ANNUAL PROGRESS REPORT FOR SDG 5 – 2024

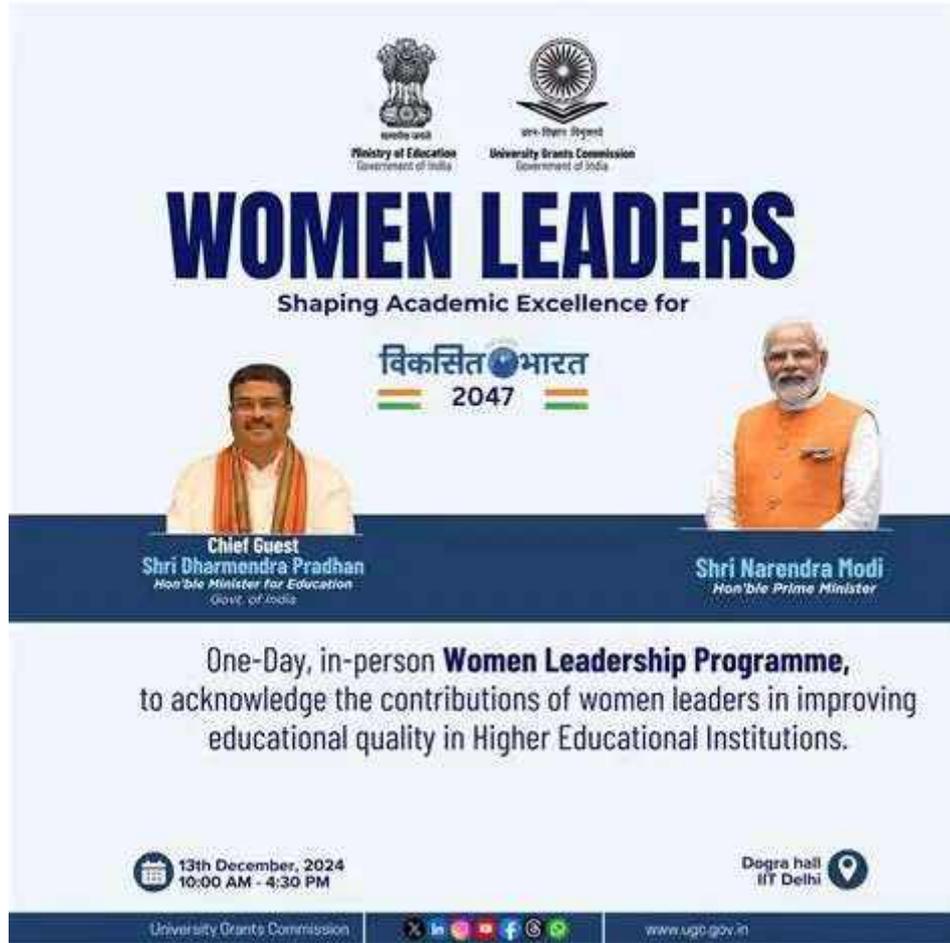**17.3.5. University publishes progress against SDG 5**

SDG 5 strives for gender equality and empowerment of all women and girls. It is predicated on ending all forms of discrimination against women and girls and elimination of all forms of violence against women and girls including harmful practices such as child, early and forced marriages. Women's empowerment, as the Goal and its targets indicate, should include their participation in decision making processes and the provision of equal opportunities for leadership in all levels of decision making including political, economic and public life. On the other hand a critical component of women's empowerment is the universal access to sexual and reproductive health for all women and girls. This particular facet of Goal 5 ensures the right to exercise autonomy over one's body. On the economic front the goal urges governments to undertake reforms to give women equal rights to economic resources and opportunities.

St. Peter's Institute of Higher Education and Research (SPIHER) actively supports **SDG 5: Gender Equality** by fostering an inclusive and equitable environment for all. The university ensures equal access to education, leadership opportunities, and resources for women and men alike. Through its Women Empowerment Cell, SPIHER conducts awareness programs, skill development workshops, and gender-sensitization sessions to promote respect and equality. The institution upholds policies against discrimination and harassment, ensuring a safe and supportive campus for women. By encouraging women's participation in science, technology, and leadership roles, SPIHER contributes to building a more just and gender-balanced society.

Women Leadership Programme

The "Women Leaders Shaping Academic Excellence Programme 2024" held on 13th December, 2024 at IIT, Delhi. The programme highlighted the vital contributions of women in higher education and leadership. Two distinguished female professors Dr. R. Rani Hemamalini and Dr. S. Stella Mary from SPIHER actively participated, showcasing the growing influence of women in academic governance, research, and institutional development.

Aligned with SDG 5: Gender Equality, the programme emphasized empowering women in leadership roles, promoting equal opportunities, and strengthening gender-inclusive academic environments. Through panel discussions and knowledge-sharing sessions, the participating professors engaged in dialogues on leadership strategies, career advancement, and mentorship for young women scholars. The event not only celebrated women's achievements in academia but also reinforced the institution's commitment to fostering gender equity, encouraging women's participation in decision-making, and nurturing future female leaders in education and research.

Women Leadership Programme Brochure

Dear Dr. S. Stella Mary, St. Peter's Institute of Higher Education and Research, Tamil Nadu

The University Grants Commission (UGC) takes great pleasure in inviting you to participate in the Women Leadership Program, ti Leaders: Shaping Academic Excellence for VIKSIT Bharat @2047."

The event will be held on **13th December 2024**, at **Dogra Hall, IIT Delhi**.

The program aims to bring together women leaders in higher education to exchange insights, foster collaboration, and inspire the ne of academic pioneers. It will serve as a platform for enriching discussions, sharing experiences, and contributing to the vision of and inclusive academic future for our nation.

We are pleased to share that the **Hon'ble Minister of Education- Shri Dharmendra Pradhan Ji** has graciously consented to in program as the Chief Guest.

The programme schedule is attached herewith.

We look forward to your presence and valuable contributions to this significant event.

Warm regards,
Ashima Mangla
Joint Secretary
University Grants Commission, MoE

Invitation to participate in the Programme

Dr. S. Stella Mary interacting with the delegates

Certificate of participation

Research Article published under SDG 5

1. Sowmiya S, Robinson CS. Social And Political Consciousness in Nayantara Sahgal's Storm in Chandigarh. **Research Journal of Chinmaya International Foundation Shodha Sansthan. 25(5) 2024, 43-47.**

Social And Political Consciousness in Nayantara Sahgal's Storm in Chandigarh

S. Sowmiya
Ph.D. Research Scholar, Department of English, St. Peters' Institute of Higher Education and Research, Avadi, Chennai -54.

Dr. C.S. Robinson
Professor and Research Supervisor, Department of English, St. Peters' Institute of Higher Education and Research, Avadi, Chennai -54.

