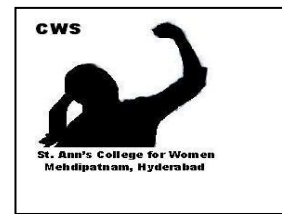




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SAMMAN – St. Ann's Making of Modern Ananya Nari

Centre for Women's Studies (CWS)

Report 2021-2022

International Peace Day Theme: Recovering Better for an Equitable & Sustainable World in collaboration with Gnosis, Hyderabad on 22nd Sep, 2021

The session started with an Invocation Prayer. After the Prayer, Bro. Albert Xaviour, President of Gnosis welcomed everyone. The session started with an introductory session given by Ms. Popy Devi, Director of Center for Women Studies, St. Ann's College for Women, Hyderabad. The main session was handled by Rev. Wytse Dijkstra. She had spoken about how we can initiate peace from our minds that ultimately leads to societal harmony. The social values and human rights are very essential in present situation. She also invited youth to take responsibility to promote peace in the society. The webinar seemed to be very active with the interactions of the participants. The program was got over by 4:30 PM with the Vote of thanks of Program Director of GNOSIS, Ms. Olivia Thomas.



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

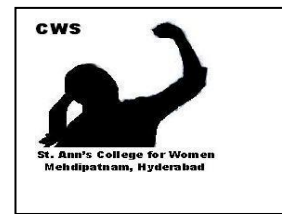
The webinar started with a prayer followed by welcome address by Prof. Dr. N. Murugeswari, Department of Women's Studies of Bharathidasan University, Tamil Nadu.

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

Prof. Zenetta started her speech by highlighting generations have changed but the patriarchal mindset and stereotyping women has not changed and hence there is a need of awareness on Gender Equality. She also spoke about the sustainable development goals proposed by U.N which said that



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by 2030, the world will be 50: 50 which means that 50 % of men and 50 % of Women will occupy all walks of work in life, which indicates the advent of Gender Equality.

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

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

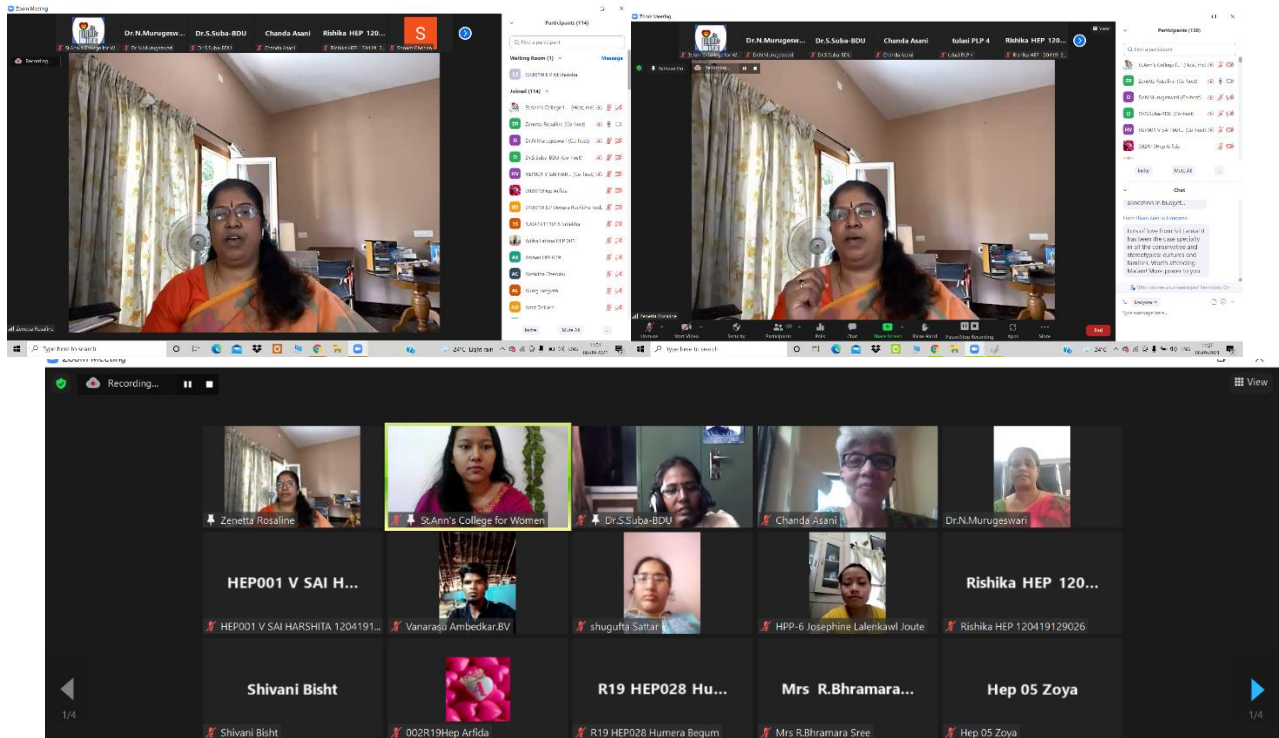
She explained about Gender responsible budget which is aiming to remove the differences in the pay check of men and women and providing more facilities like extended maternity leave to women.

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

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

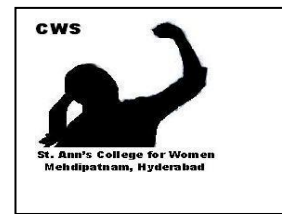
The program was got over by 12:30 PM with the Vote of thanks by Dr. Suba, Assistant prof, Dept of Women's Studies, Bharathidasan University.

The programme ended with national anthem.





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YouTube Link

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

Registration link

<https://docs.google.com/spreadsheets/d/1icc9MltsWwL2aOjBLNWZom1ecywLxKUQszHHv-JeQM/edit?usp=sharing>

Feedback link

https://docs.google.com/spreadsheets/d/1jL33ZYFrdfEJ63QVjKtQK3oxTNafuvzywJ7z5ruQ2_4/e/dit?usp=sharing



Two-day National E- Conference on Unequal Pay: Gender Discrimination at Workplace organize by CWS

Sponsored by NCW, New Delhi on 29th and 30th Nov, 2021

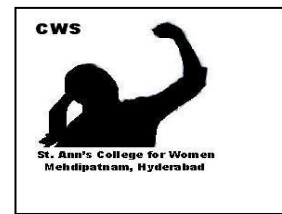
INAUGURATION

Time: 9.30 to 10.30 AM

The programme began with a prayer



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

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

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

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

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

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

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

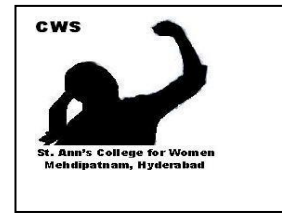
She has mentioned about gender wage gap. Gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are in paid work. Women are generally considered to be paid less than men. It exists both in organised and unorganized sectors but is deeper and wider in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

