



**WOMEN'S STUDIES CENTRE
COCHIN UNIVERSITY OF SCIENCE AND
TECHNOLOGY
KOCHI- 22**



**ACTIVITY REPORT
2024-2025**



WOMEN'S STUDIES CENTRE, CUSAT

Women's Studies Centre at Cochin University of Science and Technology was established on August 18, 2010 as per the UGC XI plan guidelines for development of women's studies in Indian Universities and colleges. The centre has received an extension from UGC till 31st March 2025. The Cochin University had created five posts (UGC letter No.F.No.7/2012(WSC) dated 06.03.2012) of one vacancy each namely, post of Lecturer, Research Associate, Research Assistant, Assistant and Attendant on temporary basis for the centre on condition to fill those vacancies on contract basis (U.O No. PL (UGC)1/WSC/187/2010 (Vol. II) dated 10.01.2014. Women's Studies Centre is working along with the University Grants Commission guidelines for a safe and healthy environment in Higher Educational Institutions for women students and employees. In the year 2024-25, Women's Studies Centre, Cochin University of Science and Technology has conducted a hand full of activities in connection with UGC SAKSHAM like empower women in Higher Educational Institutions through various initiatives for capacity building of women. Apart from regular activities, the centre organised women centric seminars, workshops, classes and out- reach programs.



Dr. K Ajitha

Hon Director, Women's Studies Centre, CUSAT
(19-02-2019 to 31-05-2024)



Prof (Dr.) Asha Gopalakrishnan

Hon Director, Women's Studies Centre, CUSAT
(1 June 2024- Till date)

Dr. Sangeetha K Prathap

Hon Assistant Director,
Women's Studies Centre, CUSAT

Advisory committee

Prof (Dr.) M Junaid Bushiri
Hon'ble Vice Chancellor, CUSAT

Prof. (Dr.) Asha Gopalakrishnan
Hon Director, Women's Studies Centre,
CUSAT

Outside Expert

Dr.Nirmala Padmanabhan
Associate Professor,
St.Terasas college, Ernakulam

Dr. Rejula P K
Principal, Government Arts College,
Trivandrum

Experts within the University

Dr. Vani Kesari A
Professor, School of Legal Studies, CUSAT

Dr. Sangeetha K Prathap
Associate Professor, School of Management
Studies, CUSAT

Dr. Devi Soumyaja
Assistant Professor, School of Management
Studies, CUSAT



Standing committee

Dr. Asha Gopalakrishnan

Hon Director, Women's Studies Centre,
CUSAT

Dr. Rejula P K (External expert)

Principal, Government Arts College,
Trivandrum

Dr. Sangeetha K Prathap (Expert within the
University)

Hon Assistant Director, Women's Studies
Centre, CUSAT

Research Associate / Assistant

Dr. Anitha P

Research Associate,
Women's Studies Centre, CUSAT

Mary Manju

Research Assistant,
Women's Studies Centre, CUSAT

Rithu Vimal

Research Assistant (1.4.2024-31.05.2024)

Women's Studies Centre, CUSAT



Activities undertaken by Women's Studies Centre, CUSAT (01.04.2024 – 31.3.2025)

Sl No	Activities
1	Journal Women's Studies Centre: Women, Empowerment and Technology (WET)
2	Research projects under Women's Studies Centre, CUSAT
3	Courses offered at Women's Studies Centre, CUSAT
4	One day seminar titled "Breaking Barriers: Challenges Faced by Women at workplace" was conducted on 4 th September 2024 in association with Internal Complaints Committee, CUSAT.
5	An awareness survey titled "Sexual Harassment and Child Marriage: Raising Awareness Survey" was conducted on 11 th October 2024.
6	One day workshop on "Sustainable Menstruation and Menstrual Cup" was conducted on 23 rd October 2024 which is funded by Kerala State Higher Education Council.
7	Seminar on "The essentials of Academic Writing" was conducted on 29 th October 2024 in collaboration with the Department of English And Foreign Language, CUSAT.
8	One day career seminar (Career Jwala) on the topic "Food Processing and Entrepreneurship Opportunities" was organized on 14 th November 2024 in association with University Employment Information and Guidance Bureau, CUSAT.
9	A three day National Workshop on "Gender Budgeting in HEIs" was organized from 8 to 10 January 2025 which was funded by 'Gender Grants 2024' along with Association of Commonwealth Universities, UK.
10	Out reach program named 'The International Day of Women and Girls in Science' was organized on 12 th February, 2025 at Government Higher Secondary and Vocational Higher Secondary School, Kalamassery, Ernakulam, Kerala.
11	Class on financial market titled 'Accelerate Action towards Financial Freedom: This Women's Day' was conducted in association with Cochin University Women's Welfare Organisation (CUWWO) on 20 th February 2024.
12	Quiz competition for female students of CUSAT titled 'Know the Women around You' on 4 th March 2025.



13	Bicycle rally was undertaken by female students of Cochin University of Science and Technology on 4 th March 2025 titled 'Fit India Mission- Stronger Her, Healthier Future' to spread awareness of maintaining proper physical health.
14	Round table conversation on 'Women Leadership in Higher Education Institutions' titled 'Meet and Greet, This Women's Day' was conducted as part of International Women's Day 2025 programme on 05 th March, 2025.
15	"In Conversation with She-preneurs" an experience sharing by women entrepreneur was conducted in association with Women Entrepreneur Network Kochi, School of Management Studies, CUSAT and Entrepreneurship Development Cell CUSAT on 12 th March 2025.



1 JOURNAL OF WOMEN'S STUDIES CENTRE: WOMEN EMPOWERMENT AND TECHNOLOGY (WET)

Journal of Women, Empowerment and Technology (WET), ISSN: 2394-4420, is a bi-annual (January and July) peer reviewed journal published by the Women's Studies Centre (WSC) of Cochin University of Science and Technology (CUSAT).The journal aims at promoting study and research in women's issues. The intersection of gender with science, technology, engineering, and mathematics is the area of focus of the Journal of Women, Empowerment and Technology. The views expressed in the articles published in the journal are those of the contributors. As of now we have Published 5 Issues (2015,2016, 2021,2022,2023). Steps have taken for online or digitalization Journal of Women, Empowerment and Technology (WET). We also applied for Journal Grant of ICSSR (2024)



Image of Journal of Women, Empowerment and Technology (WET),



In the latest edition of Journal of Women, Empowerment and Technology (WET), we have received articles from a wide spectrum of women related studies exhibiting the immense amount of research happening in women's and gender studies in India. The articles included in this issue of WET are reflective of the studies on the challenges faced and the progress achieved by women in various fields. A brief idea about the article included in the study are as follows.

The case study on two enterprises of 'Kudumbasree' provides valuable insights into the dynamics of the women-led micro enterprises and demonstrate the potential for growth and sustainability through strategic planning, community support and adaptability. The findings of the study on factors impacting entrepreneurial behaviour among SHG members provide valuable insights for policymakers, offering a basis for developing strategies to enhance the effectiveness of Self Help Groups and promote entrepreneurship among their members. The study on gender differences in sustainable clothing disposal and eco-friendly purchase intentions highlights the need to enhance consumer education on sustainable practices and promote eco-friendly clothing options to address environmental concerns in the fashion industry. The analysis of lending through self-help group bank linkage programme on the social and financial empowerment of women gives an insight into the need for further intervention in achieving the goals of micro finance. The study gives insight to the determinants of self-regulatory learning behaviour among students who have completed at least one MOOC course from SWAYAM platform which help policy makers and MOOC developers for successful creation and implementation of these courses.

The articles in Journal of Women, Empowerment and Technology (WET) would provide necessary inspiration for better engagement of gender perspective in the contemporary world.