Abstract:

'Storm in Chandigarh' is a third novel by Nayantara Sahgal juxtaposing the social and political turmoil happening in Chandigarh, the common capital of Punjab and Haryana. In this novel, Sahgal portrays the historical incident of the partition of Punjab and Haryana on Nov 1, 1966, due to linguistic issues. It reflects the Punjabi Suba Movement; the government of India divided the Punjab into Punjab (Punjabi dialect) and Haryana (Hindi dialect). This historic incident witnessed various Social, Political, Psychological, and economic issues. Sahgal, an eminent socio-political novelist in India, narrates the feministic sensibility of her characters through this political turmoil. This paper attempts to elucidate and critically analyze the political issues and social issues such as Gender Disparity, Patriarchy, Marginalization, extra-marital affairs, fragility, and disaster of marriage relationships i.e. Human Relationships. Sahgal through her novel 'Storm in Chandigarh' bridges the connection between the personal world of Human Relationships with a backdro3p of the impersonal world of politics.

Keywords: Politics, Social issues, Gender Bias, Marital Disharmony, Illicit Relationship.

Nayantara Sahgal is an eminent socio-political novelist, Journalist, writer, and activist in 20th-century Indian literature. Her writings portray the Personal World of human Relationships i.e. Man-woman relationship with that of the Impersonal world of politics. Sahgal is the first and most prominent Indian woman writer during pre- and post-independent times to write and comment on the politics of her time. The idea of Politics and its pros and cons are much known to her as she belongs to the Nehru-Gandhi family. Her concern for her female characters is more of Humanism than feminism. While analyzing her writing her woman characters usually fight against Individualism, Existentialism, Liberation, Legal Rights, Self-Identity, Patriarchy, Culture, Tradition, and Modernism and finally achieve Self-Discovery as New Woman.

In Sahgal's novel, the concept of the New Woman is not based upon education or career/job-oriented reforms rather it focuses on Individuality, self-respect, and Freedom of women both in marriage and divorced life. Her feminine sensibility or feminist thoughts advocate for women to live a happy life with respect, identity, and financial independence rather than rotting in unhappy marriages for the sake of society. Sahgal's novel highlights how personal problems often intertwine with larger social issues. It shows how the characters must navigate the complexities of their personal lives against the backdrop of a larger political context. Her novels are a powerful example of how politics affects people's personal lives.

Analysing Sahgal's novel her women characters are from elite backgrounds who do not face any social issues like dowry, illiteracy, child marriage, gender bias, domestic abuse, etc. Her female characters are grown-up courageous with good educational backgrounds. After marriage, their life rolls over to a completely different environment in which patriarchy, societal responsibility as a wife, daughter-in-law, and mother play a major role in which she is treated

2. **Us RL, Sowmiya S, Robinson CS. A Review on Gender Marginalization, Identity and Existential Crisis in Nayantara Sahgal's.**

Article

A Review on Gender Marginalization, Identity and Existential Crisis in Nayantara Sahgal's: Rich Like Us

May 2024

Authors:

Sowmiya S Dhivyan
St.Peter's Institute of Higher Education an...

⬇ Download citation   @ Copy link

References (2)

Abstract

Nayantara Sahgal is not only a prolific writer but also cultural feminist with extraordinary contribution to literature covering theme of politics & feminism. She has written around nine novels, two autobiography and 'n' number of articles to journalism & newspaper. She represents the reality of Indian Culture, Tradition, Society and Gender Disparity in her writing. Her serenity and humor vividly picturize the political pictures of Indian society Vs Personal life of an Individual in parallel ways. This novel Rich Like Us is an emergency fiction represents the historical events of India during Emergency period of Indira Gandhi using Stream of Consciousness techniques. She traced the impact and traumas of Emergency period picturizing the evil side of corruption, misuse of power, loss of freedom of speech and expression, unjustified law to individual or common people, bureaucratic misuse of power and constitutional insecurity to its sub- ordinates in government etc., ... The paper mainly concentrates on two characters Rose and Sonali, who falls as a victim to Gender bias or disparity. The paper seeks to examine the concept of Gender Marginalization, Identity & Existential Crisis through female protagonist of novel Rose & Sonali.
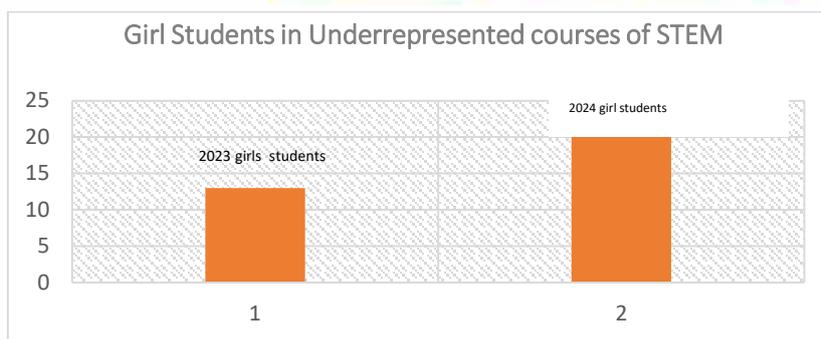
2024 Book Chapters → SDG Mapping

Sl. No	Faculty	Title of Book Chapter	Department	Publisher	SDG(s)	Justification
1	Dr. V. Saravanan	**Self-Help Groups & Financial Inclusion in India**	Management Studies	Springer Cham	SDG 1 (No Poverty), SDG 5 (Gender Equality), SDG 8 (Decent Work)	Empowers marginalized communities through financial inclusion.
2	Dr. S. Smilee Bose	**Women Digital Entrepreneurship: Skills and Qualities**	Management Studies	Ink of Knowledge	SDG 5, SDG 8	Promotes women empowerment and entrepreneurship.
3	Dr. S. Smilee Bose	**ICT in Development of Women Entrepreneurship**	Management Studies	Bharti Publications	SDG 5, SDG 9	ICT empowers women-led enterprises.

Proportion of first-generation female students

No of Students Admitted on 2024	1547
No. of Female Students	288
No. of Students starting Degree (First Generation Graduates)	850
No. of Female Students starting Degree (First Generation Graduates)	158
No. of Female Students in Arts and Humanities	88
No. of Female Students in STEM	200
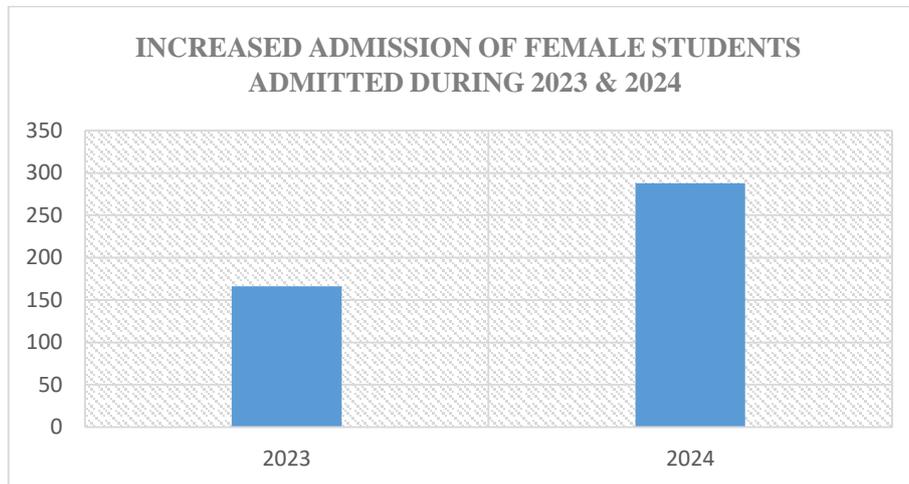
"Graphical representation of the increase in female student admissions at SPIHER from 2023 to 2024, highlighting the institution's continued efforts to promote women's access to higher education."

