

TWO DAY GENDER SENSITIZATION WORKSHOP

3 - 4 DECEMBER 2021

A BRIEF REPORT



**DEPARTMENT OF SOCIOLOGY
RAJIV GANDHI NATIONAL INSTITUTE OF YOUTH
DEVELOPMENT
SRIPERUMBUDUR
TAMIL NADU**

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GENDER SENSITIZATION WORKSHOP

3 - 4 DECEMBER, 2021

ABOUT THE PROGRAMME

In line with the University Grants Commission's (UGC) guidelines for creating safe campuses for women students and employees, this workshop was organized with a commitment for promoting the cause of gender equality in general and also to have conversations to enable gender sensitive spaces especially for the safety of women, girls, and other gender minority groups in all spheres. The workshop was envisaged to create awareness about and highlight the various gender sensitive mechanisms and welfare legislations available and how to stay safe in the cyber world.

The UN Sustainable Development Goal (SDG) 5 underscores the need to achieve gender equality and empower all women and girls, and this Goal is integral to the achievement of all the other SDGs. To further the attainment of the SDGs and Goal 5, it is imperative that institutions and individuals step up to address issues of gender based violence and discrimination on priority in various ways. Conducting gender sensitization programmes is an important step in this regard to fight against gender discrimination and to promote gender sensitive spaces.

Acknowledging that gender equality is a fundamental human right and a pre-requisite for building a peaceful, prosperous and sustainable society, the workshop underscores the importance of dismantling gender stereotypes starting with our individual behaviours, and it seeks to deliver the various ways in which protective and redressal mechanisms at the institutional level can be accessed in times of distress.

PROGRAMME OBJECTIVES

The objectives of the workshop are, to create awareness about gender sensitive behaviour among the youth and to inculcate an egalitarian behaviour to foster gender equality. Through this workshop, it aims to rethink our engagements from a gender lens and deconstruct gender stereotypes to pave the way towards a gender sensitive and inclusive environment.

REPORT

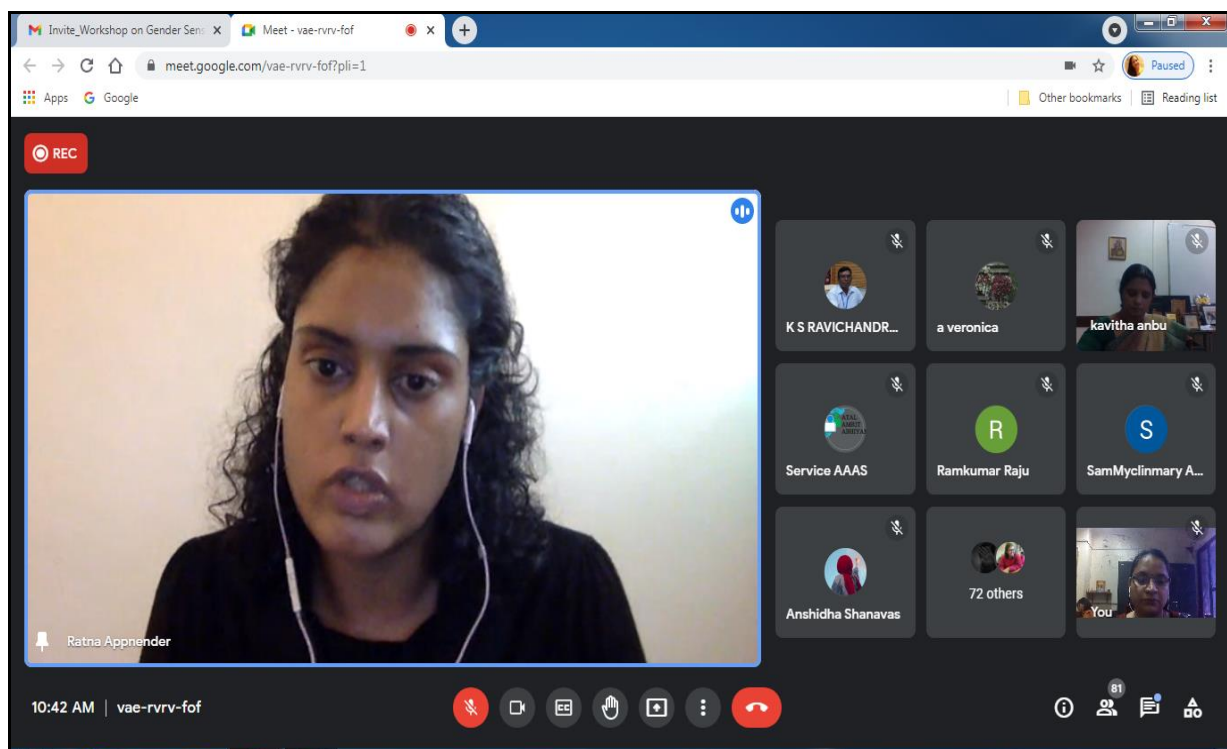
A two day Gender Sensitization Workshop was organized by the Department of Sociology, RGNIYD during 3rd and 4th of December 2021. The workshop deliberated on constitutional measures in promoting gender equality; preventive and protective mechanisms on gender based violence; and issues and challenges regarding the safety of women and girls in the digital era.

