



Manav Rachna International Institute of Research and Studies
(Deemed to be University under section 3 of the UGC Act,1956)

GENDER EQUALITY

5 GENDER
EQUALITY



**Achieve Gender
Equality & Empower
All Women & Girls**

**PROGRESS
REPORT
2022-23**



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1. Preamble

Manav Rachna International Institute of Research and Studies (MRIIRS), steadfast in its commitment to the United Nations Sustainable Development Goals, recognizes the profound significance of SDG 5: Gender Equality. MRIIRS acknowledges that gender equality is not only a fundamental human right but also a critical catalyst for achieving social, economic, and environmental sustainability worldwide.

As an academic institution, MRIIRS pledges to champion the principles of gender equality in every facet of its activities. We firmly believe in the importance of promoting equal opportunities, eliminating discrimination, and fostering an inclusive environment where every individual, regardless of their gender, can flourish and reach their full potential.

MRIIRS endeavors to empower and educate its students, faculty, and staff about the paramount importance of gender equality and women's rights. Through research, education, advocacy, and community engagement, MRIIRS strives to contribute to the realization of SDG 5.

2. Research Innovation and Incubation

MRIIRS promotes academic and applied research within and cross-domain disciplines through an intellectually inspiring and supportive environment. There is a Research Innovation and Incubation Policy, augmented by necessary infrastructure that aids the ecosystem to stimulate quality research in emerging areas including gender equality, transformation, and impact. The research policy facilitates initiatives like grants of seed money to researchers, Incentive schemes for quality publications, etc. leading to sponsored research and extramural grants, including on gender studies.

Department of English, FMeH is awarded with a minor project on "Exploratory study of Ashapura Devi and Suchitra Bhattacharya: Narrative of Resistance and Re-Assertion" by Indian Council of Social Science Research (ICSSR) in the year 2021.

The Department of Journalism and Mass Communication at FMeH received an additional grant from the National Commission of Women (NCW) to organize an online workshop in October 2021, focusing on the topic of "Gender Discrimination in News-Media Workplaces: Unequal Pay."

3. Proportion of research with the female author

Manav Rachna NewGen IEDC funded by NSTEDB has contributed towards the creation of Innovation ecosystem and has led to 85 start-ups in last five years, 84 published and 20 granted patents.

With constant mentoring, faculty members and students have published than more than 2588 research publications in Scopus and Web of Science apart from several in PubMed, UGC care with overall Scopus H-index of 31.

The university runs a well-entrenched Ph.D programme where substantial research work and publication is on gender issues.

The visionary founder of MRIIRS desired to provide **world-class higher education** opportunities to the youth, and in the past 25 years, MRIIRS has built a robust university system that provides equal access to all, with an understanding of the understanding of the local culture and global expectations.

The university selects students through a transparent admissions policy based on **equal opportunity for all, irrespective of gender, caste, class and nationality.**

The university prioritizes education for girls and women, especially those from equal and marginalized sections. For facilitation, the university regularly organizes outreach programs to girls schools and village schools, provides free counselling, and creates awareness about new technology etc. The university offers scholarship schemes for girl applicants and other incentives as well. The data for first-generation women starting a degree is collected from the application forms filled out by the candidates at the time of registration. The form requires the candidate to fill information about the education details of the parents and siblings which enables to determine this information.

4. **Methods for ensuring access of Higher Education among women**

MRIIRS is fulfilling its mandate of gender parity by promoting higher education access among girls and women, using to provide easy access to higher education, like rural outreach and setting up EMS for regular monitoring and supervision throughout. MRIIRS believes that Higher education improves chances of employment and economics independence among girls and women, resulting in a better quality of life.

This includes:

1. The university has a gender equity policy, administrated through committees.
2. The university designs a multi-pronged strategy for admissions, seeking applicants of all genders, to achieve a balanced male-female ratio.
3. An Education Monitoring System (EMS) tracks students' progress regularly, and suggests remedial action, at every stage to ensure that all students complete the degree in time.
4. Gender balance, and gender equity, forms the core of the university's values, and ecosystem at MRIIRS.

The number of girls taking admission to MRIIRS has steadily increased over the years, many performing exceptionally well as successful entrepreneurs, sport person, in the armed forces, journalist and corporate leaders.

5. Tracking access measures

The university is committed towards contributing to the promotion of women's education access, especially in STEM, so that they can avail better opportunity to earn and become economically independent and socially empowered. To enable girls and women especially from rural and outreach areas an easy access to join higher education provided by MRIIRS, the university has put systems, through the Education Management System (EMS), to track application rate, admissions taken, and follow up with regular monitoring and providing supervision, and support to enable young applicants to complete the degree successfully and on time. The success of this initiative is guided by the policies and processes that provide safety, security and processes to meet this target.

The detailed process of tracking the Student's access measures is documented as the Access and Participation plan, that is shared with the students and is available on the website. This provides access to the students, parents as well as the university to track all the students through the EMS, at every stage.

- **Policy**

It was the desire of the visionary founder, to provide a world class education to the younger generation of Haryana, especially the girls and women. This is reflected in the **Gender Equity Policy**, as well as the elaborated **Access and Participation Plan**, that has been drafted on the basis of this policy. This vision has been successfully implemented through a transparent admissions policy that provides equal opportunity to all.

- **Student access schemes**

MRIIRS provides a special focus on the education of girls and women, especially those who come from rural and marginalized sections of society. As a part of the multi- pronged admission strategy the university follows an extensive outreach program.

- **Mentoring**

Several initiatives and outreach programs are organized through the university's CSR wing, the O.P Bhalla Foundation. The outreach program to girls schools in interior of Faridabad and villages nearby has been a successful initiative. Different Departments of the university jointly with the Foundation organize various immersion programs among schoolgirls, to help them decide joining higher education, by stepping into MRIIRS.

Manav Rachna International Institute of Research & Studies continues to plan a number of

activities, particularly in the field of education, for the advancement of the Mohna village through the Dr. O.P. Bhalla Foundation for the girls students of government schools. The Unnat Bharat Abhiyaan has registered the village Mohna to train the girls students for higher Education. Under this egis of this scheme three-month programme on "Basics of English Language" and "Computer Skill Development" is arranged for the students.



- **Scholarships:**

Special relaxation to girl students at the time of admission as per the policy. There are several models adopted for providing financial help to the needy students of all genders, especially girls and women who often lack resources and support from families for higher education. Scholarships and freship is also provided the brochure and the website for wider dissemination of information.

Special consideration for girls and women is a part of the initiative. In 2022, 10% tuition fee waiver limiting up to maximum of ₹5000 per semester shall be available to all girl candidates in all the UG and PG programmes. This was found to be very attractive scheme by the parents who took on the spot admission for their daughters.

- ✓ Every year the admissions are tracked and evaluated, to improve processes to reach girls from marginalized or rural communities.
- ✓ Out to students living outside the state and tracked the entry and performance resulting in a good word of mouth and reputation management of the university, especially among parents and guardians of girls and women in Bihar, Jharkhand, Madhya Pradesh and Andhra Pradesh, to name some.

- **Women's representation in the underrepresented subjects**

During the earlier years, more girls preferred to take social sciences and humanities programs, and sometimes going for highest degree in the same field. However in the recent times, due to the university's innovative multi-pronged admissions strategy, the number of girls and women applicants in sciences and engineering courses, hitherto with less women's participation in admission, has started to increase. This is facilitated by the departmental efforts in collaboration with the Foundation, to visit girls school, offer counselling and information about the courses available and backing it with financial assistance to persuade girls to take admissions in courses that offer good job security and future.

Through this initiative, schoolgirls were persuaded to programs among schoolgirls, were able to choose STEM courses and take admission. Similarly, students living in far away states are tracked and offered the courses which they may not have been able to get in their state universities or in government colleges. It provides an opportunity to these girls to pursue their dreams of becoming computer engineers or management graduates/post-graduates in MRIIRS. These initiatives have led to a positive word of mouth for the university management, especially among parents and guardians of girls and women in Bihar, Jharkhand, Madhya Pradesh and Andhra Pradesh, to name some.

- **Access and Participation Plan of MRIIRS:**

As per the principles stated in our Gender Equity Policy, MRIIRS is committed to ensuring equal and equitable opportunities for all students, and employees regardless of their gender. MRIIRS ensures that all female students achieve their potential, through full and active participation.

The policies, plans and programmes are committed to addressing any barriers, so that the student community becomes more self-assured. As a result, access and participation of women candidates and students to MRIIRS programs have always been very high.

The specific area of women's applications, acceptance, entry, and participation within MRIIRS, is addressed in the following plan to **eliminate any gap based on gender**.

- **Assessment Procedure**

The entire admission process for the student's is online in a very transparent manner from submission of application form to the final admission with issue of admission letter along with identity card through EMS. It is based on the scores obtained by applicants, both male and female, in competitive exams such as the entrance test, MRNAT, which is conducted by the university. The admission in MRIIRS follows the merit list on the basis of various national entrance examination conducted by national bodies. (For Engineering- JEE, For Management- MAT, CAT, For Architecture- NATA and CUET etc).

- **Monitoring and Action Plan**

MRIIRS has in place a of processes in order to closely and regularly monitor all student's (including women's) applications, access and participation throughout all stages of their studies. Evaluation of the metrics and outcomes is regularly conducted, at various levels – department, faculty and central - in order to maintain and improve current levels of successful outcomes as well as to address issues including any gender inequalities, in access and participation. The tracking and monitoring begin as soon as the candidate fills the online application, which is as per the annual calendar approved by the Head of the institution, to ensure that all students are able to complete the degree without facing any discrimination, at any point.

