# **Reports of the Gender Equity promotion programmes** organized by **Centre for Women's Studies and Research**

from 2013 to March 2018

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### **\*** ON THE EVE OF INTERNATIONAL WOMEN'S DAY WOMEN'S STUDIES CENTRE ORGANISED DIET COUNSELLING PROGRAMME FOR FEMALE STUDENTS OF UNIVERSITY OF KASHMIR ON 8<sup>TH</sup> MARCH 2013

Women's Studies Centre conducted a diet counselling programme for female students who were enrolled in University of Kashmir. The main aim of the programme was to make students aware of their nutritional requirements and balanced diet.

**\***ORGANIZED SIX DAYS WORKSHOP ON MANAGEMENT SKILLS ENHANCEMENT MODULE (FINANCIAL MANAGEMENT IN INSTITUTIONS FOR HIGHER EDUCATION AND ADVOCACY IN INSTITUTIONS FOR HIGHER EDUCATION), UNDER THE SCHEME FOR CAPACITY BUILDING PROGRAMME OF WOMEN MANAGERS IN HIGHER EDUCATION SPONSORED BY UGC FROM 27<sup>TH</sup> MAY TO 1<sup>ST</sup> JUNE-2013.

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## Proceeding of the Workshop

Welcome address and introductory speech was delivered by *Co-ordinator of Women's Studies Centre, Prof. Nilofer khan,* she welcomed all the guests and thanked them for their presence and sparing their precious time. More than 32 participants attended the workshop. Media personal were also present on the occasion to give coverage to the event. *Prof. Khan* while highlighting the importance of *Capacity Building Of Women Mangers In Higher Education,* revealed that it is different from others, since it focuses on developing the capacity of women. She further said that the workshop will last for six days.



**Prof. Pam Rajput Core Group Resource Person (North-West) Region** welcomed all the respected dignitaries and she appreciated the efforts of **Prof. Nilofer Khan**, she added that she is a moving spirit who is working hard to organise such workshops. She further disclosed that 8000 women have been benefited so for. This programme is the only programme of UGC which is working in every nook and corner of the country and the scheme is going to be continued in twelfth five year plan.

Next Address was given by *Prof. Susheela Kaushik Co-Chairperson (CBWM) in Higher Education.* She said that UGC is formulating new *schemes to enhance the skills of women;* she added that more than 250 SAM workshops and 36 TOT workshops, were organised so far. She further added efforts are being made to execute this scheme in Pakistan, Nepal and Srilanka as well, as women's movement is a global issue. So far we have conducted 21 workshops in every state and region. At last she congratulated *Prof. Nilofer Khan* for conducting workshop despite of bad weather.



Inaugural Address was given by Prof. Armaity. S. Desai, Former Chairperson UGC and Chairperson (CBWM) in Higher Education, also present were Prof. A. M. Shah, Prof. Shusheela Kaushik, and Prof. Pam Rajput, Prof. Harsha Parekh, Prof. *Nilofer Khan*, she expressed her happiness that management skills workshop for academicians and administrators in higher education institutions was being held at the University of Kashmir. The UGC scheme on Capacity Building of Women Managers in Higher *Education* has completed a decade in 2013 and come a long way in its development. We have all learnt and grown in skills, knowledge and attitudes since then- participants as also those of us who are conceptualising and implementing the scheme. From its beginnings in 2003, we are on the threshold of the 12<sup>th</sup> plan awaiting UGC sanction. We began with a small bond of 5 Manual Author/ Trainers and 5 Regional Coordinators, implementing the foundation workshop on sensitivity, awareness and motivation to awaken interest in middle and senior level women teachers and middle level administrators to aspire to decision-making positions. With the positive feedback, we went on to expanding the base by Training of Trainers so that from a handful of manual Author/ Trainers we have over 500 Trainers and Local Coordinators to implement these workshops. We expanded from 5 to 11 regions as we started to have more trainers and implement more workshops

for better reach and have covered over 7000 women academicians and administrators from Srinagar and Sikkim in the North to Kanyakumari in the South and from the boarders of Rajasthan in the West to the boarders of the North- East. Even far flung areas like Andaman and Nicobar Islands in the East and Lakshadweep in the west, from Leh and Kargil in the North have also been included. Now our focus is on backward districts of the country; to reach institutions in such areas where women rarely have such exposure.



By the end of the 11<sup>th</sup> plan, in December 2010, we started offering eight modules on management skills so as to provide the necessary skills to our former participants interested in, or occupying, management positions. As academic administrators, we must achieve the necessary academic status; we have envisaged a Research Stimulation Workshop which will complete the remaining aspect of the programme included in the 12<sup>th</sup> plan.

At the end of 2010, the Networking and information Dissemination Cell has been introduced as a website that is increasingly drawing many visitors as well as enlarging the membership by registration of our participants-2600 and growing every month. Certain sections are open on registration, which are not open to the public. Several participants use MY SPACE to give their views on the website. The Google Group has created a platform for sharing and the idea of making a film on the scheme and has emerged from it with several members offering their expertise. Moreover in the 12<sup>th</sup> plan, it's expected that we put forth



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bringing in their own rich experience and skills of the module subject.

We have called this a movement of women by women for women and it is becoming one with some element of bonding among participants as reflected in the Google group. To move further, the main focus in the 12<sup>th</sup> plan is on advocacy within the institution and to highlight the impact of developing gender friendly environment. We need to reflect considerably on how we institutionalise the gains at the individual level to the systemic level and in addition to it the Module on Advocacy, was so passionately developed by *Prof. Pam Rajput, Core Group Resource Person,* will take us in that direction. Her module is essential to our cause as women and *Prof. Rajput's* work as a women activist makes her an able trainer for this module. She is also the CGRP of the region so she is also hosting this workshop. We are grateful to her for taking on several tasks in the scheme.



She then discussed about the module on *Financial Management* and Gender Auditing which is presented by, Professor Harsha Parekh, who had made many major contributions to our activities as both Manual and Module author, as well as the Honorary Director of the Networking and Information Dissemination Cell, besides helping with the budget preparations for 11<sup>th</sup> and 12<sup>th</sup> Plans. As academicians, we need to understand how our institutions prepare budgets and how the money is spent when we read its accounts statement. Many of us are not literate in understanding the budget or accounts statement. We should understand how the money is spent and what benefit women teachers, staff and students derive from it. Even if we are not required to prepare them, we should be able to read them intelligently and make sense from them. Besides, many of us have research or field action projects, or prepare proposals for seminars and conferences. We should be able to prepare the budget and submit the accounts.

She further added that, being women does not make her automatically gender aware in a patriarchal environment, as we take for granted and unconsciously imbibe the socialisation we receive from our childhood. Men and women do what they have assumed is their role and do not recognise their respective individual strengths and capacities. Hence, this scheme recognises this fact in our socialisation and has built up the program me to facilitate change in individual women as well as in the institutions where they work. It has focused on gender issues in all the manuals and the modules, so that participants are aware as managers of their gender role as leaders and managers, as well as recognising their dual responsibilities of work and family.





She thanked the Vice Chancellor of University of Kashmir for always extending their facilities. She also expressed gratitude to Dean Academic affairs, Prof. A.M. Shah, is presiding over inaugural session and sparing his time from his busy schedule to be with us. She said that we are glad that he is with us so that he comes to know about our scheme and involve women in his university in many of the tasks related to academic administration. As a management faculty, we also appeal to him to make the necessary gender input in the curriculum of management studies to make students gender sensitive as person and managers. Furthermore she thanked all the guests for taking time to be with us at the inaugural of the workshop. She also thanked the Core Group Resource Person, Prof. Pam Rajput for organising the workshop in her region, and Prof. Nilofer Khan, Regional *Coordinator*, for her ever enthusiastic response to the scheme and for her meticulous care in getting the workshop off the ground. We know that **Prof. Khan** has a team working behind the scenes to carry out the various responsibilities to make the workshop possible and a positive experience; she added that we are extremely grateful to the team members for their involvement in facilitating the workshop. Last, but not the least she thanked **Prof.** Susheela Kaushik, CO- Chairperson, for all the efforts she had put into the holding of workshop, which she had successfully coordinated.

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Prof. Desai said that a unique feature of these workshops has been the inputs made by the participants at the end of the session for the author of the module which would be presented; which had helped the authors to make them increasingly relevant and participatory. She finally thanked all the participants for coming and hoped that they will continue to give inputs from their own experience or knowledge. Presidential address was given by Prof. A.M. Shah he said that unlike past, organizations today are facing tough time as there are challenges everywhere and managers should be trained to tackle this chaotic situation and they should act as change agents to their organizations."Managers should have the skill of managing the organization and develop different toolsets. They should develop right kind of attitude and act as change agent".

He said the leader should either be creative or visionary, so that he can see what is unseen to others or he should be generous to learn the vision from others. "Leader should be able to identify the need, and then the vision evolves itself," added Prof Shah. He suggested that a Manager should be committed and should be a good teacher to guide his sub-ordinates.



**Prof Shah** told women participants of the workshop that if you all want to be successful leaders you need to have commitment, give employees courage to argue and develop a right kind of attitude for work around you.

The technical sessions began after the tea break; the first technical session was conducted by Prof. Harsha Parekh on Introduction to financial management. First of all she asked the respondents what are their expectations from the workshop and then gave a presentation on Financial Accounting, budgets and Budgeting

*Concepts In Higher Education*, she explained that Financial Accounting is the art of recording, classifying and analyzing transactions in a systematic manner ,so that the financial position of the Institution is known at the end of financial year. She cleared the basic concept of various things like:

Transactions: Anything that happens day to day is called a transaction in accounting terminology for example: purchased computers, paid salaries to faculty, received fees etc.

Book Keeping: When the money transactions are recorded in the books of account in a systematic manner it is known as book keeping.

Account: Account is nothing but a page is divided in" T" form and is written in short form as A/C. The left side of an account is known as debit side and the right side of the account is known as credit side. She also explained different types of Account, and said that there are three types of accounts:

- Real Account
- Personal Account
- Nominal Account

In addition to above she explained what assets are, she further defined Personal account deals with persons, banks, institutions, organizations. In this the rule is:

# • Debit: The Receiver Credit: The Giver

Nominal account deals with all expenses and incomes and profits

and losses and the rule of this account is:

- Debit: All expenses and losses
- Credit: All incomes and gains

She described the basis of Accounting like: cash basis (Actual Cash receipts and cash payments are recorded), credit transactions are not recorded. Accrual basis (whether received/paid or not, transactions related to current year are recorded), mixed basis (Partly cash basis and partly accrual basis). She further gave an idea of Books of Accounts generally maintained by Educational Institutions.

- Cash Book or Receipts and Payments Account
- Trial Balance

- Income and Expenditure account
- Balance Sheet
- Bank Reconciliation Statement
- Fixed Assets Register
  - Stock Registers.

Technical session 4 was taken by *Prof. Harsha Parekh*, wherein she firstly highlighted the need for focusing on Advocacy within institutions so as to engender the development of a gender friendly environment. This is actually the focus of the programme in the 12<sup>th</sup> plan. The main objective of this programme as emphatically pointed out by *Prof. Desai* is to facilitate change in individual women in their institutions where women work.

Technical session 5 and 6 was conducted by *Prof. Archana Sharma* on Gender budgeting and women empowerment. She

pointed out that the most important objective of Gender budgeting is to utilise the capital announced for women in an efficient manner for which a well defined implementation process is necessary. According to her Gender budgeting initiative is a policy framework, methodology and set of tools to assist government to integrate a gender perspective into the budget as the main national plan of public expenditure. It also aims to facilitate attention to gender analysis in review of micro- economic performance, preparation, ministerial budget parliamentary debate and mainstream media coverage. Budget impacts women's lives in several ways. It directly promotes women's development through allocation of budgetary funds for women programmes or reduces opportunities for empowerment of women through budgetary cuts.





The gender budget initiatives opened new areas of research and analysis of public expenditure in the country and opened serious methodological debates for carrying out such analysis. *Prof. Archana* introduced 5 critical areas for gender gap which are such as economic participation; economic opportunities; political empowerment; educational attainment and health and well being.

