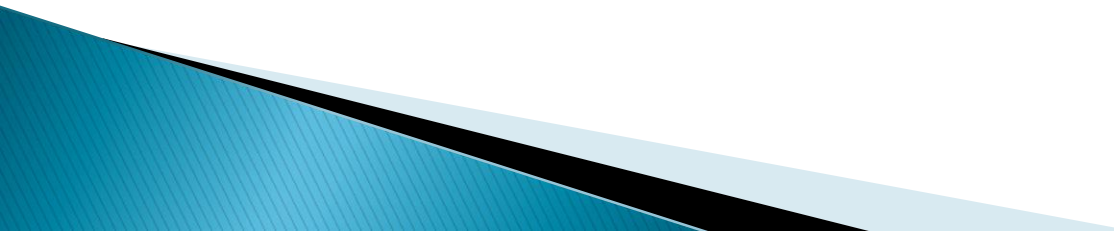


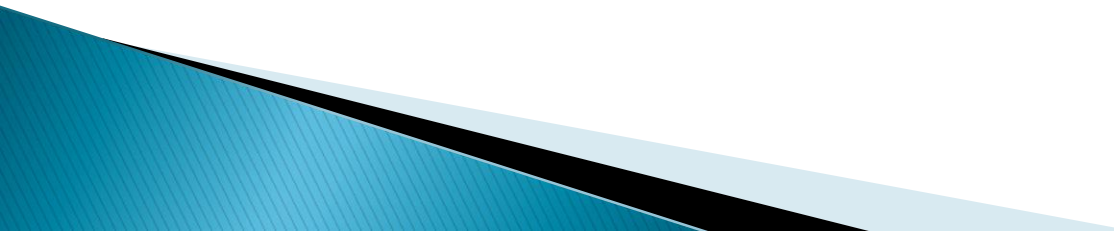
# **Gender Sensitization and Sexual Harassment at the Workplace -An Overview**

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# Presentation Agenda

- ▶ Introduction
  - ▶ Gender – Some Perspectives
  - ▶ Gender Sensitization -Meaning & Importance
  - ▶ Process
  - ▶ Steps needed towards Gender Sensitization
  - ▶ Sexual Harassment at the Workplace
  - ▶ Conclusion
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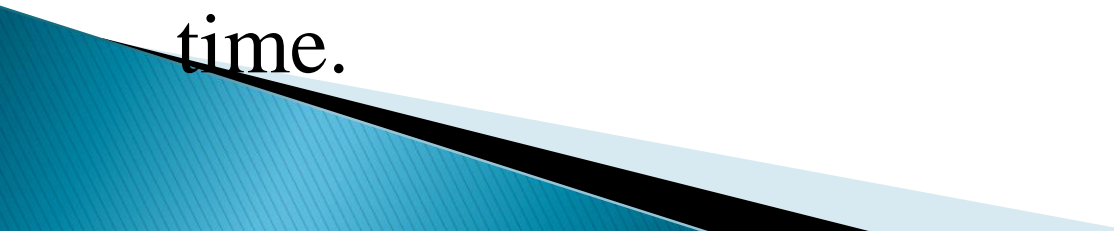
# Introduction

- ▶ One basic requirement for the normal development of an individual is gender sensitization .
  - ▶ Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender
  - ▶ In some acute cases even him or herself.
  - ▶ The need for this sensitivity has been felt and realized through times immemorial and in almost all kinds of human existence, across the globe.
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- ▶ Recent times, much stronger need – personal front & professional front
- ▶ India, vast diversity - customs, traditions, rituals, social values, family beliefs and individual perception- the need for a more *Systematic, Well Planned and Professional Approach* is desired to inculcate this sensitivity.
- ▶ Primarily to highlight the contribution of both the genders in creation and development of a well balanced society.