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

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



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

Personal Factors, Organizational factor, Cultural factor- Glass ceiling

Lack of support from family members, especially post-marriage

Lack of proper education and training

Work – life imbalance

Fear of Success

Role conflict

Workplace with high majority of men

Absence of right mentors/role models

Employer's gender bias in recruitment

Payment of unequal salaries for the same job

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

Motherhood penalty

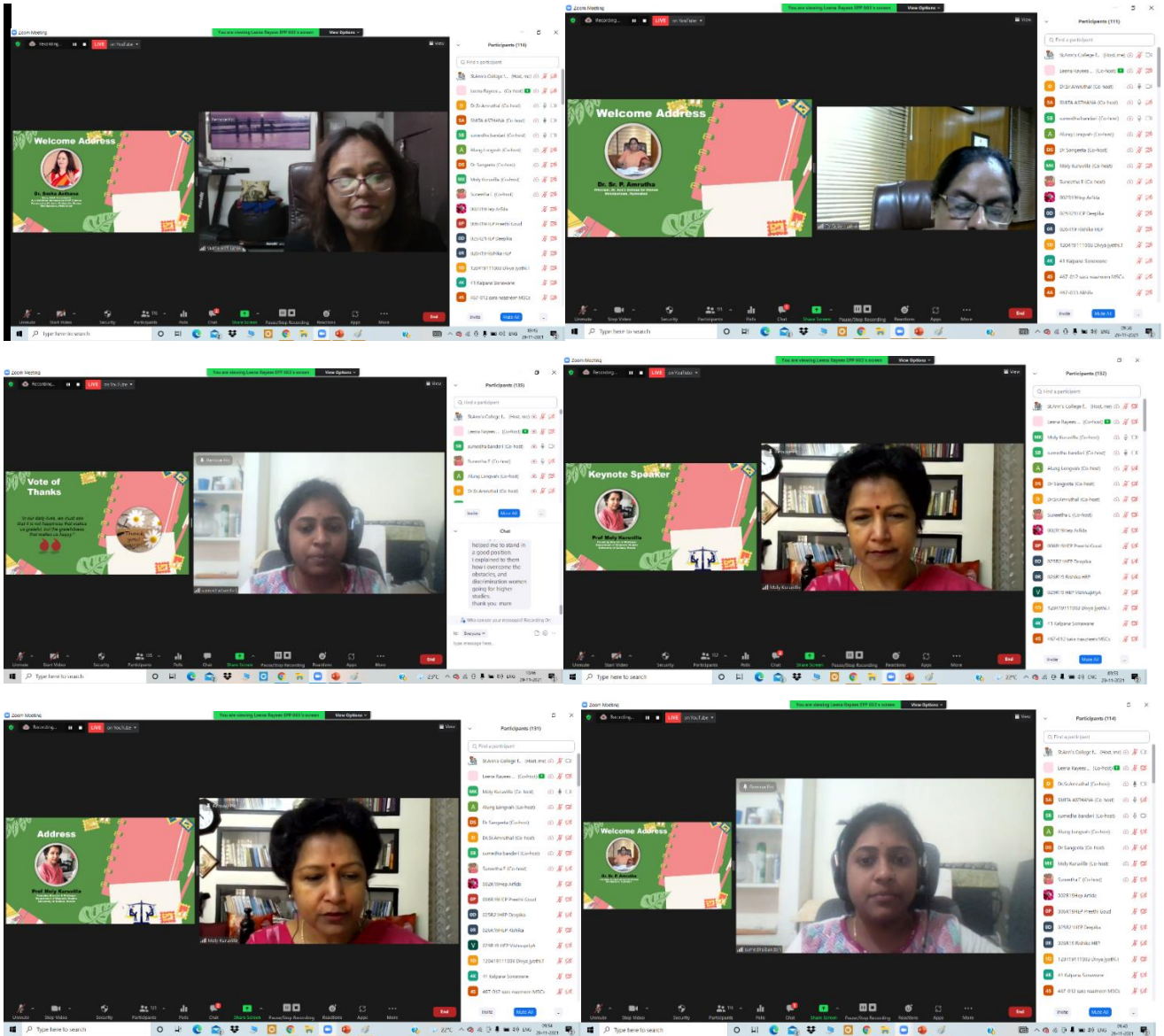
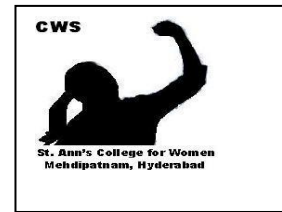
Presence of occupational segregation –male jobs and female jobs

Gender role perceptions against women becoming a manager

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



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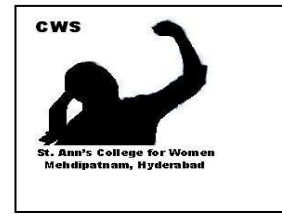


TECHNICAL SESSION ONE (Day One 29th Nov, 2021)

Theme: Negotiating Boundaries-Reinterpreting Workplace from a Gender Lens



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Time: 11.00 AM to 1.00 PM

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

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

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

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

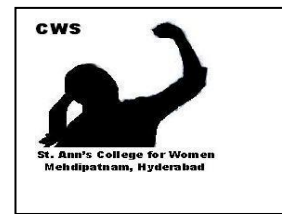
The plight of falling female labour force participation- The declining Female labour force participation only 19.7% in rural India and 16.1% in urban India, women working in informal workforce, salary discrimination was discussed. She stated that Women Development workers get 'Honorarium' not salary.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

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

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



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

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

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

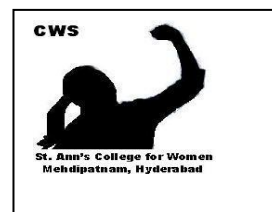
Kalpana Sonawane and Sridevi Sanda presented their views on Career advancement Barriers for women especially women in different art forms. Kalpana Sonawane spoke about how women artists, especially theatre artists and women working folk theatres in rural areas are not getting the recognition they deserve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

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

Closing Session: The session was very interactive and informative. The main motive of the session addressed the issues and challenges faced by the Women Workers. The main goal of the session is



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

List of the speakers and topics details given below:

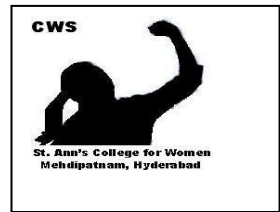
Glimpse of pics- Technical Session I

DAY ONE- 11:00 AM – 1:00 PM		
TECHNICAL SESSION I		
Theme: Negotiating Boundaries-Reinterpreting Workplace from a Gender Lens		
Resource Person: Dr. Sangeeta Desai, Assistant Prof, SCWSD - Sophia Centre for Women's Studies and Development Mumbai		
Session Coordinator: Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women		
Time	Speakers	Topic
11.00-11.45	Dr Sangeeta Desai, Assistant Prof, SCWSD - Sophia Centre for Women's Studies and Development Mumbai	Negotiating Boundaries-Reinterpreting Workplace from a Gender Lens
11.45-11.55	Dr. Imrana Begum	The Ladies seat: Issues faced by women while travelling to work
11.55-12.05	Sutapa Maji, Research Scholar, Bharthidasan University.	Communalism, Nio-Liberalism and Gender Inequality
12.05-12.15	Dr Zaheda Begum, Asst Professor of Political Science, GDC, Hayathnagar, Osmania University, Hyderabad	Human Rights of Women in Present Scenario
12.15-12.25	Kalpana Sonawane, Research Scholar, Tata Institute of Social Sciences, Mumbai.	Women Lavani Performers: Historical view, Contemporary position and assertion to gain recognition and respect.
12.25-12.35	Sridevi Sanda, Research Scholars, Department of Business Management, Osmania University, Hyderabad.	Career Advancement Barriers for Women
12.35-12.45	Dr. C. Kubendran, Assistant Professor, Centre for Study of Social Exclusion and Inclusive Policy, Bharathidasan University	Gender discrimination in Tea plantation in Munnar, Kerala in India.
Discussion		



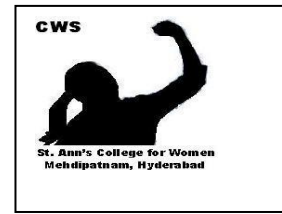
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TECHNICAL SESSION TWO (Day one 30th Nov, 2021)

Time: 11:10 AM-1.00 pm

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

Theme: Gender Wage Gap in Unorganized Sector

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

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

Inputs from the Session:

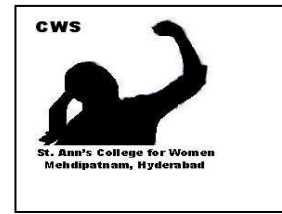
The session started with Prof. Dr. N. Manimekalai introducing to the students and giving us some covid guidelines. She also mentioned “fight over discrimination and inequality started years ago”. There are four major areas in organised sector which employment is regular whereas unorganized is characterized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

Various issues:

- Migrant workers faced issues
- Lack of transportation



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- Lack of Food and basic necessity
- Lack of accessibility
- Gender wage gap

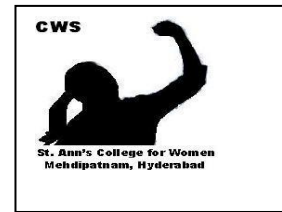
Why is there a gender wage gap is always justified under the perception that ‘women will remain absent due to their personal needs, though they are also social needs. Works given to women are generally marginalised works and therefore are believed to deserve less wage, this is what is called occupational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

