

GENDER SENSITIZATION

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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

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 plan, implement, monitor and evaluate gender specific initiatives
- To coordinate and monitor gender activities in all ministries

Sex and Gender

Sex

- Sex indicates biological characteristics of man and woman .
- People are born male or female. With very few exceptions they remain male or female throughout their lives in terms of their biological make-up.
- The biological differences between men and women are identified at birth. For example: only women can give birth; only men can have sperms ...



Gender

- **Gender indicates the characteristics, positions and roles of man and woman in all social relationships.**



Gender and Sex

- **"Sex"** refers to the biological and physiological characteristics that define men and women.
- **"Gender"** refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women.
- To put it another way:
- **"Male"** and **"female"** are sex categories, while **"masculine"** and **"feminine"** are gender categories.

Exercise

- A series of statements are given below. After each statement, the participants have to decide whether the characteristic/behavior in the statement is gender or sex
- Each participant must decide for themselves without discussing it with others.
- There is no right or wrong response and the participants should freely choose whatever they think is correct according to them. Following are the Statements:

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Yes Its Gender No its Sex

- Men do not need tenderness and are less sensitive than women
- Most drivers in AP are men
- Women give birth to babies men don't
- Care of babies is the responsibility of women
- Only women can breastfeed babies
- Men have moustache
- Women cannot carry heavy loads
- Women are scared of working outside their homes at night
- Men's voices break at puberty women's don't
- Women are emotional and men are rational
- Most of the women have long hair and men have short hair
- Most scientists are men
- Cooking comes naturally to women

Difference Between Gender and Sex

SEX

- Biologically determined
- Universal for all human beings
- Unchanging
- Inborn (by Birth)

GENDER

- Constructed by society
- Multi-faceted differs within and between cultures
- Dynamic, changes over time
- Acquired

Gender roles and stereotypes

- **Gender role** is the behaviors, attitudes values, beliefs and so on that a particular cultural group considers appropriate for males and females on the basis of their biological sex. Gender roles and expectations are learned.
- **A gender stereotype** is a product of a subjective perception built with an aim of confirming a society in which women have a lower status than men. The consequences of these gender stereotypes are gender inequality, the continuous reproduction of gender inequalities and gender based violence.

Gender Roles

- Men have greater body mass and strength and are better equipped for hunting, warfare, and land clearing.
- Women do tasks that are compatible with pregnancy, breastfeeding, and child care.

What we see daily...



What we see daily...



What we see daily...



Quick quizz

- Those pictures refer to sex or gender?
 - ❖ Gender
- What do they talk about men and women?
 - ❖ Their job/ what they do

Gender roles

Refer to the activities that men and women actually do; can be changed at a time, conditions and situations.

- **Productive roles:** refers to the work of generating income that men and women do, to make products or services as well as process raw materials to get income.
- **Reproductive roles:** refers to the childbirth and other related activities, that most of the time is spent for taking care of the family members and community, searching fuel and water, preparing food, taking care of the child, education and taking care of the seniors, which are almost unpaid.

Women's 3 main roles (paid & unpaid)

Productive role (Farming, producing):

referring to the production activities that women do for the market and for their family to generate income (paid by money or products)

Reproductive role (house chores/ caring for family) :

Referring activities to caring and maintaining the basic needs of family and its member such as : food, shelter, education, healthcares
→ reproduce production + taking care of potential workforce

Community management role

Referring to the activities that women do to ensure the supply of resources at community level as an extended role of reproductive role (rituals, ceremony celebration, community services activities...)

What we often hear...

Women should be
teachers, nursery
teachers



Only men could be
excellent surgeons

Gender stereotype

- **is negative and partial attitude acknowledgement and assessment of the characteristics, position, role and capacity of man or woman.**
- Are viewpoints from others assuming that men or women are able to do or should do, unable to do or should not do something

What do those saying mean?

- ***In some families:***
- Girls cant pursue higher education/ should not be invested in girl's education such as for boys
- Boys shouldn't do housework- they are very tiny and worthless jobs
- Girls can not inherit;
- ***In some workplaces:***
- Male workers should take the heavy and hazadours jobs (according to the list of prohibited female workers)
- Can't recruit female workers who have little children/ or give those women lower wage

Question

- Those sayings are just prejudice or already become specific actions?