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Girl Students in Underrepresented courses of STEM

"Increase in admission of under-represented female students in STEM courses during the year 2024, reflecting SPIHER's focused efforts to promote gender diversity"

S. No	Total No of Graduates	750
1	Total No of Girl students	166
2	Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total	166
3	Number of female graduates: STEM	80
4	Number of female graduates: Arts & Humanities / Social Sciences	86

St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH

CHENNAI - 600 054

15th Convocation held on 13-10-2024

S.N	Registration Number	Name of the Candidates	Gender	Degree	Class	Year of Passing
1	SP22BAP001	AKSHARA NARAYANI G	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
3	SP22BAP004	BAIRESWARI I	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
6	SP22BAP009	EBSIBA NESAL Y	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
11	SP22BAP014	HEMA D	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	August - 2024
15	SP22BAP018	MANJULA K	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
24	SP22BAP029	SAVITHA M	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
25	SP22BAP030	SHANMILA B	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
43	SP22BAP050	PAVITHRA N	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
49	SP22BAP058	SNEHA S	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
53	SP22BAP062	SWETHA S	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
61	SP22BAP073	TRISHA K	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024
66	SP22BAP079	EASTLIN LEELA S	Female	MASTER OF BUSINESS ADMINISTRATION	FIRST CLASS	April - 2024

Girl students identified in under represented courses

Strengthening Admissions Through School Outreach Programs

"Strengthening Admissions Through School Outreach Program conducted at SPIHER on 28.08.2024, aimed at increasing the enrolment of girl students and creating awareness about higher education opportunities."

"A student receiving a merit-based scholarship award during the campus event at SPIHER on 19.09.2024, highlighting academic excellence and the institution's

GOVERNMENT SCHOLARSHIP PORTAL FOR GIRL STUDENTS

"Access to the Government Women Scholarship Portal, enabling girl students to apply for various state and central scholarships."

School students participating in a hands-on workshop on Microsoft Excel and Gmail account creation, hosted by the Department of Computer Science and Applications on 23 January 2024

Promoting Equal Representation: No Discrimination Against Women in Governance Bodies

S. No	Name of Woman Representative	Leadership Role	Photo
1	Dr Bhanumathi Thambidurai	Chancellor	
2	Dr T Lasya	Trustee	
3	Dr Namratha Thambidurai	Trustee	

4	Dr R Rani Hema Malini	IQAC Director	
5	Dr Sayeedha Sulthana	Controller of Examinations	
6	Dr S Stella Mary	Deputy Dean-Arts	
7	Dr B Shanthini	Deputy Dean- Engineering	
8	Dr N Rajeswari	Dean-Industrial Relations	
9	Dr R Latha	Bursar & Head Department of Computer Applications	
10	Ms. Bernat Mary	Deputy Finance Officer	
11	Dr Tamilarasi Suresh	Head International Relations, Professor and Head, IT	

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12	Dr I Manju	IQAC Coordinator, , Professor and Head, ECE	
13	Dr Hemalatha	ISO Coordinator, Professor and Head, Civil Engineering	
14	Dr V Elanangai	Professor and Head, EEE	
15	Dr Charulatha	Professor and Head, AIDS	
16	Dr Chitra Sudhakaran	Professor and Head, Biomedical Medical Engineering	
17	Dr S Brindha	Professor, Head Department of Computer Science	
18	Dr K Amala	Head Department of Biotechnology	

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19	Dr A Malliga	Head Department of Economics	
20	Dr Smilee Bose	Head Department of Management	
21	Dr N Ranjani	Head Department of Political Science	
22	Dr R Nithya	Head Department of Biochemistry	
24	Dr P Pushpa	Head Department of Mathematics	
24	Dr R Subhashini	Social media and Website Coordinator	
25	Dr D Kavitha	ABC Nodal Officer	
26	Dr Manorselvi	Secretary, Alumni Cell	

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| 27 | Dr T. Logeswari | Chief Librarian | |
| 28 | Dr N D Bobby | Head, Higher Studies | |

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AVADI, CHENNAI - 600 054. TAMIL NADU.

Phone : 26558080 - 84, Fax : 044-26555430
E-mail : spiher@spiher.ac.in
Website : www.spiher.ac.in

24.09.2024

List of Committees

S.No	Committee	Conveneros/Co-ordinators	Members
1.	NAAC -Attributes	**Convenors:**	**Attribute 1**
			Dr G.P Ramesh(ECE)
		1 CURRUICULUM-Dean PDA	Dr.Banupriya S (Maths)
			Dr S Vijay(Commerce)
		2 FACULTY RESOURCES - Dean Arts & Dean Engg	**Attribute 2**
			Dr S Tamilarasi (IT)
			Dr K Amala (Bio Tech)
		3 INFRASTRUCTURE - Dean PDA	Dr G Kannan (MBA)
			Attribute 3
			Dr B N Suresh Kumar (MBA)
		4 FINANCIAL RESOURCES & MANAGEMENT -Finance Officer	Mr. K Muralidharan(VISCOM)
			Dr K Cornelius (IT)
			Attribute 4
			Dr.S Brindha (CS)
		5 LEARNING &TEACHING - Dean Arts & Dean Engg.	Dr A Manorselvi (Com)
			Dr V Saravanan(MBA)
			Attribute 5
		6 EXTENDED CURRICULAR ENGAGEMENTS - Dean Arts & Dean Engg.	Dr B Hemalatha (CIVIL)
			Dr D Kavitha (CA)
			Dr S Smilee Bose (Corp.Sect.))
			Attribute 6
		7 GOVERNANCE AND ADMINISTRATION -Dean PDA	Dr.Rajeswari N (Mech)
			Dr M Suresh(Com)
			Dr S.Gomathi (Phy)
			Attribute 7
		8 STUDENT OUTCOMES- -Dean Arts & Dean Engg.	Dr B Shanthini (CSE)
			Dr S Stella Mary(Phy)
			Dr N Ranjani(Political Science)
		9 RESEARCH AND INNOVATION OUTCOMES - Dean R& D	**Attribute 8**
			Dr N D Bobby(Bio-Medical)
			Dr R Subhashini(CA)
		10 SUSTAINABILITY OUTCOMES & GREEN INITIATIVES - Dean PDA	Mr.K.Muthumariyappan (Placement Officer)
			Attribute 9
			Dr.Sayeeda Sultana(Chemistry)
		Co-ordinators:	Dr D Chandramohan (Mech)
		Dr. R. Rani Hemamalini	Dr S Ganesh Kumar(Microbiology)
		Prof.& Head / EEE	**Attribute 10**
		Dr. R. Latha	Dr S Pushpa(CSE)
		Prof.& Head / CA	Dr P Periyasamy(Mech)
			Dr J Arun Kumar(EEE)
2.	ISO	Dr. S. Stella Mary Prof.& Head / Physics Dr. B. Shanthini, Prof.&Head/ CSE	Dr.S.Gomathi,AP/Physics Ms.R.Gomathi,AP/ ECE Ms.R.Vinotha,AP/CA Dr.R.Venkatesan AP/ Bio-Tech
3.	Admission & Admission review committee	Dr. K. Balaji, Asso. Prof /EEE Dr.A.Manorselvi, Asso.Prof./Commerce	Ms.R.Gomathi, AP / ECE Mr.BabuKamaraj,AP/Civil Dr.H.Josiah,Asso.Prof/Commerce Ms.M.B.A.SalaiAaviyamma,AP/CSE Ms.A.Anitha,AP/CS Mr.S.Sripriyan,AP/English