1. A tracking system and set of schemes on women's likelihood of graduation, has been developed by the university's Educational Management System (EMS). This enables the tracking of students' progress at any time. It supports MRIIRS administrative and learning management systems and includes admission module, administration module, academics module, accounts module, examination module, and other modules:

2. Periodic evaluation of data on access and participation of all students, including female students throughout all stages of students' lifecycle and analysis of potential gaps and barriers in women's application and participation process, if any, and ways to address them. The process owner of this whole part is Gender Sensitization Cell, MRIIRS.

3. Overall needs assessments and mapping of weaknesses is carried out each semester on a multi-campus level. This needs assessment includes tracking and assessment in order to best understand any issues that may inhibit either gender from fulfilling their highest potential both personally and academically.
4. Specific monitoring is undertaken by each department and faculty members in tandem with the Gender Sensitization Cell and Central admission team, on admission and retention outcomes.
5. The processes are documented annually in the annual Plans of the university.

There are special processes and programs that help women in access opportunities at par with their male colleagues, including for example:

1. Possibility for female Ph.D. students, to temporarily suspend their research in case of pregnancy and child birth, and join the program later.
2. Free Child Care facilities in the campus for female students having children.
3. Gender Sensitization Plan conducted every year, including gender equity communication and promotion with activities such as workshops with students and staff, regular awareness-raising, promotion by faculty members of fair representations for leadership roles, impartial participation and gender balance in coursework, and promoting gender parity.

✚ Activities conducted as outreach programs, collaborating with government agencies and NGOs in regional and national campaigns.

- **Teachers on Call**

(<https://dropbhallaoundation.org/teachers-on-call/>)

Phone Call Based Remedial Educational Development Program for students of Government Schools of Faridabad district. We already have more than 300 qualified and experienced Volunteer Teachers, who are successfully teaching the students over phone in the subjects of Mathematics, Science, Social Science, Hindi and English, and are helping around 12000 students of classes VI to X in answering their queries through telecalling about their difficulties in these subjects through toll free No. 18008906006 which is made available to Student callers during specified hours (Mondays to Saturdays - 5:00 PM to 8:00 PM & Sundays -9:00 AM to 8:00 PM). The program has successfully impacted many students and there is a significant difference towards the betterment of their academic performance.



- **Margdarshan**

Margdarshan is an Initiative under which, students from villages are motivated to undergo an aptitude test so that they can be guided about the right career options for them. As a continuation of the Margdarshan Initiative, Dr. O P Bhalla Foundation successfully hosted the fourth batch of 56 students from Government Girls Senior Secondary School (GGSSS) Old Faridabad at MR Campus for a Career Aptitude Test.



- **Workshop in Sneh Ashram**

Dr. O P Bhalla Foundation and Department of Applied Psychology, MRIIRS, organized a Career Motivation Workshop for the girls in Sneh Ashram. Sneh Ashram is an institute which trains girls in various skills like IT, Stitching, Bridal Make-up, Hairstyling and more. The aim of the workshop was to motivate the girls to actively pursue career opportunities. The team tried to understand the problem faced by the girls while trying to actively get employed and gave various suggestions and advises to tackle these issues.



- **Kaushal Karyashala-IT Skill Training Programme**

<https://dropbhallaoundation.org/kaushal-3/>

Kaushal Karyashala-IT Skill Training Programme-an initiative by Dr OP Bhalla Foundation in association with Manav Rachna International Institute of Research and Studies was launched on December 27th, 2021 with an aim to provide IT skill training to youth for better job prospects. The program initially conducted online classes for seven batches, each consisting of 30 students. Later, 50 regular students were selected for practical training on campus. The first batch of Kaushal commenced in January 2022. Approximately 50 students from government schools in Mohna, Panhera Khurd, Nariyala, Dayalpur, Atali, and other villages were trained in basic IT skills. The second batch of Kaushal started from June 2023, consisting of 50 students from Ankhir Government school from classes 9th-12th. These students are also being trained in spoken English and personality development.



- **Provided vocational training in collaboration with the National Skill Development Corporation:** MRIIRS collaborated with NSDC and Kedman (a joint venture of Manav Rachna and Kunskapskolan, Sweden), with an aim to cover 100 Schools in the State of Haryana. Under the project, vocational training is being provided in 3 important Sectors of Retail, IT and Beauty & Wellness. This Project provides digital education through Labs equipped with laptops, overhead projectors aided by UPS, internet connectivity and modern furniture. Twelve vocational laboratories have been established to date.

6. PERFORMANCE TRACKING AND MANAGEMENT

Track Women's Graduation Rate

MRIIRS EMS has implemented a measurement system for the tracking of students' performance leading to their graduation. This enables us to monitor women's participation and performance compared to men's. The university has also developed a number of schemes, including remedial measures in the event students for those who face challenges in their studies.

Tracking of Students Progress

All the students, teachers and parents can track student's progress report on the EMS regularly. MRIIRS has subscribed to an integrated Educational Management System (EMS), which includes a web-based software for effective management of learning services, including admission module, academics module, library, accounts module, administration module examination module, research, to name a few. Students undergo an intensive training to understand the entire process of EMS at the central orientation, at the beginning of the sessions.

- **Proctored Mentorship and Counseling Guidance**

In order to (i) guide the students in planning their courses of study, (ii) advise them on academic programmes and (iii) monitor their progress, the departments assign a batch of students to a faculty member, who is designated as their mentor. The mentors hold regular meetings, through the proctored EMS system, to take feedback and carefully monitor the student's progress. The progress is further discussed with the Head of the Department in the departmental academic meeting (DAC), to ensure that the student's progress is regularly monitored.

- **Remedial Provisions**

If a student, boy or a girl fails in an examination, several remedial provisions are made available to support them.

- ❖ **Supplementary Examinations:**

Students, who fail or secure an "F" grade in a non-semester course (i.e. courses not offered in the ongoing semester), can apply to write supplementary examinations for the course during the prescribed schedule from the Examination Office, paying the prescribed fee.

Students who have secured an 'F' grade in a course may take the supplementary examination for a maximum of three additional attempts (excluding the end-semester examinations) with the same internal marks awarded in their immediate previous exam. If students exhaust all three additional attempts, they will appear for their supplementary exam for the entire 100 marks. The internal marks will not be applicable.

❖ **Re-Registration:**

If students wish to improve their internal marks, they can do so by re-registering for the course by choosing any of the appropriate remedial options. In this case, the internal marks obtained by the student will be valid for the end-semester of the reregistered course with three more supplementary attempts.

Remedial options are offered to enable students to complete the dropped courses or clear the failed courses. Remedial options described in this section are primarily offered to help students improve their internal assessment marks.

7. Annual Gender Sensitization Strategic Perspective Plan

The University has a Gender Sensitizing Cell that prepares an annual plan to raise awareness on the Gender issues, for all, to promote the gender consciousness and empowerment. MRIIRS through its proactive faculty, staff and student programs, follows an annual Strategic Perspective Plan (SSP), under which the departments prepare a will annually look into the following semester wise Events Calendar, to fulfill the mandate of promoting Human Values, gender sensitizing and social responsibility. Some of the activities include, but are not limited to:

- Promoting communication with respect for human dignity and social responsibility.
- Allow the recognition of multidimensional representations of women and men.
- Promote communications that represent unbiased representations of gender equity.
- Conduct workshops that promote diversity and gender-sensitive communication for members and employees
- A senior role in every campus whom faculty and students can reach out in matters of need related to gender-related communication.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
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In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects, when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints, and counseling during class hours and at hostels. Balanced gender quota in hiring committees.

- **Proportion of Female Degree Awarded**

Gender equality is necessary to lay the foundation for a peaceful prosperous and sustainable world. It entails that girls and women in society have equal access to education, health care, decent work and representation in political and economic decision-making process. New legal frame works regarding female equality in the work place are implemented to eradicate harmful practice targeted at women. This is crucial to ending the gender- based discrimination prevalent in many countries around the world.

- Education provides the pathway to any kind of social change. And MRIIRS remains committed to providing the necessary support to the women and girl, to access education in all the stream available. The number of girl and women students in Manav Rachna has increased steadily over the year and many have excelled in education and are working in various industries. The principle of equity promotes equal opportunity for all genders. The number of girls enrolling in social science and humanities has always been sizeable, and over time their numbers have increased in STEM courses and there is a steady increase in courses like computer science, Biotechnology and Management.

- **Nondiscrimination policies for Women**

MRIIRS provides a safe, inclusive, and equitable work environment for productive teaching-learning experiences for all. The university follows a **zero-tolerance policy** regarding any **discrimination based on gender**, with strict consequences for those found engaging in such behavior. The policy is strictly enforced through dedicate committees and administrators appointed to oversee the enforcement of this policy. Any discrimination or harassment faced by any person whether as students or staff, at all levels, is dealt with sternly.

The university acknowledges that due to the traditional patriarchal value system that prevails in the society, women are typically underserved and underrepresented, in all public spheres including academics. Due to lack of personal resources, many promising women and girls are unable to pursue in academia.

While a women's empowerment agenda is a priority, the ultimate goal of MRIIRS agenda is to attain gender equity, in which both men and women experience a balanced and cooperative environment that promotes inclusivity. Such inclusivity ensures the vision and mission of the university are achievable by everyone, regardless of gender, sexuality, caste, class and cred etc.

