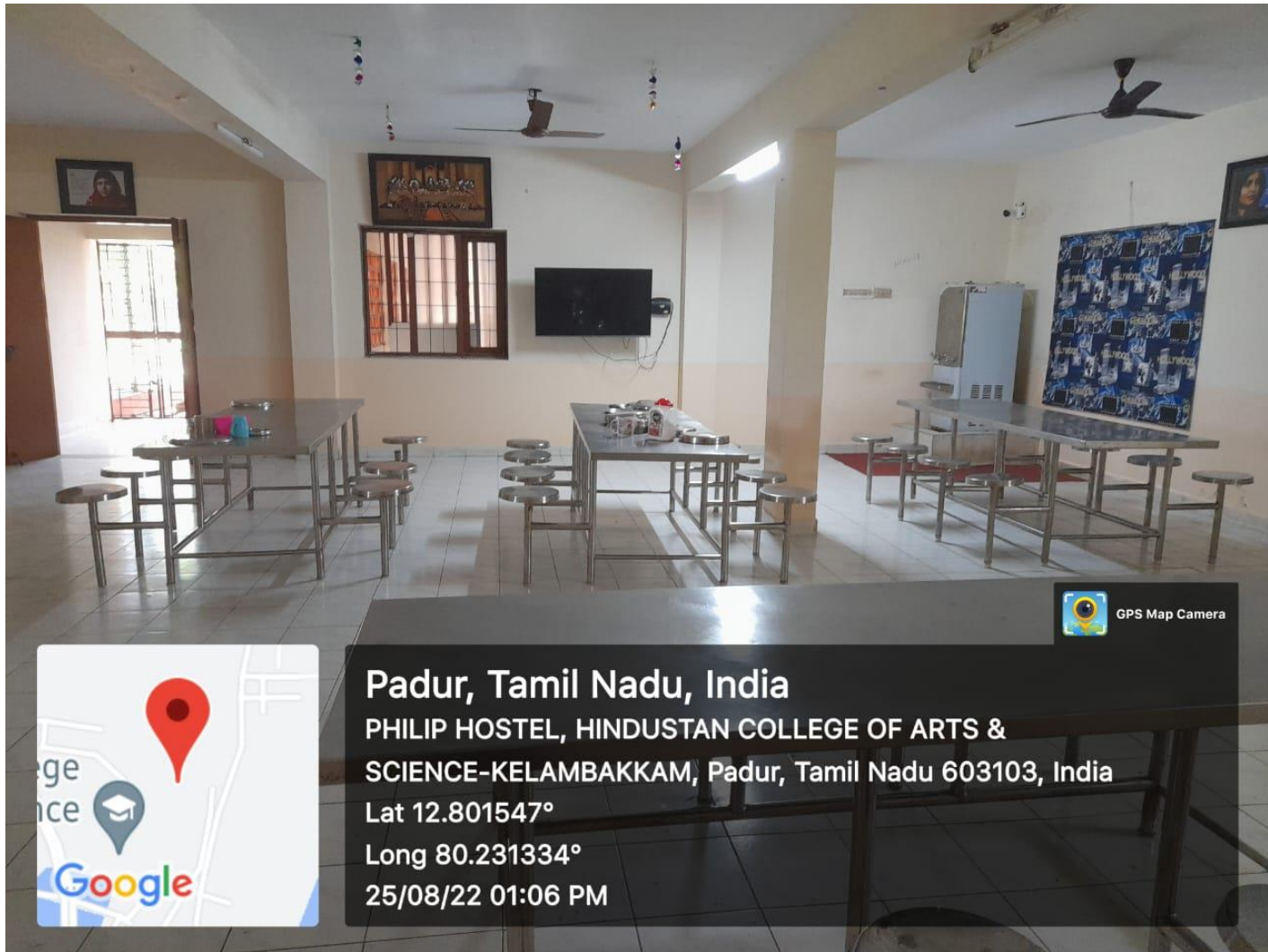
Philip Women's Hostel Room



Philip Women's Hostel Room



Philip Women's Hostel Dining Hall



Philip Women's Hostel Dining Hall



Philip Women's Hostel Dining Hall