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

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



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Closing Session:

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

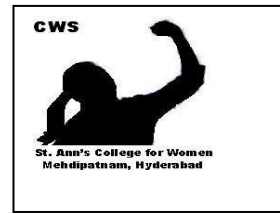
The session was very interactive and informative. The main motive of the session addressed Gender Wage Gap in Unorganized Sector. The main goal of the session was fulfilled after the discussion of the speakers with participants. The session was concluded with vote of thanks delivered by Ms. Mehar, Student,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

List of the speakers and topics details given below:

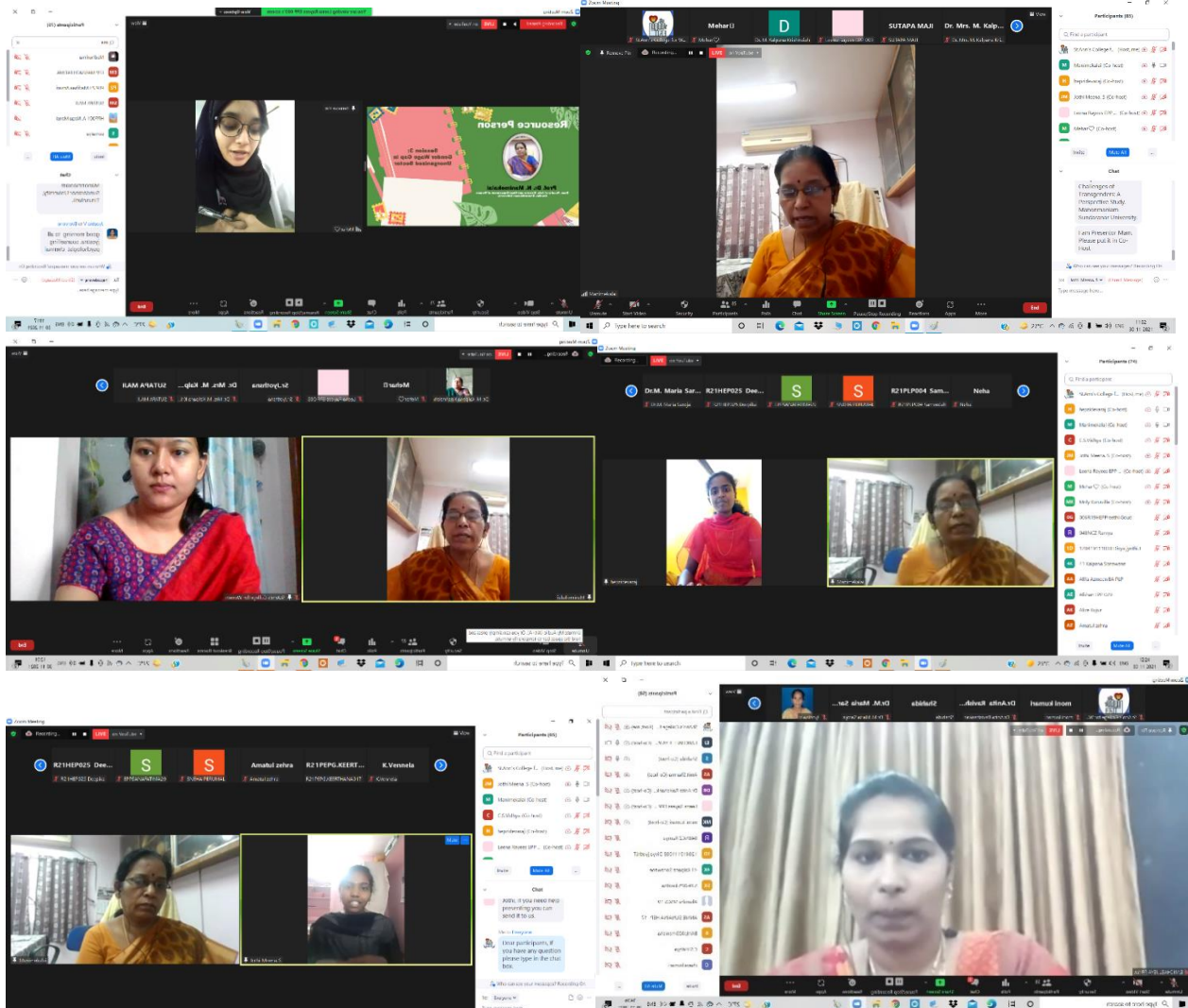
DAY TWO- 30th NOV, 2021		
TECHNICAL SESSION II		
11:10 AM-12:45 pm		
Theme: Gender Wage Gap in Unorganized Sector		
Resource Person: Prof. Dr. N. Manimekalai, Dean, Faculty of Arts, Director and Head Department of Women Studies, Bharathidasan University, Tiruchirappalli, Tamil Nadu		
Session Coordinator: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



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Glimpse of Pic - Technical Session II



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

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

Time: 1.00 PM-2:45 PM

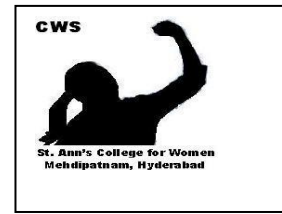
Theme: Workplace Harassment

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

Prof. Shahida Murtaza



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Overview of the session:

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

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

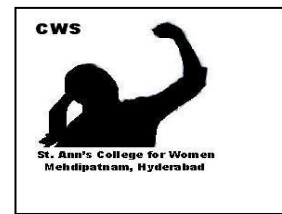
The session followed by five paper presentation chaired by Prof. Dr. Prof. Shahida:

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

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



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that all societies need to get back to ILO's Decent Work, if work and pay are to become an agency for women's empowerment.

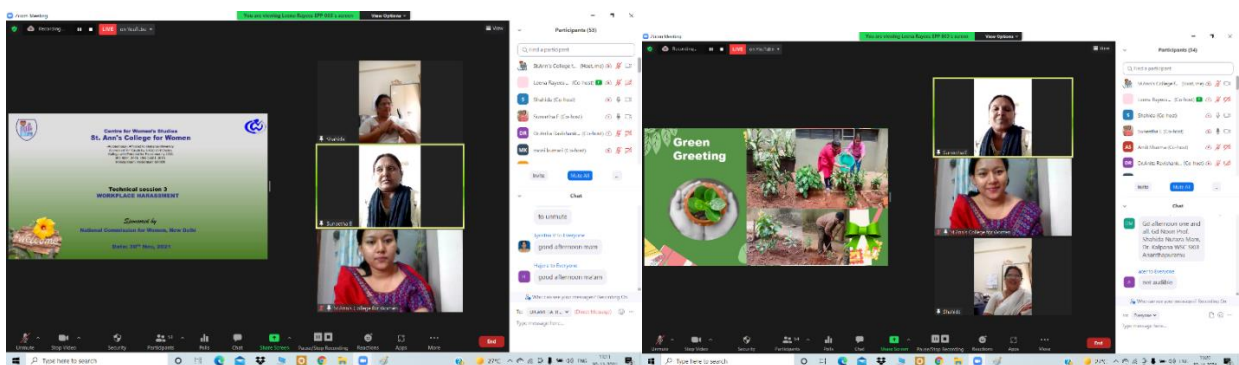
Dr M Maria Saroja, Research Director & Associate Professor of Biological Science, St. Ignatius College of Education (Autonomous), Palayamkottai, Tamil Nadu and E Michael Jeya Priya, Ph D Research Scholar, St. Ignatius College of Education (Autonomous), Palayamkottai, Tamil Nadu presented a paper on Women in the Workforce: The Study on Gender Occupational Self-Efficacy and Work Engagement. They have stated that women's lower self-efficacy has the knock-on effect of dampening their career aspirations. The link between occupational self-efficacy and the role it may play in how men and women make decisions about work has not been done. It is to examine potential differences of occupational self-efficacy, career aspirations and work engagement between women and men.

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

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

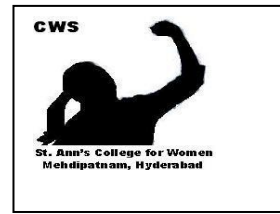
After session, Participants asked many questions on Workplace Harassment and all the questions were satisfactorily answered by Resource Persons and other paper presenters. The session was concluded with vote of thanks delivered by Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women.

