



KASIREDDY NARAYANREDDY COLLEGE OF ENGINEERING & RESEARCH.

(Approved by AICTE & Affiliated to JNTUH)

Abdullapur (V), Abdullapurmet (M), R.R Dist, 501505, Telangana, INDIA.

Email : principal@knrcer.ac.in ; website: www.knrcer.ac.in

7.1.1 Measures initiated by the Institution for the promotion of gender equity

Annual Gender Sensitization Action Plan for A.Y: 2022-2023

S.NO	EVENT	Date
1	Women's Day	08-03-2023
2	Gender Equity	05-09-2022
3	She Team Awareness Program	16-12-2022
4	Women Empowerment Program	15-02-2023
5	Gender Sensitization Lab	Weekly Once

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KASIREDDY NARAYANREDDY COLLEGE OF ENGINEERING & RESEARCH (KNRCER) offers a course on Gender Sensitization to all B.Tech students at II year level. This course aims at bringing awareness regarding gender equity among the young students. As part of this course students participate in a host of activities like role plays, group discussions, poster making/slogan writing, power point presentations etc. students also design and perform activities like street plays, debate competitions, essay writing competition, etc.

KASIREDDY NARAYANREDDY COLLEGE OF ENGINEERING & RESEARCH is committed towards the promotion and practice of the ideals of social and natural justice, human dignity and rights of all human beings. Therefore, it realizes the significance and the need for having a Gender Amity and establishment of the **Committee for Gender Amity (GAC)**, such that an atmosphere for social security, counseling etc. free from any form of sexual discrimination is created.

Special facilities provided for Women:

- a) Safety and Security
- b) Counseling
- c) Common Rooms
- d) Day Care Centre for Young children
- e) Women Empowerment Cell
- f) Any other relevant information

a) Safety and Security

Gender Amity Committee of KASIREDDY NARAYANREDDY COLLEGE OF ENGINEERING & RESEARCH takes care of the social security not only for the persons associated with KNRCER but also try to influence the people of nearby areas. To uphold Women's Right to protection against Sexual Harassment and the Right to Livelihood and also to create healthy and secure environment, GAC organize every year seminars / workshops. A number of events on this topic have been conducted on various occasions. The institute is under CCTV surveillance so that safety and security in the campus is heightened for all genders and prevention of untoward elements.


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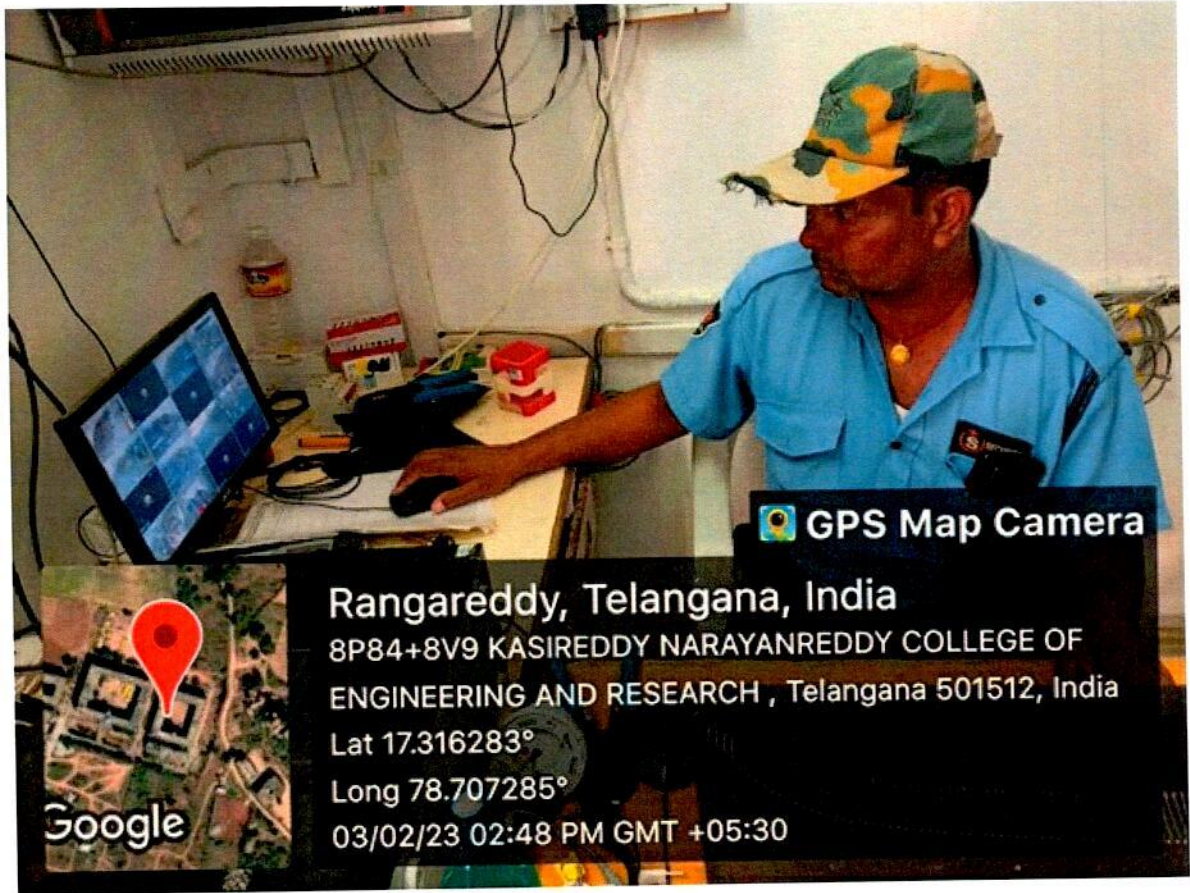


