



**CAUVERY COLLEGE FOR WOMEN (AUTONOMOUS)
Nationally Accredited (III cycle) with 'A' Grade by NAAC
Annamalai Nagar, Tiruchirappalli -18**



Gender Audit Report



2019-2024

Acknowledgement

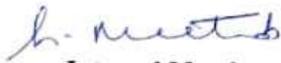
Internal Quality Assurance Cell of Cauvery College for Women (Autonomous), Annamalai Nagar, Tiruchirappalli-18, Tamil Nadu is pleased to conduct Gender Audit of 2019-2024. The IQAC team and Centre for Women's Studies would like to express sincere thanks to the Management and Principal of Cauvery College for Women (Autonomous) for extending unconditional support for accomplishing this task. IQAC wishes to express sincere thanks to all members who were involved in this study.


Convenor

IQAC COORDINATOR
Cauvery College for Women
(Autonomous)
Annamalai Nagar,
Tiruchirappalli - 620 018,
Tamilnadu.




Chair Person
Principal
Cauvery College For Women
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Annamalai Nagar,
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Internal Member

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TABLE OF CONTENTS

| Description | Page Number |
|---|--------------------|
| Gender Audit Committee | 4 |
| Objectives of Gender Audit | 5 |
| Gender Policy | 5 |
| Introduction | 6 |
| Women-related courses/topics in the curriculum | 8 |
| Research Topics on Women | 9 |
| Infrastructure/Other facilities | 9 |
| Internal Complaints Committee | 10 |
| Gender wise distribution of Teaching & Non-teaching staff | 11 |
| Healthy Practices | 12 |
| Gender Audit Survey | 15-19 |
| Glimpses of Gender Supportive Activities | 20-44 |

Gender Audit Committee

- Chairperson - **Dr. V. Sujatha,**
Principal & Director - Centre for Women's Studies,
Cauvery College for Women (Autonomous),
Annamalai Nagar, Triruchirappalli-18
- Convenor - **Dr.V.Sinthu Janita Prakash**
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- Internal Members - **Dr. G.Kanaga ,**
Dean of Alumnae Relations & Coordinator,
Centre for Women's Studies.
Cauvery College for Women (Autonomous),
- Dr. G.Mettilda Bhuvaneswari,**
Head, Department of Social Work & Coordinator,
Centre for Women's Studies.
Cauvery College for Women (Autonomous),
- External Member - **Dr.S.Suba,**
Professor,
Department of Women's Studies,
Bharathidasan University,
Tiruchirappalli

Objectives of Gender Audit:

The Gender Audit has the following objectives:

- ❖ To study the effectiveness of gender related measurements/programmes inside the campus.
- ❖ To organize programs to build confidence and enhance leadership qualities among the girl students
- ❖ To investigate sexual harassment issues inside the campus.
- ❖ To increase college's efforts and capacity to prevent sexual harassment.
- ❖ To examine the gender discrepancies at the College level.
- ❖ To sensitize students to have a better understanding of their rights and legal protection.
- ❖ To Suggest measures for bridging the gender gap if any.

GENDER POLICY OF CAUVERY COLLEGE FOR WOMEN(AUTONOMOUS), TRICHY-18

- There shall not be any kind of discrimination on the basis of Gender.
- The Institution shall provide equal opportunity for all genders in the institution.
- Freedom for all genders to express a free and fair opinion inside the campus.
- A Grievance Redressal Cell maintains impartiality, confidentially by providing accessible services to all employees.
- Ensure an active and unbiased atmosphere to all the students, teaching and non-teaching staff for ensuring justice.
- The Institution adopts comprehensive safety measures to all the students, teaching and non-teaching staff irrespective of gender.
- The institution has an Internal Complaints Committee to address the Sexual Harassment issues.

Introduction

Cauvery College for Women(Autonomous),Trichy is an educational institution for women with a great vision to promote academic excellence, inculcate qualities of competence, confidence and excellence for employability and develop into self reliant individuals.

Gender Audit is an attempt to assess the gender balance and the related provisions and strategies taken by the institution at various levels. It tries to see whether the college follows government rules, policies and actions formulated for up-gradation of women in society. Cauvery College for Women is a college for girl students, so special care is being taken for their overall development. Besides both male and female non-teaching staff are working here and also the college tries to maintain gender equity. The college always concentrates on students' qualitative performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities inside the campus.

“Wings” - the cultural activities help to bring out the cultural talents and boost the extracurricular potential of the students. Sports activities ensure physical and psychological well-being. The Fitness Centre inside the campus is to motivate them to maintain physical fitness. The students of the college are being selected for NCC and NSS and this opens an opportunity for them to have more exposure. Through this, students get an opportunity to participate in Republic day Parade, Youth Festivals, National Integration Camp and various camps and competitions. The NSS unit always motivates girls for their

social responsibilities. Extension activities are being carried out by the students of social work through various community outreach programmes and group awareness programmes. Students are also given self-defence training like Karate inside the campus. Yoga and Meditation training are also organized. Annual Sports Day and International Yoga Day is celebrated every year.

