

MANNAR THIRUMALAI NAICKER COLLEGE

(AUTONOMOUS)

PASUMALAI, MADURAI – 625 004



GENDER AUDIT

2018-2023

VISION

- To mould the learners into accomplished individuals by providing them with a stimulus for social change through character, confidence and competence.

MISSION

- Enlightening the learners on the ethical and environmental issues
- Extending holistic training to shape the learners into committed and competent citizens
- Equipping them with soft skills for facing the competitive world
- Enriching their employability through career oriented courses
- Ensuring accessibility and opportunity to make education affordable to the underprivileged.

OBJECTIVES

- To inculcate strong core values among the learners
- To provide the learners with viable opportunities for bright future
- To optimise utilization of infrastructural resources and the academic ambience
- To engage the learners through periodical activities on self-confidence, communicative skills and personality development
- To impart ethical values such as honesty, morality, and accountability.

ABOUT THE INSTITUTION

The renowned 'Mannar Thirumalai Naicker College', Madurai has created a niche on the educational map of South India. It is a unique alma mater that has shaped a galaxy of eminent men and women shining in various realms of life in India and abroad. This educational epitome was established by the untiring efforts of the philanthropic organization, 'Tamilnadu Naidu MahajanaSangam', "under the patronage of like-minded patrons" in 1974 for the welfare, benefit and development of the educationally and economically backward Telugu speaking Naidu minority community. The College has been christened as of 'Mannar Thirumalai Naicker', the most notable king of this region of the ancient past who has left a rich legacy and heritage to the city of Madurai and whose dictum was "To rule is to serve". Undoubtedly, this dictum is being carried forward by the College for over a span of forty-eight years in nurturing the young minds.

The former Chief Minister of Tamil Nadu, Honorable Dr.KalaingarM.Karunanidhi inaugurated the College on 18 August, 1974 and the foundation for the College building was laid by Cavalier Mr.G.K.Devarajulu Naidu. The College which initially functioned at 'Shri Rama Vilas Mandapam' in Shenoy Nagar, Madurai, with 153 students and was shifted to its own sprawling premises in Pasumalai on 4 September,1979.It is befitting to bring to concern at this juncture that the Central Government allotted 24.52 acres of land adjoining the National Highway for the expansion of this College. Fortunately, the State Government allotted 7.31 acres of land for the development of the College.

However, the credit of initiating the allotment of land from the central and state governments goes to late Honorable K.Rajaram Naidu, Former Minister and the Speaker of the Tamil Nadu Assembly. With all the initiations, it became a bountiful privilege that the College has been included in the list of Colleges which have been affiliated permanently under section 2(f) and 12 (B) of the UGC Act, 1956 via appendix. Following the decorum, the College was upgraded to the status of imparting Graduate Programmes to the students from the academic year 1979-80 and it became the pioneering institution to open the doors of higher education to the women students in the city by providing them opportunities to pursue higher education along with their male counterparts. Foremost, the College has been rendering significant service to the society by fulfilling the aspirations of thousands of first generation learners and this enabled the Institution witness an exponential growth in the last four decades. Remarkably, the resolute efforts taken by the present Management of the college, nearly 3 lakh sq. feet of buildings were

built in a very short span of time for the academic and administrative benefit of the officials and the students. It is a phenomenal milestone in the growth of the College. The members of the Management along with the teaching and non- teaching staff members are wholeheartedly committed to the task of making the Institution, one of the most sought after Colleges in Madurai City. Nevertheless, the perseverance of the Management, the hard work of the members of the teaching and non-teaching staff with the cooperation of the students has paid rich dividends for a grand future.

GENDER AUDIT

PREAMBLE

A Gender Audit in educational institutions serves as both an organizational evaluation and a tool for action planning with a gender-focused approach. It involves a thorough assessment of an institution's capability to create a 'safe and secure' environment for the female students, faculty, and administrative staff members. Through a participatory audit process, it aims to pinpoint the strengths and areas requiring improvement in terms of integrating gender considerations, as well as achieving gender equity, in the institution's operations, systems, programmes, and activities. This process prompts stakeholders within the educational Institution to engage themselves in a dialogue and contemplate on the system's effectiveness regarding gender-related matters.

As outlined in an ILO Manifesto, gender auditing prompts Institutions to concentrate on various areas, including:

- Integrating gender considerations as a central aspect within the unit's objectives, programmes, and budget
- Assessing existing expertise and competence in gender-related matters
- Managing information and knowledge pertaining to gender issues
- Evaluating the systems and tools used for accountability, assessment and monitoring of gender equality
- Addressing staffing and human resource issues concerning gender balance, as well as implementing gender-friendly policies and
- Scrutinizing the impact of organizational culture on gender equality.

Mannar Thirumalai Naicker College, as an Institution, is dedicated to ensuring fairness and equal opportunities for all. It is also focused on providing high-quality education to all the students, regardless of their background. In pursuit of these objectives, the College decided to undergo a Gender Audit, which was conducted subsequently

