

Measures initiated by the Institution for the promotion of gender equity during the last five years.

In conformity with GOAL-5 (Gender Equity) of UN Sustainable Development Goals Srinivas University has taken steps to educate, empower, and employ girls. Due representation for Women in University Governing bodies is provided with 4 women on the Board of Governors, 2 women on the Board of Management, 5 women in the Academic Council, 1 woman on the Finance Committee, and 5 women in the Research and Innovation Council, respectively. About 4 Institutes are led by lady deans. Among the working and student population, over 54 % of employees and 50 % of students are women. A comprehensive Gender Equity Policy is adopted by the University. 'Gender Sensitisation Cell' has constituted to frame the annual gender sensitisation action plan and put it into action. University is Certified with 'Perfect Workplace for Women' from AIR & CL:

1. Embedded Curriculum: The Board of Studies approved subjects on Gender Equity, School and Society, Health and Physical Education, Nutrition & Wellness as few among 195 value-added subjects for UG.

2. Safety and Security: Self-defense training is offered to girls. Security Personnel is deployed with 24 hours CC Camera Surveillance on campuses. Emergency numbers are displayed at the entrance. An annual fire mock drill is organized. Campus clinic with lady assistant, play area for kids and first aid facility is available. Subsidized health care, ESI facility, and lady staff are deployed to accompany girls during the night on medical emergencies. A complaint box is installed on each floor. A full-time Counsellor is deployed. Workshops on Cyber Safety are conducted. Safe commutation of girls in college buses.

3. Counselling and Mentoring: To nurture slow learners, institutional mentoring and counselling facility is provided.

4. Women Centric Facilities: Separate hostel, pure drinking water, canteen, girls' common rooms, wellness centre, lady physical instructor, ladies parking, locker facility, college buses, Srinivas University Entrance Test (SUET), lady wardens, counsellors, mentors, student welfare officer, regulatory bodies on Anti Ragging, Grievance Redressal and Harassment, digital library, uniform with University logo and identity card, WhatsApp Parents group for each class, girl student scholarship for BHM programme.

5. Atomic Research Centres on Gender Equity: Atomic Research Centre on Minority Studies is constituted to conduct research in the areas of inclusive growth, empowerment, transgender rights, gender equity, work-life balance, etc. Institute of Social Sciences has published 7 student research projects, 23 international journal articles, and 8 conference papers on gender issues. A book titled 'Women Empowerment for Inclusive Growth' by Pradeep M.D. was published by Stadium Press, New Delhi Publisher.

6. Gender Sensitization Programmes: International Women's Day is celebrated. National Youth Day is celebrated to manifest young minds to the ideologies of Swami

Vivekananda. “Daanutsav” by donating clothes, and groceries to the distressed. Old age home visits to sensitise on the problems of women. 7 unemployed girls are employed as Personal Support Work (PSW) at the Health Heal project, Bengaluru under the Industry-Academia Collaboration Centre. Several women sensitisation programmes are conducted.



Figure 7.1: Gender Equity Promotion by Srinivas University
