

St. Ann's College for Women
(Autonomous), Affiliated to Osmania University,
Accredited 'A+' Grade by NAAC (3rd Cycle),
College with Potential for Excellence by UGC,
ISO 9001: 2015-ISO 14001: 2015
Hyderabad- 500 028, India



Gender Audit 2020-2023

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GENDER AUDIT COMMITTEE (2021-2023)

Members:

- Dr. Smita Asthana - IQAC Coordinator *Sr Asthana*
Ms. Popy Devi Nath – Director, Centre for Women's Studies *P. P. Nath*
Ms. Sylaja Mekala, Head, Department of Biochemistry *Sylaja*
Ms. Bhramara Sree, Head Department of Political Science *B. Sree*

CENTRE FOR WOMEN'S STUDIES (2021- 2023)

Members

- Dr. Sr. P. Amrutha - Principal *Sr. P. Amrutha*
Ms. Popy Devi Nath, Director, CWS *P. P. Nath*
Ms. Urooja - Faculty Member *Urooja*



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ADVISORY MEMBER OF GENDER AUDIT

Members:

Prof. Shahida,

Director (Incharge), & Director

Center for Women Studies

DIRECTOR
CENTRE FOR WOMEN'S STUDIES
Maulana Azad National Urdu University
Gachi Bowli, Hyderabad - 32

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Dr. Sheela Suryanarayanan,

Associate Professor, Centre for Women's Studies,

University of Hyderabad, Telangana

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Associate Professor

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University of Hyderabad

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Introduction

The emergence of St. Ann's College for Women from the cradle of CSSA missionary society is a tale of a vision and a mission of the sisters committed to the cause of empowering women through education.

Established in 1981 by the sisters of St. Ann, the college started humbly in 1983 with two rooms and program combinations. Now offering thirty program options, it educates around three thousand students. In Hyderabad, the college occupies 4 acres, a hub known for IT, pearls, and Biryani. Affiliated with Osmania University and recognized by the UGC under sections 2 (f) and 12 (B), it maintains minority institution status.

The college emphasizes autonomy, crafting educational programs and policies independently to deliver need-based education. Over 3200 students benefit from qualified faculty across 32 departments. The institution's dedication to quality led to an 'A+' grade re-accreditation from NAAC during its third cycle in 2018. Designated a College with Potential for Excellence (CPE) by the UGC, it demonstrates remarkable efforts in education.

As part of its commitment to gender equality and inclusivity, the institution has initiated gender audits, emphasizing its dedication to empowering women and promoting gender-sensitive education. Through its continuous growth and dedication to academic excellence, St. Ann's College for Women stands as a beacon of progress and empowerment in the realm of women's education.

Vision

Academic Excellence, Skill Enhancement and Value Enrichment to help the girl student embark on life's journey as an empowered woman.

Mission

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By adopting a need-based approach, synthesis of academics and ethics, innovation in learning methods and a diversified curriculum, the college aims at providing a learning environment that integrates body, mind and spirit.

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Concept of Gender Audit

A gender audit is a vital assessment tool used by organizations to evaluate the integration of gender equality across their policies, practices, and services. Through a gender audit, institutions analyze their structures, procedures, and budgets to identify and rectify any gender-related disparities or biases. The primary aim is to ensure fairness and inclusivity for all individuals, irrespective of their gender.

By conducting a gender audit, organizations can unearth underlying gender biases that might otherwise go unnoticed. This assessment enables them to pinpoint areas where adjustments are necessary to create a more equitable environment. Gender audits also promote a deeper understanding of how gender dynamics influence decision-making, resource allocation, and overall functioning.

Gender audits not only help organizations measure their progress toward gender equality goals but also enhance their commitment to fostering an inclusive culture. By acknowledging and addressing gender-based disparities, organizations cultivate transparency, accountability, and respect for all genders. This proactive approach leads to improved collaboration, creativity, and overall organizational performance.

In conclusion, gender audits serve as essential mechanisms for organizations to evaluate and promote gender equality. By using this tool, institutions can actively work to eliminate gender disparities, promote inclusivity, and create a more balanced and equitable environment for everyone involved.

Objectives of Gender Audit

St. Ann's College empowers female students for their life journey, focusing on holistic development and societal impact. Gender equity programs and curriculum inclusion of gender sensitization and women's studies underscore the college's commitment to fostering empowered women and advancing gender equality. To find out the areas where gender imbalance exists and the factors behind the gender imbalance.



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- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college
- Identification of strong leadership and change makers and building the capacity of women
- To promote a culture of respect and equality for female gender.
- Enhancing self-esteem and self confidence in women.
- The provision of opportunities and programs for female gender to be financially, mentally and emotionally empowered so as to promote their growth as individuals in their own right.
- To inculcate entrepreneurial attitude among young girls, at the earliest so that they can be “job givers” rather than “job takers”
- To make women understand that empowered and educated women are less likely to fall prey to sexual abuse, workplace harassment, domestic abuse many more
- To show that the Empowered women can have happier families
- To imbibe the idea that child marriage, dowry killings, discrimination, female feticide, etc., and other harmful acts can be stopped by women empowerment
- Counselling services for students.
- To conduct seminars to create awareness on the economic, social, political, and legal rights of women.
- Organizing different activities to make women aware of their health, sports, self-defence etc.

Gender Sensitive Features of the College

Gender Sensitive Features of the College Gender sensitive features are carefully observed in every corner of the college system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities gender equality is kept upright in the college.

Centre for Women's Studies: Women cell was established in 1991 with one motto “To strive, to seek but not to yield”. It has evolved over the years to Centre for Women's Studies in 2009 supported by UGC. A holistic approach to gender studies is envisaged. It encourages women's academic development and empowerment. Centre for Women's Studies offers CCA course on NGO Management, AECC on Gender Sensitization, Career-oriented course on Women's Studies. The centre has collaborated with various government and non-government agencies and institutions in its bid to create and further the awareness on various topics of interest to women such as safety, entrepreneurship, skill development, legal awareness, personality development, and contemporary gender studies issues. Apart from academic and research activities, the centre has engaged in socially responsible outreach activities as well.

Legal Aid Clinic: Legal Aid Clinic @ St. Ann's provides free legal services to the students, staff and nearby community.

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Yoga: Yoga training is given to students and teachers every year.

Sanitary Napkin Vending Machine and Sanitary Napkin Incinerator: Keeping in mind the special hygiene needs of girl students and female staff, a sanitary napkin vending machine and **Sanitary Napkin Incinerator** are provided.

Sports facilities: College takes special efforts to promote sports among the students. Indoor games in the college are chess, table tennis and weight lifting. Outdoor games are athletics, handball, volleyball.

Centre for Women's Studies Library:

Book: Centre for Women's Studies maintains a separate library to cater to the needs of the faculties and the students. There are 200 books available for women's studies. The CWS Library is a specialized research resource centre for a comprehensive collection of published and unpublished material relating to women. The library through its collection aims to provide an overall perspective regarding the situational analysis, current issues, development policies, programmes and schemes relating to women and strives to fill in the information gaps in these areas.

E-resources – The Library also maintains e-resources. 250 e-resources included articles and e-books are available and also maintain an audio-visual material which has detailed information from various secondary sources like films, videos, and other audio-visuals relating to gender.

Publication: Newsletter - "Dhruthi Scape"

CCTV: CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the college. These have been installed in corridors, library, ground and office and exam department.

Notice Boards: Notice boards are available on every floor as well as for every department that displays important notices applicable to all students.

SMS Alert System: An SMS Alert System for information dissemination about important dates and notices among the students and the staff is managed.

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Suggestion Box: Suggestion boxes have been provided to inculcate student feedback in college management in both buildings.

Parking Facilities: A well observed parking of two-wheelers as well as four wheelers for differently abled students, other students, staff is one of the disciplines in this college.

Gymnasium (Physical Fitness Centre)

Counselling Facilities

Diet counselling centre: Counselling to Improve Maternal Nutrition. Gender equality today for sustainable tomorrow!! So are we focused on Nutritional equality which can be achieved by adopting "Health Behaviours for Wellbeing"

Centre for Women's Studies Awareness Programme for Girl Students:

Other parameters of diversity Students with disability

Staff in College: St. Ann's have predominantly more women faculty with only 10% male staff.

ICC Committee

Anti Ragging Committee



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Gender Sensitive Initiatives

Activities organized by St. Ann's College

Year: 2021-22

Webinar on Gender Equality and Empowerment Organize by Dept. of Women's Studies, Bharathidasan University, Tiruchirappalli, Tamil Nadu and St. Ann's College for Women, Hyderabad on 8th Sep, 2021 from 10.30 am to 12.30 am

The webinar started with a prayer followed by welcome address by Prof. Dr. N. Murugeswari, Department of Women's Studies of Bharathidasan University, Tamil Nadu.

Ms. Popy Devi Nath, Director, Centre for Women Studies, St. Ann's College for Women introduced the resource person Dr. Zenetta Rosaline, Professor & Director, Dept of Women's Studies, Bharathiar University, Coimbatore and welcomed the resource person Virtual green greeting.

Prof. Zenetta started her speech by highlighting generations have changed but the patriarchal mindset and stereotyping women has not changed and hence there is a need of awareness on Gender Equality. She also spoke about the sustainable development goals proposed by U.N which said that by 2030, the world will be 50: 50 which means that 50 % of men and 50 % of Women will occupy all walks of work in life, which indicates the advent of Gender Equality.

She explained why Gender Equality is such a big question in today's times. In Indian Scenario, Female infanticide is still found certain parts and Tamil Nadu and other states which is horrifying in today's times. Establish an overall equal society, change should first start in our home and in our mindset

She has highlighted about Gender inclusive growth and the importance of gender sensitization in educational institutions. Women should be considered equal to men. This idea is the need of the hour both socially, economically and judicially.

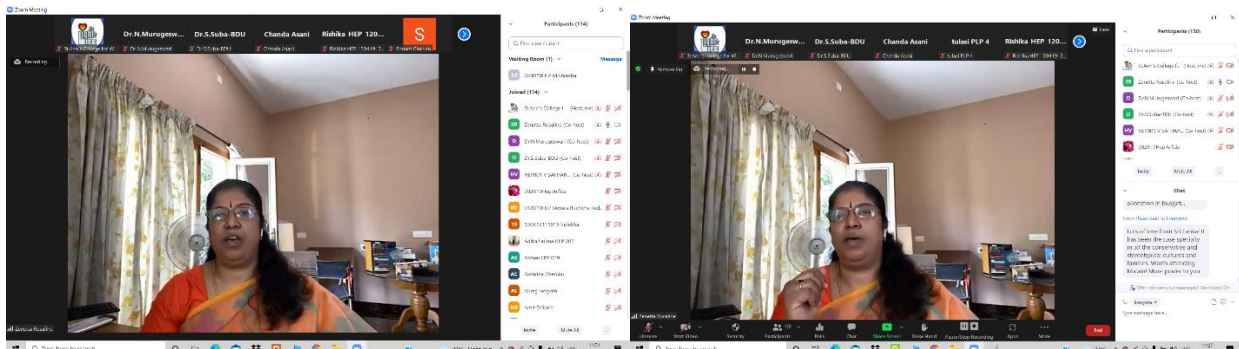
She explained about Gender responsible budget which is aiming to remove the differences in the pay check of men and women and providing more facilities like extended maternity leave to women.

She concluded the session by saying "Gender Equality is not a luxury; it is a necessity".

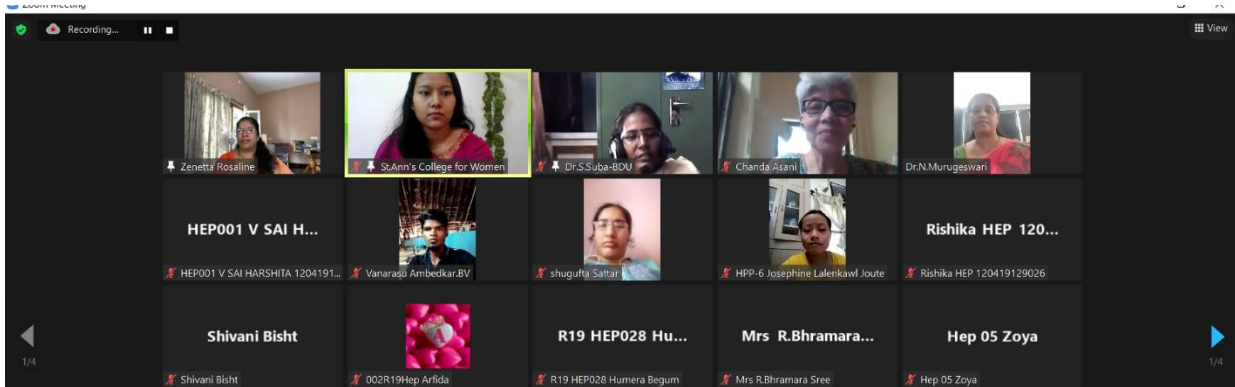
The webinar seemed to be very active with the interaction of the participants.

The program was got over by 12:30 PM with the Vote of thanks by Dr. Suba, Assistant prof, Dept of Women's Studies, Bharathidasan University.

The programme ended with national anthem.



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YouTube Link

<https://youtu.be/3L2p5GIJoGk>

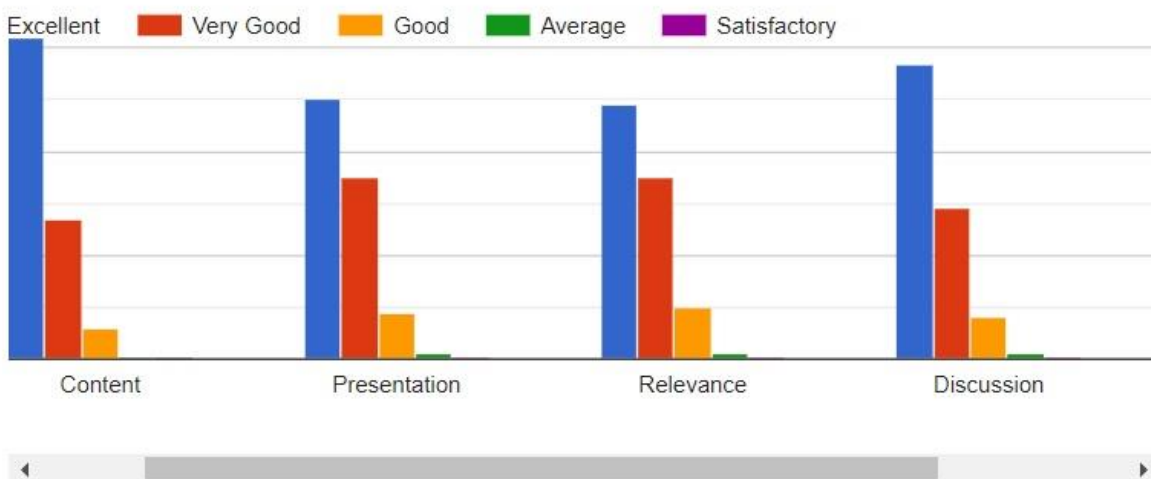
Registration link

<https://docs.google.com/spreadsheets/d/1icc9MltfSWwL2aOjBLNWZom1ecywLxKUQszHHv-JeQM/edit?usp=sharing>

Feedback link

https://docs.google.com/spreadsheets/d/1jL33ZYFrdfEJ63QVjKtQK3oxTNafuvzywJ7z5ruO2_4/edit?usp=sharing

Resource Person



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Two-day National E- Conference on Unequal Pay: Gender Discrimination at Workplace organize by CWS Sponsored by NCW, New Delhi on 29th and 30th Nov, 2021

INAUGURATION

Time: 9.30 to 10.30 AM

The programme began with a prayer

Ms. Sumedha, Hod of French organizing committee member welcomed each one of them to the two-day virtual conference on Unequal Pay: Gender Discrimination at Workplace sponsored by National Commission for Women, New Delhi.

She has welcomed key note speaker Prof Moly Kuruvilla, Culicut University, Kerala with green greetings. A bountiful tree was planted at St. Ann's College premises in the name of Prof Moly Kuruvilla.

She also welcomed Dr. Sr. P. Amrutha, Principal, St. Ann's College

She welcomed Dr. Smita Asthana, Dean Academics, St. Ann's College.

Patron of the conference Dr. Smita Asthana, Dean Academics, IQAC Coordinator, St. Ann's College for Women, Mehdipatnam, Hyderabad have given the welcomed address.

Popy Devi Nath, Director of Centre for Women's Studies has briefed about the two-day conference.

Key Note Speaker: Prof Moly Kuruvilla, Founding Director & Professor, Department of Women's Studies, University of Calicut, Kerala addressed the gathering. She has highlighted on the theme of 'Gender Wage Gap: The Undercurrents'.

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She has mentioned about gender wage gap. Gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are in paid work. Women are generally considered to be paid less than men. It exists both in organised and unorganized sectors but is deeper and wider in unorganized sectors. Globally, women earn on average just 68% of what men are paid for the same work, and just 40% on average in countries with the least gender parity. It varies with countries, regions, races and sectors. In the US, women earn 85% of what men earn, in Australia it is 86% while in India it is 75%.

She has explained about Gender Role Perceptions. Due to Traditional Gender role perceptions, men aspire for higher posts with higher pay while women do not hold higher aspirations, Wife should not earn more than her husband, Women tied up with family responsibilities. She has also explained about Gender Division of labour. At times women fail to aspire for high paid jobs, Women may lack skill training owing to her family responsibilities, Career graphs of men and women.

She has highlighted on Pre and post market discrimination. Employers prefer to recruit men in high paid prestigious jobs, even after recruitment men are favored/supported to get promotions, Women fail to bargain and negotiate for higher pay.

She has mentioned about Glass ceiling. The invisible barrier that inhibits women from rising to the upper tier of the corporate ladder, regardless of their qualifications or achievements. The glass ceiling metaphor literally means invisible barriers ('glass') through which women can see elite positions but cannot reach them ('ceiling').

Personal Factors, Organizational factor, Cultural factor- Glass ceiling

Lack of support from family members, especially post-marriage

Lack of proper education and training

Work – life imbalance

Fear of Success

Role conflict

Workplace with high majority of men

Absence of right mentors/role models

Employer's gender bias in recruitment

Payment of unequal salaries for the same job

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Gender division of labour that entrusts the responsibility of household chores and child care upon women

Motherhood penalty

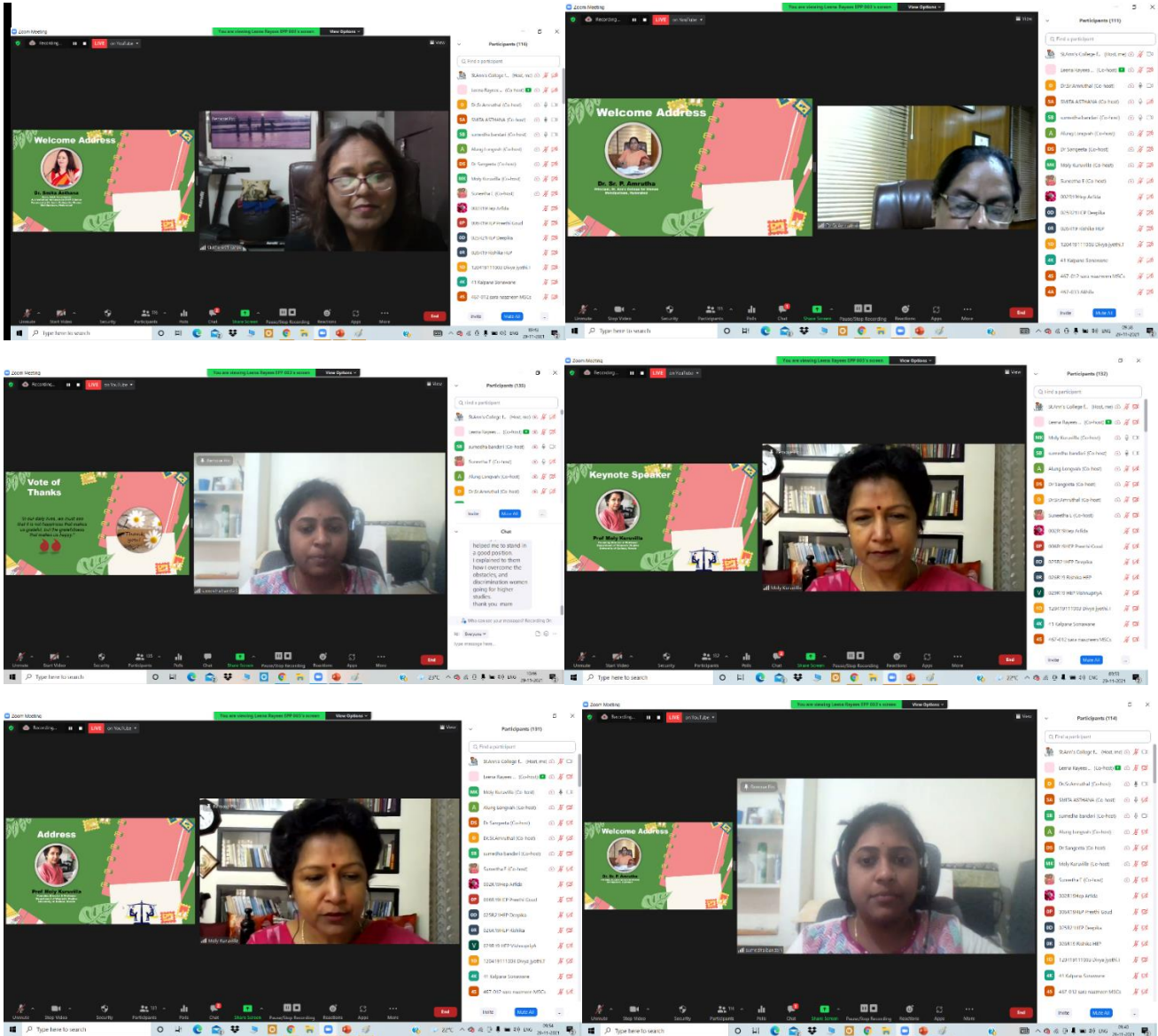
Presence of occupational segregation –male jobs and female jobs

Gender role perceptions against women becoming a manager

The session was very interactive and informative. The main motive of the session addresses the issues and challenges faced by the Women Workers. The main goal of the session is fulfilled after the discussion of the Speakers with participants. After session, Participants asked many questions on the topic and all the questions were satisfactorily answered by Resource Persons. The session was concluded with vote of thanks delivered by Ms. Sumedha, HOD of French, St. Ann's college for Women.



