

89 ON THE EVE OF INTERNATIONAL WOMEN'S DAY WOMEN'S STUDIES CENTRE ORGANISED DIET COUNSELLING PROGRAMME FOR FEMALE STUDENTS OF UNIVERSITY OF KASHMIR ON 8TH MARCH 2013

Women's Studies Centre conducted a diet counselling programme for female students who were enrolled in University of Kashmir. The main aim of the programme was to make students aware of their nutritional requirements and balanced diet.

90 ORGANIZED SIX DAYS WORKSHOP ON MANAGEMENT SKILLS ENHANCEMENT MODULE (FINANCIAL MANAGEMENT IN INSTITUTIONS FOR HIGHER EDUCATION AND ADVOCACY IN INSTITUTIONS FOR HIGHER EDUCATION), UNDER THE SCHEME FOR CAPACITY BUILDING PROGRAMME OF WOMEN MANAGERS IN HIGHER EDUCATION SPONSORED BY UGC FROM 27TH MAY TO 1ST JUNE-2013.

Proceeding of the Workshop

Welcome address and introductory speech was delivered by *Co-ordinator of Women's Studies Centre, Prof. Nilofer Khan*, she welcomed all the guests and thanked them for their presence and sparing their precious time. More than 32 participants attended the workshop. Media personal were also present on the occasion to give coverage to the event. *Prof. Khan* while highlighting the importance of *Capacity Building Of Women Mangers In Higher Education*, revealed that it is different from others, since it focuses on developing the capacity of women. She further said that the workshop will last for six days.



Prof. Pam Rajput Core Group Resource Person (North-

West) Region welcomed all the respected dignitaries and she appreciated the efforts of **Prof. Nilofer Khan**, she added that she is a moving spirit who is working hard to organise such workshops. She further disclosed that 8000 women have been benefited so far. This programme is the only programme of UGC which is working in every nook and corner of the country and the scheme is going to be continued in twelfth five year plan.

Next Address was given by **Prof. SusheelaKaushik Co-Chairperson (CBWM) in Higher Education**. She said that UGC is formulating new *schemes to enhance the skills of women*; she added that more than **250 SAM workshops** and **36 TOT workshops, were organised so far**. She further added efforts are being made to execute this scheme in Pakistan, Nepal and Sri-lanka as well, as women's movement is a global issue. So far we have conducted 21 workshops in every state and region. At last she congratulated **Prof. Nilofer Khan** for conducting workshop despite of bad weather.



Inaugural Address was given by **Prof. Armaity. S. Desai, Former Chairperson UGC and Chairperson (CBWM) in Higher Education**, also present were **Prof. A. M. Shah, Prof. ShusheelaKaushik, and Prof. Pam Rajput, Prof. Harsha Parekh, Prof. Nilofer Khan**, she expressed her happiness that management skills workshop for academicians and administrators in higher education institutions was being held at the University of Kashmir.

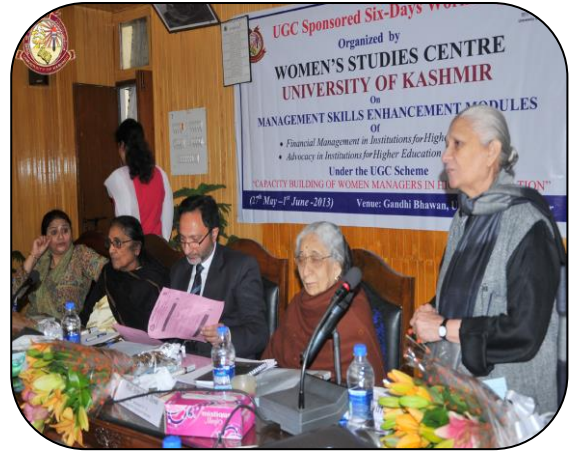
The UGC scheme on *Capacity Building of Women Managers in Higher Education* has completed a decade in 2013 and come a long way in its development. We have all learnt and grown in skills, knowledge and attitudes since then- participants as also those of us who are conceptualising and implementing the scheme. From its beginnings in 2003, we are on the threshold of the 12th plan awaiting UGC sanction. We began with a small bond of 5 Manual Author/ Trainers and 5 Regional Coordinators, implementing the foundation workshop on sensitivity, awareness and motivation to awaken interest in middle and senior level women teachers and middle level administrators to aspire to decision-making positions. With the positive feedback, we went on to expanding the base by Training of Trainers so that from a handful of manual Author/ Trainers we have over 500 Trainers and Local Coordinators to implement these workshops. We expanded from 5 to 11 regions as we started to have more trainers and implement more workshops for better reach and have covered over 7000 women academicians and administrators from Srinagar and Sikkim in the North to Kanyakumari in the South and from the borders of Rajasthan in the West to the borders of the North-East. Even far flung areas like Andaman and Nicobar Islands in the East and Lakshadweep in the west, from Leh and Kargil in the North have also been included. Now our focus is on backward districts of the country; to reach institutions in such areas where women rarely have such exposure.



By the end of the 11th plan, in December 2010, we started offering eight modules on management skills so as to provide the necessary skills to our former participants interested in, or occupying, management positions. As academic administrators, we must achieve the necessary academic status; we have envisaged a Research Stimulation Workshop which will complete the remaining aspect of the programme included in the 12th plan.

At the end of 2010, the Networking and information Dissemination Cell has been introduced as a website that is increasingly drawing many visitors as well as enlarging the membership by registration of our participants-2600 and growing every month. Certain sections are open on registration, which are not open to the public. Several participants use MY SPACE to give their views on the website. The Google Group has created a platform for sharing and the idea of making a film on the scheme and has emerged from it with several members offering their expertise. Moreover in the 12th plan, it's expected that we put forth some manuals in the distance learning mode and offer a certificate for those successfully completing it. S.N.D.T. Women's University, Mumbai, is host to these activities in which the Networking and Information Dissemination Cell operates.

Prof. Harsha Parekh, our member of the Core Group Resource Persons has taken the major initiative for this activity and soon this thrust will help us reach many of over seven thousand participants, some of whom have come for workshops from all corners of India, especially those in isolated areas, far flung boarder areas of the country, those colleges located in terrorist affected areas, and such other regions of our vast sub-continent.



The network of eleven regions with their Core Group Resource Persons, Regional and Sub-regional coordinators is ably assisted by a growing band of Local coordinators and Trainer Associates who give of their time to train others, benefitting as they feel from their own experience as participants of both sensitivity awareness and motivation workshops and Training of Trainers Workshops. Gradually, we are now inducting a few Trainer Associates for these MSEM Workshops though the method of training is different. Since they are already Trainer Associates but gradually they are learning by associating with the module authors and bringing in their own rich experience and skills of the module subject.

We have called this a movement of women by women for women and it is becoming one with some element of bonding among participants as reflected in the Google group. To move further, the main focus in the 12th plan is on advocacy within the institution and to highlight the impact of developing gender friendly environment. We need to reflect considerably on how we institutionalise the gains at the individual level to the systemic level and in addition to it the Module on Advocacy, was so passionately developed by **Prof. Pam Rajput, Core Group**

Resource Person, will take us in that direction. Her module is essential to our cause as women and **Prof. Rajput's** work as a women activist makes her an able trainer for this module. She is also the CGRP of the region so she is also hosting this workshop. We are grateful to her for taking on several tasks in the scheme.



She then discussed about the module on **Financial Management and Gender Auditing which is presented by, Professor Harsha Parekh**, who had made many major contributions to our activities as both Manual and Module author, as well as the Honorary Director of the Networking and Information Dissemination Cell, besides helping with the budget preparations for 11th and 12th Plans. As academicians, we need to understand how our institutions prepare budgets and how the money is spent when we read its accounts statement. Many of us are not literate in understanding the budget or accounts statement. We should understand how the money is spent and what benefit women teachers, staff and students derive from it. Even if we are not required to prepare them, we should be able to read them intelligently and make sense from them. Besides, many of us have research or field action projects, or prepare proposals for seminars and conferences. We should be able to prepare the budget and

submit the accounts.

She further added that, being women does not make her automatically gender aware in a patriarchal environment, as we take for granted and unconsciously imbibe the socialisation we receive from our childhood. Men and women do what they have assumed is their role and do not recognise their respective individual strengths and capacities. Hence, this scheme recognises this fact in our socialisation and has built up the programme to facilitate change in individual women as well as in the institutions where they work. It has focused on gender issues in all the manuals and the modules, so that participants are aware as managers of their gender role as leaders and managers, as well as recognising their dual responsibilities of work and family.



She thanked the *Vice Chancellor of University of Kashmir* for always extending their facilities. She also expressed gratitude to *Dean Academic affairs, Prof. A.M. Shah*, is presiding over inaugural session and sparing his time from his busy schedule to be with us. She said that we are glad that he is with us so that he comes to know about our scheme and involve women in his university in many of the tasks related to academic administration. As a management faculty, we also appeal to him to make the necessary gender input in the curriculum of management studies to

make students gender sensitive as person and managers. Furthermore she thanked all the guests for taking time to be with us at the inaugural of the workshop. She also thanked the ***Core Group Resource Person, Prof. Pam Rajput*** for organising the workshop in her region, and ***Prof. Nilofer Khan, Regional Coordinator***, for her ever enthusiastic response to the scheme and for her meticulous care in getting the workshop off the ground. We know that **Prof. Khan** has a team working behind the scenes to carry out the various responsibilities to make the workshop possible and a positive experience; she added that we are extremely grateful to the team members for their involvement in facilitating the workshop. Last, but not the least she thanked ***Prof. SusheelaKaushik, CO- Chairperson***, for all the efforts she had put into the holding of workshop, which she had successfully coordinated.