2 RESEARCH PROJECTS UNDER WOMEN'S STUDIES CENTRE, CUSAT

A) Life of mothers of differently abled children-Special focus to children with ASD and bedridden

- Minor research project by Kerala State Women's Commission Outlay: Rs. 1 Lakh-COMPLETED [Dr Devi Soumyaja]

B) Psychological contract between female domestic employees and employers: Industrial relations approach

- Funded by RUSA
- Outlay: Rs. 13 Lakh Ongoing [Dr Devi Soumyaja]



C) Attitude and awareness about menstrual cups- An exploratory study in the State of Kerala

- Funded by Kerala State Higher Education Council
- Funding Amount: Rs. 21 Lakh 30 thousand,
- Principal Investigator - Ongoing:[Dr Devi Soumyaja]

D) Capacity Building of Women Through Entrepreneurship Development Programmes: Design, Implementation and Impact Assessment

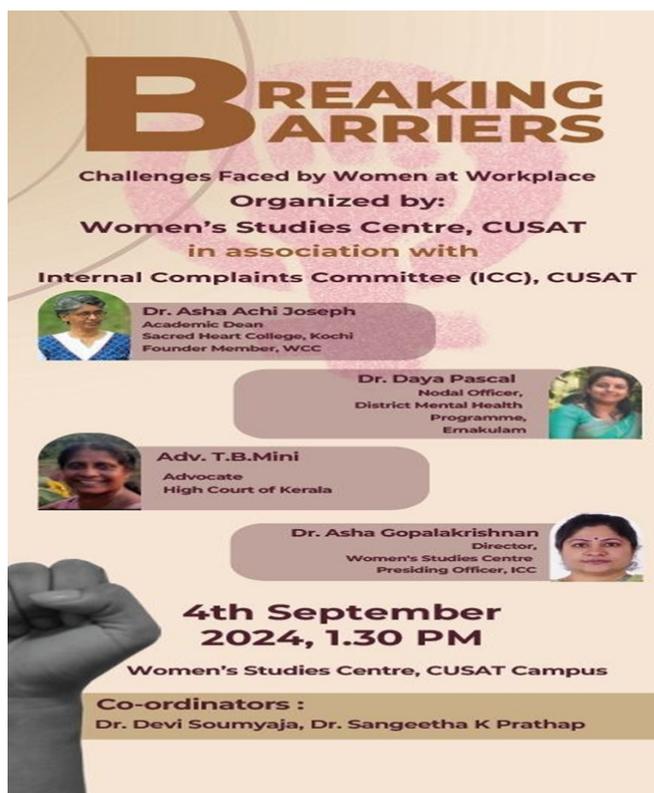
- Funded by RUSA (Outlay Rs. 16 lakh: 2023-24)
- Principal Investigator - Ongoing: Dr Sangeetha K Prathap

3 ELECTIVE COURSES OFFERED BY WOMEN'S STUDIES CENTRE, CUSAT

1. Law Relating to Women - Course code-21-705-0102 (Offered by Dr. Vani Kesari, Advisory Member, Women's Studies Centre, CUSAT)
2. Gender, Leadership, and Management - Course code-21-705-0101 (Offered by Dr. Devi Soumyaja, Advisory Member, Women's Studies Centre, CUSAT)
3. Technology Innovation and Women Entrepreneurship - Course code-21-705-0103 (Offered by Dr. Sangeetha K Prathap, Hon Asst Director, WSC)

4 'BREAKING BARRIERS- CHALLENGES FACED BY WOMEN AT WORKPLACE'

Women's Studies Centre, Cochin University of Science and Technology organized a Panel Discussion on 4th September 2024 on topic: '**Breaking Barriers- Challenges faced by women at workplace**' in Association with Internal Complaints Committee, CUSAT. The introductory remark was done by Dr. Asha Gopalakrishnan, Senior Professor in Statistics and Director of Women's Studies Centre CUSAT. The moderator was Dr. Devi Soumyaja, Advisor, Women's Studies Centre and the Panelist are: Dr. Asha Achi Joseph, Academic Dean, Sacred Heart College, Kochi and Dr. Daya Pascal, Nodal Officer, District Mental Health Programme, Ernakulam . Vote of thanks was done by Dr. Sangeetha K Prathap, Associate Professor and Assistant Director Women's Studies Centre. The discussion was on addressing challenges women face in various workplaces. The outcome of discussion is sharing the insight on legal, mental health and professional challenges encountered by women at work.



Brochure of workshop

Number of participants: 44

Venue: Women's Studies Centre, CUSAT

5 SEXUAL HARASSMENT AND CHILD MARRIAGE: RAISING AWARENESS SURVEY

A Survey and an awareness session on topic: **Sexual Harassment and Child Marriage: Raising awareness survey** was conducted on 11th October 2024. This programme was done by Women's Studies Centre, Cochin University of Science and Technology along with Legal Aid Clinic of Prof. N R Madhava Menon Interdisciplinary Centre for Research Ethics and Protocol (ICREP). Awareness survey and awareness drive as part of awareness campaign for eliminating Gender Based Violence and Bal Vivah Mukta Bharat Campaign in household in and around Kalamassery Municipality, Ernakulam District, Kerala was conducted from 25th November 2024 to 10th December 2024. This is part of UGC (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in Higher Educational Institutions) Regulation 2015 and 16 days of Activism for ending gender based violence organised by Ministry of women and Child Development.

No: of people undertook survey: 51



6 WORKSHOP ON SUSTAINABLE MENSTRUATION AND MENSTRUAL CUP

Women's Studies Centre, CUSAT along with Kerala State Higher Education Council and Kavya Eco Feminist organized workshop on **Sustainable Menstruation and Menstrual Cup** on 23 October 2024 with the aim of giving awareness and spreading the use of menstrual cup. Resource Person was Ms. Kavya Ecofeminist, Menstrual Therapist and Sex Coach. The workshop was funded by Kerala State Higher Education Council. Participants gained valuable information which will undoubtedly improve their menstrual health awareness and attitudes.

<u>WORKSHOP FLOW</u>	
9:30 – 10:00 am	- Anatomy of the Human Female Body
10:15 – 11:15 am	- Safe Menstrual Products
11:15 – 11:30 am	- Break
11:30 – 1:00 pm	- Maintaining (Menstrual) Health
1:00 – 2:00pm	- Lunch
2:00 – 2:45pm	- Initiating children into Sustainable Menstrual Practices
3:00 – 4:00 pm	- Pre- and Post-Menopause
4:00 – 4:30 pm	- Experience Sharing

The workshop discussed on anatomy of the human female body, safe menstrual products, importance of maintaining menstrual health, pre and post menopause

The Workshop on Sustainable Menstruation and Menstrual Cup aimed to equip participants with the safe menstrual products .We organized a Workshop for female participants in collaboration with School of Management Studies, CUSAT. As part of workshop Group Discussions, exercises and interactive games etc were conducted. Participants gained valuable information, which will undoubtedly improve their menstrual health awareness and attitudes.



**WOMEN'S STUDIES CENTRE
CUSAT**

**ONE DAY WORKSHOP ON
SUSTAINABLE
MENSTRUATION AND
MENSTRUAL CUP**

Topic Highlights:

- Anatomy of Human Body
- Safe Menstrual Products
- Maintaining Menstrual Health
- Peri & Post Menopause

Date: **23rd October, 2024** | Time: **09.15 AM - 4 PM**
SMS, CUSAT

FREE REGISTRATION LIMITED SEATS ONLY!!

Co-ordinator
Dr. Devi Soumyaja
Assistant Professor, SMS, CUSAT

**FUNDED BY KERALA STATE HIGHER EDUCATION COUNCIL
& WOMEN'S STUDIES CENTRE, CUSAT**

For More Information: [9656998818](tel:9656998818)
KAIRALIPROJECT.CUSAT2022@GMAIL.COM





WORKSHOP FACILITATOR
KAVYA ECOFEMINIST
MENSTRUAL THERAPIST &
SEX COACH

REGISTER NOW





Brochure and photos from workshop



Number of participants: 24

Venue: School of Management studies, CUSAT

7 THE ESSENTIALS OF ACADEMIC WRITING

The Women's Studies Centre in collaboration with the Department of English And Foreign Languages organised a workshop "*The Essentials of Academic Writing*" on 29th October 2024 at Women's Studies Centre, CUSAT. The resource person for the day was Dr. Anna Karin Roo, an English language expert specialising in academic writing from The Washington State University (WSU). The class was scheduled from 10.AM. Dr. Asha Gopalakrishnan, Director of Women Studies Centre-CUSAT, delivered the welcome note and addressed the gathering. The participants includes research scholars from various departments of CUSAT.