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b) Counseling

Though KASIREDDY NARAYANREDDY COLLEGE OF ENGINEERING & RESEARCH has a policy to do the counseling in various levels including Mentor-Mentee system, engaging professional counselor etc, yet, KNRCER has taken a special care for counseling in gender equality and gender amity. It takes pro-active role in addressing various issues of social, physical and psychological environment and awareness. Counseling is provided to encourage the students for early reporting of any experience regarding sexual harassment or gender conflict. Also encourage them to maintain a healthy environment in and around the campus. Awareness and counseling has been generated to ensure that complaints will be dealt with in a sensitive, equitable, fair, timely and confidential manner. Popular personalities are invited to deliver motivational lectures who also counsel the students with techniques to overcome mental, social and academic hurdles in the process of the college life, and set goals and steps to be initiated in that direction citing examples and enunciating very good tips and incidents.




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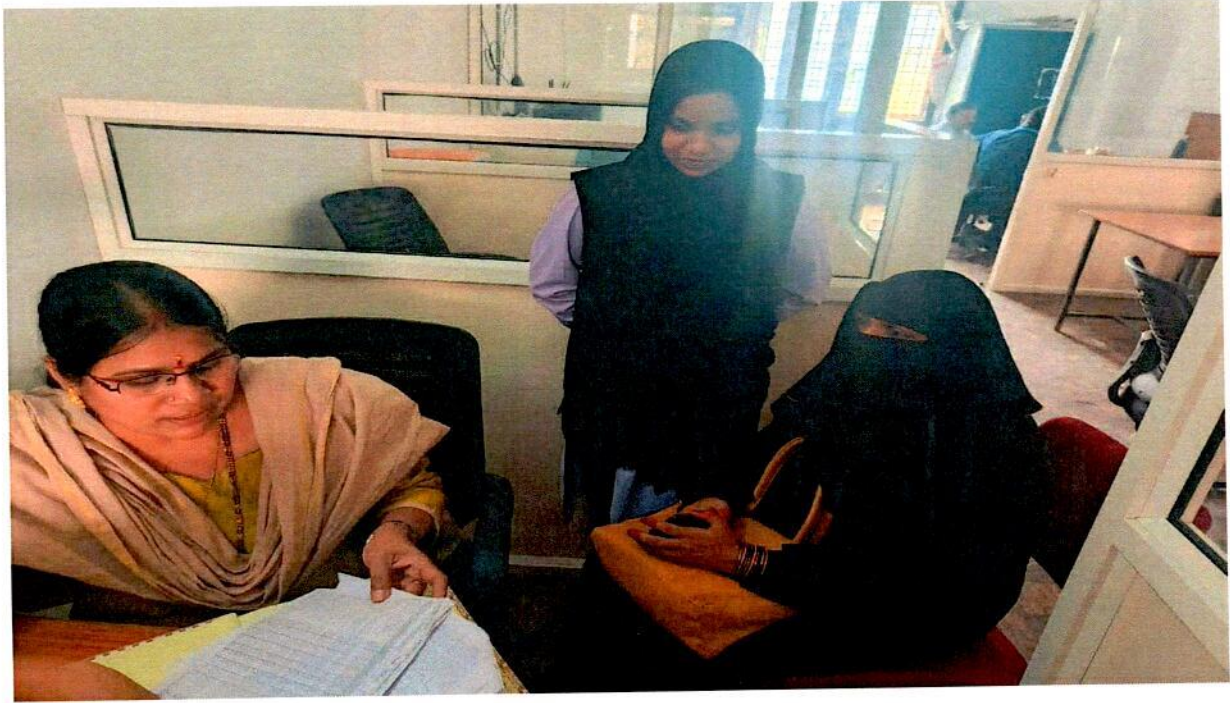


