



**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY ANANTAPUR**  
**OIL TECHNOLOGICAL AND PHARMACEUTICAL RESEARCH INSTITUTE**  
**(Accredited by NAAC with "A" Grade)**  
**ANANTHAPURAMU-515 001**

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**Report on "WOMEN'S SAFETY AT WORK PLACE"**

- Speakers:**
1. Ms. Vanaja Akkamma, Project Director, DW & CW & EO, Ananthapur
  2. Ms. A. Narmada, Legal Advisor, Ananthapuramu
  3. Ms. Shanthamani, Manger OSC, Ananthapuramu
  4. Prof. V.B. Chithra, Director, WEC, JNTUA

**Date:** 10-02-2025

**Target audience:** All the B. pharmacy Frist year and II & III Pharm.D students

**Organized by:** JNTUA-OTPRI NSS UNIT Anantapur.

### **1. Introduction**

Women's safety at the workplace has been an increasingly important topic in recent years. With women constituting a significant portion of the workforce globally, ensuring their safety and well-being has become a critical responsibility for employers and organizations. The session on "**Women's Safety at Workplace**" at JNTUA-OTPRI conducted on 10th February 2025 mainly focused on highlighting the importance of providing a secure working environment for women.

### **2. Key Objectives**

The main objectives of the session were:

- Raise awareness about the various challenges women face at the workplace regarding safety.
- Discuss the legal frameworks and organizational policies that ensure women's protection at work.
- Explore preventive measures, intervention strategies, and the role of women in advocating for their safety.
- Promote a safe and respectful work culture that encourages women to thrive professionally.

### **3. Programme plan and sessions**

The session was graced by a panel of experts who shared their knowledge and insights on women's safety at the workplace.

- i. **Ms. Vanaja Akkamma**, Project Director, DW & CW & EO, Ananthapur explained the **legal aspects** of women's safety at work, highlighting significant laws and acts, including:
  - The **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**.
  - **Equal Employment Opportunity** and the rights of women in a professional environment. She emphasized the importance of creating a **Safe Committee** within organizations to address complaints and grievances related to harassment and safety.
- ii. **Ms. A. Narmada**, Legal Advisor, Ananthapuramu shared her experiences on **policies and practices** that organizations should implement to enhance women's safety. She discussed the importance of:
  - Providing adequate training on sexual harassment and safety protocols for all employees.
  - Establishing an **Employee Assistance Program (EAP)** for counselling and emotional support.
  - Enforcing **zero-tolerance policies** towards harassment or discrimination.
- iii. **Ms. Shanthamani**, Manager, OSC, Ananthapuramu, **presented the** practical measures where organizations can adopt to ensure a safe working environment for women. Her discussion focused on:
  - Adequate lighting, surveillance cameras, and security guards, especially in areas such as parking lots and entry/exit points.
  - Offering **flexible working hours** for women to ensure they do not face challenges commuting at odd hours.
  - Implementing internal reporting systems for harassment and unsafe situations.
- iv. **Prof. V.B. Chithra**, Director, WEC, JNTUA, spoke about the importance of **empowerment and awareness** among women employees. She emphasized that:
  - Women should be educated about their rights and encouraged to report any incidents of harassment or mistreatment.
  - Organizational culture should foster respect, inclusivity and equality.

### 3.1. Plan of action and Highlights

- a. **Challenges Faced by Women at the Workplace**
  - **Sexual harassment** remains one of the most significant issues, including unwanted advances, inappropriate comments, and physical harassment.
  - **Discrimination** in hiring, promotion, and salary continues to affect women, despite various laws and policies against such practices.
  - **Workplace violence** and **bullying** are sometimes overlooked, even though they create unsafe environments for women employees.
- b. **Legal Framework and Protection**
  - The **Sexual Harassment Act** was discussed in detail, emphasizing its importance in ensuring women have a legal recourse for addressing grievances.
  - **Workplace safety policies**, including regular audits, were suggested to ensure compliance and mitigate risks.

### c. **Empowerment and Support**

The session stressed that women should feel empowered to report incidents without fear of retaliation. Having internal mechanisms like **grievance redressal systems** and **confidential support channels** were identified as essential for encouraging women to come forward with their issues.

### d. **Building a Safe and Inclusive Environment**

The experts discussed the significance of cultivating an organizational culture that is **inclusive**, where **diversity** is valued and **mutual respect** is prioritized.