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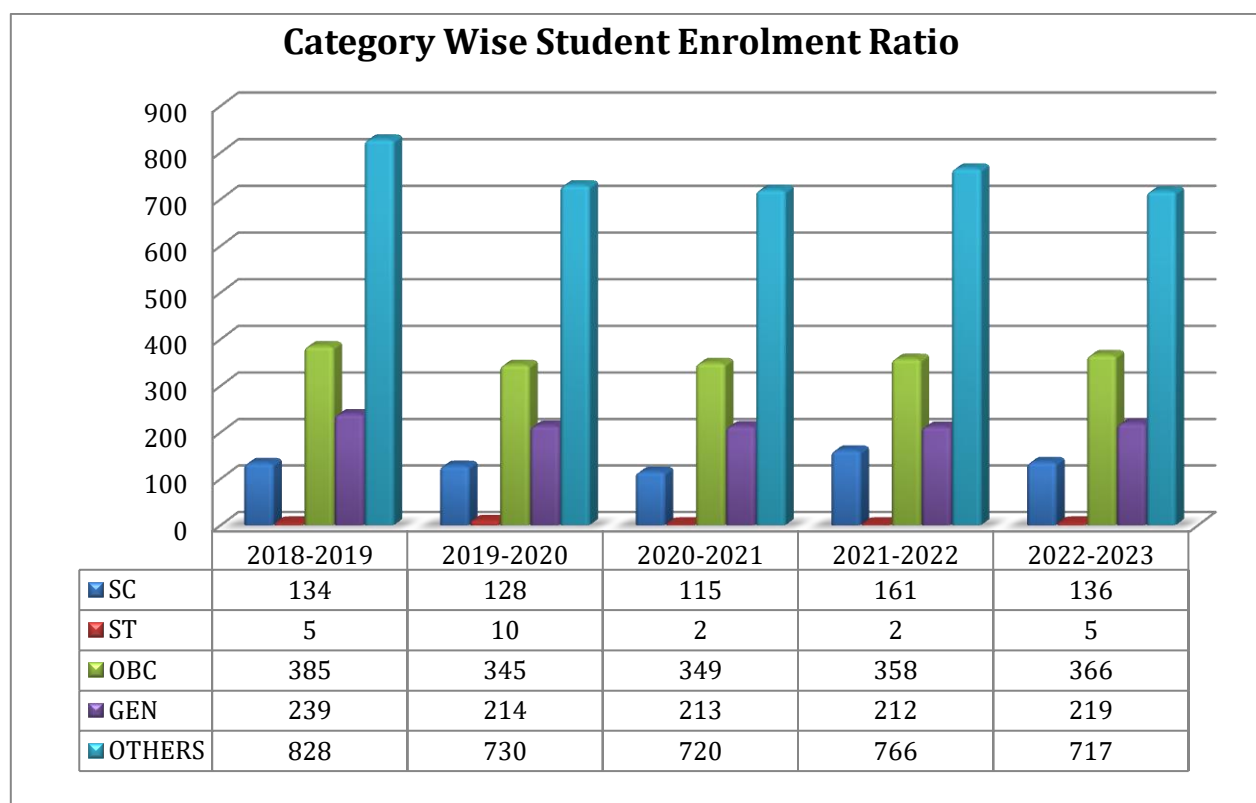
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1. CATEGORY WISE STUDENT ENROLMENT RATIO

Table 1: Category Wise Student Enrolment Ratio

Academic Year	SC	ST	OBC	GEN	OTHERS	Total
2018-2019	134	5	385	239	828	1591
2019-2020	128	10	345	214	730	1427
2020-2021	115	2	349	213	720	1399
2021-2022	161	2	358	212	766	1499
2022-2023	136	5	366	219	717	1443

Chart 1: Category Wise Student Enrolment Ratio



2. GENDER WISE STUDENT ENROLMENT RATIO

Table 2.1: Gender Wise graduate under Student Enrolment Ratio

Academic Year	Boys	Girls	Total
2018-2019	958	469	1427
2019-2020	822	466	1288
2020-2021	820	385	1205
2021-2022	909	376	1285
2022-2023	849	402	1251