In Technical Session 6, Prof. Archana started her speech with a glimpse of history of Gender budgeting. It was in 1971 that the waves of gender budgeting started appearing. She also mentioned that the life of women in India is less as compared to that of development continues because of early marriage, lack of nutrition and law education. She empathised that zero based budgeting should be incorporated in the budget for proper allocation and implementation of resources. In the concluding lines Prof. Archana said that in India in all laws women encouragement is given but with loopholes due to lack of implementation and monitoring this need to be rectified. Furthermore said laid stress on participation of women teachers, aiming towards practical training in gender budgeting. One of the participants recommended that such workshops should involve more and more activities rather than lecture.

After the tea break, the 7<sup>th</sup> & 8<sup>th</sup> technical session of the 2<sup>nd</sup> day was started by presentation of *Prof. Harsha Parekh* on Inflows and outflows. She provided aggregate data regarding all cash inflows from its ongoing operations and investments plus all cash outflows that pay for activities and investments during a projected given period and said that it can be related to past or projected data. The period of time that the statement covers may be chosen by the organization e.g. 1 month, 3 months, 1 year. She also illustrated various steps involved in preparation of projected cash flow statement and listed them as:

• List all expected receipts

• List all expected Payments

Arrange them date wise

# Calculate balance of each month

Later Prof. Harsha gave an exercise to all the participants on cash inflow statement, from the data given, after the discussion with participants; she further explained different Potential Sources of Funds like:

• University Grants Commission

- Ministries of Government of India
- State Government
- Foundations, Trusts, Donor Agencies
- Corporations
- Religious Institutions
- Foreign Foundations/Agencies
- Individuals (including alumni)
- By Voluntary Donations
- By Legacies & Bequests

In addition to above she informed about the various methods of fund raising strategies; which involve:

- Face-to-face solicitations
- Direct mail
- Legacies & bequests
- Special events
- Payroll deduction
- Cause-related marketing
- Sending well prepared proposals

• Using the institutional website creatively

Subsequent to that she told participants to prepare a plan for increasing the financial resources of women's college/ department by preparing a request for donations to

- nearby companies
- alumni and
- private trusts.

This was followed by participatory responds, where participants raised certain questions and clarifications, with this session ended at 6. P.m.

• Day  $3^{rd}$ 

The first technical session of the third day of the workshop began at 9.30 a.m. this session was chaired by *Prof. Armity Desai and Prof. Pam Rajput as resource person.* 



The 9<sup>th</sup> And 10<sup>th</sup> Technical Session was conducted by *Ms. Arifa Sultana* on accounting and book keeping and auditing internal and statutory. Firstly she briefed about Financial Accounting, she said that Financial Accounting is the art of recording, classifying and analyzing transactions in a systematic manner so that the financial position of the Institution is known at the end of financial year.

Then she briefly discussed about the basic concepts of various terms like.Transactions: Anything that happens day to day is called a transaction in accounting terminology for example, purchased computers and paid salaries to faculty, received fees. She said that when the money transactions are recorded in the books of account in a systematic manner it is known as book keeping. She further emphasized the core focus on Accounts and said that Account is nothing but a page is divided in" T" Form and is written in short form as A/C.The left side of an account is known as credit side. Ms. Arifa said that there are three types of accounts:

Real Account

- Personal Account
- Nominal Account

She further briefed about assets and said that there are two types of assets tangible and intangible. Tangible assets include fixed assets for example land, building, plant and machinery and current assets include cash, bank balance, bills receivable. Intangible assets include good will, patent, rights etc. Moreover she explained Non- Trading/Non- Profit Organizations. She also emphasized on Books of Accounts generally maintained by Educational Institutions are:

- Cash Book or Receipts and Payments Account
- Trial Balance
- Income and Expenditure account
- Balance Sheet
- Bank Reconciliation Statement
- Fixed Assets Register
- Stock Registers

After that she gave an exercise on Documenting and Accounting Procedures

which was a group activity. She also mentioned what Bank Reconciliation Statement is and explained it as a statement which is made after comparison of Cash Book and Bank Pass Book/ Bank Statement where only differences are recorded; further explained Items in Bank reconciliation statement and auditing in Institutions of Higher Education. She also defined **audit** is a documented activity performed by qualified planned and determine by investigation, examination, personnel to or evaluation of objective evidence, the adequacy and compliance with established procedures, or applicable documents, and the effectiveness of implementation. The term may refer to audits in internal controls, quality accounting, management, project management, water management, and energy conservation. Auditing is defined as a systematic and independent examination statements, records, operations data. and performances of (financial or otherwise) of an enterprise for a stated purpose. In any auditing the auditor perceives and recognizes the propositions before him for examination, collects evidence, evaluates the same and on this basis formulates his judgment which is communicated through his audit report. The purpose is then to give an opinion on the adequacy of controls (financial and otherwise) within an environment they audit, to evaluate and improve the effectiveness of risk management, control, and governance processes.

She said that Auditors of financial statements can be classified into two categories:

• <u>External auditor / Statutory auditor</u> is an independent firm engaged by the client subject to the audit, to express an opinion on whether the company's <u>financial statements</u> are

free of material misstatements, whether due to fraud or error. For <u>publicly traded companies</u>, external auditors may also be required to express an opinion over the effectiveness of <u>internal controls</u> over <u>financial reporting</u>. External auditors may also be engaged to perform other agreed-upon procedures, related or unrelated to financial statements. Most importantly, external auditors, though engaged and paid by the company being audited, are regarded as independent auditors.

 <u>Cost auditor / Statutory Cost auditor</u> is an independent firm engaged by the client subject to the Cost audit, to express an opinion on whether the company's <u>Cost statements and Cost</u> <u>Sheet are free of material misstatements</u>, whether due to fraud or error. For <u>publicly traded companies</u>, external auditors may also be required to express an opinion over the effectiveness of <u>internal controls</u> over <u>Cost reporting</u>. These are Specialized Person called Cost Accountants in India & CMA globally either Cost & management Accountant or Certified management Accountants. Arifa said internal Ms. that auditing is independent, an objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. Internal auditing is a catalyst for improving an organization's governance, risk management and management controls by providing insight and recommendations based on analyses and assessments of data and business processes. With commitment to integrity and accountability, internal auditing provides value to governing bodies and senior management as an objective source of independent advice.

internal auditors are **Professionals** called employed by organizations to perform the internal auditing activity. The scope of internal auditing within an organization is broad and may involve topics such as an organization's governance, risk management and management controls over: efficiency/effectiveness of operations (including safeguarding of assets), the reliability of financial and management reporting, and compliance with laws and regulations. Internal auditing may also involve conducting proactive fraud audits to identify potentially fraudulent acts; participating in fraud investigations under the direction of fraud investigation professionals, and conducting post investigation fraud audits to identify control breakdowns and establish financial loss.

Day 4: Technical Session 11 was conducted by Prof. Pam Rajput on Advocacy in Institutions of Higher Education. She said that we are here to break down the culture of silence, she said that in advocacy it is important to know strengths of each other, which we require to network each other, we must understand and Appreciate the role of Advocacy to bring the required Policy Changes in the Institutions of Higher Education and beyond,

assess the Power Structure and Interventions,Learn the Support Documents, Instruments, Models to visualize and Influence the required change, recognize the strategies to promote advocacy, improve skills, quality and understanding to promote advocacy and furthermore said that Women administrators shall understand and play a significant role in Planning and Promoting Gender Responsive Policy Advocacy (that aims at gender just work culture and structures in the Universities / Colleges).



She illustrated that advocacy comes from the Latin word: 'Ad' means in favor of and 'Voca' means to speak. Hence, Advocacy is to speak in favor of something. Speak up for a cause and Influence caring for an issue deeply enough to stand up and say that something needs to be done. It is a strategy with a series of communication activities to influence policies. She said that It is used world over at various level by NGOs, activists, Pressure groups, Academicians, Women's Studies, gender advocates and even policy makers to influence policies. It is a deliberate process of influencing or persuading those who make policy decisions .Involves intentional activities directed at those in authority to

influence them. Thus advocacy represents strategies devised to influence policy makers and policy making bodies, their choices and actions, tries to propose solutions to influence decision making. Advocacy is the democratic and effective means for achieving change. She also stressed that Advocacy can be 'for'; 'with' and 'by' those who are directly affected. Most sustainable is the one when done BY those who are directly affected.

She further discussed role of advocate and said that an advocate can translate knowledge and understanding of an issue into a policy of action, over a period of time. Advocacy is not about a person, it is about an issue.



Technical Session 13 began after lunch break, in which Prof. stressed on Politics: The governing of a state Pam or country.Politics is the exercise of power and the interaction of people with power. The broad definition of politics considers the interaction of all forms of power, which happens wherever there is a relationship. Everyone is therefore political and has the potential to influence what happens in their lives, their communities and

their countries. She said Power in action. Activities that is not required as a part of a person's formal role in the organization, but that influence, or attempt to influence, the distribution of advantages and disadvantages within an organization. One must understand Power should be used with integrity. Our influence depends partly on the power we have and partly on the perception by the decision-makers of the power we have. Much advocacy work is wasted because we do not recognize the influence that those in power allow us to have. *Prof. Pam* elaborated that there may be situations where we do not have much power over decision-makers but we have power to influence other people or organizations who, in turn, can influence those in power and also said that we must understand the power hierarchies and power matrix around us. Also understand the political players within the system and have a plan to advocate the issue with them. At the end she gave an outlining an Advocacy Strategy and advocacy goals.

Day 5 Technical Session 15 was delivered by Prof. Nilofer Khan on Advocacy Skills- Communication and Negotiation. She explained Communication share" is the "to activity of means conveying information through the exchange of thoughts, messages, or information, as by speech, visuals, signals, writing, or behaviour. It is the meaningful exchange of information between two or more living creatures. Communication is "any act by which one person gives to or receives from person information

about that person's needs, desires, perceptions, knowledge, or affective states. Communication may be intentional or unintentional, may involve conventional or unconventional signals, may take linguistic or non-linguistic forms, and may occur through spoken or other modes."

Communication requires a sender, a <u>message</u>, and a recipient, although the receiver does not have to be present or aware of the sender's intent to communicate at the time of communication; thus communication can occur across vast distances in time and space. Communication requires that the communicating parties share an area of communicative commonality. The communication process is complete once the receiver understands the sender's message.

She said that communicating with others involves three primary steps:

- *Though*: First, information exists in the mind of the sender. This can be a concept, idea, information, or feelings.
- *Encoding*: Next, a message is sent to a receiver in words or other symbols.
- *Decoding*: Lastly, the receiver translates the words or symbols into a concept or information that a person can understand.

There are a variety of verbal and non-verbal forms of communication. These include <u>body language</u>, <u>eye contact</u>, <u>sign language</u>, <u>haptic communication</u>, and <u>chronemics</u>. She explained negotiation is a careful exploration of your position and the other

person's position with the goal of finding a mutually acceptable compromise. And said negotiation involves

- Setting your Agenda
- Knowing where you stand.
- Mediating

• Power Dynamics

She said that negotiation is a <u>dialogue</u> between two or more people or parties, intended to reach an understanding, resolve point of difference, or gain advantage in outcome of dialogue, to produce an agreement upon courses of action, to bargain for individual or <u>collective advantage</u>, to craft outcomes to satisfy various interests of two people/parties involved in negotiation process. Negotiation is a process where each party involved in negotiating tries to gain an advantage for themselves by the end of the process. Negotiation is intended to aim at <u>compromise</u>. Negotiation occurs in business, non-profit organizations, and government branches, legal proceedings, among nations and in personal situations as well.

- Good negotiating skills enable you to ensure that others understand the point you are making and help you to persuade others to take your suggested course of action.
- Bad habits in negotiating can quickly alienate those you are speaking to and undermine your message.

