



Indira Gandhi Delhi Technical University For Women

(Established by Govt. of Delhi vide Act 09 of 2012) Kashmere Gate, Delhi – 110006

Office of Dean Student Welfare

IGDTUW organized many activities to create awareness among students on the women safety and related issues. Some of them are cited below.

1. Expert lecture on WOMEN SECURITY

An expert lecture was organized on women safety on 15th February 2019. Dean Student welfare briefed about the IGDTUW to all participants. Some of the issues explained about women status in ancient India are cited here. Indira Gandhi Delhi Technical University for Women (IGDTUW) has been upgraded from Indira Gandhi Institute of Technology in May 2013 vide Delhi State Legislature Act 9, 2012, as a non-affiliating teaching and research University at Delhi to facilitate and promote studies, research, technology, innovation, incubation and extension work in emerging areas of professional education among women, with focus on engineering, technology, applied sciences, management and its allied areas with the objective to achieve excellence in these and related fields.

As mention in Rig-Veda and other scriptures.

“यत्र नार्यस्तु पूज्यन्ते रमन्ते तत्र देवताः ।
यत्रैतास्तु न पूज्यन्ते सर्वास्तत्राफलाः क्रियाः ।”

The universal truth is that in a house, all the deities are pleased where women are honored and no meritorious deed will not yield any result where they are abused.

Volumes can be written about the status of our women and their heroic deeds from the Vedic period to the modern times.

IGDTUW is established to ensure a safe and secure working/studying environment for women in campus. All female students, faculty and staff of IGDTUW are members of Women's cell. The mission of this cell is:

- To work towards a gender-sensitive community in which women and men are equal participants in society
- To be a forum for open dialogue and discussion on gender issues for men and women

Every citizen of the country, male and female, enjoys the right to education and employment in an environment of safety and security. The Constitution of India provides for 'Gender Equality' and the 'Right to Life and Liberty' to all persons under Articles 14, 19 and 21. It is thus the duty and mandate of every organization to provide for maintenance of the fundamental rights to live and work with dignity for all employees, male and female.

At the same time, persons sometimes face violations of their fundamental rights. This necessitates the establishment of safeguards to provide gender equality. Due to the historical reasons, working women often face difficulties and challenges at the workplace, thereby necessitating the need for protective measures that safeguard women's rights and safety. The Women's Cell of IGDTUW has been established in accordance with the Supreme Court Directives for Women at the Work place.

Issues addressed in women safety

- To facilitate a gender-sensitive environment enabling women and men to maximize their potential
- To provide a safe working environment in which women and girls can work and study without threats to their safety
- To safeguard the issues and concerns of all women and girls working and studying in the institute
- To deal with cases of workplace sexual/psychological/emotional harassment in a timely, appropriate and just manner
- ✓ Gender sensitization lectures and workshops for students/faculty/staff
- ✓ Lecture series by eminent academicians and inspirational personalities
- ✓ Competitions on gender themes to encourage students to think about gender issues
- ✓ Institution of awards to outstanding and deserving female students and staff
- ✓ Celebration of International Women's Day

2. **Self-defense session-** Jukaado Training

1. Guest Lecture Series/Seminar/Workshop on following topic:

- ✓ Women Issues and Safety
- ✓ Women Empowerment and their rights.
- ✓ Gender-sensitive environment

2. Women's Day celebrations

3. Student discussions

Women's cell is conducting regular sessions of discussions with female students of IGDTUW New Delhi, to discuss about their lives in the campus and about various problems they are facing in their personal/academic life. These sessions are held in the girl's hostel and are convened by the conveners of Women's cell. All female students of IGDTUW New Delhi

are free to come and attend these sessions and talk about the various issues they are facing and also express their views/suggestions regarding the functioning of the Women's cell in the institute.

3IGDTUW organized Eminent Lecture on 21st march 2019 at 2.00 pm series for the students of UG, PG, PhD and academic and Non-academic members by well-known personnel on the following topics: *women empowerment and their rights,safety of women in India and Gender Sensitization and Women issues*. The objective of the lecture was to make the students aware about the issue and to inculcate in them the feeling of oneness and contribute in building a strong and healthy society.

WOMEN EMPOWERMENT AND THEIR RIGHTS.

