

# UGC National Workshop on "Sensitivity, Awareness, Motivation"

(Under Capacity Building of Women Managers in Higher Education)

Organized by

**UGC Women's Studies Centre**

**3<sup>rd</sup> – 9<sup>th</sup> February, 2020**



**Welcome dance**



**Theme of the Workshop by Smt. A. Krishna Priya, Director,  
UGC Women's Studies Centre**



**Lighting of the Lamp**



**Presidential Remarks by Dr. V. Narayana Rao, Principal**



**Prof. D. Usha Rani, Member, AP Higher Education Regulatory & Monitoring Commission addressing the gathering**



**Participants at the Programme**



**Introducing the Guest of Honour by Dr. Mazharunnissa, Member, Women Empowerment Cell**



**Prof. K. Krishna Reddy, Registrar, Krishna University, Machilipatnam**



**Day – I – 3<sup>rd</sup> February, 2020 – Technical Sessions**



**Dr. Sai Sujatha. D. Prof., SV University, Tirupathi on “Gender Perspective and Gender Sensitivity”**

**Day – II– 4<sup>th</sup> February, 2020 – Technical Sessions**



**Mrs. R. Meera, Secretary, Women’s Initiatives (WINS) on “Gender mainstreaming in Higher Education”**



**Dr. Radha, Associate Professor, Dept. of Management Studies, Hyderabad on “Gender mainstreaming in Higher Education”**



**Dr. Madhuri, Head, Dept. of English, Dr. B.R. Ambedkar Open University, Hyderabad on “Work life Balance”**



## Discussion Session



### Day – III– 5<sup>th</sup> February, 2020 – Technical Sessions



**Mrs. Ramani, Head, Dept. of Office Management,  
St. Joseph's College for Women (Autonomous),  
Visakhapatnam on "Academic Leadership and  
Women Faculty"**



**Mrs. A. Krishna Priya, Director, UGC Women's  
Studies Centre, KBN College on "Stress and Time  
Management"**

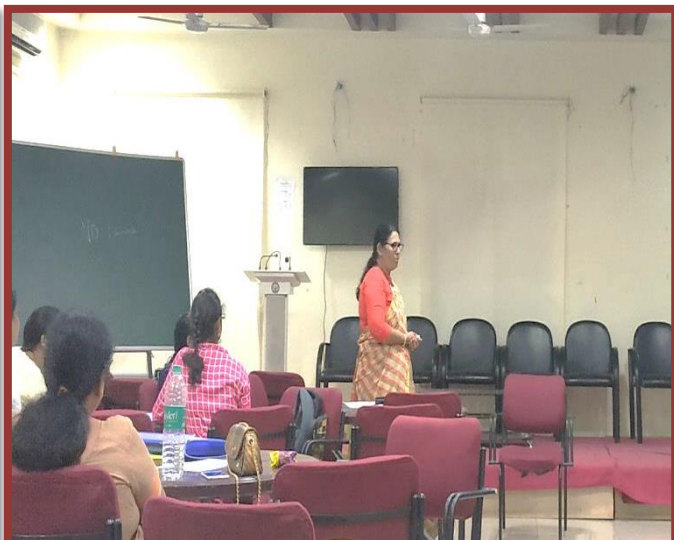


**Dr. Radha, Associate Professor, Dept. of Management  
Studies, Hyderabad on "Academic Leadership and  
Women Faculty"**

**Day – IV– 6<sup>th</sup> February, 2020 – Technical Sessions**

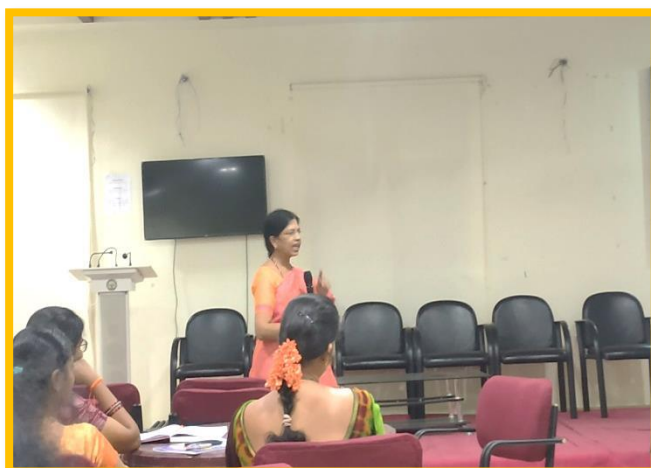


**Ajailiu. Nilumai, Prof. UoH, Hyderabad on  
“Communication and Negotiation”**



**Dr. Vijaya Govind, Principal, Anwar-ul-Uloom  
College, Hyderabad “Governance of Higher  
Education Institutions”**

**Day – V– 7<sup>th</sup> February, 2020 – Technical Sessions**



**Mrs. Aparna, Madras High Court, Chennai on “Understanding and Prevention of Sexual Harassment at  
Workplace”**



**Feedback from Participants**



**Valedictory Session - 8<sup>th</sup> February, 2020**



**Brief Report of the Programme by Dr. G. Krishnaveni, Convenor, Women Empowerment Cell**



**Speech by Principal Dr. V. Narayana Rao**



**Certificate presentation**



# UGC National Workshop on "Sensitivity, Awareness, Motivation"

(Under Capacity Building of Women Managers in Higher Education) Organized by  
**UGC Women's Studies Centre**

**3<sup>rd</sup> – 9<sup>th</sup> February, 2020**

## **REPORT**

UGC Women's Studies Centre of KBN College organized a one week Sensitivity, awareness, motivation workshop on Capacity Building of Women Managers in higher education in India from 3<sup>rd</sup> February to 9<sup>th</sup> February, 2020. This capacity building workshop has participants from Hyderabad, Visakhapatnam, Ananthapur, Karnataka and around Vijayawada.