Apart from this, the college has an Entrepreneurship development Cell which enhances the entrepreneurship skills of students and staff. From the academic year 2021, all the departments conduct Value added courses and at present 107 value added courses are offered to enhance the skills of girl students. “Earn while you learn” is achieved through the institution Innovation Council. Gender sensitization programmes are being conducted every year for ensuring the awareness on Gender rights. Workshops and webinars are regularly conducting for women safety. To create awareness and also to make the girls aware of their rights and responsibilities, seminars on various topics like “Women and cybercrime” and “Women and Laws” are regularly conducting inside the campus . Various statutory and non-statutory committees are formed for assuring the quality of services to the students. Anti-ragging Committee, Internal Complaints Committee, Anti-Sexual Harassment Committee organises lectures, competitions, and seminars for creating awareness on gender specific rights and duties. Grievance Appeal Committee ensures justice to ensure the students and staff .The college has placed a Grievance Box and an email is also created to record their grievances. Special days are celebrated and pledges are being taken to create awareness on National and International days of importance.

National Girl Child Day and International Women's Day and International Day for the Elimination of Violence against Women are celebrated every year.

1.1 Women-related courses/topics introduced in the curriculum

Gender Based courses of Department of Social Work

Bachelor of Social Work course : Family and Child Welfare

Master of Social Work course : Women Welfare & Health

The topics included are,

Maternity benefit Act, Women Help line, National commission for Women, Pre marital Counselling, LGBT issues and social exclusion, Socio-cultural aspects of Dowry, Female foeticide, Female Infanticide. Sexual Harassment Rerdressal Act,

Department of English

BA English Course : Women's Writings in English

MA English course : Black Women's Writing in English Literature

Department of Tamil

Non major elective for Tamil students is **Women Rights and Laws**

All the Departments have common paper - **Gender Studies** which include topics like Gender Equity, Gender Equality, Gender and Society, Gender Based Violence, Femininities, Masculinities and other sexualities, Sexual and reproductive health, Mental health and wellbeing, Occupational health, Gender Sensitivity ,Gender Equity and Equality; Committees and Commissions for women, Reports, State Policies for women.

1.2 Research topics related to women are being chosen by Faculty and Students.

The broad area of research topics include Problems of Working Women, Mental Health of Women, Reproductive Health of Women, Problems of women in Unorganised Sectors

1.3 Infrastructure/Other facilities

a. Safety and Security

The whole campus is covered with 56 CCTV cameras. Indoor areas such as the main office and library are also covered with CCTV cameras. Security is provided at all college gates (male and female guards).

b. Availability of hostel/common room/ toilet/ sports facilities for women.

The college hostel is housed in three buildings - 'A', 'B' and 'P.G' Blocks 219 rooms for the students. The rooms are adequately furnished and are provided with mosquito netting and fans. Apart from these, each floor has a water purifier in all the buildings. Presently there are 1207 college students including school students who are studying in Cauvery Matriculation School which is a sister institution of our college.

c. Books and journals on women in the library

520 Books are titled on Women.

d. Counselling Cell

The Counselling Cell is attached with the Social Work Department and it is designed to facilitate student achievement, to address student behavior issues, personal problems, academic performance and help them to develop personally and socially.

Counselling in the hostel: For the hostellers, counselling used to be given as per their need.

e. Internal Complaints Committee & Anti sexual Harassment Committee :

The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Name list of the ICC members has been placed inside the campus and also given on the website. Anti-Sexual Harassment committee meetings are conducted only when a complaint arises. Complaints are accepted both offline and online. An email is also given in the website to receive the sexual harassment complaints.

f. Gender Champions Club

Gender Champion club aim to strengthen the potential of young girls to advocate for gender equality and monitor progress towards gender justice spread the awareness about Gender sensitization. It also encourages practices and structures in services which ensure protection of women's rights, policies, and empowerment. This club conducts various Gender sensitization programmes and lectures and under this club's banner , the institution provides marketing opportunity for women self-help group members.

g. Anti-Ragging Committee: Ragging is a criminal offence and in order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee.

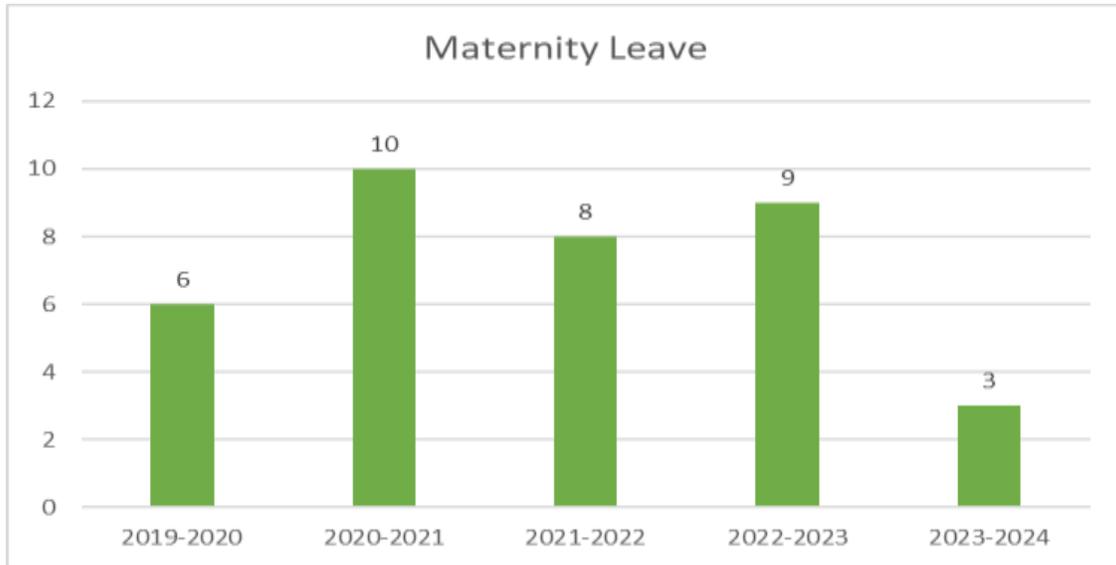
h. Career Guidance and Placement Cell: This cell monitors activities related to job notifications and opportunities, Interview preparation, organizing of campus Interviews besides ensuring maximum participation in campus recruitments and interviews.

i. Health Camp: Annual Health Camps are organized every year under the banner "To Your Health Step In". Eye camps, Dental Camps, Mamography tests, Anaemia screening are conducted.