✚ **Activities on Awareness on Non-Discrimination Based on Gender.**

- **International day for the elimination of violence against women 25-11-2022 to 10-12-2022**

Every year, across the world, November 25 is observed as International Day for the Elimination of Violence against Women followed by 16 days of activism that concludes on December 10. This campaign, led by the UN Secretary-General and UN Women since 2008, aims to prevent and eliminate violence against women and girls around the world, calling for global action to increase awareness, promote advocacy and create opportunities for discussion on challenges and solutions.

To mark this important day, the Gender Sensitising Cell of MRIIRS along with the Department of Journalism and Mass Communication, FMeH organised "Muffled Screams...Frozen Responses", a conversation on Violence against Women in India in order to relook, reflect on and reorganise thoughts and opinions on the issue and bring fresh perspectives on the same.

16 Days of Activism to stop violence against women was concluded on December 10 (World Human Rights Day) by the students and faculty of DJMC with a pledge to continue fighting for gender equality and end gender based discrimination and violence by every possible means, at an individual level as well as society. Hand-made badges prepared by students of DJMC were gesture of donning the responsibility of achieving a gender sensitive and violence free world.



GENDER SENSITIZATION AWARENESS SESSION



WALK TOWARDS ORANGE

- **Radio programme - International day against Elimination of violence against Women (25th November 2022)**

The Gender Sensitizing Cell, in association with Radio Manav Rachna 107.8 FM, the First and only Radio Station of Faridabad, observed **25th November, 2022 as the International day against Elimination of violence against Women** and also initiated a dialogue with experts on Gender Equality in the following week in the program Brunch se Lunch Tak. Various experts were invited to the studio and they advised on the mindset change that is required to bring the equality. **Dr. Maithili Ganjoo, Dean Faculty of Media Studies & Humanities, Chairperson Gender Sensitizing Cell, MRIIRS** shared how students are sensitized about equality and various workshops conducted for them. She mentioned while Gender does not define any work assigned to an individual, similarly it should not apply in the behaviour of the society towards a specific gender. **Dr. Shobha Shrivastava, Deputy Registrar, Admin & Chief Warden Hostels, MREI,** apprised the listeners on the facilities provided to students and how gender neutrality is maintained in the hostel premise. While freedom is important for both boys and girls, but discipline is the key to maintain the balance. A promo also played on Radio to promote the programs.



- **Visit to 18th AIWRT Asian Women's Film Festival (15th to 17th March 2023)**

The Department of Journalism and Mass Communication, Faculty of Media Studies and Humanities organised a visit of faculty members, research scholars and students to the 18th edition of the AIWRT Asian Women's Film Festival held at the India International Centre, New Delhi on 15, 16 and 17 March, 2023.

The festival showcased films from around Asia that explore women's issues and highlight their perspectives on various topics such as gender identity, sexuality, and social justice. The festival collection includes over 50 films from 20 countries, all directed by Asian women filmmakers, including those from South Korea, Indonesia, the Philippines, Bangladesh, India, Iran, Sri Lanka, and Israel, to name a few.

This edition of the film festival provided a variety of cinematic works, including short films, feature-length productions, documentaries, and animation. There were also curated panel discussions where prominent speakers engaged with the audience regarding meaningful conversations around power structures across politics, media representation & gender dynamics in cinema etc.

Overall, the 18th IAWRT Asian Women's Film Festival provided an important platform for both filmmakers and audience members to discuss issues related to patriarchy and feminism in an open and inclusive manner. It served as an important reminder that conversations around these topics are necessary if we are to create a more equitable society for all genders.



- **Maintenance of Safe Working Environment for Female Employees at workplace (25th May 2023)**

On May 25th2023, Resource person of ICC Committee MRIIRS Dr.Mathali Ganjoo-Dean FMeH conducted an online session as per the notification of AICTE ref.no AICTE/ADV/AB/Misc/2023-24, under compliance of " Sexual Harassment of Women at work place Act,2013.

There were 60 staff & faculty members in the online session.

The Chairperson , Dr.Mathali Ganjoo explains that how important it is to speak out about the sexual harassment as absence of complaints doesn't necessarily means absence of sexual harassment and talked about the procedures of filing complaint. She said, any aggrieved woman can make complaint in writing with any member of ICC.

The Chairperson also explained the procedures of settlement of the case and told that how ICC investigate the complaint and provide its report as promptly as possible.

All the action plans received by the AICTE has been complied. ICC has already been constituted and is functioning and handling of all the issues related to gender based violence and sensitization program.

All the banners regarding Vishakha Guidelines displayed across the University Campus to create the awareness amongst employees about sexual harassment and its preventions.



- **Guest lecture on Barriers of Women Empowerment (7th February 2023)**

The Department of English, Faculty of Media Studies and Humanities in collaboration with **Gender Sensitizing Cell** organized a Guest lecture on "Barriers of Women Empowerment". The Guest lecture took place on 6th February, 2023 at 11:30 a.m. through Google Meet. The session was taken by **Dr. Aditi Bhola** who is presently working as an Assistant Professor of English at Govt. College, Bissar Akbarpur (Nuh). The students of B.A. Semester 3 and 5 and M.A. Semester 3 attended the lecture.

The Guest lecture was organized to create awareness and discussion around the issues women face in Indian society. Dr. Aditi Bhola talked about the mentality of our Indian society where a woman is supposed to be depended upon by a man in order to make herself feel fulfilled. She talks about how female students get admissions in college in order to pursue further studies and their ambition. So they work hard in the initial years but as the girls start to get 18-19 they are pressured to get married. Even if they have the will and passion to stand up on their feet yet they are forced by their family to get married and marry and manage their own family. She cited real life examples of her students in rural Haryana.

Dr. Aditi Bhola highlighted the fact that there are still some areas in India where the birth of a boy child is celebrated but the birth of a girl child is considered a curse. Although it is a relief that the society is beginning to change their mentality still women were restricted from getting too much exposure because if they are given the chance then they know that they are able to get financially independent and they fear that these women might exceed the males and then they will not follow the rules and customs set by the males of the society and how they expect women to behave accordingly. Overall it was a very fruitful session and the students shared their take on the condition of women in society.



- **Session on Role and importance of Gender equality in professional and personal life (27th January 2023)**

The Department of Biotechnology FET MRIIRS conducted an "Awareness Program on Gender Sensitization (GSA)" Session on Role and importance of Gender equality in professional and personal life on 27th January 2023 at 13:00 hrs. The agenda of GSA programme was to assess the Gender Equality awareness among students/ participants.

Dr. Manu Solanki, HoD, Department of Biotechnology FET MRIIRS addressed the students and discussed about the role and importance of Gender equality in professional and personal life. She emphasized on assessing and sharing the issues related to gender inequality with family members, faculty at MRIIRS for any kind of problems or issues related to gender discrimination.

Dr. Vineeta Sharma, event coordinator (GSC-Cell) introduced Resource person(s): Dr. Jayant Maini and Dr. Vandana Nandal (Assistant Professor, Biotech Department) to the students representing both male and female students. They emphasized on the need of gender equality and awareness of gender sensitization and its role to maintain the overall safer and peaceful environment for overall growth of all genders.

Different aspects of gender equality, gender empowerment were discussed upon by Dr. Jayant Maini. Dr. Vandana Nandal advised students to adopt behavior gradually regarding gender specific stereotypes. She advised students to be open about their experience related to gender abuse and be vocal if they are facing any problem.





- **Gender Equal Future-Technology, Innovation and Inclusion (2nd March 2023)**

United Nations Global Compact Network's Gender Equality Summit 2023 organised a gala summit on the topic "**GENDER EQUAL FUTURE-TECHNOLOGY, INNOVATION AND INCLUSION**" on 2nd March 2023 at Hyatt Regency, New Delhi. The event was attended by Dr. Sonia Duggal, Associate Professor, FCA and Dr. Bhavna Kataria, Asst. Professor, FBSS.

Experts from various platforms were called to express their views and feelings on the topic Gender Equal Future. Every Speaker was academically very strong, holding a high post and shared how they are playing an equal responsibility to modify the society. They shared their contribution in the policy making to include all. Many questions were raised by the audience and were duly replied with a convincing reply.





✚ Activities on Awareness Session Conducted on Nondiscrimination of Transgender

- **Celebrating Pride Month in Manav Rachna International Institute of Research and Studies, Faridabad**

Sexuality is like a spectrum. Everything in the world is not just black and white. There are so many shades of gray in between and we must recognize them, acknowledge them and accept them.

The month of June is recognized as the official Pride Month. People celebrate this month to honour the Stonewall riots of 1969 and establish equal rights and opportunities for the LGBTQIA+ community. Pride parades are organized all around the globe and thousands of people participate in them.

Section 377 of the Indian Constitution forbade people from indulging in sexual activities "outside the order of nature, " which meant that homosexual relationships were illegal in India. On 6 September 2018, this section was ruled out, and the Supreme Court of India stated that sexual activity between consenting adults of the same sex is not illegal anymore. There are still 69 countries which recognize homosexuality as a criminal act; some of them are Afghanistan, Bhutan, Egypt, Ethiopia, Iran, and Lebanon. According to the surveys, the most 'gay-friendly' countries are the Netherlands, Spain, the United Kingdom, Uruguay and most other European countries.

The symbol of pride is the 'Rainbow Flag'. It originally consisted of 8 colours- red, orange, yellow, green, indigo, violet, pink and turquoise. All the colours have a significant meaning. Hot pink means sex; red means life; orange means healing; yellow means sunlight; green means nature; turquoise means magic; indigo means serenity; violet means spirit.