The workshop was inaugurated by Prof. K. Krishna Reddy, Registrar, Krishna University, Machilipatnam and Dr. D. Usha Rani, Member, AP State Higher Education.

In his Chief Guest address Prof. K. Krishna Reddy emphasized that women are important in our society. Every woman has her own job or duty in this modern society in which men are still the 'strongest gender'. We can't forget that women's life is a lot more complicated than a man's life. A woman has to take care of her own personal life and if she is a mother, she has to take care also about her children's life too. Married women have lots of worries and believe it or not, they carry out a more stress full life than married men.

Dr. D. Usha Rani told that women play a very vital role in human progress and have a significant place in the society. They are not at all inferior to men. They are capable of sharing all the responsibilities of life. Man and woman have been rightly compared to the wheels of the same carriage.

The workshop alternated between presentations, plenary and group work sessions. Emphasis was given on maximizing the sharing of experiences between participants and on practically experimenting a methodology for joint planning. The workshop used very participatory methodologies and innovative learning techniques.

### **Session 1: Gender Perspectives and Gender Sensitization**

By Dr. Sai Sujatha. D, Asst. Professor SV University, Tirupathi.

She enlighten the participants by explaining about the Gender Discrimination and Gender Audit. She also told that gender audits allow organizations 'to set their own houses in order, and change aspects of the organizational culture which discriminate against women staff and women "beneficiaries"'.

**Session 2 & 3:** Gender Main Streaming in Higher Education by Mrs. R. Meera, Secretary, Women's Initiatives (WINS) and Dr. Radha, Associate Professor, Dept. of Management Studies, Hyderabad.

In the session they explained the following topics

- Defining and exploring gender concepts.
- Defining and exploring gender mainstreaming
- The global higher education gender concept
- The national and local higher education context
- Action planning
- Workshop reflection, evaluation and closing

**Session 4:** Work, life balance by Dr. Madhuri, Head, Dept. of English, Dr. B. R. Ambedkar Open University, Hyderabad.

In her talk she explained that Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments at home. The majority of women are working 40-45 hours per week and 53% of the respondents report that they are struggling to achieve work/life balance. Their lives are a juggling act that includes multiple responsibilities at work, heavy meeting schedules, business trips, on top of managing the daily routine responsibilities of life and home. "Successfully achieving work/life balance will ultimately create a more satisfied workforce that contributes to productivity and success in the workplace."

**Session 5:** Academic leadership and Women Faculty & Power and Assertiveness by Mrs. Ramani, Head, Dept. of Office management, St. Joseph's College for Women (Autonomous), Visakhapatnam.

Dr. Ramani emphasised the Leadership Barriers for Women in Higher Education she also told that the first step toward dismantling barriers understands what the barriers are in the first place. A number of institutional issues in higher education—including in business schools—can negatively affect women's opportunities to take on leadership roles in the academic community. Overcoming these challenges is only possible when both men and women shoulder the responsibility for increasing diversity in their ranks.

Dr. Radha told that Women often have a smaller range of acceptable behaviors at work than men. If they are too nice, they are seen as weak or manipulative. If they are too aggressive, they are judged as acting like men or typical bitches. Finally, this session allowed participants to discuss what they see as obstacles for getting leadership positions by women in academic institutions.

**Session 6:** Stress and Time management by Smt. A. Krishan Priya, Director, UGC Women's Studies centre, KBN College.



---

This session aimed to better understand ways to manage stress and time in our life. This section also dealt with how to manage your time, activities, and commitments can be hard. But doing so can make your life easier, less stressful, and more meaningful.

When you manage your time, you decide which tasks and activities are most important to you. Knowing what's important helps you decide how best to spend your time.

There are three parts to time management: prioritize tasks and activities, control procrastination, and manage commitments.

**Session 6: Communication and Negotiation by Prof. Ajailiu Nilumai, UoH, Hyderabad**

In her session she trained the participants on Developing a strong speaking and presentation style in formal and informal contexts

Utilising the elements of engaging, effective and influential communication

Applying simple tools and techniques in presenting to an audience large or small building confidence in your presentation technique.

**Session 7: Governance of Higher Education Institutions by Dr. Vijaya Govind, Principal, Anwar Ul Uloom College.**

---

In her session she explained the real picture of governance. She also told that A serious lack of governance at various levels is what has lead to a gap between the acquired and the desired skill set of employable youth in India. When one refer to educational governance, one is really referring to the administrative workings and an institution's general working on a daily basis. These two categories will comprise the two aspects of accountability and autonomy in a university or institute. Out of these, institutes of national importance like IITs, IIMs, AIIMS and the Central universities, come under the purview of Central Government. But this isn't the case elsewhere in India. According to a University Grant Commission report, in 2010, as many as 518 higher education institutions were catering to over 12.3 million students.

**Session 8: Under Standing and Prevention of Sexual harassment at Workplace by Mrs. Aparna, Madras High court, Chennai.**

She emphasised the laws against Sexual Harassment of women at work places and also gave detailed information about Guidelines and Norms prescribed by the Supreme Court against Sexual harassment with suitable examples.

She also gave awareness on Disha act, 2019 which gives more stringent punishment for crimes committed against Women.