4.	Website & Social media Committee	Dr.R.Subhashini, Assoc.Prof / CA	Dr.B.S.Charulatha Prof - CSE Ms.M.Nivedha, AP/ Vis.com. Ms.S.Rajakumari, AP / CA Dr.K.Balaji,Asso.Prof/EEE Ms.M.B.A.SalaiAaviyamma,AP/CSE Mr.B. Arun kumar,AP/Vis.Com
5.	Magazine, Newsletter , Academic Calendar & Annual Report	Dr V Saravanan, Prof., MBA Dr.D.Kavitha, Assoc.Prof/CA Mr.K.Muralidharan,Prof Head/ Viscom Dr.M.K .Venkateshwara Rao AP/commerce	Dr.J.Arun Kumar, Asso.Prof/EEE Dr.N.Gunavathy,AP/Micro Biology Dr.M.Gunaseelan,AP/Physics Mr.M.RaviChandran, AP/Tamil Dr.K.Cornelius, AP/IT Mrs.N.Nandhini, AP/CS Mrs.M.JeniferEzhilarasi, AP/MBA Ms.P.Pushpa, AP/Maths Ms.M.B.A.SalaiAaviyamma,AP/CSE Ms. M.Nivedha,AP/Vis.Com Ms.S.N.Lakshya Asst.Prof - English
6.	Extension Activities and Community Services Cell (YRC, NSS,...)	Dr. S. Uma Maheswari, Prof.&Head/English Dr.P.Periyaswamy, Prof /MECH Dr.S.Pushpa, Prof./CSE	Dr.G.Kannan, Prof./MBA Dr.S.Dinesh Kumar, Assoc.Prof/Mech. Dr.M.K .Venkateshwara Rao Asst-/Prof - commerce Ms.R.Vaishali Asst/Prof - Commerce Ms.R.Vijayalakshmi, AP/CA Mr.R.Rajeshwaran, AP/Civil Ms.S.R.Abilash, AP/English Mr.S.Rangarajan, AP/Mech.
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8.	Sports Committee	G.HariBabu Physical Director	Dr.S.Paneerselvam, Prof. / Commerce Dr.S.Ravibalan Prof. /English Mr.R.Rajeshwaran, AP/Civil Mr.N.Jagadeesh , AP/CA Mrs.M.Nithya, AP/ Commerce Mrs.M.R.Ponnalagu, AP/Maths Ms.Komathi AP/CA
9.	Sustainable Development Committee	Dr. M. Palaniswamy, Dean PDA (Convener) Dr.S.Pushpa, Prof./CSE Dr.P.Periyasamy, Prof./MECH. Dr.S.Paneerselvam, Prof. / Commerce	Dr. J. Arun Kumar, EEE Dr. K. Cornelius, Information Technology Dr. R. Nithya, Department of Biochemistry Dr. S. Akila, CS Dr. N. Gunavathy, Micobiology
10.	Hostel Committee	Warden	List Circulated.
11.	Library Committee	Dr. M. Palaniswamy, Dean PDA (Convener)	List Circulated.
12.	Committee for Institute Development Plan	Dr. M. Palaniswamy, Dean PDA (Chairperson)	List Circulated.

Promoting Equal Representation: No Discrimination Against Women in Student Council

S. No	Name of the posting	Name	Department
1	Honorary president	Sam Pascal A	Physics (IRF)
2	Vice Honorary President	Sundara Prakash G	M.B. A
3	President	Karthik Muthu M	M.B. A
4	Vice -president	Yesu A	M.C. A
5	Vice -president	Greata Christina A	B.E CSE
6	General Secretary	Kishore V	B. Tech (IT)
7	General Secretary	Dharshini R	B. Com (G)
8	Joint General Secretary	Jayachandru P	B.E Civil
9	Joint General Secretary	Swathy Nair S	B.Sc biotechnology
10	Treasurer	Raymond Jude Melitus E	B.Sc (CS)
11	Joint Treasurer	Suresh Kumar K	MBA
12	Academic Secretary	Ratheekshaa R	B.Sc Biochemistry
13	Academic Secretary	Heaven Raj A	B.A Economics
14	Joint Academic Secretary	Savithri V	B.A Tamil
15	Joint Academic Secretary	Alwin	B.A. Political science
16	Sports secretary	Rajesh	B.C.A
17	Sports secretary	Janet Philo Veena J	B.A. Political science
18	Joint Sports Secretary	Madhivadhani S	B.C.A
19	Joint Sports Secretary	Kevin Jude Rozario VJ	B.E CSE
20	Cultural secretary	Thanush K	B.C.A
21	Cultural secretary	Nikita Mabel AP	BE CSE (AIDS)

22	Joint cultural Secretary	Antony Joshua B	B.Com
23	Joint cultural secretary	Nithya Kameshwari GV	B.C.A
24	Discipline secretary	Swetha R	B.E. ECE

25	Discipline secretary	Utsav Sharma G	B.Sc. Chemistry
26	Joint Discipline Secretary	Lawrance GY	B.Sc. viscom
27	Joint Discipline Secretary	Nanthini V	B.E BME
28	Executive member	Nishanth SK	B.Sc. Biotechnology
29	Executive member	Balaji KS	B.Sc. Bio Chemistry
30	Executive member	Manoj D	B.Sc. Microbiology
31	Executive member	Prabakaran R	B.A. Political science
32	Executive member	Sajjad khan	B.A. English
33	Executive member	Amaravathi M	B.A Tamil
34	Executive member	Sujan S	B.C.A
35	Executive member	Thrisha A	M.Sc. chemistry
36	Executive member	Sanjai P	B.Sc. Physics
37	Executive member	Balaji	B.E EEE
38	Executive member	Harish E	B.E. Civil
39	Executive member	Gladson L	B.E.CSE AI&DS
40	Executive member	Deva Dharshini J	B. Tech IT
41	Executive member	Pritika JS	B. Arch
42	Executive member	Divya J	B.E BME
43	Executive member	Shamli R	B.A. political science
44	Executive member	Manju BR	B.A. political science
45	Executive member	Kamalesh M	B.E. CSE AI&DS
47	Executive member	Anulekha H	B.E. CSE
48	Executive member	Kaviya S	B.E. CSE
49	Executive member	Tamilarasi M	B.E. BME
50	Executive member	Swathy E	M.B.A.