Glimpse of pics- Technical Session III





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DAY TWO- 30th NOV, 2021

TECHNICAL SESSION III

1.00 PM-2:45 PM

Theme: Workplace Harassment

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

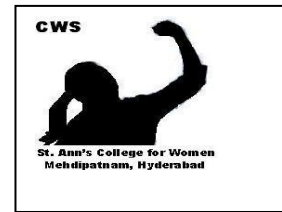
Session Coordinator: Ms. Suneetha, Hod, Dept. of Economics, St. Ann's College for Women

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

VALEDICTORY SESSION (Day two 30th Nov, 2021)

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

The valedictory session was taken up by Sumedha Bandari who thanked all the key note speakers for presenting their views and research paper. The session was then handed over to Dr. Smitha Asthana, Dean and IQAC coordinator at St. Ann's College for Women who thanked all the prolific speakers who



presented their views saying that all the participants have learnt very much from all the sessions and that the topic is relevant to everybody.

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

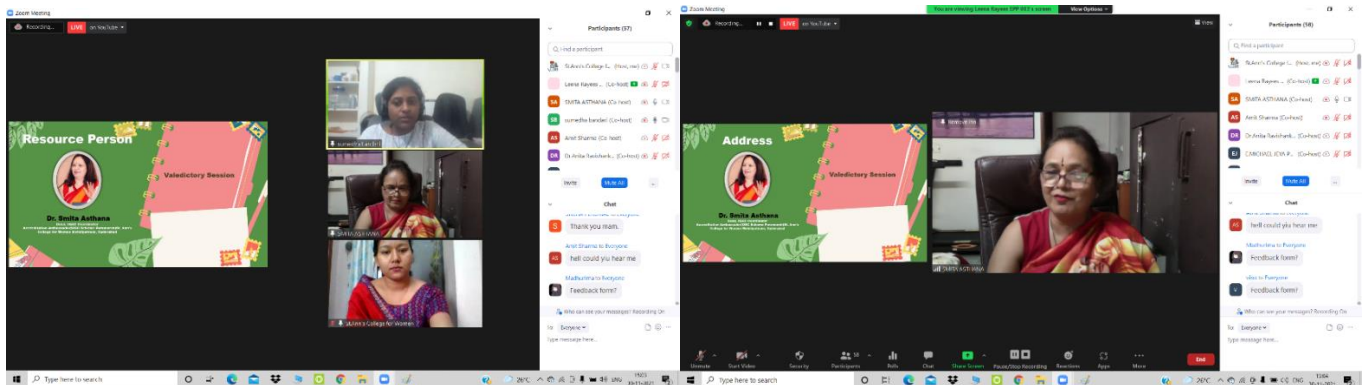
- Equality is not about a Feminist march, fight or overtaking anybody else but it is about humanity, justice where everybody can happily co – exist.
- Women empowerment is the ability to determine our own choices, our right to influence social changes.
- Unless we put up strong foundations for education,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

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

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

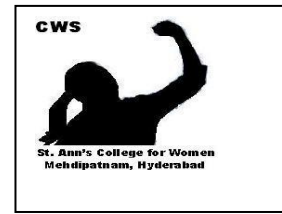
Ms. Popy Nath Devi, Director of Centre for Women’s Studies, organising of this conference presented vote of thanks. She thanked NCW for their supports to organise this two-day webinar. She thanked the resource persons, paper presenters and participants for making the conference a huge success and enlightening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

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





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List of Resource Person

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

YouTube link

Day one: <https://youtu.be/dU-wjNhhCRA>

Day two: <https://youtu.be/bE37t6IWqNs>

Capacity Building & Personality Development Training Program (PDP) sponsored by National Commission for Women, New Delhi on 17th Nov, 2021.

INAUGURATION

Time: 9.30 to 10.30 AM

The programme began with a prayer

Popy Devi Nath, organizing secretary and Director of Centre for Women's Studies welcomed each one of them to the Capacity Building & Personality Development Program (PDP) sponsored by National Commission for Women, New Delhi.

She has welcomed chief guest Prof. Dominic D, Director, PG Centre Ramanagara, Bangalore University with virtual green greetings.

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

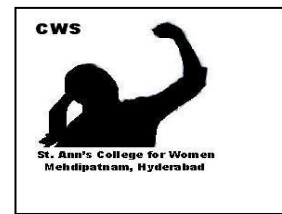
Dr. Sr. P. Amrutha, Principal, St. Ann's College for Women, Mehdipatnam, Hyderabad have given the welcome address.

Popy Devi Nath, Director of Centre for Women's Studies has briefed about Capacity Building & Personality Development Program (PDP).

Prof. Dominic D, Director, PG Centre Ramanagara, Bangalore University addressed the gathering. He has highlighted on importance of capacity building, process in personal relationship which is an integrated approach. Understand will come from context for ex: context of gender, caste, discrimination etc. He explained about discourse model of capacity building. It occurs not the modern context by the post-modern context. In this era our relationship is govern by identity questions. This identity questions



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are formed or constructed in power relation that has directly related to concept of discourse. Our identity should form from multiple contexts.

He stated that building capacity through self-care and conscientious living is key to success at work and satisfaction in life. Self-care is any activity that we do deliberately in order to take care of our mental, emotional, and physical health. It is not something that we force ourselves to do, or something we don't enjoy doing. Self-care isn't a selfish act either. It is not only about considering our needs; it is rather about knowing what we need to do in order to take care of ourselves, being subsequently, able to take care of others as well.

He also explained about gender relations.

After session, Ms. Popy, Director, Centre for Women Studies has presented virtual memento to resource person Prof. Dominic.

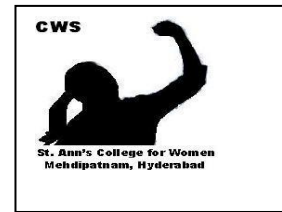
Prof. Suresh Kumar Murugesan also shared few lines on importance of capacity building to college student. The session was concluded with vote of thanks delivered by Ms. Sumedha, HOD of French, St. Ann's college for Women.



SESSION ONE- PERSONAL CAPACITY BUILDING

Time: 10:30- 12:10 AM

Ms. Sumedha, Hod, Dept of French, St. Ann's College for Women, Hyderabad coordinator of the technical session one welcomed the audience and welcomed the resource person with virtual green greeting.



Prof. Suresh Kumer Murugesan, Positive Cyber Psychologist, Head, department of Psychology, American College, Madurai, Tamil Nadu, President for Tamil Nadu Chapter of World Congress of Psychologists has started the session with a presentation on Personal Capacity Building.

He has highlighted the following points:

1. LISTENING: to pay attention to somebody/something in order to hear it.

Listening is one of the most important soft skills originally developed and refined by psychologist - CARL ROGER.

- It is the ability to accurately receive and interpret messages in the communication process.
- It is the process of getting ideas and new information.
- It is an act that individuals actively engage in through every walk in life.
- It is an extremely useful in career development.

2. SIGNS OF ACTIVE LISTENING

Smiling, eye contact, leaning forward, mirroring the facial expression, minimal or no fidgeting, ignoring the clock or your watch, 100% attention, hearing content, neutral technique, listening for feelings, observing body language, awareness of context, self-awareness, clarifying techniques, questioning with curiosity, paraphrasing, summarising, empathetic being.

3. TRAITS OF A GOOD LISTENER:

L-look interested

I-involved yourself by responding

S-stay on target

T-test your understanding

E-evaluate the message

N-neutralise your feeling

5. EFFECTIVE LISTENER: INEFFECTIVE LISTENER:



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- Actively look for something of interest
- focus on content not style
- listen for main ideas and their organisation
- note making tools according to content
- work hard; maintain active body postures → tune out mentally
- judges the delivery
- listen for facts rather than main ideas
- does not vary tools based on content
- are passive, mentally give up easily

6. PROCESS OF LISTENING:

- Threshold Listening: Understand and interpret the verbal and nonverbal aspects of messages.
- Critical Listening: Listening for careful appreciation and evaluation of a message.
- Empathetic Listening: Go beyond rationality to encompassing the human aspects of a message.
- Constructive Listening: Search for the value that messages may have for you. Life, despite their defects.