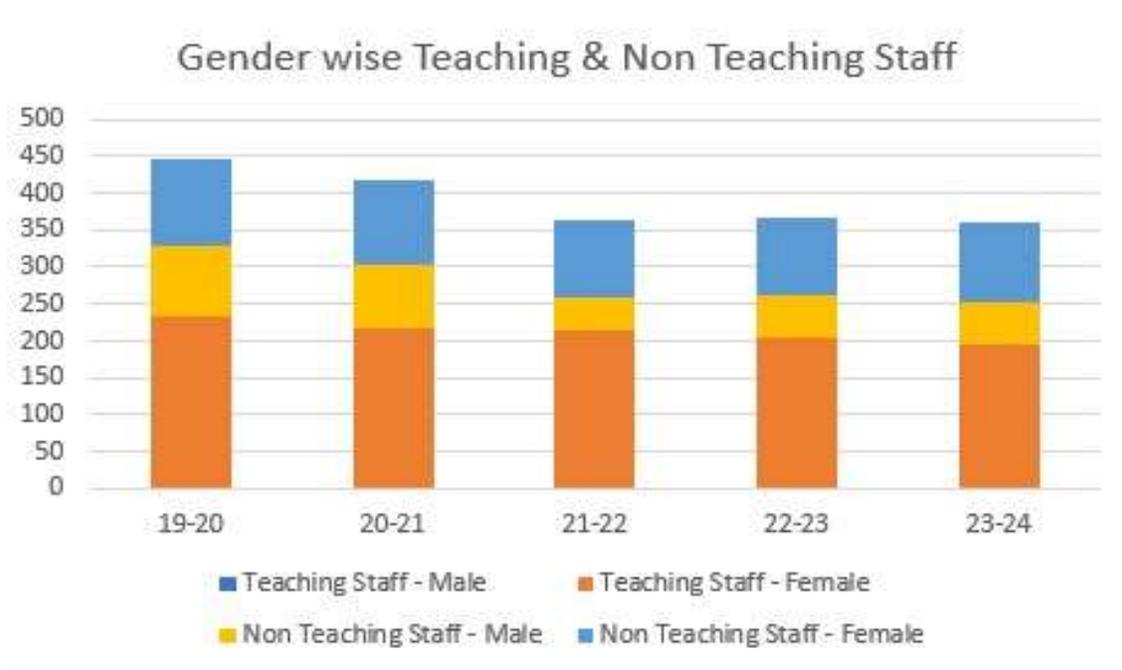
j. Transport Facility: Ample college bus services are provided for reaching out the girl students from remote villages.

1.4 Maternity benefits for Women Employees

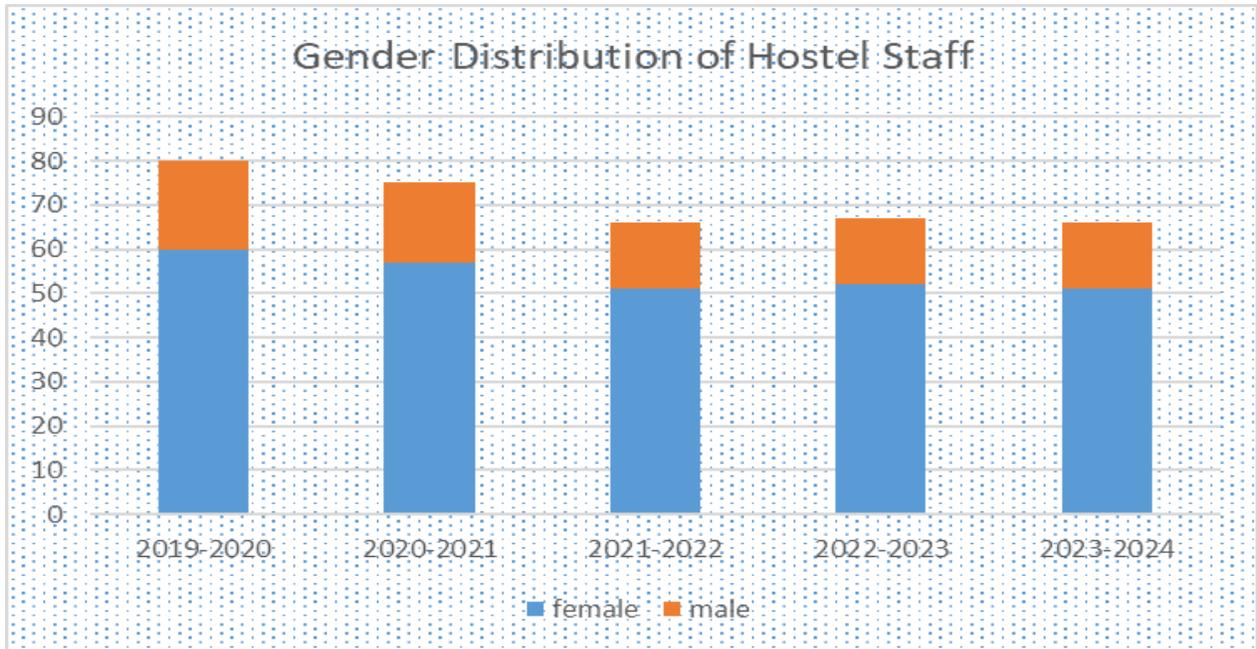
During the time period from 2019-2024, 36 Employees took maternity leave .