Chart 2.1: Gender Wise graduate Under Student Enrolment Ratio

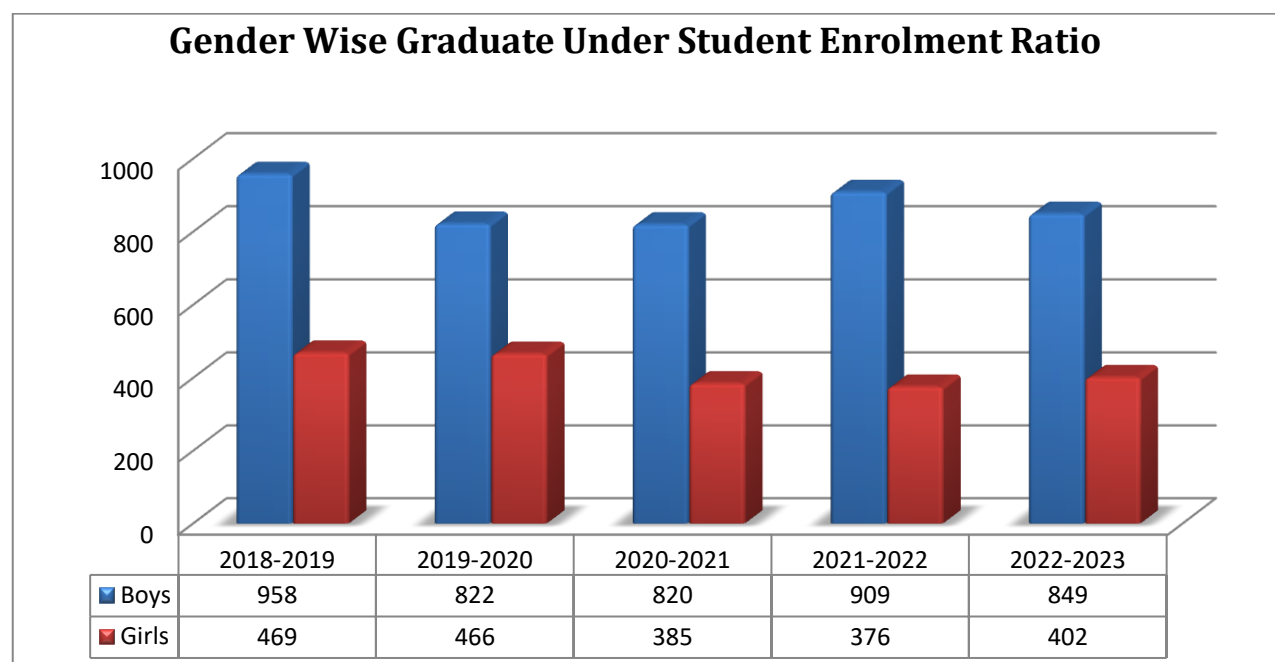
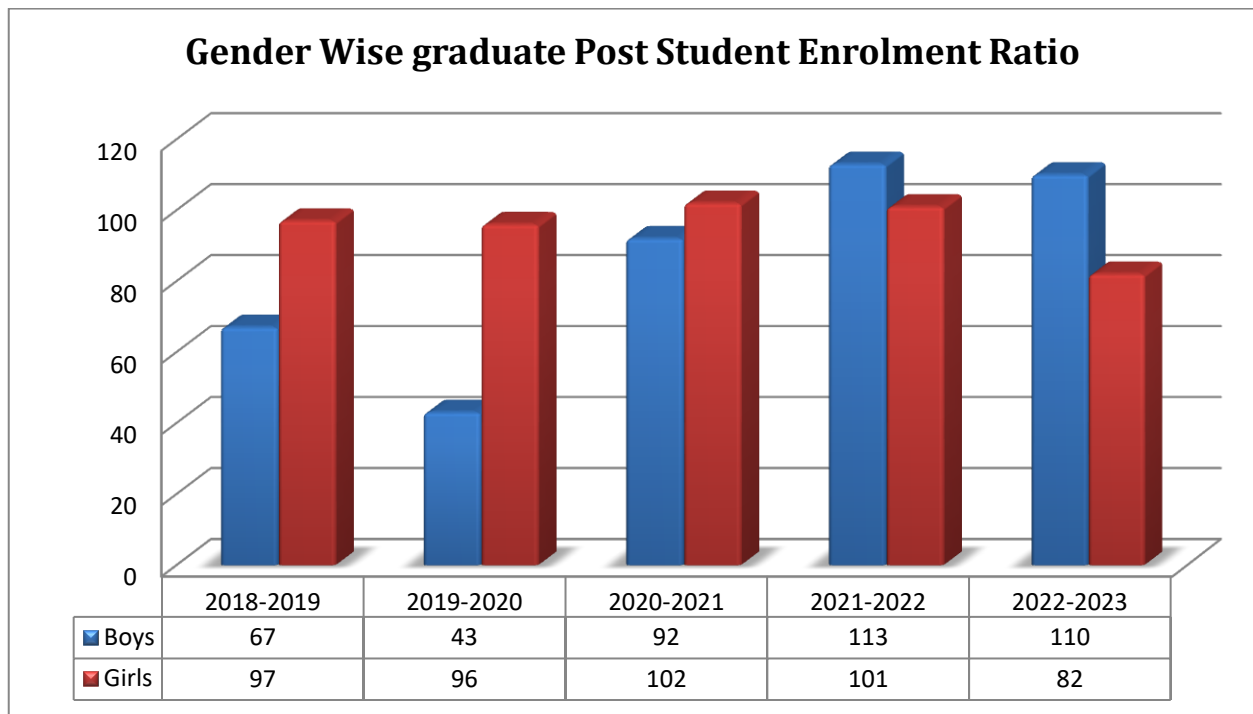


Table 2.2: Gender Wise graduate Post Student Enrolment Ratio

Academic Year	Boys	Girls	Total
2018-2019	67	97	164
2019-2020	43	96	139
2020-2021	92	102	194
2021-2022	113	101	214
2022-2023	110	82	192