7. STRESS MANAGEMENT:

Facts:

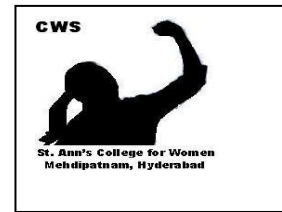
About 33% of people report feeling extreme stress.

77% of people experience stress that affects their physical health.

73% of people have stress that impacts their mental health.

48% of people have trouble sleeping because of stress.

Stress is no 1 health concern of high school students.



Our mind and body's response to a real or imagined threat, event or change.

Stress is defined as any type of change that causes physical, emotional or psychological strain

8. HISTORY:

The term stress was borrowed from the field of physics by one of the fathers of stress research HANS SELYE.

In physics, stress describes the force that produce strain on a physical body (i.e., bending a metal until it snaps occurs because of the force, or stress, exerted on it)

STRESSOR: Something that causes a state of strain or tension. A stressor is a chemical or biological agent, environmental condition, external stimulus or an event seen as causing stress to an organism.

Causes:

- Changes, loss, uncertain of future,
- Wasting time
- Procrastination
- Disorganisation
- Lack of interest
- Burnout/exhaustion
- Over perfectionism Cognitive symptoms of stress
- Memory problems
- Inability to concentrate
- Poor judgement
- Seeing only the positive
- Anxious or racing thoughts
- Constant worrying
- Emotional symptoms of stress
- Moodiness
- Irritability or short temper



- Agitation, inability to relax
- Feeling overwhelmed
- Sense of Loneliness and isolation
- Depression or general unhappiness
- Diarrhea or constipation, Nausea, dizziness
- Chest pain, rapid heart beat
- Loss of sex drive
- Frequent colds

APPROACHES:

A way of dealing with Somebody or something

TYPES:

Emotion Oriented Approach

Manage feelings with cognitive and behavioural tools.

Reframing situation

Practising cognitive restructuring

Developing positive affirmations

Looking at big picture

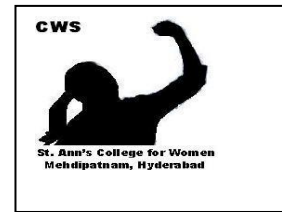
Meditation

Yoga

Breathing exercises

JPMRT: PMR was created by American physician Edmund Jacobson in 1920. It was based on the theory that physical relaxation can promote mental relaxation.

Jacobson found that you can relax a muscle by tensing and then releasing it. He also noticed that doing so can relax the mind.



Behavioural Approach:

Practice good sleep hygiene.

Give yourself regular breaks

Regularly practice self-soothing techniques

Exercise regularly

Maintain a healthy diet

Cognitive Approach:

CSM is a short-term therapeutic approach that focuses on how people's thoughts affect their emotions and behaviours. It attempts to influence a client's irrational thoughts while focussing directly on identifying and changing behaviours and thoughts patterns.

Home / Granny Therapy

Psycho Therapy

Lifestyle Approach:

Negative to Positive lifestyle.

Autogenic technique: It's a relaxing technique focussing on promoting feelings of calm and relaxing in our body to help reduce stress and anxieties.

Catharsis: Catharsis means discharging negative emotions to relieve intense anxiety ,stress,anger or fear.

Biomedical model: Finding out the biological root cause of problems and integrating technology into managing the stress.

- Mindfulness, Bal Floral Therapy
- Past life regression, Visualization, Support Group
- Action Oriented Approach
- Music Therapy
- Aroma Therapy



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- Biofeedback
- ABC Technique:
- Activating event
- Belief
- Consequences
- Nature Therapy
- Relax Neck and Shoulders
- Sleep Management
- Fantasise
- Count Numbers
- Self-Appreciation
- Develop Self Control
- Spiritual Stress Management:
- Meditation
- Yoga
- Prayer
- Pranayama
- Emotional Stress Management
- Take a break
- Hug therapy
- Progressive relaxation
- Yoga
- Aroma therapy
- Laugh therapy
- Social stress management
- Prioritize daily tasks
- Learn something/ practice a hobby
- Interpersonal relations
- Party
- Theatre



- Social gathering
- Social service
- Avoid unnecessary stress
- Learn how to say no
- Avoid people who stress you out
- Take control of your environment
- Avoid hot button topics
- Pen down your to-do list.

TIME MANAGEMENT

It is a process of planning and exercising conscious control of time spent on specific activities, especially to increase effectiveness, and productivity.

TOP TIME MANAGEMENT SKILLS

- Prioritizing
- Scheduling
- Keeping a to do list
- Resting delegation

4 DO'S OF TIME MANAGEMENT

DO→ Work on the tasks that only take a few minutes to complete. Quickly accomplishing a series of smaller tasks builds momentum for working on large projects.

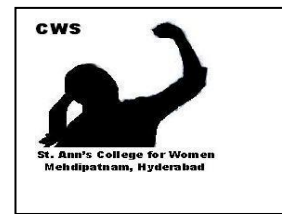
Defer(delay): temporarily pause a task that is not to be handled right away. And schedule when you have availability

Delegate: Reassign an essential task to someone else

Delete: Remove unnecessary tasks.

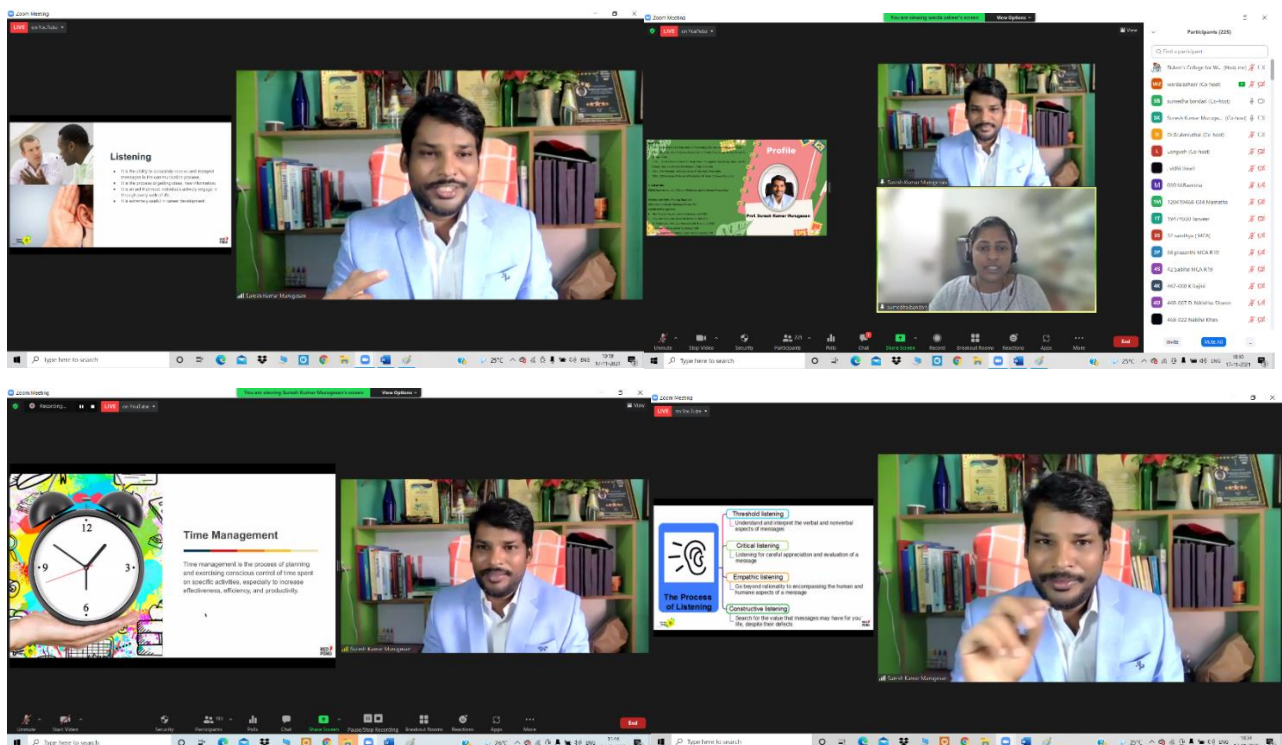
10 TIMES MANAGEMENT SKILLS

- Planning
- Prioritizing



- Goal setting
- Decision making
- Focus
- Self-awareness
- Self-motivation
- Delegating
- Dealing with stress
- Organization

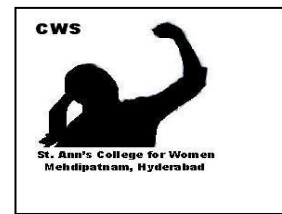
CLOSING SESSION: The session was very interactive and informative. The main goal of the session is fulfilled after the discussion of the Speakers with participants. After session, Participants asked many questions on the topic and all the questions were satisfactorily answered by Resource Person. The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



SESSION TWO- DIGITAL LITERACY & EFFECTIVE USE OF SOCIAL MEDIA



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Ms. Urooja, Faculty of Nutrition, coordinator of technical session two has welcomed the resource person Mr. Nixon Joseph, CEO, CLT India (Children's Love Castles Trust), Bengaluru, former President & Chief Operating Officer, SBI Foundation with virtual green greetings.