Amruta Soni- the first transgender Government officer in India, said the stigma should end. "We are the changemakers who can bring a positive change in the perspective of the society. I overcame all the changes. I am still fighting for my rights in my husband's family," she added. Many celebrities like Jim Parsons, Caitlyn Jenner, Elliot Page, Zaya Wade and many more have been very vocal about belonging to this community and they are making efforts so that people get justice and equality.

We need to understand that these people also have the same number of limbs, same structure of nose, and eyes, but they get treated unequally, which is not fair. Just because of their sexual orientation, they shouldn't have to face these challenges or get bullied. The world can become a better place only if we educate ourselves and understand and accept others the way they are.



- **Awareness session on Gender Sensitization and Transgender on 28th August 2023**

The Department of Economics at the School of Behavioral and Social Sciences (SBSS), Manav Rachna International Institute of Research and Studies (MRIIRS) conducted a comprehensive Gender Sensitization Session on August 28, 2023.

The session aimed to raise awareness about gender-related issues, promote gender equality, and foster a more inclusive and equitable academic environment.

The primary objectives of the Gender Sensitization Session were manifold. These included creating awareness about gender-based discrimination, stereotypes, and biases and promoting gender equality and respect for diverse gender identities in order to foster a culture of inclusivity and mutual respect within the academic community.

The session was initiated by Ms. Taniya Sah, Assistant Professor, Department of Economics SBSS who sensitised students about issues such as patriarchy and feminism and equality of opportunity.

The session was then taken over by Dr. Nikhil Sehra, Assistant Professor, Department of Social and Political Studies. Dr. Sehra gave an exhaustive lecture and engaged with students on issues of gender diversity, understanding and respecting the term LGBTQIA+ in order to foster a culture of inclusivity. The session with Dr. Sehra was a resounding success, equipping participants with the knowledge necessary to become sensitised students about gender diversity. The Department of Economics extends its gratitude to Mr. Sehra for his valuable contribution to the session.





- **Maternity and paternity policies**

MRIIRS's policies and procedures aim to actively support staff members, especially women, and their participation in the workplace so that family life does not become a systemic barrier to career progression for women with children, and for staff members in general.

Maternity leave may be granted by the competent authority to a woman employee as per the Norms. However, she may be given additional maternity leave as required on medical ground as per the Leave Rules.

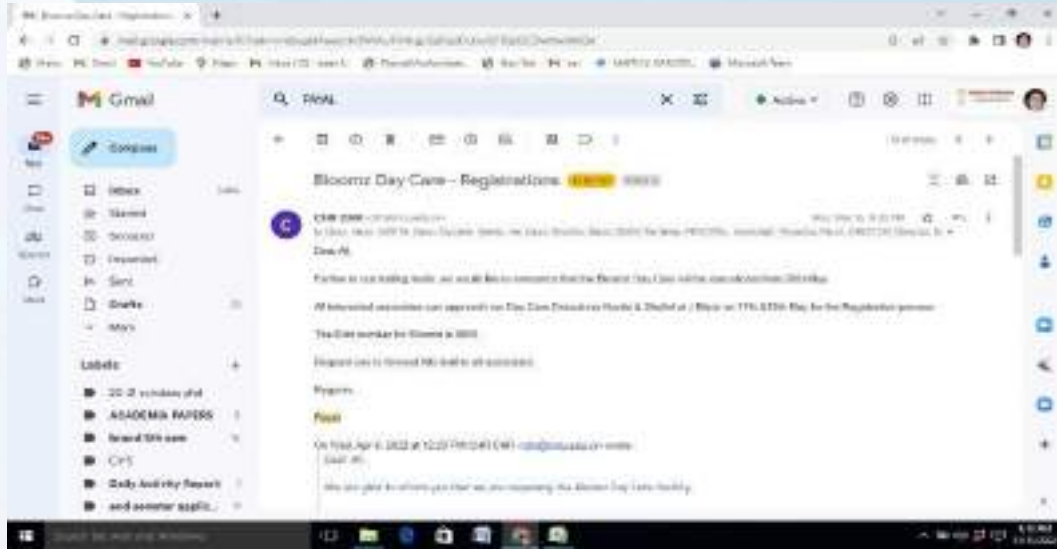
Paternity leave may be granted by the competent authority to a male employee as per the Norms. However, he may be given additional paternity leave if required on medical grounds as per the Leave Rules.

- **Childcare facilities for Students ,staff and Faculty**

In order to facilitate the education opportunity for student and scholars who have young children and who are mothers to young dependable children, the university has set up a free crèche facility (BLOOMZ) within the campus, service with proper child health care facilities for the young mothers. This has been a very popular and successful initiative to provide access to women students and employees to pursue their university engagement without worrying about their responsibility towards their children.

At BLOOMZ, children are nurtured in a truly comfortable and natural learning environment. More than morals, efforts are made to inculcate good habits among the tiny tots. They are engaged in playful games and are taught counting, sizes, and shapes.

BLOOMZ Registration Communication from HR: 2022



- **Women mentoring schemes**

To encourage women, especially those who are coming out to work or study for the first time, the university encourages interactions within gendered groups to promote support and peer learning. At MRIIRS there is a professional mentor body - **Maitri** – that operates as an informal group of women employees – that congregates regularly and provides support and networking opportunities among women. Another platform is provided by the **Gender Sensitizing Cell**, that regularly holds discussions and lectures for awareness on gender issues and policies.

It is a well-accepted fact that the social order of our society is patriarchal in nature. Despite education and progress made after the independence, the patriarchal value system prevails in every aspect of life. In order to create awareness, and mainstream gender equality, the university promotes communication, awareness, opportunities, practices and philosophies that creates equality and equity of genders a priority. Right from the beginning of the academic session, as a part of the orientation program, the new students are made aware of the various gender sensitization programs and encouraged to participate in promoting gender inclusivity and equality. At the department level, there are courses offered on gender, regular discussions, lectures, programs and activities that facilitate the gender awareness and inclusivity.

Annually the celebration of International Women's Day in March, the Queer month (June) is a regular fixed feature of the university. The following are the activities conducted by Gender sensitization during the Year 2022-23.

As a part of its academic culture, ongoing programs, discussions, talks and workshops on Women's issues and opportunities such as Entrepreneurship, Women in Sports, Women in Media, etc. are organized at department as well as central level, throughout the year.

- ✚ **Activities organized during AY 2022-23 by Gender Sensitization Cell**

- **Report on Session on Gender Sensitization on 23rd January 2023**

The Department of Physiotherapy has organized a session on Gender Sensitization on 23rd January 2023. Dr. Kshitija Bansal, Associate Professor, (Faculty Coordinator, Gender Sensitization Cell) along with 2 student representatives: Ms. Deepika (2nd year BPT student) and Mr. Rahul Thakur (2nd year MPT student) conducted one hour session.

The aim of this session is to spread awareness about Gender Equality, appropriate behaviours towards opposite gender. Further, the session also included information about the prevention of Sexual Harassment (POSH). The policy of MRIIRS against the sexual harassment.

A total of 88 students have attended this informative session. There was overwhelming response by students. Students were involved in discussion about the gender inequality and how we can spread awareness. The session ended with the announcement of next event of "Signature Campaign" in the month of February 2023. Many students volunteered for the event.



- **Role and purpose of the Gender Sensitizing Cell on 23rd January 2023**

An hour-long session on Gender Sensitisation was held for all the teaching and non-teaching staff members of FMeH as well as for the departmental student coordinators of the Gender Sensitising Cell, on January 23 in QFS-003.

The purpose of the session was to introduce the faculty and staff to the role and purpose of the Gender Sensitising Cell at MRIIRS and basic information regarding the cell's activities. The session was conducted by Dr Tinam Borah, Assistant Professor, JMC and departmental coordinator, GSC. Dr Borah was also supported by Prof (Dr) Maithili Ganjoo, Dean, FMeH and Chairperson, GSC, MRIIRS.

Dr Borah discussed about the need for gender sensitisation in present times and went over some of the basic concepts surrounding the subject. She reiterated that the Gender Sensitising Cell strives to ensure that no kind of discrimination based on gender takes place within this campus. She also talked about concepts like acknowledging gender identities beyond binaries, inclusivity, respecting differences and boundaries, consent and knowing what is appropriate and what is not in terms of speech, gesture, conduct or action, specially with opposite genders.





- **Awareness Session on Gender Sensitization on 23rd January 2023**

The Faculty of Management Studies - PG conducted an "Awareness Session on Gender Sensitization" on 23rd January 2023. Dr. Swati Punjani, Assistant Professor (FMS) addressed the students of MBA and discussed about the role and importance of gender sensitization in shaping the future of the students and enhancing their environment.

The discussion emphasized that Gender sensitization is a concept of gender sensitivity, where there is recognition of gender roles, identification of privilege and discrimination within genders, and most importantly creating gender awareness. Students understood through open discussion that Gender sensitization is important because representation is important. Representation of a person and community not only advocates equality but also adds a sense of inclusion to the previously marginalized community. For a healthy culture at the University as well as their homes, a right mix of participation and say which is not bound by gender is a must. Every individual seeks to learn and grow in their university, family and place of work and Gender sensitization is extremely important as it makes them feel valued and cared for in all spaces. Lastly for the betterment of the society, we have an ethical responsibility in shaping the current structures by breaking the previous norms leading to inequality and discomfort.