Chart 2.2: Gender Wise graduate Post Student Enrolment Ratio

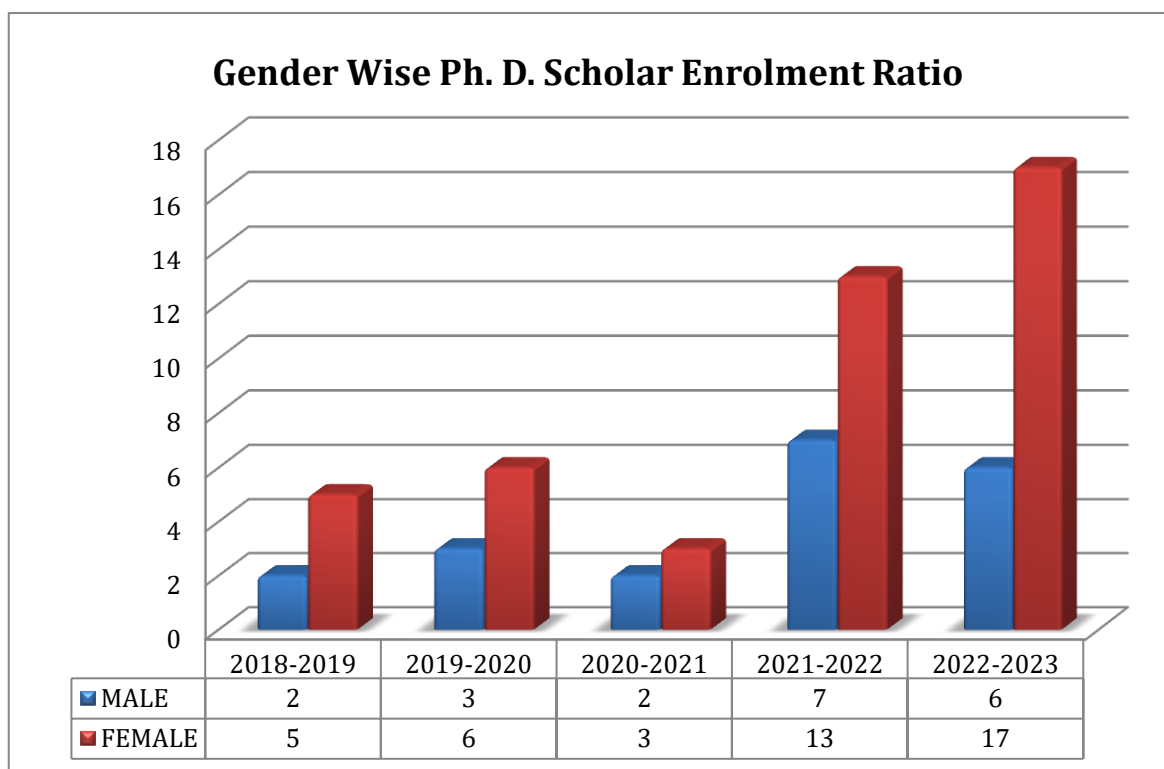


3. GENDER WISE PH. D. SCHOLAR RATIO

Table 3: Gender Wise Ph. D. Scholar Enrolment Ratio

Academic Year	Male	Female	Total
2018-2019	2	5	7
2019-2020	3	6	9
2020-2021	2	3	5
2021-2022	7	13	20
2022-2023	6	17	23

Chart 3: Gender Wise Ph. D. Scholar Enrolment Ratio

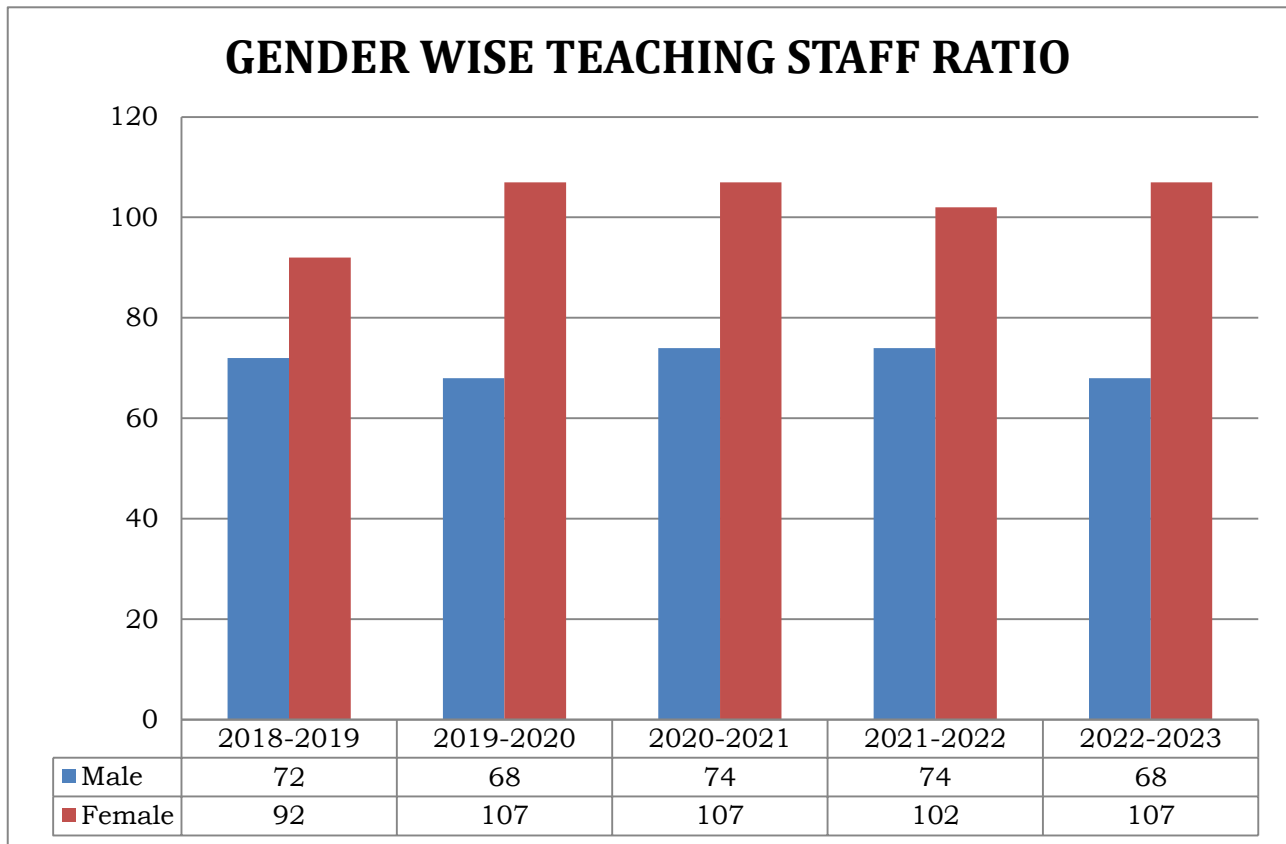


4. GENDER WISE TEACHING STAFF RATIO

Table 4: Gender Wise Teaching Staff Ratio

Year	Male	Female	Total
2018-2019	72	92	164
2019-2020	68	107	175
2020-2021	74	107	181
2021-2022	74	102	176
2022-2023	68	107	183