Dr. Asha Gopalakrishnan addressing the session

As part of the workshop a discussion on the need for Gender Sensitization especially in higher education was undertaken. The workshop came with an insight that creating awareness of Gender Sensitization in higher education will create sensitivity of people towards women and their problem. In this process there are chances of creating a group of responsive functionaries at different level, from policy making to grass root level, who are convinced that any form of gender bias is an obstacle on the way of attaining an equitable social and economic order and so addressing gender related issues is a matter of priority.

The expert also shared valuable insights on academic writings right from the basics of academic writing into Paraphrasing, Plagiarism, Abstract writing, Referencing, Citation, Editing and Proofreading etc. Tips and techniques to master it was also discussed.

Dr. Anna Karin Roo acknowledged the existence of the *writer's block*, time management issues, multitasking issues etc suggested the need to develop writing skills to overcoming all these which gave the participants a much-needed reassurance.

The participants had the opportunity to interact with the speaker throughout the session. A dedicated question answer segment provided the opportunity to clarify the doubts and concerns of the scholars. The speaker carefully answered all the questions raised by pointing real life incidence from the view point of women.



Dr. Anna Karin Roo in her experience sharing session

The eminent speaker, with her extensive experience in dealing with academicians of various parts of the world, enriched the session. The session provided a chance for the scholars, particularly those who are in their initial stage of research, an opportunity to reflect on the do's and don'ts of Academic Writing.



Photos of participants

In short, by attending the writing master class led by this language expert provided participants with valuable and enriching experiences in their research life.

Thus to conclude, as part of the workshop a discussion on the need for Gender Sensitization especially in higher education was undertaken. The workshop came with an insight that creating awareness of Gender Sensitization in higher education will create sensitivity of people towards women and their problem. In this process there are chances of creating a group of responsive functionaries at different level, from policy making to grass root level, who are convinced that any form of gender bias is



an obstacle on the way of attaining an equitable social and economic order and so addressing gender related issues is a matter of priority. The expert also shared valuable insights on academic writings right from the basics of academic writing into Paraphrasing, Plagiarism, Abstract writing, Referencing, Citation, Editing and Proofreading etc. Tips and techniques to master it was also discussed.

Number of participants: 30

Venue: Women's Studies Centre, CUSAT

8 FOOD PROCESSING AND ENTREPRENEURSHIP OPPORTUNITIES

Women's Studies Centre at Cochin University of Science and Technology in collaboration with University Employment Information and Guidance Bureau, CUSAT jointly conducted a seminar on 14th November 2024 focusing on career development named "**Food Processing and Entrepreneurship Opportunities**". Resource Person for the seminar was Dr. M K Mukundan, Principal Scientist & Head of Central Institute of Fisheries Technology, Cochin.



Photos of the session on Food Processing and Entrepreneurship Opportunities

The participants for the session were Post Graduate and Under Graduate students. The session gave insight to latest trends in undertaking entrepreneurial activities in the current economic condition.



University Employment Information & Guidance Bureau, CUSAT

കരിയർ സെമിനാർ
'ഭക്ഷ്യ സംസ്കരണവും സംരംഭകത്വ സാധ്യതകളും'

(യൂണിവേഴ്സിറ്റി എംപ്ലോയ്മെന്റ് ഇൻഫർമേഷൻ & ഗൈഡൻസ് ബ്യൂറോയുടെയും കൂസാറ്റ് വുമൺ സ്റ്റഡി സെന്ററിന്റെയും സംയുക്ത ആഭിമുഖ്യത്തിൽ)

MORE INFORMATION

14 November 2024
10.00 am - 1.00 pm
 Women Study Centre, CUSAT

FOR REGISTRATION

0484-2576756

Brochure about the workshop

No. of Participants: 27

Venue: Women's Studies Centre, CUSAT

9 NATIONAL WORKSHOP ON GENDER BUDGETING IN HIGHER EDUCATION INSTITUTIONS

A three day National Workshop on Gender Budgeting in Higher Education Institutions was held at Inter University Centre for IPR Studies (IUCIPS) Conference Hall, CUSAT from 8th, 9th and 10th January 2025. The workshop was hosted by the Women's Studies Centre in association with the School of Management Studies, Cochin University of Science and Technology and was funded by 'Gender Grants 2024' of the Association of Commonwealth Universities, UK.



Detailed Report on the National Workshop on Gender Budgeting in Higher Education Institutions held on 8th, 9th and 10th January 2025

The workshop on gender budgeting in higher education institutions was organised as a pioneering effort to address the critical areas like i) equipping HEI administrators and policy makers with the knowledge and tools to understand gender budgeting principles, ii) training participants on how to link financial allocations with performance metrics that promote gender equality in education, iii) encouraging the adoption of gender-responsive budgeting practices, iv) discussing innovative approaches to foster gender equality and v) highlighting how gender budgeting supports the achievement of SDG 4 (Quality Education) and SDG 5 (Gender Equality) by ensuring more equitable resource distribution, all with specific focus on implementation at Cochin University of Science and Technology (CUSAT).

Inauguration

The inaugural session was held at IUCIPS Conference Hall, CUSAT on 8th January 2025 at 9.45 AM. The welcome address was delivered by Dr.Zakkariah K.A, Director of the School of Management Studies. Dr.Sangeetha K. Prathap, Assistant Director of the Women's Studies Centre and Associate Professor at the School of Management Studies gave a detail description about the workshop. Dr. Asha Gopalakrishnan, Director of the Women's Studies Centre presided over the meeting and delivered the presidential address. She spoke about the need for inclusiveness and progressiveness approach in dealing with matters relating to gender equity. She suggested that CUSAT can show the way by adopting measures like increasing the participation of women in decision making bodies and gender sensitive/ gender neutral approach in documentation.



Photos of inaugural session



Photos of inaugural session

Prof. Mini Sukumar, Member, Kerala State Planning board, Thiruvananthapuram inaugurated the national workshop and delivered the inaugural address. She led the team which prepared the gender budget for the Kerala State. In her inaugural address, she gave an overview of the gender budgeting practice of gender-informed resource allocation adopted by the State. In higher education, the female participation is quite high and there is increase in demand for improved accessibility, gender equitable and accessible space for men, women and transgender persons. She concluded by mentioning that the workshop could help us understand the way forward to address issues relating to intersectionality, infrastructure, migration and the structural changes in the context of gender becoming a technical matter.

Dr. P.K. Baby, Syndicate Member, CUSAT and Prof.Dr. Sam Thomas, Director of the Internal Quality Assurance Cell (IQAC), CUSAT offered felicitations. Dr. Devi Soumyaja, Assistant Professor at the School of Management Studies and Advisory Committee member of the Women's Studies Centre proposed the vote of thanks.

Day 1, Forenoon Session 1 - 'Exploring Possibilities of Gender Budgeting in Higher Education Institutions'

The forenoon session started by 11:15 AM. The workshop started with the session on 'Exploring Possibilities of Gender Budgeting in Higher Education Institutions' led by Dr.SangamithraDhar. Dr.SangamithraDhar is the Coordinator and Program Lead for Gender Responsive Budgeting at UN Women India. In the session, she explained how UN Women works directly with the governments in the area of gender budgeting. There are 18 schemes in the field of education and the budgeting process involves preparation of budget estimate, revised estimate and actual estimate. She stressed on the aspect of addressing the social, economic and political gaps in implementation. She also implied that the decision making bodies does not have women. In conclusion, she stated that rigorous work is needed to keep the momentum by focussing on schemes, gaps, documentation and judicious accounting.