Day 1

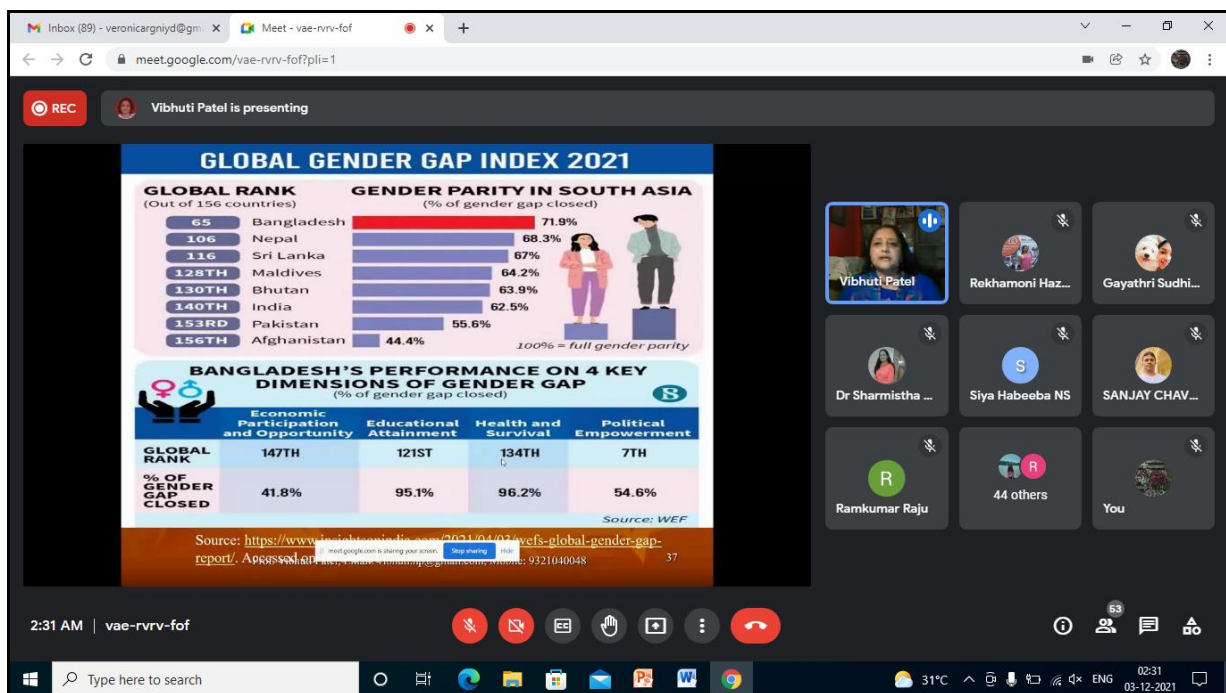
3rd December 2021

The first session of the workshop was delivered by Ms Aishwarya Ratna Appender an advocate from Delhi who provided an overview of the various laws in the Indian Penal Code (IPC) related to crimes against women and also discussed on other special laws for women. She underlined how crimes against women are also a violation of the right to life. She also touched upon Prevention of Sexual Offences against Children Act 2012, Protection of the Rights of Transgenders Act 2019, Prevention of Atrocities against SC/ST act, and the Domestic Violence Act. Ms Aishwarya Ratna Appender discussed elaborately on the rape laws and the sexual harassment of women at the workplace providing a number of case studies as well. She also emphasized that it was only after the Criminal Law Amendment Act 2013 the definition of rape and the

concept of consent was expanded from its earlier narrow and stereotypical definitions. Further the Criminal Law Amendment Act 2013 for the first time recognized voyeurism, stalking and acid attack as crimes against women. She concluded that the law should also take into account caste, class, religion and other cultural realities and the need to include gender component integrated within our regular courses.