Prof. Desai said that a unique feature of these workshops has been the inputs made by the participants at the end of the session for the author of the module which would be presented; which had helped the authors to make them increasingly relevant and participatory. She finally thanked all the participants for coming and hoped that they will continue to give inputs from their own experience or knowledge.

Presidential address was given by Prof. A.M. Shah he said that unlike past, organizations today are facing tough time as there are challenges everywhere and managers should be trained to tackle this chaotic situation and they should act as change agents to their organizations. “Managers should have the skill of managing the organization and develop different toolsets. They should develop right kind of attitude and act as change agent”.

He said the leader should either be creative or visionary, so that he can see what is unseen to others or he should be generous to learn the vision from others. “Leader should be able to identify the need, and then the vision evolves itself,” added **Prof Shah**. He suggested that a Manager should be committed and should be a good teacher to guide his sub-ordinates.



Prof Shah told women participants of the workshop that if you all want to be successful leaders you need to have commitment, give employees courage to argue and develop a right kind of attitude for work around you.

The technical sessions began after the tea break; the first technical session was conducted by **Prof. Harsha Parekh** on Introduction to financial management. First of all she asked the respondents what are their expectations from the workshop and then gave a presentation on **Financial Accounting, budgets and Budgeting Concepts In Higher Education**, she explained that Financial Accounting is the art of recording, classifying and analyzing transactions in a systematic manner, so that the financial position of the Institution is known at the end of financial year. She cleared the basic concept of various things like:

Transactions: Anything that happens day to day is called a

transaction in accounting terminology for example: purchased computers, paid salaries to faculty, received fees etc.

Book Keeping: When the money transactions are recorded in the books of account in a systematic manner it is known as book keeping.

Account: Account is nothing but a page is divided in "T" form and is written in short form as A/C. The left side of an account is known as debit side and the right side of the account is known as credit side. She also explained different types of Account, and said that there are three types of accounts:

- ***Real Account***
- ***Personal Account***
- ***Nominal Account***

In addition to above she explained what assets are, she further defined Personal account deals with persons, banks, institutions, organizations. In this the rule is:

- ***Debit: The Receiver***

Credit: The Giver

Nominal account deals with all expenses and incomes and profits and losses and the rule of this account is:

- ***Debit: All expenses and losses***
- ***Credit: All incomes and gains***

She described the basis of Accounting like: cash basis (Actual Cash receipts and cash payments are recorded), credit transactions are not recorded. Accrual basis (whether received/paid or not, transactions related to current year are recorded), mixed basis (Partly cash basis and partly accrual basis).She further gave an idea of Books of Accounts generally maintained by Educational Institutions.

- *Cash Book or Receipts and Payments Account*
- *Trial Balance*
- *Income and Expenditure account*
- *Balance Sheet*
- *Bank Reconciliation Statement*
- *Fixed Assets Register*

Stock Registers.

Technical session 4 was taken by *Prof. Harsha Parekh*, wherein she firstly highlighted the need for focusing on Advocacy within institutions so as to engender the development of a gender friendly environment. This is actually the focus of the programme in the 12th plan. The main objective of this programme as emphatically pointed out by *Prof. Desai* is to facilitate change in individual women in their institutions where women work.

Technical session 5 and 6 was conducted by *Prof. Archana Sharma* on Gender budgeting and women empowerment. She pointed out that the most important objective of Gender budgeting

is to utilise the capital announced for women in an efficient manner for which a well defined implementation process is necessary. According to her Gender budgeting initiative is a policy framework, methodology and set of tools to assist government to integrate a gender perspective into the budget as the main national plan of public expenditure. It also aims to facilitate attention to gender analysis in review of micro- economic performance, ministerial budget preparation, parliamentary debate and mainstream media coverage. Budget impacts women's lives in several ways. It directly promotes women's development through allocation of budgetary funds for women programmes or reduces opportunities for empowerment of women through budgetary cuts.



The gender budget initiatives opened new areas of research and analysis of public expenditure in the country and opened serious methodological debates for carrying out such analysis. **Prof. Archana** introduced 5 critical areas for gender gap which are such as economic participation; economic opportunities; political empowerment; educational attainment and health and well being.

In Technical Session 6, Prof. Archana started her speech with a glimpse of history of Gender budgeting. It was in 1971 that the waves of gender budgeting started appearing. She also mentioned that the life of women in India is less as compared to that of development continues because of early marriage, lack of nutrition and law education. She empathised that zero based budgeting should be incorporated in the budget for proper allocation and implementation of resources. In the concluding lines **Prof. Archana** said that in India in all laws women encouragement is given but with loopholes due to lack of implementation and monitoring this need to be rectified. Furthermore said laid stress on participation of women teachers, aiming towards practical training in gender budgeting. One of the participants recommended that such workshops should involve more and more activities rather than lecture.

After the tea break, the **7th & 8th technical session** of the 2nd day was started by presentation of **Prof. Harsha Parekh** on Inflows and outflows. She provided aggregate data regarding all cash inflows from its ongoing operations and investments plus all cash outflows that pay for activities and investments during a projected given period and said that it can be related to past or projected data. The period of time that the statement covers may be chosen by the organization e.g. 1 month, 3 months, 1 year. She also illustrated various steps involved in preparation of projected cash flow statement and listed them as:

- ***List all expected receipts***

- *List all expected Payments*
- *Arrange them date wise*
- *Calculate balance of each month*

Later Prof. Harsha gave an exercise to all the participants on cash inflow statement, from the data given, after the discussion with participants; she further explained different Potential Sources of Funds like:

- ⊙ *University Grants Commission*
- ⊙ *Ministries of Government of India*
- ⊙ *State Government*
- ⊙ *Foundations, Trusts, Donor Agencies*
- ⊙ *Corporations*
- ⊙ *Religious Institutions*
- ⊙ *Foreign Foundations/Agencies*
- ⊙ *Individuals (including alumni)*
- ⊙ *By Voluntary Donations*
- ⊙ *By Legacies & Bequests*

In addition to above she informed about the various methods of fund raising strategies; which involve:

- Face-to-face solicitations
- Direct mail
- Legacies & bequests
- Special events
- Payroll deduction

- Cause-related marketing
- Sending well prepared proposals
- Using the institutional website creatively

Subsequent to that she told participants to prepare a plan for increasing the financial resources of women's college/ department by preparing a request for donations to

- nearby companies
- alumni and
- private trusts.

This was followed by participatory responds, where participants raised certain questions and clarifications, with this session ended at 6. P.m.

- *Day 3rd*

The first technical session of the third day of the workshop began at 9.30 a.m. this session was chaired by ***Prof. Armita Desai and Prof. Pam Rajput as resource person.***



The **9th And 10th Technical Session** was conducted by ***Ms. Arifa Sultana*** on accounting and book keeping and auditing internal and statutory. Firstly she briefed about Financial Accounting, she said that Financial Accounting is the art of recording, classifying and

analyzing transactions in a systematic manner so that the financial position of the Institution is known at the end of financial year. Then she briefly discussed about the basic concepts of various terms like. Transactions: Anything that happens day to day is called a transaction in accounting terminology for example, purchased computers and paid salaries to faculty, received fees. She said that when the money transactions are recorded in the books of account in a systematic manner it is known as book keeping. She further emphasized the core focus on Accounts and said that Account is nothing but a page is divided in "T" Form and is written in short form as A/C. The left side of an account is known as debit side and the right side of the account is known as credit side. Ms. Arifa said that there are three types of accounts:

- Real Account
- Personal Account
- Nominal Account

She further briefed about assets and said that there are two types of assets tangible and intangible. Tangible assets include fixed assets for example land, building, plant and machinery and current assets include cash, bank balance, bills receivable. Intangible assets include good will, patent, rights etc. Moreover she explained Non-Trading/Non-Profit Organizations. She also emphasized on Books of Accounts generally maintained by Educational Institutions are:

- *Cash Book or Receipts and Payments Account*
- *Trial Balance*
- *Income and Expenditure account*
- *Balance Sheet*
- *Bank Reconciliation Statement*
- *Fixed Assets Register*
- *Stock Registers*

After that she gave an exercise on Documenting and Accounting Procedures which was a group activity. She also mentioned what Bank Reconciliation Statement is and explained it as a statement which is made after comparison of Cash Book and Bank Pass Book/ Bank Statement where only differences are recorded; further explained Items in Bank reconciliation statement and auditing in Institutions of Higher Education. She also defined **audit** is a planned and documented activity performed by qualified personnel to determine by investigation, examination, or evaluation of objective evidence, the adequacy and compliance with established procedures, or applicable documents, and the effectiveness of implementation. The term may refer to audits in accounting, internal controls, quality management, project management, water management, and energy conservation. Auditing is defined as a systematic and independent examination of data, statements, records, operations and performances (financial or otherwise) of an enterprise for a stated purpose. In any auditing the auditor perceives and recognizes the propositions before him for examination, collects evidence, evaluates the same and on this basis formulates his judgment which is communicated through his audit report. The purpose is then to give an opinion on the adequacy of controls (financial and otherwise) within an environment they audit, to evaluate and improve the effectiveness of risk management, control, and governance processes.