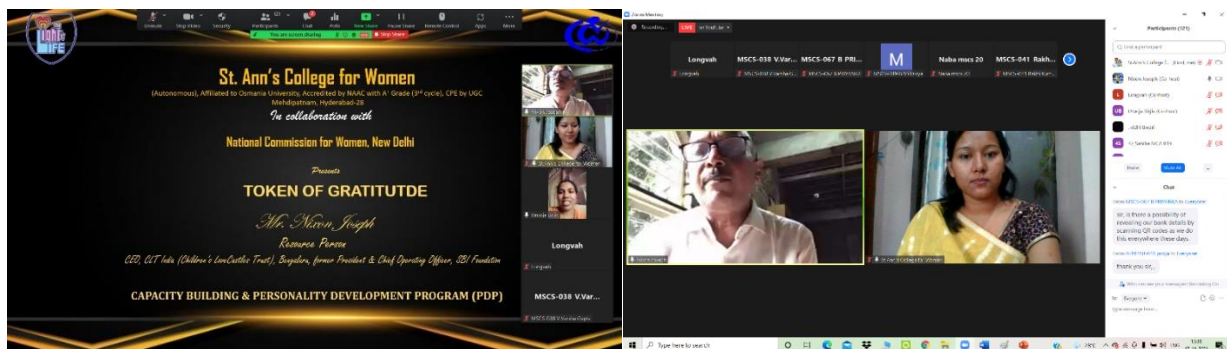
Nixon Joseph, CEO, CLT India (Children's Love Castles Trust), Bengaluru, former President & Chief Operating Officer, SBI Foundation has given presentation on Digital Literacy & Effective Use of social media.

He has stated that the world today is experiencing an exponential growth in cyberspace. Nevertheless, India too has witnessed a significant ascend in Internet activities and it is quite assertive to say that such phenomenal growth in access to information on one hand leads to empowered individuals and organization and on the other hand also poses new challenges to government and citizens. Cybercrimes against women are on the raise and women have been drastically victimized in the cyberspace. Some perpetrators try to defame women by sending obscene e-mails, stalking women by using chat rooms and websites, developing pornographic videos where women are depicted in compromising positions mostly created without their consent, spoofing e-mails, morphing of images for pornographic content etc. This training is to address the issues of awareness among women regarding the safe use of new media, increase women's self-awareness about what constitutes violence against women online and awareness of rights, judicial response to the offences of cyber defamation.

He has highlighted on Generating email ID (on google), creating strong passwords using alpha-numeric and special characters combinations, using email id on mobile devices, identification of spam email, security settings,

Banking Services and Payment Gateways: How to use debit card, credit card, Paytm, google pay, Bhim pay app etc. an example of purchasing an economic item. relevance of OTP, dos and don'ts for online payment and use of social media.

The session was very interactive and informative. The session was concluded with vote of thanks delivered by Ms. Urooja, Faculty of Nutrition, St. Ann's College for Women.



SESSION THREE- PROFESSIONAL -CAREER SKILLS

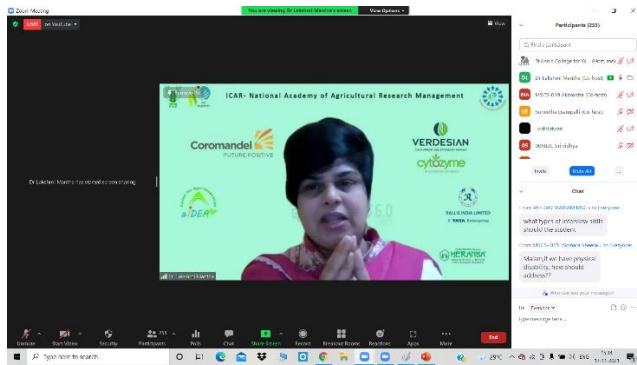


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Ms. Suneetha, HoD Economics Dept, coordinator of technical session two has welcomed the resource person **Dr. Lakshmi Mantha**, Osmania University, Dept of English, University College of Engineering as Asst. Professor and also with Centre for English Language Training as a Communication Consultant.

She has stated on Identifying Career Opportunities, resume skills, purpose of resume, difference between resume and curriculum vitae, essentials of a good resume, dos, and don'ts of writing a resume, interview and presentation skills, job interview, types of job interview, preparation for the job interview, appearing for the job interview, meaning of presentation, importance and type of presentation, tips for making a presentation, delivering a presentation. The session was very interactive and informative. The session was concluded with vote of thanks delivered by Ms. Suneetha, HoD Economics Dept, St. Ann's College for Women.



YouTube Video link of the session

Inauguration, Session 1 and Session 2

<https://youtu.be/8xLjLLW8tLo>

Session 3

<https://youtu.be/OPnvZ7BdFfU>

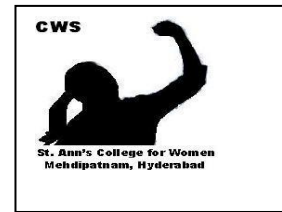
Participant's list

Link of Google form-

<https://docs.google.com/spreadsheets/d/1yDHa6QJM-hSvFz5YstZuc0oLLVi-OIR4NlkeFHkvQHQ/edit?usp=sharing>



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Capacity Building & Personality Development Training Program (PDP) sponsored by National Commission for Women, New Delhi on 18th Nov, 2021.

SESSION ONE- DIGITAL LITERACY & EFFECTIVE USE OF SOCIAL MEDIA

10:00- 11:35 AM

Ms. Sumedha, Head dept of French, coordinator of technical session two has welcomed the resource person Mr. Nixon Joseph, CEO, CLT India (Children's Love Castles Trust), Bengaluru, former President & Chief Operating Officer, SBI Foundation with virtual green greetings.

Nixon Joseph, CEO, CLT India (Children's Love Castles Trust), Bengaluru, former President & Chief Operating Officer, SBI Foundation has given presentation on Digital Literacy & Effective Use of social media.

He has highlighted on Generating email ID (on google), creating strong passwords using alpha-numeric and special characters combinations, using email id on mobile devices, identification of spam email, security settings,

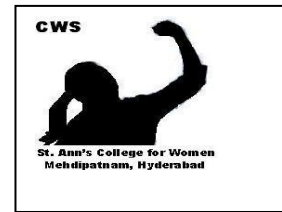
Banking Services and Payment Gateways: How to use debit card, credit card, Paytm, google pay, Bhim pay app etc. an example of purchasing an economic item. relevance of OTP, dos and don'ts for online payment and use of social media.

The session was very interactive and informative. The session was concluded with vote of thanks delivered by Ms. Sumedha, Head dept of French, St. Ann's College for Women.





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SESSION TWO- PERSONAL CAPACITY BUILDING

Time: 11:40 AM - 01:15 PM

Ms. Popy Devi Nath, Director, Centre for Women's Studies, St. Ann's College for Women, Hyderabad coordinator of the technical session one welcomed the audience and welcomed the resource person with virtual green greeting.