Gender wise Details of Teaching and Non-Teaching staff in College

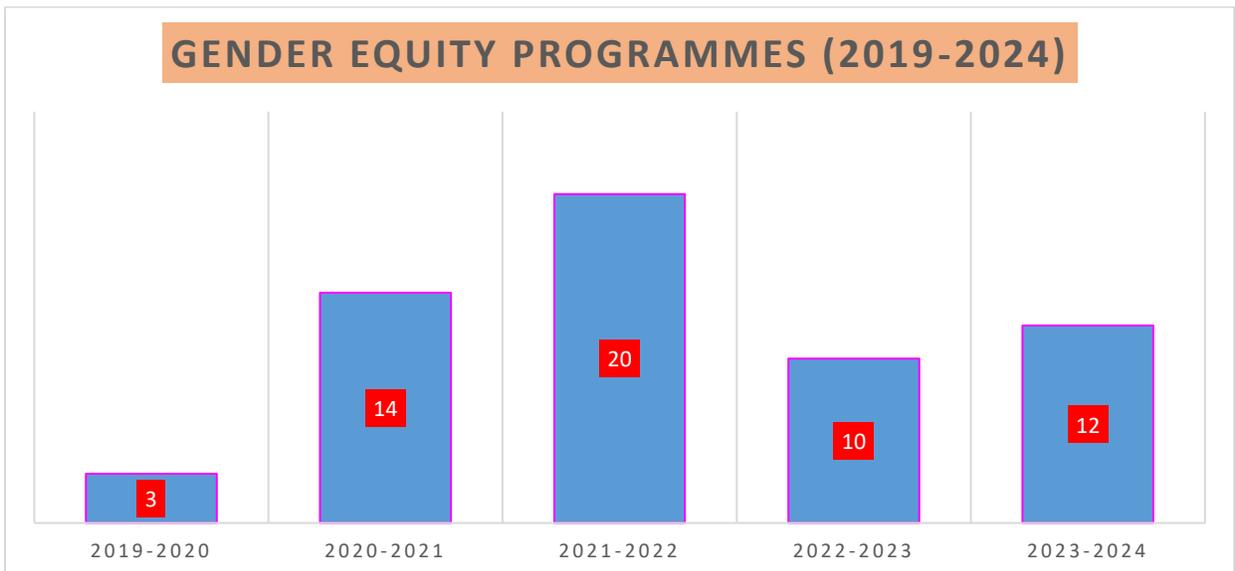


Gender wise distribution of staff in College Hostel

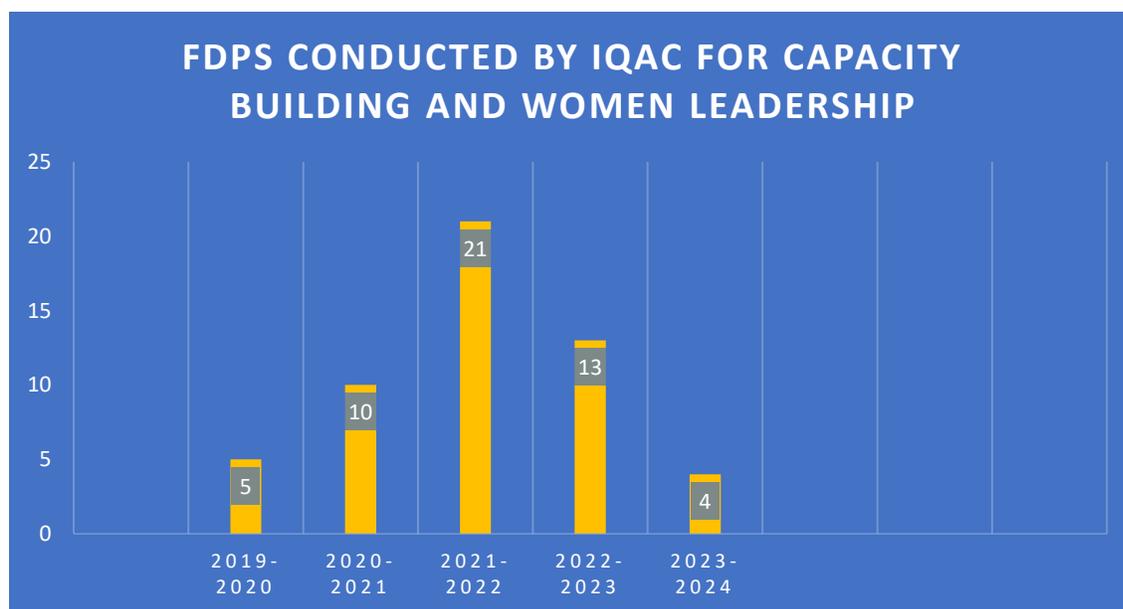


1.5 Healthy Practices

a. Gender Equity programmes conducted during 2019-2024



b.Capacity building and Leadership programmes for Women conducting by Internal Quality Assurance Cell



c. Community Outreach Programmes

The community outreach programmes are organized in collaboration with both governmental and non-governmental organizations which are working with the community at the grass root level. Exclusive awareness programmes like gender sensitization, women empowerment, women rights, domestic violence, mental health, legal awareness programmes are being conducted for the empowerment of women folk.

d. Women friendly provisions

A sick room provision with medical supplements and on call support of medical professional is given to the staff members as well as the students.

e. Scholarships

Different scholarships are being given to the students as rewards on the basis of their academic achievements, leadership qualities or special talents. These scholarships include central government scholarships, state government scholarships, Private scholarships.

f. Menstrual Hygiene

Various awareness programmes are conducted for creating menstrual hygiene awareness among women staff and students. Free sanitary napkins are provided to staff and students every month and an incinerator is placed inside the campus.

g. Special provision for Lactating mothers

Lactating mothers are given permission to go and feed their babies during interval timings.