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Gender Wage Gap

Gender Earnings Gap
(CPS: Full-Time Year-Round, 25-54, 1961-2004)

Women's Mean Weekly Incented Earnings

Year of earnings

Figure 1. Change in gender earnings gap between 1961 to 2004.
Source: The stalled gender revolution. University of Maryland (2006).

TECHNICAL SESSION ONE (Day One 29th Nov, 2021)

Theme: Negotiating Boundaries-Reinterpreting Workplace from a Gender Lens

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Time: 11.00 AM to 1.00 PM

Chaired by Chair: - Dr Sangeeta Desai, Assistant Prof, SCWSD Sophia Centre for Women's Studies and Development Mumbai

Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women, coordinator of the technical session one welcomed the audience and welcomed the resource person and green greetings followed by the introduction of the speakers.

Dr Sangeeta Desai has started the session with a presentation on Negotiating Boundaries-Reinterpreting Workplace from a Gender Lens.

The session started with the Chair of the session Dr. Sangeetha Desai speaking about the various changes that have occurred in the workplace especially in women's sector of which some of them were good and some were bad. Then the speaker proceeded with explaining her topic for the session –Negotiating Boundaries: Re interpreting work place from a Gender lens. She mentioned how gender inequalities which are deep rooted in the society through religious ideas, access to health, education, resources resulted in discrimination in workspaces and how discrimination hinders the development of women. She has mentioned about Empowerment and Development of Economy. Empirical studies have shown that women's participation in the labor market is associated with better access to economic opportunities and greater say in household decision-making.

The plight of falling female labour force participation- The declining Female labour force participation only 19.7% in rural India and 16.1% in urban India, women working in informal workforce, salary discrimination was discussed. She stated that Women Development workers get 'Honorarium' not salary. Women are not considered as independent workers and the payment is made to the couple as a joint unit middleman in collision with doctors arrange hysterectomies so that no days are taken off due to menstrual pain or days when women are menstruating.

The talk was concluded by highlighting the point that offers choice of work and flexible work modalities, Women gig workers appreciate the income-generating potential of the gig economy, challenges with regards to access to social protection, safety, upward mobility, and lack of effective bargaining power.

There were seven paper presentations by prominent speakers on workplace discrimination. Dr Sangeeta Desai chaired the session

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Dr. Imrana Begum then presented her paper on The Ladies seat: Issues faced by women while travelling to work.

Dr. Imrana spoke about the different forms of violence in both public and private sphere and how sexual harassment affects women both physically and mentally. A study was conducted on 40 working women of ages 22-35 years, who were in various fields and majority of them use public transport and 72% have been harassed at least once in public transport and out of them 50% of women chose to ignore fearing what would people think and having no confidence that people will support them even if they spoke out. The paper was concluded by highlighting the point that the main aim should not be to avoid harassment but to stop it.

Sutapa Maji then continued by expressing her thoughts on communalism, Neo Liberalism and Gender equality which is about how this accelerated racism, gender based violence, culture shock and that women's activism need to be supported. She spoke about India having one of the lowest female labor force participation rates in the world and how female labor participation has fallen to 20.3 % from 26% in recent times. The discussion was ended by explaining the need to fight against communalism and Neo Liberalism which result in gender equality.

Kalpana Sonawane and Sridevi Sanda presented their views on Career advancement Barriers for women especially women in different art forms. Kalpana Sonawane spoke about how women artists, especially theatre artists and women working folk theatres in rural areas are not getting the recognition they deserve and the violence committed towards them. Many families in Maharashtra and throughout whole India whose livelihood depends on these art forms are not having job security. Sridevi Sanda added to this by mentioning the individual, organized, family related barriers women face in their career advancements.

The final paper for the session was presented by Dr. C. Kubendran who spoke about the gender discrimination in tea plantation sector, in Munnar, Kerala. He spoke about how most workers in the fields are women who are expected to just pick out the tea leaves while men work in the factory level with greater benefits. Men are given more facilities and freedom than women in terms of working conditions, respect etc. The paper was ended by talking about the need to increase the benefits and facilities for women.

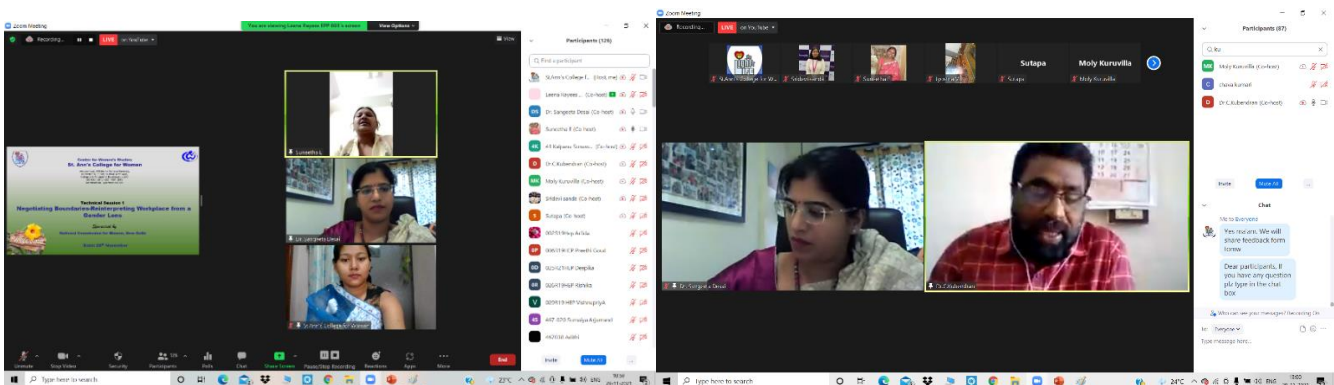
Closing Session: The session was very interactive and informative. The main motive of the session addressed the issues and challenges faced by the Women Workers. The main goal of the session is fulfilled after the discussion of the speakers with participants. After session, Participants asked many



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questions on the topic and all the questions were satisfactorily answered by Resource Persons and other paper presenters. The session was concluded with vote of thanks delivered by Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women.

Glimpse of pics- Technical Session I



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TECHNICAL SESSION TWO (Day one 30th Nov, 2021)

Time: 11:10 AM-1.00 pm

Chair: Prof. Dr. N. Manimekalai, Dean, Faculty of Arts, Director and Head Department of Women Studies, Bharathidasan University, Tiruchirappalli, Tamil Nadu.

Theme: Gender Wage Gap in Unorganized Sector

The Session was started by Mehar, BZC student of St. Ann's college for Women. Ms. Mehar, Student, coordinator of technical session two has welcomed the resource person.

Prof. Dr. N. Manimekalai has highlighted on Gender Wage Gap in Unorganized Sector

Inputs from the Session:

The session started with Prof. Dr. N. Manimekalai introducing to the students and giving us some covid guidelines. She also mentioned “fight over discrimination and inequality started years ago”. There are four major areas in organised sector which employment is regular whereas unorganized is characterized by small and scattered largely outside of the government. The organized sector is registered with government whereas the unorganized sector doesn't follow rules. According to international labour organization, the unorganized sector is defined as a set of economic activities by characterized by ease of the entry reliance on indigenous resources, small operations, labour intensive operations, reliance on skills acquired outside the formal education. Prof. Dr. N. Manimekalai also discussed about “informalization of formal sector”, where work is given same but male employers are paid more wage than women. There are diverse fields under unorganized sector from contract labour to workers in shops, scavengers, sweepers, tribal and unprotected labour. 90% workers are aware of the smaller risks in this sector. Most construction workers are not even given proper sanitisation. Most companies follow “last to be hire and first to be fired” method on women. Patriarchal roots suggest men as a ‘bread winner or provider of the family’, gender wage gap is justified based on that ground through culturally conditioned socialization.

Various issues:

- Migrant workers faced issues
- Lack of transportation
- Lack of Food and basic necessity
- Lack of accessibility

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- Gender wage gap

Why is there a gender wage gap is always justified under the perception that ‘women will remain absent due to their personal needs, though they are also social needs. Works given to women are generally marginalised works and therefore are believed to deserve less wage, this is what is called occupational sex expurgation. Men are more likely to be chosen for leadership than women. 2/3 of women never had a formal mentor. In 2015, 23% women were working, whereas in 2021 only 19% of women are working. The speaker quoted words of Jayathi Ghosh, Indian economist “Women are workers, they are engaged in unpaid and paid work or both works. Care work is also a work and needs to be acknowledged.” Most Indians consider sending women to work is degrading them and as a dishonoring their family. **The session followed by four paper presentation chaired by Prof. Dr. N. Manimekalai:**

To this Dr. Mrs. M. Kalpana Krishnaiah, Project Associate Teaching Women’s Studies Centre, Sri Krishnadevaraya University, Ananthapuramu, Andhra Pradesh explained why it is critical to build a comprehensive understanding of the challenges experienced by women leaders in India. Administrative leadership, both within and outside educational contexts, remains a male-centric field. Female leaders often are evaluated based on male leadership characteristics, a practice particularly evident in India’s education sector. In India, only 35% of academics are women and even fewer are represented in leadership positions. This paper explored the experiences of two women working in administrative leadership positions in two Indian high schools. Interviews and questionnaires provided insight into how they perceived their opportunities, experienced barriers, and understood the impact of gender discrimination on their lives. Thus, steps are anticipated to encourage and provide insights to women who may aspire to assume academic leadership positions in education.

Dr. Joseph Catherine, Principal, Manonmaniam Sundaranar University, Tirunelveli, D. Hepziba Thangamani, M.Ed Student, Department of Education addressed the topic of gender and leadership deserves serious and thoughtful thought and discussion due to skilful, political, cultural, and personal realities of the twenty-first century. ladies and men square measure, are, and will be leaders. Gender ought to be thought of to figure out but each leader can reach most potential and effectiveness. The Force framework of leadership is meant to help guide leadership development and education.

Closing Session:

The speakers discussed on various topics about gender security, how public sector employment will narrow Gender wage gap and social norms and unequal divisions of unpaid work make difference for women. The session followed by speaker answering students’ questions.

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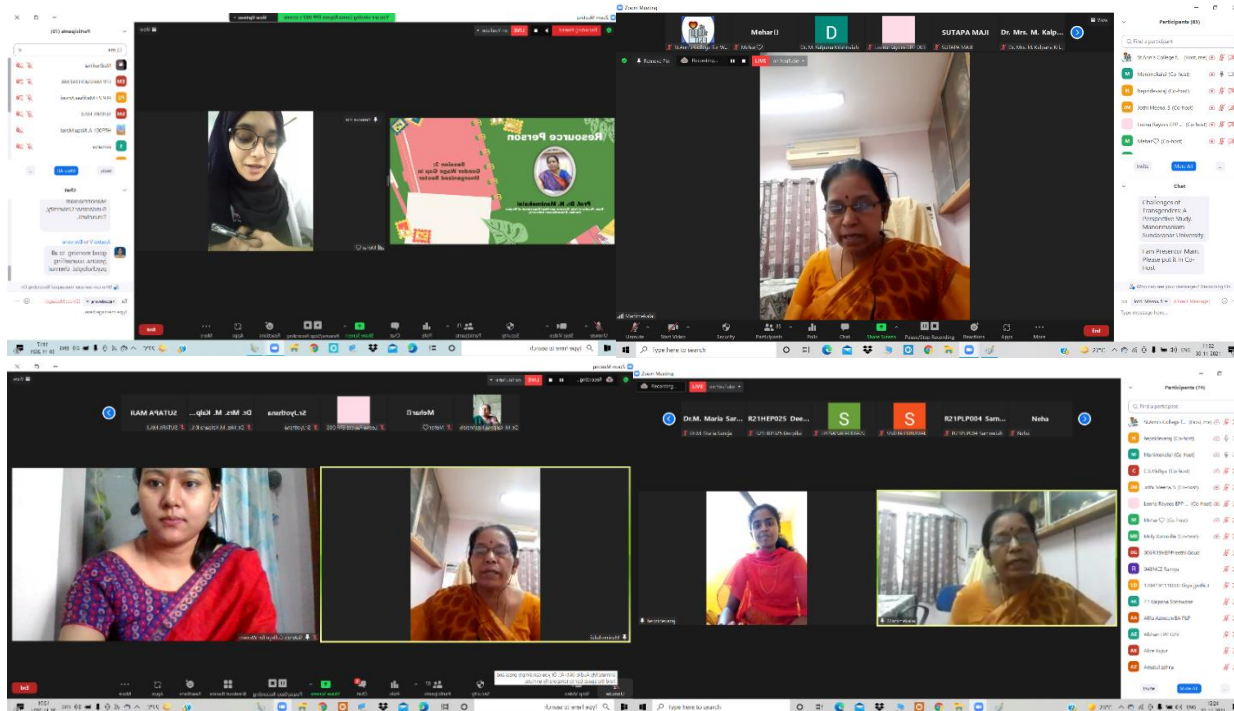
The session was very interactive and informative. The main motive of the session addressed Gender Wage Gap in Unorganized Sector. The main goal of the session was fulfilled after the discussion of the speakers with participants. The session was concluded with vote of thanks delivered by Ms. Mehar, Student, St. Ann's College for Women.

List of the speakers and topics details given below:

DAY TWO- 30th NOV, 2021		
TECHNICAL SESSION II		
11:10 AM-12:45 pm		
Theme: Gender Wage Gap in Unorganized Sector		
Resource Person: Prof. Dr. N. Manimekalai, Dean, Faculty of Arts, Director and Head Department of Women Studies, Bharathidasan University, Tiruchirappalli, Tamil Nadu		
Session Coordinator: Ms. Mehar, Student		
Time	Speakers	Topic
11.00-11.55	Prof. Dr. N. Manimekalai, Dean, Faculty of Arts, Director and Head Department of Women Studies, Bharathidasan University.	Gender Wage Gap in Unorganized Sector
11.55-12.05	Dr. (Mrs.) M. Kalpana Krishnaiah, Project/Research Associate, Women's Studies Centre, S.K. University, Ananthapuramu	Women Leadership in India
12.05-12.15	Suneetha Esampalli. Head Dept of Economics, St. Ann's College for Women, Mehdipatnam and Leena Rayees, BA Student	Promoting Gender Equality at the Workplace
12.15-12.25	Dr. Joseph Catherine, Principal, Manonmaniam Sundaranar University, Tirunelveli D. Hepziba Thangamani, M.Ed Student, Department of Education, Manonmaniam Sundaranar University, Tirunelveli	Three Language Policy: Effective Tool for Gender and Leadership
12.25-12.35	C. S. Vidhya, M. Loganathan, R. Meenatchi, (Indian Institute of Food Processing Technology), Thanjavur	Promoting Gender Equality in Nutrition
Discussion		

Glimpse of Pic -Technical Session II

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TECHNICAL SESSION THREE (Day two 15th Oct, 2020)

Chair: Prof. Shahida Murtaza, Professor and Head, Department of Women Education at Maulana Azad National Urdu University, Hyderabad

Time: 1.00 PM-2:45 PM

Theme: Workplace Harassment

Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women, coordinator of the technical session three welcomed the audience and welcomed the resource person. A Bountiful Tree was planted in college premises in the name of Prof. Shahida Murtaza.

Prof. Shahida Murtaza

Overview of the session:

The topic for this session was “ Workplace Harassment “ and the session was started by Prof. Shahida Murtaza – Professor and head , Department of Women Education at Maulana Azad National Urdu University , Hyderabad who spoke about Gender Sensitization which is the modification of behavior by Raising awareness of Gender Equality concern and the necessity of it and how Gender sensitization helps people in examining their personal attitudes and beliefs and questioning the ' realities ' they thought they knew.

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The need for breaking the silence on sexual Harassment and speaking up against the abusers was also spoken about. The myths we often see on sexual harassment was also debunked. The speaker highlighted the need for gender neutral policy at workplace and that woman should be accepted as equals and that human resource persons all over should try to provide a welcoming and supportive environment for women employees undergoing transition at the workplace. She has ended by explaining how Gender Sensitivity helps to generate respect for individuals irrespective

The session followed by five paper presentation chaired by Prof. Dr. Prof. Shahida:

Ms. Moni Kumari, Research Scholar, Mahatma Gandhi Central University, Motihari, Bihar has presented on Sexual Harassment at Workplace in India. She has mentioned that Sexual harassment at a workplace is considered violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourage women's participation in work, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth.

Dr Anita Ravishankar, Dr Anita Ravishankar, Associate Professor of Sociology, Director, Centre for Women's Studies, Mangalore University addressed the topic on Precarious Lives: Paid Work, Inequality and Empowerment: Women in the informal economy. From her paper It was found that most of the work that women do was short-term and intermittent. There was no continuity and job security but they had little option but to make do with them. Their choices of work and participation in, paid work was effected by opportunities that were available in the area around their homes. This meant that they had to settle for options available near their homes and very often it was low-paying. Although access and entry into the labour market made a difference to the lives of these women it did not empower them in the way the term is understood. They still continued to live precarious lives. The nature of the paid work, the salaries they get and the conditions of their work are important in fostering a sense of empowerment in them. She concluded the presentation by stating that all societies need to get back to ILO's Decent Work, if work and pay are to become an agency for women's empowerment.

Dr M Maria Saroja, Research Director & Associate Professor of Biological Science, St. Ignatius College of Education (Autonomous), Palayamkottai, Tamil Nadu and E Michael Jeya Priya, Ph D Research Scholar, St. Ignatius College of Education (Autonomous), Palayamkottai, Tamil Nadu presented a paper on Women in the Workforce: The Study on Gender Occupational Self-Efficacy and Work Engagement. They have stated that women's lower self-efficacy has the knock-on effect of dampening their career aspirations. The link between occupational self-efficacy and the role it may



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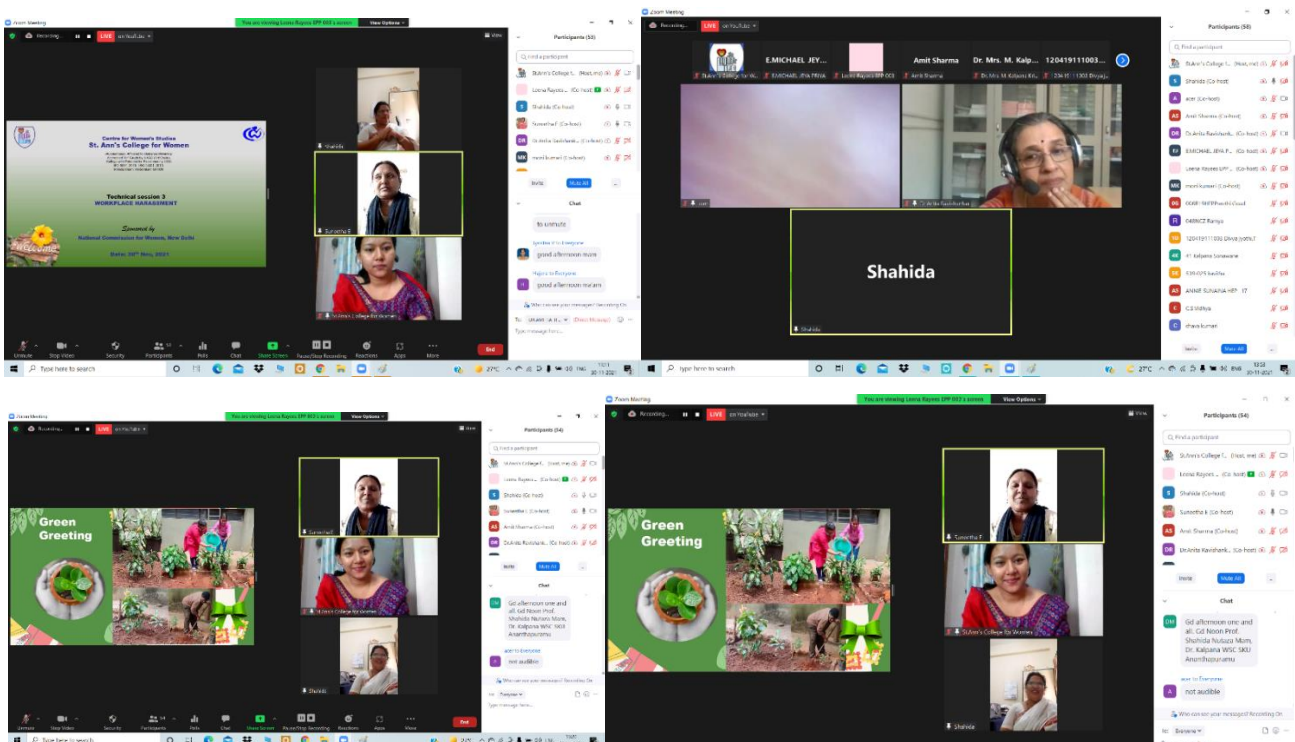
play in how men and women make decisions about work has not been done. It is to examine potential differences of occupational self-efficacy, career aspirations and work engagement between women and men.