After tea break *Technical Session 16* was conducted by *Prof. Pam Rajput* on Advocacy Skills: Media and risk management; wherein she deliberated

various principal benefits of using media and said that Its ability to deliver your message to a large number of people, creating public interest and supporters to your cause. It may increase your profile and credibility with policy makers and improve your access to them. She also highlighted the risk factors and Forms of communication like News Advisories, News (Press Releases), Interviews, Press (News) Conferences. *Prof. Pam* discussed some of the risk managing formulas, she says advocacy does not need to be confrontational, still there is every possibility of the other side not taking it positively. Risk management is therefore making sure that you consider the main risks you face as an organization before you undertake your advocacy and planning ways of reducing these risks. Risk associated with advocacy can be minimized by

- Making informed judgments
- Carefully planning your initiative
- Being prepared for trouble (Wait for a crises)
- Take counsel with caution

- Progress one step at a time (Camel's head in the Tent)

The probability that we may fail in the struggle ought not to deter us from the support of a cause we believe to be just. Finally at end she discussed main risks of advocacy and gave a group exercise to all the participants and told them to prepare a plan on

- Advocate for a Women's University in your State.
- Advocate for extending period of Maternity leave to 1 year 6 months with full pay and 6 months with half pay. Advocate for Paternity Leave
- Advocate for 50% reservation in Decision Making Bodies
- Advocacy for curriculum changes, like Inclusion of Sexual education, Inclusion of Reproduction Rights

- Advocate policy for curbing sexual harassment in your University
- Advocate for Gender Budgeting in your University.

With this the technical sessions of the 5<sup>th</sup> day ended successfully by a tea break.*Prof. Pam Rajput, CGRP, former Director, Centre for Women's Studies, Punjab University*. Her presentations continued for two and a half days spreading over 7 Technical Sessions and dealt with 6 Units namely:

- Developing a shared understanding of Advocacy
- Understanding Politics and Power
- Planning Advocacy in the context of Higher Education
- Advocacy Skills and Tactics
- Advocacy in Action

• Sharing Advocacy Experiences-Feedback and Evaluation.

# **Women's Studies Centre**

**University of Kashmir** 

Organizes

6-days UGC Sponsored Workshop MANAGEMENT SKILLS ENHANCEMENT MODULES (MSEM) Under the scheme of

**"CAPACITY BUILDING OF WOMEN MANAGERS IN HIGHER EDUCATION"** 

Programme Schedule

# 27<sup>th</sup> May to 1<sup>st</sup> June, 2013

27 <sup>th</sup> May 2013	
9:30 a.m. –10.00 a.m.	Registration
10.00 a.m. to 11.00 a.m.	<ul> <li>Inauguration</li> <li>Inaugural Speeches</li> <li>Introduction to the Workshop.</li> </ul>
11. 00 a.m. to 11.30 noon	Tea Break

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	29 <sup>th</sup> Mo

11.30 am to 12.00 noon.	Brief Introduction of Committee Members and Volunteers
	(their functions)
	Icebreaker: Introduction of the Participants
Technical Session 1	Introduction to Financial Management
12.00 noon- 1.00 p.m	Prof. Harsha Parekh
1.00 p.m. to 2.00 p.m.	Lunch Break
Technical Session 2	Costing
2.00 p.m. to 3.30 p.m.	Prof. Harsha Parekh
3.30 p.m. to 4.00 p.m.	Tea Break
Technical Session 3	Budgets and Budgeting Concepts
rechnical Session S	Prof. Harsha Parekh
4.00 p.m. to 5.30 p.m.	Proj. Hurshu Purekn
20th M 2012	

Technical Session 4	Analysis of Budgets	
.30 a.m. to 11.00 a.m.	Prof. Harsha Parekh	
1.00 a.m to 11:30 a.m.	Tea Break	
echnical Session 5	Gender Budgeting	
1:30 a.m to1.00 p.m.	Prof. Archana Sharma	
.00 p.m. to 2.00 p.m.	Lunch Break	
echnical Session 6	Gender Budgeting	
.00 p.m. to 3.30 p.m.	Prof. Archana Sharma	
:30p.m-4:00 p.m.	Tea Break	
echnical Session 7	Inflows	
.00-5.30pm	Prof. Harsha Parekh	
29 <sup>th</sup> May 2013		

Technical Session 8	Outflows
9.30 a.m. to 11.00 a.m.	Prof. Harsha Parekh
11a.m. to 11.30 a.m.	Tea Break
Technical Session 9	Accounting & Bookkeeping
11. 30 a.m. to 1.00 p.m.	Ms. Arifa Sultana
1 .00 p.m. to 2.00 p.m.	Lunch Break
Technical Session 10	Auditing- Internal & Statutory
2.00 p.m. to 3.30 p.m.	Ms. Arifa Sultana
3.30 p.m. to 4.00 p.m.	Tea Break
4.00 p.m. to 5.30 p.m.	Wrap Up & Feed Back

	Prof. Harsha Parekh
11a.m. to 11.30 a.m.	Tea Break
Technical Session 9	Accounting & Bookkeeping
11. 30 a.m. to 1.00 p.m.	Ms. Arifa Sultana
1 .00 p.m. to 2.00 p.m.	Lunch Break
Technical Session 10	Auditing- Internal & Statutory
2.00 p.m. to 3.30 p.m.	Ms. Arifa Sultana
3.30 p.m. to 4.00 p.m.	Tea Break
4.00 p.m. to 5.30 p.m.	Wrap Up & Feed Back
30 <sup>th</sup> May 2013	
Technical Session 11	Introductory Session
	Advocacy in Institutions of Higher Education
Technical Session 11	
<b>Technical Session 11</b> 9.30 a.m. to 11.00 a.m.	Advocacy in Institutions of Higher Education Prof. Pam Rajput
<b>Technical Session 11</b> 9.30 a.m. to 11.00 a.m. 11.00 a.m. to 11.30 a.m.	Advocacy in Institutions of Higher Education Prof. Pam Rajput Tea Break
<b>Technical Session 11</b> 9.30 a.m. to 11.00 a.m. 11.00 a.m. to 11.30 a.m. <b>Technical Session 12</b> 11. 30 a.m. to 1.00 noon 1.00. to 2.00 p.m.	Advocacy in Institutions of Higher Education         Prof. Pam Rajput         Tea Break         Developing a Shared Understanding of Advocacy         Prof. Pam Rajput         Lunch
Technical Session 11         9.30 a.m. to 11.00 a.m.         11.00 a.m. to 11.30 a.m.         Technical Session 12         11. 30 a.m. to 1.00 noon         1.00. to 2.00 p.m.         Technical Session 13	Advocacy in Institutions of Higher Education         Prof. Pam Rajput         Tea Break         Developing a Shared Understanding of Advocacy         Prof. Pam Rajput         Lunch         Understanding Power and Politics
<b>Technical Session 11</b> 9.30 a.m. to 11.00 a.m. 11.00 a.m. to 11.30 a.m. <b>Technical Session 12</b> 11. 30 a.m. to 1.00 noon 1.00. to 2.00 p.m.	Advocacy in Institutions of Higher Education         Prof. Pam Rajput         Tea Break         Developing a Shared Understanding of Advocacy         Prof. Pam Rajput         Lunch
Technical Session 11         9.30 a.m. to 11.00 a.m.         11.00 a.m. to 11.30 a.m.         Technical Session 12         11. 30 a.m. to 1.00 noon         1.00. to 2.00 p.m.         Technical Session 13	Advocacy in Institutions of Higher Education         Prof. Pam Rajput         Tea Break         Developing a Shared Understanding of Advocacy         Prof. Pam Rajput         Lunch         Understanding Power and Politics
Technical Session 11         9.30 a.m. to 11.00 a.m.         11.00 a.m. to 11.30 a.m.         Technical Session 12         11. 30 a.m. to 1.00 noon         1.00. to 2.00 p.m.         Technical Session 13         2.00p.m. to 3.30 p.m.	Advocacy in Institutions of Higher Education         Prof. Pam Rajput         Tea Break         Developing a Shared Understanding of Advocacy         Prof. Pam Rajput         Lunch         Understanding Power and Politics         Prof. Pam Rajput

Technical Session 15	Advocacy Skills - Communication and Negotiation
9.30 a.m. to 11.00 a.m.	Prof. Nilofer Khan
11.00 a.m. to 11.30 a.m.	Tea Break
Technical Session 16	Advocacy Skills - Media and Risk Management
11.30 a.m. to 1.00 pm	Prof. Pam Rajput
1.00.1.2.00	
1.00. to 2.00 p.m.	Lunch
Technical Session 17	Advocacy in Action(Advocacy by Doing)
2.00 p.m. to 3.00 p.m.	Prof. Pam Rajput
3.00 p.m. to 3.30 p.m.	Tea Break
Technical Session 18	Free Time
3.30 p.m. to 5.30 p.m.	

### $1^{st}$ June 2013

Technical Session 19	Sharing Advocacy Experiences
9.30 am to 11.00am	Prof. Pam Rajput
11a.m. to 11:30a.m.	Tea Break
Technical Session 20	Module 2: Feedback and wrap up
11:30 to 1 p.m.	Distribution of Certificates
1 p.m.	Lunch and Departure
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### UGC SPONSORED **MSEM WORKSHOP** UNDER THE SCHEME OF "CAPACITY BUILDING FOR WOMEN MANAGERS IN HIGHER EDUCATION" Organised by Women's Studies Centre, University of Kashmir Date :-27<sup>th</sup> May-1<sup>st</sup> June-2013

S.no	Name of the Participant/ College	Email Id/ Contact No
1.	Dr Akanksha Asstt Prof. MCM College for women, sec-36, Chandigarh	akanksha.td@gmail.com 09888800425
2.	Dr Ashu Vashisht Selection grade Professor GDC Kathua	vashu16@yahoo.co.in vatsadishree@gmail.com Cell 9419797245
3.	Dr Manju Verma Director Womens Studies Centre Punjabi University Patiala	vermamanju1953@yahoo.com cell 08427005018
4.	Dr Manvinder Chair Person Women Studies Centre Punjab University, Chandigarh	<u>manvinder@pu.ac.in</u> 09915444839
5.	Dr Nandini Pathania, Associate Prof. St. Bedes College, Shimla	<u>pathania29@yahoo.co.in</u> 09816333287
6.	Ms Nidhi Kotwal PG Deptt of Home Science Parade College Jammu	nidhikotwal@yahoo.co.in cell:09469214619
7.	Dr Poornima Jalander	poornim.dr30@gmail.com Cell :- 09815595979
8.	Dr Renu Gupta Principal MIER College, Jammu	principal@miercollege.in
9.	Dr Shashi Koul Head PG Department of Home Science Govt College For Women Parade,Jammu	<u>shashi_kaul2002@yahoo.co.i</u> Cell :-09419205559
10.	Dr Sumedha Singh Asstt Prof. School of Communication Studies, Chandigard	sumedhasingh7@gmail.com 09023789772
11.	Dr Zahida Mehraj Islamia College of Science And Commerce	zahidamehraj@gmail.com 9419999915
	     Deputy Registrar	 

Deputy Registrar University of Kashmir

### \*2 DAYS **CONFERENCE** AT UNIVERSITY OF **KASHMIR** IN **COLLABORATION** WITH UNDP. **PLANNING** COMMISSION **GOVERNMENT OF INDIA AND INSTITUTE OF SOCIAL SCIENCES, NEW** CONFERENCE **ON "EMPOWERMENT** DELHI OF **WOMEN** IN PANCHAYATS: THE ROAD AHEAD" ON 28-29 SEPTEMBER 2013.

