

## Gender Equity Promotion - Measures Initiated at VFSTR

### Introduction:

- ❖ Gender equity/equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. It has been observed that empowering women enhances productivity and economic growth. Therefore, In VFSTR, paramount importance is vested at various levels to secure equal access to quality education, research and participation in administration for both women and girls and men and boys.
- ❖ It is also essential to achieve equal opportunities in access to employment and to positions of leadership and decision-making at all levels. The Last Five years summary was presented in this document along with the measures initiated.

For the implementation these activities a women cell was established.

Few important areas are discussed from which gender equity can be observed is mentioned below.

### 1. Admissions:

The boys and girl's ratio in VFSTR are 52:48, which indicates excellent situation. This was possible as 33% seats are reserved for women and also VFSTR is "Safe" for girls as perceived by parents.

### 2. Administration & Employment:

Women are given proper importance to hold various positions in as deans, Assoc, Deans, section heads etc. Hence, they will participation in the formulation of policies. Women faculty is 16% of total faculty and 7% of non-teaching staff.

3. As a process of Women's Health Service Support, three months of maternity leave is provided.

4. Frequent Campaigns were organized for elimination of violence against women.

5. It is holding the responsibility of creating sensitization across the campus. As a social responsibility cell was organizing campaigns regarding general, food, maternal and child health

6. Improvement of Learning Activities to achieve Women's Empowerment in science, technology and research

7. Girls waiting rooms are provided in each block with facilities like First- Aid medical kit, sanitary napkin's vending machine, lunch table and chairs, and beds with good mattresses etc.

8. A Course entitled "**Human Values Professional Ethics and Gender Equity** " was introduced to make education gender sensitive

## Activities organized to create Gender Sensitization:

To observe the gender equity by creating sensitization among women and men, girls and boys an independent functional body i.e Women Cell (WEDC) is established. All gender problems are addressed through the Internal Complaints Committee (ICC). Activities are organized to Raise aspirations of girls as well. The cell is organizing many activities round the year to create awareness on many issues. Few activities are mentioned below.

### Gender Equity and Leadership Development:

1. Annual orientation talks on “Gender Sensitivity and Parity” for I year students during the bridge Course on 22-23, June 2017.
2. **A Seminar on “Legal Rights of Women”** was Organized by Dr. Ch. Swaroopa Rani, Director, Women Studies, and Head, Center for Mahayana Buddhist Studies, in collaboration with National Commission for Women (NCW) on 27<sup>th</sup> November 2017. To create awareness about the legal rights of women, a seminar was conducted to the students and Faculty on Various Acts related to the women like Dowry Prohibition Act, Protection of Women from Domestic Violence Act, Maternity Benefit Act, Minimum Wages Act etc.
3. **Awareness Program on the Topic “How to Fight Eve Teasing and Sexual Harassment”** – An open forum for faculty and students in a telecast live on Sakshi Television channel on 1/03/2018 at 11.00am.
4. **Rally protesting for girl child abuse (in the context of Asifa Sad Incident)** on 21<sup>st</sup>, April 2018 in Guntur covering a walk of 3.5 Km.
5. **A talk on Gender Sensitivity** by Tara Krishnaswamy, an eminent urban civic activist, and co-founder of Citizens For Bengaluru, a grassroots people’s movement for a liveable Bengaluru and Director of Engineering in the Oracle Financial Services software organisation on the occasion of **“International Womens’ Day Celebrations 2018”** on 8<sup>th</sup>, March 2018, in which all the women students and faculty participated.
6. Awareness program for UG and PG students On “Gender Sensitization” by Dr. Jyothi  
Poster and paper presentation program on the topic “Women Empowerment”

### Self- Defence:

In Vignan we are not only creating awareness on gender equity and sensitization we also initiated many activities to protect themselves by organizing activities.

1. NCC and Tycondo are introduced on the campus which makes them stronger mentally and physically.
2. Women Empowerment Cell of Vignan University has organized a hands on session on “Self Defence which enlightens the future of our girls’ students on 28- 8-2018 by the resource person. Col. Vijaya Bhaskar Reddy, CEO of Vengaurdz. In this 467 students were participated.

### Health:

1. Women cell is taking measures to take care of girl students and women faculty. In this direction Health camps are organized every year to conduct blood test for the girls and women faculty. Food supplements are provided to take care of anaemic condition present in good no of people.