Dr Anupam Kumar Verma, Assistant Professor Social Work Dept and Amit Sharma, PhD student in social work department, Mahatma Gandhi Central University, Bihar presented a paper on Women Reservation in job.

J. Remi Hepsibha, Research Scholar presented a paper on Gender and Leadership.

After session, Participants asked many questions on Workplace Harassment and all the questions were satisfactorily answered by Resource Persons and other paper presenters. The session was concluded with vote of thanks delivered by Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women.

Glimpse of pics- Technical Session III



Resource Person: Prof. Shahida Murtaza, Professor and Head, Department of Women Education at Maulana Azad National Urdu University, Hyderabad

Session Coordinator: Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women

Time	Speakers	Topic
1.05-1.45	Prof. Shahida Murtaza, Professor and Head, Department of Women Education at Maulana Azad National Urdu University, Hyderabad	Issue of Workplace Harassment and The Need to have Gender Sensitive Relations.
1.45-1.55	Ms. Moni Kumari, Research Scholar, Mahatma Gandhi Central University, Motihari, Bihar	Sexual Harassment at Workplace in India
1.55-2.05	Dr Anita Ravishankar, Dr Anita Ravishankar Associate Professor of Sociology, Director, Centre for Women's Studies Mangalore University	Precarious Lives: Paid Work, Inequality and Empowerment: Women in the informal economy
2.05-2.15	E Michael Jeya Priya, Ph D Research Scholar, St. Ignatius College of Education(Autonomous), Palayamkottai, Tamil Nadu. Dr M Maria Saroja, Research Director & Associate Professor of Biological Science, St. Ignatius College of Education (Autonomous), Palayamkottai, Tamil Nadu.	Women In the Workforce: The Study on Gender Occupational Self-Efficacy and Work Engagement
2.15-2.25	Dr Anupam Kumar Verma, Assistant Professor Social Work Dept and Amit Sharma, PhD student in social work department, Mahatma Gandhi Central University, Bihar	Women Reservation in job- An Empowerment or Entitlement?
2.25-2.35	Dr. Joseph Catherine, Principal, Stella Matutina College of Education Stella Matutina College of Education. J. Remi Hepsibha, Research Scholar	Gender and Leadership

VALEDICTORY SESSION (Day two 30th Nov, 2021)

Resource person: Dr. Smita Asthana, Dean Academics, IQAC Coordinator, St. Ann's College for Women, Mehdiapatnam, Hyderabad

The valedictory session was taken up by Sumedha Bandari who thanked all the key note speakers for presenting their views and research paper. The session was then handed over to Dr. Smitha Asthana, Dean and IQAC coordinator at St. Ann's College for Women who thanked all the prolific speakers who presented their views saying that all the participants have learnt very much from all the sessions and that the topic is relevant to everybody.

Dr. Smitha Asthana then proceeded to present her views which said:

- Equality is not about a Feminist march, fight or overtaking anybody else but it is about humanity, justice where everybody can happily co – exist.
- Women empowerment is the ability to determine our own choices, our right to influence social changes.
- Unless we put up strong foundations for education, skills and training, the development will be very slow.



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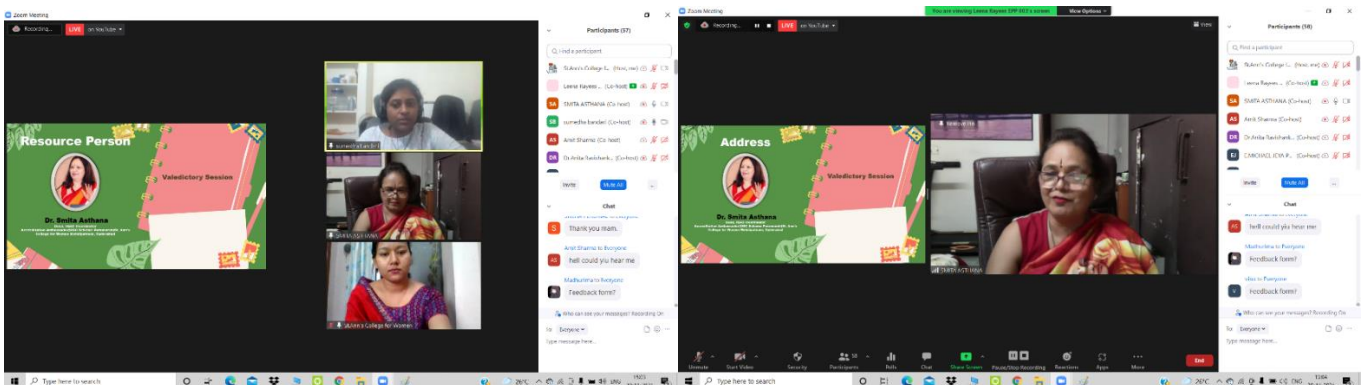
- There should be social initiative where equality is promoted.

She concluded her speech by giving a message to the participants which is:

“If you feel there is discrimination at workplace, don't think from emotional point of view. rather, look at the situation from logical standpoint, and diligently work for it.

Ms. Popy Nath Devi, Director of Centre for Women's Studies, organising of this conference presented vote of thanks. She thanked NCW for their supports to organise this two-day webinar. She thanked the resource persons, paper presenters and participants for making the conference a huge success and enlightening the participants.

All the 4 sessions were very informative and effectively presented by eminent speakers. There is a lot of questions asked by participants in question answer session. Participants have shared live feedback. The two-day programme ended with national anthem.



List of Resource Person

- Key Note Speaker: Prof Moly Kuruvilla, Founding Director & Professor, Department of Women's Studies, University of Calicut, Kerala
- Resource Person: Prof. Shahida Murtaza, Professor and Head, Department of Women Education at Maulana Azad National Urdu University, Hyderabad
- Resource Person: Prof. Dr. N. Manimekalai, Dean, Faculty of Arts, Director and Head Department of Women Studies, Bharathidasan University
- Resource Person: Dr Sangeeta Desai, Assistant Prof, SCWSD - Sophia Centre for Women's Studies and Development Mumbai

[YouTube link](#)

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[Day one: https://youtu.be/dU-wjNhhCRA](https://youtu.be/dU-wjNhhCRA)

[Day two: https://youtu.be/bE37t6IWqNs](https://youtu.be/bE37t6IWqNs)

International Women's Day and Shreyasi Award Felicitation Programme on 21st March, 2022.

The session started with an Invocation Prayer followed by lighting of lamp.

Dr. Sr. P. Amrutha, Principal of St. Ann's College for Women, Mehdiapatnam addressed the gathering highlighting the importance of International Women's Day and Shreyasi Award Felicitation Programme.

Shri. Venkateshwarlu, Addl. DCP, North Zone, Hyderabad delivered the Presidential Address where he threw light on the causes for the rise for cyber-crimes on women and girls. The unrecorded crimes on women are on the rise.

Dr. Smita Asthana, Dean Academics & IQAC Coordinator, St. Ann's College for Women, Hyderabad has delivered the preamble of shreyasi award.

Shreyasi Award was felicitated to:

Dr. Radha R Chada, Lead Clinical Dietitian and HoD, Registered Dietitian at AIG Hospitals, Gachibowli, Hyderabad

Dr. V Rukmini Rao, Social Activist, Executive Director, Gramya Resource Centre for Women, Telangana

Prof. Rekha Pande (Shreyasi awarde 2020-21), Director, Society for Empowerment through Environment Development, Professor of History, Former Head of Department of Women's Studies, University of Hyderabad

Smt. V. Lalitha Lakshmi, IAS (Shreyasi awarde 2020-21) Additional Secretary, Technical Education & Training and Skill Development, West Bengal.

Every year, Centre for Women's Studies appreciates women empowerment by felicitating dynamic women of India who have contributed to the society and to our nation. In this regard St. Ann's has felicitated one for the alumni of our college and another is an open category.

Awardees have shared their experiences.

The programme ended with national anthem.



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Talk on Gender Based Violence at St. Albert School, Kishanbagh on 30th Dec, 2021 organised by Centre for Women's Studies.

Ngo Management students has taken an online session to St. Albert School, Hyderabad on Gender Based Violence. The objective is to improve the knowledge and skills on GBV. The programme aims to give awareness to fight, prevent and respond to gender-based violence. The demonstration conducted by NGO management students gave a clear picture about the safe circle and it was truly gratifying to see children creating their own safe circle by pasting the pictures of their parents and siblings. This practical presentation helped the school students to recognize, safeguard and protect themselves against such dangers from an early age. The moto of the session was to enlighten the children that their body belongs to them and they need to stay safe and secure.



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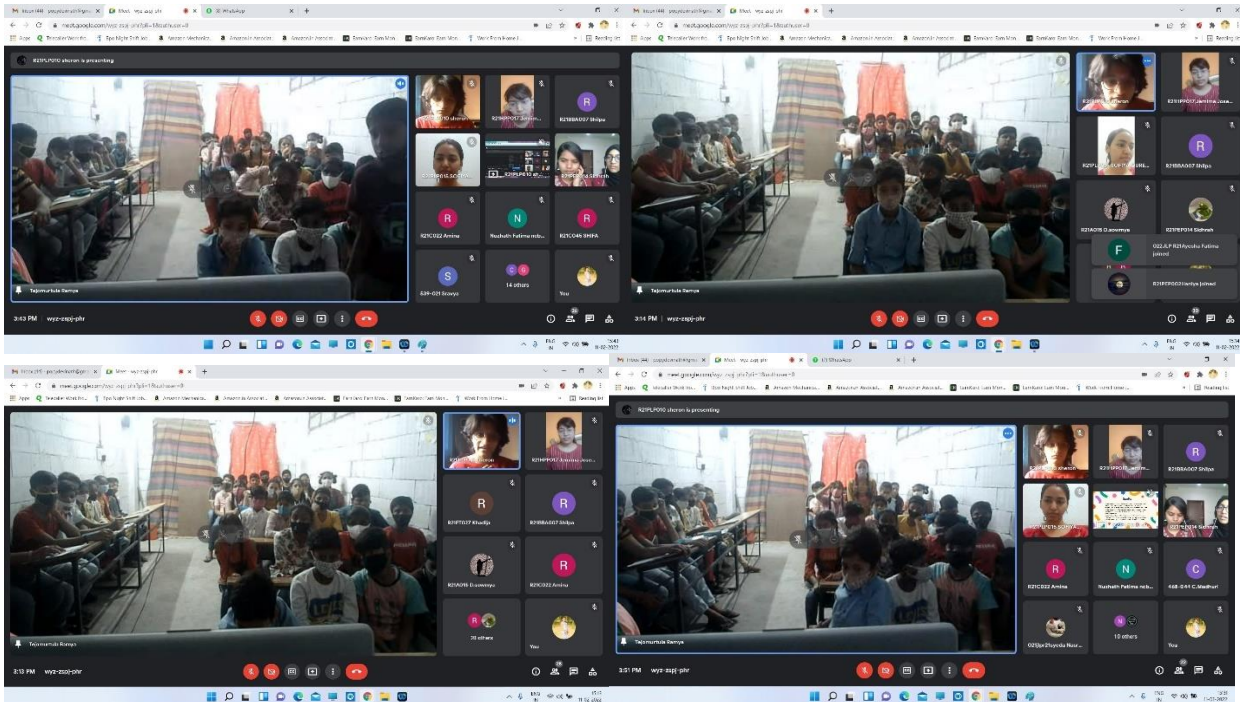
Online Session on Racial Discrimination at St. Albert School, Kishanbagh on 11th Feb, 2022 organised by Centre for Women's Studies.

Ngo Management students has taken an online session on Racial Discrimination at St. Albert School, Kishanbagh. Addressing racism and racial discrimination must be core public health priorities, even more so among children and young people. NGO students has highlighted on racial injustice and discrimination.



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The values of acceptance and understanding, love instead of hatred against one another, not judge due to someone's ethnicity, judge based on how they treat themselves and other people that interact in the environments around them.



Field trip to Bhumika Women's Collective on 31st March 2022

An educational field trip to Bhumika Women's Collective was organized by Centre for Women's Studies of 15 numbers of students along with one faculty members in order to give them a practical exercise. Ms. Satyavati, Director of Bhumika Women's Collective has explained about various women-oriented issues such as gender equality, rights, any kind of violence, abuse, exploitation and child marriage, etc. Supports the women in distress through telephonic counselling for issues such as health, legal and psychological issues.

She has explained about Bhumika's various initiatives such as Bhumika Helpline, Special Cells for Women and Children (Support Centres), Working on Empowerment of Adolescents, One Stop Centre).



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Child Abuse Awareness- 7th October 2021

An awareness programme was also held on October 7th, 2021 where the guest speakers were the members of the Legal Awareness Cell, Nampally - Advocate Mrs. Raisa, Advocate Mr. Devender Reddy and Advocate Mrs. Madhuri. They spoke about the law for the protection of children from extensive harsh scenarios like child labour. They also commented on the legal actions that can be taken place against the offenders who rag the students and extended their hand forward to help any of this who have been ragged so that legal action can be taken against them.

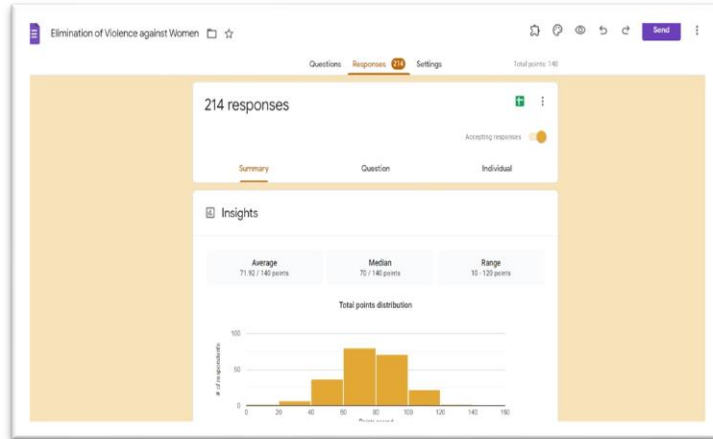
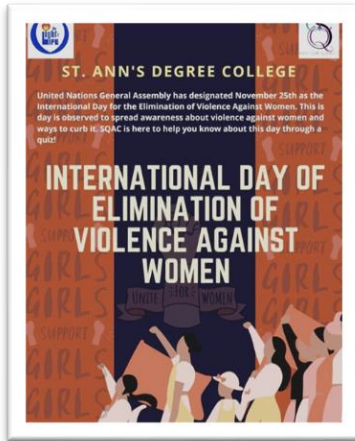


International Day for Elimination of Violence Against Women- 25 November 2021

International Day of Elimination of Violence against Women has been delegated on November 25th by the United Nations General Assembly. SQAC took this year's International Day of Elimination of Violence against Women as an opportunity to make their peers acquainted with their rights in the form of a quiz. To ensure utmost engagement, digital participation certificates were issued. Some of the snippets from the event are as follows:



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Self Defence Event- 9 March 2022

On 9th March, 2022, the SQAC conducted a Self Defence Program in Collaboration with the Youth Against Rape (YAR) organization on the occasion of International Women's Day in the St. Joseph's Auditorium in the college premises. The event was attended by an enormous number of students enthusiastic to learn new ways to defend themselves if need be. SQAC members-maintained discipline and decorum in the auditorium for the smooth running of the event. Event concluded with energized and confident young women, teeming with enthusiasm with their newfound ways to be safer in the streets of India.



Flash Mob - Women's Day Celebration - 6th March 2022



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SQAC organized a flash Mob in which students danced on songs which were sung by women and



made slogans.

Fitness session (Charity event)- 19 March 2022

The event was initiated by the SQAC president 2021- 2022 Tanya Raj to help the needy during the time of uncertainties to bring joy on the faces of the little kids. The entire SQAC team pitched in and were very glad to do something on their behalf for the kids. Having the opportunity as a student body, we as a team decided to organize a few events in college to raise adequate funds required.

Fitness session: This event was in collaboration with Deepak Mourya who is well known for his fitness and Zumba workshops. Through this event we raised total amount of 12,800



Organized various competitions as part of a Azadi Ka Amrut Mahotsav- Celebrating 75 Years of Independence organized by NSS

Just A Minute- JAM A total of 16 students participated and displayed their stage confidence and voracity on the topic “**Role of Women in Society**” on 16/02/2022.

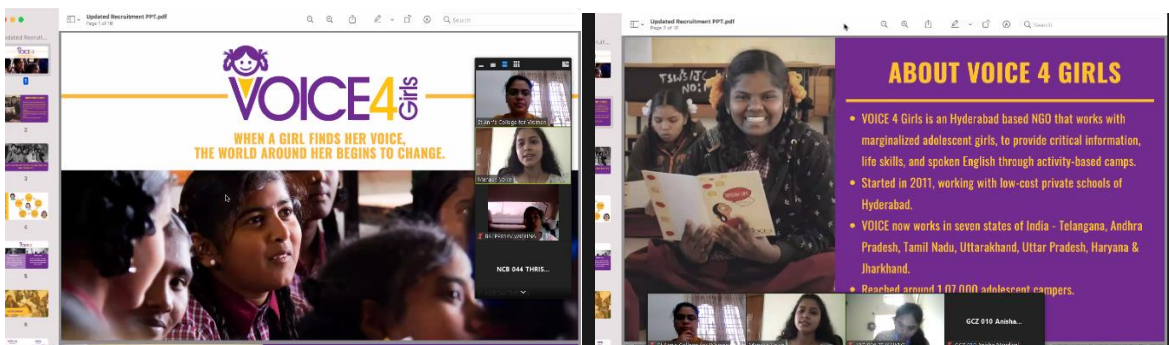


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Orientation cum awareness programme on how “an adolescent girls has the unique power to break harmful cycles of economic and social inequality” on 12/11/2021 by NSS

NSS in collaboration with an NGO **Voice 4 Girls** organized an orientation cum awareness programme on how “an adolescent girls have the unique power to break harmful cycles of economic and social inequality”. It was held on 12/11/2021 by Mallika (Co-Ordinator of voice) Voice 4 Girls provides internships to interested students through a selection process. Around 150 NSS volunteers attended this webinar.

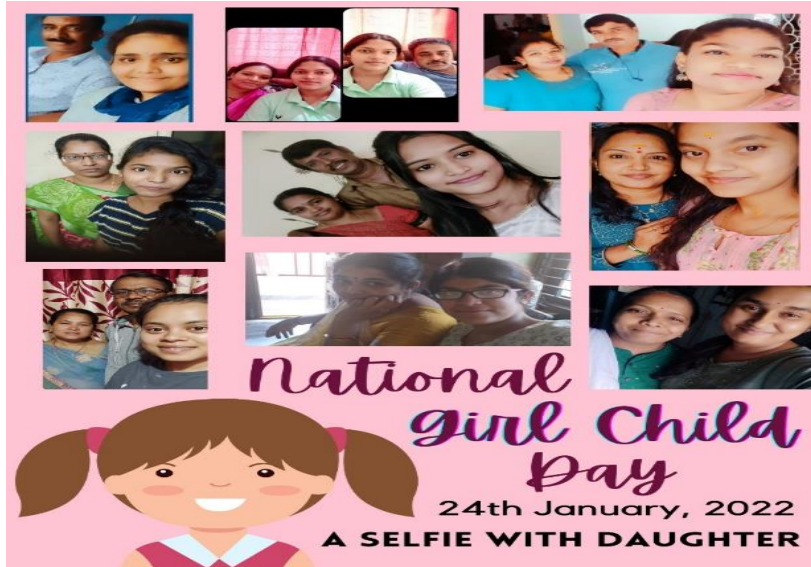


National Girl Child Day

The National Girl Child Day is celebrated in India every year on January 24. It was initiated in 2008 by the Ministry of Women and Child Development and the government of India, to spread public awareness about inequities that girls face in Indian society. In accordance with the theme for the National Girl Child Day '**Digital Generation, Our Generation**. NSS organized "**A selfie with Daughter**" on 24th January 2022.



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Seminar On Menstrual Hygiene on 28/04/2022

NSS unit organized a seminar on Menstrual hygiene by Ms. K. Naga Ankitha, Physiotherapist on 28/04/2022. Around 150 volunteers attended this seminar.



Workshop On Cyber Safety of Women and Girls on 21/03/2022

NSS unit of St. Ann's college partnering with IGNIS organized a workshop on Cyber Safety of Women and Girls in India, a project in collaboration with the U.S. Embassy, Delhi and the U.S. Consulate General, Hyderabad coordinated by Red dot Foundation on 21/03/2022. 25 NSS volunteers from second and final year registered and participated in this one-day workshop.



