



GENDER SENSITIZATION

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SESSION OVERVIEW

- **Public**
- **Principles & Service**
- **Practices of Management**
- **Equality**
- **Human**
- **Resource**
- **Management**



GENDER SENSITISATION

Session aims at explaining

- concept and related jargon
- gender equality a global concern
- legislation and bills pressed into service to ensure human rights in every sphere of life, including public service.



GENDER SENSITISATION

Plays a crucial role in

- Gender mainstreaming - *as it is of utmost importance in Public Service*
- Evaluation of all public service policies, programmes and activities –*as gender sensitive Public Service is effective in its planning, implementation, monitoring reforms*
- recruitment, retention and development of the best available people and as such realise the goal of an effective and professional public service



GENDER SENSITISATION

-Definition

Gender

- *psychological term*
- *our awareness and reaction to biological sex*

- determined by biological, psychological and sociological factors
- Masculine and feminine are psychological terms which refer to a person's gender

Sex

- *biological term*
- *functional differences between males and females and their reproductive potential*
- determined by genes

- male and female are biological terms



GENDER

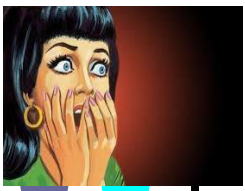
- *Composition*

- consists of several elements
- below two aspects elements are inter-related, which we will discuss in the session
 - Gender Role - *adoption of masculine or feminine behavioural traits that are deemed appropriate or characteristic of a particular sex*
 - Gender Identity - *person's private, subjective sense of their own sex*

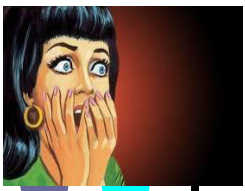


Current status of the Girl child

- The female sex ratio of the 0-6 year age group is **947/ 1000** (2011 census)
- Every year, **12 million** girls are born - **3 million** of whom do not survive to see their 15th birthday
- UN figures out that about **750,000 girls are aborted** every year in India. Abortion rates are increasing in almost 80% of India states, mainly Punjab and Haryana.



- ❖ **1 out of every 6 girls** does not live to see her 15th birthday
- ❖ Of the **12 million** girls born in India, **1 million** do not see their first birthday
- ❖ **Every sixth girl** child's death is due to gender discrimination
- ❖ **1 out of 4 girls** is sexually abused before the age of 4
- ❖ **2.5 million** Children die in India every year, accounting for **one in five deaths** in the world, with girls being 50% more likely to die



- ❖ More than one in three women in India and over 60% of children in India are anemic.
- ❖ Acute respiratory infections are leading causes of child mortality (30%) followed by diarrhoea (20%) in India.
- ❖ 53% of girls in the age group of 5 to 9 years are illiterate.
- ❖ More than 50 per cent of girls fail to enroll in school; those that do are likely to drop out by the age of 12.
- ❖ 3% of India's children are mentally/physically challenged.
- ❖ Children below 15 years form 40% of the total population of commercial sex workers in India.

Those expected behavior and norms are based on

What the society considers as right and wrong




Varies from countries to countries and from culture to the culture (cultural expectation)



socially identified gender






Although the gap between genders is decreasing in hope to reach equality

Many men and women still face discrimination due to stereotypes which prevent them from being successful in life

It is of our duty to educate the young ones and contribute to a better tomorrow



gender roles
and stereotypes



GENDER SENSITISATION

- **objective**

- to improve delivery of public service by coordinating Government Ministries, Independent Departments and Other Agencies
- to achieve unity of purpose and direction in the process of integrating gender concerns



GENDER SENSITISATION

It will help in-

- Reviewing existing policies, rules, regulations and procedures with a view to encompassing gender values, needs and aspirations
- To formulate Gender Perspective Guidelines
- To coordinate and monitor gender activities in all ministries



GENDER ROLES

Definition

- *Behavior or tasks done with some expectation or self-consciousness about being female or male*
- *Engagement in similar and different roles, depending on world view, established lines of authority, developed skills, or motivation*
- *Traditional and current stereotypes tend to assign women's roles to private spheres and men's to more public ones*
- *roles which are classified by sex, where this classification is social and not biological*