She said that Auditors of financial statements can be classified into two categories:

- External auditor / Statutory auditor is an independent firm engaged by the client subject to the audit, to express an opinion on whether the company's financial statements are free of material misstatements, whether due to fraud or error. For publicly traded companies, external auditors may also be required to express an opinion over the effectiveness of internal controls over financial reporting. External auditors may also be engaged to perform other agreed-upon procedures, related or unrelated to financial statements. Most importantly, external auditors, though engaged and paid by the company being audited, are regarded as independent auditors.
- Cost auditor / Statutory Cost auditor is an independent firm engaged by the client subject to the Cost audit, to express an opinion on whether the company's Cost statements and Cost Sheet are free of material misstatements, whether due to fraud or error. For publicly traded companies, external auditors may also be required to express an opinion over the effectiveness of internal controls over Cost reporting. These are Specialized Person called Cost Accountants in India & CMA globally either Cost & management Accountant or Certified management Accountants.

Ms.Arifa said that internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. Internal auditing is a catalyst for improving an organization's governance, risk management and management controls by providing insight and

recommendations based on analyses and assessments of data and business processes. With commitment to integrity and accountability, internal auditing provides value to governing bodies and senior management as an objective source of independent advice.

Professionals called internal auditors are employed by organizations to perform the internal auditing activity. The scope of internal auditing within an organization is broad and may involve topics such as an organization's governance, risk management and management controls over: efficiency/effectiveness of operations (including safeguarding of assets), the reliability of financial and management reporting, and compliance with laws and regulations. Internal auditing may also involve conducting proactive fraud audits to identify potentially fraudulent acts; participating in fraud investigations under the direction of fraud investigation professionals, and conducting post investigation fraud audits to identify control breakdowns and establish financial loss.

Day 4: Technical Session 11 was conducted by ***Prof. Pam Rajput on Advocacy in Institutions of Higher Education***. She said that we are here to break down the culture of silence, she said that in advocacy it is important to know strengths of each other, which we require to network each other, we must understand and Appreciate the role of Advocacy to bring the required Policy Changes in the

Institutions of Higher Education and beyond, assess the Power Structure and Interventions, Learn the Support Documents, Instruments, Models to visualize and Influence the required change, recognize the strategies to promote advocacy, improve skills, quality and understanding to promote advocacy and furthermore said that Women administrators shall understand and play a significant role in Planning and Promoting Gender Responsive Policy Advocacy (that aims at gender just work culture and structures in the Universities / Colleges).



She illustrated that advocacy comes from the Latin word: 'Ad' means in favor of and 'Voca' means to speak. Hence, Advocacy is to speak in favor of something. Speak up for a cause and Influence caring for an issue deeply enough to stand up and say that something needs to be done. It is a strategy with a series of communication activities to influence policies. She said that It is used world over at various level by NGOs, activists, Pressure groups, Academicians, Women's Studies, gender advocates and even policy makers to influence policies. It is a deliberate process of influencing or persuading those who make policy decisions

.Involves intentional activities directed at those in authority to influence them. Thus advocacy represents strategies devised to influence policy makers and policy making bodies, their choices and actions, tries to propose solutions to influence decision making. Advocacy is the democratic and effective means for achieving change. She also stressed that Advocacy can be ‘for’; ‘with’ and ‘by’ those who are directly affected. Most sustainable is the one when done BY those who are directly affected.

She further discussed role of advocate and said that an advocate can translate knowledge and understanding of an issue into a policy of action, over a period of time. Advocacy is not about a person, it is about an issue.



Technical Session 13 began after lunch break, in which **Prof. Pam** stressed on Politics: The governing of a state or country. Politics is the exercise of power and the interaction of people with power. The broad definition of politics considers the interaction of all forms of power, which happens wherever there is a relationship. Everyone is therefore political and has the potential

to influence what happens in their lives, their communities and their countries. She said Power in action. Activities that is not required as a part of a person's formal role in the organization, but that influence, or attempt to influence, the distribution of advantages and disadvantages within an organization. One must understand Power should be used with integrity. Our influence depends partly on the power we have and partly on the perception by the decision-makers of the power we have. Much advocacy work is wasted because we do not recognize the influence that those in power allow us to have. *Prof. Pam* elaborated that there may be situations where we do not have much power over decision-makers but we have power to influence other people or organizations who, in turn, can influence those in power and also said that we must understand the power hierarchies and power matrix around us. Also understand the political players within the system and have a plan to advocate the issue with them. At the end she gave an outlining an Advocacy Strategy and advocacy goals.

Day 5 Technical Session 15 was delivered by *Prof. Nilofer Khan* on **Advocacy Skills- Communication and Negotiation**. She explained Communication means "to share" is the activity of conveying information through the exchange of thoughts, messages, or information, as by speech, visuals, signals, writing, or behaviour. It is the meaningful exchange of information between two or more living creatures. Communication is "any act

by which one person gives to or receives from person information about that person's needs, desires, perceptions, knowledge, or affective states. Communication may be intentional or unintentional, may involve conventional or unconventional signals, may take linguistic or non-linguistic forms, and may occur through spoken or other modes.”

Communication requires a sender, a message, and a recipient, although the receiver does not have to be present or aware of the sender's intent to communicate at the time of communication; thus communication can occur across vast distances in time and space. Communication requires that the communicating parties share an area of communicative commonality. The communication process is complete once the receiver understands the sender's message.

She said that communicating with others involves three primary steps:

- ***Thought***: First, information exists in the mind of the sender. This can be a concept, idea, information, or feelings.
- ***Encoding***: Next, a message is sent to a receiver in words or other symbols.
- ***Decoding***: Lastly, the receiver translates the words or symbols into a concept or information that a person can understand.

There are a variety of verbal and non-verbal forms of communication. These include body language, eye contact, sign language, haptic communication, and chronemics. She explained

negotiation is a careful exploration of your position and the other person's position with the goal of finding a mutually acceptable compromise. And said negotiation involves

- *Setting your Agenda*
- *Knowing where you stand.*
- *Mediating*
- *Power Dynamics*

She said that negotiation is a dialogue between two or more people or parties, intended to reach an understanding, resolve point of difference, or gain advantage in outcome of dialogue, to produce an agreement upon courses of action, to bargain for individual or collective advantage, to craft outcomes to satisfy various interests of two people/parties involved in negotiation process. Negotiation is a process where each party involved in negotiating tries to gain an advantage for themselves by the end of the process. Negotiation is intended to aim at compromise. Negotiation occurs in business, non-profit organizations, and government branches, legal proceedings, among nations and in personal situations as well.

- *Good negotiating skills enable you to ensure that others understand the point you are making and help you to persuade others to take your suggested course of action.*
- *Bad habits in negotiating can quickly alienate those you are speaking to and undermine your message.*

After tea break *Technical Session 16* was conducted by *Prof. Pam Rajput*

on Advocacy Skills: Media and risk management; wherein she deliberated various principal benefits of using media and said that Its ability to deliver your message to a large number of people, creating public interest and supporters to your cause.It may increase your profile and credibility with policy makers and improve your access to them. She also highlighted the risk factors and Forms of communication like News Advisories, News (Press Releases), Interviews, Press (News) Conferences. **Prof. Pam** discussed some of the risk managing formulas, she says advocacy does not need to be confrontational, still there is every possibility of the other side not taking it positively.Risk management is therefore making sure that you consider the main risks you face as an organization before you undertake your advocacy and planning ways of reducing these risks.Risk associated with advocacy can be minimized by

- Making informed judgments

- Carefully planning your initiative

- Being prepared for trouble (Wait for a crises)

- Take counsel with caution

- Progress one step at a time (Camel's head in the Tent)

The probability that we may fail in the struggle ought not to deter us from the support of a cause we believe to be just. Finally at end she discussed main risks of advocacy and gave a group exercise to all the participants and told them to prepare a plan on

- ***Advocate for a Women's University in your State.***
- ***Advocate for extending period of Maternity leave to 1 year - 6 months with full pay and 6 months with half pay. Advocate for Paternity Leave***

- *Advocate for 50% reservation in Decision Making Bodies*
- *Advocacy for curriculum changes, like Inclusion of Sexual education, Inclusion of Reproduction Rights*
- *Advocate policy for curbing sexual harassment in your University*
- *Advocate for Gender Budgeting in your University.*

With this the technical sessions of the 5th day ended successfully by a tea break. *Prof. Pam Rajput, CGRP, former Director, Centre for Women's Studies, Punjab University.* Her presentations continued for two and a half days spreading over 7 Technical Sessions and dealt with 6 Units namely:

- *Developing a shared understanding of Advocacy*
- *Understanding Politics and Power*
- *Planning Advocacy in the context of Higher Education*
- *Advocacy Skills and Tactics*
- *Advocacy in Action*
- *Sharing Advocacy Experiences-Feedback and Evaluation.*

Women's Studies Centre

University of Kashmir

Organizes

6-days UGC Sponsored Workshop

MANAGEMENT SKILLS ENHANCEMENT MODULES (MSEM)

Under the scheme of

“CAPACITY BUILDING OF WOMEN MANAGERS IN HIGHER EDUCATION”

Programme Schedule

27th May to 1st June, 2013

27th May 2013

9:30 a.m. –10.00 a.m.	Registration
10.00 a.m. to 11.00 a.m.	Inauguration <ul style="list-style-type: none"> • Inaugural Speeches • Introduction to the Workshop.
<i>11. 00 a.m. to 11.30 noon</i>	<i>Tea Break</i>
11.30 am to 12.00 noon.	Brief Introduction of Committee Members and Volunteers (their functions) Icebreaker: Introduction of the Participants
Technical Session 1 12.00 noon- 1.00 p.m	Introduction to Financial Management <i>Prof. Harsha Parekh</i>
<i>1 .00 p.m. to 2.00 p.m.</i>	<i>Lunch Break</i>
Technical Session 2 2.00 p.m. to 3.30 p.m.	Costing <i>Prof. Harsha Parekh</i>
<i>3.30 p.m. to 4.00 p.m.</i>	<i>Tea Break</i>
Technical Session 3 4.00 p.m. to 5.30 p.m.	Budgets and Budgeting Concepts <i>Prof. Harsha Parekh</i>