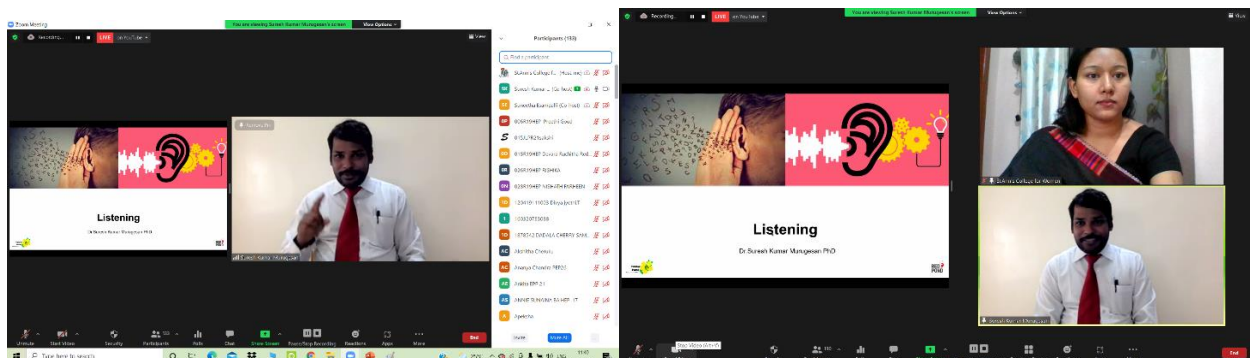
Prof. Suresh Kumer Murugesan, Positive Cyber Psychologist, Head, department of Psychology, American College, Madurai, Tamil Nadu, President for Tamil Nadu Chapter of World Congress of Psychologists has started the session with a presentation on Personal Capacity Building.

He has highlighted in following points:

Listening, steps in listening, key techniques for becoming an effective listener, factors that influence listening, importance of active listening in the workplace, brainstorming rules for productive session, importance of brainstorming for career development, time management, strategies for effective time management, importance of time management, sources of stress, psychological effects of stress, physiological effects, stress management at workplace, internal communication and group discussion: importance of internal communication in organization, process and direction of communication, formal and informal communication, forms of internal communication, group discussion, dos and don'ts of group discussion.

CLOSING SESSION:

The session was very interactive and informative. The main goal of the session is fulfilled after the discussion of the Speakers with participants. After session, Participants asked many questions on the topic and all the questions were satisfactorily answered by Resource Person. The session was concluded with vote of thanks delivered by Ms. Popy Devi Nath, Director, CWS.

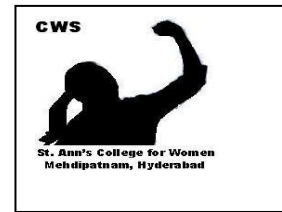


SESSION THREE- PROFESSIONAL -CAREER SKILLS

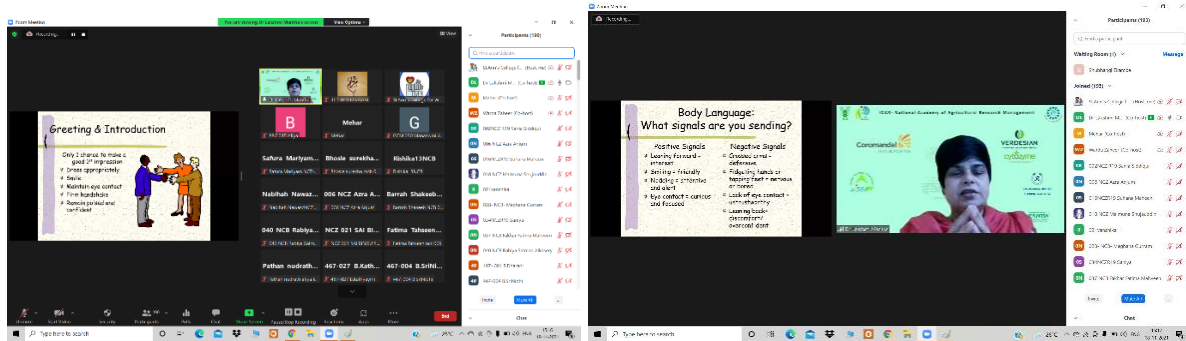
Ms. Mehar, BZC students, coordinator of technical session two has welcomed the resource person **Dr. Lakshmi Mantha**, Osmania University, Dept of English, University College of Engineering as Asst. Professor and also with Centre for English Language Training as a Communication Consultant.



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Mehdipatnam, Hyderabad.



She has highlighted on career opportunities, resume skills: resume, purpose of resume, difference between resume and curriculum vitae, essentials of a good resume, dos, and don'ts of writing a resume, interview and presentation skills: interview, job interview, types of job interview, preparation for the job interview, appearing for the job interview, meaning of presentation, importance and type of presentation, tips for making a presentation, delivering a presentation. The session was very interactive and informative. The session was concluded with vote of thanks delivered by Ms. Mehar, BZC students, St. Ann's College for Women.



YouTube Video link of the session

Session 1 and Session 2

https://youtu.be/6ym5rd03_UA

Session 3

<https://youtu.be/qENUTZfZG-Y>

Participant's list

Link of Google form-

<https://docs.google.com/spreadsheets/d/1SBKbP0tHhEv8COgVh6iOwAkXhrpUXicNC9vUwQxTEk/edit?usp=sharing>

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

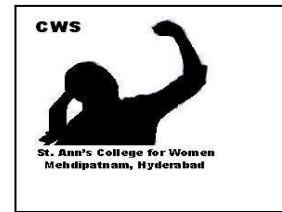
The session started with an Invocation Prayer followed by lighting of lamp.

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

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



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

Shreyasi Award was felicitated to:

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

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

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

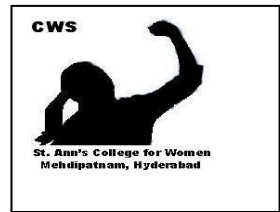
Smt. V. Lalitha Lakshmi, IAS (Shreyasi awardee 2020-21) Additional Secretary, Technical Education & Training and Skill Development, West Bengal.

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

Awardees have shared their experiences.

The programme ended with national anthem.





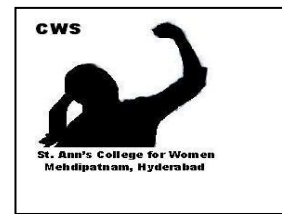
Talk on Gender Based Violence at St. Albert School, Kishanbagh on 30th Dec, 2021 organised by Centre for Women's Studies.

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





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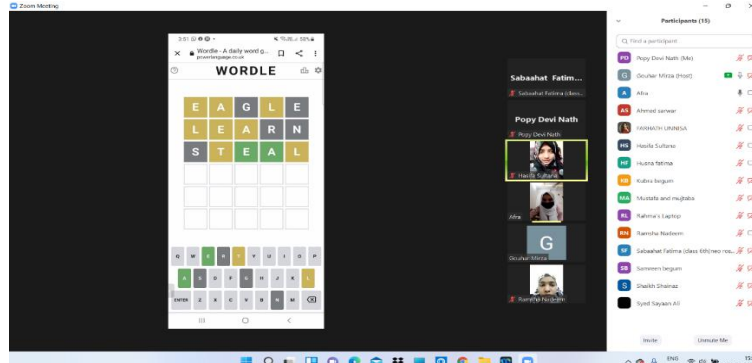
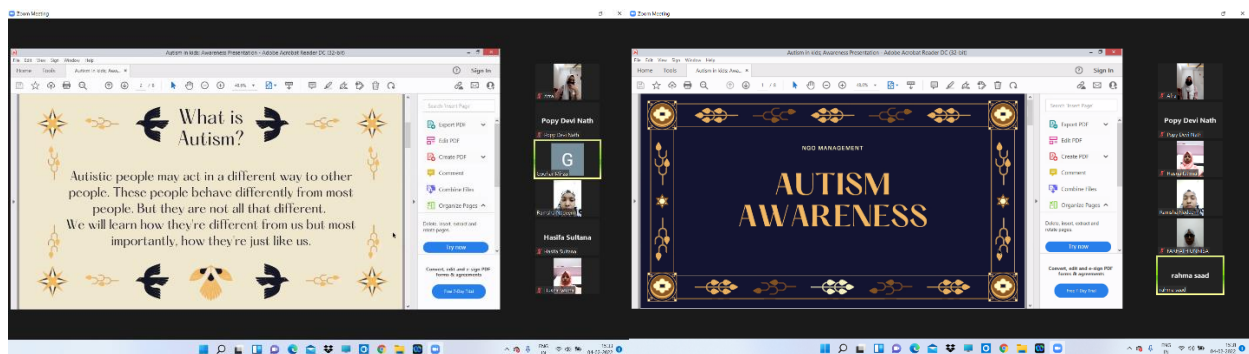
Online Session on Moral Values at St. Albert School, Kishnabagh on 21st Jan, 2022 organised by Centre for Women's Studies.