Gender Roles

Traditional and current stereotypes tend to assign women's roles to private spheres and men's to more public ones

- female roles - cooking, washing clothes, ensuring basic needs at household level, caring for children etc., are classified as
- traditional tendency to view men's participation in housework and child-rearing as unmanly

In Indian Defence forces

- women are preferably appointed towards desk jobs
- male applicants are entrusted more challenging and productive faculties



GENDER EQUALITY

means that there is no discrimination on grounds of a person's sex in the allocation of resources or benefits, or in the access to services



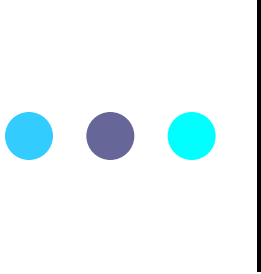
GENDER EQUALITY

- Right of Equality is a Fundamental right
- A "***gender-equal society***" is a "***society in which both men and women, as equal members, have the opportunity to participate in all kinds of social activities at will, equally enjoy political, economical and cultural benefits, and share responsibilities***"



GENDER EQUALITY

- dictated by cultural factors
- gender biases, exist in every sector
- prejudiced notions of gender-based roles
- devaluates the person, groups and communities
- Gender equality is a task in progress – not something that has been achieved anywhere on this planet



GENDER DIFFERENTIATION

- In relation to work
 - Women have longer working days than men, at work and then at home
- In valuation of work
 - It is most of the times undervalued
- In public spheres
 - Men hold high status positions and women tend to fill the roles of support persons
- In sharing of world resources
 - Women earn 1/10 of world's income for doing 2/3 of world's work



GENDER DISCRIMINATION

- Equality for all citizens irrespective of gender, caste, religion or race forms – as per Constitution

BUT

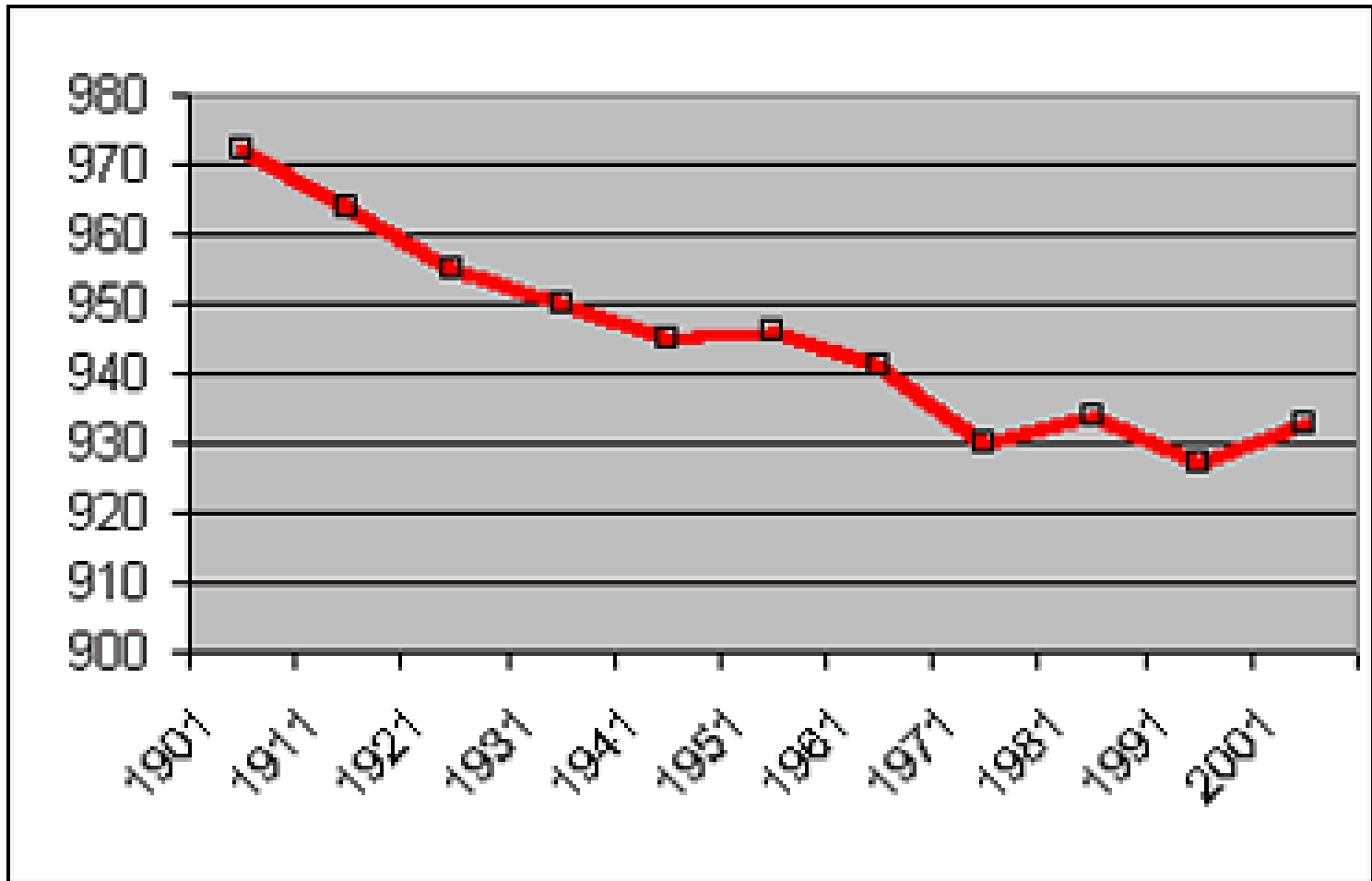
India is still a society with a strong preference for sons.

