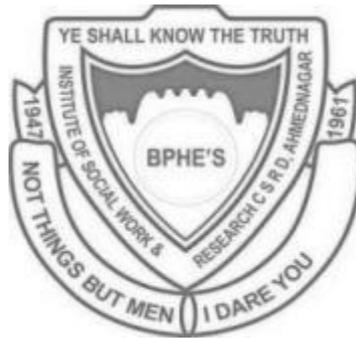


**BPHE Society's
Centre for Studies in Rural Development
Institute of Social Work & Research**



**Report On:
Gender Equity Promotion Programs**

Organized by

**CSRD- Institute of Social Work & Research,
Ahmednagar**

Reporting Period: 2015-16

Introduction

The CSRD- Institute of Social Work and Research strongly believes in the values of Gender Equity and Women's Empowerment. The Institute, through its special activities & programs as well as through fieldwork has continuously endeavored to ensure that the values of Gender Equality are spread and adhered to. This comprehensive report presents the efforts undertaken by the Institute for Gender Equity within the campus for its students and faculty.

All the programs are broadly categorized into three sections:

- 1) Special Lectures
- 2) Workshop on Personality Development for Girl Students
- 3) Selection of Gender Champions
- 4) Meetings of Committee Against Sexual Harrassment

All the programs have been conducted with the active support and participation of students, faculty as well as the Vidyarthini Manch, a platform of and for female student's of the Institute.

Program Report: 2015-16

In the year 2015-16, the CSRD-ISWR conducted/ implemented the following programs/schemes for gender equity promotion in the Institute:

- 3.1. Special Lecture on Legal Awareness on Women's Rights
- 3.2. Workshop for Personality Development for Girls
- 3.3. Selection of Gender Champions
- 3.4. Constitution of committee against sexual harassment: Minutes of meeting

3.1. Report on Special Lecture on Legal Awareness on Women's Rights

Date: 13th February 2015

Time: 2.30 pm -5.30 pm

Guest Speaker: Adv. Neelima Bandelu

Legal awareness is utmost important to safeguard the rights and dignity of women, as knowledge is the first step towards empowerment. CSRD-ISWR believes in women's empowerment and gender justice. The Institute continuously strives to instill in its students the values of gender equality through teaching as well as other programs. The Institute invited Advocate Neelima Bandelu as a guest speaker for a one-day special lecture on Legal Awareness on Women's Rights at the Institute on 13th February 2015. The lecture was attended by 108 students, including teachers of the Institute.

Adv. Neelima Bandelu spoke on women's rights in India such as right to file police complaints in cases of domestic abuse, dowry harassment, right to no sexual harassment, the right to not being called to the police station as well as right to no arrest after sunset. She also spoke about the rights of girl students to have a sexual harassment complaint cell/committee in the Institute.

After the lecture, several students asked their queries to the Adv. Bandelu. The lecture initiated a positive discussion among the students with regards rights of women.

3.2. Workshop on Personality development

The CSRD-ISWR conducted a one-day Workshop on Personality Development for Girl students. The workshop was held on 28th February 2016 from 9.00 am- 9.00 pm. Three sessions were organized within workshop, which was attended by post-graduate female students. Sessions conducted were as follows:

- i. Health through Naturopathy by Mrs. Hema Shelot
- ii. Cancer awareness by Dr. Satish Sonawane
- iii. Positive Thinking by Mrs. Prerana Vidhate

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Report On Personality Development For Girl Students'

CSRDI- Institute of social work and research, Ahmednagar organized a one day workshop on personality development for girl students' on Sunday, 28th February, 2016. About 62 MSW students attended the workshop on Sunday. Mrs. Snehal Divekar, and Mrs. Vaishali Pathare conducted the workshop for development of the girl students. Honorable Director Dr. Suresh Pathare inaugurated the workshop.

Through inspiring and energizing speech, he stressed that for rising in any field of career and life personality plays the most important role. Health has great relevance for a person's personality and improvement in this area can provide direction to our young women. He congratulated the students for having encashed this opportunity provided by student welfare board of Savitribai Phule Pune University.

During the workshop mainly three lectures were organized on the following topics:

Health through Naturopathy by Mrs. Hema Shelot

Cancer awareness by Dr. Satish Sonawane (cancer specialist)

Positive thinking by Mrs. Prerana Vidhate

Mrs. Hema Shelot focused on the importance of health through naturopathy. Naturopathy is a system of working towards the cure of diseases without using medicines. It is an ancient and traditional science which integrates the physical, mental, and spiritual aspects of our natural constitution. Naturopathy has the capacity to prevent and in some cases also cure the disease. The main principles of Naturopathy are astounding. First, the reasons and remedies of all diseases are the same; ailments develop due to the presence of intoxicants which are removed. Second, the intoxicants cause diseases, not bacteria and viruses which simply feed off them. Third, nature itself is the best 'doctor', the patient is cured, not the ailment. All levels of the body are treated simultaneously and holistically. Finally, no medicines are used because Naturopathy is a superb medicine in itself. The aim of the lecture on Naturopathy was to teach students the art of healthy living by changing their daily routine and habits—this not only cures the disease but makes our bodies strong and glowing.

