

REPORT ON THE NATIONAL WEBINAR

'GENDER SENSITIZATION' HELD ON 9th JUNE 2022

A. GENERAL INFORMATION ABOUT THE WEBINAR:

- 1. Nature and Title of the Program:** National Webinar on “Gender Sensitization”
- 2. Date:** 09.06.2022, Thursday
- 3. Time:** 6.00 to 8.30 p.m.
- 4. Venue/platform:** Google Meet
- 5. Organizers:** VISHAKHA Cell, GGDC, Mangalkote, in association with IQAC, GGDC, Mangalkote.
- 6. Purpose or Objective of the Program:** To create awareness and a sense of understanding among students of our college regarding gender sensitization and sexual harassment in various spheres of life in the form of an informative and interactive webinar.
- 7. Name and Designation of the First Speaker:** Dr. Madhumita Sen, Associate Professor and Head, Department of Sociology, Government Girls' General Degree College Ekbalpur, Kolkata, West Bengal, India.
- 8. Topic of Deliberation:** Combating Patriarchy: The Story Behind the Landmark Judgement.
- 9. Name and Designation of the Second Speaker:** Dr. Sahana Sen, Assistant Professor (Adhoc) Department of Sociology and Anthropology, St. Xavier's College, Mumbai, Maharashtra, India.
- 10. Topic of Deliberation:** Gender Sensitization: Issues and Challenges.

B. DETAILS OF THE DELIBERATIONS – THE LECTURES AND THE INTERACTION:

1. Summary of the Deliberation of the First Speaker:

The speaker discussed the historical background and the significance of VISHAKHA and the fact that why it is utmost necessary to form a VISHAKHA cell and Internal Complaint Committee (ICC) in every organization. The speaker in a detailed manner spoke about the story behind the landmark judgement. Thirty years ago, the issue began which ultimately led to the VISHAKHA judgement. Bhanwari Devi in 1985 began her first work as an activist against rape cases. She organized villagers against the rape of women. Before VISHAKHA, women's rights policies saw women as victims in need of help. However, VISHAKHA views women as equal to men. Bhanwari Devi worked to stop child marriage. However, the dominant group in the village went against her and forced her to resign from her job wherein she worked for the government to stop

child marriage. Bhanwari Devi and her husband were also assaulted by this group and gang raped by them. She faced a lot of difficulties in getting medical treatment, social acknowledgement or even legal help. Strange arguments were used to release the men who had raped her. This rape was a way to say that social rules regarding child marriage cannot be opposed. However, Devi carried on her struggle. And thus, today we have the VISHAKHA judgement which protects women against sexual harassment at the workplace. The VISHAKHA guidelines also tell us that sexual harassment could be both physical and non-physical, verbal and non-verbal. The Internal Complaints Committee (ICC) works to address issues of sexual harassment. However, sometimes women are afraid to report sexual harassment. Further, when the issues are reported but not addressed, they may be escalated to the local authorities. Indirect harassment is also an issue in sexual harassment. At the same time, if any woman fabricates a story to make a false accusation, if her guilt is proven, she too will receive punishment. VISHAKHA states that any unwelcome sexual behaviour counts as harassment.

2. Summary of the Q and A Session:

A faculty member asked the first speaker that being the presiding officer of Internal Complaints Committee (ICC) whether she received frequent complaints and how can we deal with sexual harassment in workplace. The speaker replied that hardly any complaint was made even-though many faced harassment in the workplace due to the fear of stigma and thinking of public humiliation. In many colleges women's day posters are also not allowed to be put up. Some colleges have grievance boxes. In that box a student had put in a complaint against a teacher who took classes at unpredictable hours. It was decided that the accused would be told about the complaint and told to restrain himself so even this little effort worked and that is why sensitization is highly needed in our society. Another faculty asked domestic violence 498, 2013 sexual harassment at the workplace Act includes a lot of things under sexual harassment so whether it reduces the significance of the law and whether women misuse it to accuse a person. To this the speaker replied that every law has loopholes and everything is not sexual harassment and if a person is wrongly accused then he/she also faces severe consequences if proven wrong therefore the law is not insignificant. Another faculty questioned who decides what counts as unwelcome gesture. The speaker responded that the victim decides. We should be sensitive to what is perceived as unwelcome before we approach any person.