- *gender discrimination are not just peripheral phenomenon but as statistics show sparingly widespread*

Sex ratio

● ● ●
Number of women per 1000 men

Source: Census of India 2001



Basic Concepts

- ❑ Sexual harassment at work place is part of a whole syndrome of discrimination against women in all societies.
- ❑ Gender specific problem
- ❑ Other types of sexual abuse like rape etc. will not be discussed in this session
- ❑ Focus on routine forms of sexual harassment when women step out to earn a livelihood or take part in social, political and educational activities

Aspects of Gender differentiation

- Women perform $2/3^{\text{rd}}$ of the world's work
- Women earn only $1/10^{\text{th}}$ of the world's income
- Women own less than $1/100^{\text{th}}$ of the world's property
- Access to resources and benefits , and control over them is allocated according to Gender in many societies.



DEVELOPMENT OF WOMEN – INDIAN EXPERIENCE

- The principle of gender equality provides for equality before the law and equal protection of the law, prohibition of discrimination and equality of opportunity in public employment
- Still many anomalies remain under different laws



Political Participation

- Indian women played a major role in the freedom movement, it did not translate into continued participation in public life in the post-independence era
- Representation of women in the state legislatures and in Parliament is low
- 81st Amendment Bill, drafted in 1996, that proposes the reservation of one-third of seats in the Lok Sabha, still pending for passing



Political participation

- The Year 2001 was announced by the Indian government as Women's Empowerment Year
- The National Commission for Women was set up in 1992 ; BUT
- ***"No amount of legislation will be effective as long as the political will to promote gender equity is absent."***



Role of Government

- in raising awareness; developing strategies; sharing information; monitoring, implementing and strengthening equal opportunities for women
- to find common ground and goals to improve the situation of women at work
- Promoting policies on the prevention of sexual harassment and other forms of discrimination
- systematically reviewing legislation



LEGISLATIVE SAFEGUARDS

-India a party to

- Convention of the Elimination of All Forms of Discrimination against Women
- Convention on the Elimination of All Forms of Racial Discrimination since 1968
- International Covenant on Civil and Political Rights