Chart 4: Gender Wise Teaching Staff Ratio

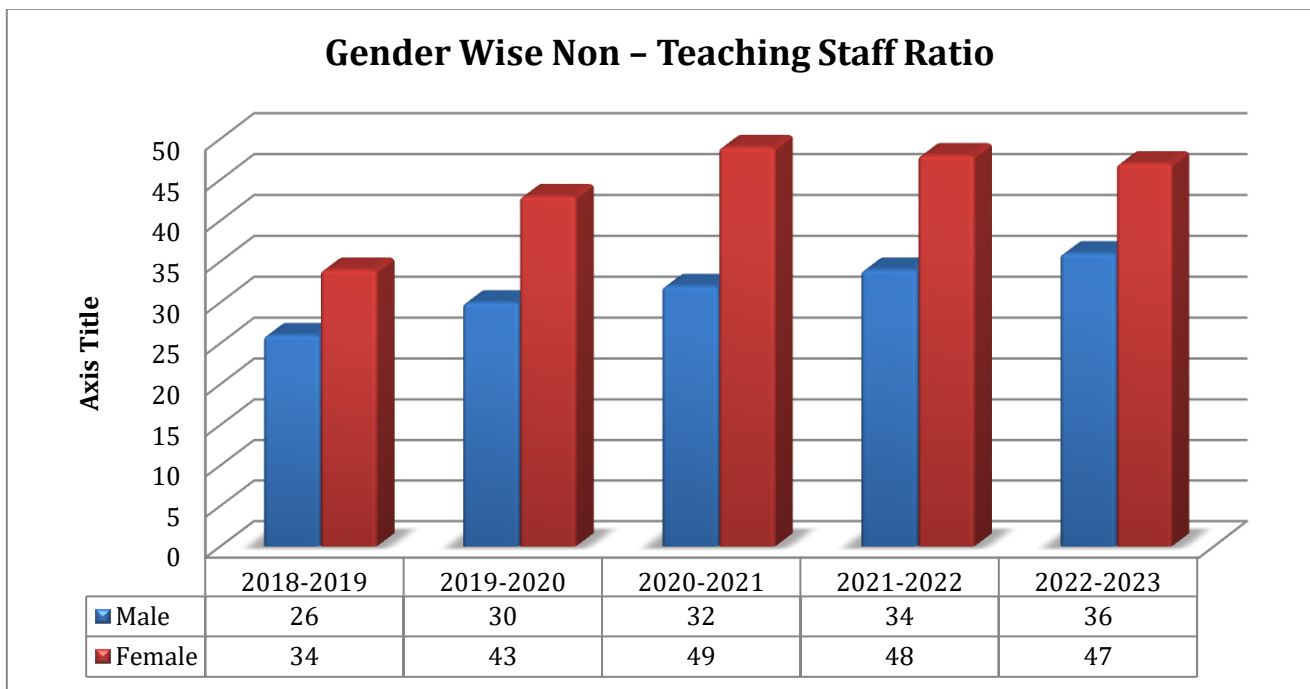


5. GENDER WISE NON – TEACHING STAFF RATIO

Table 5: Gender Wise Non – Teaching Staff Ratio

Year	Male	Female	Total
2018-2019	26	34	60
2019-2020	30	43	73
2020-2021	32	49	81
2021-2022	34	48	82
2022-2023	36	47	83

Chart 5: Gender Wise Non - Teaching Staff Ratio



6. RATIO OF FACULTY MEMBERS ON COMMITTEES/CLUBS/CELLS

Table 6: Ratio of Faculty Members on Committees/Clubs/Cells

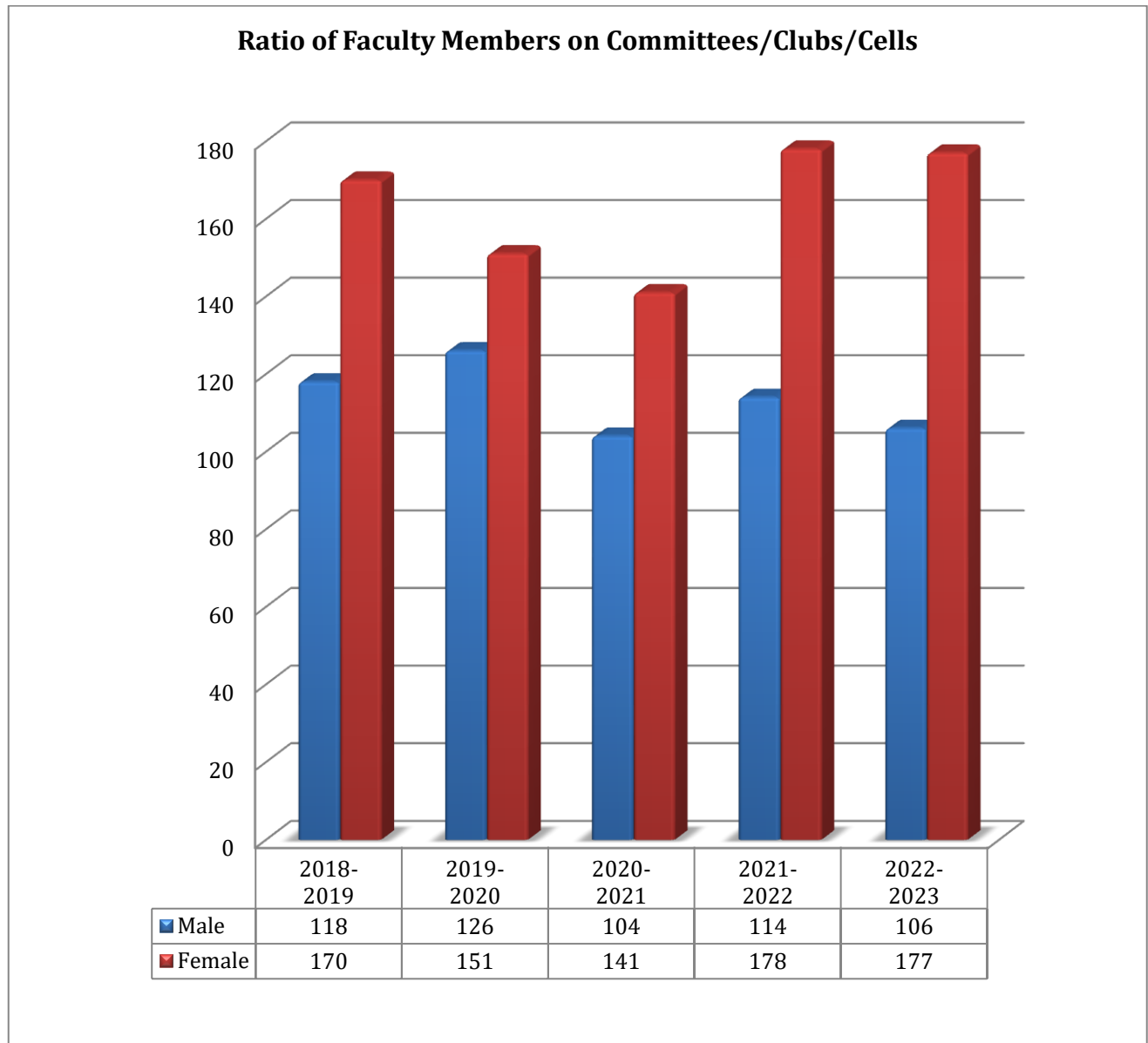
S. NO S	Academic Years NAMES OF THE COMMITTEE / CLUB / CELL	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		TOTAL
		M	F	M	F	M	F	M	F	M	F	
1.	Research, University and UGC Affairs Committee	4	10	8	7	8	7	7	8	9	7	75
2.	Examination Committee	5	6	13	7	3	4	3	6	3	6	56
3.	Research Ethics Committee	-	-	-	-	-	-	3	2	2	3	10
4.	Discipline Committee	13	12	15	9	14	8	14	12	15	11	123
5.	Convocation Committee	3	2	3	3	2	3	3	3	2	2	26
6.	Soft Skill Development Committee	3	0	0	1	0	1	0	2	0	2	9
7.	Youth Welfare and Fine Arts Committee	2	2	1	1	1	1	1	1	1	1	12
8.	Career Guidance and Centre for Competitive Examinations	5	1	1	6	1	6	0	1	0	1	22
9.	Placement Cell	6	4	9	11	8	10	3	4	6	7	68
10.	IQAC / AQAR Preparation Committee	3	4	6	4	3	6	4	5	3	6	44
11.	Attendance Committee	1	15	3	12	2	5	6	14	4	16	78
12.	Special Fee and Scholarship Committee	2	2	2	0	2	0	2	0	2	0	12
13.	N.S.S. Advisory Committee	5	3	5	1	4	1	4	2	4	2	31
14.	Grievance Redressal and Counselling Committee	3	5	2	4	2	4	1	4	2	3	30

