

TRAINING

1. Training programmes on Legal Literacy:

Course Content

1.1 Introduction:

The concept of law, Fundamental rights, Constitutional Remedies (Writs), Electoral Law, Voting Rights for Women, participation in Panchayats and special rights of women.

1.2 Women & Family Laws:

Marriage Law, Separation, Divorce, Maintenance, Adoption, Family Laws, Right to Property and Succession, Guardianship, unmarried mother and the legitimacy of her children.

1.3. Criminal Law and Women:

Offences of dowry, rape, molestation, child rape and child abuse etc.,

1.4. Rights under different laws:

Rights at work place, Equal Remuneration, Minimum Wages, Rights under Factories Act, Maternity Benefit Act, Equal Remuneration Act, Mines and Plantation Act, Rules of work, Sexual harassment at work place.

1.5. Reproductive Health Rights - Foeticide, Infanticide, Preconception and Prenatal Diagnostic Techniques (Prohibition of Sex Selection) Act 1994, The Medical Termination of Pregnancy Act.

1.6. Social security legislations:

ESI, PF, Gratuity, social security for unorganized sectors.

1.7. Women in Custody:

Arrest, grounds of arrest, kinds of offences (bailable and non-bailable), arrest warrant, powers of police, rights of arrested persons including the right to bail, the immediate procedure to be adopted in case of violation of rights available etc.,

1.8. Local issues:

Discussion on the specific local issues like Child Marriages, Child Labour, Prostitution, Dowry System, Unemployment, Sexual Harassment, Education of Girl child, etc.,

1.9. Settlement Mechanisms:

Free legal aid to the poor, settlement mechanisms i.e. Lok Adalats, Family Courts, Mahila Courts, Crime Against Women Cells, NCW, NHRC, State Commissions etc.

Faculty:

The awareness on the above syllabus is imparted with the help of District Legal Service Authority, Law Professors, Senior Advocates and Women Activists.

Methodology:

Discussions, debates, case interactions and meeting with social activists and advocates.

2. Training Workshop series on Social Entrepreneurship:

Course Content

- 2.1. Social Entrepreneurs as Change Makers
- 2.2. Management Challenges of Social Enterprises
- 2.3. Work-life Balance
- 2.4. Need Identification: Generating Ideas & Assessing Viability of Social Entrepreneurs
- 2.5. Developing and Implementing a Marketing Plan
- 2.6. Sustainability of Social Enterprises
- 2.7. Business Plan Creation and Assessing the Financial Viability of the Project
- 2.8. Beginning a Social Enterprise-Launch Pad, Networking and Fund Raising
- 2.9. Innovative Business Model of Social Enterprises
- 2.10. Legal and Policy Issues
- 2.11. Case Studies and Successful Models from Global Social Entrepreneurship Initiatives
- 2.12. Experience Sharing

3. Training on Women Entrepreneurship Development Programme (WEDP)

Course Content

- 3.1. Who is an Entrepreneur & Charms of Being an Entrepreneur
- 3.2. Entrepreneurship - Introduction
- 3.3. Journey of Entrepreneurship
- 3.4. Idea Generation Exercise
- 3.5. Programmes of MSME
- 3.6. Entrepreneurial Opportunities in Food Processing Industry
- 3.7. Business Idea Exercise
- 3.8. The Joys and Tribulations of Entrepreneurship
- 3.9. Project Report Preparation
- 3.10. Soft Skill Development: Achievement Motivation for Entrepreneurs
- 3.11. Role of WOBEDA in Women Entrepreneurship Development
- 3.12. Finance for Entrepreneurship
- 3.13. Industrial Visit (Moon Foods, Vadavalli, Coimbatore)
- 3.14. FLO Women Enterprise Bazaar (visit)
- 3.15. Success Story of Entrepreneurship
- 3.16. Communication Skills in Entrepreneurship
- 3.17. Creativity Innovation and Problem Solving
- 3.18. Personality Development

4. NATIONAL SYMPOSIUM ON "ACCESS, AND PARTICIPATION OF WOMEN AND GIRLS TO NUTRITION & HEALTH, EDUCATION AND TRAINING, SCIENCE AND TECHNOLOGY"