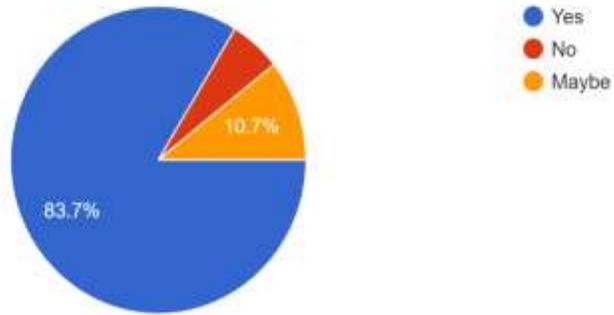
Conclusion

Gender Audit Team analysed that gender equality and gender sensitivity is encouraged by the management and staff members of the college. The College is having reputation for providing a safe and encouraging atmosphere for women's education and the sole aim of the institution is women empowerment through education. The analysis shows that gender equity goals and objectives are included in all the policies and programmes of the college. The present report shows the status of Gender supportive initiatives taken by the college are satisfactory.

GENDER AUDIT SURVEY

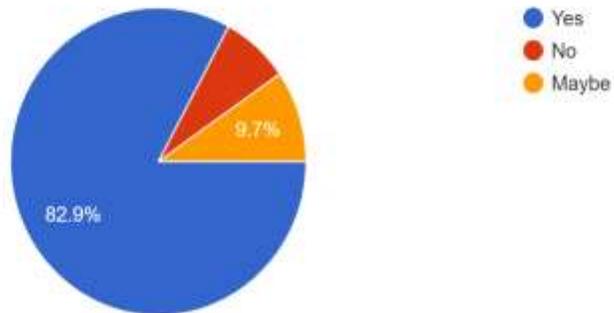
The college conducts Gender Sensitization programmes as a part of its curriculum

497 responses



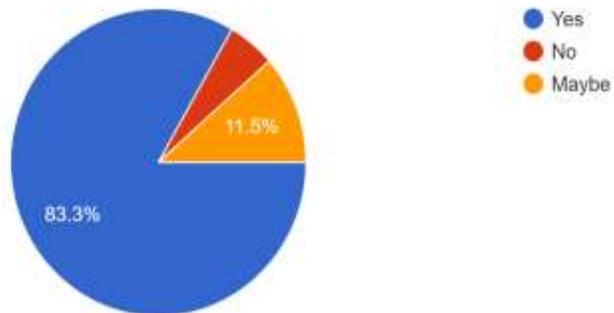
The institution conducts lectures and seminars for creating Gender Sensitivity

497 responses



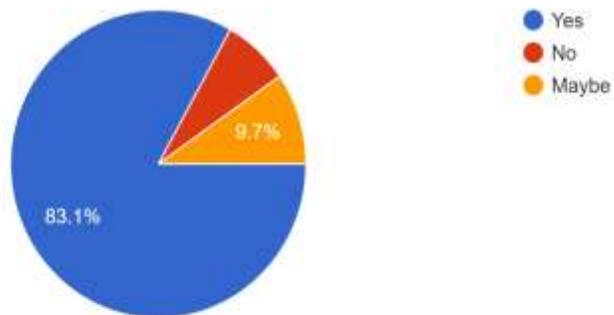
Grievance Redressal system is available in the college.

497 responses



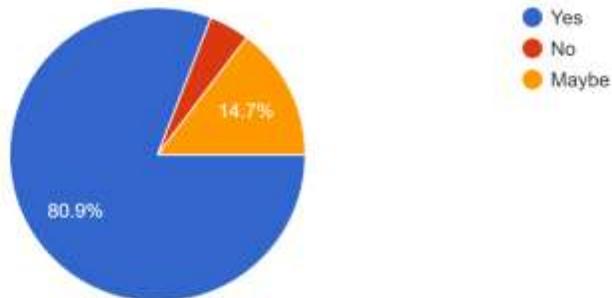
Internal Complaints Committee is functioning inside the campus..

497 responses



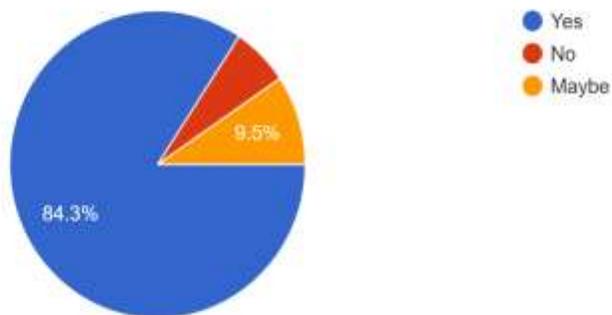
A Grievance Redressal email has been given in the website