The next session was delivered by Dr. Vibhuti Patel, Vice President, IAWS on the topic *Constitution of India and Empowerment of Women*. Dr. Patel gave a detailed presentation on the various Articles and provisions in the Indian Constitution which protects women, people with disabilities, transgender people and other minority communities. She began with introducing women freedom fighters and visionaries of women's rights who were part of the social reform movements and the women's movement in India and who also actively contributed to the drafting of the Indian Constitution.



She also highlighted the various legislations pertaining to the protection of women encompassing labour laws, sexual harassment at workplace, maternity benefit, family laws related to marriage, divorce, guardianship of children; Pre conception and pre natal diagnostics techniques act 2002 to address the issues of

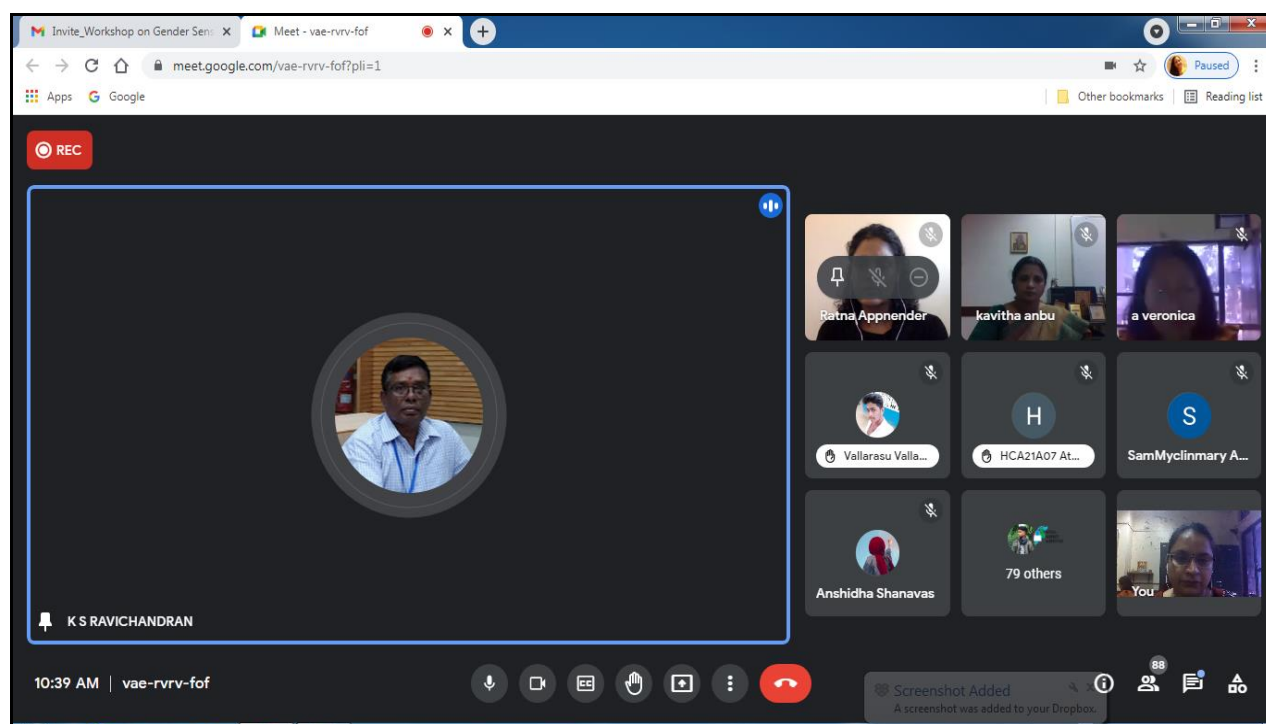
gender discrimination and female feticide, political participation of women in decision making processes and reservation policy for women, etc.