"Awareness Program on Gender Equality in Pursuing Higher Education conducted at SPIHER on 05 December 2024, promoting equal opportunities and empowering students to pursue their academic goals."

Seminar on Personality Development, Emotional Intelligence and Menstrual Hygiene Held On 29.08.2024

SEMINAR ON PERSONALITY DEVELOPMENT, EMOTIONAL INTELLIGENCE AND MENSTRUAL HYGIENE
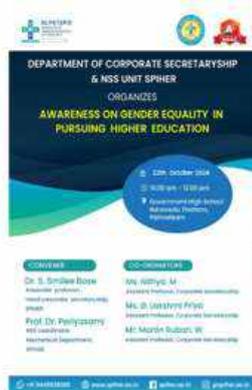
"Program on Promoting Gender Equality and Education conducted in schools on 12th October 2024, creating awareness and empowering young learners towards an inclusive future."

21.10.2024

Circular

EQUAL OPPORTUNITY CELL

This is to inform that a meeting of Equal Opportunity Cell will be held on 25.10.2024 in the Board room at 3.00 p.m. All the committee members are requested to attend the meeting.

AGENDA FOR THE MEETING

1. To provide barrier free environment for persons with disabilities.
2. Take care of day-to-day needs of differently abled persons.
3. Facilities for the students with the disability.

Dr. S. Gunasekaran
(Professor & Dean (R & D)
(Convenor)

Copy to: All Members, Advisors, All Deans, MR, HoD's & VC office

"Equal Opportunity Circular for the year 2024, reinforcing SPIHER's commitment to fairness, inclusivity, and a discrimination-free academic environment."

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Avadi, Chennai – 600 054, Tamil Nadu.
Phone: 044-26558080-84/26558090 Fax: 044-26555430
E-mail: registrar@spiher.ac.in
Website: www.spiher.ac.in

EQUAL OPPORTUNITY CELL

Minutes of Meeting

The meeting of Equal Opportunity Cell was held on 25.10.2024 in the Board room, SPIHER at 3.00 p.m.

The following members were present.

1. Dr. M. Palaniswamy, Dean, PDA – Member
2. Dr. R. Latha, HoD, CSA- Member
3. Dr. Sayeeda Sultana, HoD, Chemistry- Member
4. Dr. M. Suresh, HoD, Commerce - Member
5. Dr. P. Periyasamy, Professor, Mechanical – Member

The following agenda was discussed.

1. Ensuring equal opportunity to all the students including differently abled students.

2. All programs offered by the institution including extra-curricular, must be accessible to all the students.

3. The Institution shall continue to provide existing facilities like transportation, lift, Ramp, fee concession at the research level etc.

25/10/24

Dr. S. Gunasekaran
(Professor & Dean (R & D)
(Convenor)

"Minutes of the Equal Opportunity Cell Meeting, documenting discussions and decisions promoting inclusivity and non-discrimination at SPIHER."

செயிண்ட் பீட்டர்ஸ் உயர்கல்வி ஆராய்ச்சி கல்வி நிறுவனத்தில் மகளிர் மேம்பாடு மற்றும் அவர்கள் மீது வன்முறை தடுப்பு விழிப்புணர்வு பிரச்சாரத்தை துணை வேந்தர் மால்முருகன் துவக்கினார். கல்லூரி டீன் எம். வெங்கட்ரமணன், கம்ப்யூட்டர் துறை தலைவி எஸ். பிருந்தா, பவுதிகத் துறைத் தலைவி எஸ். ஸ்டெல்லாமேரி, ரசாயனத் துறை தலைவி சயீதா சுல்தான், ஆவடி காவல்துறை கமிஷனராகம் சப் இன்ஸ்பெக்டர்கள் சி.கோகிலா முத்துகுமாரி, எஸ். கவிதா ஆகியோர் உடன் இருந்தனர்.

"Women Empowerment Program conducted at SPIHER on 09.12.2024, fostering confidence, leadership, and skill development among women students."

"Mentoring Girl Students – guiding and empowering young women at SPIHER."

"One Week Skill Development Workshop (25.03.2024 – 02.04.2024) organised by the Centre for Skill Development, SPIHER, promoting SDG 8 – Decent Work and Economic Growth."

**Skill Development Programs for Girl Students at SPIHER**

"A serene moment showcasing creativity, skill, and traditional cultural practices like Mehendi designing and beads threading."

"Students taking part in a saree draping activity conducted as part of a skill development program, gaining hands-on practice while peers observe and learn."

"Students taking part in a ICT training activity conducted as part of a skill development program, gaining hands-on practice while peers observe and learn."
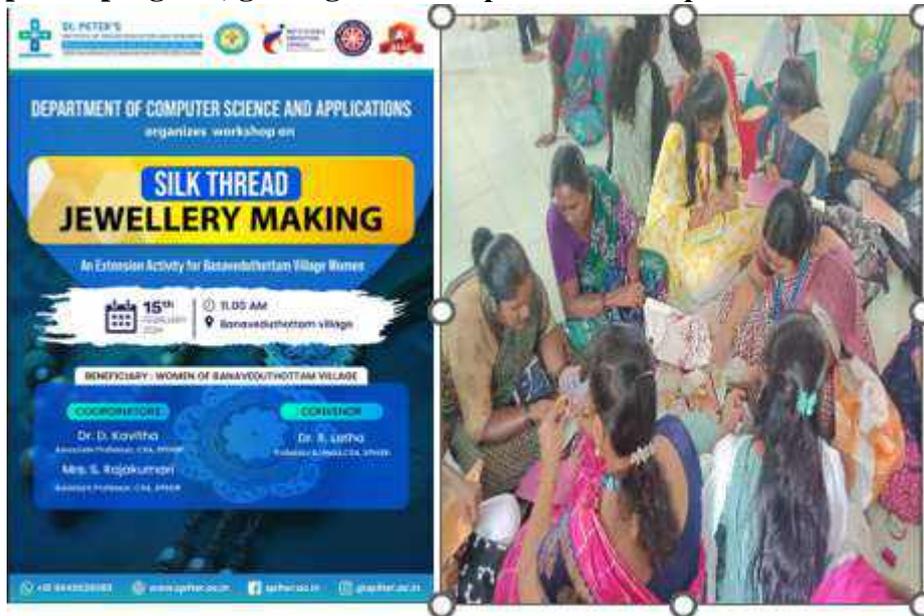
"Silk Thread Jewellery Making Workshop conducted on 15.02.2024, empowering the women of Banaveduthottam Village with income-generating skills and fostering confidence and community growth."