497 responses



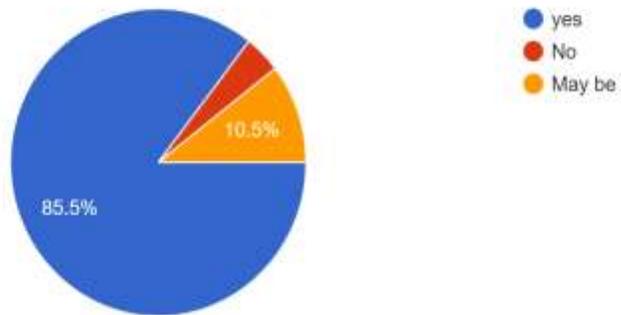
Counselling Cell is available for Mental health support

497 responses



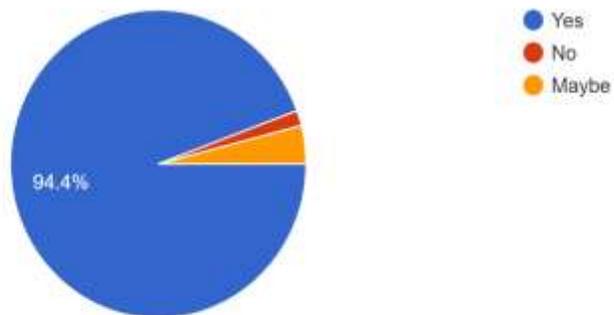
Women Help Line number is displayed inside the Campus

497 responses



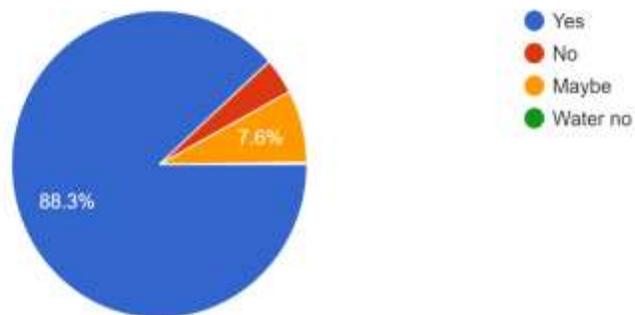
CCTV cameras are installed in the campus

497 responses



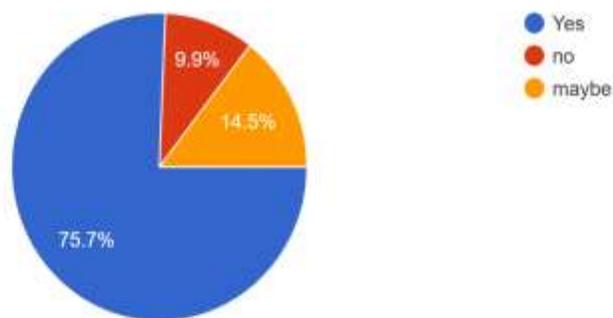
Adequate number of toilets are available in the campus.

497 responses



College canteen is providing nutritious and healthy food.

497 responses



GLIMPSES OF GENDER SUPPORTIVE ACTIVITIES



Caption :International Women's Day 2023



Caption :Cultural -WINGS Team



Caption :Sale by Women Self Help Group Members



Caption :NSS Student's Interaction with NYK members



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ANTI SEXUAL HARASSMENT COMMITTEE
 &
PG & RESEARCH DEPARTMENT OF SOCIAL WORK

OBSERVE
INTERNATIONAL DAY FOR ELIMINATION OF VIOLENCE AGAINST WOMEN

SIGNATURE CAMPAIGN

**STOP
 VIOLENCE
 AGAINST
 WOMEN**



Date: 08.12.2022
Time: 11.30am-2.30pm
VENUE : GROUND FLOOR ,ADMINISTRATIVE BLOCK



Caption :Signature campaign to commemorate “International Day for Elimination of Violence against Women”.



Caption :Student Induction programme-Deeksharambh



Caption :Workshop On POSH Act,2013 conducted by Internal Complaints Committee



Caption :Gender Sensitization Programme for Non Teaching Male staff -programme conducted by ICC



Caption :FIT India Movement



Caption :Counselling Service



Caption :Assuring Safety through CCTV Surveillance



Caption :Unique Pongal Celebrations in the campus

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|---|---|-------------------------------|-------------|
| INTERNAL COMPLAINTS COMMITTEE Constituted under "The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act 2013" | | | |
| SL.No. | NAME & DESIGNATION | CATEGORY | MOBILE NO. |
| 1 | Dr.V.Sujatha Principal | Chairperson/Presiding Officer | 94434 95161 |
| 2 | Dr.S.Ramalakshmi Vice Principal & Professor | Member | 94436 03564 |
| 3 | Dr.V.Sinthu Janita Prakash Dean of Science & Professor | Member | 98944 84436 |
| 4 | Mrs.R.Sridevi Panel Advocate, District Legal Services Authority, Trichy | External Member | 98429 60340 |
| 5 | Dr.G.Kanaga Dean of Alumnae Relations & Professor | Member | 99445 44186 |
| 6 | Dr.G.Mettilda Buvaneswari Associate Professor & Head | Member | 79046 74058 |
| 7 | Dr.M.Kavimani Assistant Professor | Observer | 88830 80387 |

Email id: icc@cauverycollege.ac.in

Caption :Display of ICC Members name inside the Campus



Caption :Display of Toll free Help Line Numbers



Caption :College Canteen



Caption :Security at the Gate



Caption :Awareness Programme On “Good Touch And Bad Touch”

NAAC SPONSORED NATIONAL SEMINAR ON “FOSTERING GLOBAL COMPETENCE AMONG HIGHER EDUCATION INSTITUTIONS THROUGH TECHNOLOGY”



Prof Y.M. Jayaraj, Vice Chancellor, Dr. D. Y. Patil Vidyapeeth, Pune exemplified about Concept Formation and Implementation of Refurbished NAAC Methodology of A&A Under RAF on 09.06.2022