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Women's Day Celebrations

NSS unit in collaboration Integro Hospitals organized a seminar on 31/03/2022 on the topic Women's Health and Hygiene as part of women's day celebrations. Around 150 NSS volunteers and 30 students of consumer education participated in this event



Debate on "Menstruation- A Bias on 17th March 2022

Cadets took part actively in a debate on "menstruation- a bias" where cadets intensively discussed the importance of spreading awareness and some very valid points were made from both sides. The debate competition took place on 17th March 2022 was a huge success. The teams picked their take on the notion with a flip of a coin. Both the teams put forward very strong and persuasive arguments. It was a neck-to-neck competition with each team making some very valid points. One person from each team was given the chance to speak in favour or against the notion and one member from the opposite team could counter the previous. The competition gave the participants an opportunity to express their views and to widen their horizons.



Skit on Sexual Abuse on 21st March 2022

The NCC cadets choreographed a skit on sexual abuse on 21st March 2022. This skit was a huge success among annites and was a great way of spreading awareness.



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Webinar on Women Scientists - An inspiration on 09/10/2021 organized by Science Club

Online webinar by Dr. Srikala Ganapathy [Editor of Science shore magazine] on female scientists and their stories.

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**SCIENCE CLUB OF ST. ANN'S COLLEGE AND
DEPARTMENT OF GENETICS**

Invites you to attend

Women scientists- An Inspiration

Chief Guest
Dr K Srikala Ganapathy,
Founding Editor of Science Shore

Webinar Details:
9th October, Saturday 2021
3pm - 4pm
Platform: Zoom meetings

Guest Lecture on The Topic “Bone Health – Women on 27/10/21

Organized a guest lecture on the topic “Bone health – Women” on 27/10/21 by Dr. Shashi Kanth MS (Ortho), MRCS (Ed), MRCSI, FRCS (T&O) Sr. Consultant Orthopedic Surgeon, Yashoda Hospitals.



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**St Ann's College for Women,
Mehdipatnam Hyderabad, Telangana**

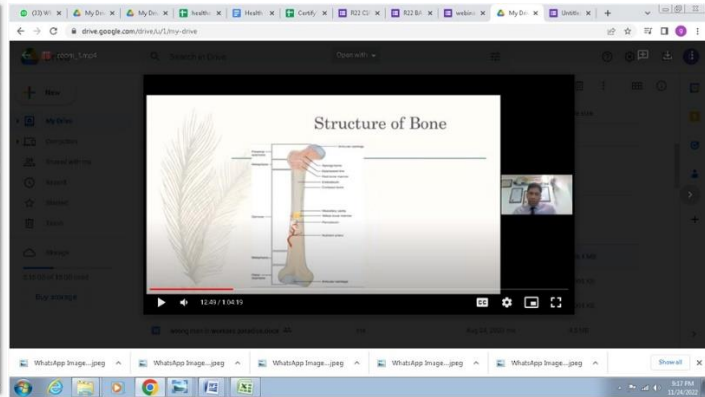
Dr. Shashi Kanth G
MS (Ortho), MRCs (Ed), MRCST,
FRCS (TE-O)
Sr. Consultant Orthopedic Surgeon

**Is inviting you to a scheduled
Zoom meeting.**

Topic: Bone health - Women
**Time: Oct 27, 2021 03:00 PM
India**

Join Zoom Meeting
<https://us02web.zoom.us/j/84875503225?pwd=b2xlVfdEblVxNEZlTk8wRlUjc1Rudz09>

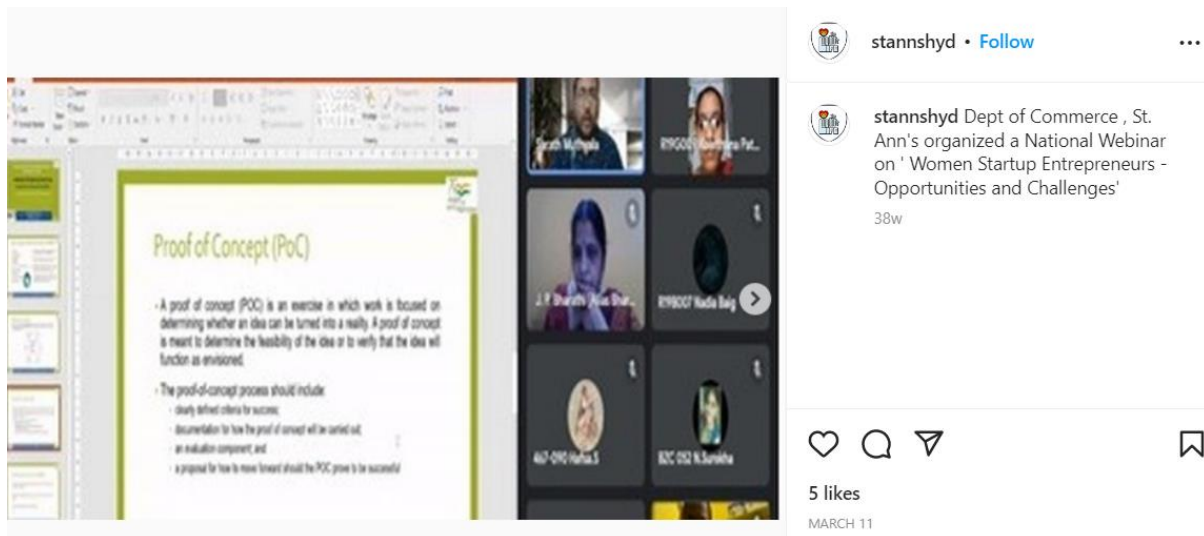
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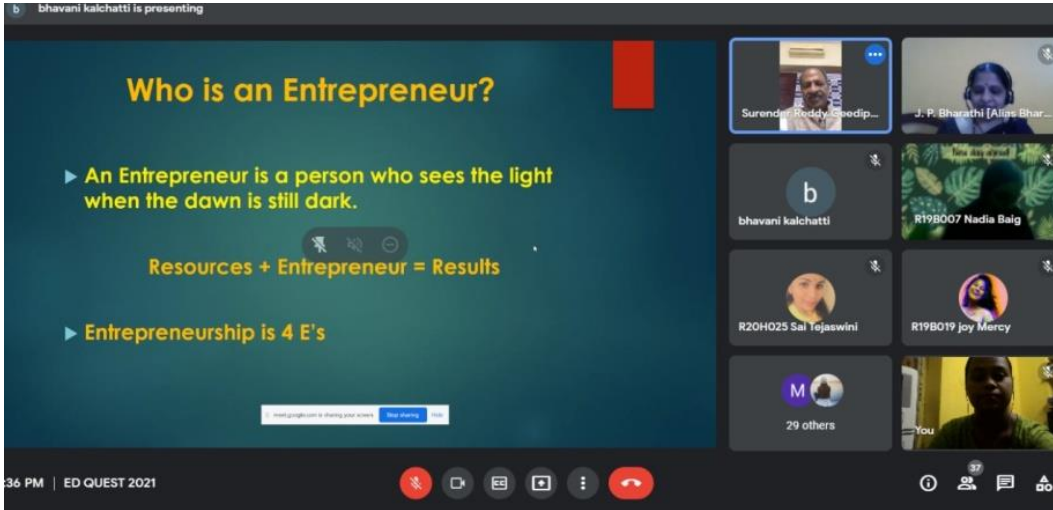
National Webinar on Women Start-up Entrepreneurs - Opportunities and Challenges on 20.09.2021

Dept of Commerce, St. Ann's organized a National Webinar on ' Women Start-up Entrepreneurs - Opportunities and Challenges' on 20.09.2021

Resource person: Er. Prof. G Surender Reddy, Adviser, SPGS, ESCI, Hyderabad

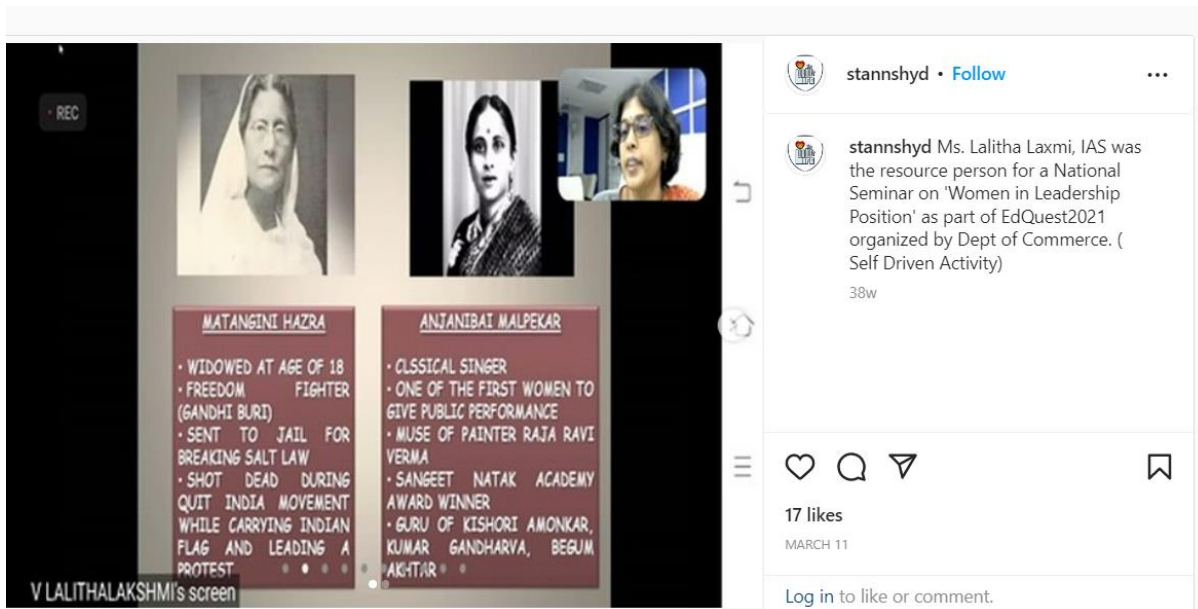


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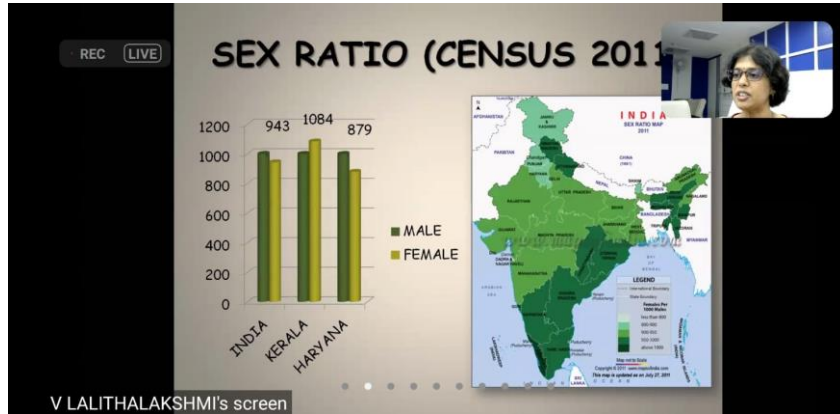
National Seminar on 'Women in Leadership Position' on 24.09.2021

Ms. Lalitha Laxmi, IAS was the resource person for a National Seminar on 'Women in Leadership Position' as part of EdQuest2021 organized by Dept of Commerce. (Self Driven Activity).





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National Girl Child Day by SAHHARA (St. Ann's Helping Hands & Reaching Arms)

As part of National Girl Child Day on January 24th, volunteers visited various schools' nearby college and conducted sessions on personality development, competitions on poster making and slogan writing.

Women's Day Celebrations by SAHHARA (St. Ann's Helping Hands & Reaching Arms)

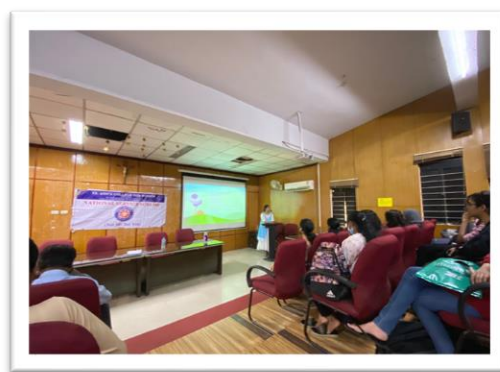
Spread the message of gender equality and celebrate the achievements and contributions of women in different spheres, women's day was celebrated at New Model High School, Doodhbowli on 8th March



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Menstrual Dysfunctions Awareness- 28th April 2022

This event on menstrual dysfunctions is supposed to be held on the 25th of April in the AV room of the college from 11am-1pm. SQAC of St Ann's Degree College, Mehdipatnam in collaboration with NSS conducted an event on the topic Menstrual Dysfunctions Awareness on 28th April, 2022. The guest speaker invited for this talk was the very talented Ms K.Naga. Ankitha. She is a physiotherapist, nutrition advisor, menstrual health hygiene and rehab practitioner.



Anti-Ragging 2021

SQAC had posters made upon on anti - ragging and they were put up around the campus and near every department to create awareness about how ragging is an offense which would lead to serious mental and physical harm. The college posters had messages of strong opposition against ragging and mention of serious action that would be taken against the students who take part in ragging. Along with the posters, an anti - ragging skit was performed for all the batches of freshers by the seniors to show that we strongly are against ragging and to help create a friendly feeling amongst the students.



Guest lecture on Cyber Security on Date: 10/03/2022

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Computer security, cyber security, or information technology security is the protection of computer systems and networks from information disclosure, theft of or damage to their hardware, software, or electronic data, as well as from the disruption or misdirection of the services they provide. To create awareness on the same a guest lecture was organised on **Cyber security** for B. Com I year students. The Resource Person Mrs. Aparna Bulusu explained about various types of cybercrimes, Cyber security issues with relevant and real time examples.

Emerging Topics like CERT (Computer Emergency Response Team), DDOS (Distributed Denial of Security attacks) SQL, Botnets (short for “robot network”) is a network of computers infected by malware that are under the control of a single attacking party were discussed. The session concluded with discussion on following precautionary measures to cybercrimes like software updates, creating strong passwords and installing anti-virus softwares etc.

Expected Outcome: The session provided insights on various cybercrimes and measures to avoid the same.



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Department of Commerce
St. Ann's College For Women
(Autonomous)
Affiliated To Osmania University Accredited 'A+' Grade by NAAC (3rd Cycle)
College with Potential for Excellence by UGC, MehdiPatnam, Hyderabad -500 028

Organises
Guest lecture on Topic : Cyber Security.
Date 10-03-2022 Time 11:10 am
Venue: AV room

Speaker: Ms. Aparna Bulusu, Asst. Professor,
St. Ann's college for women.



Workshop On Cyber Safety of Women and Girls 21/03/2022

NSS unit of St. Ann's college partnering with IGNIS organized a workshop on Cyber Safety of Women and Girls in India, a project in collaboration with the U.S. Embassy, Delhi and the U.S. Consulate General, Hyderabad coordinated by Red dot Foundation on 21/03/2022. 25 NSS volunteers from second and final year registered and participated in this one day workshop.



Debate on "Menstruation- A Bias on 17th



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Cadets took part actively in a debate on “menstruation- a bias” where cadets intensively discussed the importance of spreading awareness and some very valid points were made from both sides. The debate competition took place on 17th March 2022 was a huge success. The teams picked their take on the notion with a flip of a coin. Both the teams put forward very strong and persuasive arguments. It was a neck-to-neck competition with each team making some very valid points. One person from each team was given the chance to speak in favour or against the notion and one member from the opposite team could counter the previous. The competition gave the participants an opportunity to express their views and to widen their horizons.



Skit on Sexual Abuse on 21st March 2022

The NCC cadets choreographed a skit on sexual abuse on 21st March 2022. This skit was a huge success among annites and was a great way of spreading awareness.



National Girl Child Day by SAHHARA (St. Ann's Helping Hands & Reaching Arms)

As part of National Girl Child Day on January 24th, volunteers visited various schools' nearby college and conducted sessions on personality development, competitions on poster making and slogan writing.

Women's Day Celebrations by SAHHARA (St. Ann's Helping Hands & Reaching Arms)

Spread the message of gender equality and celebrate the achievements and contributions of women in different spheres, women's day was celebrated at New Model High School, Doodhbowli on 8th March

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Commemorating International Women's Day- A five-day Impact Lecture Series

The Department of Chemistry under the guidance of Ms. Aphia Mary, Head of Department, organized the Impact Lecture Series. The event spanned over the course of a total of five days i.e. from 8th March to 12th March 2022. The participants had the chance to interact with amazing and awe-inspiring women who have proven their mettle in their respective fields. Each day brought along with it a new theme unique to its speaker.

The themes of the event were

#SheTheLifeSaver, #SheTheAdventurer#SheTheExplorer

#SheTheDecisionMaker,

#SheTheFighter

#SheTheEmpathizer and #SheTheDirector.

List of resource person

1. "Succeed against all odds" by Dr. Manjula Anagani, Clinical Director & HOD-OB & Gynecology, Care Hospitals, Hyderabad.
2. "Mind Matters- Mental health and young Women" by Ms. Rithika Matta, Counselling Psychologist.
3. "Protection of Woman Rights" by Ms. Indira Chenupathi, Advocate, Highcourt of Telangana & AP.
4. "Gender Equality in the field of Science" by Ms. Divya Mouni, Scientist DRDO, Ministry of Defence, Bangalore.
5. "My entrepreneurial success story" by Dr. K. Prasoona, Entrepreneur & CEO, S Mushroom Agritech.
6. "Career in Public Administration and Challenges" by Dr. T.K. Sridevi, IAS, Finance Secretary, Govt. of Telangana.
7. "Breaking the Bias" by Ms. B. V. Nandini Reddy, Film Director, Telugu Film Industry.

The keynote speaker of this event was Dr. Manjula Anagani who is an Obstetrician working in Care Hospitals, Hyderabad. The event began with Ms. Ramya, Faculty of Department, welcoming the participants and the keynote speaker which was followed by the prayer by Jerusha. A total of 150 participants were present in the event. Ms. Aphia Mary gave the introduction for the guest speaker and the session began thereafter. Dr. Manjula is an obstetrician who also specializes in prenatal genetic evaluation and hysteroscopy. She is a pioneer in laparoscopy, neo-vagina and minimally invasive services. During the course of the seminar she talked about her journey to become. A doctor.

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She lost her father during her second year of MBBS to cancer and that left a big void in her family. But she never gave up and was motivated to be something. She excelled academically and took up financial responsibilities for her family. During medical school she knew she wanted to be a surgeon, but due to societal pressures she became a gynecologist. She faced a lot of challenges and overcame every obstacle in her way. She dealt with health issues but didn't let them drag her down. She maintains a healthy work-life balance and believes that one should work hard to achieve their dreams. According to her in the medical profession one should be professional, compassionate, ethical and should have integrity and focus. The session concluded with an interactive question and answer session. The vote of thanks was given by Ms. Beverly.

The speaker on the second day was Dr. K. Prasunna who has a Ph.D. in bioanalysis of mushrooms. There was a total of 214 participants in the meet who were led into prayer by Jessica. Ms. Ramya welcomed the guest with a warm heart and conducted the interview. Dr. Prasunna spoke about her childhood and her experience of being an entrepreneur. She did her under graduation in Botany and M.Phil. from Pune University. She worked in DK Government College as a part time professor. Due to her husband's job she moved to Kolkata which resulted in a career break. But she was resilient and moved her fellowship back to Hyderabad after a year. She began working on her thesis in Osmania University on Milky Mushrooms. She soon began her transition from a teacher to an entrepreneur. According to her the major challenge she faced was the lack of awareness on the nutritional value of mushrooms. But she believed that this business had a promising future and worked hard towards her goal. She quit her teaching job after three years to become a full-time entrepreneur. She started an integrated mushroom project and has employed 10 people. She has also started a series of training classes for young entrepreneurs. She currently operates from Hyderabad and has supply chains in 6 states. She concluded her lecture by saying that entrepreneurs should have commitment towards their job and should maintain work-life balance. The session ended with an interactive Q/A session. The vote of thanks was given by Ms. Beverly.

The third day began with Ms. Deepthi welcoming the first speaker of the day Ms. Divya Mouni who works as a scientist for the Defence Ministry of India. The participants were led into prayer by Mary Grace. Ms. Divya works in the Aeronautical development sector in the Ministry of Defence and makes Light-Weight Combat Aircrafts. She was born and brought up in Kurnool and was taught the importance of education from an early age. She got a government seat in Electronics and Engineering and told the participants that her hostel days were a life changer as she got to meet many individuals from different backgrounds. She disregarded the societal pressures of getting married and pursued her education. She is a hardworking individual who doesn't give up. She cleared her GATE exam in the second attempt and got a job offer from the Nuclear Power Corporation of India. She cleared her interview but decided not to go to Mumbai and instead got a seat in IIT Hyderabad to complete her MTech. She then got offered a job as a scientist. She told us to study and aim high and work hard to achieve our dreams. She concluded her lecture by saying that she's proud to be working for India and wishes that more female scientists should come out for India. The lecture ended with an interactive Q/A session. The vote of thanks was given by Ms. Vasavi.

The second speaker for the day was Ms. Rithika who is a counsellor by profession. She was welcomed by Ms. Ramya and Ms. Vasavi introduced the speaker to the participants. Ms. Rithika takes numerous sessions in colleges and corporate institutions. She also tries her best to spread awareness about mental health and its disorders. She shed light on topics like depression, stress, anxiety, PTSD, body

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image issues and panic attacks. She told the listeners that one out of ten people suffer from anxiety which may lead to panic attacks. This usually happens due to a lot of stress which can rise from a variety of causes that can range from financial issues to relationships. Both stress and anxiety are manageable through counselling, meditation and breathing exercises. She also explained the difference between depression and sadness where sadness isn't persistent and usually doesn't have a trigger whereas depression does. To identify depression in our close friends and family we should seek help from various sources and psychoeducate ourselves. She also said that we shouldn't trust everything on social media and as the young generation we should vocalize mental health disorders and make them less of a taboo in this society. The session concluded with an interactive Q/A session. The vote of thanks was given by Ms. Deepthi.