3. Summary of the Deliberation of the Second Speaker:

The speaker focused on the process of sensitization. We should understand the issues in order to address the challenges. We must remember to share the load between genders rather than confining specific kinds of gender roles to specific genders. There is a difference between gender and sex. Gender is a social construct, whereas sex is a biological identifier which focuses on

reproductive organs and genetic identifiers. There are gendered constructions right from childhood. These constructs often are cis-centric and don't include the spectrum of gender preferences. From infancy to childhood, to schooling, higher education and work, the gendered constructs continue. We are also taught that women and men have specific gender roles which begin to affect their professional space as well. Women are also made to retire from the army prematurely. Hegemonic masculinity specifically caters to heterosexual men. The patriarchal structure also condones a degree of violence against women and other genders which are considered to be 'subordinate.' Patriarchal violence is like an iceberg, where only the tip is visible with a mountain lying underneath. We need to understand the gendered aspects of criminal violence, domestic violence and social violence. We need to be more sensitive to issues of privacy. Often, at the workplace, there are certain occurrences which are unwritten, unsaid, but which nonetheless affect the female employees due to the overwhelmingly patriarchal environment. It is now our duty to develop an environment wherein all genders may feel accepted, welcome, and safe.

4. Summary of the Q and A Session:

A faculty member asked what about the various problems which men and other gender face in society to which the speaker replied it is important to be inclusive of all genders. We must give visibility and be accepting of all genders. Each community in the LGBTQ spectrum has its own specific kind of problem. Another faculty provided her valuable insight that the term third gender is derogatory, preferred pronouns are a privileged politics, misuse of laws negatively affects both the wrongly accused and the larger community of genuine victims. The speaker responded that the term third gender is still mentioned in many forms which we fill-up. There is certainly a disparity between the trans people in privileged spaces and economically backward trans-people.

C. GENERAL INFORMATION RELATING TO PARTICIPATION AND FEEDBACK:

1. No of Participants who registered for the Webinar: 92

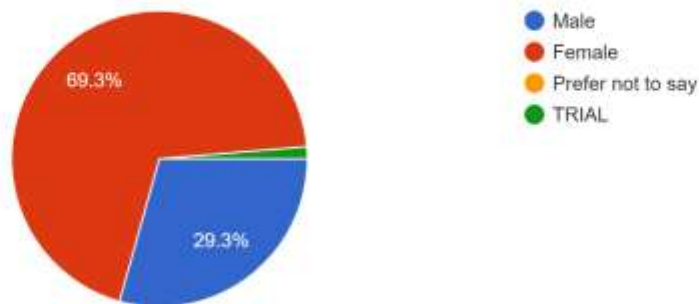
2. No of Participants present during the Webinar: The highest attendance recorded during the Webinar is 77

3. No of participants who submitted Feedback and received E-Certificates: 75

4. Composition of the Participants (based on Feedback submission through Google Forms) –

a. Sex of the Participants:

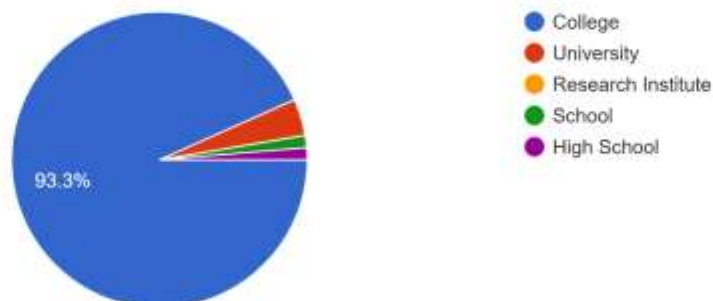
Sex
75 responses



Among the 75 participants who submitted the Feedback form, about 70% are female and 30% are male.