Dr. Satish Sonawane spoke on Cancer awareness. Cancer is a leading cause of death worldwide. It accounts for 7.4 million deaths (around 13% of all deaths) in 2004. Cancer often creates fear

which comes out of ignorance and misconception. More than 30% of cancer cases could be prevented by modifying lifestyle or avoiding key risk factors. About 1/3rd of cancer cases could be reduced if cases are treated and detected at an early stage. The objectives of the programme were:

To create awareness of the disease.

To help people recognize the early signs and symptoms of cancer, thus enabling them to seek treatment at an early stage. The program encourages the participants to seek prompt medical attention for symptoms which may include lumps, sores, bleeding, hoarseness, weight loss and persistent indigestion/cough/pain, etc.

To educate people about the key risk factors of cancer since more than 30% of cancer cases could be prevented by modifying lifestyle or avoiding the key risk factors.

Breast cancer being one of the leading cancers among women in developing countries, prevention or identification of the disease at an early stage is of paramount importance in saving as well as improving the quality of life. Programme tailored to promote good breast health...taking the fear factor out of a breast cancer diagnosis and educating young women about how to perform a self-breast examination. During the programs, information was given about cancer, causes and symptoms of cancer, types of cancer, cancer check up and its importance, cancer treatment and prevention. During the program, pamphlets related to cancer were distributed among the participants to educate them about cancer.

Mrs. Prerana Vidhate talked on 'Positive Thinking'. What most people don't know is that the truth of life revolves around **positive thinking** and doing it with the right attitude. Successful people reach their set goals and targets by *thinking positively*, with much energy and enthusiasm generated both in the mind and in the body. If we want to achieve our goals by practicing positive thinking, changing the way we think is simply a matter of changing a habit and this can be done in less time than you might think. With practice you will have this new habit perfected and will be practicing positive thinking automatically and without difficulty in any time at all. We need to constantly remind ourselves that changing how we think is for our own good and we're doing it to get good results in the near future.

Discussions, group activities, questionnaires, individual exercises, practice sessions and feedback session were held at the end of each session.