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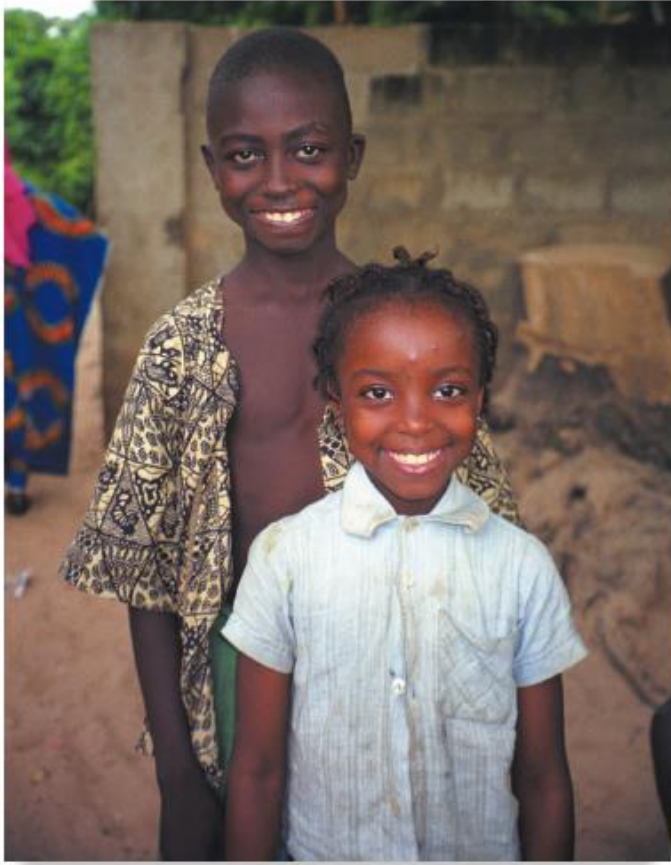


Who Says Boys and Girls are Equal?

- A recent survey highlighted the fact that when young school boys were asked who should sacrifice the meal in case it fell short on the table, most replied the mother as the first choice, followed by the sister.
- So who is responsible for a male holding the view that the first person to sacrifice a meal should be the mother and followed by the sister, as the second choice?
- Why male members are served meal first, in many homes, and the female members forced to eat what's left?



Gender and Education



© Corey Langley

- This boy from Gambia (west Africa) is much more likely to attend school than his younger sister.

Feminization of Poverty

- Refers to the high proportion of female-headed families below the poverty line, which may result from the high proportion of women found in occupations with low prestige and income.



Exploitation Caused By Gender Ideology

- Male gender bias
 - A preference found in some societies for sons rather than daughters.
- Female infanticide
 - The killing of female children
- Nutritional deprivation
 - A form of child abuse involving withholding food; can retard learning, physical development, or social adjustment.

Honor Killings

- A euphemism referring to a practice found in various Middle Eastern cultures whereby women are put to death at the hands of their own family members because they are thought to have dishonored the family.



Violence against women - a global pandemic



- Physical violence against women, the result of gender ideology, continues to be a problem..
- At least one out of every three women has been beaten, forced into sex or otherwise abused in her lifetime.
- Every year, millions of women are raped by partners, relatives, friends and strangers, by employers and colleagues, soldiers and members of armed groups.
- The World Health Organization has reported that up to 70% of female murder victims are killed by their male partners.



RAPE



- Rape (Sec. 376 IPC) (Incidence 22,172)
- Madhya Pradesh has reported the highest number of Rape cases (3,135) accounting for 14.1% of total such cases reported in the country.

Dowry Deaths (Sec. 302, 304B IPC)



- The killing of a wife by her in-laws if the wife's parents fail to pay additional dowry.
- **(Incidence 8,391; Rate 0.7)** **26.4%** of the total such cases reported in the country were reported from **Uttar Pradesh** (2,217) alone followed by **Bihar** (1,257) (**15.0%**).
- The highest rate of crime (1.3) was reported from Bihar as compared to the national average of 0.7.