- **Master class on Gender Sensitization in Higher Educational Institutions on 24th January 2023**

Faculty of Commerce under in co-ordination with 'Gender Sensitisation Cell' is organise an awareness session for both students and the faculty colleagues. Session Started with a welcome note by Mr. Amardeep Singh, Co-ordinator, Gender Sensitisation Cell, Faculty of Commerce. The session thereafter was initiated by Dr. Arvinder Kaur, Assistant Professor, She introduced the concept of gender equality and explained why it is important and also highlighted the areas where gender discrimination is rampant in our country. She stressed that it is the time when we should be sensitive about this inequality and give equal opportunity to both the genders while bringing them up. Equal opportunities to learn and acquire skills along with equal opportunities in professional space must be ensured. The session concluded with 'Question & Answer Session', in which students participated enthusiastically and asked number of questions on the topic from the resource person.





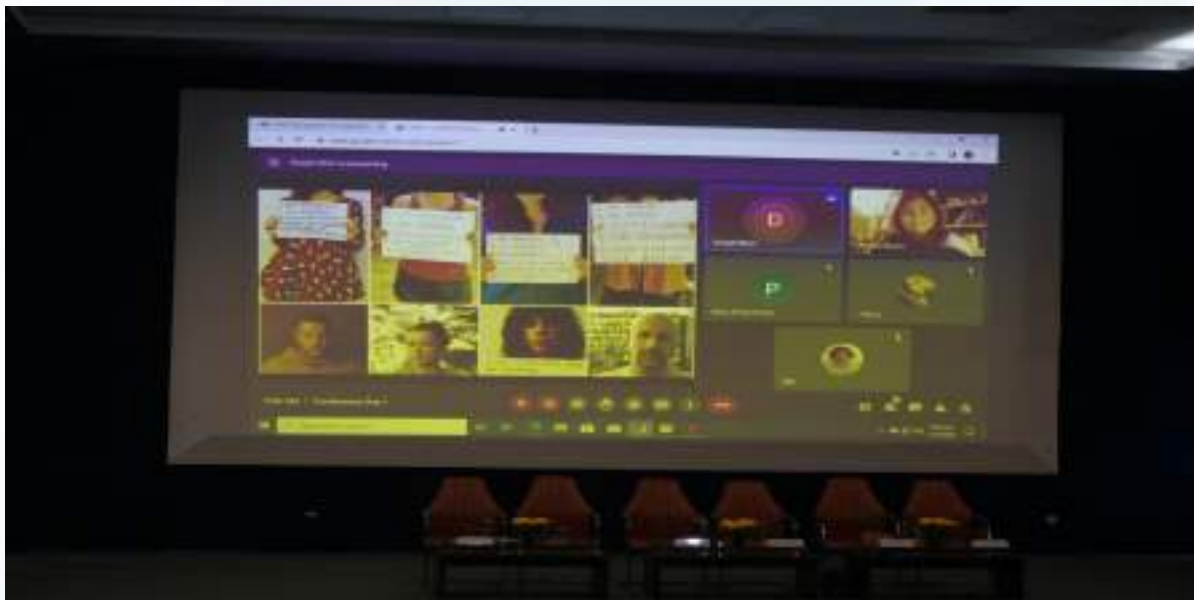
- **Session for Faculty Members towards their role in gender sensitization on 25th January 2023**

The Department of Nutrition and Dietetics along with the department of physiotherapy, Faculty of Allied Health Sciences conducted an awareness session on "Gender Sensitization" on 25th January 2023, Wednesday. The session was conducted in order to make the teaching and non-teaching staff both aware about the respecting differences, inclusivity, consent, boundaries and inequality towards the genders. For the session, Dr. Pratibha Singh, Professor and Dr. Kshitija Bansal , Associate Professor explained topics of gender sensitization starting from the meaning of gender to the POSH law (Prevention of sexual harassment). The session gave us a clear insight about the old stereotypes of gender and why they should be modified for the wellness of society. In addition to this, members learnt about the presence of "GENDER SENSITIZATION CELL" at MRIIRS along with its reason of presence, functioning and the help they can get from the cell. Members took part in the conversation actively and showed good interest towards the session.



- **International Conference on Women in Indian Society: A Representation in Literature, Art and Culture (Two days) 27th and 28th January 2023**

The Department of English, Faculty of Media Studies & Humanities, Manav Rachna International Institute of Research and Studies organized a two day International Conference on Women in Indian Society: A Representation in Literature, Art and Culture on 27th and 28th January 2023.



- **CYBER JAKROOKTA: A programme on Legal Awareness and Cyber Crime (3rd March 2023)**

Manav Rachna International Institute of Research and Studies, Students Welfare, Dr. O.P Bhalla Foundation in association with Haryana State Commission for Women organized "Cyber Jagrookta": A programme on Legal Awareness and Cyber Crime on 03.03.23 in B-Block Seminar Hall. The event was graced by Smt. Renu Bhatia, Haryana State Commission for Women; Sh. Basant Chauhan, SHO, Cyber Crime; Adv. Ritu Kapoor; Dr. N.C Wadhwa, Director General MREI and Dr. Gurjeet Kaur Chawla, Dean Students Welfare. The event was attended by over 220 students and Faculty members from different Departments.

Smt. Renu Bhatia, Chairperson, Haryana State Commission for Women highlighted the significance of Legal Awareness. She shared her real-life experiences with students to make them realize the importance of taking legal help at the correct time. She also cautioned the students to be more aware of their surroundings and know their rights. Sh. Basant Kumar, SHO, Cyber Crime elaborated on the types of cyber crimes one may fall prey to. He shared some help-line numbers which can be used by the general public to avoid or report cases of cyber crime. He also elaborated ways to protect oneself on the internet on different Social Media platforms. Ms. Ritu Kapoor explained the laws and legal aids available to citizens and especially women which enables and empowers them to file complaints or report any crime with ease. She also encouraged students to take legal aid without any hesitation when required.

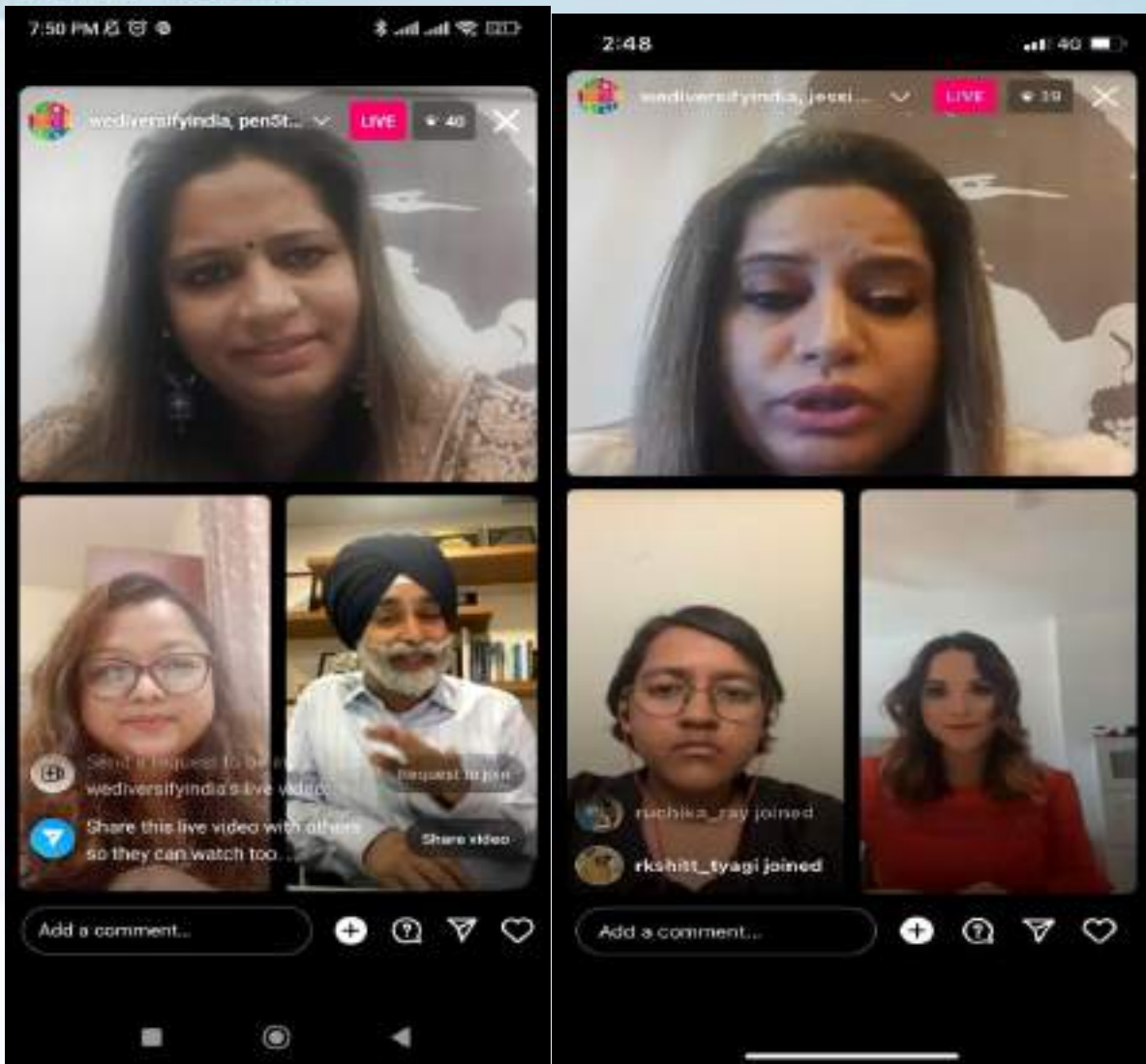


- **Insta Live sessions with WeDiversify-India Female Economy & Intentional Inclusion(6th March 2023)**

On the occasion of International Women’s Day, 2023 the Department of Journalism and Mass Communication and the Gender Sensitisation Cell, MRIIRS collaborated with WeDiversify India- an organisation committed to working for Sustainable Development Goals, Diversity and Inclusion, and co-hosted two Insta-live sessions on 6th and 9th March with renowned figures to discuss the topic of “Intentional Inclusion”. Both the sessions were moderated by Ms Jyotika Dhawan, founder of WeDiversify along with Sarannya Vedsen, student of BAJMC Sem 2 on March 6th .Dr Tinam Borah, Assistant Professor, DJMC on March 9th. The guests for the sessions were respectively Ms Jessica Esoinoza, CEO of 2X Global, a global industry for gender lens investing and Sarbvir Singh, President, Chief Executive Officer and Board Member of India’s prestigious technical insurance corporation, Policy Bazaar.