Symposium coverage

- 4.1. Health and Nutrition
- 4.2. Education and drop out

4.3. Skills and Vocational Training

4.4. Science and Technology

4.5. Full and Decent Employment

5. International Symposium on “Women Empowerment through Technical and Vocational Education”

Course Content

- 5.1. The Role of Avinashilingam Jan Shikshan Sansthan in improving occupational skills through vocational training programmes
 - 5.2. Role of Technical Training in Entrepreneurship. How sound technical knowledge can be a successful entrepreneur
 - 5.3. Successful entrepreneurship-experience sharing
 - 5.4. University visit
 - 5.5. Field Visit (JSS collaborative programme). Visit to Suguna Motors.
6. Workshop on Technological Advancements in the Promotion of Ethnic and Novel Foods Using Minor Millets:

Course Content

- 6.1. Know your millets better
- 6.2. Recipes using minor millets
- 6.3. Formulation of instant mixes and RTE mixes using minor millets
- 6.4. Innovations in food packaging, shelf life and food safety
- 6.5. Role of small and medium machinery in food processing
- 6.6. Sustainability of novel food enterprises
- 6.7. Rules and regulations, Marketing and Certification in Small Enterprises

7. Workshops on Sexual Harassment:

Course Content for Workshops on Sexual Harassment

- 7.1. What is Sexual Harassment?

According to Vishaka Guidelines & The Sexual Harassment of Women at Work Place (prevention, prohibition and redressal Act 2013).

Sexual harassment is about any unwelcome sexual behavior which may occur in public, or in private (when the aggressor is alone with the victim). Acts of sexual harassment include:

- 7.1.1 physical contact
- 7.1.1.1 sexual advances(gestures)
- 7.1.2. demand or request for sexual favours
- 7.1.3. sexually coloured remarks (remarks with sexual meaning)

- 7.1.4. showing pornography,
- 7.1.5. unwelcome physical verbal or non-verbal conduct of sexual nature
- 7.1.6. eve teasing which is molestation often known as ("street harassment") of women by men

Such behavior is called sexual harassment when they are against the consent of the person concerned.

7.2. Examples of Sexual Harassment

- 7.2.1. Requests or demand for sexual favors, in return for employment, promotion, examination and making promises or threats in return for sexual favors
- 7.2.2. Behavior of persons in authority which creates the environment at workplace hostile or intimidating to a person belonging to the other sex
- 7.2.3. Unreasonably interfering with an individual's work or academic performance or creating an intimidating, demeaning, degrading, hostile, or otherwise seriously offensive working environment
- 7.2.4. Sexual remarks, jokes, taunts, gestures, letters, phone calls, e-mail, showing of pornography, display of pictures, stares, sounds, signs, or any sort of communication which offends the individuals feelings and affects her performance
- 7.2.5. Intrude upon one's privacy
- 7.2.6. Physical contact such as touching or fondling for example girl students being comforted through touching by their male relatives, friend's father
- 7.2.7. Comments on physical appearance including dress or gait
- 7.2.8. Eve teasing, stalking, molestation
- 7.2.9. Physical confinement against one's will
- 7.2.10. Sexual proposals or repeated unwanted requests for dates
- 7.2.11. Indecent assault or rape (which is also criminal offences)

7.3. Sex-Based Harassment by Discriminatory Conduct

- 7.3.1. Discrimination of any member of the university, on the basis of gender or sexual orientation,
- 7.3.2. Defacing or intentionally or recklessly damaging university property or the property of any other member of the university
- 7.3.3. Engaging in any conduct, speech, or combination of conduct and speech that would be viewed by a reasonable person as physically intimidating under the circumstances.

The types of discrimination mentioned above, unreasonably interfering with an individual's work or academic performance or of creating an intimidating, demeaning, degrading, hostile, or otherwise seriously offensive working or educational environment at the Avinashilingam Institute for Home Science and Higher Education.

7.4. When you are harassed what should you do?

- 7.4.1. You should not tolerate any such behaviour which will negatively influence your feelings, your self esteem and your academics.
- 7.4.2. You should in the circumstances explained earlier make a complaint so that your problem is resolved.

7.4.3. Do not be scared to make complaints. The university guarantees confidentiality and will protect you if your complaint is genuine.

7.5. Who can make a complaint of sexual harassment?

7.5.1. Students: regular as well as hostel students of the University.

7.5.2. Teachers: staff of the University or any institutions affiliated to it, who is appointed to a teaching and/or research post, whether full time, temporary, part-time, visiting, honorary, or on special duty or deputation and shall include employees employed on a casual or project basis.