Dr. Sangamithra Dhar on Exploring Possibilities of Gender Budgeting in HEIs

No. of Participants: 38

Venue: Inter University Centre for IPR Studies (IUCIPS) Conference Hall, CUSAT

Day 1, Forenoon Session 2 - 'Gender inclusivity in policy making'

The next session on 'Gender inclusivity in policy making' was handled by Prof. Mini Sukumar, Member, Kerala State Planning Board. She explained about the women's role in Kerala model development demonstrating good performance as per the indices on sex, education, mortality, life expectancy etc.. She spoke about the various gender related issues including participation of women in public sphere, gender expressions in cultural space, social cases against women, the insufficiency of women participation in power centres, absence of decision making role for women within and outside family etc. She stressed on the need for looking through the 'gender lens' in all aspects of policy making, the interventions necessary for ensuring reservations for women, decentralisation, devolution of funds to local bodies and transferring of offices to local self-government institutions to ensure more participation of women. She explained the continued activities of State Planning Board in Kerala and the process of gender budgeting allocating 10% for all projects. She also elaborated on the gender audit exercise undertaken by University of Calicut during 2016 and the observations of the audit, which included gender profiling of teaching and non-teaching faculty, low participation in higher positions and committees, increasing number of women in student profile, gender aspects in curriculum and syllabus,



formation of sexual harassment committee and anti-ragging committee, highlighting the best practices and identifying the gaps. She concluded with the remarks that the gender budgeting is not a piece meal conversation, but is a holistic one with the aim of understanding the hurdles in women participation in social, economic and political spheres and evolving ways and means to ensure a more equal society.



Prof. Mini Sukumar on 'Gender inclusivity in policy making'

No. of Participants: 38

Venue: Inter University Centre for IPR Studies (IUCIPS) Conference Hall, CUSAT

Day1, Afternoon Session, January 08, 2025 - 'Unpacking Gender in Policy Making'

The afternoon session started by 2 PM. Smt. Sunitha Bhaskar, the Additional Director General of the Field Operations Division of the National Sample Survey Office in New Delhi addressed the meeting. In her address, she focussed on the importance of gender segregated data and gender budgeting in all sectors for planning, fund allocation and evaluation while policy making. The biased approaches deprive some sections of society from desired opportunities. There is need for initiating gender budgeting cells in all institutions to bring about change.



Smt. Sunitha Bhaskar addressing

The panel discussion on the theme 'Unpacking Gender in Policy Making' was chaired by Dr .Nirmala Padmanabhan, Dean (Economics), St. Theresa's College, Ernakulam and joined by panellist Ms. Anjali Singh Chauhan, Chief Programme Officer, National Gender and Child Centre, Lal Bahadur Shastri National Academy of Administration, Mussoorie, Utharakhand. The discussion explored the nuances of integrating gender perspectives into policymaking processes, highlighting the challenges and opportunities in achieving inclusivity and equity, accountability, and collaboration. The ideas shared inspired the participants to approach gender budgeting not merely as a financial tool but as a means to create equitable policies that address diverse societal needs.



Unpacking Gender in Policy Making – Dr. Nirmala Padmanabhan, Ms. Anjali Singh Chauhan

No. of Participants: 20

Venue: Inter University Centre for IPR Studies (IUCIPS) Conference Hall, CUSAT



Day 2, Forenoon Session 1 – January 09, 2025 - Gender Budgeting in Institutional Policies and Practices

The second day session started at 10 AM with the panel discussion on Gender Budgeting in Institutional Policies and Practices. The discussion focussed on how gender responsive budgeting influence institutional policies, bridge gender gaps, and promote equity in decision making. Dr. S Harikumar ,Prof. Emeritus, Department of Applied Economics, CUSAT chaired the session.



Photos of Gender Budgeting in Institutional Policies and Practice

Shri Sudheer M.S., Finance Officer, Kerala University of Health Science, Thrissur in his session explored the possibility of preparing a gender budget for CUSAT. He examined the annual budget of CUSAT for the year 2023-24 in detail, the four fold structure of the budget consisting of Non Plan, Plan, Funded Projects and Debt and Recoveries and the receipts and payments under the various heads. The possibility of segregating each item to include gender component was discussed in detail. He explained about the accounting principles, cost centres, steps for approval of the budget and means to translate the current budget to a gender budget. The proposal for gender budgeting included apportioning on the basis of actual staff strength, student strength, gender specific equipment in laboratories and workshops, contingencies and other expenses, for which additional columns on the basis of gender to be incorporated. He also highlighted the complexity of the process being an in-depth analysis. He also suggested that the policies required at central level includes publishing through web site, loading in the accounts module, submission of bills by cost centres, re-appropriation if necessary and each submission to include the gender classification, deciding on the ratios for apportioning etc.. The session indicated the way forward in the process of moving towards gender budgeting in CUSAT with an emphasis on the requirement of strategic and policy decisions at the apex level.

No. of Participants: 44

Venue: Inter University Centre for IPR Studies (IUCIPS) Conference Hall, CUSAT



Day 2, Forenoon Session 2 – January 09, 2025 - Gender Budgeting in Institutional Policies and Practices

Next session was led by Dr. Vanishree Joseph, Deputy Director, National Institute of Rural Development and Panchayati Raj (NIRDPR), Hyderabad. She explained how the gender responsive budget is responsive to the needs of the society and how it can be used as a financial public policy tool. She elaborated on the concepts of intersectionality within the gender spectrum and how class, caste, physical parameters etc define the vulnerability of the weaker sections. She spoke about the evolution and importance of policy in improving the condition of women over a period of time, the steps taken for employing more women in various domains, women ownership in housing, prevention of sexual harassment through enactment of law, moving towards gender parity in enrolment, retention, enrichment, capacity building etc. She discussed various schemes undertaken by Government including NRLM, MNREGA etc. The details of Statement 13 of the India Budget which includes the gender responsiveness were also discussed. She explained the gender aspects in the New Education Policy and the women centric initiatives and spending proportions provided in the UGC Budget. She provided an overview of the various initiatives and fund allocation by UGC for specific requirement of women including women's hostel development, STEM Scholarships for women, Indira Gandhi Scholarship for single girl child, Women's Studies Centre, leadership development programme, gender sensitisation programme, grievance mechanisms, digital compliance and monitoring system, anti-ragging and safety measures. On a critical note, she mentioned the absence of a separate budget for women in India, the lack of a legal back up and opined that most of the measures address the practical needs and not the strategic needs. The way forward, as suggested by her is to sensitise from the bottom, from the local self-government with initiatives from the Union and State Governments.



Session was led by Dr. Vanishree Joseph

No. of Participants: 44

Venue: Inter University Centre for IPR Studies (IUCIPS) Conference Hall, CUSAT

- **Day 2, Afternoon Session 1 – January 09, 2025 – Tools and Techniques for Gender Budgeting in HEIs**

The panel discussion conducted in the afternoon session was chaired by Dr. S Harikumar, Prof. Emeritus, Department of Applied Economics, CUSAT. The panelists for the sessions were Dr.MridulEapen, Hon. Fellow, Centre for Development Studies, Thiruvananthapuram and Dr.NirmalaPadmanabhan, Dean (Economics), St. TeresasCollege Ernakulam. Dr.MridulEapen discussed the methodology for gender budgeting as a five-step framework developed for gender budgeting, which includes i) situational analysis of critical domains, ii) extent to which policy addresses the differences, iii) ex-post analysis focusing on expenditure, iv) monitoring the spending of money vs. planning and v) assessment of impact of expenditure and to what extent the situation in step (i) has changed. She explained the gender budgeting practices adopted by the Union and Kerala State governments, which focus on provisions for expenditure with the vision for providing enabling environment, stopping violence against women and improved participation of women in all sectors. The way forward suggested by her includes monetary evaluation, systematic maintenance of data, assessing the differential impact on men and women, technical project of mainstreaming gender equality in policy, programmes and projects and the political project of challenging inequality and promoting women's rights.