During the session with Ms Jessica, the conversation circled around the concept of Female Economy & Intentional Inclusion and other essential topics like gender equality and the initiatives being taken by both WeDiversify and 2X Global. “Our focus should be on delving deeper to be more deliberate in directing capital towards areas where it can create maximum impact and transform lives. Additionally, it is crucial to bring together various providers of capital to drive change and ensure that it reaches the places where it is most necessary.” She said Sarbvir too shared interesting insights on intentional inclusion during his session. “It’s not important to celebrate women only for few days of the year but consciously coming up with a plan and its execution is what matters.”





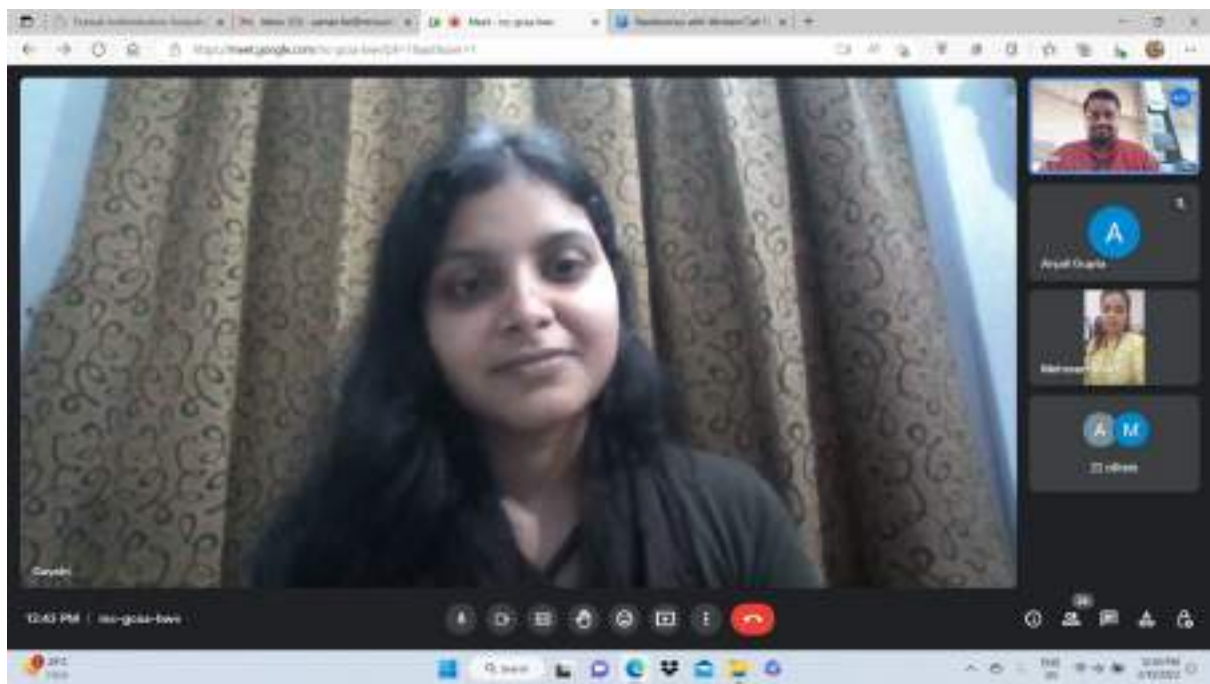
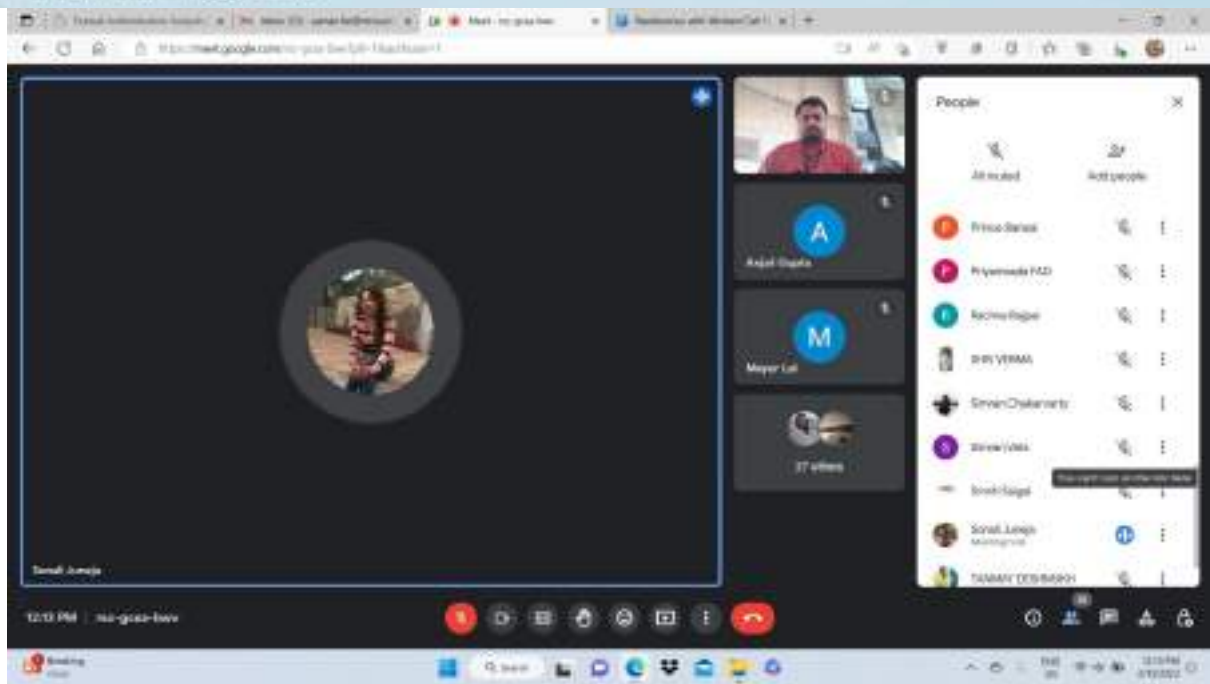
- **Expert Talk on Physiotherapy Perspective on Gynecological Conditions**

The Department of Physiotherapy conducted an Expert Talk on Physiotherapy perspective on Gynaecological conditions for the BPT-7th semester and 2nd Year MPT students on 25th August 2023. Dr. Prerna Mohan Saxena started a session with interesting activity of word puzzle to find the gynaecological conditions. She focused on the physiotherapy perspective for gynaecological conditions namely pelvic floor Rehabilitation, Post operative Rehabilitation, Pain Management, Prevention and Education, Quality of Life Improvement, Pregnancy and Post partum Support. She discussed Assessment & evaluation strategy, treatment approaches focusing on pelvic floor strengthening, relaxation, Breathing control etc. She discussed the link between hyperactive pelvic floor and low back pain and how do we need to add gynaecological assessment in the low back pain female patients.



- **Women's Day celebration: Brainstorm Career Opportunities in Civil Engineering with Women in the Sector (10th March 2023)**

The Sustainable Squad, Department of Civil Engineering, Faculty of Engineering and Technology, Manav Rachna International Institute of Research and Studies, in association with Gender Sensitizing Cell, organized a Rendezvous with Women Civil Engineers and Students to "Women's Day celebration: Brainstorm Career Opportunities in Civil Engineering with Women in the Sector " on March 10, 2023. The event was attended by 36 students of various institutions, women working professionals from the industry and women faculty members of the department. Mr. Yaman Hooda was the moderator of the event. The event started with a welcome address for all the speakers. The first interaction was started by Ms. Sonali Juneja. Ms Juneja is an alumna of Batch 2011 – 2015 (B. Tech, Civil Engineering) and currently working as a Project Manager with Cushman & Wakefield (India) Private Limited. Ms. Juneja started her talk by explaining her role as a Construction Manager in the firm and various projects she's currently associated with. Ms. Juneja enlightened the audience the importance of construction management in infrastructure projects, followed by the various job profiles one can apply for after completing PG in Construction Management with UG in Civil Engineering. The second speaker was Er. Himmi Gupta. Er. Gupta was associated with a US – based Bridge design firm after completing M. Tech in Structural Engineering from University of Florida, The United States of America in 2006. Er. Gupta is currently working as an Assistant Professor in the Department of Civil Engineering, National Institute of Technical Teachers Training & Research, Chandigarh. Er. Gupta discussed the various roles of Structural Engineer. She also gave her thoughts on bridging the gap between the academic knowledge and industrial experience with design – based internships.