Ajmal Hussain-Project Coordinator, ICT Academy, Dr. R. Rani Hemamalini-Director (IQAC), SPIHER, Dr.S. Pushpa-ICT Academy Coordinator,SPIHER, Dr. L. Mahesh Kumar-Registrar, SPIHER, Dr. P. Dananjayan-Vice Chancellor, SPIHER, Mr. V.Poorna Prakash-State Head, ICT Academy, Tamil Nadu,Dr. M. Palaniswamy-Dean (PDA),SPIHER,Dr. E. N. Ganesh,Director(R&D),SPIHER, Dr. V. SubbiahBharathi-Director, SPIHER, Mr. S. Anand-Relationship Manager, ICT Academy)

SPIHER conducts student skilling programme

Chennai, Mar 13: St. Peter's Institute of Higher Education and Research, Avadi, Chennai-54 has organized student enablement program, Centerof Excellence for Youth Empowerment, a CSR initiative of PayPal, implemented by ICT academy.

Duration of the program is 140 hours, that includes 40 hours of soft skills training and 100 hours of technical training in Microsoft Azure and Power BI platform.

Around 110 students from the department of Computer Science and Applications, Computer Science and Engineering, Information Technology and Electronics and Communication Engineering has participated in the event and gained knowledge in these technologies.

Inauguration of the event was held on the 12th March, 2024 where the functionaries, HoDs, faculty and students of SPIHER and functionaries of ICT academy participated.

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Avadi, Chennai – 600 054. Tamil Nadu.
Phone: 044-26510050-54/26550090 Fax. 044-26555430
E-mail: registrar@spiher.ac.in
Website: www.spiher.ac.in

GENDER POLICY

Introduction:

St. Peter's Institute of Higher Education and Research (SPIHER) is committed to completely eliminate gender discrimination. The Institute is committed to promoting equality, eliminating discrimination, and ensuring fair treatment for all members of its community. The principle of equality and non-discrimination ensure human rights are exercised by each and every member of the Institute regardless of gender, nationality, place of residency, sex, ethnicity, religion, color and disability, economic and social state. The Institute promotes equal participation in leadership and economic opportunities for women and works for the welfare of the student and faculty towards preparing them in to competent professionals to take up greater challenges in the academic sphere. Women academicians and administrators head various Departments/ Centres of the Institute as per work men. SPIHER provides safe and secure work environment that is free from any discrimination in line with its policy of zero tolerance to sexual harassment. Merit and non-discrimination in all aspects are followed in recruitment of staff and admission of students to the Institute. The Institute values diversity as a strength that enriches learning, teaching, research, and campus life. The Institute strives to ensure that every individual has an equal opportunity to participate in, contribute to, and benefit from all aspects of the Institute life.

Objectives of the Policy:

- To promote gender awareness and sensitivity.
- To create awareness about gender sensitivity and inclusivity among students, faculty, and staff.
- To ensure gender equality and equal participation and eliminate gender-based discrimination in all academic and administrative activities.
- To uphold equal rights and opportunities for all genders.
- To strengthen protection and grievance redressal mechanisms.

- To promote merit-based and non-discriminatory practices
- To establish an inclusive and respectful environment
- To comply with all applicable statutory provisions such as the University Grants Commission (UGC) Regulations, POSH Act 2013, and related laws

SCOPE

This policy applies to

- All Current and Prospective Students
- All Academic, Administrative, and Support Staff
- All Visitors, Contractors, And Volunteers
- All University-Led, Sponsored or Affiliated Programs, Activities, and Events and covers all aspects of University operations including admissions, employment, teaching and learning, research, campus services, housing, and participation in student life.

POLICY STATEMENT

1. Prohibits discrimination, harassment, or victimisation on the grounds of ethnicity, religion or belief, disability, immigration status, or gender.

2. Ensures equal access to education, employment, facilities, and services for all members of the Institute community.

3. Provides reasonable support to individuals with disabilities or specific needs.

4. Respects and accommodates religious and cultural practices, provided these are consistent with the principles of equality, safety, and academic integrity.

5. Recognises gender diversity and commits to supporting individuals' rights to express their gender identity freely.

6. Protects individuals' rights regardless of immigration or citizenship status, within the limits of applicable law.

7. Promotes an environment of mutual respect, inclusivity, and dignity in all interactions and activities.

Implementation of the Policy:

- Constitution of the Internal Complaints Committee (ICC) to monitor the issues relating to sexual harassment at work place by periodical meetings.
- Conduct of Workshops and Seminars to sensitise and recognise the potential and capabilities of the women and make the women themselves realise and assertive of their capacities and skills and get mainstreamed their needs, concerns, demands and move

towards gender equality.
- Steps to create support systems to reduce the gender gap in academic and administrative domains by establishing Gender Champions, Centre for Women Empowerment, Equal Opportunity Cell, Counselling facilities and Students Clubs with equal representation of boys and girls.
- Recruitment policy is to ensure merit and without any discrimination in the selection of staff in teaching and administration according to the Constitution of India.
- Admission policy is to ensure the enrolment of students to various programmes of study on merit and without any discrimination as per the norms of statutory bodies.
- The Gender Equity Policy shall be published on the university website and displayed on notice boards.
- Orientation programs for new students and employees shall include sessions on gender sensitisation and Institute policies.

REPORTING, COMPLAINTS, AND RESOLUTION

Any individual who believes they have experienced discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender may submit a formal complaint through the Institute's Complaints or Grievance Procedures. All reports will be handled with sensitivity, fairness, and confidentiality. The Institute will take prompt and appropriate action in response to any substantiated complaint.

MONITORING AND REVIEW

The Institute will regularly review policies, procedures, and data to ensure compliance and effectiveness. An annual report will be submitted to the Institute authorities outlining progress and areas for improvement. This policy will be formally reviewed every three years, or sooner if legislative or institutional changes occur incorporating the feedback from the students and staff.

01.02.2024

REGISTRAR

Policy Document for Gender

Policy Created on:	26/11/2020	Approved by:
Revision 1:	08/07/2023	
Revision 2:	10/02/2024	

SDGs Directly Supported

- SDG 5 – Gender Equality
- SDG 10 – Reduced Inequalities
- SDG 16 – Peace, Justice and Strong Institutions

SDGs Indirectly Supported

- SDG 1 – No Poverty
- SDG 2 – Zero Hunger
- SDG 3 – Good Health and Well-being
- SDG 4 – Quality Education
- SDG 8 – Decent Work and Economic Growth
- SDG 17 – Partnerships for the Goals

"Policy on Gender created in 2020 and revised on 01.02.2024, reinforcing SPIHER's commitment to equality, inclusiveness, and a discrimination-free campus environment."

- "An Awareness Campaign for Eliminating Gender-Based Violence was conducted on 03.12.2024 to promote safety, equality, and respectful campus culture."

On-campus childcare for students might include:

Childcare Support Facilities at St. Peter's Institute of Higher Education and Research (SPIHER)

Inclusive Child Care Facility at SPIHER designed to help teaching and non-teaching staff balance work and family responsibilities.

SPIHER Conducted the Holistic Women's Hygiene by Women Campus Konnect on 30th July 2024

Women student athlete who secured a medal at the Tamil Nadu State Youth Men & Women Boxing Championship 2024,

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"Active participation of Girl students in SPIHER sports events, demonstrating commitment, teamwork, and athletic excellence."."