Ngo Management students has taken an online session to St. Albert School Students in association with WeVolve, Hyderabad on Moral Values. They highlighted on adolescent depression, effects of low self-esteem, recognizing low self-esteem, selflove and building confidence. And also highlighted on fear, anxiety, anger, sadness and grief are compounded by being away from schools, work, peers, adjusting to new ways of learning and working. Main aim is to provide young people with a platform for genuine connection amid uncertainty, encouraging them to generate mental health awareness among young people, and strengthen demand for integrated mental health and psychosocial interventions. The session was very interactive and students were very engaging. The session lasted for an hour and ended with a loud cheer from the students.

Online Session on Autism Awareness at Neo Rosary School on 4th Feb, 2022 organized by Centre for Women's Studies.

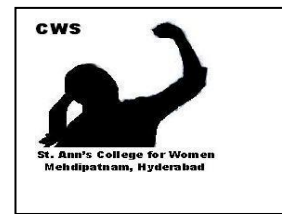
Ngo Management students has taken an online session to Neo Rosary School on Autism Awareness. People with ASD have specific characteristics, behaviours and ways to do things their way. Main objective is to understand their way of seeing the world and help them learn, perform and excel well without trying to change their way of doing things. They highlighted on the hurdles that people with autism and others are facing every day and stigmas and myths associated with autism.

The session was very interactive and students were very engaging.





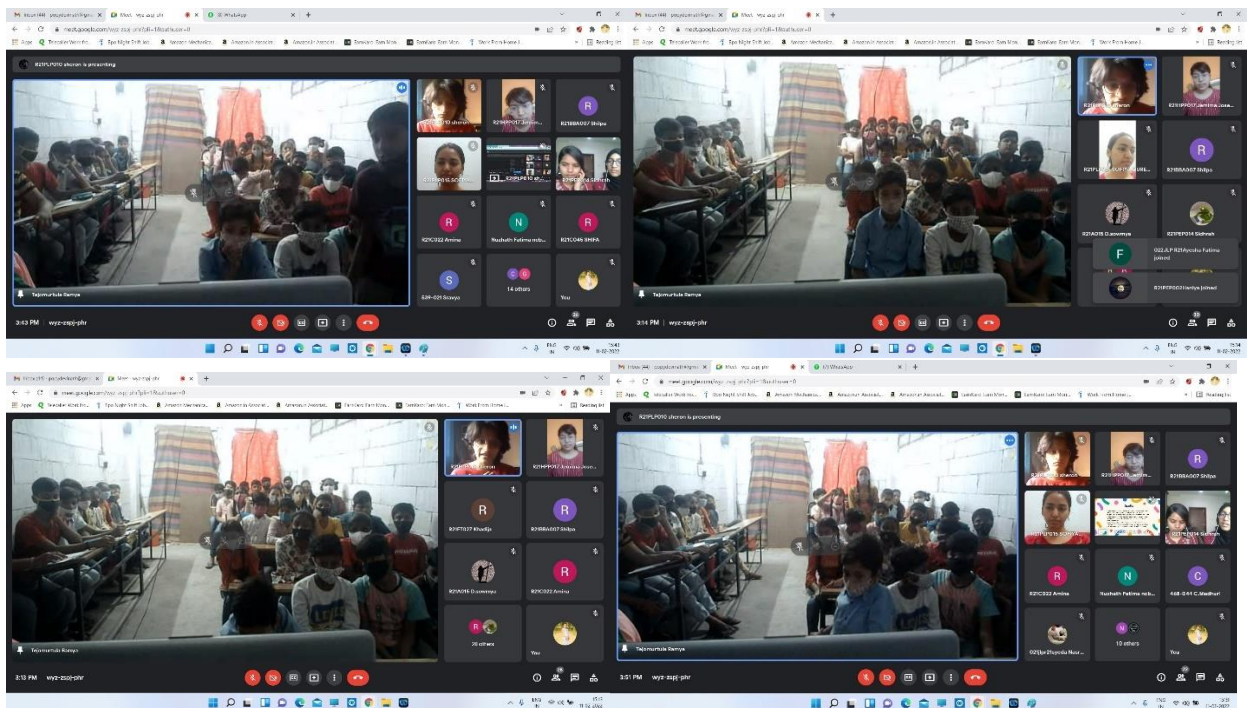
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Online Session on Racial Discrimination at St. Albert School, Kishanbagh on 11th Feb, 2022 organised by Centre for Women's Studies.

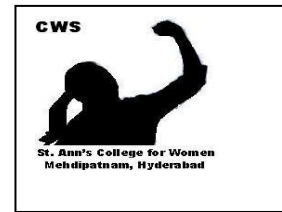
Ngo Management students has taken an online session on Racial Discrimination at St. Albert School, Kishanbagh. Addressing racism and racial discrimination must be core public health priorities, even more so among children and young people. NGO students has highlighted on racial injustice and discrimination.

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



Attended NCW Foundation Day on 31st Jan, 2022





Field trip to Samarthanam trust for disable on 31st March 2022

An Educational field trip to Samarthanam trust for disable was organized by Centre for Women's Studies of 47 numbers of students along with one faculty members in order to give them a practical experience. Shri C Subash has briefed about the organization and explained about their work, funding, various initiatives.

Students really appreciated and learned their Seven diverse initiatives (Education, Livelihood, Sports, Environment, Culture, Rehabilitation, Health) transforming the lives of people with disabilities and the underprivileged. Students have made a note of each to share the knowledge with their friends.



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

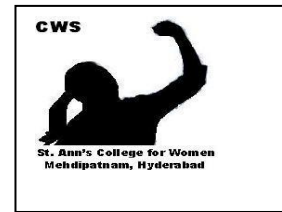
An educational field trip to Bhumika Women's Collective was organized by Centre for Women's Studies of 15 numbers of students along with one faculty members in order to give them a practical exercise. Ms. Satyavati, Director of Bhumika Women's Collective has explained about various women-oriented issues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

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





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Courses

Teaching faculty:

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

Courses -

1. COC on Women's Studies
2. AECC on Gender Sensitization
3. CCA on NGO Management

Faculty As Resource Persons in Events

Name: Ms. Popy Devi Nath

1. Resource person in the one-week virtual faculty development programme on Gender Sensitization organize by PG & Research Development of English, V.O Chidambaram College and Dept of Women's Studies, Bharathidasan University from 21st to 27th March, 2022.
2. Chairperson in the International Webinar on "Shifting Paradigms in National and International Politics in Global Pandemic scenario COVID-19- Major issues and Challenges" as Chairperson. Jointly organised by the Department of Political Science, K.V.R Government College for Women(A) Kurnool, A.P; & St. Ann's College for Women(A) Hyderabad, Telangana on 8th & 9th October, 2021.

Financial Assistance:

1. Centre for Women Studies received a financial grant of Rs. 30,000/- for organizing Two days E-Conference on Two-day National Conference on Unequal Pay: Gender Discrimination at Workplace by National Commission for Women, New Delhi.
2. Centre for Women Studies received a financial grant of Rs. 30,000/- for organizing Two-day Capacity building Programme by National Commission for Women, New Delhi.
3. Received Financial Grant of 1,40,230.00 for Differently abled students and BPL students from Samarathanam NGO, Bangalore.

Research activities details:

1. Published edited book on Migrant Women Worker: Issues and Challenges ISBN 978-935574
2. Published in UGC listed journal, Title of article- Matrilineality in Meghalaya- Traditions and Current Practices, ISSN: 2277-7881