- **Tracks Women Graduation Rate**

Despite the progress made globally towards gender equality and women's empowerment under the Millennium Development Goals (including equal access to primary education between girls and boys), women and girls continue to suffer discrimination and violence in every part of the world. Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.

The Result Analysis Report compiled by IQAC after the results are declared is a regular feature of the academic Calendar. In addition to the comparison on many features, the comparison on the basis of the gender is also one of the integral component of the report. For the graduating batch, the report is published as a part of the annual report, however for the students, yet to complete the graduation, the students are counselled through their mentors to improve upon their performance.

- **Reporting the incidents of discrimination**

MRIIRS is committed to create a work environment in which all employees and students are treated with respect and dignity. The university is committed to the equal rights of all human beings regardless of gender, etc.

Through the university's policies, schemes and programs promoting anti-harassment and anti-discrimination work culture, the university sets standards and expectations of behaviour.

The university ensures that while reporting any incidents of discrimination in any form, protection of the complainant is essential to encourage the reporting of any misconduct or action that is against the vision of MRIIRS.

- **Reporting Procedure**

MRIIRS has constituted several anti-discrimination and complaints committees in compliance with the UGC (Promotion of Equity in Higher Education Institutions) Regulations, 2012 and UGC (Grievance Redressal), Regulations, 2012.

Each committee is composed of a Chairperson and several members.

This allows any student or staff member to report any complaint, including any violation of the Gender Equity Policy, as well as any act of ragging, harassment, discrimination, misconduct are a few of the many kinds of violations that can be reported. The policies as well as the procedures provide channels to report the violation on any level.

- **Celebration of International Women's Day 2023**

Manav Rachna International Institute of Research & Studies, Manav Rachna University, Students Welfare, Dr. O.P. Bhalla Foundation under the initiative of Vasudhaiva Kutumbakam organised International Women's Day in association with Women Information Network, Global Initiative for Peace and Wellbeing, All India Council of Human Rights, Liberties and Social Justice and IAPEN India Association-Delhi Chapter on 06.03.23.

The event was graced by Dr. N.C Wadhwa, Director General MREI; Dr. Binny Sareen Peace and Global Goodwill Ambassador; Dr. Paula Noble Fellingham Founder, Women Information Network (WIN); Dr. Bhai Sahib Satpal Singh Ambassador, Sikh Religion-USA Chairman, Sikh Dharma Universal; Dr. Amit Seth Director New Gen IEDC; Dr. Anita Jatana Consultant Dietetics Indraprastha Apollo Hospitals, Convener, IDA Delhi, Convener, NetProFan, Delhi; Dr. Luxita Sharma Director Amity Medical School Fellow Member of Eudoxia University, USA; Dr. Umesh Dutta, Director, Manav Rachna Innovation and Incubation Centre and. Shilpa Chadha Thakur , R.D, Sr. Consultant Dietetics, Asian Hospital Gen. Secretary, IDA Delhi Chapter Gen. Secretary, IAPEN Delhi Chapter. The event was attended by more than 400 participants which included students and Faculty members from different Departments.

Dr. Binny Sareen took over the stage and went on to highlight the importance of equal contribution of men and women to the society. She mentioned how the Indian Government is playing it's role in enlightening and empowering women through a plethora of welfare schemes designed specifically for

women of our beloved Nation. Positive thinking, empowering oneself, having positive outlook towards oneself and others are crucial as mentioned by Dr. Binny. She concluded her speech advising the audience to ponder the filter formula before uttering anything. Filter formula includes questions such as whether what we speak is true and useful. Dr. Shilpa Thakur added how female solidarity is essential in uniting women from all spheres as women perform better when they collectively think about themselves. She threw light on women's presence in the field of nutrition and how it has remained a female dominated discipline. Dr. Paula Noble Fellingham emphasised the importance of female leadership and how it plays a crucial role in driving the economy to a next level. If women are empowered in powerful positions and are encouraged to take part in family responsibilities, the economy is destined to succeed.

Dr. Sahib Satpal brought the topic of how crucial it is to empower women in all spheres from religion to other spheres. He mentioned how Sikhism brought spiritual equality to both men and women and elaborated on the role of Guru Nanak Singh Ji in empowering women during his time. Sikh Dharma Sansad under his leadership has been promoting education for each and every one regardless of creed, sex, etc. Other Guest Speakers during the panel discussion answered questions from the audience. The panel discussion was moderated by Ms. Ritika Singh, Director FHM.

The topics ranged from awareness of digital education, safety and security of women at workplace, creating policies for better accessibility to digital education. The panel discussion was followed by a power packed performance by Surtarang, Music Society of Manav Rachna International Institute of Research and Studies. Feminine spirit was depicted by Surtarang in their performance of their melodious songs. An artistically beautiful Bharatnatayam performance was performed by Guest Ms. Arundit. The event ended with Nukkad Natak by Theatre Society, Paigam of Manav Rachna International Institute of Research and Studies. The Nukkad Natak portrayed the disparity in behaviour with males and females in some sections of the society.





8. Prominent Research Publications addressing SDG 5

➤ **Young Women's Participation On Social Media Platforms: Lifestyle Changes and Challenges By Swarna Sharma And Dr. Maithili Ganjoo Published In Journal Of Education: Rabindra Bharati University in July 2023.**

Social media refers to all of the applications, websites, and platforms that enable people from different parts of the world to interact with each other online through chatting, sharing content, and making videos, creating movements among other things. Today, almost everyone in the world is linked to at least one online site; the younger generation, especially those born after the advent of internet, lead the pack. They are passionate about the virtual world and the new culture of social interaction in these social media sites. In this study corroborates these findings by conducting a survey among 100 young women (18-24 years) selected from select online platforms, chosen from select social networking sites to study their social media influenced lifestyle changes.

➤ **Reading Simon De Beauvoir's Views on 'Myth of Women' with Special Reference to Khaled Hosseini's A Thousand Splendid Suns by Taqdees Fatima, Dr. Tripti Tyagi in July 2023**

Simon De Beauvoir points out, "The myth that women justifies all privileges and even authorises their abuse' in The Second Sex. Women in every country are the victims of 'patriarchy' that seatters a myth that women are born different from being obedient and serving us. Such as their representation exist in the novel A Thousand Splendid Suns, an Afghani narrative of stark realism. The writer of this unsettling novel Khaled Hosseini shows that Afghani women are considered 'the second sex' concerning every existing law and order in Afghanistan. They cannot seek those rights that help them to emancipate themselves: instead, they obey 'the myth of women' dictated by men in the patriarchal society.

This dwells on reading gender discrimination and illustrates how women suffer toxic masculinity because of stereotypical gendered notions of patriarchy, which obstruct them from realizing their values born as women. Additionally, male supremacy is a deep-rooted phenomenon in a patriarchal and collectivist society, particularly in Muslim Countries, namely Afghanistan, where men control most women, considering it a myth in essentially masculine strata. Men repress women by imposing the veil as symbol of modesty and carrying out violent attacks against those women who try to exercise their rights to works and educate themselves.

This novel helps us to observe the miserable condition of women in Afghanistan and how reading the feminist Simon De Beauvoir helps us to analyse the stark reality that unsuitably is still a culture imposed by hierarchical order.

➤ **Exploring “New Woman” In The Translated Works of Ashapura Devi And Suchitra Bhattacharya By Kajal Chaudhary And Shivani Vashist Published in Journal Of East-West Thought In March 2023**

<https://scholarworks.calstate.edu/downloads/th83m561z>

In this paper, author discussed about the traditional roles of women, which frequently depict them as meek, subservient objects solely fit for domestic work, are argued in and challenged. Ashapura Devi and Suchitra Bhattacharya have portrayed ideal women in conventional familial roles but have reconsidered their attitudes and completely transformed how women are portrayed in their writings. Women are celebrated for their independent civic engagement by Ashapura Devi and Suchitra Bhattacharya, who portray them as the personification of power. Ashapura Devi And Suchitra Bhattacharya address issues that go against societal standards and depict women fighting to reclaim their place in society. The new women in Ashapura Devi’s novels: the first promise and Subarnalata and Suchitra Bhattacharya’s dahan (the burning) and Hemanter Pakhi (autumn bird) come from common households and deal with difficult circumstances by creating new identities with courage and insight.

➤ **Effect of Gender on the Quality of Life among Elderly Population: A Survey Report on Quality of Life among Elderly Individuals Ages 60 years and Above Residing in Delhi NCR Region by Yashvi Rexwal, Gurjeet Kaur Chawla published in Journal of the Indian Academy of Geriatrics in October 2022.**

This article aims at studying the effect of the gender of an individual on the QOL, and what steps can be taken to improve the perception of life among the population by improvements in the QOL by assessing all the four domains of a group of 100 individuals, both male and female of 60 years and above through online survey .A standardized questionnaire developed by the WHO was adopted to measure the scores obtained by both males and females in the different domains. Data obtained through this survey were tested and validated, and a comparison between the QOL scores of males and females was done using appropriate statistical tests. Results showed no significant difference in the scores of males and females. It was concluded that the gender of an individual does not influence the QOL.