Torture (Cruelty by Husband & Relatives)

(Sec. 498 A IPC)



- Incidence 94,041; (Rate 7.9)
- 18.9% of these were reported from **West Bengal (17,796)**. The highest rate of 26.0 was reported from Tripura as compared to the National rate at 7.9.

Molestation (Sec. 354 IPC)



- **(Incidence 40,613; Rate 3.4)**
- Madhya Pradesh has reported the highest incidence (6,646) amounting to 16.4% of total such cases.

Sexual Harassment (Sec. 509 IPC)



- (Incidence 9,961; Rate 0.8)
- Andhra Pradesh has reported 45.8% of cases (4,562) followed by Maharashtra 11.8% (2,524). Andhra Pradesh has reported the highest crime rate 5.4 as compared to the national average of 0.8.

Importation of Girls (Sec. 366-B IPC)



- **(Incidence 36)**
- 36 cases were reported during the year 2010 as compared to 48 cases in the previous year (2009).



Immoral Traffic (Prevention) Act



- (Incidence 2,499; Rate 0.2)
- 22.7% (567) cases were reported from Tamil Nadu and Andhra Pradesh accounted for 21.9% (548).



Gender Issues

WHAT IS A GENDER ISSUE?

- **A problem that arises from your being a man or a woman**
- **Hinders the attainment of a full and satisfying life**
- **A concern of everyone**

FAMILY

- Domestic violence
- Multiple burden
- Family abandonment by husband
- Financial abuse
- Household chores assigned to women
- Incest

INDIVIDUAL

- Lack of GAD awareness
- Passivity/resistance to change
- Lack of awareness on reproductive rights
- Low self worth

HEALTH & NUTRITION

- Lack of info on Family Planning/reproductive health
- Low level of men participation in health concerns
- Lack of health facilities for women
- Women are prone to infectious diseases
- Lack of social services
- Low nutritional level of women
- Responsibility of birth control lies on women

SOCIO-CULTURAL

- Commodification of women/ prostitution
- Women considered as sex objects · Double-standard of morality
- Stereotyping in media, educational system
- Rape
- Sexual harassment/abuse
- Domestic violence
- Cultural subjugation
- Poor education of women
- GAD awareness for students & teachers
- Women viewed as the weaker sex
- Poor social life of women

Education

- Low level of literacy among women
- Number of girl students is considerable lower than the number of boy students.
- Even girls who do enrol in school may have irregular attendance due to other demands on them, and the fact that their education may not be prioritised.
- Girls are more likely to repeat years, to drop out early and to fail in key subjects, and in most countries girls are less likely to complete the transition to secondary schooling
- Increase in girl child labour

Indian Women in Modern Times

Education

- Literacy
 - Gender gaps:
 - Differences across states (Kerala has highest female literacy; Rajasthan, Bihar and Uttar Pradesh have the lowest)
 - Differences between rural and urban areas
 - Parental preference for boys going to school
 - Higher dropout rate among girls

	<i>Female</i>	<i>Male</i>
<i>1971</i>	<i>22%</i>	<i>46%</i>
<i>1991</i>	<i>39%</i>	<i>64%</i>
<i>2003</i>	<i>48%</i>	<i>70%</i>
<i>2011</i>	<i>65.46</i>	<i>82.14</i>

Indian Women in Modern Times

Education

- Gender gaps in higher education
 - About 1 percent of total women population has college education
 - Women account for a third of the students at college/university level
 - In engineering and business, the proportion of female students is much smaller
 - In education, nearly half of the students are women

Indian Women in Modern Times

Barriers to Female Education

- Poverty: one-fourth of India's population lives below the poverty line (2002)
- Social values and parental preferences
- Inadequate school facilities
- Shortage of female teachers: 29 percent at the primary level and 22 percent at the university level (1993)
- Gender bias in curriculum

Indian Women in Modern Times

Employment

- Difficult to get an overall picture of employment among women in India
 - Most women work in the informal sector
- Women accounted for only 25.6percent of the total workers (Work Participation Rate) in 2011
- The number of female workers has increased faster than the number of male workers
- Female unemployment rates are similar to male unemployment rates

Indian Women in Modern Times

Categories of employment (1991)