The fourth day came with a new hope as the guest lecturers were both part of the Indian policy making. A total of 208 participants attended the lectures. The first speaker of the day was Ms. Indira Chennupathi who is an advocate. The session began with prayer from Mary Grace. The guest speaker was welcomed by Ms. Deepthi and introduced by Ms. Beverly. Ms. Indira is a lawyer and an advocate for women's rights. She chose to do LLB and graduated in 1998. She also completed her LLM and MA in Psychology. She explained the eight rights in protection of women. She said that initially one had to go to court or legal spaces to avail legal aid, but these days legal help is available in almost all institutions. Anonymity of the plaintiff is maintained which allows more people to come forward with their concerns. With the rise of women driven organizations like SHE teams women are more empowered than ever. She said that women should voice their concerns and speak up for themselves and stop succumbing to violence and harassment. In current times it is just as important to stay cybersafe. One should use social media wisely and in moderation. she concluded her lecture by saying that the law and order is always there to aid those in need. The session ended with an interactive Q/A session. The vote of thanks was given by Ms. Vasavi

The second speaker of the day was Dr. T. K. Sridevi who is an IAS officer. The speaker was welcomed by Ms. Ramya and introduced by Ms. Aphia. Dr. T. K. Sridevi is the Financial Secretary of Telangana and the recipient of the Dorian Martial Award. She explained the various ways of becoming a civil servant and the role of an IAS in policy making. She said that one should have good aptitude and be patient in this job as this job gives respect and satisfaction. This job gives one the power to influence at the national level. She also discussed the domestic challenges she faced and that mainly included maintaining a good work-life balance. But she also said that this job also gives one ample time to pursue other talents. She gives her example and explains how she had the chance to go to Duke University where she studied for a year on a fully funded government program, wrote multiple research papers and completed her Ph.D. in Agriculture while working. She elucidated her role in policy making and her work towards preventing child marriage. She concluded her lecture by expressing her desire to see more women in policy making. The session ended with an interactive Q/A session. The vote of thanks was given by Ms. Deepthi.

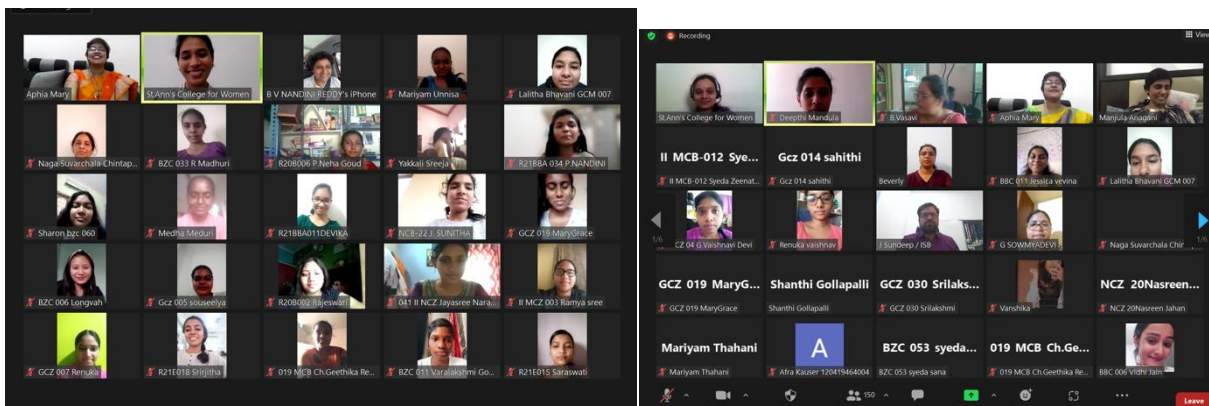
On the fifth day the participants were really excited to meet the speaker Ms. B.V. Nandini who is a well-known name in the Telugu Film and Television industry. She was welcomed and introduced by Ms. Deepthi. A total of 189 participants attended the meet. Ms. Nandini graduated from School of International Studies, JNU, New Delhi. She said that in her youth there weren't many career options and she decided to become a doctor. She soon realized that she wasn't interested in the medical field



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and switched to arts during which she wanted to be an IPS. She later decided that was also not for her and joined an ad agency in Hyderabad. While working she realized her passion towards screenplay and directing. She got her first role as an Assistant Director in Gangaraju Gunnam s 'Little soldier'. It took her 6 long years to present her film her film to the world. She says that initially there weren't a lot of women on the set but these days things have changed as more women are stepping up for jobs like directors and assistant directors. She also discussed the different content on OTT platforms and in theatres. According to her each space has its own importance and theatres are to stay for the long run. She also spoke about her struggles and the time she had to work as an RJ to have a flow of income. She talked about the ups and downs in the industry and how one should have the support of their parents when they join this industry. She concluded her lecture by saying that as a director one should tell stories they resonate with. The session proceeded to end with an interactive Q/A and the vote of thanks was given by Vanshika. It was called to an end by playing the National Anthem.

The event which spanned over the course of five days was an amazing experience for all who attended.





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Seminar Women's Health and Hygiene on 31/03/2022

NSS unit in collaboration Integro Hospitals organized a seminar on 31/03/2022 on the topic Women's Health and Hygiene as part of women's day celebrations. Around 150 NSS volunteers and 30 students of consumer education participated in this event.



Participated

Panel Discussion-3 on Digital Empowerment of women in decision-making

NCC cadets, Gender Studies students of all years took part actively in the **Panel Discussion-3** on Digital Empowerment of women in decision-making, #SHE – THE CHANGE MAKER organized by the **National Commission for Women, Government of India** on 31st January 2022.

National Commission for Women
Government of India

75th Azadi Ka Amrit Mahotsav

Panel Discussion-2
Women in Decision Making

#SHE - THE CHANGE MAKER

30th
Foundation Day

MODERATOR

Ms. Hasina Kharbhil
Founder,
Impulse NGO Network

Ms. Rekha Sharma,
Chairperson, NCW

Ms. Darshana Jorlesh
Min.,
Ministry of Textiles and Railways

Ms. Apalika K. Sangma, MP
Lok Sabha, Meghalaya

Ms. R. Sandhya
Director General,
Kerala Fire and Rescue Services,
Home Guard & Civil Defence

Ms. Nisha Narayanan
COO and Director,
RED FM and Magic FM

Ms. Aparna Parohit
Head, India Originals,
Amazon Prime India

Ms. Muthura Dasgupta Sinha
CEO, Aspire for Her

Ms. Naukham Choudhary
Youth Politician

DATE
January 31st

TIME
2:00PM - 4:00 PM

<https://tiny.one/WomenInDecisionMaking>

Follow us on: /NCWIndia @NCWIndia #ncwinda www.ncw.in /NCWIndia

Surveys on domestic abuse

Almost 18 cadets **volunteered** to be a part of the **women's safety wing, Telangana police** for conducting surveys on domestic abuse. This is a 6 months program daily for 1 - 1.5 hours and cadets are required to answer phone calls regarding abuse in homes. After the completion of work,



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Volunteers will be given training online before they start work. Training and volunteering work both are Online. Volunteers will be given certificate from Women Safety Wing.

3k walkathon #breakthebias

On the occasion of international women's day, 20 NCC Cadets participated in **3k walkathon** conducted by CBS IAS academy celebrating 75th azaadi ka amrit mahotsav which was a grand success. The Cadets were given #breakthebias tshirts and then they heard inspirational speech of famous personalities followed by 3k walkathon. The Cadets were provided with refreshments and certificates at the end of the event. The event was conducted at People's Plaza, Necklace Road from 7 am to 9 am on 8th March.



Gender Equality Run- 6th March 2022

International women's day is celebrated every year on 8th march, on the account of this She team of Hyderabad city Police organized a Gender Equality Run at people's plaza on necklace road. 146 students from St. Ann's college for women has participated in the run. The whole event was very Amusing and Memorable.



7.1.1 Supporting Document




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Gender Equity and Sensitization Activity

Activities 2022-23

Legal Awareness Programme on 12th Dec, 2022

Smt. Radhika Jaiswal, Hon'ble Senior Civil Judge-cum-Secretary, Metropolitan Legal Services Authority, Nampally Criminal Court, Hyderabad has highlighted rape cases and the legal action. She has mentioned about civil and criminal law on marriage, divorce, property distribution, domestic violence, Rape and sexual assault, Dowry death, Acid Attack. This has led to the creation of various laws, legislations and mechanisms to protect women and girls. But these crimes still persist unabatedly, indicating by small failure of the security and justice provisions. It was interactive session where many question was asked by participants to the panelist. This has led to the creation of various laws, legislations and mechanisms to protect women and girls. But these crimes still persist unabatedly, indicating abysmal failure of the security and justice provisions.



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PRESENTS

**Legal Awareness Program on
Human Rights, Food Security
Act and Legal Services
Authority.**

CHEIF GUEST

SMT. RADHIKA JAISWAL
Hon'ble Senior Civil Judge - Cum- Secretary,
Metropolitan Legal Services Authority,
Nampally Criminal Court,
Hyderabad Telangana.

RESORSE PERSON

SMT. PADMAVATHI
Advocate,
Metropolitan Legal Services Authority
Hyderabad Telangana.

SMT. ARCHANA
Advocate
Metropolitan Legal Services Authority,
Hyderabad Telangana.

DATE December 12th,
2022

TIME 1:00 PM

GOVERNMENT OF TELANGANA
METROPOLITAN LEGAL SERVICES AUTHORITY: HYDERABAD.
1 Floor City Criminal Court Premises,
Nampally, Hyderabad, Telangana State 500 094
Cell Ph.No: 833801181. Office Num: 040-2142488
E-mail: mlsa@telangana.gov.in

Dis.No: 163/P MLSA/HYD/2022 Date: 9 -12-2022

From
Radhika Jaiswal,
Senior Civil Judge-cum-Secretary,
Metropolitan Legal Services Authority,
Hyderabad

To
The Principal,
St. Ann's College for Women, Mehdiptnam,
Hyderabad

Sir/Madam,

Sub - MLSA - Legal Awareness programme on the topic of Human Rights, Food security Act, Legal Services Authority - Regarding

As per the directions of National Legal Services Authority, New Delhi and Telangana State Legal Services Authority, Hyderabad. The Metropolitan Legal Services Authority, Hyderabad intend to conduct Legal Awareness programme at your college i.e. St Ann's college for Women, Mehdiptnam on 12-12-2022, at 01:00 Pm.

S.NO	Name	Topic
1.	Smt.padmavathi, Advocate	Human Rights
2.	Ms. Archana, Advocate	Food Security Act
3.	Radhika Jaiswal, Senior Civil Judge-cum-Secretary, Metropolitan Legal Services Authority, Hyderabad	Interaction with students on Legal Services Act.

Therefore, you are requested to gather the students and make the programme successful.

Yours faithfully
Senior Civil Judge-cum-Secretary
Metropolitan Legal Services Authority
Hyderabad

Copy to:-
Shri Syed Abdul Wassey, Advocate and Coordinator to MLSA, Hyderabad
To coordinate with college Authorities.



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St. Ann's College for Women
Presents

**Legal Awareness Programme on Human Rights, Food
Security Act and Legal Services**
Program Schedule

Time	Event
12.45	Interaction with SQAC Members on Anti Ragging activities
1.00	Tree Plantation
1.10	Visit to Nutrition Lab
1.15	Visit to Legal Aid Clinic
	Legal Awareness Program Room No: 47
1.19	Prayer
1.20	Inviting guests on to the Dais
1.21	Green Greetings
1.21	Address Smt. Padmavathi, Advocate
1.40	Address Smt. Archana, Advocate
2.00	Chief guest Address
	Vote of Thanks

.....

Two Day National Conference on Women and the 4Es -Education, Employment, Entrepreneurship, and Empowerment held on 13th and 14th March, 2023 sponsored by ICSSR-SRC

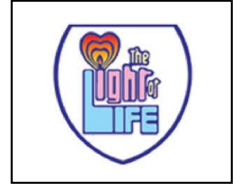
INAUGURATION

Time: 10:30-12:20

Venue- St. Joseph Auditorium, St. Ann's College for Women

Centre for Women's Studies and Department of Journalism, St. Ann's College for Women, Mehdiapatnam, Hyderabad organized Two Day National Conference on Women and the 4Es -Education, Employment, Entrepreneurship, and Empowerment held on 13th and 14th March, 2023 sponsored by ICSSR-SRC. Ms. Saritha, Faculty, Dept of English, organizing committee member welcomed each one of them to Two days Conference.

The inaugural session of the conference began with a prayer song followed by '*Lighting of Lamp*' by dignitaries of the conference:



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1. Prof. B. Sudhakar Reddy, Honorary Director, ICSSR - SRC, Hyderabad;
2. Ms. Manju Latha Kalanidhi, Senior Features Journalist, The New Indian Express;
3. Dr. Aasha Ramesh, Women's Rights Activist, Gender and Development Consultant, Bangalore;
4. Smt. Tejdeep Kaur Menon, IPS (Retd) Former DGP Telangana Special Police Force;
5. Dr. Madhurarekha, Founder Partner, Director, Vijayrekha Life Sciences (Alumni of St. Ann's College for Women)
6. Prof Y Prabhanjan Yadav, Chairman Board of Studies, Dept. of Mass Communication Telangana University, Nizamabad
7. Dr. Sr. P. Amrutha, Principal, St. Ann's College for Women;
8. Dr Smita Asthana, Dean & IQAC Coordinator, St. Ann's College for Women;
9. Dr. Meena Patangay, Dean, St. Ann's College for Women;
10. Dr. Bharathi, Head, Dept of Journalism, St. Ann's College for Women;
11. Ms. Popy Devi Nath, Director – CWS, St. Ann's College for Women





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Dr. Sr. P. Amrutha, Principal of St. Ann's College for Women, Mehdiapatnam addressed the gathering highlighting the importance of the conference on Women and the 4Es -Education, Employment, Entrepreneurship, and Empowerment. She has also welcomed the dignitaries and presented with Green Greetings, a Memento.



Dr. Sr. P. Amrutha, Principal of St. Ann's College for Women

Ms. Popy Devi Nath, Director – Centre for Women Studies presented the genesis of the conference.



Chief Guest Address

Chief Guest Prof. B. Sudhakar Reddy, Honorary Director, ICSSR - SRC, Hyderabad has highlighted about the ICSSR SRC and scopes for research in social sciences. He has mentioned the importance of the conference in present era.

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Prof. B. Sudhakar Reddy, Honorary Director, ICSSR - SRC

Keynote Speaker Address: Dr. Aasha Ramesh, Women's Rights Activist, Gender and Development Consultant, Bangalore. She has highlighted on Women and the 4Es. She has mentioned that one of the most significant transformations in education in India over the past several decades is the drastic increase in women's higher education in various fields. The education has showed the ways of uplifting the standard of living among the women. Acceleration due to education will bring about a full transformation of India's women entrepreneurship landscape. Education to women will put India at par with several emerging and advanced economies where more than 40% of all enterprises will be women-owned. Further, the total employment will bridge nearly 25% of the jobs required to absorb the working-age population in 2030. Given the continued scarcity of education, work opportunities, entrepreneurship will allow women to be self-sustaining, giving them greater flexibility and control in comparison to salaried employment and also creating jobs. More has to be done to remove barriers to women's economic empowerment. It can be by



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encouraging women to gain specific training and education to help them become the leaders of tomorrow.



Dr. Aasha Ramesh, Women's Rights Activist, Gender and Development Consultant, Bangalore

Guest of Honour Address Ms. Manju Latha Kalanidhi, Senior Features Journalist, The New Indian Express

She spoke on women empowerment and about men in general, stating that men never get an opportunity to voice their emotions as they are considered the breadwinners. She stated that men should also be taught to express their feelings without being emasculated or embarrassed. She believes that if men voice their emotions they can be at par with women and help in the development of woman empowerment. She has shared her life experiences which is a motivation for the students.



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Ms. Manju Latha Kalanidhi, Senior Features Journalist, The New Indian Express

Dr. P. Bharathi, Convener, Conference presented vote of thanks. She thanked the delegates for making the conference meaningful.



The inauguration was concluded with National Anthem.



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Group

photos

TECHNICAL SESSION ONE

Theme: Women, Media, Technology and Science

Time: 1:00 AM – 4:20 PM

Venue: Auditorium

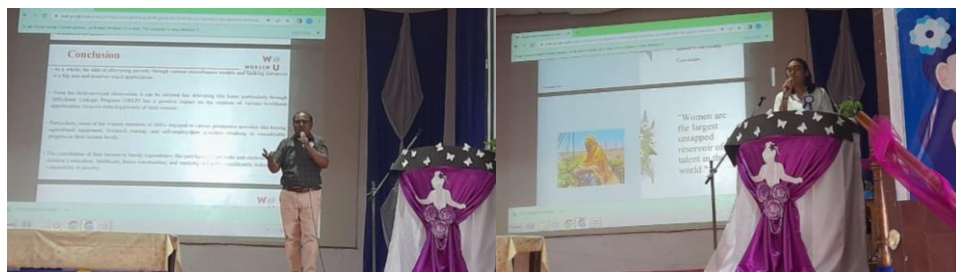
Chaired by –

1. Dr. P. V. Satya Prasad, Dean of Social Sciences, Woxsen University, Hyderabad

2. Dr. Antarleena Basu, Assistant Professor, School of Liberal Arts and Humanities, Woxsen University

Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women, coordinator of the technical session one welcomed the audience and welcomed the chairs with green greetings followed by the introduction of the chairs.

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Before starting the presentation Dr. P. V. Satya Prasad, Dean of Social Sciences, Woxsen University, Hyderabad has highlighted on Women and girls are underrepresented in fields of science, technology, Media. According to a 2022 report by World Bank, women account for only 28% of engineering graduates and in fields like artificial intelligence, only 1 on 5 professionals are female. Gender bias and stereotypes are among the major contributors to suppressing women from exploring careers in STEM fields. Pressure to conform to societal norms, forced marriages and childbirth are among the daunting reasons why women in STEM face challenges. In most households, women are majorly responsible for running the family, and this burden restricts them, to an extent, from pursuing their dream career.

Dr. Antarleena Basu, Assistant Professor, School of Liberal Arts and Humanities, Woxsen University has highlighted how women are portrayed in media and how we can tackle the Underrepresentation of Women in Media.

After chair person's addressed paper presentation followed by discussion.

List of the speakers and topics details given below:

DAY- ONE: 13th March			
Students Coordinator: Ms. Pavani & Ms. Divya, BA 3rd Year			
Time	Paper Name	Presenters	Title
1:00-1:05	Dr. Siriman Naveen, Dr. Srinivas Junuguru,		Women in Bricklin industry in Telangana: A critical Overview



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	Dr. Naveen Kolloju, Dr. P.V. Satya Prasad, Woxen University	
1.05-1.10	Dr G Revathi, Associate Professor, St. Ann's College for Women.	Women and Media
1.10-1.15	Ms. Dimple Racharla & Safia Khan, GITAM University	Success of Indian women in New Media
1.20-1.25	Ms. Sameena, Challapally Janani Llb MCJ Anupama Women's Magazine Editor	New Media and Inequalities: Surveillance, Regulation & Resistance
1.25-1.30	Author: Sree Raja Rajeswari Pragna Lanka Co- Author: M. Shravya Hasini, GITAM University	Women in Science and Technology
1.30-1.35	Ms. Baddam Sreeja, St. Ann's College for Women, Hyderabad	Women in Science and Technology



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1.35-1.40	Ms. Safia Ejaz Khan, Co-Author: Dimple Racharla, GITAM University	Power and Decision-Making of women in corporate sectors
1.40-1.45	Lency Mariam, A. Sravanthi Reddy, Hajra Fatima*, St. Ann's College for Women	“Advancements in Understanding the Universe through Dr. Rohini Godbole’s Research on Fundamental Particles”
1.45-1.50	Dr. Naveen Kolloju 1 Dr. Srinivas Junuguru 2 Dr. Siriman Naveen 3 Dr. P.V. Satya Prasad 4, Woxen University	Mapping Poverty Alleviation through Sustainable Livelihoods of Rural Women
1.50-1.55	Leena Rayees Ahmed College: St. Ann's College for Women	The Objectification of Women and the Fashion Industry
1:55-2:00	Ms. Olesya. JK, Garden city University, Kithagnur, Bangalore, Karnataka 560049	A correlation study between race-based rejection sensitivity on collective self- esteem and self-concept among young women adults of African students



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2:00-2:05	Dr. Uma Sushmita Perepa and Dr. Balakrishna, Department of Media Studies, Gitam University	Roles, Rights and Responsibilities in the context of freedom for Women.
2:05-2:10	Dr. Kanaka, Associate Prof., St. Ann's College for Women	Human Rights of Women- Gender Equality and Women Empowerment
2:10-2:15	Chiru Padmini, JLP, St. Ann's College for Women	Women And Art - Creating Spaces for Identity, Acceptance and Expression
2:15-2:20	Mr. Bhumesh Daya Research Scholar, Department of Mass Communication, Telangana University, Nizamabad	Government's Policies and Legislations to Promote Women Empowerment and Gender Equality
2:20-2:25	Ms. Sunitha David, Head Dept of English, St. Ann's College for women	New Media and Inequalities: Surveillance, Regulation and Resistance
2.25-4.15	Discussion	
4: 20	Vote of Thanks	

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DAY TWO

DATE: 14TH MARCH

TECHNICAL SESSION TWO

Theme: Theme: Women: Work and Health

Time: 9:30 AM – 12:15 AM

Venue: Av Room

Chaired by –

1. Chairs: Dr. Sheela Suryanarayanan, Associate Professor, Centre for Women's Studies, University of Hyderabad, Telangana
2. Prof Y Prabhanjan Yadav, Chairman Board of Studies, Dept. of Mass Communication Telangana University, Nizamabad, Telangana State, India,

Dr. Bharathi, Head dept of Journalism, St. Ann's College for Women, coordinator of the technical session two welcomed the audience and welcomed the resource person with green greetings followed by the introduction of the chairs.