- **Racial Bigotry: A Critical Study Of The Selected Novels Of Toni Morrison By Shweta And Swati Chauhan Published In EUROPEAN ACADEMIC RESEARCH In September 2022**

<https://euacademic.org/UploadArticle/5522.pdf>

Racial bigotry in all perspectives is more profoundly joined with the dark female in contrast with a male. This paper manages challenges and awareness related to the racial preconceived attitude in Toni Morrison's selected novels. A considerable lot of African-American ladies' scholars particularly Toni Morrison digs profound into the lives of dark ladies and endeavored to concentrate on the social issues especially the issues looked at by the black people. In this paper author's wish to investigate the probability of the position of female characters being treated as worthless and inferior by the patriarchal society in Toni Morrison's fiction.

- **Women and Social Media: A Study On Lifestyle, Agency And Identity By Swarna Sharma And Dr. Maithili Ganjoo Published In " NIU INTERNATIONAL JOURNAL OF HUMAN RIGHTS" in September 2022.**

Over the last decade, social media and social networking sites have become major academic topics around the world, due to the rise in its popularity. In this study is one such effort in the state of Haryana, India to research how social media is consumed and presumed by the women of Haryana. The study will employ a descriptive and analytical research design, as well as a triangular approach, incorporating both qualitative and quantitative tool such as content analysis, survey questionnaires, and in-depth interviews with a sample of women who use social media for networking, business, learning, or companionship. The study is a questionnaire –based quantitative survey and analytic examination of social media activity that has influenced Haryana Women's lifestyle, agency and construction. The sample of n=438 respondents is subjected to relational statistical analysis.

- **A Study of Tv Watching Habits Among Rural Women in the Faridabad Region by Gaurav Gautam Dr. Suman Kumari published in Journal "TOWARDS EXCELLENCE" in June 2022**

In this paper researchers discussed about the Transformation of Women in thinking and understanding due to Television. Television has now made women comprehensible, even from a logical point of view, in terms of things and conditions. In many respects, television has also worked to influence women. The effect can be well understood today by the changes in the speech, debate, awareness, and lifestyle of women.

For women belonging to low-income groups and even those who are uneducated, television has established its status as a cheap and knowledgeable means of entertainment. Although today's TV has been working to make women aware and alert. Its negative effect on family and social relations can also be clearly seen somewhere.

The growing number of TV channels has increased their options for entertainment and media habits which had impacted the Women's Life in various ways was discussed during the research.

MRIIRS Gender Sensitization Cell office order: <https://mriirs.edu.in/wp-content/uploads/2021/11/Office-Order-Gender-Sensitizing-Cell.pdf>

MRIIRS Policy on Gender Equity: <https://mriirs.edu.in/wp-content/uploads/2023/02/7-2-Gender-Equity-Policy-BM.pdf>

9. Regular skill set enhancement at MRIIRS-Certifications earned by students and Faculty Members:

Skill set development and enhancements are the important components of institutional development. The university is committed to conduct, through its competent constituent bodies, programs for the faculty and students for continuous skill set enhancement relevant to the recent technologies. Further, the faculty members and students are also encouraged to participate in Seminars/ Conferences/ Workshops/ Training Programs/ Short Term courses etc. within or outside the University. Sample certifications earned by faculty members and students in the relevant areas of SDG 5 are as appended below:

➤ Indian Feminism: Concept and issues



NPTEL Online Certification
(Funded by the MoE, Govt. of India)

This certificate is awarded to
NAVEEN MEHLAWAT
for successfully completing the course

Indian Feminisms: Concepts and Issues

with a consolidated score of **53** %

Online Assignments	15.83/25	Proctored Exam	37.5/75
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Total number of candidates certified in this course: 572

Prof. Snigdha Thakur
Deen, Academic Affairs
IISER Bhopal

Prof. Anshuash Srivastava
NPTEL Coordinator
IISER Bhopal

Prof. Andrew Thanpara
NPTEL Coordinator
IIT Madras

IISER - Indian Institute of Science
Education and Research Bhopal

Feb-Mar 2023
(4 week course)

swayam

Roll No: NPTEL231035653442029 To validate the certificate No. of credits recommended: 1 or 2



NPTEL Online Certification

(Funded by the MoE, Govt. of India)



This certificate is awarded to
POONJI SHARMA
for successfully completing the course

Feminism : Concepts and Theories

with a consolidated score of **43** / 96

Online Assignments	13.16/25	Proctored Exam	30/75
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Total number of candidates certified in this course: 129

Devendra Jalihal
Prof. Devendra Jalihal
Chairperson,
Office for Outreach and Digital Education, IITM

Jan-Apr 2023
(12 week course)

Prof. Andrew Thangara
Prof. Andrew Thangara
NPTEL, Controller
of Studies



Indian Institute of Technology Madras



Roll No: NPTEL23H523553552378

To validate the certificate



No. of credits recommended: 3 or 4

➤ Faculty Development Programme on Gender Research & Social Change



BENNETT UNIVERSITY
THE TIMES GROUP

Participation Certificate

This certificate is awarded to

Dr. Tinam Borah

for participating in

Faculty Development Programme on

Gender Research & Social Change

Organised by School of Law, Times School of Media in association with University Women Development Cell and Internal Quality Assurance Cell

(2nd July to 3rd August 2022)

Gauri

Dr. Gauri Chakraborty
Chairperson, UWDC

Nuzhat Parveen Khan

Prof. Nuzhat Parveen Khan
Dean, School of Law

Sandhya

Prof. Sandhya Sena
Head, Times School of Media

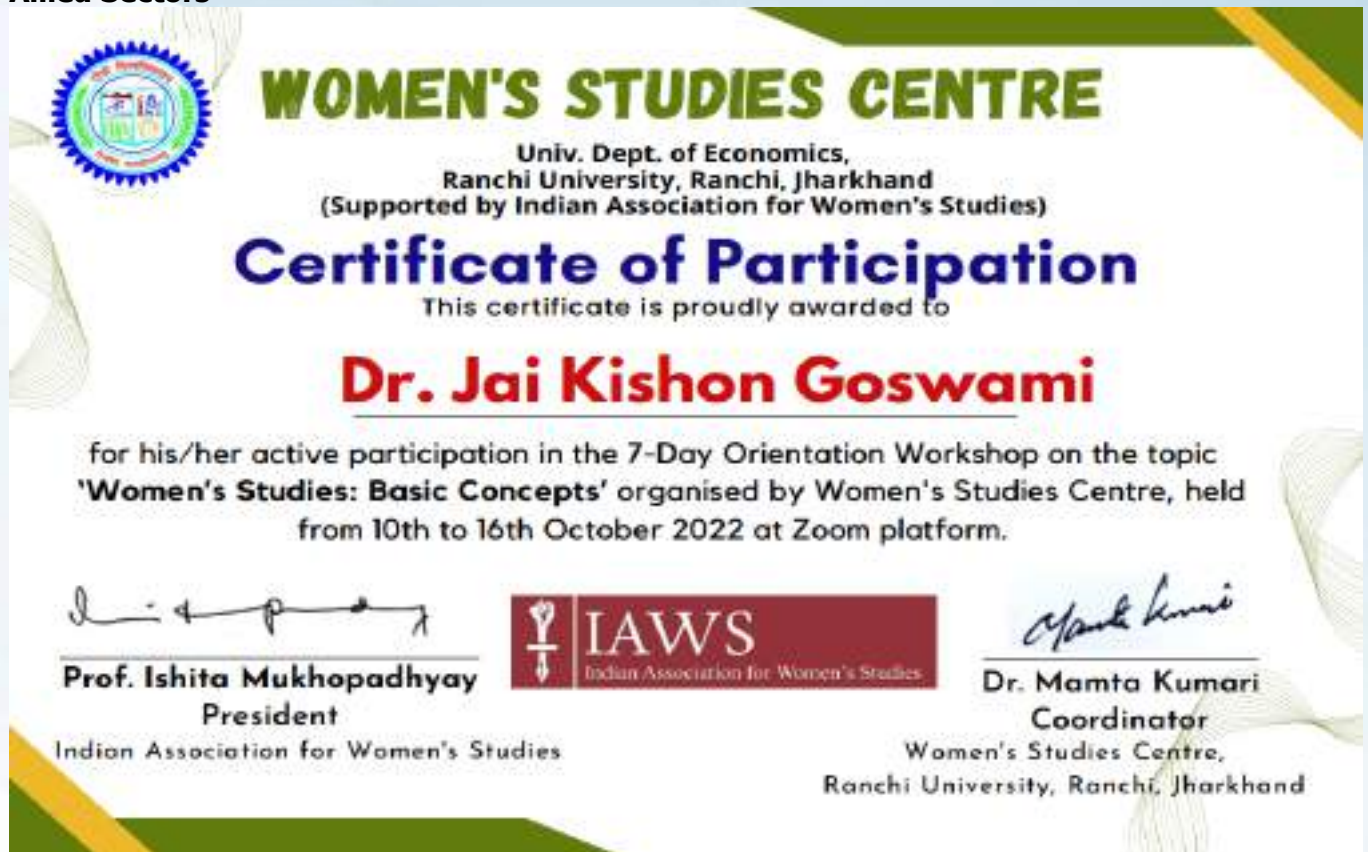
Moushik Bhatta

Dr. Moushik Bhatta
Head IQAC

Prabha Kumar Agarwal

Dr. Prabha Kumar Agarwal
Vice Chancellor

➤ **Management Development Programme for women Officer in Agriculture and Allied Sectors**





Manav Rachna International Institute of Research and Studies (Deemed to be University under section 3 of the UGC Act,1956)

Manav Rachna Campus Rd, Gadakhor Basti Village, Sector 43, Faridabad, Haryana 12100