S. NO S	Academic Years NAMES OF THE COMMITTEE / CLUB / CELL	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		TOTAL
		M	F	M	F	M	F	M	F	M	F	
15.	Library Advisory Committee	0	3	0	2	0	2	1	1	1	1	11
16.	Student Aid Fund Committee	1	4	0	1	0	1	0	3	0	3	13
17.	Infrastructure Maintenance and Campus Amenities Committee	2	2	1	1	1	1	1	1	0	2	12
18.	Magazine Committee	1	3	0	3	0	3	1	1	1	1	14
19.	Calendar Committee	3	5	3	2	3	2	3	2	3	2	28
20.	Sports Advisory Committee	8	2	8	0	8	0	7	1	7	0	41
21.	Blood Donors' Club Committee	3	0	3	0	3	0	2	1	2	1	15
22.	NIRF and All India Survey on Higher Education	0	2	1	0	1	0	1	1	1	1	8
23.	Alumni Association Committee	9	5	5	9	4	9	6	11	6	12	76
24.	Press Committee	1	9	2	5	2	5	2	5	4	3	38
25.	Anti-Ragging and Anti-Social Activities Committee	6	2	9	5	6	3	5	3	5	3	47
26.	Website Committee	0	1	1	1	1	1	1	1	1	1	9
27.	Buss Pass in-Charge	2	2	1	0	1	0	0	1	1	0	8
28.	Youth Red Cross Society	4	1	1	1	1	1	1	2	0	3	15
29.	Gandhian Thought Committee	1	3	0	1	0	1	0	2	0	2	10
30.	Human Rights Club	1	1	1	1	0	2	0	2	0	2	10
31.	Consumer Club	0	1	0	1	0	1	0	2	0	2	7
32.	Library and Information	0	1	0	1	0	1	0	2	0	2	7

S. NO S	Academic Years NAMES OF THE COMMITTEE / CLUB / CELL	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		TOTAL
		M	F	M	F	M	F	M	F	M	F	
	Science Club											
33.	Red Ribbon Club	1	0	0	1	0	1	0	1	0	1	5
34.	Eco Club	1	3	0	2	0	2	0	3	0	3	14
35.	Science and Communication Club	0	1	0	2	0	2	0	2	0	2	9
36.	Health and Fitness Club	2	1	2	0	2	1	2	1	1	1	13
37.	Productivity Council	1	0	0	2	0	2	0	1	0	1	7
38.	Entrepreneurship Development Cell	1	0	1	0	1	0	0	1	0	1	5
39.	Women Development Cell	0	15	0	14	0	13	0	14	0	16	72
40.	Rotaract Club	2	0	2	1	1	1	2	1	2	1	13
41.	Student Counsellors and Family Counselling and Education Psychology Committee	1	2	1	2	1	2	1	2	0	3	15
42.	College Day Committee	1	6	3	3	2	3	3	3	1	1	26
43.	Women's Festival Committee	0	4	0	3	0	3	0	3	0	2	15
44.	Equal Opportunities Cell	-	-	2	1	2	1	1	2	1	2	12
45.	National Academic Depository	-	-	0	2	4	5	4	5	3	6	29
46.	Institute Nodal Officer for National Scholarship Portal	-	-	1	0	1	0	1	0	1	0	4
47.	Cyber Jakrytha Committee	-	-	-	-	-	-	-	-	0	1	1