<i>28th May 2013</i>	
Technical Session 4 9.30 a.m. to 11.00 a.m.	Analysis of Budgets <i>Prof. Harsha Parekh</i>
<i>11.00 a.m to 11:30 a.m.</i>	<i>Tea Break</i>
Technical Session 5 11:30 a.m to1.00 p.m.	Gender Budgeting <i>Prof. Archana Sharma</i>
<i>1 .00 p.m. to 2.00 p.m.</i>	<i>Lunch Break</i>
Technical Session 6 2.00 p.m. to 3.30 p.m.	Gender Budgeting <i>Prof. Archana Sharma</i>

3:30p.m-4:00 p.m.	<i>Tea Break</i>
Technical Session 7 4.00-5.30pm	Inflows <i>Prof. Harsha Parekh</i>
29th May 2013	
Technical Session 8 9.30 a.m. to 11.00 a.m.	Outflows <i>Prof. Harsha Parekh</i>
<i>11a.m. to 11.30 a.m.</i>	<i>Tea Break</i>
Technical Session 9 11. 30 a.m. to 1.00 p.m.	Accounting & Bookkeeping <i>Ms.Arifa Sultana</i>
<i>1 .00 p.m. to 2.00 p.m.</i>	<i>Lunch Break</i>
Technical Session 10 2.00 p.m. to 3.30 p.m.	Auditing- Internal & Statutory <i>Ms. Arifa Sultana</i>
<i>3.30 p.m. to 4.00 p.m.</i>	<i>Tea Break</i>
4.00 p.m. to 5.30 p.m.	Wrap Up & Feed Back

30th May 2013	
Technical Session 11 9.30 a.m. to 11.00 a.m.	Introductory Session Advocacy in Institutions of Higher Education <i>Prof. Pam Rajput</i>
<i>11.00 a.m. to 11.30 a.m.</i>	<i>Tea Break</i>
Technical Session 12 11. 30 a.m. to 1.00 noon	Developing a Shared Understanding of Advocacy <i>Prof. Pam Rajput</i>

1.00. to 2.00 p.m.	Lunch
Technical Session 13 2.00p.m. to 3.30 p.m.	Understanding Power and Politics <i>Prof. Pam Rajput</i>
3:30 to 4 p.m.	Tea Break
Technical Session 14 4.00 p.m. to 5.30 p.m.	Planning Advocacy in the Context of Higher Education <i>Prof. Pam Rajput</i>

31st May 2013

Technical Session 15 9.30 a.m. to 11.00 a.m.	Advocacy Skills - Communication and Negotiation <i>Prof. Nilofer Khan</i>
11.00 a.m. to 11.30 a.m.	Tea Break
Technical Session 16 11.30 a.m. to 1.00 pm	Advocacy Skills- Media and Risk Management <i>Prof. Pam Rajput</i>
1.00. to 2.00 p.m.	Lunch
Technical Session 17 2.00 p.m. to 3.00 p.m.	Advocacy in Action(Advocacy by Doing) <i>Prof. Pam Rajput</i>
3.00 p.m. to 3.30 p.m.	Tea Break
Technical Session 18 3.30 p.m. to 5.30 p.m.	Free Time

1st June 2013

Technical Session 19 9.30 am to 11.00am	Sharing Advocacy Experiences <i>Prof. Pam Rajput</i>
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UGC SPONSORED **MSEM WORKSHOP** UNDER THE SCHEME OF
“CAPACITY BUILDING FOR WOMEN MANAGERS IN HIGHER EDUCATION”
Organised by Women’s Studies Centre, University of Kashmir
Date :-27th May-1st June-2013

11a.m. to 11:30a.m.	<i>Tea Break</i>
Technical Session 20 11:30 to 1 p.m.	Module 2: Feedback and wrap up Distribution of Certificates
1 p.m.	Lunch and Departure

S.no	Name of the Participant/ College	Email Id/ Contact No
1.	Dr AkankshaAsstt Prof. MCM College for women, sec-36, Chandigarh	akanksha.td@gmail.com 09888800425
2.	Dr AshuVashisht <i>Selection grade Professor</i> GDC Kathua	vashu16@yahoo.co.in vatsadishree@gmail.com Cell 9419797245
3.	Dr ManjuVerma Director Womens Studies Centre Punjabi University Patiala	vermamanju1953@yahoo.com cell 08427005018
4.	Dr Manvinder Chair Person Women Studies Centre Punjab University, Chandigarh	manvinder@pu.ac.in 09915444839
5.	Dr NandiniPathania, Associate Prof. St. Bedes College, Shimla	pathania29@yahoo.co.in 09816333287
6.	Ms NidhiKotwal PG Deptt of Home Science Parade College Jammu	nidhikotwal@yahoo.co.in cell:09469214619
7.	Dr Poornima Jalander	poornim.dr30@gmail.com Cell :- 09815595979
8.	Dr Renu Gupta Principal MIER College, Jammu	principal@miercollege.in
9.	Dr ShashiKoul Head PG Department of Home Science	shashi_kaul2002@yahoo.co.in

	Govt College For Women Parade,Jammu	Cell :-09419205559
10.	Dr Sumedha Singh Asstt Prof. School of Communication Studies, Chandigarh	sumedhasingh7@gmail.com 09023789772
11.	Dr Zahida Mehraj Islamia College of Science And Commerce	zahidamehraj@gmail.com 9419999915
12.	Mrs Asmat Kawoosa Deputy Registrar University of Kashmir	Cell :-9419088993
13.	Prof. Parveen Pandith Principal, College of Education M.A Road	P_parveen2k7@rediffmail.com Cell :-9419012022
14.	Dr Rehana Habib Kanth SKUAST-K	raihana_k@rediffmail.com cell:- 9419051272
15.	Dr Humera Shafi Assistant Professor Deptt. of Psychology University of Kashmir	Cell:-9419394943 Email :- humerashafi11@gmail.com
16.	Dr Nasreen Chasti Assistant Professor Islamia College of Science and Commerce	Cell 9419065535
17.	Dr Effat Yasmeen Deptt of Economics University of Kashmir	Email:- effatwani@yahoo.com Cell:-9906539139

18.	Prof Yasmeen Bashir Assistant Professor Govt. Degree College Pattan	Email:-tasawoor.k@gmail.com Cell:- 09906611291
19.	Ms HinaKousarQadri Assistant Professor Govt Degree College Budgam	Email :-syed.ik@gmail.com Cell 09419733866
20.	Prof YasmeenFarooq Associate Professor Govt Degree College NawaKadal	Email:- shuhulkashmir@gmail.com Cell 09796389888
21.	Dr NayeemaJabeen SKUAST-K	Email: nayeemajabeen@gmail.com Cell :9419690553
22.	Prof. Rafiya Rashid Head Deptt of Botany Womens College M.A Road	Email:- RafiyaRashid@yahoo.in
23.	Dr ShabanaArjumand Govt Degree College Boys Baramulla	Ind.fish@yahoo.com Cell:-9419725952
24.	Dr Ameena Principal Govt. Degree College, Kargil	Cell:-9419176427 Email :- prinicpal_gdck@rediffmail.com
25.	Dr ShafiaSaleem Govt Degree College Rajouri	Cell :-9419178265 Email :- saleemshafia@gmail.com
26.	Dr AneesaShafi Associate Professor Deptt of Sociology	Email:- aneesashafi@yahoo.co.in Cell 9419007004

27.	Dr Baby Bilques Associate Professor Govt College For Womens NawaKadal	Email:- principal@gcwnk.com Cell 9906862831
28.	Prof Shaheen Sheikh Govt College for Women M.A Road	Cell:- 9419064696,9906612336 Email:- gcwmaroad@gmail.com
29.	Dr SandhyaBaradwaj. Parade College Jammu	Sandhya19bh@yahoo.co.in Cell no:-9419188093
30.	Prof YasmeenAshai Coordinator PG deptt. Of Home science &Womens Studies Centre Govt. College For Women's M.A Road	Ashai_yasmeen@yahoo.co.in
31.	Prof GurmeetKour College of Education M.A Road	Email grmt.kour@gmail.com Cell 9419003417
32.	Prof. NighatBasu Dean Faculty of Education University of Kashmir	Cell :-

At last she said that Gender inequality continues unabated and new complexities are added in the face of changing social dynamics. This poses the twin dilemma of not only overcoming persisting biases but also responding appropriately to new emerging issues and concerns. The realm of public policy is seen as the leverage point wherein governments can initiate gender responsive measures within the larger framework of planning, budgeting & implementation. This however requires sustained

efforts through a well-defined and developed strategy. The challenge is not so much about the lack of motivation or innovative strategies and efforts, but more centrally about addressing the existing knowledge and capacity gap. This is arguably one of the major hindrances towards achieving the desired outcomes and goals. Although there have been several successful initiatives, these efforts have by and large remained scattered. In other words, there is no common pool or repository of knowledge on gender responsive tools and methodologies for planning & implementation that can be used for cross-learning and replication.