	<i>Female</i>	<i>Male</i>
Agricultural laborer	46.3%	23.0%
Cultivator	34.6%	39.9%
Household industry	3.5%	2.1%
Non-household industry	3.8%	8.8%
Services	8.3%	10.8%
Other categories	3.5%	15.5%

Indian Women in Modern Times

Barriers to Female Employment

- Cultural Restrictions
 - Hierarchical society (caste system)
 - *Purdah* system: the veiling and seclusion of women
- Discrimination at Workplace
 - More prevalent in fields where male competition is high
 - Less prevalent in fields where competition is low
- Lack of employment opportunities

Indian Women in Modern Times

Empowerment

- Social Empowerment
 - Education
 - There is no direct relationship between education and work force participation; but may affect their participation in household decision making
 - Economic Independence:
 - Economic independence does not imply significant improvement in social standing
 - Culture and tradition play an important role
 - A small fraction has opened up towards Western values

Indian Women in Modern Times

- Economic Empowerment
 - Property Rights
 - Patriarchal society
 - Economic Decision Making
 - In the household
 - In businesses

Indian Women in Modern Times

- Political Empowerment
 - Representation in democratic institutions
 - Government reservations policy for women: the constitutional amendment of 1990s
 - The current Lok Sabha has 63 out of 543, or 11.6% women

ECONOMIC

- Unemployment/limited opportunities for women
- Child Labor
- Employment preferences for women
- Child trafficking/slavery
- Lack of credit programs for women
- Women not given managerial positions
- Increase burden of women due to poverty
- Women's work are unseen
- Insufficient funds and other resources
- Inequality of fund allocation

LEGAL/ADMIN/GOV'T

- Ignorance on laws affecting women
- Lack of trained personnel to handle rape, VAW, incest
- Insensitivity of judges, police
- Justice system grinds slowly
- Lack of focal persons
- Lack of gender planning
- Poor dissemination of GAD issues

POLITICAL

- Subordination from politicians/ authorities
- Lack of awareness/participation of women in decision-making
- Limited participation of women in electoral process

Gender and the legal system

Response of Police Personnel to increasing Violence against Women

- The police response to violence against women continues to be grossly inadequate and inappropriate
- The cult of masculinity prevalent in the department makes the police officers hold some stereotypes about violence against women

Indifferent attitude/behaviour towards women

- The general public including women come in contact with the policemen primarily at the police station and lower levels.
- Generally speaking, the main problems faced by the women are indifferent and rude behaviour of the policemen, their unhelpful attitude and reluctance to register crime on their complaints and lack of any promptitude on their part to redress their grievances.
- Most of them even demand bribe for taking any action. There are also large scale complaints of molestation of women by the policemen.

Some Stereotypes about sexual violence/harassment

- Rape is victim-precipitated. Women ask for rape/sexual violence by provocative mode of dress and behaviour or by going out after dark or going to shady and lonely places.
- Women subconsciously desire rape and 'cry rape' only when they are caught.
- Rape cannot occur if a woman resists.
- Women's place is at home. If they go out, they must take what comes their way.
- Sexual harassment at work place and eve-teasing are fun and women enjoy it.
- Male sexuality is an uncontrollable force. Women should not arouse it.

Standard police response

- Initial complaint is disbelieved and action is contemplated only after a value judgement as to whether the woman is deserving of appropriate police response.
- Victim is discouraged from pursuing complaint.
- Intensive bullying, callous interrogation and aggressive and sexist questioning.
- Medical examination is delayed and conducted in unpleasant and threatening surroundings.
- Victim is not supplied with basic information about her legitimate rights and support services available to her.

Stereotypes governing domestic violence

- Family is a private place where men have some legitimate rights.
- Husband has a marital right to discipline his wife.
- Women are irrational, nagging and provoke men.
- Only the poor/uneducated/alcoholic males are violent towards their wives.
- Women who deviate from feminine roles of mother and wife warrant discipline.

Standard Police Response

- Trivialisation
- De-criminalization and illegitimization of domestic violence.
- Non-intervention and advising the victims to seek remedies in a civil court.
- Acting as peacemaker and mediator and letting off the male offender with mild, informal threats
- Need for police to behave in a gender sensitive manner in dealing with violence against women.
- Because of the several social factors, women are more afraid of crimes than men and fear of crime extends well beyond the women who have themselves been victims.
- Further, because of several socioeconomic factors, women victims are differently placed than their male counterparts. In view of the above, there is need for police to act in a gender sensitive manner in all cases relating to violence against women.