"Christmas Celebration 2024 at SPIHER – women students and faculty coming together to share joy, harmony, and the magic of the season."

Dear Dr. S. Stella Mary, St. Peter's Institute of Higher Education and Research, Tamil Nadu

The University Grants Commission (UGC) takes great pleasure in inviting you to participate in the Women Leadership Program, t
Leaders: Shaping Academic Excellence for VIKSIT Bharat @2047."

The event will be held on **13th December 2024**, at **Dogra Hall, IIT Delhi**.

The program aims to bring together women leaders in higher education to exchange insights, foster collaboration, and inspire the ne
of academic pioneers. It will serve as a platform for enriching discussions, sharing experiences, and contributing to the vision of
and inclusive academic future for our nation.

We are pleased to share that the **Hon'ble Minister of Education- Shri Dharmendra Pradhan Ji** has graciously consented to i
program as the Chief Guest.

The programme schedule is attached herewith.

We look forward to your presence and valuable contributions to this significant event.

Warm regards,
Ashima Mangla
Joint Secretary
University Grants Commission, MoE

"Dr. S. Stella participated in the Women Leadership Program under Viksit Bharat @2047, demonstrating commitment to national development and women empowerment."
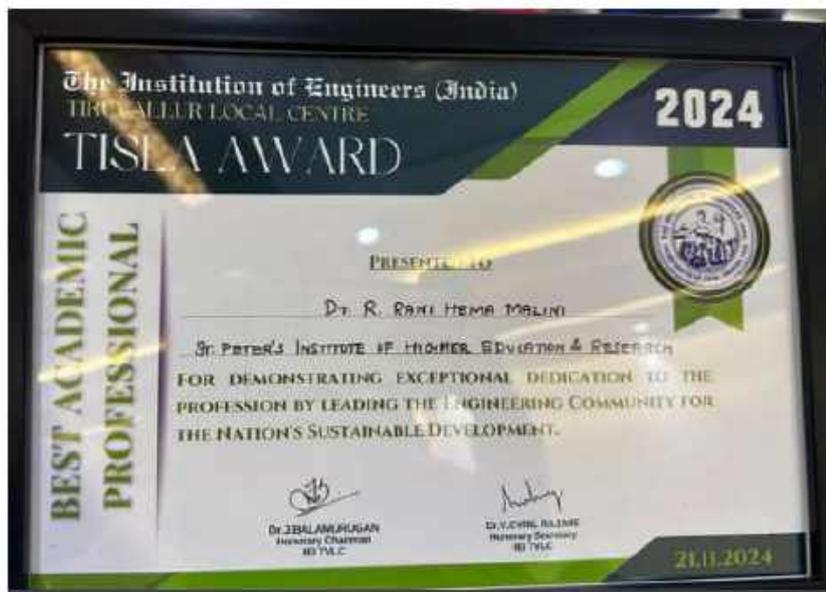
"Dr. R. Rani Hema Malini, IQAC Director, was honoured as the Best Academic Professional at the TISLA Award 2024, recognizing her exemplary leadership and contributions to academic excellence."

"Proud moments at SPIHER Alumni Meet 2024 — celebrating transgender participation and diversity.

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Avadi, Chennai – 600 054

Gender Report 2024–2025

Prepared by:
Internal Quality Assurance Cell (IQAC) 2024-2025

St. Peter's Institute of Higher Education and Research (SPIHER), a Deemed-to-be University, is firmly committed to promoting gender equality, inclusivity, and empowerment across all levels of academic and administrative functioning. Guided by the principles of fairness, respect, and equal opportunity, SPIHER ensures that gender does not determine access to education, employment, or participation in any institutional activity.

The institution recognizes that true academic excellence is achieved only in an environment that values diversity and inclusivity. To this end, SPIHER implements comprehensive policies that safeguard the rights and dignity of all individuals, regardless of gender identity. The

university fosters a campus culture that encourages women's participation in decision-making, leadership, and research, particularly in science, technology, and innovation.

Gender sensitivity is integrated into institutional planning, curriculum design, and community outreach activities. The Internal Complaints Committee (ICC), Equal Opportunity Cell, and Women Empowerment Cell actively work to create awareness, prevent discrimination, and provide platforms for dialogue and empowerment. Regular gender sensitization programs, workshops, and mentorship initiatives further strengthen SPIHER's vision of creating an equitable academic environment.

SPIHER's sustained commitment to gender equity aligns with the Sustainable Development Goals (SDG 5 – Gender Equality) and the national vision of inclusive higher education. Through continuous monitoring, gender audits, and data-driven initiatives, the institution strives to build a safe, supportive, and progressive campus for all.

2. Gender Distribution of Students (UG/PG/PhD)

St. Peter's Institute of Higher Education and Research (SPIHER) maintains a balanced gender representation across undergraduate, postgraduate, and doctoral programs. The institution ensures equal access to education by implementing inclusive admission practices and providing necessary academic and personal support for all genders.

2.1 Enrollment Overview

The student gender distribution for the academic year **2024–2025** reflects SPIHER's sustained commitment to inclusivity and women's participation in higher education. The following table provides an overview of the gender-wise Enrollment statistics:

Total No of Students (I, II, III, IV Year)	Total No of Students Admitted on 2024	Male Students	Female Students	% of Female Students
4666	1549	1259	288	18%

2.2 Analysis and Observations

- Female students constitute a significant proportion of the total enrollment, particularly in disciplines such as **Life Sciences, Commerce, and Humanities**.

- Active efforts have been made to improve women's participation in **STEM programs (Engineering, Computer Science, and Mathematics)** through targeted outreach, scholarships, and career counselling.

- The steady increase in female enrollment at the **doctoral level** reflects SPIHER's supportive research environment and focus on promoting women in academia and innovation.

- The gender ratio across programs indicates equitable access, consistent with the university's non-discrimination policy and UGC's Gender Sensitization guidelines.

Total No of Girl Students in STEM, ARTS, Humanities, and Social Sciences

STEM			ARTS, Humanities, and Social Sciences		
Male	**Female**	**Total**	**Male**	**Female**	**Total**
593	201	794	654	80	735

2.3 Trends

A year-on-year review reveals a **progressive rise in women's enrollment** across all levels, highlighting the effectiveness of institutional strategies such as:

- Awareness campaigns in schools and rural areas encouraging girls' higher education.

- Flexible academic options and safety provisions that promote retention.

- Mentoring and role-model programs led by women faculty and alumni.

SPIHER continues to monitor gender-based enrollment trends to ensure balanced representation and equal opportunity in all academic and co-curricular domains.

3. Women in Leadership and Governance

St. Peter's Institute of Higher Education and Research (SPIHER) recognizes the vital role of women in leadership and governance as a cornerstone of institutional progress and inclusive development. The university ensures that women are equitably represented in key decision-making bodies, academic councils, and administrative committees. This commitment is reflected in the active participation of women across various levels of institutional governance.