# Gender - Perspectives

- ▶ Gender is a construct - owes its creation to a number of social institutions - family, educational institutions, religion, etc.
  - ▶ Recent times, media has emerged as a powerful agent of gender-related ideas and notions.
  - ▶ Gender, unlike sex, based on biological division and is specific in characteristics is subject to change with reference to context and time.
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- ▶ That is why the concept of gender varies from context to context.
  - ▶ A political view of sex that is based on the binary division of male and female. This binary division apparently looks natural. The problem with this division, however, starts when one thing is considered inferior to the other which is regarded as superior. Meanings are assigned arbitrarily to objects and concepts.
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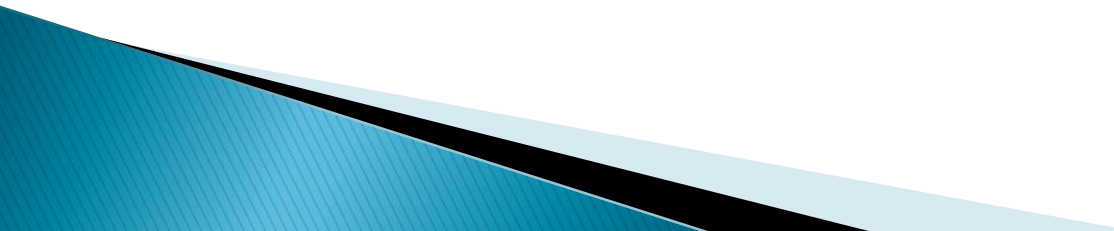
- ▶ Apart from the literal / dictionary meaning of words, each word has certain connotations - constructed by society. The dominant groups in society assign positive meanings to what they do and negative meanings to what others' do.
- ▶ The construction of gender is largely done by dominant groups who assign roles and responsibilities and give opportunities to, and have expectations of, males and females - separately.

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- ▶ For instance, it is society that suggests that girls should play with dolls and boys cannot and should not do so.



# Meaning & Importance

- ▶ Sensitization - the most effective , non-confrontationist approach of reforming the society.
  - ▶ Gender sensitization is the process of changing the stereotype mind set of men and women- a mindset that strongly believes that men and women are unequal entities‘ and hence have to function in different socio- economic space.
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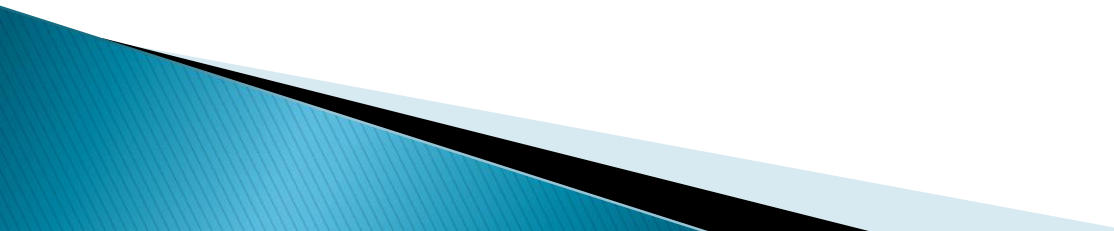
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- ▶ Gender sensitization increases the sensitivity of people at large towards women and their problems.
  - ▶ In the process it creates a class of responsive functionaries at different level, from policy making to grass root level - convinced that any form of gender bias is an obstacle on the way of attaining an equitable social / economic order - consider addressing gender related issues in their situation as a matter of priority.
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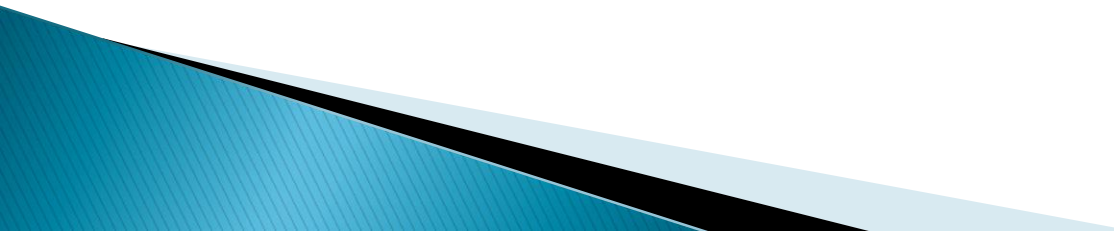
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- ▶ Gender sensitization - tends to change the perception that men and women have of each other.
- ▶ It creates a mindset in men that no longer sees in women the stereotypical image. The impression that women are a weak and unequal entity no more clouds the minds of common man. Rather they are seen as responsible and equal partners in socio-economic development.