S. NO S	Academic Years	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		TOTAL
	NAMES OF THE COMMITTEE / CLUB / CELL	M	F	M	F	M	F	M	F	M	F	
48.	Leo club	1	0	1	0	1	0	1	0	-	-	4
49.	IIT Spoken Tutorial	-	-	-	-	-	-	0	1	0	1	2
50.	ICT Academy	-	-	-	-	-	-	0	1	-	-	1
51.	Academic Data Compilation Committee	0	9	0	8	0	8	1	4	1	4	35
52.	Student Movement Monitoring Committee	9	11	8	7	8	5	7	4	8	3	70
53.	Lab Maintenance Committee	1	5	1	3	0	3	1	3	0	3	20
54.	Stock Verification Committee	-	-	-	-	-	-	6	18	2	14	40
55.	Cultural Committee	-	-	-	-	-	-	2	2	1	3	8
TOTAL		11	17	12	15	10	14	11	17	10	17	1385
		8	0	6	1	4	1	4	8	6	7	

Chart 6: Ratio of Faculty Members on Committees/Clubs/Cells

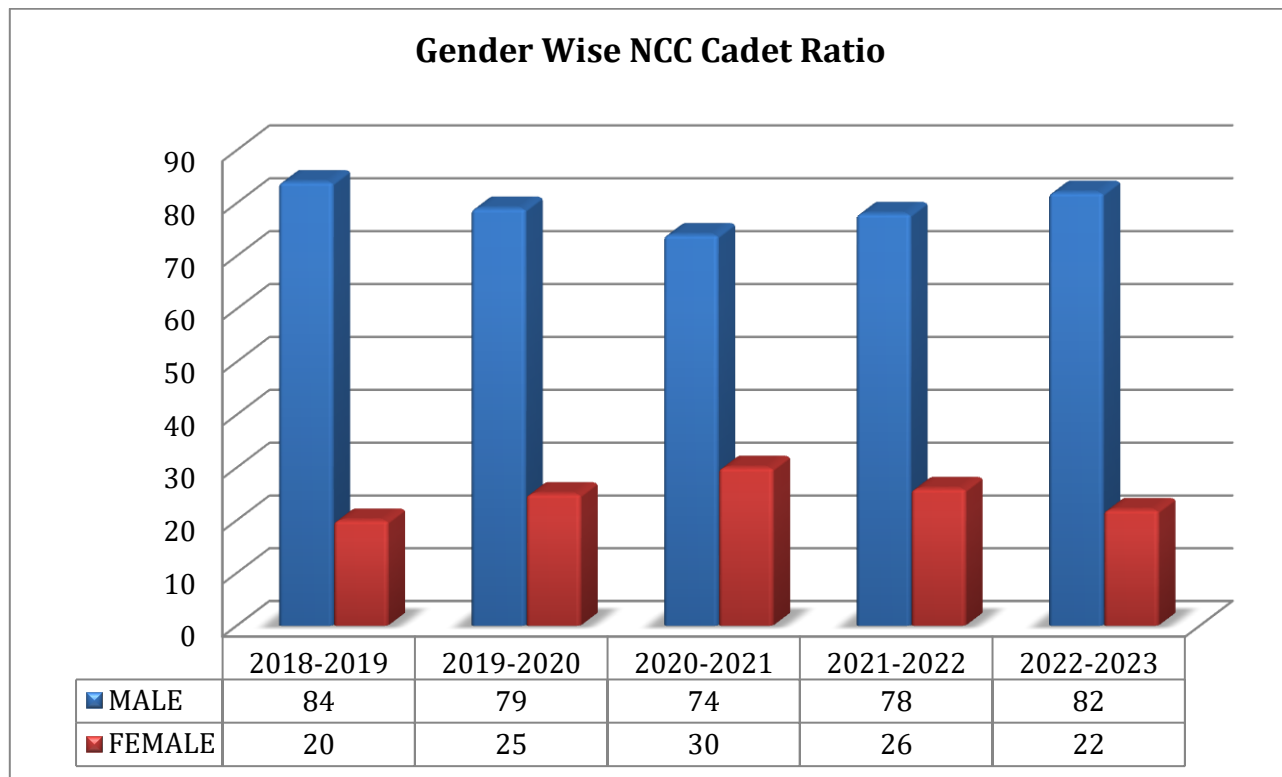


7. GENDER WISE NCC CADET RATIO

Table 7: Gender Wise NCC Cadet Ratio

ACADEMIC YEAR	MALE	FEMALE	TOTAL
2018-2019	84	20	104
2019-2020	79	25	104
2020-2021	74	30	104
2021-2022	78	26	104
2022-2023	82	22	104