To mainstream gender into planning processes at different levels of governance and across sectors, it needs to be divided into three broad sections—

- *Planning and budgeting;*
- *Implementation Models; and*
- *Accountability and Performance.*

Furthermore Monitoring Mechanisms with various case studies clubbed under these categories for ease of presentation and understanding. Each case study includes the process followed; stakeholders involved; and highlights achievements and challenges thereof. It also delineates steps on ‘how’ each initiative can be replicated and identifies the potential entry points that can be leveraged to create gender inclusive plans and accountability mechanisms.

Prof. Pam said , “The closer we look at the issues, the more evident their

complexity and inescapable their linkages: education to violence to child marriage, health, nutrition, sexual exploitation, and all of these to economic and social disparities. It was Carol Bellamy, executive director of the United Nations Children's Fund (UNICEF), speaking in 1995 for and about the girl-child. Five years later, her voice still resonates and far beyond girl-children's concerns. In the 21st century, have the issues become less complex, the linkages more obvious? How have women and girl-children changed, or have been changed by, a world of economic and social disparities? Five years after the Fourth World Conference on Women in Beijing, it is time to take a closer look at the issues."

Valedictory function of the week-long programme was presided over by ***Hon'ble Minister of Higher Education ` J&K Government, Jinab Mohammad Akbar Lone, Prof. Talat Ahmed, Vice-Chancellor, University of Kashmir. Prof. Zaffar Ahmad Reshi Registrar, University of Kashmir,*** and Deans of various faculties were also present at the occasion. ***Hon'ble Minister of Higher Education J&K Government, Jinab Mohammad Akbar Lone,*** in his presidential speech remarked that since the imposing period inequalities has emerged among Indian women in various forms like gender inequalities and rural-urban inequalities among women. According to him gross route level institution can play an important role in this regard. He expressed his sense of gratitude for organising such workshops and said that there are many such programme in pipeline for welfare of women.

Prof. Talat Ahmed, Vice-Chancellor, University of Kashmir while congratulating Prof. Khan for incredible finish of the workshop and said university will always provide constant support for such kind of workshops which will help females to acquire

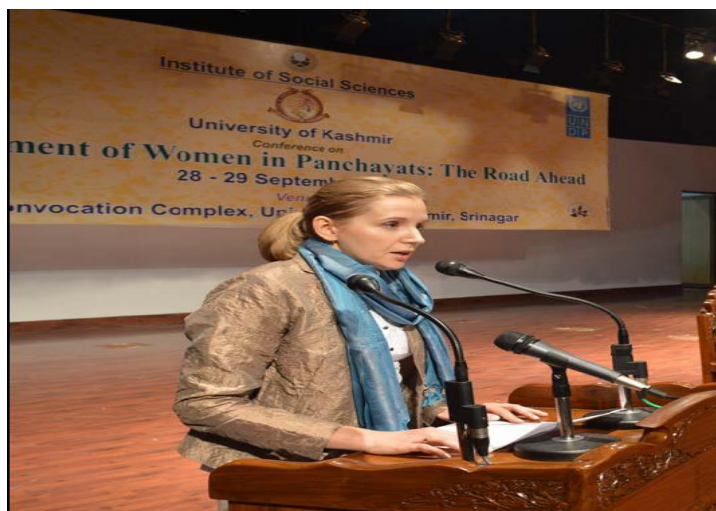
their positions in administration levels. ***Prof. Zaffar Ahmad Reshi Registrar, University of Kashmir*** in his address admired that the centre for Women's Studies, University of Kashmir for organising this workshop in his speech, he stated that although women in Srinagar has a strong position in society, but for the further improvement the status of women we need to organise more and more such programmes in the varsity. Session started with presentation of project reports by participants followed by presentation of programme outcome/recommendations by ***Prof. Poonam Dhawan, Core Group Resource Person (North- West) Region***. The 6 day workshop ended with a good gesture by ***Prof. Nilofer Khan, Coordinator Women's Studies Centre*** On the whole, the 6 day workshop left the participants highly energized, enlightened and enriched. All is well that ends well. So it goes without saying that the MSEM workshop ended with a positive note. The workshop ended with the distribution of certificates to participants. A sincere vote of thanks was offered by ***Prof. Naheed Vaida, Director Institute Of Home Science and Assistant Coordinator, Women's Studies Centre***. She also offered sincere thanks to *Hon'ble Minister of Higher Education J&K Government, Jinab Mohammad Akbar Lone, Prof. Talat Ahmed, Vice-Chancellor, University of Kashmir, Prof. Zaffar Ahmad Reshi Registrar, University of Kashmir and Prof. Armaity S. Desai, Former Chairperson UGC & Chairperson (CBWM) in Higher Education. Prof Pam Raj put Core Group Resource Person (North- West) Region for charring over the session of the workshop. She also thanked media person, for providing coverage of 6 days national workshop and last but not least she also thanked the participants of the workshop without whom the workshop could not be a successful on*

91. 2 DAYS CONFERENCE AT UNIVERSITY OF KASHMIR IN COLLABORATION WITH UNDP, PLANNING COMMISSION GOVERNMENT OF INDIA AND INSTITUTE OF SOCIAL SCIENCES, NEW DELHI CONFERENCE ON "EMPOWERMENT OF WOMEN IN PANCHAYATS: THE ROAD AHEAD" ON 28-29 SEPTEMBER 2013.

Women's Studies Centre, University Of Kashmir in collaboration with The Institute of Social Sciences, New Delhi organized a landmark conference

“Empowerment of Women in Panchayats: The Road Ahead” in which elected women panchayat representatives of Jammu and Kashmir state are invited in the Convocation Complex of University of Kashmir on 28-29 September, 2013. This was the first such meeting to be convened since the state's halqa level panchayat elections of 2011, held with great public enthusiasm despite militant threats. The meeting was co-sponsored by United Nations Development Program's India office and the Planning Commission of India. The *Women's Studies Centre and Dean Students Welfare, University of Kashmir* extended academic and logistics support. Several hundreds of elected women representatives of panchayats (EWRs), women activists from different districts of the state, scholars, legal luminaries and political leaders participated in the event which was held in the Convocation Hall of the University's beautiful campus situated against the backdrop of the PirPanjal mountains. Under the Jammu and Kashmir Panchayati Raj Act, 1989 (which predates the Indian Constitution's 73rd Amendment that gave statutory status to panchayat bodies) and its subsequent amendments, members of village level local government institutions – panchayathalqas - are directly elected by the people, and since 2011 one-third of the seats are reserved for women. In the recent elections to the halqapanchayats over 28248 candidates were elected out of which 9424 are women. The Conference aimed to examine the current situation of women elected representatives, discuss how they could effectively function as leaders and decision makers in public life, document cases of successful

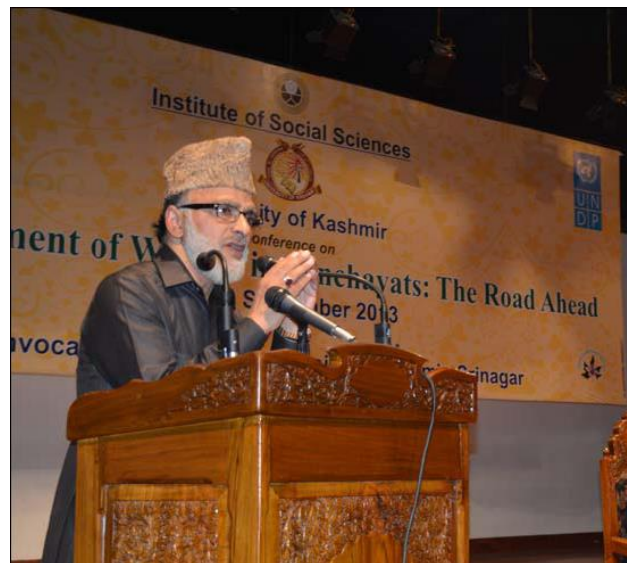
leadership, create awareness about the importance of their role in panchayats, and deliberate on ways and means to ensure good governance at village level by elected leaders including the women representatives - a prerequisite for people's participation and responsive government in any democratic state. The Inaugural Session commenced with rousing songs by the girls of RahatGhar, a home for children orphaned by conflict in the state. **Prof. Nilofer Khan, Dean, Department of Student's Welfare and Director, Women's Studies Centre, Kashmir University and Ms Shamima Raina, Sr. Vice-President, Jammu & Kashmir Mahila Congress,** welcomed the delegates and guests. Quoting Iqbal's inspiring verse on Kashmir -"The earth whose dust conceals the fire of the chinar in its conscience can never go cold, nor ever lose its self respect" Dr George Mathew, Chairman, Institute of Social Sciences (ISS) spoke of Institute's commitment, formed as early as 1984, to make Jammu and Kashmir one of the priority states in its work of promoting democratic local governance.



Alexandra Solovieva

The UNDP Deputy Country Director Alexandra Solovieva congratulated the Panchayat women and said that global evidence shows that progress towards development goals is undermined "if opportunity and justice are not universally accessible to all sections of society. Due to inherent power

imbalances, women are more prone to such exclusions". However, when women have a strong presence in local bodies they tend to ensure adequate investment in areas like education, health, water and sanitation, and access to economic opportunities and justice, all of which are critical to human development.