Besides, Dr. Patel also stressed that pro-active measures are available on the ground to help women in difficult circumstances and shared the many helplines set up by the government and NGOs and finally ended the session with the Global Gender Gap Index 2021 where India is now one of the poor performers in South Asia ranked 140 among 156 countries. She reiterated that women's rights are human rights and the movement is not about 'men hating' but it is about power and privilege, and it is about fighting against patriarchal norms.

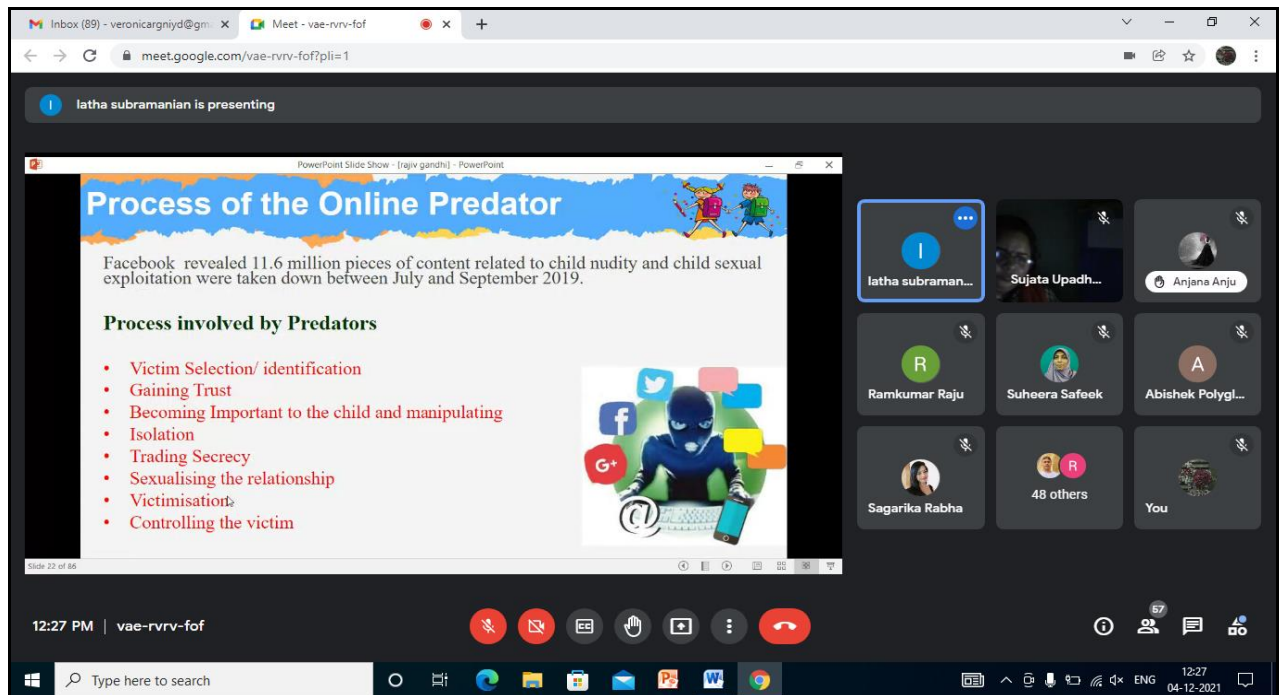
Day 2

4th December 2021

The second day of the workshop was held on 4th December and Dr. KS Ravichandran, Registrar, RGNIYD delivered the key note address.