Women's Studies Centre, University Of Kashmir in collaboration with The Institute of Social Sciences, New Delhi organized a landmark conference "Empowerment of Women in Panchayats: The Road Ahead" in which elected women panchayat representatives of Jammu and Kashmir state are invited in the Convocation Complex of University of Kashmir on 28-29 September, 2013. This was the first such meeting to be convened since the state's halga level panchayat elections of 2011, held with great public enthusiasm despite militant threats. The meeting was co-sponsored by United Nations Development Program's India office and the Planning Commission of India. The Women's Studies Centre and Dean Students Welfare, University of Kashmir extended academic and logistics support. Several hundreds of elected women representatives of panchayats (EWRs), women activists from different districts of the state, scholars, legal luminaries and political leaders participated in the event which was held in the Convocation Hall of the University's beautiful campus situated against the backdrop of the Pir Panjal mountains. Under the Jammu and Kashmir Panchayati Raj Act, 1989 (which predates the Indian Constitution's 73rd Amendment that gave statutory status to panchayat bodies) and its subsequent amendments, members of village level local government institutions – panchayat halgas - are directly elected by the people, and since 2011 one-third of the seats are reserved for women. In the recent elections to the halqa panchayats over 28248 candidates were elected out of which 9424 are women. The Conference aimed to examine the current situation of women elected representatives, discuss how they could effectively function as leaders and decision makers in public life, document cases of successful

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leadership, create awareness about the importance of their role in panchayats, and deliberate on ways and means to ensure good governance at village level by elected leaders including the women representatives - a prerequisite for people's participation and responsive government in any democratic state. The Inaugural Session commenced with rousing songs by the girls of Rahat Ghar, a home for children orphaned by conflict in the state. *Prof. Nilofer Khan, Dean, Department of Student's Welfare and Director, Women's Studies Centre, Kashmir University and Ms Shamima Raina, Sr. Vice-President, Jammu & Kashmir Mahila Congress, welcomed the delegates and guests. Quoting Iqbal's inspiring verse on Kashmir -"The earth whose dust conceals the fire of the chinar in its conscience can never go cold, nor ever lose its self respect" Dr George Mathew, Chairman, Institute of Social Sciences (ISS) spoke of Institute's commitment, formed as early as 1984, to make Jammu and Kashmir one of the priority states in its work of promoting democratic local governance.* 



Alexandra Solovieva

The UNDP Deputy Country Director Alexandra Solovieva congratulated the Panchayat women and said that global evidence shows that progress towards development goals is undermined "if opportunity and justice are not universally accessible to all sections of society. Due to inherent power imbalances, women are more prone to such exclusions". However, when women have a strong presence in local bodies they tend to ensure adequate investment in areas like education, health, water and sanitation, and access to economic opportunities and justice, all of which are critical to human development.



Ali Mohd. Sagar inaugurates the conference

The chief guest, *Mr Ali Mohammad Sagar, Minister for Rural Development and Panchayats,* in his inaugural address stated his government's plans for devolution of powers and finances to panchayats. He announced that monthly honoraria to panchayat members would soon become a reality, that orders have been issued to 14 departments and block and halqa level officials to cooperate with elected representatives and involve them in implementation of development schemes, and that his ministry has asked the union government for enhanced aid in order to transfer Rs 10 lakhs annually to each panchayat to accelerate development activities. Groups of elected members met the Minister to voice their

grievances directly to him and these interactions were well reported in the press. *Planning Commission member Dr. Syeda Hameed* in her address said that the panchayats were at this point of time the most important sector in government, the one that was actually going to make a difference to the state.She raised the issue of the steep decline in child sex ratios in many districts of the state, a trend that has only emerged recently, as the Census 2011 has highlighted, and exhorted the Panchayat leaders to tackle this problem urgently in their respective districts.



M.Y. Tarigami,



Asha Rani Girija DharAhmed Ali Fayyaz, Rekha Chowdhary and V. Mohini Giri

The first plenary session was chaired by *Dr. V. Mohini Giri, former chairperson National Commission for Women and founder, Guild of Service. Mr. M.Y. Tarigami, Member, Legislative* Quoting Iqbal's inspiring verse on Kashmir -"The earth whose dust conceals the fire of the chinar in its conscience can never go cold, nor ever lose its self respect"

Dr George Mathew, Chairman, Institute of Social Sciences (ISS) spoke of Institute's commitment, formed as early as 1984, to make Jammu and Kashmir one of the priority states in its work of promoting democratic local governance. The UNDP Deputy Country Director Alexandra Solovieva congratulated the Panchayat women and said that global evidence shows that progress towards development goals is undermined "if opportunity and justice are not universally accessible to all sections of society. Due to inherent power imbalances, women are more prone to such exclusions". However, when women have a strong presence in local bodies they tend to ensure adequate investment in areas like education, health, water and sanitation, and access to economic opportunities and justice, all of which are critical to human development. The chief guest, Mr Ali Mohammad Sagar, Minister for Rural Development and Panchayats, in his inaugural address stated his government's plans for devolution of powers and finances to panchayats. He announced that monthly honoraria to panchayat members would soon become a reality, that orders have been issued to 14 departments and block and halga level officials to cooperate with elected representatives and involve them in implementation of development schemes, and that his ministry has asked the union government for enhanced aid in order to transfer Rs 10 lakhs annually to each panchayat to accelerate development activities. Groups of elected members met the Minister to voice their grievances directly to him and these interactions were well reported in the press.


#### Dr. Syeda Hameed

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Dr. Girija Dhar, chairperson of Jammu & Kashmir's first State Commission for Women,

The inspiring and thought provoking addresses by Dr. Girija Dhar, chairperson of Jammu & Kashmir's first State Commission for Women, who chaired the last session of the day greatly motivated the EWRs. It emboldened them to come forward with their depositions on functioning of panchayats in their constituencies. A key feature of the first day's proceedings was the hour long presentation made by Asha Rani, a panch from Wusan, district Baramulla. She shared her experience beginning with how she was first convinced of the need to contest the elections and how de motivated she became later, because the panchayats were not empowered to function effectively. She lamented the fact that she had been unable to meet the expectations of the people because she had no resources to do so. Expressing hope that the visibility given by the conference to EWRs would start improving their status and situation, she said that the presence of so many panches from other parts of the state gave her a sense of solidarity, a feeling echoed by many other panches during the conference. Nazrana-e-Khusro: In the evening, Urdu litterateur Begum Zakia Zaheer and Dr Syeda Hameed presented a scintillating recital of compositions by the 13th century poet-mystic Amir Khusro,



sung by Rene Singh. Amir Khusro, a multi-faceted polyglot, has been venerated in Asia and the Middle East for over 800 years. His poems and *paheliya* (riddles) survive in the oral traditions of Urdu, Persian and Hindi speaking peoples. He thus symbolizes the synthesis of cultural, linguistic and mystical traditions that developed in North India in mediaeval times.

The second plenary session of the conference was held on the morning of 29 September. *Mr A.R. Rather, Minister of Finance & Ladakh Affairs, Government of Jammu and Kashmir* was the main speaker. The Minister complimented the ISS for holding this timely conference. He recalled the provisions for women's empowerment spelt out in a

separate chapter in the 'Naya Kashmir' Manifesto put together by Sheikh Abdullah, founder of the National Conference party which now runs a coalition government in the state. More than 70 years ago the state had developed policies that envisaged equal participation of women in all spheres of public and professional life. People had challenged some of the policies, such as 50 per cent reservation for women students in medical colleges in the courts but that provision had been vehemently defended by former *Chief Minister Dr Farooq Abdullah*, himself a medical doctor, said

Minister Rather. According to him, the 33 per cent reservation of seats for women in panchayats is a revolutionary step and a precursor to their equal participation in State Legislative Assemblies and Parliament. He gave some practical advice to the assembled Panchayat members: to work with honesty and dedication in their panchayats, accept the most bitter criticism with equanimity, tolerate all forms of adversity and non-cooperation. "In the administration, some people won't want you there, some people will taunt you or not listen to you, and the MLAs will fear competition - you have to tolerate all this if you wish to be elected once more. It is from amongst you that the future political leaders of the state will eventually emerge". Dr. Effat Wani, Associate Professor, Department of Economics, Kashmir University, presented the findings of a case study of District Kupwara which aimed to assess the impact of 33 per cent reservation in local body elections on empowerment of rural women. The third plenary session was chaired by Prof. Gul Wani, Director, Madanjeet Singh Institute of Kashmir Studies. Following his presentation, Dr. Roshan Ara, President All India Women's Conference, Kashmir Branch and Shamima Raina spoke on critical issues affecting the Panchayats.

Working Group reports were presented in the afternoon, in a session chaired by *Prof. Nighat Basu, Dean, Faculty of Education, Kashmir University*. The five topics discussed in the Working Groups were:

- Role of Panchayats in Local Development
- Gender Budgeting and Local Planning

- Health and Other Basic services and Panchayats
- Panchayats, Women and Good Governance, and
- Dynamics of women's participation in Panchayati Raj.

There was consensus among all the groups that the biggest problem faced by EWRs and panchayats in general was total lack of awareness and funds.

#### Illiteracy was also highlighted

as an important constraint in functioning as people's represent-atives. Other factors hampering their full participation in the panchayats which came up in the discussions were: an 'essentially chauvinistic' society, corruption, Sarpanch-official nexus in implementation of schemes, party politics at the village level, lack of respect shown to EWRs by block level officials, lack of information and training. The Valedictory function witnessed the culmination of the two days of

aspirations, enthusiasm, energy, emotions and hard work that the women who had gathered there had put in over the last two days. Prof. Talat Ahmed, Vice- Chancellor Kashmir University, while enumerating the key objectives of the conference in his introductory remarks, succinctly captured this mood. Moved by the enthusiasm of the elected women representatives as well as that of the students and faculty of the university, he assured future cooperation of the university for similar academic research and endeavors. The Governor of Jammu & Kashmir His Excellence Mr. N.N. Vohra, who is Chancellor of Kashmir University, was the chief guest of the valedictory function. In his address the Governor said, "Women have to play a vital role if the State has to achieve speedy progress and prosperity." He called upon the women Panchayat representatives to take keen interest in their new role and contribute meaningfully to ensure the effective implementation of welfare and development programmes in the villages. Quoting constitutional provisions, which support the empowerment and rights of women, and the decentralization of powers, the Governor stressed the need for increasing awareness among women Sarpanchs and Panchs so that they are fully aware of their rights and duties. He added that devolution of powers at the grassroots level is the key for securing a balanced and all round development of communities and the state. The Governor complimented the Institute of Social Sciences, New Delhi, and the

University of Kashmir and their collaborators for organizing such a Conference on an extremely important theme and for bringing elected women representatives from remote districts to Srinagar. He expressed hopes that both the institutions would join hands to organize more such programmes in the near future. *Prof. M. Aslam, Vice-Chancellor, Indira Gandhi National Open University,* delivered the valedictory address. He spoke extensively about the varied aspects of women empowerment and the need for further strengthening Panchayati Raj Institutions in the State. He spoke of the numerous innovative training modules developed by him and his colleagues in IGNOU for capacity building of *His Excellency N.N. Vohra delivering the Special Address at the Valedictory Session* 



**Valedictory Session** 

panchayat representatives, including many which were specially formulated for semi- or non-literate panchayat members. Unfortunately, these training materials have rarely been used in actual training programmes, he said. *Prof. Aslam* recalled that he had expressed the wish for such a conference

From left to Right: Prof. M. Aslam, Vice Chancellor, Indira Gandhi National Open University, Dr. George Mathew, His Excellency N.N. Vohra, Governor of Jammu and Kashmir, Prof. Talat Ahmed, Vice Chancellor, University of Kashmir, Ms. Seema Khajuria, Additional Advocate General, Jammu & Kashmir and Prof. Nilofer Khan

to be held in Srinagar way back in December 2012 when the Institute of Social Sciences celebrated the 20th anniversary of the 73<sup>rd</sup> and 74th constitutional amendment. He emphatically asserted that strengthening local governance and grass roots democracy was the panacea for much of the ills and pain that the people of Jammu and Kashmir have had to bear in the past couple of decades. *Ms Seema Khajuria, Additional Advocate General, Jammu and Kashmir* felicitated the elected women representatives who had stood up to contest the elections against great odds, including threats to their lives in the 2011 panchayat elections. Dwelling on the constitutional aspects regarding women's empowerment, she emphasized that no country can prosper if 50 per cent of its citizens were unable to realize their rights. *Ms. Khajuria* highlighted the many facets of genuine empowerment including the ability to take decisions on one's own.