Dr. Sheela Suryanarayanan, Associate Professor, Centre for Women's Studies, University of Hyderabad has highlighted the theme which is on Women: Work and Health. She has mentioned that Women's economic empowerment enhances productivity, diversifies the economy, and increases income equality, among other positive development outcomes. Despite the progress that women have achieved in the modern era, many of them have fallen behind regarding health issues.

Prof Y Prabhanjan Yadav, Chairman Board of Studies, Dept. of Mass Communication, Telangana University has highlighted on Women's Health and Empowerment

After chair person's addressed paper presentation followed by discussion.



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List of the speakers and topics details given below:

DAY- TWO- 14th MARCH		
Students' Coordinator: Ms. Nandini & Ms. Fiza		
Time	Paper Presenters Name	Title
9:40-9:45	Ms. Kalyanee Das- Assistant Professor, Department of Psychology, Kumaraguru College of Liberal Arts and Science Ms. Arabhi K. M- IIIrd B.sc Psychology, Kumaraguru College of Liberal Arts and Science	A Comparative study on Subjective well-being during Menopause among Females with or without Spouse in their Late Adulthood

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9:45-9:50	Ms. Sridevi Sanda Research Scholar, Department of Business Management, Osmania University, Hyderabad	Glass Ceiling Effect on Women Career and Advancement in India – It Companies Perspective
9:50-9:55	Zainab Sajid, Student, BA 1st Year, St. Ann's College for women, Mehdipatnam, Hyderabad,	The Objectification of Women in the American Workplace
9:55-10.00	Dr. Shivakumar S Sangan Guest Lecture, Dept. of Women's Studies Gulbarga University, Kalaburagi-585106 Karnataka	Problems and Challenges of Women Domestic Workers in Kalaburgai City
10:00-10.05	Ms. Naairah Mujahid ¹ , Shaik Suhana ² , Ms. Nasreen Begum ³ , Maliha Fatima Khan ⁴ Juveria Azmath Khan ⁵ , St. Ann's College for Women	Assessment of Dietary Knowledge in Menopausal and Post Menopausal Women
10:05-10:10	Dr. Mallikarjun Nagashetty, PDF (ICSSR) Research Scholar Dept. of Women's Studies Gulbarga University Kalaburagi 585105 Karnataka	Health Status of Nomadic Tribal Women in Kalyan-Karnataka Region

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10:10-10:15	Ms. Errum Fatima, St. Ann's College for Women	Women and Workplace Prejudice
10:15-10:20	Ms. Gayatri Vatsavai – BA PEP III, Ms. Saamiya Shirin – BA PEP III, St. Ann's College for Women	Women in Employment: Maternity and Paternity Leaves Differences and Similarities
10:20-10:25	Ms. Gopagani Bhuvaneshwari, Student, St. Ann's college for women, Hyderabad	A Study on Women Entrepreneurship in India
10:25-10:30	Ms. Harshita Titare, JLP, BA 2 nd Year, St. Ann's College for Women, Hyderabad	Women Entrepreneurship and Employment in India: a study of issues and challenges through a multidimensional view”
10:30-10:35	Ms. P. Swetha, Assistant Professor, Villa Marie PG College for Women – Hyderabad, S. Prathima Sharma, MBA 2nd year student, Villa Marie PG College for Women – Hyderabad	The Challenges and Growth of Women Employees: An analytical study with special reference to Corporate Sector
10:35-10:40	Jerusha S, Meghana G, Ananya M	Bridging the Gender Pay Gap

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10:40-10:45	Mrs. G. Naga Laxmi, Mrs. Maria Pavithra M.Com, MBA M. Com Head, Dept. of Commerce Assistant Prof, Dept. of Commerce St. Pious Degree & PG College for Women St. Pious Degree & PG College for Women	Empowering Women Towards a Strong Nation Building
10:45-11:25	Discussion	
11:25-12:15	Vote of Thanks	

TECHNICAL SESSION THREE

Theme: Towards Empowering Women

Time: 9:30 AM – 12:15 AM

Venue: 47 Room No

Chaired by –

Dr. V. Srilatha, Associate Professor & Chairperson, Board of Studies in Political Science, Department of Political Science, Former Director, Centre for Women's Studies, Telangana Mahila Viswavidyalayam (Women's University)

Ms. Bhramara Sree, Head dept of Political Science, St. Ann's College for Women, coordinator of the technical session two welcomed the audience and welcomed the resource person with green greetings followed by the introduction of the resource person.



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Dr. Srilatha has stated that the empowerment and autonomy of women and the improvement of their political, social, economic and health status is a highly important end in itself.

After chair person's addressed presentation started followed by discussion. 11 speakers have presented the paper.



List of the speakers and topics details given below:

Time	Paper Presenters Name	Title
9:35-9:40	Prof Y Prabhanjan Yadav, Chairman Board of Studies, Dept. of Mass Communication Telangana University, Nizamabad- 503322 Telangana State, India.	Education emancipates and empowers Women
9:40-9:45	Ms. Akansha Singh, Research Scholar, JNU, New Delhi	“Women Street Vendors, Human Rights, and Covid-19 Pandemic: A study of issues and challenges through intersectional perspective”
9:45-9:50	Author: S. Lokesh,	A Study on Impact of Family Structure on

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	<p>BBA L.L.B (HONS), Saveetha School Of Law, Co-Authors L. Priyadharshini, Research scholar, Saveetha School of Law L. Dhatchayani, Research scholar, Saveetha School of Law, Chennai</p>	<p>Women's Economic Independence</p>
9:50-9:55	<p>Ms. Kanaka Prathap NLP Trainer (JMAADD), Jesuit Ministry of Alcohol and drug dependence Nagercoil Kanyakumari</p>	<p>Women In Power and Decision Making</p>
9:55-10:00	<p>Ms. Tania Sharma, Ph.D. scholar at the Department of History, the University of Hyderabad</p>	<p>Women in Colonial India: Analyzing the historiography on the custom of Sati in colonial India.</p>
10:00-10:05	<p>Smt. Kathyaine Medchal, Assistant Prof, Pulla Reddy College, Hyderabad</p>	<p>The role of rural women in development, food production and poverty eradication</p>

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10:05-10:10	Ms. Kolachana Subhadra, Asst. Professor in Badruka College PG Centre (BCPGC)	Women Empowerment Through Education and Entrepreneurship
10:10-10:15	Niveditha Vemulapalli, GSHS (Final year BA) Akhila Dara, GSHS (Final year BA), GITAM University	The “Other” in Sports
10:15-10:20	Dr. Antarleena Basu Assistant Professor School of Liberal Arts and Humanities Woxsen University	“Poetry as a Means of Women's Empowerment: A Critical Study of Select Contemporary Feminist Poems and its Emancipating Influence”
10:20-10:25	Dr. R. Swapna Associate Professor, Department of Business Management Ms. O. Keerthi MBA Student, Department of Business Management, Villa Marie PG College for Women, Somajiguda, Hyderabad, Telangana, India.	A Study on Women Entrepreneurs Economic Progress, Problems and Prospects.

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10:25-10:30	Ms. G. Pavani Mudhiraj, BA, St. Ann's College for Women	Women in Power and Decision Making
10:30-11:25	Discussion	
11:25-11:30	Vote of Thanks	

TECHNICAL SESSION FOUR

Theme: Women, Education, Sports and Empowerment

Time: 9:30 AM – 12:15 AM

Venue: Computer Lab

Chaired by –

Dr. G. Bala Krishna, Associate Professor, Media Studies, GITAM University, Hyderabad.

Ms. Urooja, Faculty of Nutrition Dept, St. Ann's College for Women, coordinator of the technical session two welcomed the audience and welcomed the resource person with green greetings followed by the introduction of the chairs.

List of the speakers and topics details given below:

TECHNICAL SESSION IV		
VENUE: COMPUTER LAB		
09:30 AM – 12:00 AM		
Students Coordinator: Ms. Leena. BA 3rd Year		
9:35-9:40	Ms. Shanthi Priya, OU Law College, Osmaniya Univ	Time for a Political Revolution

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9:40-9:45	Dr. K Sreedevi, Kakatiya Government College, Hanumakonda	Political Participation of Women
9:45-9:50	Ms. Vaishnavi SR, (BA) St Ann's college for women, Hyderabad	Women in Sports
9:50-9:55	Ms. Saritha and Ms. Rashmi, Assistant prof, St. Ann's College	Women in Rural India
9:55-10.00	Ms. R. Bhramara Sree, Head, Department of Political Science, St. Ann's College for Women, Mehdipatnam, Hyderabad	Women Professionals in Sports
10:00-10.05	Mr. Sau Sumanrav, Patna University, Patna	Changing dimensions of administrative participation of women in Bihar
10:05-10:10	Fiza Khan & Hajira Amreen, BA, St. Ann's College for Women	Women Empowerment and Gender Equalities
10:10-10:15	Ms. Agli Hima Bindu, St. Ann's College for Women, Hyderabad	Neutral Upbringing: Reasonable and Possible?
10:15-10:20	Author: G V Rishi Raghavendra, BBA L.L.B (HONS), Saveetha School Of Law,	A Study on Women's Political Participation in India

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	<p>Saveetha Institute of Medical and Technical Science (SIMATS), Chennai- 600 077.</p> <p>Co-Author: K. Niranjana, Research scholar, Saveetha School of Law, Chennai</p>	
10:20-10:25	<p>Dr. Zaheda Begum Assistant Professor Department Of Political Science Government Degree College Hayathnagar, Osmania University Hyderabad Telangana</p>	<p>Women in Policy Making: Breaking Barriers and Building Inclusive Societies</p>
10:25-10:30	<p>Ms. Thrishitha Chennappagari, BA 3rd Year, St. Ann's College for Women</p>	<p>Emerging Out of Odd: Women Struggle for Recognition in Sports</p>
10:30-10:35	<p>Ms. Karronya Katrynn, St. Ann's College for Women</p>	<p>Harmful Traditional Practice Against Women</p>
10:35-10:40	<p>Mr. Madhanala Shaila Prasad Assistant Professor in English, Badruka College of Commerce and Arts</p>	<p>Patriarchal view and transition of feminism all the way to "heforshe"</p>
10:40-11:25	<p>Discussion</p>	

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11:25- 11:30	Vote of Thanks
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After all the research papers were presented, the floor was open for a group discussion. The group discussion included topics like what a person must do when they are harassed by the police officials, the difference between equality and equity, how equality is more about the basic rights, and how we as a society should educate the men about respecting women and promote women empowerment.

VALEDICTORY SESSION (Day two 15th March, 2023)

Chief Guest: Smt. V. Sunitha Laxma Reddy, Chairperson, Telangana State Commission for Women Ms. Popy Devi Nath, organizing secretary has welcomed the resource person with green greeting.

Smt. V. Sunitha Laxma Reddy, Chairperson, Telangana State Commission for Women has congratulated the paper presenters for their wonderful presentation. She has highlighted that generations have changed but the patriarchal mindset and stereotyping women has not changed and hence there is a need of awareness on Gender Equality. She also spoke about the sustainable development goals proposed by U.N which said that by 2030, the world will be 50: 50 which means that 50 % of men and 50 % of Women will occupy all walks of work in life, which indicates the advent of Gender Equality. She explained why Gender Equality is such a big question in today's times. In Indian Scenario, Female infanticide is still found certain parts of India which is horrifying in today's times. Establish an overall equal society, change should first start in our home and in our mindset. She has highlighted about Gender inclusive growth and the importance of gender sensitization in educational institutions. Women should be considered equal to men. This idea is the need of the hour both socially, economically and judicially. She explained about Gender responsible budget



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which is aiming to remove the differences in the pay check of men and women and providing more facilities like extended maternity leave to women. She has also mentioned about the work done by State commission for Women and about the helpline. She concluded the session by saying “Gender Equality is not a luxury; it is a necessity”.

Fraternity of St. Ann's has facilitated Smt. V. Sunitha Laxma Reddy, Chairperson, Telangana State Commission for Women with Shawl and Memento



Ms. Suneetha, Head Dept of Economics has presented the report of two-day national conference.

All the four sessions along with inauguration and valedictory prog were very informative and effectively presented by eminent speakers. There is a lot of questions asked by participants in question answer session.

Certificate Distribution:

Best Paper Award to

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1. Technical Session one: Ms. Dimple Racharla & Safia Khan, GITAM University

2. Technical Session two: Ms. Kalyanee Das- Assistant Professor, Department of Psychology, Kumaraguru College of Liberal Arts and Science

Ms. Arabhi K. M- IIIrd B.sc Psychology, Kumaraguru College of Liberal Arts and Science, Coimbatore

3. Technical Session three: S. Lokesh, BBA L.L.B (HONS), Saveetha School of Law, Co-Authors L. Priyadarshini, Research scholar, Saveetha School of Law L. Dhatchayani, Research scholar, Saveetha School of Law, Chennai

4. Technical Session four: Ms. Shanthi Priya, OU Law College, Osmaniya University

Overall Best Paper Award:

Dr. Antarleena Basu, Assistant Professor, School of Liberal Arts and Humanities, Woxsen University

They were given a trophy and certificate for the best paper award.



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Ms. Popy Nath Devi, Director of Centre for Women's Studies presented vote of thanks. She thanked the resource person, paper presenters, volunteers and participants for making the conference a huge success and enlightening the participants.



The two-day programme ended with national anthem.

Outcomes

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This National Conference on Women and the 4Es brought together scholars from diverse spaces to share and enhance understanding from various perspectives, covering empowerment and inclusive growth. This conference not only attempted to bring to light the researches done in this area but also succeeded to unearth latest trends in the areas of women empowerment with respect to media, women's work, women health, literature, psychological aspects other than the economic and political arenas affecting women. Most important contribution of this conference is the glimpse of perspective of underprivileged which the scholars took with them to further bring change towards equal existence. We hope that the deliberations at this two-day conference and exchange of ideas through discussions and presentations will prove to be a step forward for achieving our goal of gender equality and inclusive growth.

Recommendations/Action Points: Specific, actionable and women-oriented recommendations bifurcated into actionable at Central, State and Local government levels

- There is a strong need to shake the cultural values of patriarchy. For this, a radical deconstruction of the gender stereotypes and gender-based self-images is required.
- Gender is a social construct and hence changeable. Men in the society need re-orientation. There is a need for gender sensitization and gender education.
- The stereo type definitions of masculinity and femininity are carried to the workplace which restrict the meaningful participation of women in employment and also stall their upward career mobility. It is essential to bring institutional changes at home and at workplace.
- In spite of a number of government regulations and schemes, gender discrimination and inequalities exist in our society. It is the need of the hour to work on changing the human psyche by using some psychological interventions at the ground level.

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- Education is the foundation for women empowerment and is the most powerful tool for change in the status of women.
- There is a need to change public attitude towards women entrepreneurs. The women should be encouraged to opt for entrepreneurship as an alternative and better career option.
- The critical elements for inclusive growth are vocational training, agricultural development, employment generation for women through industrial development, access to finance and social sector development.
- Women's Studies needs to be promoted extensively. Gender Sensitization courses should make it as compulsory course in colleges and schools.
- More budgets government should provide to do this so that young female students emerge as empowered and sensitive citizens.
- Support and awareness for Women Entrepreneurs in funds allocation
- Women should be encouraged in the field of technicians and mechanical work and artificeries and also in robotics
- Create job opportunities for women through MSME
- Pay roll to be maintained for employees in the unorganized, and organised sector. This should be kept
- open for social audit and needs to be scrutinised by Ministries and Departments to maintain transparency
- Equal Pay to Female
- Consider Transgenders
- Ensuring workers' right to organize and bargain collectively is an important part of the solution.
- Execution of Financial Literacy and Digital Literacy programs for capacity building.
- Percentage of expenditure of local govt to be given to women enterprises.
- Dropout of school to be reduced so program to support family income.

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- Sensitization to treat the women as the fellow human being and to support all their efforts.
- Pay roll to be maintained for employees in the unorganized, and organised sector. This should be kept
- Providing paid paternity leave helps distribute childcare more evenly between parents, tackles gender stereotyping, and increases a mother's productivity.
- Make salaries public - when employees have access to information about on what their co-workers earn, and pay gaps at specific employers are exposed, employers will be pressured to fix pay disparities.
- Family-friendly policies, such as paid family and medical leave, affordable child care, and early childhood education programs coupled with equal pay policies could significantly reduce the gender wage gap while helping single mothers with children.
- Transparency within companies in criteria and decisions regarding pay can also help prevent gender bias.
- Ensuring workers' right to organize and bargain collectively is an important part of the solution.
- Not to prohibit workers from discussing pay- Pay secrecy prevails when companies prohibit employees from openly discussing pay with colleagues. This secrecy enables wage gaps to persist.
- Banning salary history questions from the negotiation process- Unfair cultural practices have evolved in the salary negotiation process to perpetuate pay inequities for women. The practice of being asked to disclose one's previous salary can compound inequalities and follow a woman over the course of her career.
- Women to be involved in employer and union leadership, enabling legislation that establishes comprehensive frameworks for gender equality in the workplace.
- Regulated pay with emoluments should be adhered

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- Proactive pay equity laws.
- Provide equality to women in all workplaces
- Financial Literacy and Digital Financial Literacy should be specially provided at schools and adult learning schools.
- Skill Training and Vocational Training in Institutes and colleges.
- Policy to assist in access to market.
- Audit Report to be placed before the state legislature preferable State Legislative Assembly
- Finance Ministry, Ministry of Labour, Ministry of Women and Child Welfare need to review and submit points of intervention for the administration of pay roll accounts and also audit periodically
- Create more affirmative policies
- Investing in women leadership is therefore smart security as well as smart development.
- Dealing with any problems in performance related pay
- Limiting managerial discretion over all elements of the pay package
- Carrying out an equality impact assessment
- Give equal treatment among Schools, Colleges and Workplace
- Provide many schemes and opportunities to all women who have no education background and self-employed. Establish many schemes to empower their work and mentality.
- In Mudra Yojana Scheme the definition of Woman Entrepreneur needs to incorporate not just ownership but also economic benefit.
- A small Percentage of CSR of Banks/Financial Services/NBFCs to be allocated to capacity building of women.
- Equal Pay to Men and Women.



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- Union Government has to follow, a good recruitment policy.
- All the emoluments for the staff need to be available as an order copy.
- Pursue economic security policies to help women remain in the workforce.
- Vocally support legislative measures to strengthen equal pay protections.
- To retain quality in-house training and other staff welfare polices need to be framed and implemented such as parental leave maternity leave pension benefits group insurance and risk factors need to be covered.
- Transparency accountability and identification of beneficiary is the need of the hour.

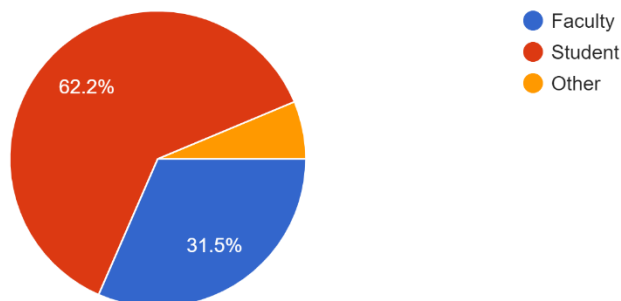
List of Participants

We have created a google form for registering the participants.