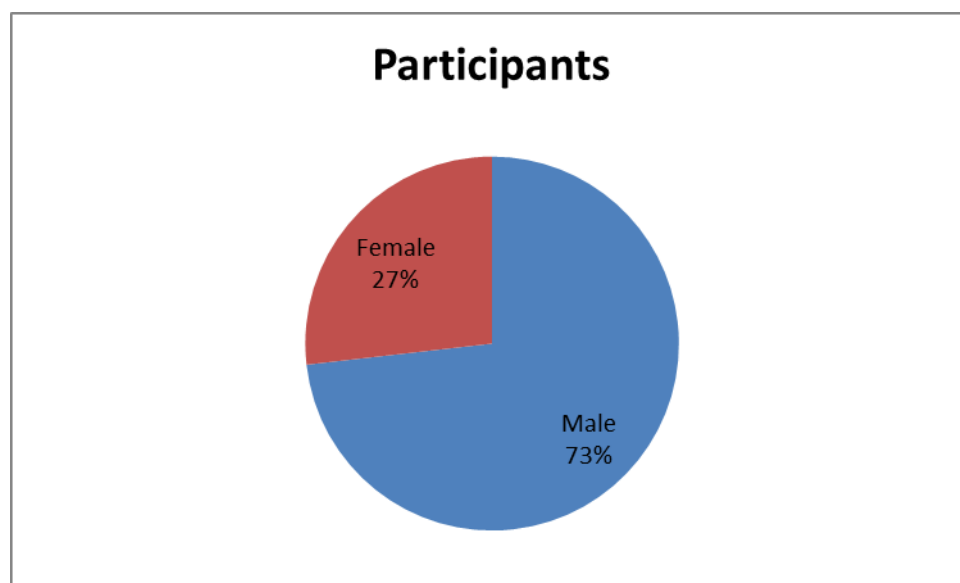
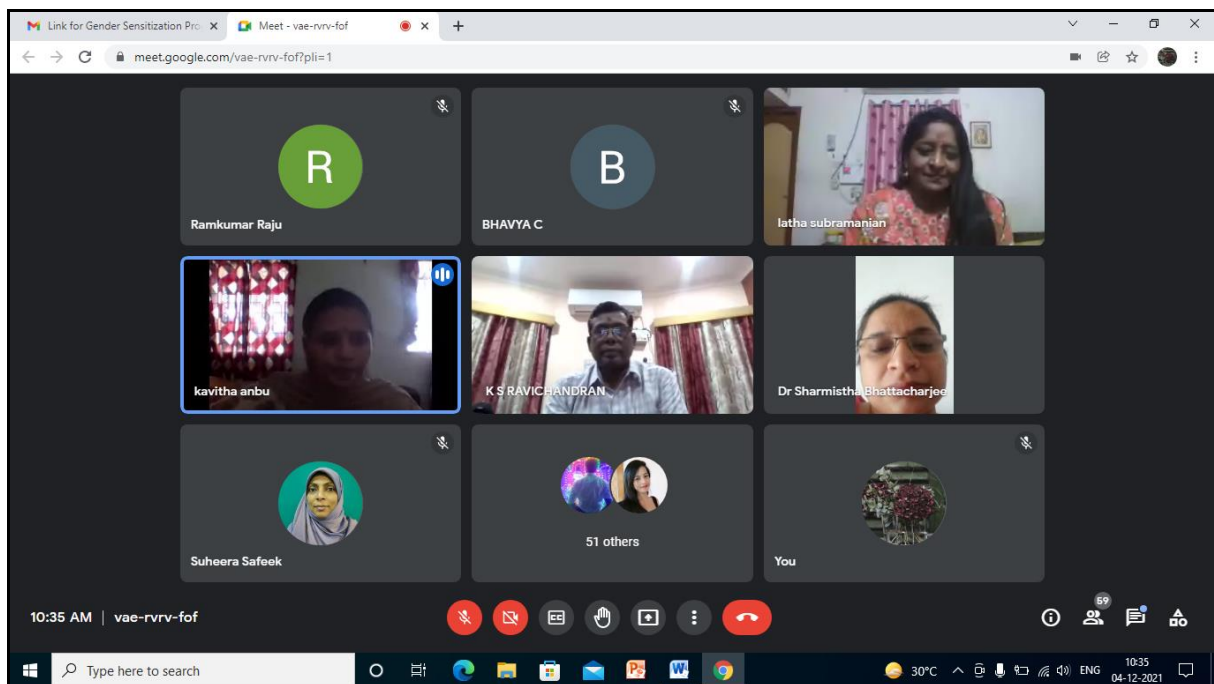