3.1 Leadership Representation

Women at SPIHER occupy prominent positions including Deans, Heads of Departments, IQAC Coordinators, Members of the Governing Body, and Chairpersons of various Committees. Their leadership ensures gender-sensitive decision-making and the incorporation of inclusive perspectives in academic planning, policy formulation, and student welfare activities.

S. No	Name of Woman Representative	Leadership Role
1	Dr Bhanumathi Thambidurai	Chancellor
2	Dr T Lasya	Trustee
3	Dr T Narmadha	Trustee
4	Dr R Rani Hema Malini	IQAC Director
5	Dr S Stella Mary	Deputy Dean-Arts
6	Dr B Shanthini	Deputy Dean- Engineering
7	Dr Sayeedha Sulthana	Controller of Examinations
8	Dr R Latha	Nodal Officer & Head Department of Computer Applications
9	Dr S Brindha	Professor, Head Department of Computer Science
10	Dr Uma Maheswari	Professor, Head Department of English
11	Dr K Amala	Head Department of Biotechnology
12	Dr A Malliga	Head Department of Economics
13	Dr Smilee Bose	Head Department of Management
14	Dr N Ranjani	Head Department of Political Science
15	Dr R Nithya	Head Department of Biochemistry

4. Institutional Policies & Initiatives:

4.1 Maternity Policy

St. Peter's Institute of Higher Education and Research (SPIHER) upholds a supportive and inclusive environment for women employees and students through its Maternity Policy. The institution ensures that no employee or student faces discrimination or disadvantage on account of pregnancy or maternity. The policy provides eligible women employees with maternity leave and related benefits as per Government norms, enabling them to balance professional and personal responsibilities with dignity and security.

4.2 Gender Policy

St. Peter's Institute of Higher Education and Research (SPIHER) is committed to fostering an equitable, inclusive, and empowering environment for women across all levels of the institution. The Women and Gender Policy aims to ensure equal access, opportunity, and participation for women in academic, administrative, and leadership roles.

The policy emphasizes the promotion of gender sensitivity, safety, and respect for all individuals, while addressing issues of discrimination, bias, and gender-based violence. SPIHER actively supports initiatives such as the Women Empowerment Cell, Internal Complaints Committee (ICC), and gender sensitization programmes to create awareness and strengthen institutional responsiveness to gender concerns.

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GENDER POLICY

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4.3 Women's Mentoring Schemes

St. Peter's Institute of Higher Education and Research (SPIHER) has instituted a Women Mentoring Scheme to empower female students through continuous academic, personal, and professional guidance. The scheme aims to create a supportive environment that nurtures confidence, leadership, and self-reliance among women students.

Under this initiative, each student is paired with a faculty mentor who provides individual guidance on academic progress, career planning, personal well-being, and work–life balance. Regular mentoring sessions, workshops, and interactive meetings are organized to address challenges faced by women in higher education and employment sectors.

The scheme also focuses on promoting leadership and entrepreneurship skills among female students through expert talks, networking opportunities, and exposure to successful women role models. More than 50% of female students actively participate in this initiative, reflecting the institution's strong commitment to gender equity and inclusive growth.

The Women Mentoring Scheme not only supports students in achieving academic excellence but also prepares them to contribute confidently and meaningfully to society.

1. Mentorship and Counselling Services

SPIHER may offer mentorship programs, where senior students or faculty members guide and support female students in their academic and professional journeys. This can help women overcome challenges and provide encouragement to pursue their goals. Additionally,

counselling services may be available to support female students in dealing with personal, academic, or career-related challenges.

2. Women Empowerment Programs

While specific programs may vary, many institutions, including SPIHER, often run women empowerment initiatives to encourage female students to excel in their studies and careers. These programs may include guest lectures, workshops, and seminars on topics like leadership, gender equality, personal development, and entrepreneurship.

Awareness Program on Gender Equality in Pursuing Higher Education"

St. Peter's Institute of Higher Education and Research, through this extension activity, demonstrated its commitment to promoting gender equality and education. The event at Government Higher Secondary School, Banaveduthottam, was a significant step in encouraging and inspiring students to pursue their educational dreams without any

gender-related barriers. The institute remains dedicated to continuing such initiatives in the future to create a more inclusive and equitable society

At SPIHER, **more than 50% of female students** actively participate in these mentoring schemes every year. This strong participation highlights the institution's deep commitment to **gender equality, empowerment, and inclusive education**. By fostering mentorship and leadership among women, SPIHER continues to create an environment that supports women's success, encourages innovation, and prepares them to become confident and capable leaders in their respective fields.

St. Peter's Institute of Higher Education and Research (SPIHER) is firmly committed to advancing gender equity in education by ensuring that women have equal opportunities to access, progress, and successfully complete their academic programs. The institution systematically monitors the graduation rates of women in comparison to men through annual performance assessments and IQAC reports, facilitating data-driven measures to address any identified disparities. Through structured mentoring, academic counseling, flexible learning options, and targeted scholarship initiatives, SPIHER actively works to bridge gender gaps in student retention and graduation. These ongoing efforts demonstrate the university's dedication to fostering an inclusive, supportive, and empowering academic environment where every woman student can realize her fullest potential and make meaningful contributions to society. If SPIHER offers such services, they could include:

Childcare Support for Faculty

- St. Peter's Institute of Higher Education and Research (SPIHER) provides on-campus childcare to support student-parents, especially mothers, in balancing academics and parenting.
- The facility offers a safe, affordable, and nurturing environment for children while parents attend classes or research activities.
- Trained caregivers and age-appropriate learning activities ensure children's well-being and development.
- The center's accessibility and cost-effectiveness remove barriers to women's education.
- This initiative reflects SPIHER's strong commitment to inclusivity, gender equity, and women's empowerment in higher education.

Key features of on-campus childcare for students might include:

SPIHER provides safe, affordable childcare facilities for faculty, staff, and student-parents, with trained caregivers and flexible hours. The institution supports student mothers through part-time study options, flexible schedules, and parental leave. Lactation rooms, counseling, and wellness programs promote a family-friendly, inclusive environment that empowers women in higher education.

Conclusion:

SPIHER actively aligns its initiatives with **SDG Goal 5 – Achieve Gender Equality and Empower All Women and Girls** by fostering an inclusive and equitable learning environment. Through its women empowerment programs, mentorship and counselling services, gender sensitization workshops, and leadership development initiatives, SPIHER ensures that women are given equal opportunities to learn, lead, and thrive. The institution's commitment to addressing gender disparities, promoting awareness, and supporting women's academic and personal growth reflects its dedication to building a campus culture rooted in equality, respect, and empowerment. By continuously promoting access, participation, and success for women across all disciplines, SPIHER contributes meaningfully to the global vision of achieving gender equality and empowering every woman to reach her fullest potential.

In conclusion, the institution's contributions under **SDG 17.3.5** demonstrate a strong commitment to promoting global collaboration through active engagement in international training programmes, skill-building workshops, and knowledge-exchange activities. By participating in globally aligned capacity-development initiatives, students and faculty have been able to enhance their competencies, share best practices, and build meaningful connections with international experts.