Today, in India, “Women Empowerment” is a commonly used slogan and is a feature of every party manifesto. The lecture dealt with marginality of women drawn out of statistical information, the kind of problems faced by women in cases of crime against women and types of legal remedies used to put such crimes to an end. Students were made aware of the different crimes like female foeticide, rape, kidnapping, dowry deaths or attempts, torture both mental and physical assault on women with intent to outrage her modesty, honour killings etc. faced by both rural and urban women in India highlighting the same through a poll conducted by Thomson Reuters in 2011, according to which India is the fourth most dangerous country in the world for women. They were told how International Law recognizes the laws for protecting women which included India signing CEDAW (the Convention on elimination of all forms of discrimination against women). Various landmark cases like the Nirbhaya case and Vishakha V. State of Rajasthan were discussed. It was an informative session packed with statistical figures of crimes against women and acted as an inspiration for the budding law professionals to work towards the abolishment of such crimes.

4A expert lecture was organized for students of CSE Deptt on 12 April 2019 on Awareness on SAFETY OF WOMEN IN INDIA

Women safety in India is a big concern which has been a most important topic regarding women safety. Indian women are found working in all fields like aeronautics, space, politics, banks, schools, sports, businesses, army, police, and many more. Safety of women matters a lot whether at home, outside the home or working place. Last few crimes against women especially rape cases were very dread and fearful. Because of such crimes, women safety in India has become a doubtful topic. In the last few years, crime against women in Delhi has increased to a great extent. Women are harassed not only in the night or evening but also in the day time at their home, working places, or other places like street, club, etc. It is found through the survey that the reason of sexual harassment is the lack of gender-friendly environment and improper functional infrastructure such as consumption of alcohol and drugs in open area, lack of adequate lighting, safe public toilets, sidewalks, lack of effective police service, lack of properly working helpline numbers, etc. A huge percentage of women have no faith that police can curb such harassment cases. There is an urgent need to understand and solve this problem of women safety so that they can also grow equally like men in their own country.

5.

An expert lecture was organized on Gender Sensitization on 16 February for PG students at 2.00 Pm in room number E-212 in Deptt of CSE . Large number of students attended it. GENDER SENSITIZATION AND ITS ISSUES

Gender Sensitization is basic requirement for the normal development of an individual. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender and in some acute cases, even him or herself. The need for this sensitivity has been felt and realized through times immemorial and in almost all kinds of human existence, across the globe. But somehow in the recent times, a much stronger need is felt and realized to talk and discuss about this sensitive topic both on a Personal and Professional front.

Gender sensitization refers to the modification of behaviour by raising awareness of gender equality concerns. Gender sensitization theories claim that modification of the behavior of teachers and parents (etc.) towards children can have a causal effect on gender equality. Gender

sensitizing “is about changing behavior and instilling empathy into the views that we hold about our own and the other gender.” It helps people in “examining their personal attitudes and beliefs and questioning the ‘realities’ they thought they know.

The guest speaker for the session was Prof. (Dr.) ManjulaBatra, Faculty of Law, JamiaMiliaIslamia. During the session she focused on various issues related with Gender Sensitization like gender gaps which were meticulously explained through gender equity Iceberg Theory, Micro inequities, Unconscious bias etc. She told the students about the fundamental rights under the constitution of India which are the rights for women also. She emphasized that not only in India but all over the world with the vast diversity existing in terms of social values, beliefs and individual perceptions, the need for a well-planned and more professional approach is desired to inculcate the sensitivity and primarily highlight the contribution of both the genders in creation and development of corporate world. She further highlighted various issues that need to be taken care of in order to reduce gender bias in the society like Gender Sensitivity, gender diversity, budding women leadership, POSH (Prevention of Sexual Harassment) provisions and in addition to that engaged the audience into some activities related to the topic which gave them apparent understanding of the issues prevailing in the society which need to be taken care of.

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8. An expert lecture was organized on Women and Leadership.