Dr. George Mathew, Chairman of ISS while addressing the gathering, confessed that the occasion had made him emotional as both Panchayati Raj and the state of Jammu and Kashmir were close to his heart. He thanked the Governor H. E. N.N.Vohra and the state ministers Mr. Ali Mohd. Sagar and Mr. A.R.Rather for their support, as well as the University of Kashmir and its Vice Chancellor Prof. Talat Ahmed and the people of the state for helping to make the conference a success. Prof. Nilofer Khan, University of Kashmir, proposed the vote of thanks, bringing to a close a unique event that brought University faculty and students, independent research scholars, political party workers and leaders and media persons together with grassroots elected women local government members for the first time in the history of Panchayati Raj in the state of Jammu and Kashmir.

**\***ORGANISED ONE DAY PROGRAMME ON BREAST CANCER ON THE EVE OF WORLD CANCER AWARENESS DAY ORGANIZED BY WOMEN'S STUDIES CENTRE IN COLLABORATION WITH INSTITUTE OF HOME SCIENCE AND CANCER SOCIETY OF KASHMIR ON NOV. 07, 2013.

# World Cancer Awareness Day

On the eve of **World Cancer Awareness Day** Nov,07 2013 Cancer Society of Kashmir in collaboration with **Women's Studies Centre** and **Institute Of Home Science** organised one day awareness camp on **Breast Cancer** in which screening of female teaching / non teaching staff and students community was examined by Dr. Firafroz, Department of Radiation oncology, SKIMS, Srinagar, also extension lectures by concerned experts lady specialist were also the part of the programme.

Each year globally cancer kills more people than AIDS, Malaria and Tuberculosis, combined. Research suggests that one third of cancer deaths can be avoided through prevention and another third by early detection and treatment.

**Prof. Nilofer Khan, DSW** and **Coordinator** WSC, University of Kashmir in her welcome address said that I found it is quite important that beyond organising awareness camps and seminars there is an urgent need to provide platform for screening of participants as a way of fighting the scourge of Breast Cancer in a more practical way. **Prof. Nilofer Khan** welcomed all the dignitaries and participants. She said that 50 participants had registered for examining; she further said that the main goal of this camp is to empower participants with information that will enable to make decisions about living a healthy lifestyle. Also to eradicate breast cancer or cancer in general a life threatening disease in Kashmir/ for this and future generation.

Prof. Zaffer Ahmad Reshi Registrar Kashmir Univeristy

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said that at a certain stage women need to maintain regular health check-ups. This could make a difference between life and death. Urging women to attend regular screening and health checkups Cancer Society of Kashmir has launched a includes offering campaign that free checkups free mammogram for women in its office offering broachers and raising awareness. He further said that although almost 90% of breast cancer cases are curable if detected early it is very important to keep on raising awareness. Women still do not take steps towards screening or medical treatment until the cancer is spread and at an advanced stage. He said that because cancer is increasing accruing at a younger age the new recommendation suggest that apart from the monthly self examination women above the age of 20 should have a clinical examination with an oncologist every 3 years finally he congratulated Cancer Society of Kashmir for working for such a noble cause.

**Prof M.A Qureshi** founder member of Cancer Society Kashmir urged individuals and communities and the entire nation at large to come together to fight cancer, according to him cancer is a health challenge that must be faced and curbed.

**Prof. Qureshi** during his brief speech said that Cancer Society of Kashmir was established in march 1999 the main objectives of the organisation are:

- To create prevention and to promote its early detection.
- To provide free *Chemotherapy* treatment to deserving patients suffering from potentially curable cancers.
- To establish need based adequate diagnostic and most modern facilities by establishing cancer hospital.
- To print publish and inculcate broachers highlighting risk and preventions factors for all forms of cancer.

- To coordinate and work with other institutions organisations working for the same cause and to enter into any agreement with other trusts and societies and institution as many help to promote the objectives of this society.
- To depute persons or send delegations to scientific or medical conference in connection with the cancer problem in and outside the country.
- To conduct research on incidence prevalence, distribution causes, symptoms pathology and treatment to promote its cure.
- To collect the latest data or scientific information regarding research or treatment of cancer nationally or internationally.

He further revealed the activities conducted by Cancer Society of Kashmir and gave the figures of no. of programmes and no of beneficiaries benefited by them:

- Public awareness prog. (Universities colleges, higher and high schools)------ 75
- Mass screening Progs. Free endoscopy camps ----32
  - ✓ No of patients screened --- 9100
  - $\checkmark$  No of free endoscopies conducted ---2050
  - ✓ No of patients benefitted due to diagnostics facilities on no profit no loss basis --- 15400
  - ✓ Endoscopy procedures --- 10126
  - ✓ Colonoscopy/ sigmoid copy procedures --- 3906
  - ✓ Bronchoscope --- 50
  - ✓ USG --- 1318

 $\checkmark$  Day care facilities for free chemotherapy treatment

✓ Free multispecialty oncology clinic w.e.f 2011 ---9345

- ✓ Free chemotherapy to deserving patients suffering form potentially curable cancers --- 600
- ✓ And the other facilities provided by the Cancer Society Kashmir are:
  - Free colostomy bags

• Home palliative care services.

**Dr. Firafroz,** Department of Radiation oncology, SKIMS Srinagar during her presentation said that breast cancer is the most common cause of death in women. At least one in twelve women develops breast cancer in their lifetime. For women over 50 screening mammograms are the best ways to detect breast cancer.

She said that breast self examination (BSE) is the most effective way and inexpensive method of detecting breast cancer (B.C) in its early stage when chances of complete recovery are brightest. During her presentation **Dr. Firafroz** said that BSE can be done monthly especially seven days from the day of the menstrual cycle every month to look for a lump, swelling hardness of skin, scaling, redness, or irritation dimpling or in drawing of skin anywhere on breast; nippleredness. discharger or retraction (indrawing) and spontaneous pain.

She illustrated the BSE can be performed standing in front of a mirror large enough to see yourself from waist upwards look observe size, shape, colour, condone, and any change in nipple or areola. Turn slowly from side to side. Observe in 3 positions with arms by your side arms raised above your head and with both hands pressing your hips. This is done in 2 positions intending and lying positions feel right breast with left hand and left breast with right. Feel with the flat of the fingers and making a circular motion as you feel. **Dr Firafroz** concluded by saying the aim of BSE and later medical consultation if needed is to make sure there is no cancer or to detect it in its early stage when it can be cured.

Next presentation was given by *Ms Uzma, Research Scholar*, Institute of Home Science, University of Kashmir wherein she emphasized on the role of diet in breast cancer and various risk factors which lead to breast cancer.

Vote of thanks was given by **Prof. Naheed Vaida, Director,** Institute of Home Science, University of Kashmir she on behalf of Women's Studies Centre, Institute of Home Science and Cancer Society of Kashmir and the entire medical fraternity extended a hearty vote of thanks to all speakers for gracing their opinion.

She thanked **Prof. Zaffer Ahmed Reshi Registrar,** University of Kashmir for sparing his valuable time and gracing the occasion. She further mentioned deep sense of appreciation for **Prof. M.A Qureshi, Dr. Firafroz** and **Dr. Lubna Nazir** for their efforts. She also thanked Director of Distance Education **Prof. Nilofer Khan** for the support and providing venue for organising the awareness camp. Last but not least she thanked the staff of Women's Studies Centre for making this programme successful.

### • ORGANISED ONE DAY SEMINAR ON THE EVE OF INTERNATIONAL WOMEN'S DAY ON "WOMEN TECH MAKERS-ENGINEERING THE FUTURE" IN COLLABORATION WITH DSW AT IB-NE-KHALDOUN AUDITORIUM ON 08-03-2014.

• The main aim of the programme was to have an interaction with the women scientists. This day was celebrated by organizing one day seminar on the eve of international women's day. It's mandatory for women's studies centers to celebrate such type of programmes. In this seminar most of the paper presenters came up with new suggestions for making equal contribution to make this world a balanced one. The programme was organized with department of extension education, SKUAST-K, resource persons from SKUAST were invited to provider their expertise and awareness about modern agricultural technology.

#### • CENTRE HAS SUCCESSFULLY STARTED A 3 MONTHS CERTIFICATE COURSE IN "WOMEN AND LAW" CLASSES FOR FIRST BATCH HAVE ALREADY STARTED FROM 26 NOV-2014.

Dr Nusrat Pandith, Department of Law, university of Kashmir while delivering lecture to the students of 3 months certificate course in women and law offered by Women's Studies Centre, University of Kashmir.



#### • CENTRE ORGANISED THREE WEEKS REFRESHER COURSE ON GENDER STUDIES, SPONSORED BY UGC FROM 15TH DEC - 2014 TO **3RD JAN-2015 IN COLLABORATION WITH ACADEMIC STAFF COLLEGE.**

The main aim of the course was to educate men as well as women to see the women assume their rightful and meaningful role in the society. The course was organised for teachers up to the level of Assistant Professor /Sr. Assistant Professor irrespective of their subject/ gender was eligible to attend the course.



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TABLE DISCUSSION ON GENDER AND • ORGANISED A ROUND CONFLICT IN SOUTH ASIA AT CONFERENCE HALL ACADEMIC STAFF **COLLEGE ON 9TH APRIL 2015.** 

The centre organized a round table discussion on Gender and Conflict in South Asia and deliberations were made regarding the impact of conflict 

#### upon women and the strategies for rederressal measures were also framed.



CONSUMER FRIENDLY STATE: IMPROVING ACCESS" FROM 19-21 MAY - 2015 AT GANDHI BHAWAN.

The key objective of the PSM-India Initiative is to emphasize the need for NGO's and other civil society groups to take an active interest in building an effective partnership with all the stakeholders concerned and to launch a National Campaign for Promoting Safe Medicines. The thematic basis of the partnership is a joint initiative between all stakeholders in an equitable manner based on trust, transparency and accountability to each other.

#### **OBJECTIVES:**

> To collate the success stories of the State Drug Regulatory

Authorities in terms of transparent and accountable processes to empower the consumers.

- To exchange ideas and look at modern information technologies (ITs) available in India to build capacity with the State Drug Regulatory Authorities
- To agree on a draft blueprint on the way forward to enable all the State Drug Regulatory Authorities to adhere to a uniform code of practices as per the existing laws and global best practices on Good Manufacturing & Distribution Delivery Mechanism.





#### • CENTRE ORGANISED THREE WEEKS REFRESHER COURSE ON GENDER STUDIES, SPONSORED BY UGC FROM 22ND MAY TO 16TH JUNE - 2015 IN COLLABORATION WITH ACADEMIC STAFF COLLEGE.

Women's Studies Centre in collaboration with HRDC organised 3 weeks refresher course on Gender Studies sponsored by UGC in which experts from various parts of the country were invited to provide their expertise.

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براكم المراجعة المراجع

#### LECTURE • ORGANISED EXTENSION ON GENDER **RELATIONS** DELIVERED BY PROF PAMELA SINGLA, DEPARTMENT OF SOCIAL WORK, UNIVERSITY OF DELHI DATED ON 11-09-2015.

Prof. Pamela Singla, from Department of Social Work University of Delhi was invited to deliver the lecture on gender relations. The lecture was delivered in the Institute of Home Science.

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#### **ORGANISED ONE DAY SEMINAR ON "SENSITIZATION OF POLICE &** MEDIA PERSONNEL IN CURBING VIOLENCE AGAINST WOMEN" ON 8TH MARCH,2016, AT AUDITORIUM HALL, EMMRC, UNIVERSITY OF

#### KASHMIR.

Women's Studies Centre, University of Kashmir on the eve of commemoration of International Women's Day-2016 under slogan **"Pledge for Parity"**, a One day Seminar on "Sensitization of Police & Media Personnel in Curbing violence against Women" on 8<sup>th</sup> March, 2016, at Auditorium Hall, EMMRC, University of Kashmir.

The objective of the seminar was to consolidate the first-hand information relating to wide variety of challenges, practices and procedures in respect of alarming Violence against Women and to come up with policy decision while sensitising the stakeholders. As more and more women in the country started proclaiming their rights, got educated and took up jobs, they increasingly became targets of attack. Crime against women in the country is on the increase. In spite of the awful and alarming picture, the police reaction to violence against women continues to be exceptionally insufficient and unfortunate.