b. Affiliated Organization of Participants:

Affiliated Organization
75 responses

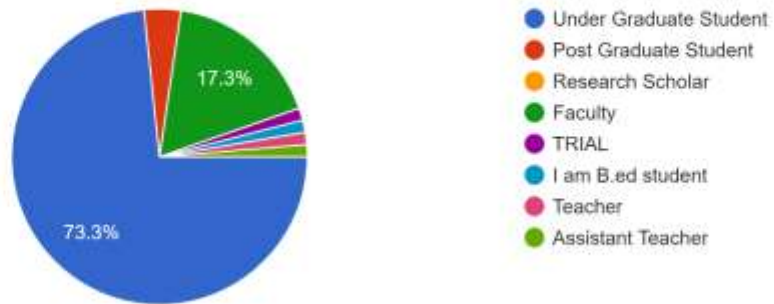


About 93.3% of the participants are from the host institution and the rest are from other schools, colleges, universities and research institutes.

c. Other than faculty members of the host college, there were faculty participants from University of Burdwan, Rabindra Bharati University, Malda Girls' College, Delhi Public School Hyderabad, Delhi Public School, New Town, Nutanhat Teachers' Training College, Muhia Anchal C.M. High School.

d. Designation of the participants:

Designation
75 responses

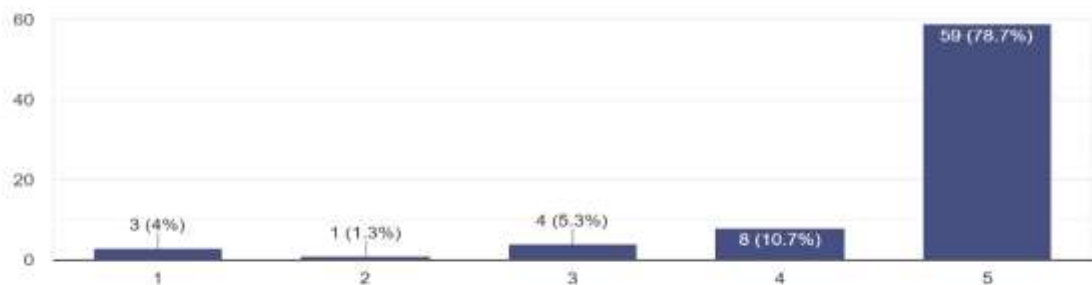


Among all the participants who attended the webinar, 73.3% are undergraduate students, 17.3% are faculty members and rest are Assistant teachers, research scholars and post-graduate students.

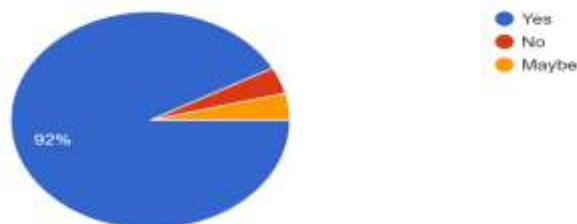
5. Brief Feedback Analysis (based on Google Form responses) –

a. Overall Reviews of the Webinar:

How would you rate the overall Program?
75 responses



Have you benefitted from the Program?
75 responses



The charts presented above states that about 79% of the participants said that the Webinar was excellent and the rest said it was very good. An overwhelming 92% of the respondents said that they have benefitted from the Webinar.

b. Brief statement on qualitative inputs received:

Most of the participants thanked the organizing committee for the 'well-organized' 'fruitful' Webinar. Participants said that the lectures were 'excellent', 'effective' and 'enriching' 'informative' and would want similar endeavours by the Vishakha Cell in the future.

It has been a learning experience for the organizing committee to organize this National Webinar on "Gender Sensitization." The organizers look forward to conduct more such engaging and informative Webinars for students and faculty members in the future. The committee will take measures to ensure greater participation in the Webinars conducted in the future.



SANCHARI DE

Convener, VISHAKHA Cell

Govt. Gen. Degree College

Mangalkote