It is not always the gender that decides the leadership qualities in the society. Gender is not the only deciding factor that a person is a great leader or not. These are the person's abilities that depend on individual's strength and personal traits that highlights on their leadership qualities. In many cases it is seen that women are not encouraged to participate in leadership roles in comparison to male which creates discrimination between them and have imbalanced distribution of power. Men and women are always two sides of the same coin. Each one of them has their unique charisma and each one thinks and handles situation differently. While a man may be practical woman could think farfetched. But it is still a shame that irrespective of being equally talented there is discrimination in the eyes of the beholder. In corporate environments, where people of both gender participate in all activities with equal vigor and enthusiasm but women have to face a vague differentiation in that environment. In actual a working woman loves the concern but not sympathy of anyone. She wishes to be recognized with her talent and not by her gender. So it becomes mandatory that colleagues men and women combine their synergies and work in union for the giant leap of mankind. Many women experience gender biasness at their work place which restricts her leadership qualities. Though corporate offices are trying to bridge the gender gap slowly but private institutions and government offices are still way far behind. Jobs that require frequent travel, physical exertion etc. are still open for men only as they are considered more eligible than women. Many companies while hiring women employees ask them openly about their marriage and further family planning as they cannot afford the maternity leaves and other flexibility perks. No one tries to understand that women are blessed with the opportunity to bring another soul into this world and this factor must not be a hindrance for their growth and progress. It is a promising change to see that many social welfare

organizations like the UN are raising this concern globally and is pledging to remove gender biasness in workplace. According to the Huffington Post, last year, only 23 Fortune 500 Companies were led by women while women were as qualified as men to lead. A 2015 study by talent management system Saba Software, conducted by the Harris Poll, found that 60 percent of male employees expect their companies to play an active role in their individual career options, versus 49 percent of female employees who expect this. It is view of men society that men tend to be career-centric and want to maximize their financial return from work while women view work more holistically, as a component of their overall life plan. So Business News Daily report says that women are more likely to approach their careers in a self-reflective way and value factors such as meaning, purpose, connection with co-workers and work-life integration.

In real world the leadership qualities bound a person to share their knowledge and connect with their colleagues to help the team and the business and when a women comes with this attitude into managerial roles, it actually make them stronger, more-effective leaders. Some survey report found that 60 percent of women feel that they are leaders based on their participation in their business. Women not always realize how poised for success they are in leadership roles, but their potential and abilities are undeniable. Women are great leaders because they are able to balance professional and personal leadership skills. It's easier to approach a women leader with a personal request, or a sensitive question. They care about their team and their well-being, which includes their performance at work and their work-life balance. Women are more proactive in becoming mentors, and sometimes it's already such an open and communicative relationship that the transition to mentor is easy. Most women are naturally empathetic and value relationships to have a strong understanding of what drives and motivates people, and to acknowledge different people for their performance. Women leaders make great leaders because they take the time to listen instead of reacting right away. They appreciate people and their viewpoints. Women have an innate ability to dream big, challenge assumptions and inspire teams and they know how to translate big ideas into concrete action and results

Whether they are right or wrong, they hear them out and then make their decision. One of the key aspects of leadership is the ability to help your team members develop their own skills and strengths. Women are naturally nurturing, which in the best scenarios can translate to helping those around her to succeed. The women consistently demonstrate passion, enthusiasm and an

immense capacity to serve and be served by others. Women make bold and wise decisions as leaders while relying on others to be part of their team. The environment becomes less authoritarian and more cooperative and family-like with solid leadership. Women make great leaders as they are natural multi-taskers. The ability to decisively and quickly respond to simultaneous and different tasks or problems at a time is not a critical component to successful women leaders. They are creative problem solvers motivated by obstacles. The desire to overcome a challenge fuels them to get things accomplished. Women leaders don't take 'no' for an answer. Communication is also a strongest skill in women leaders. The communication with employers, co-workers, or partners and an open communication allow her for clarity in executing roles and responsibilities. As a result female business leaders are able to communicate regularly, clearly and openly. Women are trained caretakers and know how to deal with crisis situations at home with compassion and patience. These attributes become very relevant when a woman leader is dealing with crisis situations Wearing many hats is often a regular occurrence in a women's life. They often balance careers, households and even aging parents, among other things. Women pivot, adjust and focus on solutions. Resting in the doom and gloom can be time-consuming, so many shift to find positive solutions to life and work problems. Women exhibit ego differently and they are good at decision-making with the ego held in check. This is a key advantage in working with boards of directors, partners and customers.

