



An Orientation Programme on Design Thinking and Innovation-1

**Organised by
Academic Staff College, KLEF
25-01-2021**

In line with directives of UGC, AICTE and NAAC, to provide orientations and make the faculty, staff completely aware of Gender- Equity and workplace Behaviour, the KL – Academic Staff College and the KL- Women's Forum, are jointly organizing a **workshop** for all the faculty, staff on **“Gender Sensitization and Workplace Etiquettes faculty and staff”** from 4th to 12th January 2021.

Resource Persons:

- **Smt.Koneru Siva Kanchana Latha, Hon’ble Secretary, KLEF**
- Dr K Ramakrishna, Dean Quality Dr N Rangaiah, Principal, KL Law College
- Dr Raghuveer VR, Dean Academics
- Dr A Vani, Special Officer
- Dr M Kishore Babu, Dean MHS
- Dr A Srinath, Principal ASC
- Dr K Koteswara Rao, Director KL Hyd Admin Office
- Dr GSN Koteswara Rao, Vice Principal, KL College of Pharmacy
- Dr S Lavanya, HoD English
- Dr Gomati Gowda, HoD Fine Arts
- Dr I Govardhani, Assoc. Dean Student Affairs
- Dr SVN Lalitha, Professor EEE and Convener KL-Women’s Forum
- Dr Vijaya Lakshmi, Asst Professor H&S, KL Hyd Campus

Topics Covered:

Day	Session	Topic	Content
1	1	Introduction	Objectives of the workshop
1	2	Status and Scenario of women and men	Current scenario of Women and Men in family and society

1	3	Gender Discrimination	<ol style="list-style-type: none"> 1. Gender Discrimination (Negligence of Girl child) in all structures of the society 2. Suggestive measures and thoughts for addressing gender Discrimination 3. Reflection of Personal Beliefs and Societal views about women's and men's roles
2	4	Gender Vs Sex	<ol style="list-style-type: none"> 1. Gender Vs Sex: an analytical tool 2. Feminine and Masculine Characteristics 3. Difference between sex roles and gender roles
2	5	Gender in Life cycle approach	<ol style="list-style-type: none"> 1. Ideas, Customs and Rituals related to every stage of women's life 2. Pre determination of roles and responsibilities of women 3. Loss of autonomy
2	6	Social construction of Gender	<ol style="list-style-type: none"> 4. Ideas, Customs and Rituals related to every stage of women's life 5. Pre determination of roles and responsibilities of women 6. Loss of autonomy
3	7	Social construction of Gender	<ol style="list-style-type: none"> 1. Control by patriarchy – Men and Women 2. Productive and labour power 3. Reproductive capacity 4. Sexuality 5. Mobility 6. Property and other economic resource 7. Knowledge system
3	8	Socialization Process	<ol style="list-style-type: none"> 1. Discrimination 2. Negligence of Girl child - its affect on Country's development and poverty. 3. Dos and Don'ts 4. Role of parents – mother/elderly persons in the family 5. Role of friends 6. Role of neighborhood 7. Role of Social Action Committee
4	9	Socialization Process	<ol style="list-style-type: none"> 1. Discrimination 2. Negligence of Girl child - its affect on Country's development and poverty.

			<ol style="list-style-type: none"> 3. Dos and Don'ts 4. Role of parents – mother/elderly persons in the family 5. Role of friends 6. Role of neighborhood 7. Role of Social Action Committee
4	10	Social norms – barriers for development	<ol style="list-style-type: none"> 1. Social norms 2. Systems, traditions and customs of the society 3. Gender collaboration to break gender barriers
4	11	Gender Inequality	<ol style="list-style-type: none"> 1. Impact and consequences of gender inequality 2. Faces of Gender inequality
4	12	Gender Division of Labour	<ol style="list-style-type: none"> 1. Domestic work and productive work 2. Men Vs women 3. 24 hours working pattern of men and women
5	13	Gender based violence	<ol style="list-style-type: none"> 1. Different Forms of violence against women 2. Causes of violence against women, 3. Different forms of violence against women 4. Causes of violence against women, impact of violence against women 5. Domestic violence on women 6. Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities
5	14	Sexual abuse	<ol style="list-style-type: none"> 1. Sexual harassment 2. Types of abuse –Physical, psychological, sexual
5	15	Strategic approach for action towards Gender just society	<ol style="list-style-type: none"> 1. Violence is persistent throughout the life cycle 2. Negligence of Girlchild 3. Adolescent girls/groups 4. Introduction of social agenda 5. Support structure to resist gender based violence 6. Prevention of trafficking Training and Capacity building
5	16	Rights and acts Legal support	<ol style="list-style-type: none"> 1. Rights & Acts 2. Hiring services from legal adviser, 3. Problems faced by women and related laws

			<ol style="list-style-type: none"> 4. Awareness building on rights, laws and entitlements and how to access 5. Protocols and methodologies to be followed during resolving the cases. 6. Role of Gender Point Person
6	17	Gender hierarchy and power politics	<ol style="list-style-type: none"> 1. Women in politics 2. Percentage of women in power politics 3. Participation and Decision making capacity by women 4. Measures to improve the participation and decision making by women
6	18	women in decision making	<ol style="list-style-type: none"> 1. Dynamics of decision making 2. Increasing role of Women in decision making 3. Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets, health etc.,
6	19	Access and control over resources	<ol style="list-style-type: none"> 1. Improving Access and control over financial resources of the family
6	20	Women empowerment	<ol style="list-style-type: none"> 1. Indicators of women empowerment 2. Facilitating and constraining factors of empowerment 3. Regaining Identity 4. Building Solidarity 5. Fight for equal opportunities 6. Equality Vs Equity issues
6	21	valedictory	Closing ceremony

Dr A Srinath

Principal – Academic Staff College