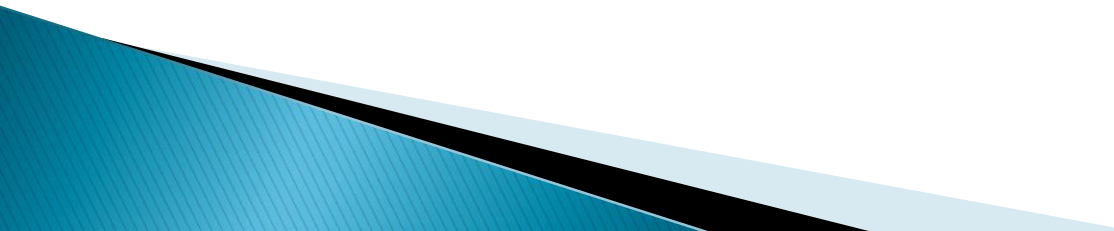
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- ▶ The general perception of men and women on the rigid gender division of labour and other orthodox practices related to gender begin to die down. Women also tend to develop the perception that they are no subordinate to men and they have an equally important role to play in decision making at household, community and organization level.
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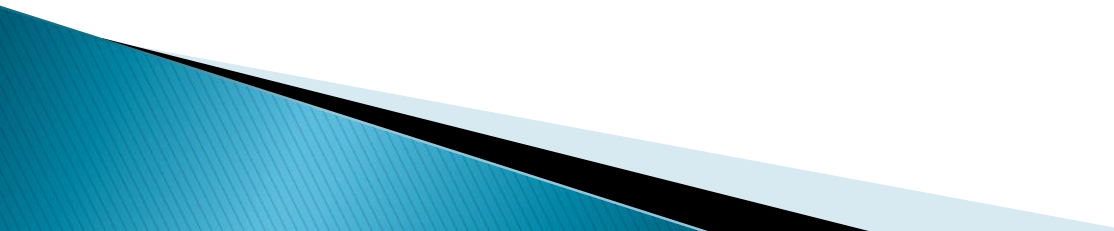
# Process

- ▶ The process involves the following
  - ▶ Change in perception
  - ▶ Recognition
  - ▶ Message loud and clear
  - ▶ Accommodation
  - ▶ Action
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# Steps

- ▶ To overcome the disparities existing in lieu of gender equality , steps for GS could be -
  - ▶ Individuals need to be more open-minded, rational and unbiased in their thoughts and actions.
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- ▶ There is an urgent need to shatter the load of our Orthodox Beliefs and Biased Values to accentuate the Progressive Existence of both the genders.
  - ▶ Better reconciliation of work and private life for both women and men is essential to gender equality.
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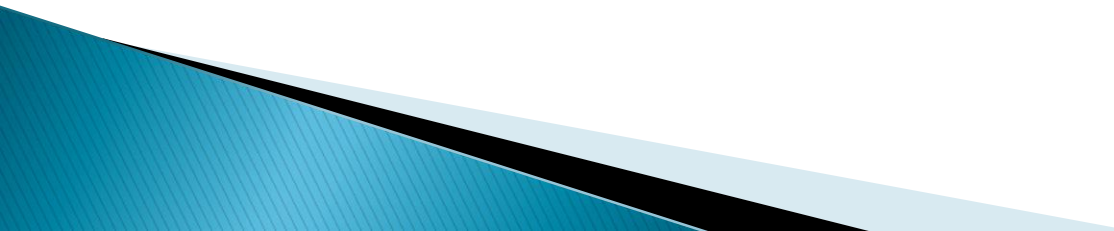
- ▶ To provide steps to safeguard women's safety - for men to be assured that such measures are not an indication of discrimination against the male population.
  - ▶ Training and awareness-at workplace and in society can eliminate gender-based prejudice and thereby change stereotyped working cultures - roles and abilities of women and men, including attitude towards women in leadership positions.
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- ▶ Better knowledge and understanding of gender issues at all levels of the organization, including communication activities, role plays, dramas, documentaries, audio visual aids will raise awareness among both stakeholders and the general public.
  - ▶ Both the genders need to take stand at their own level, to support and promote the upliftment and wellness of their own and the opposite gender, so as to overcome any sort of differentiation or harassment.
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- ▶ Commitment to ensure women's participation at different levels of governance needs attention
  - ▶ Gender equality as a human right
  - ▶ Empowerment of women for development-  
The larger society and nation.
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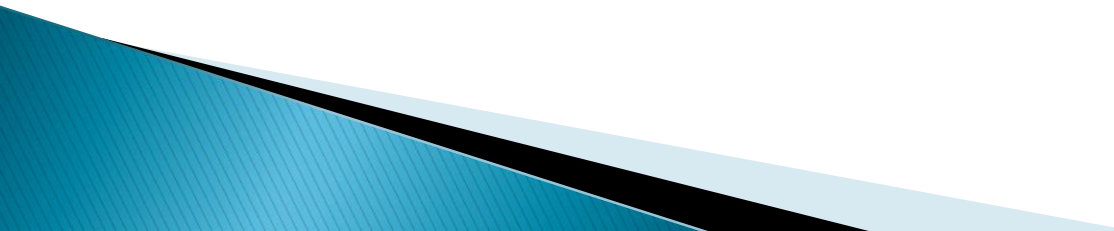
# Sexual Harassment at the Workplace