Photos from the seminar

Dr.NirmalaPadmanabhan presented an analysis of the various tools and techniques adopted by University of Calicut, IIT Mumbai, Nirmala College, Muvattupuzha, Bharathiar University, Chennai and University of Oxford in gender audit. She explained the Gender Equality in Academia and Research (GEAR) tool used by the European Institute for gender equality, the indicators, the methodology for analysing, assessing, implementing, monitoring and evaluating the gender equity plan. She gave an overview of the various policies relating to gender adopted by Government of India and Government of Kerala, the provisions in the New Education Policy 2020, National and State policies on skill development, National innovation and start up policy, Start up policy of Government of Kerala, the guidelines in NBA, NAAC, NIRF and KIRF. She suggested that rating agencies should include gender audit in the rating scale. The session ended by 3:30PM.

No. of Participants: 37

Venue: Inter University Centre for IPR Studies (IUCIPS) Conference Hall, CUSAT

Day 2, Afternoon Session 2 – January 09, 2025 – Group Work

A case study on “Gender Budgeting at the University of Suma (a hypothetical University)” was led by Ms. Anjali Singh Chauhan. The problems of gender disparities and lack of gender-disaggregated data in budgeting were identified. The budget allocation under various heads were provided. The participants were divided into five groups and each group discussed the challenges as specified below:

- 1: Addressing Gender Imbalances in Research Funding
- 2: Gender- Sensitive allocations for students support services
- 3: Gender representation in Leadership and Governance
- 4: Gender – Inclusive campus infrastructure
- 5: Gender Disparities in career services and Post-Graduation outcomes
- 6: Gender Equality in faculty recruitment and retention
- 7: Gender and Pay Equity
- 8: Gender responsive teaching and learning resources
- 9: Monitoring and evaluating Gender Budgeting outcomes
- 10:Addressing gender imbalance in acquiring/ filing of patents
- 11: Addressing gender imbalances in start-up ecosystem on campus



Session led by Ms. Anjali Singh Chauhan



Each group presented their observations, inferences and solutions. The panelists provided their views and suggestions on each of the point under discussion, making the session participative. The session concluded by 6:00 PM

No. of Participants: 32

Venue: Inter University Centre for IPR Studies (IUCIPS) Conference Hall, CUSAT

Day 3, Forenoon Session – January 10, 2025 – Monitoring and Evaluation of Gender Budgeting Outcomes.

The third day's session was a group activity where insights and concepts discussed in the first two days of the workshop were applied for monitoring and evaluation of the gender budgeting outcomes. Dr.MridulEapen, Hon. Fellow, Centre for Development Studies, Thiruvananthapuram, Ms. Anjali Singh Chauhan, Chief Programme Officer at the National Gender and Child Centre, LalBahadurShastri National Academy of Administration, Mussoorie, Uttarakhand, Dr. S Harikumar, Prof. Emeritus, Department of Applied Economics, CUSAT and Dr.NirmalaPadmanabhan, Dean (Economics), St. Therasas college Ernakulam along with the participants which included members/ faculties from Finance department (CUSAT), School of Management studies (CUSAT)and Department of Legal Studies (CUSAT) and research scholars.



Group activity as part of seminar



The exercise included detailed micro level analysis of the annual budget data of CUSAT for the financial year 2023-24 discussing the possibility of incorporating gender sensitisation and participation under each accounting head in the budget. The participants and resource persons contributed with great interest in assessing the expenditure heads, its utilisation and the gender aspect. The discussions resulted in valuable suggestions from the group which included the practical challenges for conducting the gender budget, preparation of the required formats, framing guidelines for standardising, conducting situation analysis and identifying the gaps, the need for collaborative working, identification of funding areas, strategic decisions on audits and policies, etc. The necessity for synergy of the various departments like economics, management, budget studies and finance section in formulating the gender budget was emphasised.

Conclusion

The three-day National Workshop was an exploratory experience enriched through active and involved participation of the resource persons and the participants. The workshop could ensure the co-operation of the resource persons and the participants, especially from the finance section and the various departments at the University for continuing the exercise to complete the process of gender budgeting in CUSAT. The workshop prepare a road map towards development and implementation of a gender sensitive budget in the University with the aim of leading to more equitable outcomes in higher education. The workshop was appreciated as a pioneering effort in the area of Gender Budgeting in Higher Education Institutions and would pave the way for future discussions for development of actionable policy recommendations to improve gender budgeting frameworks in HEIs. The workshop could contribute to the dialogue of ensuring greater participation of Higher Education Institutions in fostering gender equality through targeted programs and budgetary interventions.

No. of Participants: 14

Venue: Hall of Fame, School of Management Studies, CUSAT

10 THE INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE

Women's Studies Centre, CUSAT organised a programme at Government Higher Secondary and Vocational Higher Secondary School, Kalamassery, Ernakulam district, Kerala on 12th February, 2025 to observe '**The International Day of Women and Girls in Science**'. The session was handled by Ms. Hashmy Hassan, Assistant Professor, Department of Statistics, CUSAT. She interacted with the students of Standard VII, VIII and IX of the School on 'Beyond the Screen: The Hidden AI Shaping What You See & Do'. The programme commenced at 1.30PM with welcome address by Mr.Biju P E, the Head Master of the School. He highlighted the role of girls in science in the emerging environment substantiating the



need for boys and men to play a supporting role to enhance the participation of women. In her session, Ms.Hashmy Hassan highlighted the presence of Artificial Intelligence in many of the daily activities of humankind of today with suitable examples and narrations. The session was interactive and exciting as the students actively participated in the discussions girl students participated in the programme in addition to almost an equal number of boy students. Women's Studies Centre made a contribution of books worth ₹ 1996/- to the school library. Ms.HariPriya proposed vote of thanks. The programme concluded by 3.30PM

WOMEN'S STUDIES CENTRE, CUSAT

Observing 'International Day of Women and Girls in Science'

With Students of Government Higher Secondary & Vocational Higher Secondary School, Kalamassery

Beyond The Screen: The Hidden AI Shaping What You See & Do

Date: **February 12, 2025** | Time: **1.30 PM**

Government Higher Secondary & Vocational Higher Secondary School, Kalamassery

Resource Person
Ms. Hashmy Hassan
Assistant Professor
Dept. of Statistics, CUSAT

PATRONS
Dr. Asha Gopalakrishnan, Senior Professor & Director
Women's Studies Centre, CUSAT
Dr. Sangeetha K Pratap, Associate Professor & Assistant Director
Women's Studies Centre, CUSAT

CO-ORDINATORS
Dr. Anitha P, Research Associate
Women's Studies Centre, CUSAT
Ms. Mary Manju, Research Assistant
Women's Studies Centre, CUSAT

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February 12, 'International Day for Women & Girls in Science', Outreach programme with Students of Government Higher Secondary & Vocational Higher Secondary School, Kalamassery
February 20, Accelerate Action towards Financial Freedom: This Women's Day, for all women staff members of CUSAT
March 04, Let's 'Meet & Greet', This Women's Day Women faculty members of CUSAT sharing their journey
March 06, 'Know the Women Around You', Quiz programme for women students of CUSAT

Women's Day 2025 #AccelerateAction

Brochure of The International Day of Women and Girls in Science

In her session, Ms.Hashmy Hassan highlighted the presence of Artificial Intelligence in many of the daily activities of humankind of today with suitable examples and narrations. The session was interactive and exciting as the students actively participated in the discussions



Photos of participant and book distribution



No. of Participants: 43

Venue: Government Higher Secondary and Vocational Higher Secondary School, Kalamassery, Ernakulam, Kerala

11 ACCELERATE ACTION TOWARDS FINANCIAL FREEDOM: THIS WOMEN'S DAY

Women's Studies Centre, CUSAT organised a programme titled 'Accelerate Action towards Financial Freedom: This Women's Day' in association with Cochin University Women's Welfare Ogranisation (CUWWO)at the Centre for the female staff members of Cochin University of Science and Technology.

