

WOMEN'S GRIEVANCE CELL

Objectives:

The Main objectives of the women's cell is to enhance the participation of senior women members the institution in response to the recognition of the extent to which women, both academic an administrative, were under represented at senior levels.

- To redress the balance between men and women.
- To increase both the quantity and quality of women in higher education.
- To develop for women a range of training strategies and materials that will be replicable or may be adapted for use in the institution.
- To develop gender management system in the institution.
- To continue the training programme for women with assistance for embedding these in the institution.
- Creating and increasing resources of training modals and study materials.
- To initiate gender sensitization for women and to develop courses and course materials that may be accessed through staff development programmes
- To develop programmes for women in Higher Education with a long-term for enhancing the role of women in higher education.

FUNCTIONS

- To create an effective organizational structure for improving the status of women in the institution.
- The committee would be responsible for maintaining communication with and advising the institutions Administration and the governing body in planning and monitoring progress for women personnel and students.
- The committee shall advise the management about a broad range of issues and concerns that influence women's work lives and status in the institution at all levels and in every aspect of operations and educational programs. Issues may include, but or not limited to:
 - a. Equity for women in the organization with respect to hiring, promotion and compensation.
 - b. Specific strategies for women to achieve upward mobility.
 - c. Strategies for increasing the representation of women throughout upper levels of the organization and in areas where women are generally under represented.
 - d. Educational programs for the workforce regarding gender equity, work life balance etc.,

RESPONSIBILITIES

- To determine a sense of direction and build a shared identity in order to move forward with action and resolve.
- To design meaningful strategies to address challenging perspectives considering complexities of social inequality.
- To achieve the following by strategic planning.

- To address structural and procedural issues.
- To identify, select and implement effective communication strategies.
- To identify potential education and professional development activities to inform and educate women employees across the institutions.
- To analyze and collect a variety of information to gain a more complete and valid assessment of the status of women in the institution.

FILES TO BE MAINTAINED

1. Committee members —personal profiles.
2. Agendas and minutes of the meetings.
3. List of women faculty and staff with qualifications, designations, experience etc.
4. Educational and Training Programmes for women faculty and staff.
5. Grievances of women.
6. Strategies developed to increase women participations in the administration.
7. Budget for the development of women employees.
8. Monthly review reports

Women's Grievance Cell Members:

1. Dr. B.Samrajya Lakshmi (FED) - Convener
2. Dr. V.Parvathi (FED) - Member

Department Coordinators:

Mrs.M.SreeBala (CSE)

Mrs. K.Lavanya (IT)

Mrs.P.Sobha Rani (EEE)

Mrs.K.Rani Rudramma (ECE)

Mrs.V.Vineela (EIE)

Ms.B.Bhargavi (ME & CE)

Mrs.Ch.Padma (AE)

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