- ▶ SH – widely condemned as a form of Human Rights violation.
  - ▶ The SH at the Workplace Act, 2013, supersedes the Vishakha Guidelines, 1997.
  - ▶ These guidelines-formulated to provide protection for women- enactment of legislation will take time.
  - ▶ It laid down duties of employer, defined SH, preventative steps, complaint mechanism, the committee, and the role of government.
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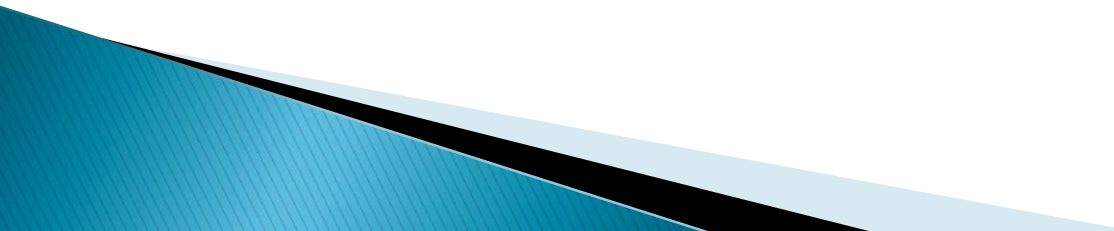
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- ▶ The act –passed in Lok Sabha in 2012, and Rajya Sabha, 2013.
  - ▶ Section 3 (1) guarantees security to women and 4 (1) mandates an ICC in every institution.
  - ▶ Scope- 1. GS & Orientation 2. Mediation, formal enquiry & redressal.
  - ▶ Functions – Preventive –awareness programs.
  - ▶ Remedial – formal inquire, punishment, penalty etc.
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# Continued.

- ▶ WHAT- A. Any unwelcome physical, verbal, non-verbal conduct of a sexual nature; B. Physical contact/ advances; C. Request for sexual favor; D. Sexual remarks; E. Pornography.
  - ▶ WHO – employer, employees, staff, outsiders-service providers, workers etc.
  - ▶ WHERE – A. Department, organization , enterprise, office, branch/ unit of government/ local authority/ company/ corporation/ co-operative. B. Any private sector organizations; C. Hospital/ nursing Home; D. Sports institute E. any place visited by employee in the course of employment F. un-organised sector.
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- ▶ HOW- Procedure on the lines of due process of law – penalties for the guilty- 90 days.
  - ▶ ICC- Presiding Officer ,two members from employees and one from an NGO- 3 years.
  - ▶ Duties of employer- safe work place, display of penalty for SH, workshops/ awareness programs/facilities to ICC, attendance of respondent/ witness, assistance to women who want to complain, initiate action after report, service rule, policy etc.
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# Conclusion

- ▶ Surely both the genders are a creation of nature and equally essential for the Sustainable Development of any organization.
  - ▶ Any sort of gap or inequality - in the survival rate, individual count, literacy, health, safety, respect and freedom will damage the sanctity and the authentication of human existence.
  - ▶ Sensitized for a healthy partnership and betterment of society.
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**Thank you**