Google form link:

https://docs.google.com/spreadsheets/d/1Z-nlGviV-_nZWJG_SxqzMx46QZaX8y0B__71VFVDP8/edit?usp=sharing

Designation
111 responses

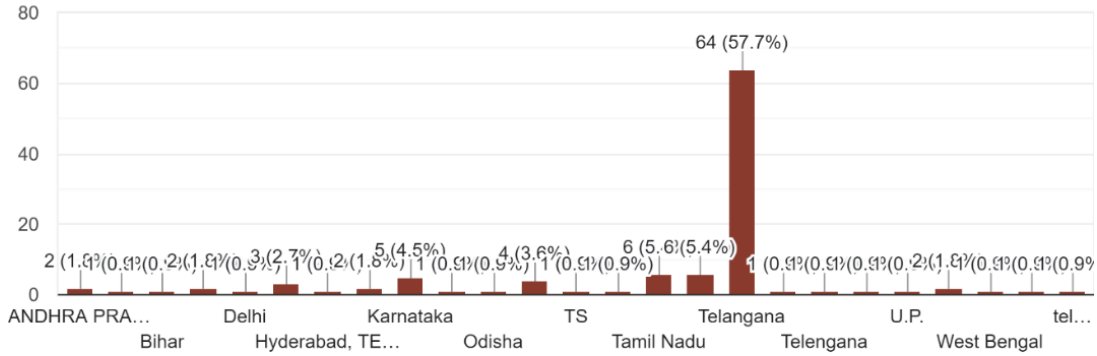




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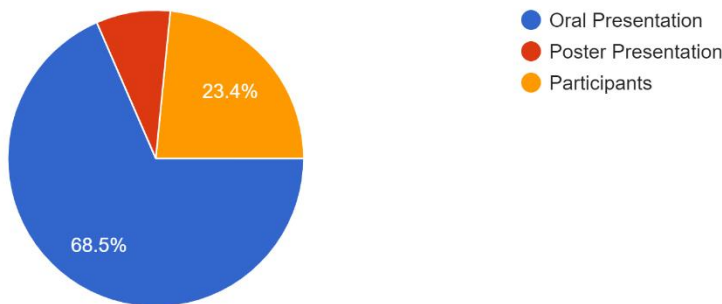
State

111 responses



Presentation Type

111 responses



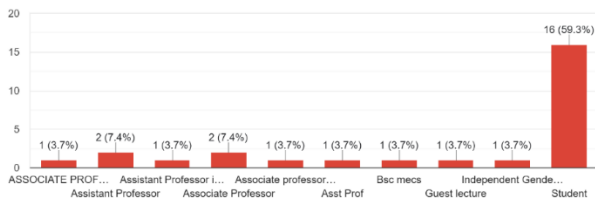
Link of feedback google form:

<https://docs.google.com/spreadsheets/d/14HgfBFaLNQ8Z7w6Llsu111Yj6PFeyu91dhp2fHX3Ypg/edit?usp=sharing>

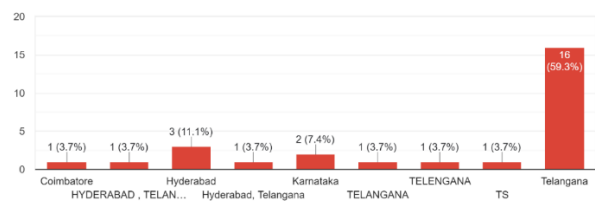


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Designation
27 responses

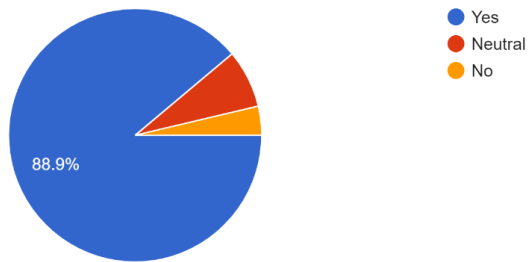


State
27 responses



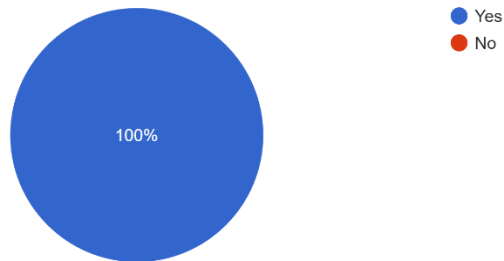
Did you receive all the information you required from this conference?

27 responses



Was the theme of the conference relevant in this modern day situations?

27 responses

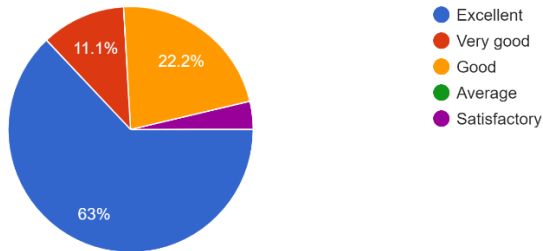




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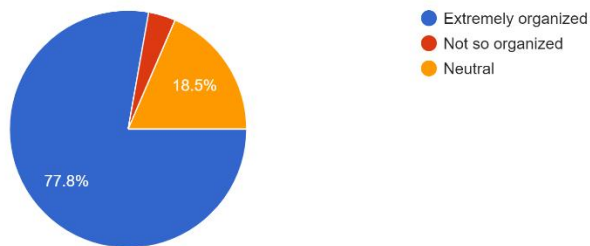
Provide overall rating for this conference?

27 responses



How organized was the session?

27 responses





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*Felicitation of Shreyasi Award to Smt. Tejdeep Kaur Menon, IPS (Retd),
Former DGP Telangana Special Police Force, Poet and Social Worker*



*Dr. Madhurarekha, Founder Partner, Director, Vijayrekha Life Sciences,
(Alumni of St. Ann's College for Women)*



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**Address by Special Guest Smt. Tejdeep Kaur Menon, IPS (Retd) Former DGP
Telangana Special Police Force**

She said that in the early days, it was very difficult for women. Since it is a patriarchal based society, women are considered not in par with men. For women to come out of their homes and work is difficult. She also mentioned how women need to keep themselves abreast with the changes and should be focused with determination and dedication towards their goals. She has motivated the participants by singing a song along with prayer team “Hum Honge Kamyab Ek Din”



**Address by Dr. Madhurarekha, Founder Partner, Director, Vijayrekha Life Sciences
(Alumni of St. Ann's College for Women)**

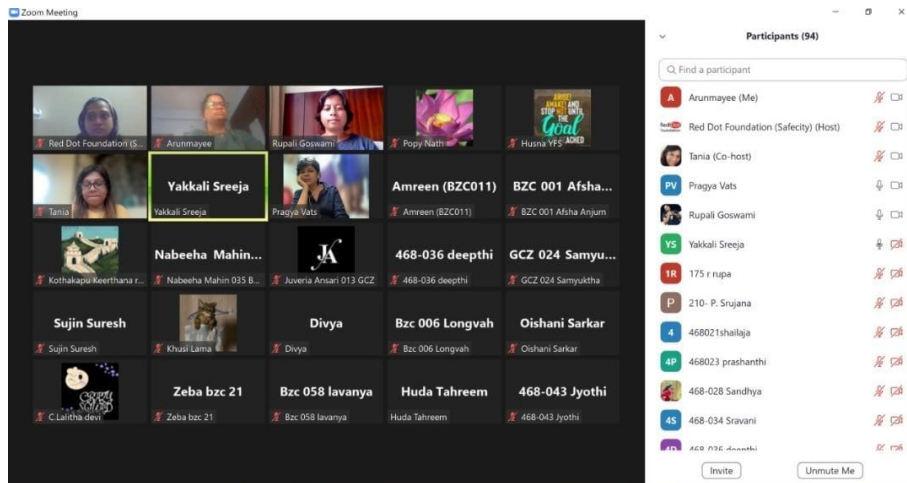
Dr. Madhurarekha has highlighted on women entrepreneurship and the availability of best trainers to develop women's skills in entrepreneurship. She further spoke about her accomplishments in the field of entrepreneurship and on the development of research over time.

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Orientation on Safe city Safety Champaign in collaboration with Save the Child and Youth for Seva on 17th October 2022

The Safe Cities Campaign that was aimed at improving safety, mobility and access to public services for women and girls living in poverty and exclusion. The campaign among other objectives sought to reduce violence against women and girls through enactment and implementation of gender inclusive urban policies and legislation that can result in reduction of violence and fear experienced by women and girls in various public spaces.





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Guest lecture on Gender Sensitization on 20th Sep, 2022

Prof. S. Sheela, Centre for Women's Studies, Hyderabad University has started her presentation by listing the session's objectives. She briefly explained the purpose and significance of gender sensitization before leading an activity to help us become aware of the many gender preconceptions we hold in our thoughts. The speaker advanced the conversation by describing gender equality and how gender sensitization is necessary for everyone, not just one particular gender. She continued by outlining how we are required to act, speak, dress, groom, and even conduct ourselves depending on the gender to which we have been allocated in India. She emphasized how stereotyped ideas still remain in our society while outlining the ramifications and benefits of gender equality. She gave us a reality check on how we behave in specific ways that are considered apparent truths and thus are practiced unconsciously. She discussed the connection between masculinity and gender sensitivity as well as the persistence and need for the eradication of gender-based violence.



Guest Lecture on Women Empowerment: Key to National Development on 20th April 2023

Ms. K Madhavi Latha, Managing Trustee, Latha MA Foundation, Chairperson, Virinchi Hospital has highlighted on Women and the 4Es. She has mentioned that one of the most



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significant transformations in education in India over the past several decades is the drastic increase in women's higher education in various fields. The education has showed the ways of uplifting the standard of living among the women. Acceleration due to education will bring about a full transformation of India's women entrepreneurship landscape. Education to women will put India at par with several emerging and advanced economies where more than 40% of all enterprises will be women-owned. Further, the total employment will bridge nearly 25% of the jobs required to absorb the working-age population in 2030. Given the continued scarcity of education, work opportunities, entrepreneurship will allow women to be self-sustaining, giving them greater flexibility and control in comparison to salaried employment and also creating jobs. More has to be done to remove barriers to women's economic empowerment. It can be by encouraging women to gain specific training and education to help them become the leaders of tomorrow.



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Talk on Gender Based Violence at St. Albert School, Kishanbagh on 30th Dec, 2023 organised by Centre for Women's Studies.

Ngo Management students have taken an online session to St. Albert School, Hyderabad on Gender Based Violence. The objective is to improve the knowledge and skills on GBV. The programme aims to give awareness to fight, prevent and respond to gender-based violence. The demonstration conducted by NGO management students gave a clear picture about the safe circle and it was truly gratifying to see children creating their own safe circle by pasting the pictures of their parents and siblings. This practical presentation helped the school students to recognize, safeguard and protect themselves against such dangers from an early age. The moto of the session was to enlighten the children that their body belongs to them and they need to stay safe and secure.

Movie Screening on International Day of Women and Girls in Science on 11th Feb, 2023 in AV Room

On the occasion of International Day of Women and Girls in Science, Gender Champion Club has screened a movie in AV Room.



Participated Gender Equality 2k and 5k Run on 6th March, 2023

Organizer: She team, Hyderabad

The theme of the 2k and 5k run was 'Gender Equality Today for a "Sustainable Tomorrow"'. The program started with the Zumba, dance and warm-up sessions held by the women-only band enthused the participants. Telangana Chief secretary Shanthi Kumari who attended as chief guest, flagged off the run along with the DGP Anjani Kumar and the City police commissioner CV Anand. A total number of 321 students of St. Ann's College for Women participated in the Gender Equality run.



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The participants were provided a T-shirt and by the end of the run students were also provided breakfast and awarded medals. The students participated and enjoyed all the activities with excitement and enthusiasm.





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Women's Day Activities on 9th March, 2023

Centre for Women's Studies, Dhvani and Dept Pol Sci organized competition to celebrate Women's Day.



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DEPARTMENT OF POLITICAL SCIENCE'S 'DHWANI' NGO
AND CENTRE FOR WOMEN STUDIES PRESENTS
WOMEN'S DAY COMPETITIONS

- 1. POETRY WRITING: ONLINE (NO PLAGIARISM)**
TOPIC – ANY THEME RELATING TO WOMEN
SUBMISSION DEADLINE: 09 MARCH 2023
SUBMIT AT: DHWANINGO2020@GMAIL.COM
- 2. JUST A MINUTE:**
TOPIC – WHAT DO YOU THINK FEMINISM IS?
DATE: 08 MARCH 2023; VENUE: AV ROOM
- 3. OPEN MIC:**
TOPIC – ANY THEME ABOUT WOMEN
(STAND-UP COMEDY, SHAYARI, EVERYTHING IS WELCOME!
SPEAK YOUR MIND)
DATE: 08 MARCH 2023; VENUE: AV ROOM

GET THINKING!
WINNERS RECEIVE A MEMENTO –
ALL PARTICIPANTS GET AN E-CERTIFICATE

FOR FURTHER DETAILS CONTACT:
MADHURIMA (PRESIDENT 'DHWANI'): 7671085457
GFORM LINK: [HTTPS://FORMS.GLE/C6A2MTY3FNNWQDX7](https://forms.gle/C6A2MTY3FNNWQDX7)



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Faculties wore blue color to celebrate International Women's Day



S

ANTI-RAGGING SKIT

Date: 23rd September 2022

Venue: 1st Quadrangle Stage.

Time: 12.00 P.M

Organizers:

K.S. Sriya (SQAC- President)

Ragging is the term used for the so-called "initiation ritual" practised in higher education institutions. Ragging is a subset of bullying. Unlike various complex forms of bullying, ragging is easily recognisable. To avoid this, we have initiated an Anti- Ragging skit.

As the freshers have joined the college, it is important for them to feel safe on campus. To ensure this safeness SQAC Team organized a flash mob followed by the Anti Ragging skit. The main Aim of the skit was to raise awareness about raging and its consequences to the students and how seniors should behave with juniors by welcoming them with joy and friendliness.



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KARRA SAMU INAUGURATION

Date: 6th December 2022.

Venue: St. Ann's College for Women, Mehdiapatnam.

Time: 1:30 pm to 3:30 pm.

Organizers:

K.S. Sriya (SQAC- President)

Sumaiya Abdul Bari (SQAC- Vice President).

On the 6th of December 2022, SQAC President Sriya and SQAC Vice President Sumaiya in collaboration with Guru Krupa Shikshana Kendrum Insitute organized the inauguration for the 2-month Course of Karra Samu or stick fight. Karra Samu is an ancient skill meant for self-protection offered by Guru Krupa Shikshana Kendrum in college premises from 2:30-3:30pm, every alternate day. There were 70 students who enrolled into the course. The inauguration started at 1:30 pm. After the arrival of



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the guest, Instructor and the students enrolled. The event was graced by Sister Principal Dr.

P. Amrutha, she addressed the gathering followed by a few words from Mr. Santosh. During the session, Mr. Santosh briefed the students of the different forms in Karra Samu including Siddha, Shiromaar, Stithi, Saavdhan. Lastly, the hosts delivered a vote of thanks, and the event came to an end by the singing of the national anthem.



KARRA SAMU CERTIFICATION CEREMONY

Date: 23rd February, 2023

Time: 12:00pm to 12:30pm

Venue: First Quadrangle

Organizer:

K.S. Sriya (SQAC- President)



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Sumaiya Abdul Bari (SQAC- Vice President)

Tuba Mateen (SQAC Member- 1st Year)

A certification ceremony to the meritorious participants of Karra Samu - 2 months

self-defense course was held on 24-02-2023 in the college campus by the SQAC team. The program was conducted in the presence of our honorable Principal sister Dr. P Amrutha, Respected deans Mrs. Mahitha Davala Ma'am, Mrs. Santoshi Mishra Ma'am, Mrs. Nirmala Xavier Ma'am, Mrs. Meena Patangey Ma'am, accompanied by Guru Krupa Shikshana Kendra heads, Mr. Vinod, the head coach of Karra Samu Mr. Santosh and trainers Mr. Rithiwile and Mr. Bablu, graced the event.



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**INTERNATIONAL ELIMINATION DAY FOR VIOLENCE AGAINST WOMEN
(ONLINE SPEAK UP COMPETITION)**

Date: 23th November, 2022

Mode of Conduct:

ONLINE Organizers:

Y. Aarthi (SQAC Member- 2nd Year)

Sushmitha Reddy (SQAC Member- 2nd
Year)

The online speak up competition was conducted by Student Quality Assurance Cell, St. Ann's College for Women. It was conducted on the occasion of International Day for the Elimination of Violence against Women which happened to be on 25.11.2022.

The competition was open for all the first year students of St Ann's College for Women. The topic for the competition was "VOICE AGAINST VIOLENCE" and it was conducted through online mode where the participants are supposed to make a video clip by speaking on the given topic for 2 minutes. The last day to submit their video clips was on 23.11.2022 and the video clips were submitted to speakupcompetiton@gmail.com. The judge for this competition was Poppy Ma'am from Woman Cell of St Ann's College for Women.

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INTERNATIONAL ELIMINATION DAY FOR VIOLENCE AGAINST WOMEN

POSTER MAKING COMPETITION (THEME – ABSTRACT ART) on Date: 25th November, 2022

The importance of International Day for the Elimination of Violence against Women was addressed to the audience for them to understand its importance and topic for the competition. The International Day for the Elimination of Violence Against Women will mark the launch of the Unite campaign (Nov 25- Dec 10) — an initiative of 16 days of activism concluding on the day that commemorates the International Human Rights Day (10 December). This campaign, led by the UN Secretary-General and UN Women since 2008, aims to prevent and eliminate violence against women and girls around the world. Violence against women continues to be an obstacle to achieving equality, development, peace as well as to the fulfilment of women and girls' human rights. All in all, the promise of the Sustainable Development Goals (SDGs) - to leave no one behind - cannot be fulfilled without putting an end to violence against women and girls.



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INTERNATIONAL ELIMINATION DAY FOR VIOLENCE AGAINST WOMEN

(Flashmob) on **Date:** 25th November, 2022

The Flashmob competition was conducted by Student Quality Assurance Cell, St. Ann's College for Women. It was conducted on the occasion of International Day for the Elimination of Violence against Women which happened to be on 25.11.2022.

The competition was open for all the first year students of St Ann's College for Women. The event was conducted in two sessions.

i) **Morning Session:** Started with a speech on the Elimination of Violence against Women by Jameema and continued, with a powerful thought provoking poem by Shivani Dale during Assembly hours

ii) **Afternoon Session:** Started by hosts Afrah Naqvi and Adiba, welcomed the participants of flashmob which was choreographed by Farzeen Ahmed and Shaema Masood. Dance is all about women empowerment and encouragement. Our respected Principal Dr. Sr. P. Amrutha and our respected Deans, Mrs. Mahitha Davala ma'am, Mrs. Santhoshi ma'am, Mrs. Nirmala ma'am and Mrs. Smitha ma'am was invited to the event.

Prize distribution for the winners of Poster Making and Online Speakup Competition was conducted on 25 November 2022, done by DR.S.P. Amrutha. Finally the event was ended by Syedaa Ruqayyah by giving a vote of thanks.



INTERNATIONAL WOMEN'S DAY

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Date: 8th March, 2023

Venue: First Quadrangle

Time: 12:00 PM – 12:30 PM

Organizer:

K.S. Sriya (SQAC- President)

Sumaiya Abdul Bari (SQAC- Vice President)

"She will rise. With a spine of steel and a roar like thunder, she will rise." - Nicole Lyons

St. Ann's College for Women wore the colour *purple* to signify justice and dignity for women all around the world. Members of SQAC along with students of St. Ann's College for Women came together to form a *human mosaic* of the female gender symbol - ♀

The event was initiated by K. S. Sriya (President of SQAC) and Sumaiya Abdul Bari (Vice-President of SQAC) welcoming respected Principal, Dr. Sr. P. Amrutha, Mrs. Mahitha Devala (Dean of Student Affairs), Dr. Santoshi Mishra (Dean of Student Affairs), Dr. Nirmala Xavier (Dean of Administration - PG), Dr. D. Sarala (HOD of Physics), Dr. S. Radha (Dean of Examination), Mrs. Meena Patangay (Dean of Administration), and Dr. Smitha Asthana (IQAC Coordinator and Dean of Academics).

The students then came out to the quadrangle and presented posters on women empowerment made by the 1st year SQAC members themselves and created the human mosaic of the female gender symbol.

Finally, K. S. Sriya (President) and Sumaiya Abdul Bari (Vice-President) with the help of Shaema Masood and Meenakshi (SQAC members), gifted the respected Principal, Deans and HODs with roses and beautiful cards as a form of endearment on behalf of the entire SQAC team.



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SELF DEFENCE SESSION BY YOUNG INDIA

Date: 8th March, 2023

Venue: St. Joseph's Auditorium

Time: 1:30 PM -2:30 PM

Vice- President of SQAC along with second year SQAC member Faraaz Tarannum organized a self-defence session which was conducted by Young India on account of International women's day. International Women's day is observed on the 8th of March every year to celebrate and appreciate women's achievements in all sectors and encourages people to take action towards gender parity.

The session began at 1:30 pm. After assembling, Students were asked to be grouped in pairs after which the coach demonstrated scenarios of possible attacks and how to react to each one appropriately. In particular, the demonstrations included movements for scenarios where the assailant was armed, approaching from behind, etc. After the demonstration, the students were asked to perform the same movements on their pair under the supervision and guidance of the coach.



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By practically performing the moves on an actual person, the students were quickly able to understand and grasp the concept and understanding of each of the moves made. Lastly, the event came to a close by a special vote of thanks made by K.S Sriya(SQAC president) and Sumaiya Abdul Bari (SQAC vice-president).



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HONORING THE AUXILIARY STAFF ON THE OCCASION OF INTERNATIONAL WOMEN'S DAY.

(Recognizing and appreciating the Auxiliary Women Staff)

Date: 9th- 10th March, 2023

Venue: First Quadrangle

Organizers:

CWS in Collaboration with SQAC Medha (SQAC

Member- 2nd Year) Sania Khan (SQAC Member-

2nd Year)

on the occasion of International women's week, SQAC in collaboration with CWC, conducted an event filled with rejoice and enjoyment for the auxiliary staff who are also a crucial part of the staff. They were honoured and this occasion was chosen to bring a big ear-to-ear smile and rejuvenate from the work- routine

The student coordinators of Medha and Sanai Khan, 2nd years have planned the event accordingly with great deal of effort along with the first years who volunteered - Shaema Masood BSc BZC, Meenakshi D BSc MSDs, Safa Hassan BSc BBC and Nida Fatima BCom General. The chief guests for the event were Sister Principal Mrs.P Amrutha and Sister Gitanjali

The games were creatively planned to ensure maximum involvement of the staff members. Game 1 Blow the Cups- The participants had a minute to complete each round and the person with the highest score was chosen as the winner for that game.