The Registrar highlighted the various ways in which women and girls are being harassed and emphasized the need for gender sensitization especially for young children starting from the school level. He provided a number of suggestions to promote gender sensitivity in the school environment in order to educate and inculcate gender sensitivity right from childhood.



The final session was delivered by Dr. Latha Subramanian from the Department of Criminology, University of Madras on Prevention of Crimes against Women and Children in Cyber space. Firstly she gave a brief life cycle approach regarding crimes against women starting from female feticide to elder abuse. Dr. Latha discussed in an elaborate manner about cyber space and its unique characteristics because of which we fall victim to it many at times because of its anonymous nature and thus prevention is better than cure. She provided a number of measures on how to be safe in the cyber space and warned that the digital space is never a 100 percent fool proof system. Due to the unique characteristics of the cyber space and its mode of operation a number of

criminal activities easily take place in the digital world. Besides, she mentioned how especially women and girls are abused and violated through social media and encouraged the participants to report any cybercrime. Dr. Latha provided three mantras to be alert in the cyber space such as, a) Prevention is better than cure; b) Do not believe/ trust the digital identity of any person; c) Never use/download anything from the cyber space because it is free.



Around 216 students and faculty members from various academic and development institutions participated in the workshop from across the country.

WAY FORWARD

As an outcome of the workshop, some suggestions as a way forward are proposed as follows:

- Creating gender inclusive spaces and campuses in institutions especially in higher educational institutions
- Integrating gender component and aspects into academic programmes and courses and programmes
- Organizing awareness programmes on various gender issues for various target groups –youth, students, non-students, communities, etc to inculcate gender sensitivity

BRIEF PROFILE OF RESOURCE PERSONS

Dr. Vibhuti Patel



Dr. Vibhuti Patel is a gender economist and women's rights activist. She is currently the Vice President of Indian Association for Women's Studies. She retired as Professor, Advanced Centre for Women's Studies, School of Development Studies, Tata Institute of Social Sciences, Mumbai on 30-6-2020. Prior to that, she retired as Professor and Head of Economics Department of SNDT Women's University, Mumbai on 30-6-2017. She was Director, Post Graduate Studies and Research of SNDT Women's University from 2006-2012. Her areas of specialisation are, Gender Economics, Women's Studies, Human Rights, Social Movements and Gender Budgeting. She has authored Women's Challenges of the New Millennium (2002), co-authored Reaching for Half the Sky (1985), Indian Women Change and Challenge (1985) and Status Report for ICSSR- Critical Evaluation of Women's Studies Research during 1947-1988 (1989). She is co-editor of series of 15 volumes- Empowering Women Worldwide. She has edited 2 books namely, Discourse on Women and Empowerment (2009) and Girls and Girlhoods at the Threshold of Youth and Gender (2010).