Caption :Book Release on “Breast Cancer” on International Women’s Day



Caption: Adv.R.Sridevi is addressing the women on legal provisions for safeguarding women



Caption :Community Outreach programme for Women Sanitary workers



Caption :Skill Training Programme for Rural Women,Malliampattu



Caption :Community Outreach Programme for village women on "Women Laws"



Caption :Anti-ragging week celebrations


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PG & RESEARCH DEPARTMENT OF SOCIAL WORK
AMITY CLUB
 Commemorating
WORLD MENTAL HEALTH DAY 

On The Theme
COLOUR PSYCHOLOGY
Fix Colours According To Your Mood

"Happiness can be found even in the darkest of times, if one only remembers to turn on the light."
— Albus Dumbledore.

 **DATE:08.10.2022**  **Open Stage & Canteen**

All Are Cordially Invited



Caption :Signature campaign for raising awareness on Mental Health

CO HOSTING XLVI INDIAN SOCIAL SCIENCE CONGRESS



Thanga. Jayaraman, Writer, Former Academic Co Ordinator, Central University of Tiruvarur gave Public lecture on Understanding the Village in the Cauvery Delta: Issues and Representation in association with Bharathidasan University, Tiruchirappalli and Indian Social Science Academy, Allahabad on 28.01.2023.



Caption: Programme by IQAC on the topic “Cyber Crime Against Women on Social Media”



Caption :Students are given opportunities for Entrepreneurship encouraging the idea that skills and intelligence



Caption :Students displaying their products as a part of Incubation centre activity



Caption :Online Gender Sensitization programme

PRE - CONGRESS SYMPOSIUM ON “75 YEARS OF RESEARCH AND DEVELOPMENT IN BIOLOGICAL SCIENCES IN SWARAJ INDIA” IN ASSOCIATION WITH BHARATHIDASAN UNIVERSITY, TIRUCHIRAPPALLI AND INDIAN SOCIAL SCIENCE ACADEMY, ALLAHABAD.



Dr. Y. Srinivasa Rao, Associate Professor, Department of History, Bharathidasan University, Trichy spoke on the Global Warming and also he insisted on the protection of nature and the collaboration of science and humanities on 14.12.2022.



Caption : Distribution of vegetable seeds, saplings and plantation of sapling by the UBA volunteers

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**ANTI SEXUAL HARASSMENT COMMITTEE
 &
 AMITY CLUB**
 Organizes an Awareness programme
 on
"KEEP THE MIND HEALTHY"

RESOURCE PERSON



Mr.S.PRAGADEESWARAN
 PSYCHIATRIC SOCIAL WORKER,
 ATHMA HOSPITAL
 TRICHY.

Date: 03.12.2022
Time: 03:00pm-04:30pm

Venue: Dr.Rameswari Nallusamy Hall

Caption :Anti sexual harassment committee / Internal Complaints Committee Programme on Mental health -Keep the mind Healthy

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PG & RESEARCH DEPARTMENT OF SOCIAL WORK
 ORGANISES
 NATIONAL WEBINAR
 ON

**SHADOW PANDEMIC : DOMESTIC VIOLENCE,
 IN THE WAKE OF COVID - 19**

IN COLLABORATION WITH
CENTRE FOR WOMEN'S STUDIES & ANTI SEXUAL HARASSMENT COMMITTEE



CHIEF GUEST
Dr. A . Shahin Sultana,
 Professor,
 Department of Social Work,
 Pondicherry University,
 Puducherry.

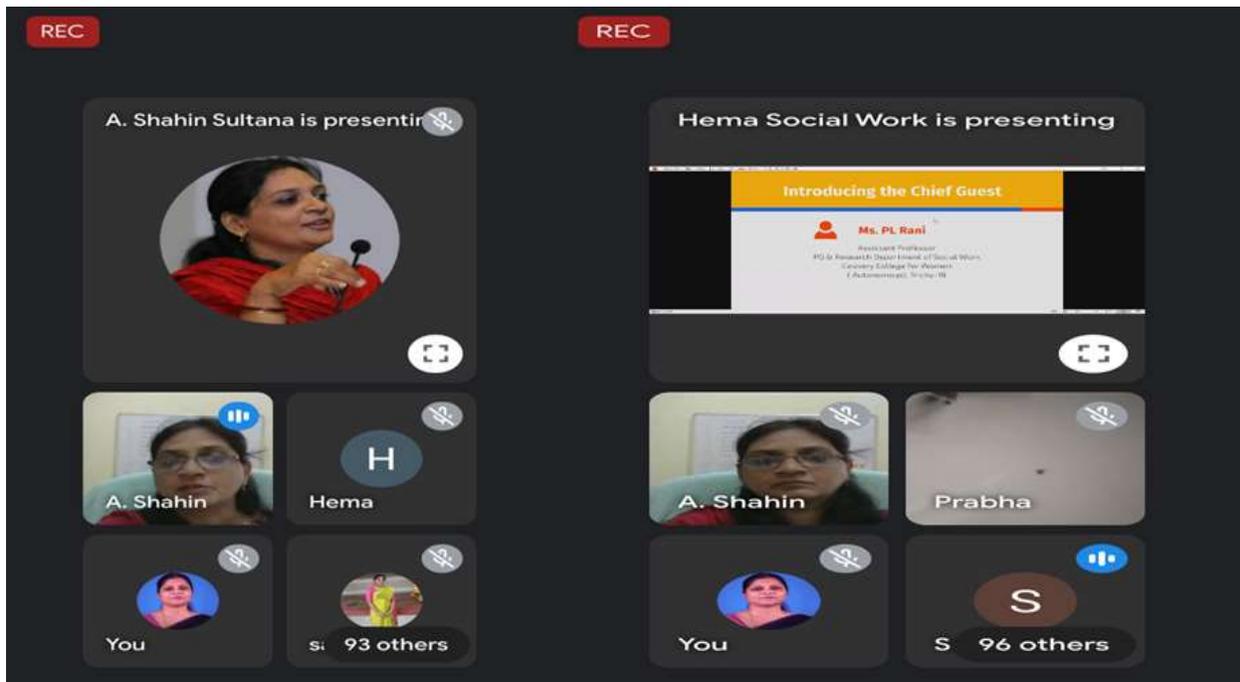
FELICITATION
Dr. V. Sujatha,
 Principal,
 Cauvery College for Women (Autonomous),
 Trichy-18.