Ali Mohd. Sagar inaugurates the conference

The chief guest, **Mr Ali Mohammad Sagar, Minister for Rural Development and Panchayats**, in his inaugural address stated his government's plans for devolution of powers and finances to panchayats. He announced that monthly honoraria to panchayat members would soon become a reality, that orders have been issued to 14 departments and block and halqa level officials to cooperate with elected representatives and involve them in implementation of development schemes, and that his ministry has asked the union government for enhanced aid in order to transfer Rs 10 lakhs annually to each panchayat to accelerate development activities. Groups of elected members met the Minister to voice their grievances directly to him and these interactions were well reported in the

press. *Planning Commission member Dr.SyedaHameed* in her address said that the panchayats were at this point of time the most important sector in government, the one that was actually going to make a difference to the state.She raised the issue of the steep decline in child sex ratios in many districts of the state, a trend that has only emerged recently, as the Census 2011 has highlighted, and exhorted the Panchayat leaders to tackle this problem urgently in their respective districts.



M.Y. Tarigami,



Asha Rani GirijaDharAhmed Ali Fayyaz, RekhaChowdhary and V. MohiniGiri

The first plenary session was chaired by **Dr. V. MohiniGiri, former chairperson National Commission for Women and founder, Guild of Service. Mr. M.Y. Tarigami, Member, Legislative** Quoting Iqbal's inspiring verse on Kashmir -"The earth whose dust conceals the fire of the chinar in its conscience can never go cold, nor ever lose its self respect"

Dr George Mathew, Chairman, Institute of Social Sciences (ISS) spoke of Institute's commitment, formed as early as 1984, to make Jammu and Kashmir one of the priority states in its work of promoting democratic local governance. The **UNDP Deputy Country Director Alexandra Solovieva** congratulated the Panchayat women and said that global evidence shows that progress towards development goals is undermined "if opportunity and justice are not universally accessible to all sections of society. Due to inherent power imbalances, women are more prone to such exclusions". However, when women have a strong presence in local bodies they tend to ensure adequate investment in areas like education, health, water and sanitation, and access to economic opportunities and justice, all of which are critical to human development. The chief guest, **Mr Ali Mohammad Sagar, Minister for Rural Development and Panchayats**, in his inaugural address stated his government's plans for devolution of powers and finances to panchayats. He announced that monthly honoraria to panchayat members would soon become a reality, that orders have been issued to 14 departments and block and halqa level officials to cooperate with elected representatives and involve them in implementation of development schemes, and that his ministry has asked the union government for enhanced aid in order to transfer Rs 10 lakhs annually to each panchayat to accelerate development activities. Groups of elected members met the Minister to voice their grievances directly to him and these interactions were well reported in the press.



Dr.SyedaHameed

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and Ms Ezabir Ali, Jammu & Kashmir Voluntary Health Association.



Dr. Girija Dhar, chairperson of Jammu & Kashmir's first State Commission for Women,

The inspiring and thought provoking addresses by ***Dr. Girija Dhar, chairperson of Jammu & Kashmir's first State Commission for Women,*** who chaired the last session of the day greatly motivated the EWRs. It emboldened them to come forward with their depositions on functioning of panchayats in their constituencies. A key feature of the first day's proceedings was the hour long presentation made by ***Asha Rani, a panch from Wusan, district Baramulla.*** She shared her experience beginning with how she was first convinced of the need to contest the elections and how demotivated she became later, because the panchayats were not empowered to function effectively. She lamented the fact that she had been unable to meet the expectations of the people because she had no resources to do so. Expressing hope that the visibility given by the conference to EWRs would start improving their status and situation, she said that the presence of so many panches from other parts of the state gave her a sense of solidarity, a feeling echoed by many other panches during the conference. **Nazrana-e-Khusro:** In the evening, Urdu litterateur ***Begum Zakia Zaheer and Dr***

SyedaHameed presented a scintillating recital of compositions by the 13th century poet-mystic Amir Khusro,



Nazrana-e-Khusro

sung by Rene Singh. Amir Khusro, a multi-faceted polyglot, has been venerated in Asia and the Middle East for over 800 years. His poems and *paheliya*(riddles) survive in the oral traditions of Urdu, Persian and Hindi speaking peoples. He thus symbolizes the synthesis of cultural, linguistic and mystical traditions that developed in North India in mediaeval times.

The second plenary session of the conference was held on the morning of 29 September. **Mr A.R. Rather, Minister of Finance & Ladakh Affairs, Government of Jammu and Kashmir** was the main speaker. The Minister complimented the ISS for holding this timely conference. He recalled the provisions for women's empowerment spelt out in a

separate chapter in the 'Naya Kashmir' Manifesto put together by Sheikh Abdullah, founder of the National Conference party which now runs a coalition government in the state. More than 70 years ago the state had developed policies that envisaged equal participation of women in all spheres of public and professional life. People had challenged some of the policies, such as 50 per cent reservation for women students in medical

colleges in the courts but that provision had been vehemently defended by former **Chief Minister Dr Farooq Abdullah**, himself a medical doctor, said Minister Rather. According to him, the 33 per cent reservation of seats for women in panchayats is a revolutionary step and a precursor to their equal participation in State Legislative Assemblies and Parliament. He gave some practical advice to the assembled Panchayat members: to work with honesty and dedication in their panchayats, accept the most bitter criticism with equanimity, tolerate all forms of adversity and non-cooperation. "In the administration, some people won't want you there, some people will taunt you or not listen to you, and the MLAs will fear competition - you have to tolerate all this if you wish to be elected once more. It is from amongst you that the future political leaders of the state will eventually emerge". **Dr.EffatWani, Associate Professor, Department of Economics, Kashmir University**, presented the findings of a case study of District Kupwara which aimed to assess the impact of 33 per cent reservation in local body elections on empowerment of rural women. The third plenary session was chaired by **Prof. GulWani, Director, Madanjeet Singh Institute of Kashmir Studies**. Following his presentation, **Dr.RoshanAra, President All India Women's Conference, Kashmir Branch and ShamimaRaina** spoke on critical issues affecting the Panchayats.

Working Group reports were presented in the afternoon, in a session chaired by **Prof. NighatBasu, Dean, Faculty of Education, Kashmir University**. The five topics discussed in the Working Groups were:

- Role of Panchayats in Local Development
- Gender Budgeting and Local Planning
- Health and Other Basic services and Panchayats
- Panchayats, Women and Good Governance, and

- Dynamics of women's participation in Panchayati Raj.

There was consensus among all the groups that the biggest problem faced by EWRs and panchayats in general was total lack of awareness and funds. Illiteracy was also highlighted

as an important constraint in functioning as people's representatives. Other factors hampering their full participation in the panchayats which came up in the discussions were: an 'essentially chauvinistic' society, corruption, Sarpanch-official nexus in implementation of schemes, party politics at the village level, lack of respect shown to EWRs by block level officials, lack of information and training. The Valedictory function witnessed the culmination of the two days of

aspirations, enthusiasm, energy, emotions and hard work that the women who had gathered there had put in over the last two days. Prof. Talat Ahmed, Vice-Chancellor Kashmir University, while enumerating the key objectives of the conference in his introductory remarks, succinctly captured this mood. Moved by the enthusiasm of the elected women representatives as well as that of the students and faculty of the university, he assured future cooperation of the university for similar academic research and endeavors.

The Governor of Jammu & Kashmir His Excellence Mr. N.N. Vohra, who is Chancellor of Kashmir University, was the chief guest of the valedictory function. In his address the Governor said, "Women have to play a vital role if the State has to achieve speedy progress and prosperity." He called upon the women Panchayat representatives to take keen interest in their new role and contribute meaningfully to ensure the effective implementation of welfare and development programmes in the villages. Quoting constitutional provisions, which support the empowerment and

rights of women, and the decentralization of powers, the Governor stressed the need for increasing awareness among women Sarpanchs and Panchs so that they are fully aware of their rights and duties. He added that devolution of powers at the grassroots level is the key for securing a balanced and all round development of communities and the state. The Governor complimented the Institute of Social Sciences, New Delhi, and the University of Kashmir and their collaborators for organizing such a Conference on an extremely important theme and for bringing elected women representatives from remote districts to Srinagar. He expressed hopes that both the institutions would join hands to organize more such programmes in the near future. ***Prof. M. Aslam, Vice-Chancellor, Indira Gandhi National Open University***, delivered the valedictory address. He spoke extensively about the varied aspects of women empowerment and the need for further strengthening Panchayati Raj Institutions in the State. He spoke of the numerous innovative training modules developed by him and his colleagues in **IGNOU for capacity building of His Excellency N.N. Vohra delivering the Special Address at the Valedictory Session**



Valedictory Session

From left to Right: Prof. M. Aslam, Vice Chancellor, Indira Gandhi National Open University, Dr. George Mathew, His Excellency N.N. Vohra, Governor of Jammu and Kashmir, Prof. Talat Ahmed, Vice Chancellor, University of Kashmir, Ms. Seema Khajuria, Additional Advocate General, Jammu & Kashmir and Prof. Nilofer Khan

panchayat representatives, including many which were specially formulated for semi- or non-literate panchayat members. Unfortunately, these training materials have rarely been used in actual training programmes, he said. **Prof. Aslam** recalled that he had expressed the wish for such a conference to be held in Srinagar way back in December 2012 when the Institute of Social Sciences celebrated the 20th anniversary of the 73rd and 74th constitutional amendment. He emphatically asserted that strengthening local governance and grass roots democracy was the panacea for much of the ills and pain that the people of Jammu and Kashmir have had to bear in the past couple of decades. **Ms Seema Khajuria, Additional Advocate General, Jammu and Kashmir** felicitated the elected women representatives who had stood up to contest the elections against great odds, including threats to their lives in the 2011 panchayat elections. Dwelling on the constitutional aspects regarding women's empowerment, she emphasized that no country can prosper if 50 per cent of its citizens were unable to realize their rights. **Ms. Khajuria** highlighted the many facets of genuine empowerment including the ability to take decisions on one's own.