LEGISLATIVE SAFEGUARDS

- **Article 15 of Constitution**

 - Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth

- ***The National Commission for Women*** set up as a statutory body in January 1992 under the National Commission for Women Act, 1990

- Passage of constitutional amendments to reserve for women **33 per cent of the seats** in the **Panchayati Raj**



Women Employees in Central Government

—*special Provisions available are*

- Age relaxation for widows and women separated from their husbands for appointments in Group 'C' & 'D' posts.
- Exemption from requirement of educational qualification in respect of widows of deceased Government servants appointed on compassionate grounds to posts of peons.
- Guidelines for posting husband and wife at the same station.
- Maternity leave benefits and guidelines for provision of crèche facilities, etc.
- 15 days paternity leave for the husbands.



SEXUAL HARASSMENT AT THE WORKPLACE

- reality of the situation on the ground for women and members of vulnerable groups continues to be extremely harsh despite the Constitutional, legislative and administrative framework in place in India
- failure to implement protective provisions and continuing gender biases within society ensures that Constitutional and legal safeguards are rendered meaningless to many



SEXUAL HARASSMENT AT THE WORKPLACE

-contd.

1997 Supreme Court Judgement on Sexual Harassment at Workplace, (Vishakha Vs. State of Rajasthan)

- every employer required to provide for effective complaints procedures and remedies including awarding of compensation to women victims. In sexual harassment complaints, the authorities urged to expedite cases and the disposal is monitored.



SEXUAL HARASSMENT AT THE WORKPLACE -contd.

- **Rule 3(C)** concerns the **prohibition of sexual harassment of working women**
- Enjoins the Government servant
 - not to indulge in any act of sexual harassment of any women in the workplace
 - in-charge of a workplace to take appropriate steps to prevent sexual harassment to any woman at such work



SEXUAL HARASSMENT AT THE WORKPLACE -contd.

Sexual harassment includes-

- *physical contact and advances;*
- *demand or request for sexual favours;*
- *sexually coloured remarks;*
- *showing any pornography;*
- *any unwelcome physical, verbal or non-verbal conduct of a sexual nature.*



GUIDELINES OF SUPREME COURT

- on sexual harassment

- Duty of the employer to prevent or deter the commission of acts of sexual harassment and to provide for the resolution, settlement or prosecution of acts of sexual harassment
- Criminal proceedings to be initiated in appropriate cases
- Where such conduct amounts to misconduct, appropriate disciplinary action to be initiated by the employer



GUIDELINES OF SUPREME COURT

- on sexual harassment

- Complaint mechanism should be created in every organisation
- Employees should be allowed to raise issues of sexual harassment
- Third party harassment – employer to take necessary steps and preventive action
- Victims can opt for transfer of the perpetrator or their own



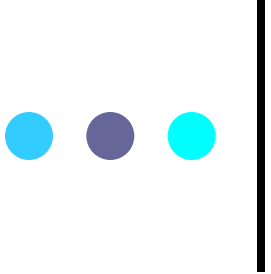
Responsibility of Government

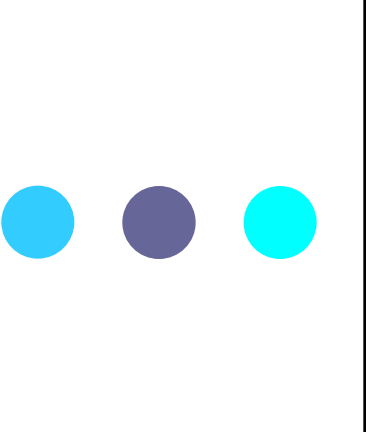
mistakenly perceived as applying only when state agents or officials are the actual perpetrators of acts which violate human rights; BUT

Government should "exercise due diligence to prevent, investigate and, in accordance with national legislation, punish acts of violence against women, whether those acts are perpetrated by the State or by private persons".