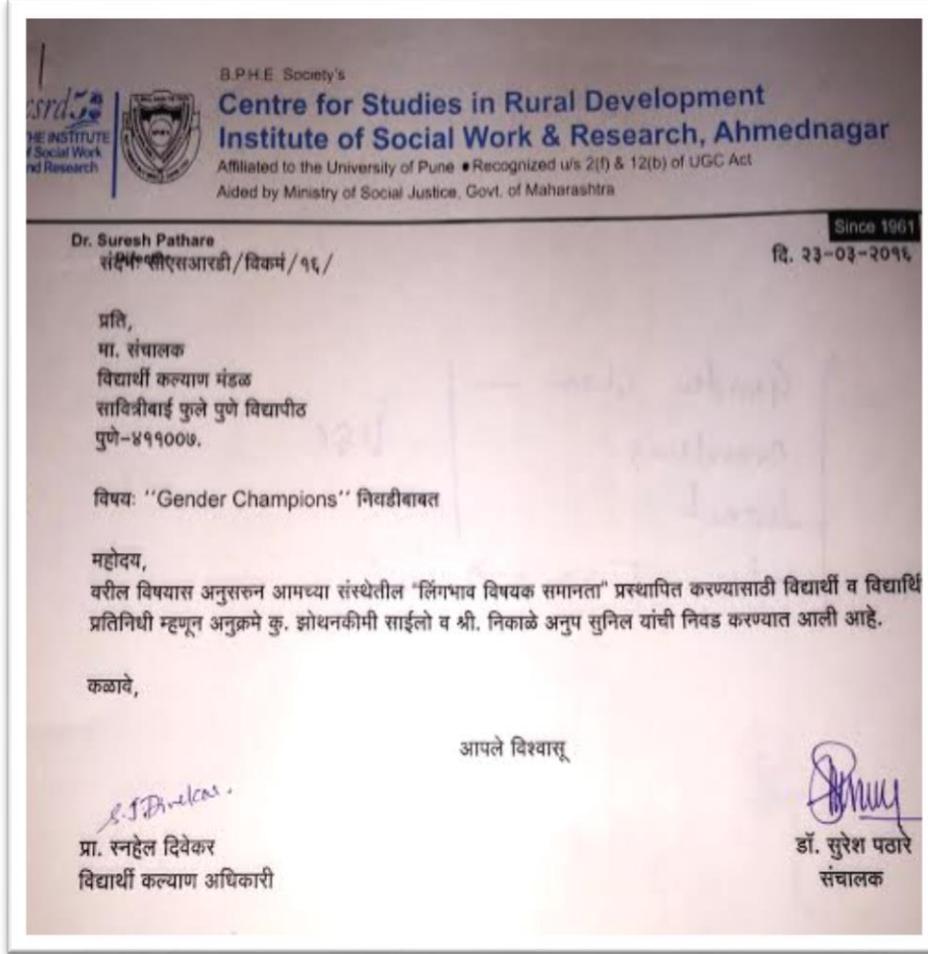
3.3. Selection of Gender Champions

Gender socialization of individuals regarding the roles and status of their own gender as well as the other genders begins in early childhood. The Institute has Zero Tolerance for discrimination on the basis of religion, caste, gender, ethnicity, and disability. Here, at CSRD-ISWR we believe that the institute through its various programs can facilitate gender sensitivity and change of attitude among its students.

For encouraging and developing a favourable environment within educational campuses, the Ministry of Women and Child Development has issued Guidelines for appointments of Gender Champions in schools and colleges across the country.

Gender Champions are responsible leaders to facilitate enabling environment where girls as well as individuals with non-normative gender identities are treated with respect and dignity. The task of gender champions is to make the students sensitive towards gender orientation and gender-based issues. The gender champions have to create awareness and positive outlook toward individuals of all genders and their rights.

Every year CSRD-ISWR selects two students for the responsible post of Gender Champions. CSRD has appointed the below students as **gender champions for the year 2015-16: Ms Zothankimi Sailo & Mr Nikale Anup**. The institute adheres to certain criteria for selecting the gender champions.



3.4. Constitution of committee against sexual harassment: Minutes of meeting

The CSRD- Institute of Social Work & Research held two meetings of the Committee Against Sexual Harassment in the year 2015-2016. The first meeting was held on 9th September 2015 and second meeting was held on 14th May, 2016. Minutes of both the meetings are attached below:

Minutes of the Meeting of the committee against Sexual Harassment

The meeting of the Committee against Sexual Harassment of CSRD – Institute of Social work & Research was held on Wednesday 9th September 2015 at 3.00 pm in the meeting room at ground floor. Following members were present for the meeting,

A. Members present:

1. Mrs Snehal Divekar (Convenor)
2. Mr Suresh Mugutmal (Faculty Member)
3. Mr Sharad Gundras (Member Secretary)
4. Mrs Neelima Bandelu (Guest Faculty)
5. Dr Pranoti Louis (Faculty Member)

B. Agenda

1. Define and prepare the working rules of the committee

C. Discussion

Following points were discussed and agreed in the meeting,

1. At the outset, the convenor Mrs Snehal Divekar welcomed all the members to the meeting.
2. The convenor gave an idea about the committee against sexual Harassment and explained the guidelines of UGC in accordance to its formation and work. Later she invited everyone to put forward their ideas for framing working rules of the committee.
3. Working rules for the committee were framed as per the UGC guidelines. It was decided that the names and contact details of the members of the committee will be displayed on the notice board and in the corridor from where students pass.
4. It was also decided to conduct a session to educate students about sexual harassment and zero tolerance policy towards such unaccepted acts and behaviours.
5. The meeting concluded with vote of thanks by the Convenor.

Minutes of the Meeting of the Committee against Sexual Harassment

The meeting of the Committee against Sexual Harassment of CSRD – Institute of Social work & Research was held on Wednesday, 14th May 2016 at 11.00 am in the meeting room at ground floor. Following members were present for the meeting,

A. Members present:

1. Mrs Snehal Divekar (Convenor)
2. Mr Suresh Mugutmal (Faculty Member)
3. Mr Sharad Gundras (Member Secretary)
4. Mrs Neelima Bandelu (Guest Faculty)

B. Members absent

1. Dr Pranoti Louis (Faculty Member)

C. Agenda

Complaints regarding Sexual Harassment during last academic Year

D. Discussion

Following points were discussed and agreed in the meeting.

1. At the beginning, Convenor Mrs Snehal Divekar welcomed all the members to the Meeting.
2. She informed the members about all the activities undertaken for preventing and restricting the incidences of SH in the campus.
3. The Committee noted that no complaint of sexual harassment against any students or staff members has been received
4. The members also discussed about the need of creating awareness about sexual harassment. Some cases from court were shared by Ms Neelima Bandelu.
5. It was decided the committee members will meet at the beginning of the next academic year.
6. The meeting concluded with vote of thanks by the convenor