Dr. George Mathew, Chairman of ISS while addressing the gathering, confessed that the occasion had made him emotional as both Panchayati Raj and the state of Jammu and Kashmir were close to his heart. He thanked the **Governor H. E. N.N. Vohra** and the state ministers **Mr. Ali Mohd. Sagar and Mr. A.R. Rather** for their support, as well as the **University of Kashmir and its Vice Chancellor Prof. Talat Ahmed** and the people of the state for helping to make the conference a success. **Prof. Nilofer Khan, University of Kashmir**, proposed the vote of thanks, bringing to a close a unique event

that brought University faculty and students, independent research scholars, political party workers and leaders and media persons together with grassroots elected women local government members for the first time in the history of Panchayati Raj in the state of Jammu and Kashmir.

91 ORGANISED ONE DAY PROGRAMME ON BREAST CANCER ON THE EVE OF WORLD CANCER AWARENESS DAY ORGANIZED BY WOMEN'S STUDIES CENTRE IN COLLABORATION WITH INSTITUTE OF HOME SCIENCE AND CANCER SOCIETY OF KASHMIR ON NOV. 07, 2013.

World Cancer Awareness Day

On the eve of **World Cancer Awareness Day** Nov,07 2013 Cancer Society of Kashmir in collaboration with **Women's Studies Centre** and **Institute Of Home Science** organised one day awareness camp on **Breast Cancer** in which screening of female teaching / non teaching staff and students community was examined by Dr.Firafroz, Department of Radiation oncology, SKIMS, Srinagar, also extension lectures by concerned experts lady specialist were also the part of the programme.

Each year globally cancer kills more people than AIDS, Malaria and Tuberculosis, combined. Research suggests that one third of cancer deaths can be avoided through prevention and another third by early detection and treatment.

Prof. Nilofer Khan, DSW and **Coordinator** WSC, University of Kashmir in her welcome address said that I found it is quite important that beyond organising awareness camps and seminars there is an urgent need to provide platform for screening of participants as a way of fighting the scourge of Breast Cancer in a more practical way. **Prof. Nilofer Khan** welcomed all the dignitaries and participants. She said that

50 participants had registered for examining; she further said that the main goal of this camp is to empower participants with information that will enable to make decisions about living a healthy lifestyle. Also to eradicate breast cancer or cancer in general a life threatening disease in Kashmir/ for this and future generation.

Prof. Zaffer Ahmad Reshi Registrar Kashmir Univeristy

said that at a certain stage women need to maintain regular health check-ups. This could make a difference between life and death. Urging women to attend regular screening and health checkups Cancer Society of Kashmir has launched a campaign that includes offering free checkups free mammogram for women in its office offering brochures and raising awareness. He further said that although almost 90% of breast cancer cases are curable if detected early it is very important to keep on raising awareness. Women still do not take steps towards screening or medical treatment until the cancer is spread and at an advanced stage. He said that because cancer is increasing accruing at a younger age the new recommendation suggest that apart from the monthly self examination women above the age of 20 should have a clinical examination with an oncologist every 3 years finally he congratulated **Cancer Society of Kashmir** for working for such a noble cause.

Prof M.A Qureshi founder member of Cancer Society Kashmir urged individuals and communities and the entire nation at large to come together to fight cancer, according to him cancer is a health challenge that must be faced and curbed.

Prof. Qureshi during his brief speech said that Cancer Society of Kashmir was established in march 1999 the main objectives of the organisation are:

- To create prevention and to promote its early detection.

- To provide free **Chemotherapy** treatment to deserving patients suffering from potentially curable cancers.
- To establish need based adequate diagnostic and most modern facilities by establishing cancer hospital.
- To print publish and inculcate brochures highlighting risk and preventions factors for all forms of cancer.
- To coordinate and work with other institutions organisations working for the same cause and to enter into any agreement with other trusts and societies and institution as many help to promote the objectives of this society.
- To depute persons or send delegations to scientific or medical conference in connection with the cancer problem in and outside the country.
- To conduct research on incidence prevalence, distribution causes, symptoms pathology and treatment to promote its cure.
- To collect the latest data or scientific information regarding research or treatment of cancer nationally or internationally.

He further revealed the activities conducted by Cancer Society of Kashmir and gave the figures of no. of programmes and no of beneficiaries benefited by them:

- Public awareness prog. (Universities colleges, higher and high schools)----- 75
- Mass screening Progs. Free endoscopy camps ----32
 - ✓ No of patients screened --- 9100
 - ✓ No of free endoscopies conducted ---2050
 - ✓ No of patients benefitted due to diagnostics facilities on no profit no loss basis --- 15400

- ✓ Endoscopy procedures --- 10126
- ✓ Colonoscopy/ sigmoid copy procedures --- 3906
- ✓ Bronchoscope --- 50
- ✓ USG --- 1318
- ✓ Day care facilities for free chemotherapy treatment w.e.f , 2012 ---85
- ✓ Free multispecialty oncology clinic w.e.f 2011 --- 9345
- ✓ Free chemotherapy to deserving patients suffering form potentially curable cancers --- 600
- ✓ And the other facilities provided by the Cancer Society Kashmir are:
 - Free colostomy bags
 - Home palliative care services.

Dr.Firafroz, *Department of Radiation oncology, SKIMS Srinagar* during her presentation said that breast cancer is the most common cause of death in women. At least one in twelve women develops breast cancer in their lifetime. For women over 50 screening mammograms are the best ways to detect breast cancer.

She said that breast self examination (BSE) is the most effective way and inexpensive method of detecting breast cancer (B.C) in its early stage when chances of complete recovery are brightest. During her presentation **Dr.Firafroz** said that BSE can be done monthly especially seven days from the day of the menstrual cycle every month to look for a lump, swelling hardness of skin, scaling, redness, or irritation dimpling or in drawing of skin anywhere on breast; nipple-redness, discharger or retraction (in- drawing) and spontaneous pain.

She illustrated the BSE can be performed standing in front of a mirror large enough to see yourself from waist upwards look observe size, shape, colour, condone, and any change in nipple or areola. Turn slowly from side to side. Observe in 3 positions with arms by your side arms raised above your head and with both hands pressing your hips. This is done in 2 positions intending and lying positions feel right breast with left hand and left breast with right. Feel with the flat of the fingers and making a circular motion as you feel. **Dr Firafoz** concluded by saying the aim of BSE and later medical consultation if needed is to make sure there is no cancer or to detect it in its early stage when it can be cured.

Next presentation was given by **Ms Uzma, Research Scholar**, Institute of Home Science, University of Kashmir wherein she emphasized on the role of diet in breast cancer and various risk factors which lead to breast cancer.

Vote of thanks was given by **Prof. NaheedVaida, Director**, Institute of Home Science, University of Kashmir she on behalf of Women's Studies Centre, Institute of Home Science and Cancer Society of Kashmir and the entire medical fraternity extended a hearty vote of thanks to all speakers for gracing their opinion.

She thanked **Prof. Zaffer Ahmed Reshi Registrar**, University of Kashmir for sparing his valuable time and gracing the occasion. She further mentioned deep sense of appreciation for **Prof. M.A Qureshi, Dr.Firafoz** and **Dr.LubnaNazir** for their efforts. She also thanked Director of Distance Education **Prof. NiloferKhan** for the support and providing venue for organising the awareness camp. Last but not least she thanked the staff of Women's Studies Centre for making this programme successful.

92 ORGANISED ONE DAY SEMINAR ON THE EVE OF INTERNATIONAL WOMEN'S DAY ON "WOMEN TECH MAKERS-ENGINEERING THE FUTURE" IN COLLABORATION WITH DSW AT IB-NE-KHALDOUN AUDITORIUM ON 08-03-2014.

- The main aim of the programme was to have an interaction with the women scientists. This day was celebrated by organizing one day seminar on the eve of international women's day. It's mandatory for women's studies centers to celebrate such type of programmes. In this seminar most of the paper presenters came up with new suggestions for making equal contribution to make this world a balanced one. The programme was organized with department of extension education, SKUAST-K, resource persons from SKUAST were invited to provide their expertise and awareness about modern agricultural technology.

93 CENTRE HAS SUCCESSFULLY STARTED A 3 MONTHS CERTIFICATE COURSE IN "WOMEN AND LAW" CLASSES FOR FIRST BATCH HAVE ALREADY STARTED FROM 26 NOV-2014.



Dr

NusratPandith, Department of Law, university of Kashmir while delivering lecture to the students of 3 months certificate course in women and law offered by Women's Studies Centre, University of Kashmir.

94 CENTRE ORGANISED THREE WEEKS REFRESHER COURSE ON GENDER STUDIES, SPONSORED BY UGC FROM 15TH DEC - 2014 TO 3RD JAN-2015 IN COLLABORATION WITH ACADEMIC STAFF COLLEGE.

The main aim of the course was to educate men as well as women to see the women assume their rightful and meaningful role in the society. The course was organised for teachers up to the level of Assistant Professor /Sr. Assistant Professor irrespective of their subject/ gender was eligible to attend the course.



95 ORGANISED A ROUND TABLE DISCUSSION ON GENDER AND CONFLICT IN SOUTH ASIA AT CONFERENCE HALL ACADEMIC STAFF COLLEGE ON 9TH APRIL 2015.

The centre organized a round table discussion on Gender and Conflict in South Asia and deliberations were made regarding the impact of conflict upon women and the strategies for redressal measures were also framed.