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- The Prohibition of Child Marriage Act, 2006
 - Special Marriage Act, 1954
 - Dowry Prohibition Act, 1961
 - Indian Divorce Act, 1969
 - Maternity Benefit Act, 1861
 - Medical Termination of Pregnancy Act, 1971
 - Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
 - Indecent Representation of Women (Prevention) Act, 1986
 - National Commission for Women Act, 1990
 - Equal Remuneration Act, 1976

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- PCPNDT
 - 326 A & 326 B
 - 354 A/B/C/D



Misuse of the scheme

Bad workers often resort to frivolous complaints against fellow workers to cover up their bad quality of work or inadequacies in their day to day functioning. The committee can take deterrent action against such malicious complaints.

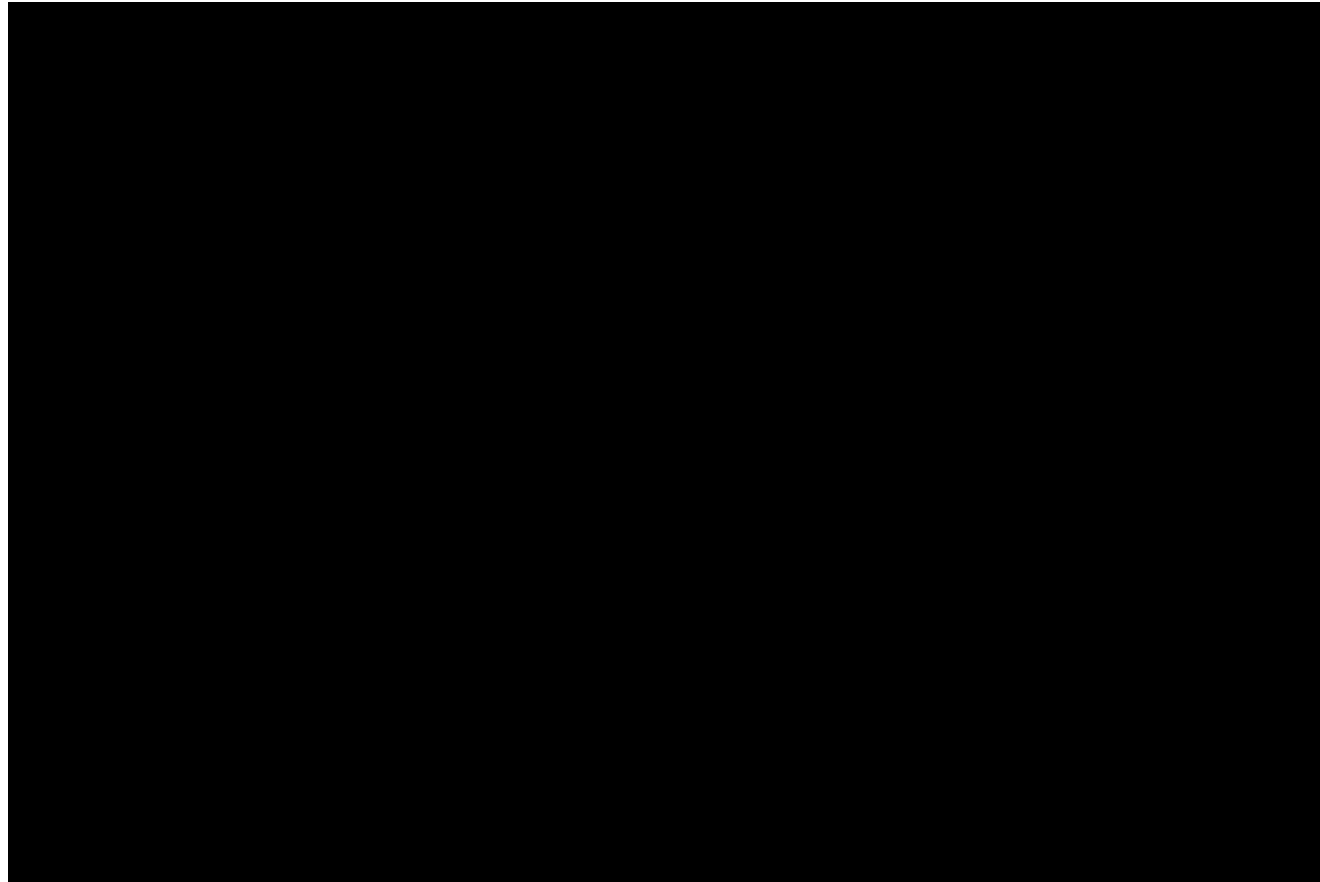
Personal factors

- *illiteracy*
- *ignorance*
- *insecurity*
- *inferiority*
- *inability*
- *injustice*