WOMEN'S STUDIES CENTRE CUSAT
in Association with
Cochin University Women's Welfare Organization (CUWWO)

Accelerate Action towards Financial Freedom: This Women's Day
#AccelerateAction, This Women's Day!

As a woman, do you feel confident in making financial decisions, or do you rely on someone else? Why?
If you suddenly receive 1 lakh today, what would you do with it?
Do you think it is wise to have all your savings in a regular bank account?
Have you heard of investment options like mutual funds, SIPs, or stocks?
What if I told you that you could start investing with just ₹500 per month—would that seem possible for you?
Are you aware of Gold Sovereign Bonds? Is it advantageous?

Do you too have these queries???
GET YOUR QUERIES ADDRESSED!!!
Take Advantage of WSC Financial Literacy program !!

Resource Person
Shri. K K Jayakumar
Financial Journalist | Columnist | Author

February 12, 'International Day for Women & Girls in Science',
Outreach programme with
Students of Government Higher Secondary & Vocational Higher Secondary School, Kalamassery
February 20, Accelerate Action towards Financial Freedom: This Women's Day,
for all women staff members of CUSAT
March 04, Let's 'Meet & Greet', This Women's Day
Women faculty members of CUSAT sharing their journey
March 06, 'Know the Women Around You',
Quiz programme for women students of CUSAT

Women's Studies Centre, CUSAT
Date: **February 20, 2025** | Time: **1.30 PM**
REGISTERS NOW!!! LIMITED SEATS ONLY!!!
<https://forms.gle/RZ2Npoc4V7x2d4DQ6>

PATRONS
Dr. Asha Gopalakrishnan, Senior Professor & Director Women's Studies Centre, CUSAT
Dr. Sangeetha K Prasad, Associate Professor & Assistant Director Women's Studies Centre, CUSAT

CO-ORDINATORS
Dr. Anitha P, Research Associate Women's Studies Centre, CUSAT
Ms. Mary Manju, Research Assistant Women's Studies Centre, CUSAT

OPEN TO ALL WOMEN STAFF MEMBERS OF CUSAT
☎ 04852262079
✉ wsc.cusat@gmail.com

Women's Day 2025 #AccelerateAction

Brochure of Accelerate Action towards Financial Freedom: This Women's Day

The academic session was handled by Sri. K KJayakumar, eminent Financial Journalist, Columnist and Author and an expert in the area of financial literacy of middle class. The programme commenced at 1.30PM with welcome address by Dr.Anitha P, Research Associate, Women's Studies Centre. Dr. Asha Gopalakrishnan, Senior Professor in Statistics and Honorary Director, Women's Studies Centre presided over the meeting. Smt. Zaida K M, Vice President, Cochin University Women's Welfare Organisation, CUSAT offered felicitations.



Photos of participants of Accelerate Action towards Financial Freedom: This Women's Day

Sri. K. Jayakumar explained the various options available for creating savings like bank deposits, chitties, real estate, gold, stocks, mutual funds etc comparing and contrasting the benefits and lacunae. The returns and risks involved were elaborated upon. He elucidated the stages of financial planning based on the various financial goals of individuals and families which includes acquiring house and vehicle, children's education and marriage, anticipated medical and insurance expenses, travel and retirement plans etc.. The need for household budgeting including systematic investment plans (SIPs) was emphasised.



മലയാള മനോരമ

കുസാറ്റിൽ സ്ത്രീകൾക്ക് പരിശീലന ക്ലാസ് ഇന്ന്

കൊച്ചി▶ കളമശ്ശേരിയിലെ കൊച്ചി ശാസ്ത്ര സാങ്കേതിക സർവകലാശാല (കുസാറ്റ്) സ്ത്രീപഠന കേന്ദ്രം അന്തർദേശീയ വനിതാദിനത്തോടനുബന്ധിച്ച് 'സാമ്പത്തിക സ്വാതന്ത്ര്യം സ്ത്രീകൾക്ക് എന്ന വിഷയത്തിൽ പരിശീലന ക്ലാസ് സംഘടിപ്പിക്കുന്നു. വ്യാഴാഴ്ച ഉച്ചയ്ക്ക് 1.30-ന്

ആരംഭിക്കും. പേഴ്സണൽ ഫിനാൻസ് വിദഗ്ദ്ധനും സംരംഭക പരിശീലകനുമായ കെ.കെ. ജയകുമാർ ക്ലാസ് നയിക്കും. മാറിയ സാഹചര്യത്തിൽ സ്ത്രീകൾ സാമ്പത്തിക സ്വാതന്ത്ര്യം നേടേണ്ടതിന്റെ പ്രസക്തി, സാമ്പത്തിക ആസൂത്രണത്തിന്റെ ആവശ്യകത, സാമ്പത്തിക സാക്ഷരത, നാണുപുരുഷനെ അതിജീവിക്കുന്ന വിവിധ നിക്ഷേപ മാർഗങ്ങൾ, വരുമാനവും സമ്പാദ്യവും സംബന്ധിച്ച തെറ്റിദ്ധാരണകൾ, സാമ്പത്തിക കാര്യങ്ങളിൽ സ്ത്രീകൾ നേരിടുന്ന വെല്ലുവിളികൾ തുടങ്ങിയ വിഷയങ്ങൾ ക്ലാസിൽ ചർച്ച ചെയ്യും.

പരിശീലന ക്ലാസ്

കൊച്ചി • കൊച്ചിൻ ശാസ്ത്ര, സാങ്കേതിക സർവകലാശാലയിലെ സ്ത്രീ പഠന കേന്ദ്രം സാമ്പത്തിക സ്വാതന്ത്ര്യം സ്ത്രീകൾക്ക് എന്ന വിഷയത്തിൽ പരിശീലന ക്ലാസ് സംഘടിപ്പിക്കുന്നു. പേഴ്സണൽ ഫിനാൻസ് വിദഗ്ദ്ധനും സംരംഭക പരിശീലകനുമായ കെ.കെ. ജയകുമാർ ക്ലാസ് നയിക്കും. ഇന്ന് ഉച്ചയ്ക്ക് 1.30 നാണ് ക്ലാസ്.

20/02/2025 KOTHAMANGALAM-MUVATTUPUZHA Pg 05

20/02/2025 | Kochi | Page : 5
Source :
<https://epaper.manoramaonline.com/>

News paper cut out of 'Accelerate Action towards Financial Freedom: This Women's Day'

Ms. Mary Manju, Research Assistant co-ordinated the meeting and proposed vote of thanks. The programme was concluded by 4.00PM.

No: of Participants: 36

Venue: Women's Studies Centre, CUSAT

12 KNOW THE WOMEN AROUND YOU

Women's Studies Centre, CUSAT organised a quiz competition for female students of CUSAT titled 'Know the Women around You' at the Centre on 4th March 2025 The programme commenced at 1.30PM with Dr.Anitha P, Research Associate, Women's Studies Centre welcoming the participants. Dr.Sangeetha K Prathap, Associate Professor in School of Management Studies and Honorary Assistant Director, Women's Studies Centre inspired the participants with her presence. The quiz competition was conducted by Ms.Gayathri Giji, Research Scholar, Prof. N R Madhava Menon Inter disciplinary Centre for Research Ethics and Protocols. The quiz competition was conducted in two rounds.



WOMEN'S STUDIES CENTRE, CUSAT

'Know the Women Around You : Stronger Her, Healthier Future'
#AccelerateAction, THIS WOMEN'S DAY!!!