96 CENTRE IN COLLABORATION WITH DSW AND PARTNERSHIP FOR SAFE MEDICINES(PSM) INDIA INITIATIVES, NEW DELHI AND PRESIDENT AIWC KASHMIR CHAPTER ORGANISED THREE DAYS NATIONAL CONFERENCE ON “MAKING J&K THE MOST PATIENT CONSUMER FRIENDLY STATE: IMPROVING ACCESS” FROM 19-21 MAY - 2015 AT GANDHI BHAWAN.

The key objective of the PSM-India Initiative is to emphasize the need for NGO’s and other civil society groups to take an active interest in building an effective partnership with all the stakeholders concerned and to launch a National Campaign for Promoting Safe Medicines. The thematic basis of the partnership is a joint initiative between all stakeholders in an equitable manner based on trust, transparency and accountability to each other.

OBJECTIVES:

- To collate the success stories of the State Drug Regulatory Authorities in terms of transparent and accountable processes to empower the consumers.

- To exchange ideas and look at modern information technologies (ITs) available in India to build capacity with the State Drug Regulatory Authorities
- To agree on a draft blueprint on the way forward to enable all the State Drug Regulatory Authorities to adhere to a uniform code of practices as per the existing laws and global best practices on Good Manufacturing & Distribution Delivery Mechanism.





97 CENTRE ORGANISED THREE WEEKS REFRESHER COURSE ON GENDER STUDIES, SPONSORED BY UGC FROM 22ND MAY TO 16TH JUNE - 2015 IN COLLABORATION WITH ACADEMIC STAFF COLLEGE.

Women's Studies Centre in collaboration with HRDC organised 3 weeks refresher course on Gender Studies sponsored by UGC in which experts from various parts of the country were



98 ORGANISED EXTENSION LECTURE ON GENDER RELATIONS DELIVERED BY PROF PAMELA SINGLA, DEPARTMENT OF SOCIAL WORK, UNIVERSITY OF DELHI DATED ON 11-09-2015.

Prof. Pamela Singla, from Department of Social Work University of Delhi was invited to deliver the lecture on gender relations. The lecture was delivered in the Institute of Home Science.



99 ORGANISED ONE DAY SEMINAR ON “SENSITIZATION OF POLICE & MEDIA PERSONNEL IN CURBING VIOLENCE AGAINST WOMEN” ON 8TH MARCH,2016, AT AUDITORIUM HALL, EMMRC, UNIVERSITY OF KASHMIR.

Women's Studies Centre, University of Kashmir on the eve of commemoration of International Women's Day-2016 under slogan "**Pledge for Parity**", a One day Seminar on "Sensitization of Police & Media Personnel in Curbing violence against Women" on 8th March, 2016, at Auditorium Hall, EMMRC, University of Kashmir.

The objective of the seminar was to consolidate the first-hand information relating to wide variety of challenges, practices and procedures in respect of alarming Violence against Women and to come up with policy decision while sensitising the stakeholders. As more and more women in the country started proclaiming their rights, got educated and took up jobs, they increasingly became targets of attack. Crime against women in the country is on the increase. In spite of the awful and alarming picture, the police reaction to violence against women continues to be exceptionally insufficient and unfortunate.

The Slogan for One day National Seminar was "**Concord for Women**"- **2016**, organised by Women Study Centre, University of Kashmir to deliberate threadbare upon struggle against men's violence against women. It involved framing of policy documents and action plans stating the goals and methods for responding violence against women. Through this medium the Centre seeks to increase public knowledge and understanding of the issue by encouraging people to intervene whenever they become aware of violence being committed. The main theme of the seminar was to sensitize police personals and media people about the suffering that are meted out to women because they are acting as the enforcing agencies while dealing with day to day crimes against women.

100 THREE WEEKS REFRESHER COURSE IN WOMEN AND CHILD DEVELOPMENT IN COLLABORATION WITH HUMAN RECOURSE DEVELOPMENT CENTRE UNIVERSITY OF KASHMIR DATED FROM 14TH DEC-2016 TO 4TH JAN-2017

The main purpose behind organising this course on women and child development was to focus upon the developmental schemes framed by the government from time to time for the welfare and development of women and children. The course was organised for teachers up to the level of Assistant Professors /Sr. Assistant Professors irrespective of their subject/ gender were eligible to attend the course.



101 ORGANIZED ONE DAY SEMINAR ON THE EVE OF INTERNATIONAL WOMEN'S DAY ON 8TH MARCH 2017 ON "WOMEN IN THE CHANGING WORLD OF WORK: PLANET 50-50 BY 2030"

This day is every year celebrated for highlighting the importance of women in our society. We organized this conference with the main objective of promoting women's rights and the role of education that can change the

society in general.

Across the world, too many women and girls spend too many hours on household responsibilities—typically more than double the time spent by men and boys. They look after younger siblings, older family members, deal with illness in the family and manage the house. In many cases this unequal division of labour is at the expense of women's and girls' learning, of paid work, sports, or engagement in civic or community leadership. This shapes the norms of relative disadvantage and advantage, of where women and men are positioned in the economy, of what they are skilled to do and where they will work.

This is the unchanging world of un-rewarded work, a globally familiar scene of withered futures, where girls and their mothers sustain the family with free labour, with lives whose trajectories are very different from the men of the household.

We want to construct a different world of work for women. As they grow up, girls must be exposed to a broad range of careers, and encouraged to make choices that lead beyond the traditional service and care options to jobs in industry, art, public service, modern agriculture and science so that both the genders will have equal excess to opportunities and resources.

102 ORGANIZED ALL INDIA WOMEN'S CONFERENCE ON THE THEME "WOMEN AND LEADERSHIP" ATTENDED BY 90 WOMEN FROM ALL OVER THE COUNTRY ON 16-17 JULY-2017.

Centre organised 2 days conference in collaboration with All India Women's Conference (AIWC) a national level women's voluntary organization working in the field of women's education and empowerment since 1927. Here the main aim of this conference was to train women for leadership roles and decision making. This conference was a grand success as almost 100 women from all over the country participated in it. The main

focus of this conference was to integrate women of Kashmir within the rest of the country for working jointly in the social field and empowering them socially as well as economically.



The Conference is organized by Women's Studies Centre, University of Kashmir in Collaboration with All India Women's Conference (AIWC). The Theme of the conference will be 'Women and Leadership' consisting of presentations of papers and open discussions.

The All India Women's Conference (AIWC) is a non-governmental organization (NGO) based in Delhi. It was founded in 1927 by Margaret Cousins as 'an organization dedicated to upliftment and betterment of women and children. The AIWC has since diversified into various social and economic activities involving women. Today there are more than 100,000 members in over 500 branches. AIWC is recognized worldwide as a premier organization working for women's development and empowerment. AIWC created a journal, Roshni, in 1941.

Following are the main objectives of the AIWC;

- To work for a society based on the principle of social justice personal integrity and equal rights and opportunities for all.
- To secure recognition of the inherent right of every human being to work and to achieve the essentials of life, which should not be determined by accident of birth or sex but by planned social distribution.
- To support the claim of every citizen to the right to enjoy basic civil liberties.
- To stand against all separatist tendencies and to promote greater national integration and unity.
- To work actively for the general progress and welfare of women and children and to help women utilize to the fullest, one of the fundamental rights conferred on them by the Constitution of India.
- To work for permanent international amity and world peace.
- The initial conference and the participation of women from a range of communities and backgrounds signified an important chapter in the development of the women's movement in India. AIWC acts as a

consultant to the National Commission for Women for legal issues.

The conference will start with an Executive Committee Meeting followed by an Inaugural Session, on 17th of July 2017. The next three sessions will comprise of Joint meetings of executive and standing committee. On 18th of July, the first two sessions will comprise of business meetings followed by two technical sessions on 'Women and Leadership Roles'. It has been observed by the feminist scholarship globally that high potential women advance more slowly than their male peers, in terms of both career programme and pay, even though they employ career management strategies similar to men's. It is known that disparity between women and men in leadership roles in the workplace perpetuates existing stereotypes about the role of women both at work and in broader society. It is pertinent to mention here that India ranks third lowest in proportion of business leadership roles held by women at 15%, indicating that there are barriers which needs to be overcome.

104 ORGANISED ONE DAY EXHIBITION CUM SALE OF GOODS MANUFACTURED BY SHAHJAR IN COLLABORATION WITH HELP FOUNDATION ON AUGUST 22,2017 IN THE LAWNS OF IBNE- KHALDON, UNIVERSITY OF KASHMIR.

This collaboration was aimed creating a marketing and selling technique for women artizans who are working in the area of handmade domestic handicrafts so that women will be able to sell their products in the local market. During the exhibition, 15 stalls were established wherein various handicrafts products were displayed for sale which were **MANUFACTURED BY SHAHJAR**, artisans and craftsmen belonging to various parts of State.





105ORGANISED ONE DAY SEMINAR ON THE EVE OF INTERNATIONAL WOMEN'S DAY ON THE THEME "ROLE OF EDUCATIONAL INSTITUTIONS IN PROMOTING WOMEN'S RIGHTS# PRESS FOR PROGRESS ON 8TH MARCH 2018.

This day is every year celebrated for highlighting the importance of women in our society. We organised this conference with the main objective of promoting women's rights and the role of education that can change the society in general. International Women's Day (March 8) is a global day celebrating the social, economic, cultural and political achievements of women. The theme for this year's IWD is #PressforProgress, a nod to the growing global movement of advocacy, activism, and support surrounding gender parity and combating sexism. The last 100 years have brought huge advances for women and their place in Indian society.