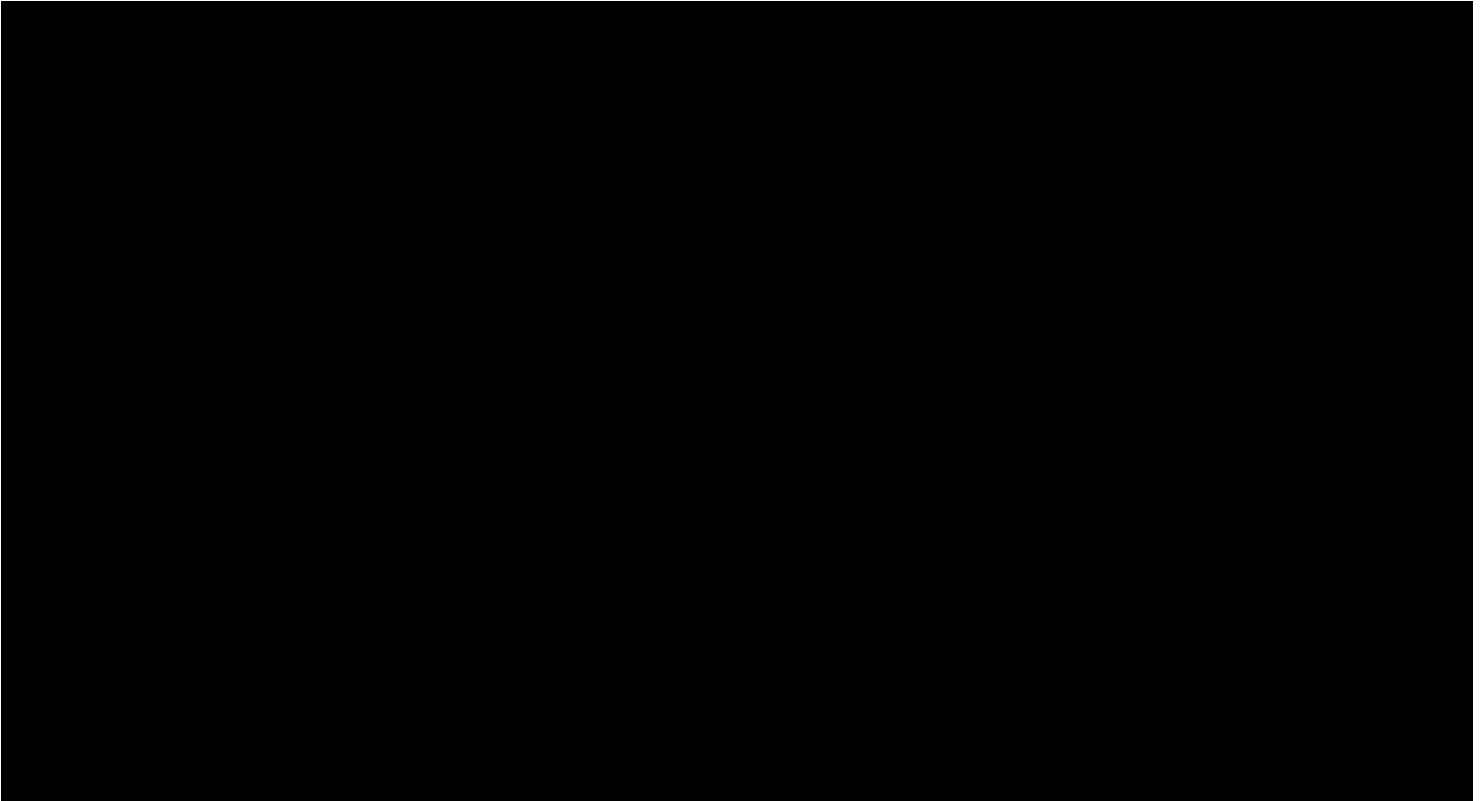


How to stop SH at work



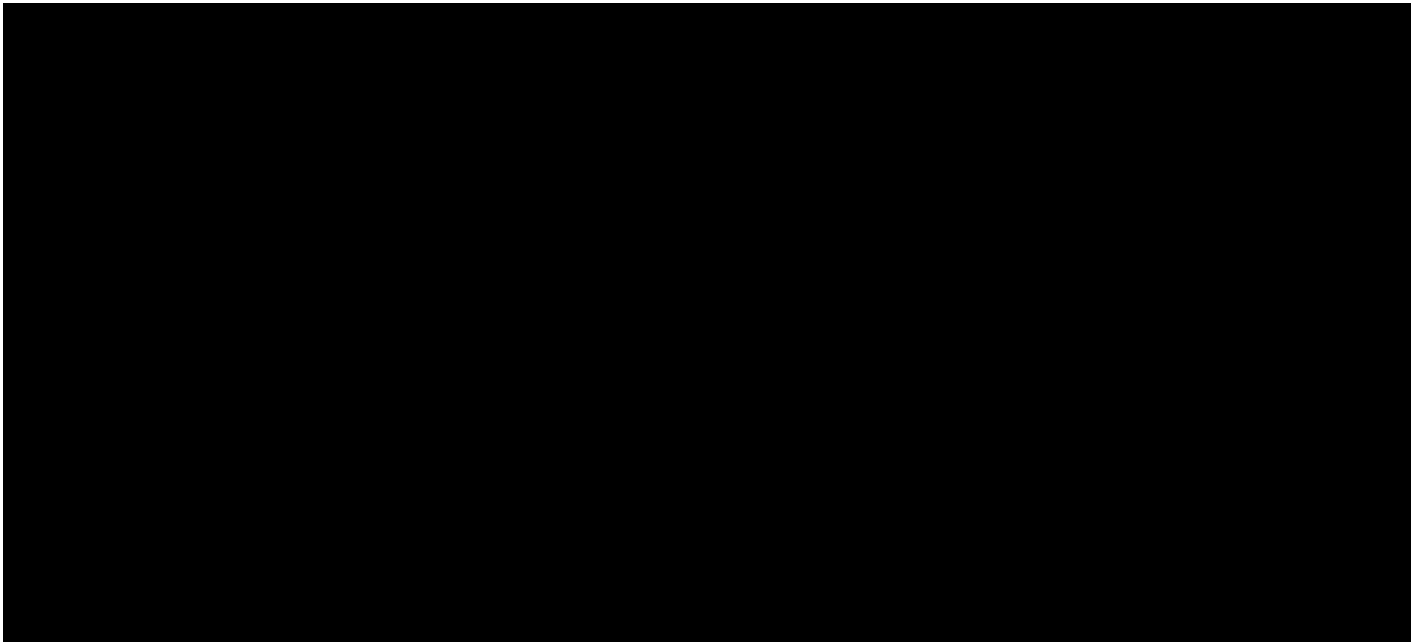


Creating work environment





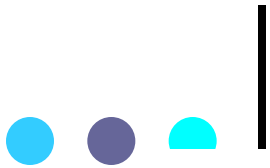
How to react





LIVELIHOOD ENHANCEMENT STRATEGIES

- ***motivate women for self introspection** of their role in overcoming feminized poverty on of the target communities*
- ***formation of self help groups** and their federations for collective action in setting and achieving the objectives*
- *introduction of **drudgery reduction activities** to lessen the drudgery and improve the productivity*
- ***gender sensitization** to over come developmental constraints trade net working and establishment of market outlets to **sustain the economic status***
- ***village level information** centre for dissemination of useful information and technology to improve the quality of life*



THANK YOU
for your attention!