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c) Common Rooms

To keep the privacy as well as to eliminate unwanted incidents, College maintains separate common rooms for boys and girls as well as male teachers and female teachers. Apart from these, every Department of the college has a separate common room for faculty members. The women rest rooms are installed with sanitary napkin vending machine for keeping health hygiene along with eco-friendly conducive environment. The common rooms are also provided with drinking water, Wi-Fi facility and even with a Television on specific occasions.

Common Rooms are generally allocated in every floor annexing toilets, washrooms. It is made a point that they have access to classrooms, laboratories, and library and, at the same time those establishment should not get disturbed by the common room activity. Thus, KNRCER strives well to maintain the gender sensitivity through its Committee on Gender Amity for safety and security increasing awareness by Counseling efforts and establishing separate common rooms for both male and female including students and staff.

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Sanitary Vending Machine for Women

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d) Day Care Centre for Young children

It supports the lady faculty members and students who have kids. To provide supervision and care of infants and young children during the day time, particularly so that their parents can hold jobs & studies.



Principal
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e) Women Empowerment Cell

The Women Empowerment Cell at KNRCER, established with the motto of “Empowering through Engaging,” aims to empower girl students and women faculty by creating awareness of their rights and duties and addressing practical issues related to welfare and equal opportunities. WEC is committed to making the college campus a safe place for girls and women by taking up women's issues and problems. The cell provides a platform for women to share their experiences and views regarding their status in society. Aiming at the intellectual and social upliftment of female students, the cell facilitates women's empowerment through guest lectures, seminars, awareness programs, and other welfare activities.




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f) Any other relevant information

KNRR provides Maternity Leave for Female Employees and Paternity Leave for Male employees as under. To be sanctioned with the medical certificate that the employee belongs to 1st, 2nd, and 3rd issue.

1	Maternity Leave (for Female employees)	Two Weeks (12 working days)	with pay
2	Maternity Leave for Female employee	90 days or depends on recommendations of Regd. Doctor	without pay (LOPs)
3	Paternity leave for Male Employees	One week or 6 working days	with pay

In addition, following activities are also planned annually with respect to Gender Equity


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Women's Day Celebrations at the KNR CER Campus:



KNRR has celebrated INTERNATIONAL WOMEN'S DAY on 08/03/2023. International Women's Day (IWD) is a globally celebrated annually on March 8 as a focal point in the women's rights movement, bringing attention to issues such as gender equality, reproductive rights, and violence and abuse against women. Spurred on by the universal female suffrage movement that had begun in New Zealand, IWD originated from labor movements in North America and Europe during the early 20th century.


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Principal Sir Addressing during Women's Day Celebration:



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Debate in Equity Debate:



KNRR has celebrated Gender Equity on 05/09/2022 at the college Premises. Gender Equity is the process of allocating resources, programs, and decision making fairly to all genders without any discrimination on the basis of gender, and addressing any imbalances in the benefits available to people of different genders.


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She Team Awareness Programme:

KNRR has conducted She Team awareness Programme on 16/12/2022. She Team (ST) stands for Safety, Health and Environment. The division was started on 24 October 2014, is a brainchild of Chief Minister of Telangana, K. Chandrashekar Rao who was impressed by a similar initiative in Singapore.



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of Engineering and Research , Telangana 501512, India

Lat 17.316104°

Long 78.707132°

16/12/22 12:02 PM GMT +05:30


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Women Empowerment Programme :

KNRR has celebrated an Awareness Programme on Women Empowerment on 15/02/2023. Women Empowerment (WE) refers to making women powerful to make them capable of deciding for themselves.



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Gender Sensitization Lab:

*MC309/*MC409: GENDER SENSITIZATION LAB

(An Activity-Based Course)

B.TECH II Year II Sem.

L T P C

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COURSE DESCRIPTION

This course offers an introduction to Gender Studies, an interdisciplinary field that asks critical questions about the meanings of sex and gender in society. The primary goal of this course is to familiarize students with key issues, questions and debates in Gender Studies, both historical and contemporary. It draws on multiple disciplines – such as literature, history, economics, psychology, sociology, philosophy, political science, anthropology and media studies—to examine cultural assumptions about sex, gender, and sexuality.