The Slogan for One day National Seminar was "Concord for Women"-2016, organised by Women Study Centre, University of Kashmir to deliberate threadbare upon struggle against men's violence against women. It involved framing of policy documents and action plans stating the goals and methods for responding violence against women. Through this medium the Centre seeks to increase public knowledge and understanding of the issue by encouraging people to intervene whenever they become aware of violence being committed. The main theme of the seminar was to sensitize police personals and media people about the suffering that are meted out to women because they are acting as the enforcing agencies while dealing with day to day crimes against women.

#### • THREE WEEKS REFRESHER COURSE IN WOMEN AND CHILD DEVLOPMENT IN COLLABORATION WITH HUMAN RECOURSE DEVELOPMENT CENTRE UNIVERSITY OF KASHMIR DATED FROM 14TH DEC-2016 TO 4TH JAN-2017

The main purpose behind organising this course on women and child development was to focus upon the developmental schemes framed by the government from time to time for the welfare and development of women and children. The course was organised for teachers up to the level of Assistant Professors /Sr. Assistant Professors irrespective of their subject/ gender were eligible to attend the course.



• ORGANIZED ONE DAY SEMINAR ON THE EVE OF INTERNATIONAL WOMEN'S DAY ON 8TH MARCH 2017 ON "WOMEN IN THE CHANGING WORLD OF WORK: PLANET 50-50 BY 2030"

This day is every year celebrated for highlighting the importance of women

in our society. We organized this conference with the main objective of promoting women's rights and the role of education that can change the society in general.

Across the world, too many women and girls spend too many hours on household responsibilities—typically more than double the time spent by men and boys. They look after younger siblings, older family members, deal with illness in the family and manage the house. In many cases this unequal division of labour is at the expense of women's and girls' learning, of paid work, sports, or engagement in civic or community leadership. This shapes the norms of relative disadvantage and advantage, of where women and men are positioned in the economy, of what they are skilled to do and where they will work.

This is the unchanging world of un-rewarded work, a globally familiar scene of withered futures, where girls and their mothers sustain the family with free labour, with lives whose trajectories are very different from the men of the household.

We want to construct a different world of work for women. As they grow up, girls must be exposed to a broad range of careers, and encouraged to make choices that lead beyond the traditional service and care options to jobs in industry, art, public service, modern agriculture and science so that both the genders will have equal excess to opportunities and resources.

#### • ORGANIZED ALL INDIA WOMEN'S CONFERENCE ON THE THEME "WOMEN AND LEADERSHIP" ATTENDED BY 90 WOMEN FROM ALL OVER THE COUNTRY ON 16-17 JULY-2017.

Centre organised 2 days conference in collaboration with All India Women's Conference (AIWC) a national level women's voluntary organization working in the field of women's education and empowerment since 1927.Here the main aim of this conference was to train women for leadership roles and decision making. This conference was a grand success as almost 100 women from all over the country participated in it. The main focus of this conference was to integrate women of Kashmir within the rest of the country for working jointly in the social field and empowering them socially as well as economically.



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The Conference is organized by Women's Studies Centre, University of Kashmir in Collaboration with All India Women's Conference (AIWC). The Theme of the conference will be 'Women and Leadership' consisting of presentations of papers and open discussions.

The All India Women's Conference (AIWC) is a non-governmental organization (NGO) based in Delhi. It was founded in 1927 by Margaret Cousins as 'an organization dedicated to upliftment and betterment of women and children. The AIWC has since diversified into various social and economic activities involving women. Today there are more than 100,000 members in over 500 branches. AIWC is recognized worldwide as a premier organization working for women's development and empowerment. AIWC created a journal, Roshni, in 1941.

Following are the main objectives of the AIWC;

• To work for a society based on the principle of social justice personal integrity and equal rights and opportunities for all.

• To secure recognition of the inherent right of every human being to work and to achieve the essentials of life, which should not be determined by accident of birth or sex but by planned social distribution.

• To support the claim of every citizen to the right to enjoy basic civil liberties.

• To stand against all separatist tendencies and to promote greater national integration and unity.

• To work actively for the general progress and welfare of women and children and to help women utilize to the fullest, one of the fundamental rights conferred on them by the Constitution of India.

• To work for permanent international amity and world peace.

• The initial conference and the participation of women from a range of communities and backgrounds signified an important chapter in the development of the women's movement in India. AIWC acts as a consultant to the National Commission for Women for legal issues.

• The conference will start with an Executive Committee Meeting followed by an Inaugral Session, on 17th of July 2017. The next three sessions will comprise of Joint meetings of executive and standing committee. On 18th of July, the first two sessions will comprise of business meetings followed by two technical sessions on 'Women and Leaderhip Roles'. It has been observed by the feminist scholarship globally that high potential women advance more slowly than their male peers, in terms of both career programme and pay, even though they employ career management strategies similar to men's. It is known that disparity between women and men in leadership roles in the workplace perpetuates existing stereotypes about the role of women both at work and in broader society. It is pertinent to mention here that India ranks third lowest in proportion of business leadership roles held by women at 15%, indicating that there are barriers which needs to be overcome.

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#### • ORGANISED ONE DAY EXHIBITION CUM SALE OF GOODS MANUFACTURED BY SHAHJAR IN COLLABORATION WITH HELP FOUNDATION ON AUGUST 22,2017 IN THE LAWNS OF IBNE- KHALDON, UNIVERSITY OF KASHMIR.

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• This collaboration was aimed creating a marketing and selling technique for women artizans who are working in the area of handmade domestic handicrafts so that women will be able to sell their products in the local market. During the exhibition, 15 stalls were established wherein various handicrafts products were displayed for sale which were **MANUFACTURED BY SHAHJAR**, artisans and craftsmen belonging to various parts of State.







արորությունը հետությունը հետությունը հետությունը հետությունը հետությունը հետությունը հետությունը հետությունը հ

• ORGANISED ONE DAY SEMINAR ON THE EVE OF INTERNATIONAL WOMEN'S DAY **"ROLE EDUCATIONAL** ON THE THEME OF **INSTITUTIONS** WOMEN'S IN PROMOTING **RIGHTS#** PRESS FOR **PROGRESS ON 8TH MARCH 2018.** 

• This day is every year celebrated for highlighting the importance of women in our society. We organised this conference with the main objective of promoting women's rights and the role of education that can change the society in general. International Women's Day (March 8) is a global day celebrating the social, economic, cultural and political achievements of women. The theme for this year's IWD is #Press for Progress, a nod to the growing global movement of advocacy, activism, and support surrounding gender parity and combating sexism. The last 100 years have brought huge advances for women and their place in Indian society.



Capacity Building Program on Cardio Pulmonary Resuscitation (CPR) in Meer Behri SaidaKadal in collaboration with Directorate of LL and IGSSS on Oct 11, 2012

Celebration of

International

Organized one day National Seminar on october 26th on "Declining Sex Ratio in J&K" in collaboration with State Commission for Women Kashmir Srinagar.

Orgainzed a one day Seminar on March 25th on "Tuberculosis" in Colloboration with JKVHAI, Srinagar.

Screening of a Documentary "Neglected Blood" on the eve of World Haemophilia Day, April 17th.

National Seminar on "Women's Writing: Language, Literature and Theory" 21-23 March 2013

Three-day Workshop on New Pedagogical Methods vis-a-vis English Grammar from 3rd September to 5th September, 2013.

Centre has screened 23800 women and 6013 men for obesity, underweight, hypertension, and diabetes. Men and women who were found to be obese, diabetics or hypertensive were referred to the nearest health facility for treatment.

Men and Women who were willing to undergo a HIV test were given counselling and a referral for free counselling and testing at nearest HIV ICTC Centre.

During LASI Study, Research team of centre have visited about 1400 households in various districts of Jammu and Kashmir and as part of the survey, we conducted screening of men and women age 45 and above for diabetes and hypertension. Further, a number of tests like vision, grip test, Lung Function Test, Balance Test, Timed Walk, Height and Weight were conducted. Those having any problems were referred to the nearest health facility for health check up

## **Gender Equity Programmes**

# Group discussion to university girl students for enhancing entrepreneurship skills

This programme was held on 09-02-2014 at main campus of University of Kashmir. Girl students of the campus were helped to realise that creativity is the root of entrepreneurship. They were informed regarding opportunity to grow their skills such as business planning, negotiation, sales and marketing. Discussion was also help for proper time management, organization, leadership and teamwork skills.



# Door to door visit for identifying problems of rural women in Ganderbal block

This programme was conducted on 17-05-2016. Door to door visit was made in main town of ganderbal. It was identified that illiteracy and ignorance are the core root causes of maximum problems among rural women. Lack of entrepreneur skills and access to financial resources are other problems faced by them.



## Programme related to 'Mental Health' of rural women in Kangan Block



Mental Health Programme was organised to rural women in Kangan Block in District Ganderbal on 11-01-2016. The Programme was conducted by the 08 students of Human Development 3<sup>rd</sup> Semester. The programme was carried out to improve mental health among rural women of reproductive age. The programme identified that women were having lowest level of self-esteem and had consistently poor mental health. On spot counselling sessions were provided to target women. Mental Health Exercises were taught to the target women. The Programme focused on issues of mental health and access to education, medical facilities, employment, facilities for rehabilitation.

### Career counselling to adolescent girls on attending the lecture

Career counselling of adolescent girls was held on 15-03-2017. The identified adolescent girls were finding it very difficult to choose their career. They were counselled for important decisions of their lives i.e., choosing a career. They were informed about opportunities waiting for them in the future. Career information were imparted to them keeping in mind their factual data about the subjects available, course content, job requirements and the opportunities available. Career guidance was given to enable their deep inner exploration to understand their core interests, family influences, aptitude, personality, skills and attitudes.



## Dietary counselling of pregnant women

Rural pregnant women were given dietary counselling at ICDS centre at Burzuhamma village on 23-10-2017. Nutrition education and counselling was imparted to them in order to improve their maternal nutrition during pregnancy. Through nutritional education and counselling, efforts were made to reduce their risk of anaemia, increase gestational weight gain, and improve birth weight, as it has a greater effect combined with nutrition support.



# Nutritional education Programme with rural women at Aganwadi centre



This programme was conducted on 20-07-2017 by the 16 4<sup>th</sup> semester students of Extension and Communication. The programme was carried out on enrolled rural women in Anganwadi Centre of main Ganderbal area. Under the programme importance of nutrition and health was provided to the target women and they were sensitised and encouraged for nutritious and balanced diet. In the programme efforts were made to the improve nutrition status of rural women and promote nutrition education in the community. The contents imparted during the programme included:

- 1. Breast feed as long as possible (Breast is best).
- 2. Bottle feeding is dangerous.
- 3. Introduce semi-solids foods from 4-6 months of age.
- 4. Feed young children 5-6 times a day.
- 5. Don't reduce food in illness.
- 6. A pregnant women and breast feeding mother need extra foods from all food groups.
- 7. A mixed diet is a good diet (a mix cereals, pulses and green leafy veg.).
- 8. Keep yourself and your surroundings clean; drink clean water.
#### Programme for 'Skill development 'among adolescent Girls

The Kangan block of Ganderbal block was selected for the programme. The programme was carried out by 14 students of extension and communication as on 20-07-16. The adolescent girls of the area were assembled in a handicraft centre. The aim of the programme was to provide skills that give employability to illiterate adolescent girls and to provide competencies and skill to enable them to become self-employed/entrepreneurs. Skill development initiatives were introduced in order to help actualize the inert potential of adolescent girls in rural areas, for which development and articulation of a national policy on skill development is already in progress.



#### Extension lecture regarding reproductive health of adolescents girls

#### in rural areas

Adolescent girls in Kangan area were given reproductive health education on 14-04-2017. Inadequate knowledge about understanding of reproductive system and reproductive health was found among them. Most of them expressed a desire to know more about reproductive health. Majority of the adolescents expressed their willingness to share their experiences related to their reproductive health.



Implementation of income generating programme with rural adolescent girls



This programme was conducted on 12-04-2018 by the students of Extension and Communication for girls in Ganderbal area who have dropped out of school. The aim was to provide skill development and put them on a path toward a healthy future. Efforts were made to promote self-employment among the targeted girls through capacity building on income generating activities. The main focus was on hand woven, small business, crop cultivation, wooden furniture, Handicraft, tailoring, Poultry rearing, cow rearing homestead gardening, pickle and jam making, etc.