7.5.3. Non-Teaching Staff: any person of the University who is not included in the category of a teacher. It shall also include staff at management level, project staff, contract workers and daily wagers.

7.5.4. Resident: any person in the university who are a temporary or permanent resident of any of the accommodations or premises allotted to an employee or student.

7.6. The Jurisdiction laid out in the policy

7.6.1. By a member of the university against any other member of the university irrespective of whether the harassment is alleged to have taken place within or outside the campus.

7.6.2. By a member of outside agency against student interns.

7.6.3. By a resident against a member of the university or made by a member against a resident, irrespective of whether sexual harassment is alleged to have taken place within or outside the campus.

7.6.4. By an outsider against a member of the university or by a member of the university against an outsider if the sexual harassment is alleged to have taken place within the campus.

7.6.5. By a member of the university against an outsider if the sexual harassment is alleged to have taken place outside the campus. In such cases the Committee shall recommend that the University authorities initiate action by making a complaint with the appropriate authority.

7.7. How do you send a complaint?

7.7.1. Students who need to report concerns about a staff member or faculty member should contact any committee member of the local complaints committee.

7.8. Procedures followed once a complaint to the ICC is made

7.8.1. All complaints made to any committee member of the local complaints committee will be received & recorded by the member, who shall then inform the Member Secretary of the ICC (Director (WSC)) about the complaint, who in turn shall call a meeting of the committee of the ICC.

7.8.2. A meeting of the committee will be called by the Director (WSC) in consultation with the Chairperson and a notice of at least 3 to 5 working days will be given.

- 7.8.3. The person against whom complaint is made may be called for a deposition before the Committee and an opportunity will be given to him/ her to give an explanation, where after, an "Enquiry" shall be conducted and concluded.
- 7.8.4. The committee is bound to maintain confidentiality during the time of the enquiry (in order not to prejudice the proceedings).
- 7.8.5. After the report has been finalized, confidentiality will be maintained, if the complainant so desires, by withholding the complainant's name and other particulars that would identify her. (Revealing the identity either in exceptional cases such as stalking may put the complainant at greater risk or as a result of social prejudices the complainant may face additional adverse effects as a result of public circulation of the finished report).
- 7.8.6. The ICC will, within 10 days of the receipt of a complaint, establish a prima facie case of sexual harassment on the basis of both the definition of sexual harassment as given in this policy & the jurisdiction of the policy.
- 7.8.7. Reasons for not pursuing a complaint will be recorded in the minutes & made available to the complainant in writing.
- 7.8.8. In case of a complaint filed by another person on behalf of the complainant (where the complainant is in confinement) the complaint will be investigated in order to explore whether a prima facie case of sexual harassment exists & whether intervention or some other assistance is required.
- 7.8.9. In case a prima facie case is established the ICC shall set up an enquiry committee of 3-5 members, with at least one member of the complainant's category, as well as a member from outside the University.
- 7.8.10. The sub-committee will inform the accused in writing about the charges made against him/her & he/she will be given a period of 5 days from the date of receipt of the notification to respond to the charges.
- 7.8.11. During the enquiry procedure, the complainant & the accused will be called separately so as to ensure freedom of expression & an atmosphere free of intimidation. The complainant will be allowed to be accompanied by one representative during the enquiry.
- 7.8.12. The sub-committee is expected to submit its report to the larger committee not later than 15 working days. The larger committee will discuss the report & make recommendations for punitive action if required.
- 7.8.13. The entire process of enquiry should be completed within a month.
- 7.8.14. In the event, the complaint does not fall under the purview of Sexual Harassment or the complaint does not mean an offence of Sexual Harassment, the same would be dropped after recording the reasons thereof.
- 7.8.15. In case the complaint is found to be false, the Complainant shall, if deemed fit, be liable for appropriate disciplinary action by the Management.

8. Entrepreneurial roundtable (student interaction with successful business leaders of coimbatore)

Key elements of the discussions:

- 8.1. Motivation & Commitment towards entrepreneurship
- 8.2. Abilities & skills
- 8.3. Start up ideas

- 8.4. Factors to be considered in start-up
- 8.5. The idea in relation to market
- 8.6. The idea in relation to the society
- 8.7. Factors which deter entrepreneurship with special reference to first generation entrepreneurs
- 8.8. Legalities in entrepreneurship
- 8.9. Funds & resources
- 8.10. Advertising and marketing