Response of Judges

- There have been instances when insensitive remarks were made in the judgements about the character and background of victims of rape and other sexual crimes and rather misplaced lenience shown for the accused.
- The Supreme Court has taken due note of many such instances, but there is need to eliminate such objectionable remarks.

High Profile cases

- On the other hand, we are stunned to read reports of sexual exploitation of young girls by those at the highest echelons of their profession—including
- Two retired judges of the Supreme Court, (earlier a Delhi High Court Judge, who had to resign on charges of sexual misdemeanour and corrupt practices in 2003) . The latest being the reported resignation of an additional district judge, Gwalior, because of her alleged sexual harassment by the administrative judge of the Jabalpur High Court;
- A minister each from Haryana and Rajasthan;
- Former Director Generals of Police, Haryana (molestation of a 13 year-old-girl) and Punjab (misbehavior with a senior IAS woman officer having sexual overtones) – the latest being the alleged sexual exploitation of a female model in Mumbai by a DIG of Police; an all-powerful editor-in-chief of a well-known media channel, known for sting operations exposing high and mighty; a self-proclaimed septuagenarian godman with lakhs of followers and another self-proclaimed young godman operating in south India.

Gender Bias in Media

- Globalisation, Opening of markets and the commodification of women
- Change in the structure of Indian media -increase in advertising, revenue, cut throat competition between multinational companies and the direct targeting on women & children as consumers through T.V. programmes.
- Gender bias in print and visual media
- Misrepresentation of women

Misleading Advertisements

- In an advertisement, the lady of the house is shown doing all the household chores while catering to the beck and call of all the other members of the family.
- A backache forces her to take a break from her work. The family acknowledges her presence by passing on a tube of pain reliever which the husband offers to apply on her.
- After a short respite she is back on her feet catering to the orders and requests from her family. The message has been rightly conveyed – that of the docile, subservient nature of the woman. She is being reduced to an object for 'satisfying needs'.



Poor portrayal of Women

- Indian media gives low priority to the subject of portraying women as equals in the society.
- The Indian media likes nothing better than to see their womenfolk as home-makers and a compulsive buyer who buys the latest dress, shoes, accessories, cosmetics, mostly at the expense of her husband's money.
- Although it purports to show them as independent characters, the media actually portrays them as consumers rather than as modern, liberated women.



Women as Objects

- The portrayal of women as sexual objects can be glaringly seen in the various 'Item numbers' which has almost become almost mandatory for a film to become a hit. Hindi films reveals the sheer quantity and variety of violence directed towards them.
- Women in Bollywood films are often portrayed as screaming, yelling and crying 'types' as they react to stressful situations. Assertive women in movies are often tagged as 'bad' while men, in all shades of character are considered 'heroes'.
- The Indian audience also must be partially blamed for the acceptance of such mistreatments of women in movies.



Differential treatment of Women

- Even in interviews, there is differential treatment for women. Men giving interviews are often made to elaborate on their work and their marital status or their dress sense remains irrelevant.
- Women achievers on the other hand are subject to irrelevant and distasteful queries - details of her looks, her private life and such trivia as her fondness for beautiful sarees, her decision to stay single or otherwise is scrutinized.
- According to the media, a successful woman somehow is a feminist. When Phoolan Devi was once interviewed, she was first shown serving food to her husband.
- Men give most of opinion on exit polls during elections. They were also the ones whose opinions mattered the most on the issue of reservation of seats for women in Panchayats. Women, whose future they were deciding, sat as silent spectators.