QUIZ COMPETITION FOR WOMEN STUDENTS OF CUSAT

Date: **March 04, 2025** | Time: **1.30 PM**

WIN PRIZES
 1st Prize ₹ 2000
 2nd Prize ₹ 1500
 3rd Prize ₹ 1000

GENERAL GUIDELINES

1. Eligibility: Open to Female Graduate and Postgraduate Students as well as Research Scholars enrolled in the various departments and Centres of CUSAT.
2. Team Formation: Each team must consist of three members; Any team member to complete the registration on behalf of the team; Avoid multiple registration.
3. Registration Details: No registration fee; Provide accurate information.
4. Competition Format: Five teams that qualify a written Prelims Round will advance to the Final Round.
5. Participants are required to wear their CUSAT ID cards.

DETAILED GUIDELINES

1. Eligibility: Open to Female Graduate and Postgraduate Students as well as Research Scholars enrolled in the various departments and Centres of CUSAT.
2. Team Formation:
 - Each team must consist of three members.
 - Any team member may complete the registration form and include the details of their fellow teammates.
 - Each team must register only once. Avoid multiple registrations by individual team members.
3. Registration Details:
 - No registration fee is required.
 - Ensure that all team member information is accurate when submitting the registration form.
4. Competition Format:

The quiz will be conducted in two rounds:

 - i) Prelims Round:
 - o A series of questions related to the competition's theme will be asked.
 - o Answers must be written on the answer sheet provided by the Centre.
 - o Each question will be allotted approximately twenty seconds for answering.
 - ii) Final Round:
 - o Five teams that qualify from the Prelims Round will advance to the Final Round.
 - o The Final Round will feature additional questions, and points will be awarded for each correct answer.
 - o The team with the highest number of correct answers at the end of the Final Round will be declared the winner.
 - o In the event of a tie, a tie-breaker round will be held.
5. Additional Guidelines:
 - Participants are expected to maintain high standards of sportsmanship and academic integrity.
 - Participants are required to wear their CUSAT ID cards.
 - Please arrive on time and follow all instructions provided by the Centre.
 - The decisions of the event coordinators and quiz masters will be final.

GOOD LUCK TO ALL TEAMS!!!

REGISTER NOW!!!

04842862079
 wsc.cusat@gmail.com

<https://forms.gle/FxMcb9HtyEigVeu6>

Women's Day 2025 #AccelerateAction
 # For ALL Women And Girls : Rights, Equality, Empowerment
 # Stronger Her, Healthier Future

Brochure of quiz competition

Eleven teams consisting of three members each participated in the first round, out of which winning five teams qualified for the final round. After the round, there was tie between Teams A and I and Team A emerged as the winner through tie break. The winning teams are as follows:

First Prize: ₹ 2000

Ms.Diyamol M R, Ms.FathimaLujain, Ms.Dravya K Ashok , School of Legal Studies

Second Prize: ₹ 1500

Ms.ShahanaFathima, Ms.Sreelakshmi R, Ms. Iris Jis, School of Environmental Studies.

Third Prize: ₹ 1000

Ms. Nyla Nazrin N, Ms.Navya Pradeep, Ms.Lekshmeeka P A, Department of Computer Science and Engineering.

The prizes were distributed by Dr.Arun A U, Registrar, CUSAT in a function held at Women's Studies Centre on 05th March 2025.

Ms. Mary Manju, Research Assistant proposed vote of thanks. The programme was concluded by 4.00PM.



Photos of participants in quiz competition

No: of Participants: 33

Venue: Women's Studies Centre, CUSAT

13 BICYCLE RALLY AS PART OF “FIT INDIA MISSION- STRONGER HER, HEALTHIER FUTURE”

As directed by the University Grants Commission, Women's Studies Centre – Cochin University of Science and Technology observed the International Women's Day (IWD) celebrations 2025- Fit India Mission 2025.

As part of “Fit India Mission- Stronger Her, Healthier Future” under the aegis of Sports Authority of India, female students of Cochin University of Science and Technology undertook bicycle rally on 4th March 2025 in the University premise to promote the importance of physical fitness, mental well-being , healthy nutrition and social inclusion.



Photos of Bicycle rally

Number of Students participated : 14

Venue: Women's Studies Centre, CUSAT



14. MEET AND GREET, THIS WOMEN'S DAY

Women's Studies Centre, CUSAT organised a round table conversation on 'Women Leadership in Higher Education Institutions' titled 'Meet and Greet, This Women's Day' as part of International Women's Day 2025 programme, at the Centre on 05th March, 2025. The programme was inaugurated by Hon'ble Vice Chancellor of Cochin University of Science and Technology, Dr. M Junaid Bushiri.

WOMEN'S STUDIES CENTRE
Cochin University of Science & Technology

Let's Meet and Greet, This Women's Day
for A Round Table Conversation :
Women Leadership in Higher Education Institutions

INAUGURATION:
Dr. M Junaid Bushiri
Hon'ble Vice Chancellor
Cochin University of Science & Technology

ACCELERATE ACTION; THIS WOMEN'S DAY!!!

Let's Converse on:

- Shaping Expectations
- Setting Career Goals
- Capacity Building
- Nurturing Leadership
- Building Professional Strategies
- Networking and Political Connections
- Physical Fitness and Mental Well-being
- Assimilating into Male Dominated Spaces
- Social and Cultural Environment
- Policy Initiatives
- And Much More ...

Date
March 05, 2025

Time
1.45 PM

Women's Studies Centre, CUSAT

PATRONS
Dr. Asha Gopalakrishnan
Senior Professor, Dept. Statistics &
Honorary Director,
Women's Studies Centre, CUSAT
Dr. Sangeetha K Prathap
Associate Professor, School of Management Studies &
Honorary Assistant Director,
Women's Studies Centre, CUSAT

CO-ORDINATORS
Dr. Anitha P
Research Associate
Women's Studies Centre, CUSAT
Ms. Mary Manju
Research Assistant
Women's Studies Centre, CUSAT

Special Invites:
Dr. M Junaid Bushiri, Hon'ble Vice Chancellor, CUSAT
Dr. Daya Pascal, Special Invites, Honorary Assistant Director, Women's Studies Centre, CUSAT

REGISTER NOW!!!

PROGRAMME SCHEDULE
Let's Meet and Greet, This Women's Day
for A Round Table Conversation :
Women Leadership in Higher Education Institutions

Organized by
Women's Studies Centre
Cochin University of Science and Technology
On March 05, 2025, 1.45 PM @ Women's Studies Centre, CUSAT

Inaugural Session

Welcome address Dr. Sangeetha K Prathap
Associate Professor, School of Management Studies &
Honorary Assistant Director, Women's Studies Centre, CUSAT

Presidential Address Dr. Asha Gopalakrishnan
Senior Professor, Dept. Statistics &
Honorary Director, Women's Studies Centre, CUSAT

Inauguration & Inaugural Address Dr. M Junaid Bushiri
Hon'ble Vice Chancellor, CUSAT

Prize Distribution for Quiz Programme:
'Know the Women Around You -Stronger Her, Healthier Future'

Felicitations
Dr. Arun A U
Registrar, CUSAT
Dr. Sam Thomas
Dean and Faculty of Social Science & Director, IQAC, CUSAT
Dr. Honey John
Professor, Dept. of Polymer Science and Rubber Technology &
Director, Joint University Centre for Nano materials and Devices, CUSAT
Dr. Sarita G Bhat
Senior Professor, Department of Biotechnology &
Co-ordinator, Centre for Integrated Studies, CUSAT
Dr. Sobha Cyrus
Principal, School of Engineering, CUSAT
Dr. Valsamma Joseph
Director, National Centre for Aquatic Animal Health, CUSAT

Special Invitee Dr. Daya Pascal
Medical Officer, District Mental Health Program, Ernakulam

Vote of Thanks Dr. Vani Kesari A
Professor and Honorary Director, Prof. N R Madhava Menon Interdisciplinary
Centre for Research Ethics and Protocol &
Advisory Committee Member, Women's Studies Centre, CUSAT

Round Table Conversation Lead by Dr. Daya Pascal

Women's Day 2025 # AccelerateAction
For ALL Women And Girls : Rights, Equality, Empowerment

Brochure of Let's meet and greet

The programme commenced at 1.45 PM with welcome address by Dr. Sangeetha K Prathap, Associate Professor, School of Management Studies and Honorary Assistant Director, Women's Studies Centre. Dr. Asha Gopalakrishnan, Senior Professor, Department of Statistics and Honorary Director, Women's Studies Centre presided over the meeting. She gave a brief overview of the activities of Women's Studies Centre emphasising the need for various departments of CUSAT to collaborate with the Centre by offering suitable courses.