### KU seminar on 'Violence against Women'calls for introspection

SRINAGAR: University of Kashmir on Tuesday held a day-long seminar on "Violence Against Women."

Vice-Chanceller Prof Khurshid Iqbal Andrabi presided over the national-level seminar organized by the Department of Social Works, and called for "introspection" to find out causes and solutions to the "burgeoning problem" of violence against women.

"We have been always talking about the problems nor the colutions," he said in his presidential address. "It is time we start debating and discussing the solutions after careful introspection at individual and collective levels as to why such problems exist in the first place and how these can be effectively addressed."

Prof Andrabi complimented the Department of Social Works for organizing the seminar.

Vice-Chancellor of Islamic University of Science and Technology (IUST) Prof Mushtaq Siddiqi sald the problem of violence against women has compounded "due to unequal power sharing which has disturbed the balance and led to



crime and discrimination."

"We have legislations, laws, rules and platforms for protection of women rights, yet the problem of crime against women persists which shows we have collectively failed to safeguard the rights of women," he said.

In her keynote address, noted writer and social activist Sahiba Hussain said: "After working for so many years on the issue (of women rights), what I realized is that this level of crime agains women has taken deep roots in our society because of the fac that the level of conviction is abys mally low."

Coordinator, Department of So cial Work Dr Shazia Manzoor de livered the welcome address while Adil Bashir conducted proceed ings of the event and Saima Farhae presented vote of thanks.

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### 2 day' Women and Leadership' conference begins at KU

#### BK NEWS DESK

SRINAGAR: A two day conference titled 'Women and Leadership' began at the University of Kashmir on Monday.

The national level conference, organized by University's Women's Studies Center in collaboration with All India Women's Conference (ATWC) New Deliti, was inaugurated by Vice\* Chancellor Prof Khurshid Iqbal Andrabi This is for the first time sloce the foundation of ATWC in 1927 that it has organised a conference in Kashmir

"It is heartening to know that " In its recorded history of 90 years, », the AIWC decided to hold a conference in Kashmir and chose our University as its venue," said Prof Andrabi.

He said such conferences provide an opportunity for meaningful de-



liberations and "I hope the benefits of this conference would percolate down to grassroots for the overall benefit of society in general and women in particular."

In her address. President AIWC Rakesh Dhawan said, "For the past many years, we have been dreaming wof organising one AIWC conference in Kashmir and our dream finally got fulfilled today."

She said the AIWC is looking forward to valuable inputs and suggestions from various delegates and participants.

Chairberson J&K State Social Welfare Board, Prof Nirmal Gupta, appreciated the tole of AIWC in highling women's rights and issues "I have been hearing about this conference for the last more than two decades and always desired to be a part of it."

In her welcome address, Dean College Development Council and Coordinator Women's Studies Centre at KU. Prof Nilofar Khan, expressed gratitude to organisers of AIWC for choosing KU as venue for the conference.

Kalyani Ray, Secretary General of AIWC, presented yote of thanks while Treasurer: AIWC Dr Manyu Kak was also present on the operator: Earlier, Dr Roshan Ara Research Associate Women's Studies Centre introduced the theme of the conference.

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کشمیر یو نیور کیEMMR کے ڈیٹور مج ٹی خواتین کے مالی دن پر لیک روڑ ہ سینار سریچرا 8 ارچ/ نائم مذر

وومنزاستيثر يزسينثر يونيوري آف سمير كحزيرا بهتمام



نیلوفر خان نے خطبہ استقبالیہ مہمانوں کا والبانہ استقبال کیااور خواقین کے تحفظ کے موضوع پر مفصل اور مدلل خطاب کیا۔ سمینار میں تشمیر یو نیورٹی کے پروفیسروں مطلبا ود/209

کیانے بنی استحد جزل آف پالیس (IPS) ندیدسن بن نے جور میمان دی دقار شرکت کی۔ اس موقد پر دائر یکٹر ڈین کائی ڈیو لینٹ کونس ادر کواڈنیٹر درهند استاج سینٹر پردفیسر وو میز اشد رسینر یو خور می آف سلمیا کر را اشد رسینر یو خور می آف سلمیا دریاد تمنت آف استودش دیلفر اور شعبه قانون کے اشتراک ت آذور کم بال می "خواتمن کے ساتھ ہو رحی زیاد تیوں پولیس اور میڈیا شخصیات کی شجید کی "کے موضوع پر آیک روزہ میتار کا اندقاد کیا گیا۔ سینا رخی رئیس جامعہ پرد فیسر خور شید اقبال اندرائی بیشت مہمان خصوص وقار کے افتان

فعل الانتسار 9/3/2016

## Seminar on violence against women held

Srinagar, May 28: - A seminar on "Violence against women at workplace" was organised by the department of sociology, University of Kashmir in collaboration with the Jammu and Kashmir state women commission, a KU spokesman said on Saturday.

Nayeema Ahmed Mahjoor chairperson state women commission was the chief guest on the occasion and Gousul Nisa Jeelani was the guest of honor; the seminar was attended by a wide variety of participants from different spheres of life; academicians, people from the civil society two, social workers, and academicians.

Speaking on the need to understand violence against women at workplaces, Prof. Aneesa Shafi head department 

of sociology highlighted the need to make women aware about laws protecting the rights of women at workplace.

Nayeema Ahmed spoke on the various activities which the state commission on get women has undertaken to address this issue.

Gousul Nisa Jeelani threw light on the recommendations of the Vishaka Committee and also the role which law plays to address the issue of harassment of women at workplace.

Professor Nelofar Khan spoke on the need to implement the recommendations of the Vishakha committee in institutions like the university of Kashmir.

Professor M Ashraf Wani the dean academics of the university delivered the presidential remarks:

G16 29/8/2016

### Women's Commission organises seminar on violence against women at workplace

SRINAGAR | MAY 30: The Jammu and Kashmir State Commission for Women in collaboration Department of Sociology, University of Kashmir organized a seminar on violence against women at workplace.

Chairperson, J&K State Commission for Women, Nayeema Ahmed Mahjoor enumerated several steps the Commission is taking to address the pressing issues of women; particularly their safety at work places. She asked women to come forward and report their grievances with the



Commission which would peruse them with all seriousness.Member, J&K Vigilance Commission, Gousul Nisa Jeelani while quoting Vishaka Committee guidelines threw light on the role of law to address the harassment issue of women folk at workplaces.

Head, Department of Sociology, Prof Aneesa Shafi while affirming the importance to understand the psychology of violence against women at workplaces underscored the need to acquaint women with the laws entailed to protect them at workplaces. Senior professor, Dr. Neelofer Khan emphasized on the implementation of Vishaka Committee in the institutes like Universities, Colleges and Government offices. Dean Academics, Professor M.A. Wani, also spoke on the occasion.

### **Dr Nandita delivers lecture at KU**

Srinagar, Apr 27: Kashmir University's Department of Social Work organized an extension lecture on "Neo- Liberalism and Women Work in India" on Wednesday.

Dr. Nandita Mondal, Faculty at Tata Institute of Social Sciences, delivered the lecture that focused on need of women empowerment in era of liberalization, highlighting the critical role of policy intervention for women empowerment.

The lecture was followed by discussion, with participation from faculty, scholars and students. Besides, guests



from Chinar International, a developmental organization, were also present on the occasion. The lecture concluded with remarks from Coordinator Social Work, University of Kashmir, Dr. Shazia Manzoor.

#### Highlights importance of moral education among youth

MUDASIR YAQOOB

Srinagar, Mar 8: Vice-Chancellor of University of Kashmir, Prof Khurshid lqbal Andrabi, on Tuesday said the incidents of crime against women were on rise and the society has to come forward to fight this disturbing trend.

Chairing a seminar organized to mark the International Women's Day here, Prof Andrabi said: "We have to dispense with things and entitles which are not in conformity with our religious teachings and cultural values, and once we succeed in doing so, our society would be free from all evils and the world would be a better place to live for both men and women."

The day-long seminar titled "Sensitization of Police and Media Personnel in Curbing Violence Against Women" was organized by the University's Women's Studies Centre in collaboration with Dean College Development Council, Department of Students Welfare and Department of Law.

Prof Andrabi highlighted the importance of moral education among children and youth.

Speaking on the occasion, Deputy Inspector General of Police (Central Kashmir Rango), Ghulam Hassan Bhat, said sensitization of police personnel on



Issues related to violence against women is "very crucial."

/ Presenting official figures, Bhat said: "Of 14000 personnel in our police department, only 2265 are females of which 49 are gazetted officers. The numbers exclude those working as SPOs.

Elaborating, he said: "There is only one women's police station each in Srinagar and Jammu. We have submitted a proposal to the higher authorities for establishing one women police station in each district of J&K. So you can understand the circumstances in which we are working. Had there been more women cops In the department and more women police stations, things would have been entirely different. However we are trying our best to come up to the expectations of the society."

Superintendent of Police, Manoj Pandita, while referring to various local and national cases of violence against women, said that police is acting promptly whenever they apprehend, feel or receive any information in any manner about violence on women.

"Police have limited powers to exercise. We are governed by the rule of law. While investigating any cree, we have to follow rule of law. Police drives its powers either from court orders or from the criminal law (code of criminal procedure)," he said, adding, "We ensure that police is for safety of public and property. We ensure violence against women is curbed."

Dean College Development Council, Prof Neelofar Khan said the seminar has been organized to see "what mechanisms and laws are available for the women folk to safeguard their dignity and honour." She called for strict enforcement of laws to ensure that crimes against women don't take place.

Dean Students Welfare, Prof Fayaz Ahmad said: "Perhaps our social system has collapsed and that's why we need to re-educate ourselves and ensure that nobody's right to privacy and honour is trampled."

Professor Banday and Professor Shahnaza both from Department of Law KU spoke about the ways and methods as how to stop the violence against women.

"The NGOs can play a vital role in empowering women socially and economically. They can impart them self-help training. We should empower women to help them protect themselves from any exploitation," said handay.

Professor Shahnaza spoke about the implementation of law which guarantees protection of women against violence,

### Women Tech Makers-Engineering the Future' held at KU

Srinagar, Mar 08: To celebrate the social, political and economic achievements of women' on International Women's day Department of Students Welfare and Women's Studies Centre, University of Kashmir in collaboration with Google Developers Group: Kashmir organized a one day event with the theme 'Women Tech Makers-Engineering the Future' at KU here on Saturday.

The one-day event focused on technical women audience while showcasing female technical talent and encouraging the participants to network and empower each other in the field of technology.

During the event several panel discussions with female technology leaders who have set benchmarks in modern-day technology were held who provided an insight into the various achievements by women all over the world in the field of science and technology.

Several hands on- career planning, inspirational and hangout sessions during which several women academicians, women entrepreneurs and women techies delivered interesting lectures and shared their ideas, experiences and vision for future with the audience were also held on the occasion.

Addressing the participants of the day-long event at KU's Ibn-khaldoun auditorium Vice Chancellor University of Kashmir Prof Talat while referring to some recent software applications developed by young and budding women techies of the valley said "Institutions like ours play a great role in women empowerment and I have seen a very healthy ratio of men: women in our University in terms of the enrollment of girl students or for that matter the number of women faculty members both in teaching and non-teaching."

While appreciating the achievements of some of the women techies on the occasion Prof Talat said that there should be no place for gender discrimination anywhere in our society and that he is delighted to witness a healthy participation of girls in academics and other curricular activities not only in the universities but also in the colleges and schools of the valley.

Speaking on the occasion Registrar KU Prof Zaffar Reshi said that he hopes that young girl students in the audience who had come from various schools and colleges of the valley will be inspired after listening to the achievements made by some women entrepreneurs and techies of the valley who have brought laurels not only to the institutions they represent but to the whole state.

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Prof Reishi said that the University has always come forward while encouraging women empowerment and has already a women study centre at the campus which he said will be strengthened and expanded further in future for the overall benefit of the womenfolk.