2. Cervical and breast cancer early detection camp was organized on 30/01/2019 to the women of university on the eve of “World Cancer Day” (4/2/2020) in collaboration with Manipal Hospitals, Vijayawada. During this camp 100 women undergone popsmear,50 women were undergone Intelligent Breast examination and for 40 women mammogram was done.
3. Yoga teacher was also appointed he is also conducting classes for women and girl students.
4. A Breast cancer awareness Hackathon in collaboration with PINKTHON was organized in Guntur Town by our women cell to create awareness on breast cancer. Around 2000 women were participated in this program.

## ANNEXURE

### Academic Year 2019-20

| S.No | Title of the Event  | Date       | No of Beneficiers |
|------|---|------------|-------------------|
| 1.   | Gender Sensitization and Awareness  | 16/8/2019  | 790               |
| 2.   | Daughters Day ( Rally and Group Discussion)                               | 10/8/2019  | 138               |
| 3.   | Awareness on Internal Complaints Committee                                | 23/8/2019  | 4000 +            |
| 4.   | Seminar on Gender Sensitization and Awareness                             | 17/8/2019  | 210               |
| 5.   | Essay Writing on Multiple Roles of Women in Society                       | 13/8/2019  | 62                |
| 6.   | Elocution on participation of Women in Independence                       | 14/8/2019  | 28                |
| 7.   | Painting Competition on Naari Shakthi                                     | 13/8/2019  | 26                |
| 8.   | Safetipin   | 2/3/2020   | 330 + 452         |
| 9.   | Womens' Day Celebrations  | 8/3/2020   | 423               |
| 10.  | Oncology Screening Camp   | 29/01/2010 | 192               |
| 11.  | Awareness program on physical fitness and over all health for women staff | Dec'2019   | 152               |
| 12.  | Sports for women and girl students  | Sept,5 &15 | 253               |

### Academic Year 2018-19

| S.No | Title  | Date                        |  |
|------|--|-----------------------------|--|
| 1.   | a "National Girl Child Day" Rally and a Group Discussion | 24/01/2019                  |  |
| 2.   | Legal Rights Of Women                                    | 27/12/2018<br>26/01/2019    |  |
| 3.   |  |                             |  |
| 4.   | <b><u>National Leadership Symposium</u></b>              | 25/02/2019 –<br>26 /02/2019 |  |
| 5,   | Womens' Day Celebrations 2018                            | 8/3/2019                    |  |

|    |   |                            |  |
|----|---|----------------------------|--|
| 6. | IEEE SPAA Event<br>(Art of Communication) | 28/12/2018 -<br>29/12/2018 |  |
|----|---|----------------------------|--|

## Academic Year 2017-18

| S.No | Title  | Date  |  |
|------|--|---|--|
| 1.   | Awareness Program for all I<br>B.Tech Students                             | 26/08/2016  |  |
| 2.   | Paper & Poster Presentation on<br>Women Education & Success                | 28 <sup>th</sup><br>February<br>2017                  |  |
| 3.   | Games for Women Faculty<br>Members   | 6 <sup>th</sup> & 7 <sup>th</sup><br>February<br>2017 |  |
| 4.   | Health Camp and Field Trip<br>Amma Premamasramam,<br>Ramannapalem          | 4 <sup>th</sup> & 5 <sup>th</sup><br>March 2017       |  |
| 5.   | Womens' day celebrations<br>Panel discussion moderated by<br>Ms. A.Sharada | 8 <sup>th</sup> March<br>2017                         |  |
| 6.   | Paper & Poster Presentation on<br>Women Education & Success                | 28 <sup>th</sup><br>February<br>2017                  |  |
| 7.   | Gender Sensitization workshop<br>followed by Quiz                          | 4 <sup>th</sup> March<br>2017                         |  |

### Self Defence for Girls

Women Empowerment Cell of our University has organized an event which enlightens the future of our girls students i.e dated on 28- 8-2018 by the resource person. Col. Vijaya Bhaskar Reddy, CEO ofVengaurdz. The event started by 4.00 PM and continued till 8.00 PM. As the resource personal is Alumni of Indian military, Dehradun has helped the University NCC cadets with their future opportunities and cleared their quires. Coming to the session, total session is divided into 8 parts. Girl/Women to protect themselves 99% of work to be done is to avoid getting into such situation by not parking vehicles in dark places not to over reach to the situation with more mercy. Even he asked the question about what we do in certain situations by explaining some situations and the other 10% is to defend ourselves with our natural weopers that are head, hand fingers, knee, leg, foot etc...., He made us to learn the self defence with some videos. He also explained about the weakest positions parts of body of men and tricks to hurt easily with which makes him to suffer a lot. He even made the student to volunteer themselves and present what they learnt which was absolutely great. He even