The ability to recognize emotions in others and relate that is an essential leadership behavior. This is something that comes more naturally to women than men, and is something that everyone personally encountered in their career. To truly create a great place to work and to get the best of their employees, demonstrating emotional intelligence as a leader is critical issue. Women are great leaders because they are flexible, and agile. Women climb the ladder easily as they have experienced a variety of roles before they get to the leadership ones because experience is key. Women are experts at making the impossible seem possible and sometimes they even make it look effortless. Women are pragmatic, resilient and usually able to maneuver tricky situations with grace. Their perspectives are borne out of a mix of trial by fire and sheer fortitude. They look at the world with bravery and are able to piece together the world around them like a complex puzzle. When anyone is underdog, they take an extra push to get to the top. That's why the women who emerge on top are extraordinarily strong and capable.

9. Self Defense

The report on the campus safety audit team conducted regular safety audits. They interacted separately with students of different class to know the opinion of different student about women safety. The interaction done by team as per following details:

S.No	Student	Date & Time	Remarks
1	B.Tech CSE, 1 st year & 3 rd year	30/31 January 2019 1:00 PM-2:00PM	Campus safe because of strict identity checking system on main gate entrance and hostel also.
2	MAE 1 st & 2 nd year	27/28 February 2019 at 1:00 PM-2:00 PM	Campus is very safe due to camera installation at main gate, hostel gate and every corner of campus.
3	M.Tech 1 st & 2 nd year	30/31 March 2019, 1:00 PM-2:00 PM	Campus is safe due to various lady security guards.
4	B.Tech I.T , 3 rd & 4 th year	29/30 April 2019, 1:00 PM-2:00 PM	Campus safe male and female security guard.

2.

10. Gender Sensitization

Gender sensitization session conducted expert lecture on Gender Sensitization awareness by faculty member at regular interval to provide the awareness of various issues related with Gender Sensitization like gender gaps, Gender Sensitivity, gender diversity, budding women leadership, POSH (Prevention of Sexual Harassment).

S.No	Student	Date & Time	Remarks
1	B.Tech CSE, 1year & 2 nd year	05 February 2019 2:00 PM-3:00 PM	Very interactive session and student ask various question like concept of sexual sensitization
2	M Tech 1year, MAE 1year	3 rd April 2019 3:00 PM- 4:00 PM	Students asked regarding Sexual Harassment.
3.	B. tech CSE 3 rd year	10 th January 2019 1 .00 – 2.00 pm	Awareness session conducted
4.	M Tech MPC 1year,	23 rd March 2019 3:00 PM- 4:00 PM	Students asked regarding Sexual Harassment.

11. Sex Education Programme

The Sex education programme was organized by Faculty members among the student, teaching and Non- teaching staff members. The session was very successfully organized and many students and staff member attended it.

S.No	Student	Date & Time	Remarks
1	B.Tech 1 st & 2 nd year	15 th March 3.00 to 4.00 Pm	Attended successfully by large number of students. An awareness was created on the said topic.

2	M. Tech CSE & IT 1year, MAE 1year	28 th March 2019, 1.00 to 2.00 Pm	Successfully attended by students of mentioned branch
3	MAE, Arch. &plg	10 th February 3.00 -4.00 pm	Was attended by large number of students

12. Counselling service

The Counselling service program was organized by the administrative of members of IGDTUW. It is very important at every work place. The programme was very successful and lots of students from each department and staff members were participated and share their view and interacted.

S.No	Student	Date & Time	Remarks
1	B.Tech 1 st & 2 nd year	17 th February 2019 1.00 -2.00 Pm	Attended by large number of students.
2	M Tech CSE&IT 1year, MAE 1year	23 rd February 2019 1.00 -2.0 Pm	Liked by students

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IGDTUW has taken following measures towards Implementation of women safety in the University

1. Campus Safety Team to interact with faculty and students regularly

❖ Campus Safety Team interacts with students and teach them about the safety measures to be adopted by students. Also Teach them different safety digital media techniques on Android i.e.

- Safetipin, Women's Security,
 - Shake2Safety, Besafe,
 - Over Me App,
 - Himmat App, etc.
- and initiatives of Govt.

- ❖ At present campus safety Nodal Officer is Chief Proctor. Police Patrolling is done by Police continuously and police Van is stationed just outside the campus.
- ❖ It is also proposed to arrange sessions of Judo, Karate, Martial Arts etc. for the students from ensuring academic session.