Dr Latha Subramanian



Dr Latha Subramanian is an Assistant Professor in the Department of Criminology, University of Madras; Founding Member & Member of Executive Board, Asian Criminological Society; Chairperson (Research), Institute of Criminological Research Education Services; Honorary Secretary- Center of Justice Education and Research; Formerly Honorary Secretary, Indian Society of Criminology. She has authored 4 books, 46 articles in national and international reputed journals and books. She has received many awards - Best Researcher Award (2014, 2015), University of Madras, ISC – Prof S.S. Srivastava Award for Best Teaching and Research in Criminology, ISC Fellow. Dr. Latha was the Founding Head, School of Criminology and Criminal Justice, Tamil Nadu Open University (2010 – 2014) and has more than 22 years of teaching and research Experience. She conducted several major research projects on reporting behaviour of victims of crime, trafficking and HIV, child rights, social media crimes, cybercrimes, etc. Her core areas of interest are Theoretical Criminology, Restorative Justice, Cyber Crimes and Social Media Crimes. She is a motivational speaker and delivered more than 200 motivational and awareness lectures on crimes, crime prevention, social media crimes, crimes against women and children, etc.

Ms. Aishwarya Ratna Appnender



Ms. Aishwarya Ratna Appnender is a lawyer with over 7 years of experience. She practices in trial and appellate Courts in Delhi. She has extensive experience in the field of human rights and gender justice. She represents women victims of sexual harassment and also legally advises organisations on the issue. Her work includes conceptualising and formulating policies for the prevention and redressal of sexual harassment at the workplace, and advice to internal committees on redressal of complaints.

**DEPARTMENT OF SOCIOLOGY
RGNIYD**

Two-day Gender Sensitization Workshop

3rd & 4th December 2021

Programme Schedule

Platform: Google Meet

Date	Time	Programme	Details
03.12.21 Friday	10.30am – 1pm	About the Programme	Ms Avinu Veronica Richa Assistant Professor Dept. of Sociology, RGNIYD
		Welcome Address	Dr. Sharmistha Bhattacharjee Associate Professor & Head Dept. of Sociology, RGNIYD
		Inaugural Address	Prof KS Ravichandran Registrar, RGNIYD
		Gender Sensitization and Law	Ms Aishwarya. Ratna Appender, Lawyer, New Delhi
		Vote of Thanks	Dr. Anbu Kavitha Assistant Professor Dept. of Sociology, RGNIYD

03.12.21 Friday	3-4 pm	<p>Welcome Address</p> <p>Constitution of India and Empowerment of Women</p> <p>Vote of Thanks</p>	<p>Ms Avinu Veronica Richa Assistant Professor Dept. of Sociology, RGNIYD</p> <p>Prof. Vibhuti Patel Gender Economist Vice President, Indian Association for Women Studies</p> <p>Dr. Sharmistha Bhattacharjee Associate Professor & Head Dept. of Sociology, RGNIYD</p>
04.12.21 Saturday	10.30-1 pm	<p>Welcome Address</p> <p>Valedictory Address</p> <p>Prevention of Crime against women and children in cyber space</p> <p>Report and Feedback</p> <p>Vote of Thanks</p>	<p>Dr. Anbu Kavitha Assistant Professor Dept. of Sociology, RGNIYD</p> <p>Prof KS Ravichandran Registrar, RGNIYD</p> <p>Dr Latha Subramanian Department of Criminology University of Madras, Chennai</p> <p>Ms Avinu Veronica Richa Assistant Professor Dept. of Sociology, RGNIYD</p> <p>Dr. Sharmistha Bhattacharjee Associate Professor & Head Dept. of Sociology, RGNIYD</p>

ACKNOWLEDGEMENTS

The Department of Sociology, RGNIYD is thankful to the following members for all the support extended for the success of the programme.

- Prof. Sibnath Deb, Director, RGNIYD
- Dr. K.S. Ravichandran, Registrar, RGNIYD
- Resource Persons:
Ms. Aishwarya Ratna Appender
Dr. Vibhuti Patel
Dr. Latha Subramanian
- Administrative and non-teaching staff
- ICT department
- Faculty members, students and participants