In her welcome address Dean Students Welfare and Coordinator Women Studies Centre KU Prof Neelofar Khan said that University is always trying to engage with such people in its various academic and n. academic activities and mograms who have made mark in their respective fields of specialization and contributed significantly to the betterment of the society.

## Women Tech Makers the Future' hel

#### **Precious Kashmir News**

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Office of the Executive Engineer

Srinagar, Mar 8: The University of Kashmir on Thursday organised a day-long seminar to mark the International Women's Day. The seminar titled 'role of educational institutions in promoting women's rights' was organised by the Women's Studies Centre in collaboration with Dean College Development Council and Institute of Home Science. In his presidential address, vice-chancellor Prof Khurshid Iqbal Andrabi underlined that education can play an important role in redefining gender norms. "However," he said, "I believe instead of gender equality, we should strive for gender justice because if justice is not done, any sort of equality whatsoever cannot be achieved." Maintaining that the idea of a social justice system is based on the moral fabric of a society, Prof Andrabi added: "We have inherited a rich legacy which has always taught us to respect women folk and we must always strive to preserve our moral ethos."

Noted scholar and writer Prof Naseema Shafai, the guest of honour, said: "While it is true that gender equality is still a distant dream especially in the third world countries, we cannot deny that across the world including in our part, women are progressing and emerging as leaders in various fields."

Prof Shafai however said that there is a long way to go "and our women are still not aware about their rights and I think it is here that institutions like universities can play a big role in spreading awareness."

In her welcome address, Dean College Development Council and Coordinator Women's Studies Centre, Prof Neelofar Khan, said: "We have been celebrating this day in our university for the last more than 15 years and it is due to our strenuous efforts and cooperation from the university administration that a Day Care Center at the Institute of Home Science is a reality now."

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### Workshop for Women Managers begins at KU Identify needs, Vision will follow: Prof Shah to Women Managers.

Srinagar, May 27: Under UGC 's scheme of 'Capacity Building of Women Managers' (CBWM) in Higher Education,' Women's Studies Centre, University of Kashmir organized a week -long workshop on "Management Skills Enhancement Modules" which began here at Gandhi Bhawan.

The workshop is being sponsored by UGC and National Consultative Committee for Capacity Building of Women Managers in Higher Education and is the first of its kind in the North-west region. The inaugural event of the workshop was presided by Dean Academic affairs Prof A M Shah. Prof. Neelofar Khan, Director Women's Studies Centre, University of Kashmir and Local Coordinator and Regional coordinator (North-West) Region for CBWM programme is coordinating the event.

In his Presidential Address, Dean Academic Affairs, University of Kashmir, Prof. A M Shah said that unlike past, organizations today are facing tough time as there are challenges everywhere and managers should be trained to tackle this chaotic situation and they should act as change agents to their organizations.

"Managers should have the skill of managing the organization and develop different toolsets. They should develop right kind of attitude and act as change agent," He said the leader should either be creative or visionary, so that he can see what is unseen to others or he should be generous to learn the vision from others. "Leader should be able to identify the need, then the vision evolves itself," added Prof Shah. Prof Shah suggested that a Manager should be committed and should be a good teacher to guide his subordinates.

Prof Shah told women participants of the workshop that if you want to be successful leaders you need to have commitment give employees courage to argue and



develop a right kind of attitude for work around you.

In her inaugural address, former chairperson UGC and Chairperson (CBWM) in Higher Education, Prof. Armaity S. Desai said that they had come a long way and grown to develop the sensitivity, awareness and motivation (SAM) among the participants with the help of these workshops.

"Process is important as it gives the outcome and it is important to plan and work on the module. We have learned and grown in skill development," she said. She said that the program has been mooted with an aim to increase the women participation in policy and decision-making as well as ensuring gender sensitivity in governance and administration in the University system of education.

Co-Chairperson (CBWM) in Higher Education, Prof Susheela Kausik, who also spoke on this occasion, said that future plans are ambitious and new schemes are being formulated and resource methodology module is one of them.

"In terms of figures of last 10 years, we have done more than 250 workshops and trained more than 7000 women across India," She added. She said that these schemes are a big success as the neighbouring countries including Pakistan, Sri-Lanka, Nepal and Bhutar etcare also adopting the same.

Core Group Resource Person (North-West) Region, Prof. Pam Rajput termed the scheme as visionary and explained its benefits of enhancing the potentials of women on managerial positions. "The scheme is reaching to every area and so far we have trained more than 800 women in the North-west region," she added.

Earlier Prof. Neelofar Khan, Director Women's Studies Centre, University of Kashmir and Local Coordinator and Regional coordinator (North-West) Region presented the welcome address and said Kashmir University is encouraging its women employees to take managerial roles and they are doing equally good as managers like their male counterparts.

Ms. Nayera Masoodi lecturer Institute of Home sciences KU presented vote of thanks for the inaugural event.

Prof Harsha Parekh noted Financial management expert spoke about costing , budgets and budgeting concepts in the first three technical sessions held in the conference room of the Ghandi Bhawan.

Noted speakers from across the country will act as resource persons in 20 technical sessions which are to follow for another 6 days.

### IGP speaks women's empowerment MA Road college lifts trophy



Srinagar, Sep 25: "Increased economic participation of women in our society can go a long way in their emancipation from depravity and discrimination," the Inspector General of Police, Kashmir range Abdul Ghani Mir said Wednesday at the valedictory function of a debate titled "Laws are not powerless in preventing crime against women and children". Government College for Women MA Road won the completion held at Kashmir University.

The IGP, who was the Guest of Honour, in his address said: "There's no denying the fact that crime against woman and children are a blot for our society."

He said that in the present dispensation of the department, there is only one woman SHO in a Kashmir police station.

The Vice-Chancellor Kashmir University Professor Talat Ahmad, Vice-Chairman, IIPA Jammu and Kashmir, AM Watali, also spoke on the occasion.

"Government College for Women, MA Road, Srinagar represented by Mehwish Shafi and Asma Zahoor lifted the annual IIPA, debate competition trophy," the handout said.

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خواتين كيخلاف جرائم يونيور شي ميں اين ايس ايس ريلي سرينكر//أشمير يونيورش كالميشل سروس سكيم اساتذه شمير يونيورش پردفيسر جي ايم سانلمي ، (این ایس ایس) رضاکاردل نے مختلف چیف پردکٹر پردفیسرایم افضل زرگر بھی ان ڈ گری کالجوں دہائر سکینڈری سکولوں کے این کے ہمراہ تنکے \_اس موقع پر پروفیسر ایس ایس ایس رضا کاروں کے ہمراہ یو نیورٹی فياض كاكهناتها كهخواتين كيخلاف جرائم كى جتنی بھی ندمت کی جائے کم ہے لار طلب کو احاطے میں خواتین کے خلاف ہونے والے جرائم پراظهار نارافتگی کیلیج ایک پرامن ریلی جاب که دہ اس معاملے میں نہ صرف خود كاابتمام كيا\_ريل كوجهندى دكها كريونيورش محتاظ ربيس بلكة عوام كوبهي آكاه كرير انهول کے قائم مقام والس جاسر پروفیسر ایس نے والدین پر زور دیا کہ وہ بچوں میں فیاض احمد نے روانہ کیا ۔اس موقع پر قائم

فیاض احمد نے روانہ کیا ۔اس موقع پر قائم اخلاقیات کی تعلیم دیں یطلبہ نے اس موقع مقام رجسرار پردفیسراے ایس بٹ ، ڈین پر اپنے ہاتھوں میں سینراور پوسٹر اللها رکھے امور طلبہ پروفیسر نیلوفر خان ،صدر انجمن جن پرمختلف نعرے درج تھے۔

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### NSS KU organizes rally against atrocities on Women

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Srinagar, Jan 9: National Service Scheme (NSS) University of Kashmir in collaboration with NSS units of various Degree Colleges and Higher Secondary Institutes of the Valley organized a peaceful rally inside the campus in which hundreds of students and NSS volunteers from University, Colleges and Higher Secondary schools participated.

The rally was flagged-off by acting KU Vice- Chancellor Prof S Fayaz Ahmad during which Controller of Examinations and acting Registrar Prof A S Bhat, Dean Students Welfare Prof Neelofar Khan, President Kashmir University Teachers Association (KUTA) Prof G M Sangmi, Chief Proctor Prof M Afzal Zargar, NSS Program Officers from University, Degree Colleges and Higher Secondary Institutions were present.

During the rally acting Vice-Chancellor Prof S Fayaz Ahmad condemned the barbaric acts against women and asked the students to adhere to moral values.

The students while displaying ply cards in their hands impressed upon the authorities to give severe punishment to the perpetrators.

They were also asking to start fast-track courts in order to curb this menace.

## NSS KU organizes rally

#### **KT NEWS SERVICE**

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He also appealed the parents and teachers to give moral educations to their wards.

The acting Vice- Chancellor congratulated the participating students, NSS Program Officers and office of the NSS coordinator Prof. Farooq Ahmad Khan for organizing this event.

The others who spoke on the occasion were Dean Students Welfare, Controller of the Examinations, and NSS coordinator.

The speakers condemned committing of crime against women.

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# Capacity building workshop concludes at KU

Srinagar, July 31: A capacity building workshop 'From Understanding to Action: Designing Peace and Development interventions' concluded at Kashmir University.

The workshop was organised by the Department of Social Work, KU in collaboration with Kargil Development Project (KDP) and Centre for Law and Development Policy (CLD).

The workshop started on 26 July, in which Dr Shazia Manzoor, coordinator, Department of Social Work, delivered the welcome address, and Prof. Asifa Jan, Dean, School of Social Sciences, presided over the function.

The organizers said more than 90



participants, including students and practitioners were a part of the workshop. These included 16 participants from Kargil and Jammu. Noted lawyers, social workers, journalists, and development practitioners formed the resource persons for the workshop. The workshop concluded with valedictory remarks by Prof. G. N Khaki, dean, Students Welfare, KU. He also distributed certificates of participation amongst the participants. Dr. Saima Farhad, assistant professor, Department of Social Work was the organising secretary for the workshop.

### **KU observes International Women's Day**

#### Monitor News Bureau

Srinagar, Mar 8: The University of Kashmir Wednesday held seminars to mark the International Women's Day, even as Vice-Chancellor Prof Khurshid Iqbal Andrabi underlined the importance of social empowerment of women.

Addressing two-day seminar "Gender Equality and Social Inclusion in Contemporary India: Issues and Challenges", organised by Department of Sociology, Prof Andrabi said: "Our real empowerment has to start from our homes. This real empowerment also hes in education and family values and upbringing of individuals."

He said "we must not look at education from western, eastern or any other perspective but from the prism of essence of education alone."

Dean, Academic Affairs, Prof M.A Wani provided an insight into status of women + with reference to Kashmir, especially in backdrop of historical perspectives and preset-day challenges.



Chairperson, Indian Institute of Advanced Studies, Prof Chandrakala Padia, who was guest of honor, talked about "emotional role" played by women in nurturing human civilization.

Head of the Department Prof Aneesa Shafi delineated the aims and objectives of the national-level seminar, saying Women's Day is celebrated all over the world to pay tribute to women who have scaled heights of excellence in various spheres of life. Prof Sujata Patel and Prof Ait Srinivasan also presented their views. Later, Prof Andrabipresided over another day-long seminar "Women in the changing world of work Planet 50-50 by 2030", organized by Women's Studies Centre and Dean College Development Council in collaboration with J&K State Commission for Women.

The SCW Chairperson Ms Naveema Mehjoor sald: "Social empowerment of women is very important and then only we can achieve economic or political empowerment. However whatever a woman ach., 'es in her life and aspires to do in her career, she should not do it at the cost of her home and a happy family life."

Ms Mehjoor impressed upon members of Women's Studies Centre to undertake a critical study on social empowerment of women in Jammu and Kashmir.

DCDC and Coordinator Women's Studies Centre Prof Nilofar Khan presented a background of the seminar and thanked VC Prof Andrabi for establishing a day-care centre at KU and for constituting a gender sensitization committee in the campus.