Photos of meet and greet

Dr. Junaid Bushiri, Hon'ble Vice Chancellor inaugurated the programme. In his inaugural address, he acknowledged the active participation of women in the University in all areas of operation. He said that women successfully undertake multiple roles making commendable sacrifices amidst several challenges, converting these into opportunities. He appreciated the initiative taken by Women's Studies Centre to bring the women faculty members of CUSAT together to converse on important matters relating to leadership and urged the meeting to discuss the challenges in taking leadership roles among female teachers.



Dr. Junaid Bushiri, Hon'ble Vice Chancellor inaugurating the 'Let's Meet and Greet' programme

Dr. Arun A U, Registrar, CUSAT and Dr. Sam Thomas, Dean and Faculty of Social Science & Director, IQAC, CUSAT offered felicitations. Dr. Arun A U spoke about the need for inclusive participation to gather opinion and perspectives from various facets of leadership in educational institutions and to include male counterparts also in such discussions.



Dr.Arun A U, Registrar, CUSAT

Dr. Sam Thomas presented some vital statistics relating to women participation in leadership in academics highlighting the pyramid like structure with almost 90% in the bottom layer. Very few assume higher responsibilities. He appreciated the topics chosen for discussion urging the participants to deliberate on the strategies for improving participation of women in leadership.



Dr. Sam Thomas, Dean and Faculty of Social Science & Director, IQAC

Dr. Honey John, Professor, Department of Polymer Science and Rubber Technology & Director, Inter University Centre for Nano materials and devices, CUSAT spoke about the women's role in shaping the world, undertaking multiple tasks as demanded by the societal concerns, yet delivering higher responsibilities in academics. Dr. Sarita G Bhat, Senior Professor, Department of Biotechnology & Co-ordinator, Centre for Integrated Studies, CUSAT spoke about the sensitisation, building awareness and motivation to bring about change in perception about women in leadership. She also pointed at the informal decision making processes through social networks where men dominate.



Dr. Honey John, Professor felicitates

Dr.Sarita G Bhat, Senior Professor felicitates

Dr.Sobha Cyrus, Professor, School of Engineering, CUSAT shared her experiences with thrust on unity and co-ordination among female faculty members to meet, exchange ideas and impart support in their leadership journey. Dr.Valsamma Joseph, Professor, National Centre for Aquatic Animal Health, CUSAT spoke about the stereotyping of roles and hurdles for women in taking responsibilities suggesting that in the entangled system the way forward is consultative leadership supported by empowered men.



Dr.Sobha Cyrus addressing the session

Dr.Valsamma Joseph addressing the session

Dr. VaniKesari A, Professor and Honorary Director, Prof. N R MadhavaMenon Interdisciplinary Centre for Research Ethics and Protocols and Advisory Committee Member, Women's Studies Centre spoke about the importance of such meetings and conversations, increased representation in leadership roles and administrators with no gender bias. She proposed vote of thanks for the inaugural meeting. Ms. Mary Manju, Research Assistant co-ordinated the proceedings of the meeting serving as master of ceremony.



Dr. VaniKesari delivering vote of thanks

The Round Table Conversation

The round table conversation was initiated by Dr. Daya Pascal, Psychiatrist and Nodal Officer, District Mental Health Program, Ernakulam. She gave an overview of the challenges for women in leadership, striking the balance between work stress and societal demands. The participants deliberated on important aspects of leadership faced by them in the academic work environment.



Photos of Lets meet and greet

The discussions centred on the following:

1. Managing time allocation for family and work.
2. Gender discrimination at work place.
3. Physical and emotional struggles in life.
4. Meeting Societal expectations, check list.
5. Unwritten rules for women, responsibilities and duties thrust upon women.
6. Maintaining relationship with colleagues, both men and women.
7. Managing academic and administrative responsibilities.
8. Networking, collaboration, unity and bonding.



9. Unwinding for releasing stress and tensions.
10. Need for institutions to become women friendly.
11. Mind-set and attitudinal change creating women inclusive policies and practices.
12. Women considering themselves privileged doing multiple roles – attitude issues.
13. Defining success through enhancing visibility of work.
14. Silencing of unpleasant voices, especially women's.
15. Women entrusted with back end jobs, male counterparts taking advantage.

Dr. Daya Pascal gave valuable inputs to bring about mind-set shifts and change in perspectives with regard to quality, building expectations, sharing of family responsibilities and duties, enhancing visibility, expressing emotions, team work and realising the realities. She also gave suggestions on improvements at institutional level to support women through day-care centres with additional shifts, appreciating and recognition programmes, sessions for men at home and workplace to sensitise them, open and friendly relationships and social groups.



Photos of meet and greet

Dr. Smarty Mukundan, Associate Professor, School of Management Studies, CUSAT concluded the conversation insisting on managing 'me time' to rediscover the losing identity of women engaged in multiple roles. She thanked Dr. Daya Pascal for adding colour to the meet and the participants for their valuable views and advices. The meeting concluded by 4.30PM.

No: of Participants: 32

Venue: Women's Studies Centre, CUSAT



15. IN CONVERSATION WITH SHE- PRENEURS

A experience sharing talk titled “ In Conversation with She- Preneurs ” was organized by Women's Studies Centre CUSAT in association with Women Entrepreneur Network Kochi, School of Management Studies, CUSAT and Entrepreneurship Development Cell CUSAT on 12th March 2025. The speakers for the day was Ms. Diwiya Thomas (Founder of Papertrail) and Ms. Laila Sudheesh (President, Women Entrepreneurship Network Kochi. Ms. Mary Manju give a detail introduction about the speakers and Dr. Sangeetha K Prathap, Associate Professor School of Management Studies and Assistant Director Women's Studies Centre was the moderator to the session. The speakers lead their session by referring their real life experience. Ms. Diwiya told how she is managing her business without compromising her family. Ms. Laila explained how she is managing attrition rate in her business.



Photos of she-preneurs

Number of Students participated : 36

Venue: Women's Studies Centre, CUSAT



FUTURE PLANS 2025-26

- Implement outcome of "National Workshop on Gender Budgeting in Higher Education Institutions " and initiate Gender Audit CUSAT budget.
- Complete and follow on proposal to State Planning Board for extension of building for Women's Studies Centre, CUSAT (Rs. 4.28 Crore).
- Funding and online/hard copy release of Journal of Women, Empowerment and Technology.
- Conduct of seminars, conferences, workshops, outreach programs.
- Internship with students on women-based issues.
- Plan to start new certificate courses.
- Submission of Research proposals to funding agencies like National Commission for Women and Indian Council of Social Science Research.
- Submission of proposals for CSR funding for capacity building of women.
- Entrepreneurship Development Programs for women.
- Skill Development Programs for women.

CONCLUSION

Women's Studies Centre at Cochin University of Science and Technology is constantly working towards empowerment of women through research and academic forms. It acts as a catalyst for promoting and strengthening women's studies through teaching, research, extension information dissemination and advocacy. The centre has undertaken various developmental projects and has a wide array of resource materials for disseminating in the society. It has multidisciplinary collaboration and close network both outside and inside the university system. Women Studies Centre, CUSAT also act as a platform for women to be self reliant and strong, so as to overcome the hurdles towards self development.

Director
(seal)

Registrar
(seal)

Vice-Chancellor
(seal)