Chart 7: Gender Wise NCC Cadet Ratio

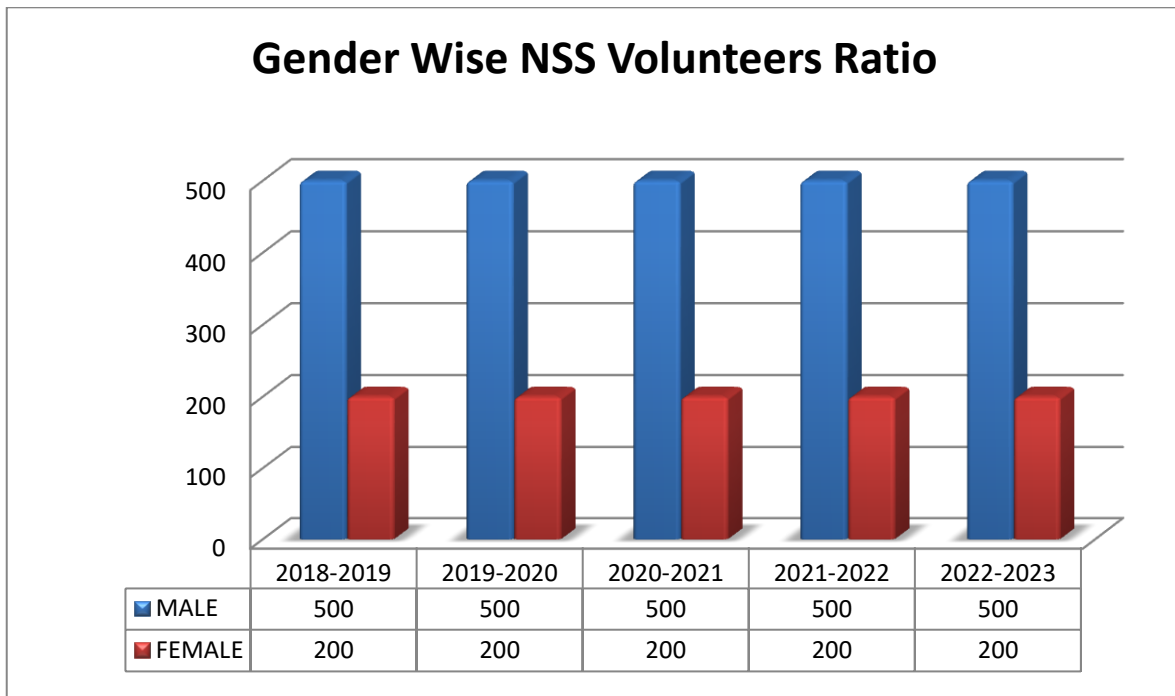


8. GENDER WISE NSS VOLUNTEERS

Table 8: Gender Wise NSS Volunteer Ratio

ACADEMIC YEAR	MALE	FEMALE	TOTAL
2018-2019	500	200	700
2019-2020	500	200	700
2020-2021	500	200	700
2021-2022	500	200	700
2022-2023	500	200	700

Chart 8: Gender Wise NSS Volunteer Ratio

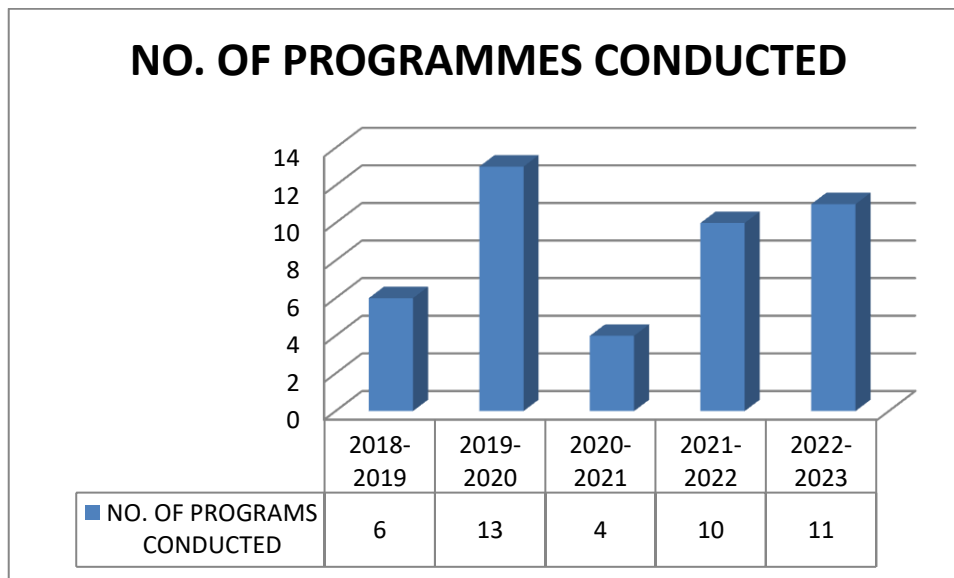


9. LIST OF GENDER SENSITIZATION PROGRAMMES

Table 9: List of Gender Sensitization Programmes

ACADEMIC YEAR	NO. OF PROGRAMMES CONDUCTED
2018-2019	6
2019-2020	13
2020-2021	4
2021-2022	10
2022-2023	11
TOTAL	44

Chart 9: List of Gender Sensitization Programmes



10. SUMMARY AND SUGGESTIONS

SUMMARY

"Gender equality, which entails parity between men and women, does not imply that they must be identical, but rather that their entitlements, duties and opportunities should not be contingent on their gender at birth. Gender equity signifies treating men and women fairly in accordance with their distinct needs. This might encompass either identical treatment or treatment that, though different, is considered comparable in terms of entitlements, advantages, responsibilities, and opportunities." This perspective aligns with the ethos of the United Nations Educational, Scientific and Cultural Organization (UNESCO).

The College is dedicated to advocating for the welfare of female staff members and the students. It acknowledges the varying needs and power dynamics between women and men and strives to rectify imbalances. This approach may involve providing either equal treatment or treatment that, while different, confers equivalent entitlements, benefits, responsibilities, and opportunities.

Moreover, the College not only seeks to raise awareness about gender sensitization through various activities but also encourages female students and staff members to lead dignified lives with self-respect. The Institution has observed a notable rise in the enrolment and participation of female students, especially in postgraduate and Ph.D. programmes.

The Audit Findings:

1. Boys outnumber the girls in the admission to Undergraduate Programmes.
2. Female scholars outnumber their male counterparts in enrolment to Ph.D. Programmes.
3. Female staff members (teaching and non teaching) outnumber the male members.
4. The bar diagramme reveals that female members have more representation on Committees, Clubs and Cells than the male members

7. A maximum of 16 gender Sensitization Programmes have been conducted.

SUGGESTIONS

1. Security Personnel stationed on campus should undergo Workshops aimed at increasing gender awareness.
2. It is recommended to provide the female staff members with some relaxation facilities.
3. Arrange a wider range of co-curricular and extra-curricular activities that involve both male and female students and staff members.
4. Implement Gender Sensitization initiatives involving students in public spaces, through Street Performances and Flash Mobs.
5. Conduct awareness sessions on the Legal Rights of women.
6. Establish diverse teams with expertise in gender studies, policy analysis, and relevant subject areas.
7. Foster engagement with a range of stakeholders, including staff, beneficiaries, and community members, to gather insights into gender-related matters.



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