2. Regular safety audits to be conducted and results made public.

- ❖ The University Officials take periodical rounds of the campus & safety audits are conducted to avoid any unforeseen action. Besides this, security staff has also been trained, counselled and instructed to maintain strict vigil, stay alert and keep a close watch at every corner of the University.

3. Gender sensitization sessions should be conducted in University at regular intervals.

- ❖ Staff is deputed on regular intervals to Delhi State Selection Board to attend workshop/training programs conducted by them on sexual harassment / women safety at workplace etc.
- ❖ Technoliterati is the Literary Society of IGDTUW, which aims at the amalgamation of creativity and talent in the women/girls. It inspires young budding women engineers to open their minds up and let their imagination fly, to write candidly, speak fluently and express freely, primarily about gender equality, gender sensitisation, women safety etc.
- ❖ Under the umbrella of this society, University organised Expert lectures, various Workshops and Seminars regarding Women safety awareness, Usage of digital media / Technique for women safety etc.

4. Sex education programs that are age and context specific should be devised and reviewed with inputs from experts.

- ❖ Various sex education programs are conducted from time to time in the University campus. For example, the society Technoliterati organized the Agenda for United Nations General Assembly-SOCHUM as: Contemporary forms of slavery in the 21st century with special emphasis on commercial sex work, child soldiers and bonded labourers. The event witnessed phenomenal participation and huge response.
- ❖ Sign boards/notices regarding the same are being displayed at all conspicuous locations in the campus.
- ❖ Every Semester (once in six months) **Special Self Defence Training Program** are organized in association with **Delhi Police** for all the students and ladies staff of IGDTUW

5. Counselling services should be strengthened and made a mandatory service on education campuses.

❖ The University takes special care of arranging counselling services regarding women safety for the students as well as for women staff. For the same, a four-tier hierarchy of Committee has been framed. The details of the same are as follows:-

Tier-I Pro-VC/Registrar:

Counselling is done on women safety and general awareness.

Tier-II Head of the Departments (HoDs) :

Aware /Brief the students time to time about Women Safety.

Tier-III Chief Hostel Warden / Hostel Warden

Hostel extensive counselling is being provided by Chief Hostel Warden and Hostel Warden related to Women Safety.

Tier-IV Proctor (Class Representatives)

To forward any kind of problems to Competent Authority including problems related to women safety. Every department also has faculty mentors assigned for each discipline to discuss and solve any kind of problems faced by the girl students.

6. Regular assessment of curricula to be undertaken to ensure gender sensitivity.

- ❖ Courses on Women Empowerment and Sustainable Development has been introduced in the curriculum.
- ❖ Women and Sustainable Development has been introduced in the fourth year curriculum of B.Arch Program. (being offered for the first time in India) The course will look at issues like Women Empowerment, Women sensitive and inclusive designing and unique strength of women to create more sustainable world.
- ❖ IGDTUW is introducing choice based credit system under the umbrella of which students will be encouraged to take up MOOCs related to Women

Sensitization, Gender Sensitization etc. and due credits will be given to the students.

- ❖ Helpline numbers (Delhi Commission for Women) has been shared / displayed in university at all conspicuous locations.
- ❖ Centralized training programs are organized by members of sexual harassment teams in association with National Commission for Women, Delhi Commission for Women, Crime Against Women Cells (CAWC), Ministry of Women and Child Development/ NGOs etc.
- ❖ The University proposes to keep one compulsory course on gender sensitivity in the revised CBCS scheme. For the same either an online(MOOC) or offline course will be provided. In case of successful completion of the Course through MOOC, due credits as per the curriculum will be given to the students.

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Activities / Events organized by IGDTUW on women safety

Sr No	Date	Activity
1	10, August, 2018	.A counselling session was undertaken by Dean Student welfare, from 2.00 pm to 5.00 pm to students of first year on “ Awareness about he gender sensitization”, session was attended by more than 100 girl students
2	23 September 2018	A counselling session was undertaken by Chief hostel warden, from 12.00 pm to 2,00 pm to hostel residents on important issues related to women safety for hostel residents.

3.	20th October 2018	A counselling event is organised by Dean student welfare office and an DSW conducted a counselling session on the women safety measures required at workplace, to make students aware about their safety at
4.	6th November 2018	Counselling session was organised to create awareness among students about martial arts.

DSW office conducts these events regularly.

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