This course integrates analysis of current events through student presentations, aiming to increase awareness of contemporary and historical experiences of women, and of the multiple ways that sex and gender interact with race, class, caste, nationality and other social identities. This course also seeks to build an understanding and initiate and strengthen programmes combating gender-based violence and discrimination. The course also features several exercises and reflective activities designed to examine the concepts of gender, gender-based violence, sexuality, and rights. It will further explore the impact of gender-based violence on education, health and development.

Objectives of the Course:

- To develop students' sensibility with regard to issues of gender in contemporary India.
- To provide a critical perspective on the socialization of men and women.
- To introduce students to information about some key biological aspects of genders.
- To expose the students to debate on the politics and economics of work.
- To help students reflect critically on gender violence.

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- To expose students to more egalitarian interactions between men and women.

Learning Outcomes:

- Students will have developed a better understanding of important issues related to gender in contemporary India.
- Students will be sensitized to basic dimensions of the biological, sociological, psychological and legal aspects of gender. This will be achieved through discussion of materials derived from research, facts, everyday life, literature and film.
- Students will attain a finer grasp of how gender discrimination works in our society and how to counter it.
- Students will acquire insight into the gendered division of labour and its relation to politics and economics.
- Men and women students and professionals will be better equipped to work and live together as equals.
- Students will develop a sense of appreciation of women in all walks of life.
- Through providing accounts of studies and movements as well as the new laws that provide protection and relief to women, the textbook will empower students to understand and respond to gender violence.

UNIT-I: UNDERSTANDING GENDER

Introduction: Definition of Gender-Basic Gender Concepts and Terminology-Exploring Attitudes towards Gender-Construction of Gender-Socialization: Making Women, Making Men-Preparing for Woman hood. Growing up Male First-lessons in Caste.

UNIT-II: GENDER ROLES AND RELATIONS

Two or Many?-Struggles with Discrimination-Gender Roles and Relations-Types of Gender-Roles-Gender Roles and Relationships Matrix-Missing Women Sex Selection and Its Consequences-Declining Sex Ratio. Demographic Consequences-Gender Spectrum: Beyond the Binary

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UNIT-III: GENDER AND LABOUR

Division and Valuation of Labour-Housework: The Invisible Labor- “My Mother doesn’t Work.” “SharetheLoad.” -Work: Its Politics and Economics-FactandFiction. Unrecognized and Unaccounted work.

-Gender Development Issues-Gender, Governance and Sustainable Development-Gender and Human Rights-Gender and Mainstreaming

UNIT-IV: GENDER-BASED VIOLENCE

The Concept of Violence- Types of Gender-based Violence-Gender-based Violence from a Human Rights Perspective-Sexual Harassment: Say No! -Sexual Harassment, not Eve-teasing-Coping with Everyday Harassment-Further Reading:“*Chupulu*”.

Domestic Violence: Speaking Out Is Home a Safe Place? -When Women Unite [Film]. Rebuilding Lives. Thinking about Sexual Violence Blamingthe Victim-“I Fought formy Life....”


UNIT-V: GENDER AND CULTURE

Gender and Film-Gender and Electronic Media-Gender and Advertisement-Gender and Popular Literature-Gender Development Issues-Gender Issues-Gender Sensitive Language-Gender and Popular Literature –Just Relationships : Being Together as Equals

Mary Kom and Onler. Love and Acid just do not Mix. Love Letters. Mothers and Fathers. Rosa Parks-The Brave Heart.

Note: Since it is Interdisciplinary Course, Resource Persons can be drawn from the fields of English Literature or Sociology or Political Science or any other qualified faculty who has expertise in this field from engineering departments.

- *Classes will consist of a combination of activities: dialogue-based lectures, discussions, collaborative learning activities, group work and in-class assignments. Apart from the above prescribed book, Teachers can make use of any authentic materials related to the topics given in the syllabus on “Gender”.*


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- **ESSENTIAL READING:** The Textbook, “*Towards a World of Equals: A Bilingual Textbook on Gender*” written by A.Suneetha, Uma Bhrugubanda, Duggirala Vasanta, Rama Melkote, Vasudha Nagaraj, Asma Rasheed, GoguShyamala, Deepa Sreenivas and Susie Tharu published by Telugu Akademi, Telangana Government in 2015.

ASSESSMENT AND GRADING:

- Discussion & Classroom Participation: 20%
- Project/Assignment: 30%
- End Term Exam: 50%


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