SEPTEMBER 7th , 2021 at 11.00 am (TUESDAY)

Platform (Google meet) : 
 Registration:Link : <https://forms.gle/hh9YKN1gahPhr1Nv5>



E-Certificates will be Provided . No Registration fee



Caption :Webinar on “Shadow Pandemic:Domestic Violence in the wake of COVID-19



Caption: Dr.N.Manimekhalai,Director,Department of Women’s Studies,Bharathidasan University addressing the students on “Gender Sensitization”



Caption:Community outreach programme on Women & Mental Health



Caption:ICC & Centre for Women 'Studies Programme to commemorate "International Day for Elimination of Violence against Women".



Caption: Sr.M.Sebasthiammal vinnarasi, Advocate, District court, Tiruchirappalli along with Dr.G.Kanaga professor, Dean of Alumnae Relation and Ms.PL.Rani Assistant professor addressing the beneficiaries on 02.08.2023 at Dr.Mrs.Rameshwari Nallusamy Hall.



Caption :International Conference on “Indo-American Mental Health and Social Work Practices” on 06/09/2023



Caption:Releasing of the abstract in the International Women’s Day -National Conference On “Count Her In; Invest in Women: Accelerate Progress”on 08.03.2024.

| | | |
|---|---|--|
| <p>Guidelines for Paper Submission</p> <ul style="list-style-type: none"> • Authors are required to submit the abstract and manuscript in MS Word with 1.5 line space and in Time New Roman with Font size 12. • The cover page should contain the title of the paper, name of the author(s),name of the institution, complete postal address with email ID and mobile phone number. • All the Papers will be reviewed by the team of experts and selected papers will be published in a book with ISBN number. • The abstract and full paper in English are limited to 2000-2500 words. • The paper should be presented either by author or co-authors. • Registration fee includes Kit, Working Lunch and certificate. • No accommodation will be provided. • Spot registration will be allowed with prior intimation. • Soft copy of the papers should be sent to mail id-sw@cauverycollege.ac.in <p>Contact Persons Dr.G.Mettilda Buvanewari Head & Associate Professor Ms.S.Hema- Assistant Professor PG & Research Department of Social Work Cauvery College for Women (Autonomous) Trichy-18.Mob.No-9894435468 , 9952294140</p> <p>Registration Fee Academicians & Practitioners - Rs.300 Research Scholars - Rs.200 Students - Rs.100</p> <p>Click here the Link for Registration: https://forms.gle/Yz6mKuRogTgafTA</p> <p>Important Dates Last date for Registration - 05.03.2024 Last date for Abstract Submission -03.03.2024 Last date for Full Paper & PPT Submission on 06.03.2024</p> | <p>Account Details</p> <p>Account Name : Amity Club Bank Name & Branch : UCO Bank, Sakai Road, Trichy Account Number : 15930110001721 IFSC Code : UCBA0001593</p> <p>Organising Committee</p> <p>CHAIR PERSON Dr.V.Sujatha, Director- Centre for Women's Studies Principal Cauvery College for Women(Autonomous) Annamalai Nagar,Trichy-18</p> <p>CONVENER Dr.G.Mettilda Buvanewari Head & Associate Professor PG & Research Department of Social Work Cauvery College for Women (Autonomous) Trichy-18</p> <p>ORGANISING COMMITTEE MEMBERS Dr.G.Kanaga-Professor & Dean of Alumnae Relations Ms.PL.Rani- Assistant Professor, Social Work Dr.O.Aisha Manjus-Assistant Professor, Social Work Ms.S.Hema-Assistant Professor, Social Work Dr.R.Anitha-Assistant Professor, Social Work Ms.P.Meenakshi-Assistant Professor, Social Work</p>  |  <p>CAUVERY COLLEGE FOR WOMEN (AUTONOMOUS) TIRUCHIRAPPALLI,TAMIL NADU,INDIA Nationally Accredited (III Cycle) with 'A' Grade by NAAC ISO 9001 : 2015 Certified</p> <p>One Day National Conference (Hybrid Mode) on “Count her In :Invest in Women . Accelerate Progress”</p> <p>PG & RESEARCH DEPARTMENT OF SOCIAL WORK & CENTRE FOR WOMEN'S STUDIES Commemorating</p>  <p>International Women's Day March 8, 2024</p> <p>Friday 10.00 AM</p> <p>Dr.Rameswari Nallusamy Hall Cauvery College for Women (Autonomous) Tiruchirappalli, Tamil Nadu, India.</p>  |
|---|---|--|

Caption: Brochure of National Conference On “Count Her In; Invest in Women: Accelerate Progress ” on 08.03.2024.