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Breast Cancer Awareness Walk: Rotaractors & Outreach volunteers of St. Ann's college for women took active part in BREAST CANCER AWARENESS WALK(Walk for a Cause), the signature annual event in Hyderabad's calendar to create awareness on breast cancer to general public & salute breast cancer conquerors. This walk was organized by Rotary Dist 3150, Swastava Cancer care & Hard Rock Café, Hyderabad. The walk started at AV college, Gaganmahal and proceeded towards lower tank bund and people's plaza to create awareness.

On 9th Oct 2022, 25 Cadets participated in **PUREathon 2K/5K Run - Mentrual Hygiene Awareness Campaign** organised by PURE NGO at People's Plaza, Neckalce Road.





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On 13th March 2023, 40 Cadets participated in **Flash Mob** on the occasion of **International Women's Day** at St. Ann's College for Women.



Sale of Biodegradable Sanitary napkins on 17th November, 2022

Menstrual Health and Hygiene is essential to the well-being and empowerment of women and adolescent girls. It's a fact that plastics have invaded our lives. In order to overcome the ill effects of chemical based Sanitary pads, APNA Green Products organization has come up with an eco friendly initiative of Bio degradable sanitary pads which are made of Corn, banana and bamboo fibre which are skin friendly and chemical free. They have put up a stall for the sale of Bio degradable sanitary pads in the college premises. The sale created a big impact on many of the faculty and students as they shifted from regular pads to biodegradable pads. The students of Environment education volunteered for the sale of the products.



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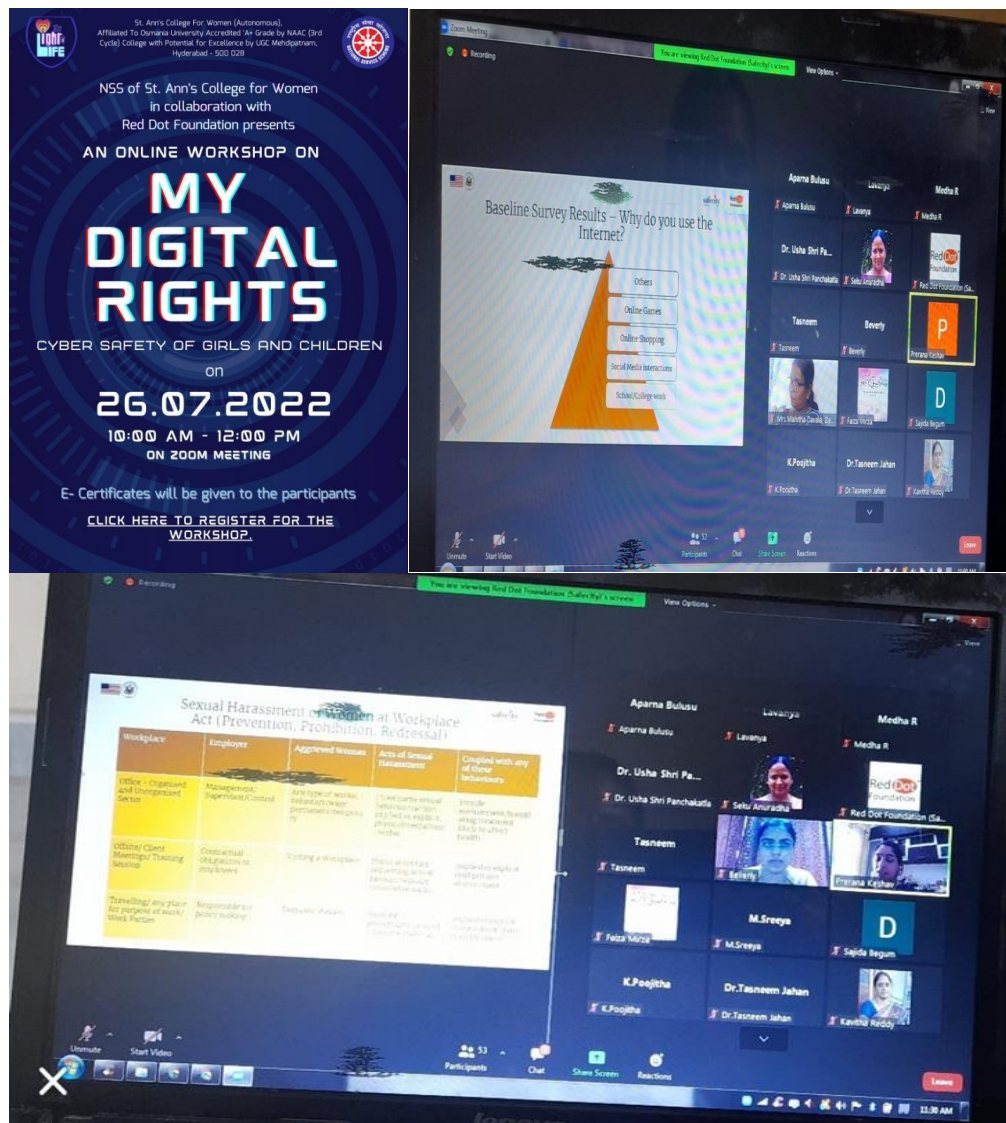




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Cybersecurity workshop

A one day Online workshop on “**MY DIGITAL RIGHTS**” Cyber Safety of Girls and Children for Faculty was organized on 26/07/2022 By NSS in collaboration with RED DOT Foundation. Around 60 faculty members from various colleges attended the workshop.



MOU signing with voice 4 girls 13/10/2022'.



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NSS signed an Memorandum Of Understanding with Voice 4 girls on 13/10/2022. VOICE 4 Girls, started in 2011, is an NGO that works with adolescent, marginalised girls and boys in India. VOICE conducts activity-based camps in government and low-cost private schools. Through these camps, adolescents acquire critical knowledge, spoken English, and life skills. VOICE's curriculum is designed to impart knowledge on critical topics such as health, safety, rights, future planning, and self-awareness. Thus campers acquire problem solving, decision making, negotiation, and communication skills. Camps are conducted by motivated college students who are recruited and trained intensively to impart our curriculum.





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Field Visit to Women Police Station, Nampally Hyderabad on 18-November 2022

Field visit to Women Police Station, Nampally Hyderabad on 18-November 2022 organized by Department of Journalism.



Scholarship & Mentorship Programme for Women in STEM Education and Careers

Five students of Biochemistry got selected 3 Months Internship Sponsored by BIOCON 30000/Per student



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Scholarship and Mentorship Programme for Women in STEM Education and Careers

Calling women undergraduate and postgraduate students

The programme offers:

- A monthly stipend of ₹10,000 for UG students and ₹15,000 for PG students
- A platform to network with domain experts, researchers, and scientists
- A chance to grow in your field and fulfil your career goals

And...

Get an opportunity to intern in the labs of premier R&D institutions or industries of Hyderabad

Applications open till **20th August 2022**
For queries, write to us at: bassciate-rich@telangana.gov.in



76th Azadi ka JAM Competition

On the occasion of Independence Day, 36 students from St. Ann's College for Women participated in the JAM competition where they spoke for a minute on the topic on **Stance of Women in an Independence India.**



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Curriculum

1. COC on Women's Studies
2. AECC on Gender Sensitization
3. IDC on Women Health
4. COC on Women- Career and Growth
5. SOC on Self Defence
6. Certificate course on Gender and Human Rights

AECC on Gender Sensitization

Bsc, BBM, BA

AECC on Gender Studies

3rd Year Students (Bsc, BBM, Bcom, B.A)

Objectives of the Course:

- To develop students' sensibility with regard to issues of gender in contemporary India.
- To provide a critical perspective on the socialization of men and women.
- To introduce students to information about some key biological aspects of genders.
- To expose the students to debates on the politics and economics of work.
- To help students reflect critically on gender violence.
- To expose students to more egalitarian interactions between men and women.

Learning Outcomes:

- > Students will have developed a better understanding of important issues related to gender in contemporary India.
- > Students will be sensitized to basic dimensions of the biological, sociological, psychological and legal aspects of gender. This will be achieved through discussion of materials derived from research, facts, everyday life, literature and film.

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- > Students will attain a finer grasp of how gender discrimination works in our society and how to counter it.
- > Students will acquire insight into the gendered division of labour and its relation to politics and economics.
- > Men and women students and professionals will be better equipped to work and live together as equals.
- > Students will develop a sense of appreciation of women in all walks of life.
- > Through providing accounts of studies and movements as well as the new law provide protection and relief to women, the textbook will empower students to understand and respond to gender violence.

Thrust areas: Empowering Women through Education, Gender Sensitization, Legal rights of women, Status of women in Indian society.

Teaching Models used: As an interdisciplinary course gender studies adopts the mode of teaching which is interactive and participatory in nature. Apart from the lectures, teaching methods include group discussion, film reviewing, book and article reviewing and presentations.

Teaching Aids used: The course instructor uses visual aids and audio-visual aids etc. Visual aids PPT, pictures etc while audio visual aids include the movies and documentaries.

2. COC on Women's Studies

Resource Person: Ms. Popy Devi Nath, Director, Centre for Women's Studies

Total 35 number of students has enrolled in 2021-22 year

Objective of the course: The objective of this course is to understand the concept of gender and present a bird's eye view of what living in a gendered society means for the women. It would recognize gender as central to the analysis of structures of power both within and outside the family and in the world around us. The course is structured around the premise that gender is socially constructed. It will offer opportunities for an interdisciplinary exploration of various dimensions of this premise. While a cross cultural perspective is kept in mind, the course would focus on the Indian experience.

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Evaluation procedure: The evaluation could comprise of the following. Total marks. Internal assessment: 60 marks. End semester: 40 marks. Internal assessment could consist of any two of the following for 30 marks each. Term papers, seminars, project reports, book reviews, or discussions based on certain topics or films related to the course.

3. SOC on Self Defence

Skill Oriented Course on Self-defence is offered by the Department of Physical Education.

- Self Defence is the gender equity promotion program organized by the institution. This program is organized to prepare the girls to defend themselves, from the outside threat or violence which they face. In other words, we can say that, “self-defence is a countermeasure that involves defending the health and wellbeing of oneself from harm
- Self- defence is of two types – Physical and mental
- **Physical Self-Defence** is the use of physical force to counter an immediate threat of violence.
- **Mental Self-defence** is the ability to get into the proper mindset for executing a physical self- defence technique.
- Self-defence can be acquired by learning various aspects involved in it. In Self- Defence, it is important to learn self-dense in both physical and mental aspects.

Example: If you are skilled in the physical aspects of a defensive technique, but lack the mental toughner and tenacity to execute it, you will not be able to perform.

Objective: The main aim of organizing such program is to prepare the girls to face the threat of violence with confidence and to defend themselves.

3. COC on Women- Career and Growth

Syllabus



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<p align="center">COC Format</p> <ol style="list-style-type: none"> Course Title – Women - Career & Growth Department – English Dept Objective – To equip women students with knowledge about the essential skills requirements in personal and career life in this modern world and the means to achieve these skills. Expected Outcome – Students will be able understand the necessity of these essential skills and acquire a minimum level of proficiency in these skills Syllabus Theory – Refer Annexure 1- 30 Classes Syllabus – Practicals/training/project - Refer Annexure 1 – 30 Classes Evaluation pattern – Internal Assessments – Presentation & Written; Final exam Grades - Two Internal Assessments of 20 Marks each and 60 Marks final exam Minimum & Maximum strength – 30-45 Resource Person – Ch. Shanti Kumar 	<p align="center">Syllabus - Annexure 1</p> <table border="0"> <tr> <td>1. Communication</td> <td align="right">12 Hrs</td> </tr> <tr> <td> 1. Verbal</td> <td></td> </tr> <tr> <td> 2. Writing</td> <td></td> </tr> <tr> <td> 3. Reading</td> <td></td> </tr> <tr> <td> 4. Listening</td> <td></td> </tr> <tr> <td> 5. Non Verbal</td> <td></td> </tr> <tr> <td>2. Business Etiquette</td> <td align="right">10 Hrs</td> </tr> <tr> <td> 1. Grooming</td> <td></td> </tr> <tr> <td> 2. Meeting and greeting</td> <td></td> </tr> <tr> <td> 3. Introductions and handshakes</td> <td></td> </tr> <tr> <td> 4. Time etiquette</td> <td></td> </tr> <tr> <td> 5. Scheduling meetings</td> <td></td> </tr> <tr> <td> 6. Queue and elevator etiquette</td> <td></td> </tr> <tr> <td> 7. Cubicle etiquette</td> <td></td> </tr> <tr> <td> 8. Office social functions</td> <td></td> </tr> <tr> <td>3. Office Etiquette</td> <td align="right">2 Hrs</td> </tr> <tr> <td> 1. Work area</td> <td></td> </tr> <tr> <td> 2. Office equipment</td> <td></td> </tr> <tr> <td> 3. Misuse of office equipment</td> <td></td> </tr> <tr> <td> 4. Meetings and meeting rooms</td> <td></td> </tr> <tr> <td>4. Relationship Management</td> <td align="right">10 Hrs</td> </tr> <tr> <td> 1. Self</td> <td></td> </tr> <tr> <td> 1. Emotional Intelligence</td> <td></td> </tr> <tr> <td> 2. Time Management</td> <td></td> </tr> <tr> <td> 3. Leadership skills</td> <td></td> </tr> <tr> <td> 4. Decision making</td> <td></td> </tr> <tr> <td> 2. Others</td> <td></td> </tr> <tr> <td> 1. Critical Thinking</td> <td></td> </tr> <tr> <td> 2. Problem-solving</td> <td></td> </tr> <tr> <td> 3. Assertiveness</td> <td></td> </tr> <tr> <td> 4. Anger Management</td> <td></td> </tr> <tr> <td> 5. Team Membership</td> <td></td> </tr> <tr> <td>5. Harassment</td> <td align="right">2 Hrs</td> </tr> <tr> <td> 1. Work place harassment</td> <td></td> </tr> <tr> <td> 2. Sexual Harassment</td> <td></td> </tr> </table>	1. Communication	12 Hrs	1. Verbal		2. Writing		3. Reading		4. Listening		5. Non Verbal		2. Business Etiquette	10 Hrs	1. Grooming		2. Meeting and greeting		3. Introductions and handshakes		4. Time etiquette		5. Scheduling meetings		6. Queue and elevator etiquette		7. Cubicle etiquette		8. Office social functions		3. Office Etiquette	2 Hrs	1. Work area		2. Office equipment		3. Misuse of office equipment		4. Meetings and meeting rooms		4. Relationship Management	10 Hrs	1. Self		1. Emotional Intelligence		2. Time Management		3. Leadership skills		4. Decision making		2. Others		1. Critical Thinking		2. Problem-solving		3. Assertiveness		4. Anger Management		5. Team Membership		5. Harassment	2 Hrs	1. Work place harassment		2. Sexual Harassment	
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DEAN
 FACULTY OF ARTS
 Osmania University
 Hyderabad-500 028
 Ch. Shanti Kumar

ANNA KURU
 DEPARTMENT OF ENGLISH
 UNIVERSITY OF HYDERABAD

DEAN
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Board of Studies (UG & PG)
 Department of English
 Osmania University
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6. Office politics	2 Hrs
1. Protocol Vs Hierarchy	
2. Networking Vs Gossiping	
3. Touch me not Vs I'm all – attitude	
4. Woman boss Vs Man boss	
7. Social Etiquette	4 Hrs
1. Social Media etiquette	
2. Attending social get-togethers	
3. Dining etiquette	
4. Bathroom etiquette	
5. Apartment etiquette	
8. Goal Setting – Theory and Practical	6 Hrs
1. Importance	
2. Types of Goals	
3. Setting up goals	
4. Being on Track	
9. Presentation Skills – Theory and Practical	6Hrs
1. Types of Presentation	
2. Content	
3. Flow	
4. Beginning and Closure	
10. Project Management	6 Hrs
1. Writing a project plan	
2. Execution	
3. Evaluation	
4. Team work	

[Handwritten signatures and stamps are present at the bottom of the page, including a circular stamp for 'Prime India Pvt. Ltd.' and several official stamps from the Faculty of Arts, Osmania University, and Anna Kurian, Associate Professor, Department of English, Osmania University, Hyderabad.]

4. IDC on Women Health



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Syllabus(Theory) Inter-Disciplinary Course Women Health	
30 Hrs	
(2hrs/week)	
I. Female Physiology before Pregnancy and Female Hormones	10Hrs
1. Physiologic Anatomy of the female sexual organs. 2. Female Hormonal system. 3. Menstrual cycle 4. Functions of ovarian Hormones. 5. Abnormalities of secretion by the ovaries. 6. PCOD. 7. Breast cancer. 8. Cervical cancer.	
II. Pregnancy and Lactation	10Hrs
1. Maturation and Fertilization of the ova. 2. Early Nutrition of the Embryo. 3. Functions of Placenta. 4. Hormonal Factors in Pregnancy. 5. Amniocentesis. 6. Nutrition in Pregnancy and Lactation. 7. Breast feeding.	
III. Foetal and Neonatal Physiology	10Hrs
1. Growth and functional development of foetus. 2. Adjustment of the Infant to Extra uterine life. 3. Special problems of Prematurity. 4. Growth and Development of Child. 5. Vaccines. 6. Nutrition in infancy.	
	IV. Contraception
	1. Methods. 2. Barrier method 3. IUCD 4. Steroidal 5. Sterilization
	10Hrs
	Suggested Reading:
	1. 'Animal Physiology'-Agarwal, R.A. Srivastava, Kaushal, Anil and Kumar. 2. 'Principles of Animal Physiology' by Christopher D. Moyes, Patricia M Schulte. 3. 'Essentials of Animal Physiology' by S.C. 'Rastogi'. 4. 'Text Book of Medical Physiology' by Guyton & Hall. 5. 'Textbook of Gynecology' by DC Dutta. 6. 'Nutrition through life cycle' by Sara Abraham. 7. 'Medical Physiology' by Anil Baran Singha Mahapatra.



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5.	Alumni	Dr. Deepa Jaiswal Joint Director/ ScientistIncharge, FBRC, Zoological Survey of India, Rajendranagar, Hyderabad.	<i>Deepa</i>
6.	Members	1) DivyaDeepthimahanthi, Assistant Professor, Dept. of Zoology, St. Ann's College for Women, Mehdipatnam, Hyderabad	<i>D. Divya</i>
		2) Juvaria Azmath, Assistant Professor, Dept. of Zoology, St. Ann's College for Women, Mehdipatnam, Hyderabad	<i>Juvaria Azmath</i>
		3) Ms.N.Kavya, Lecturer, Dept. of Zoology, St. Ann's College for Women, Mehdipatnam, Hyderabad	<i>N. Kavya</i>
		4) Dr.Poonam Dev. Lecturer, Dept. of Zoology, St. Ann's College for Women, Mehdipatnam, Hyderabad	<i>Poonam</i>

Jaiswal

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Composition of Board of Studies

S.no	Category	Name	Signature
1.	Chairperson	Dr. Tasneem Jahan, Assistant Professor, Head, Dept. of Zoology, St. Ann's College for Women.	<i>Tasneem Jahan</i> HEAD DEPARTMENT OF ZOOLOGY ST. ANN'S COLLEGE FOR WOMEN MEHDIPATNAM, HYDERABAD-500 028.
2.	University Nominee	Prof. M.Madhavi, Chair person, Board of Studies, Dept. of Zoology, University College of Science, Osmania University, Hyderabad.	<i>M. Madhavi</i> CHAIR PERSON Board of Studies in Zoology Osmania University, HYD-
3.	Subject Experts	1) Dr.G.BabuRao Principal N.B.Science College Charkaman, Hyderabad. 2) Dr.Estari.M. Associate Professor and Head, Department Of Zoology, Kakatiya University, Warangal.	<i>G. Babu Rao</i> DR. G. BABU RAO M.Sc., B.Ed., M.Phil., Ph.D. PRINCIPAL N. B. Science College Charkaman, Hyderabad-500 028. <i>Estari Mamidala</i> Dr. Estari Mamidala, Associate Professor Department of Zoology, Kakatiya University, Warangal-506009
4.	Industry Representation	Dr. G. Umapathy, Senior Principal Scientist, LaCONES, CSIR-CCMB, Hyderabad.	<i>G. Umapathy</i>

Jaiswal

Gender and Human Rights

Objectives

- Understand the concept of human rights in the context of gender,
- Apply this on laws having direct bearing on women and gender,
- Explain the concept of women's empowerment, its application in terms of law and the challenges,
- Interpret the need for, gap in the women's rights laws in India.

Unit I: Gender and Human Rights

Unit II: Fundamental Constitutional Rights and Laws, its context and implementation in India

Unit III: Women's Empowerment

Unit IV: Women in Leadership Roles

Unit V: Project



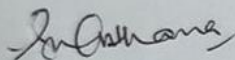
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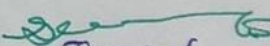
DECLARATION

This is to certify that the Gender Audit Report was prepared by the Gender Audit Committee and the information provided in this report is valid.


Dr. Smita Asthana
IQAC Coordinator



Dr. Sr. P. Amrutha
Principal


Principal

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