This includes:

- Establishing mentoring programs that help women advance in their careers.
- Providing leadership roles to women and encouraging **gender-neutral policies**.

### e. **Technological Solutions:**

The session also explored how **technology** can be used to enhance safety, such as mobile apps that enable real-time reporting of incidents or panic buttons for emergencies.

## 3.2. Action Plan

### a. **Awareness Programs**

- Organizing periodic **workshops and training** sessions for both men and women on workplace safety and respectful conduct.
- Creating awareness about the **legal rights** of women employees.

### b. **Policy Implementation**

- Organizations should update or create specific policies around harassment, safety, and gender equality, ensuring clear protocols and zero tolerance for violations.

### c. **Safe Work Environment**

- Ensuring that the physical work environment is **secure** through security measures, such as surveillance, restricted access, and secure transport options for women working late.

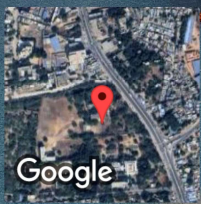
### d. **Feedback Mechanism**

- Regular surveys and feedback systems should be implemented to measure the effectiveness of safety policies and gather suggestions for improvement time to time.





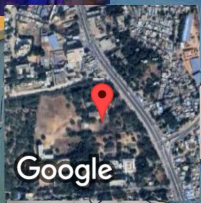
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Mjc5+3qh, Tirupati Rd, Sangameswar Circle, Ashok Nagar,  
Anantapur, Andhra Pradesh 515001, India  
Lat 14.670438° Long 77.609447°  
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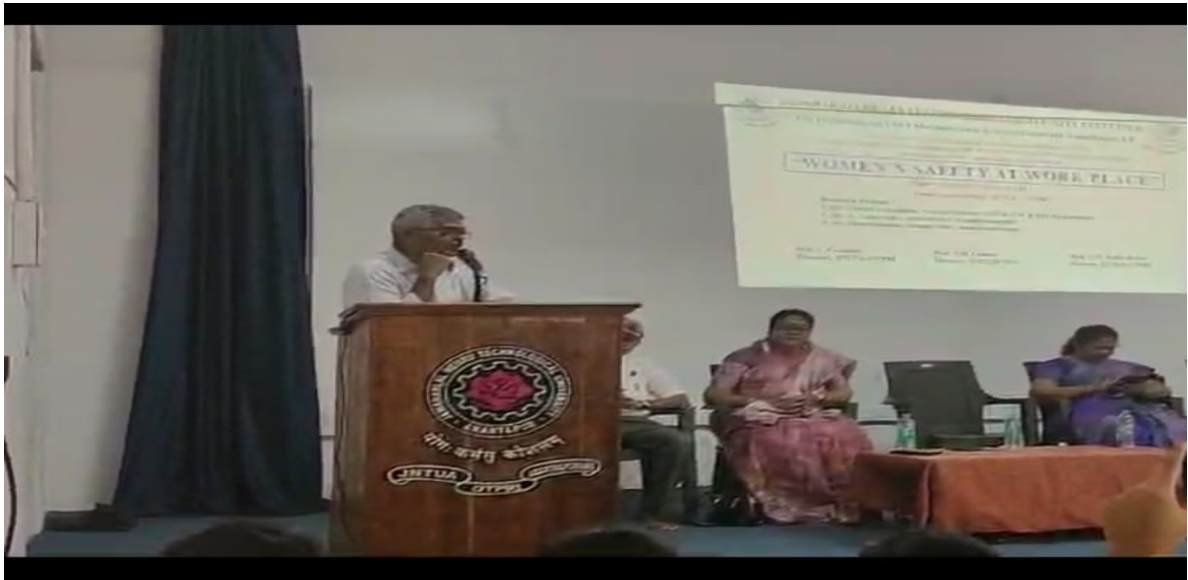
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## **6. Conclusion and Takeaways**

The session on **"Women's Safety at Workplace"** was insightful and underscored the collective responsibility of organizations, the legal system, and individuals in creating a safe, respectful, and empowering environment for women. As emphasized throughout the discussions, gender equality and safety are not just women's issues—they are societal issues that require proactive involvement and concerted efforts from all sectors. The awareness, recommendations, case studies shared during the session will serve as a foundation for future actions toward building a safer workplace for women at the Institution and beyond the campus.

DIRECTOR