Differential treatment of Women

- Media influences the social image and the self-image of women. Media affects the choices they make, what they eat and what they wear. It influences their behavioral attitude, their learning process, and ultimately what they become.
- Media has clearly discouraged the emergence of a new confident, assertive woman. Such differential media treatment increases their isolation, disempowers them, weakens them. They remain unheard, unrepresented and 'incommunicable.'
- The portrayal of woman in the print media is quite degrading more often than not depicting her as commercial commodity. It is necessary that public should be motivated and sensitized to the issue of criminalization, politicization, and commercialization of women vis-à-vis their projection in the media in a healthy manner

Media to do away with stereotyping

- Advertisements, they say reflects the prevailing trends in the society.
- A UNESCO report lists the words women are described in the media: 'the glamorous sex kitten, the sainted mother, the devious witch, the hard-faced corporate and political climber.'
- The report of 2009, fears that given the current rate at which stereotyping of women take place, it would take another 75 years to achieve gender equality in the media!
- Gender sensitization of the Indian has to be made on a priority basis. Mere reporting of facts and figures would not help in bridging gender differences. It should play a proactive role in inculcating gender sensitivity and ensure that women are not depicted in poor light.

Gender Sensitization

What is Gender Sensitization?

- **Gender sensitization** refers to the modification of behaviour by raising awareness of gender equality concerns.
- Gender sensitizing "is about changing behavior and instilling empathy into the views that we hold about our own and the other gender."
- It helps people in "examining their personal attitudes and beliefs and questioning the 'realities' they thought they know."
- Gender sensitization is about making people aware of the need to bring about a quantum change in our mindset which sees man as the bread winner and woman as the house keeper.

Why Gender Sensitization?

- Gender sensitivity helps to generate respect for the individual regardless of sex.
- Gender sensitivity is not about pitting women against men. On the contrary , education that is gender sensitive benefits members of both sexes.
- It helps them determine which assumptions in matters of gender are valid and which are stereotyped generalizations.
- Gender awareness requires not only intellectual effort but also sensitivity and open mindedness. It opens up the widest possible range of life options for both women and men.

Why Is Gender Sensitivity Training at Workplace is Important?

- The contemporary workplace is very diverse and is becoming more so every day. Employees need to understand, be sensitive, and be able to adapt to the various needs, concerns, and characteristics of a multitude of different people including women.
- Gender Sensitivity training will help employees to personally cultivate good interpersonal relationships with members of their team and help facilitate respective and productive group relations among team members.
- It helps to develop a cordial and amiable working environment where there is mutual respect and trust between the sexes, without sexual innuendoes and obstructive chauvinism to mar the atmosphere.

Objective Gender Sensitivity Training

- The primary objective of gender sensitivity training is to educate you and the other participants about the needs and concerns of women for more constructive behavior that will be beneficial to you and everyone else in the organization.
- It helps an individual by providing insight into your behavior and helps you develop corrective emotional and behavioral actions.

Moral Values should start from home

- A society can only be progressive if we recognize that it comprises both male and female members of equal value
- This is not an issue of who plays what role. Roles can differ from society to society but what is universal is the fact that both males and females have equal relevance and all our decisions and actions that influence our lives must be in the backdrop of gender equality.
- It is time we opened ourselves to introspection and recognize the fact that we are a gender biased society, at all levels, and that we must begin to focus on the values of gender parity in our homes.
- This is where the first step to being a progressive citizen begins. There can be no better place for moral and ethical education than home and the best student for the same is a child, for he or she is completely open to learning what is taught and practiced at home.

Importance of Gender sensitization

- Gender sensitivity helps to generate respect for individual irrespective of sex
- It also indicates the many challenges that remain in order to close gender gaps, promote equality in education, employment and other spheres of work and family
- According to modern trends, men and women are equally active players in the family, community, and national affairs. Women must be recognized as representing half of the world's most precious resources called human beings.
- Employers should commit to equal employment opportunity at workplace and management should not distinguish people on the on the basis of sex. For all management purposes, both men and women are gifted with the ability to work with diligence
- Managements must sensitize employees for gender sensitivity to prevent or minimize issues connected with sexual harassment that is illegal and train employees to be more vocal and how to say no to such advances firmly

What is Sexual Harassment?

- Sexual harassment occurs when a woman despite having clearly indicated her disinterest, is pressured into tolerating or accepting undesirable sexual advances by someone who is in a position of power over her and is able to harm her interests if she declines to tolerate these advances.
- If a boss or a colleague repeatedly makes sexual propositions to a woman employee day after day, with or without any physical overtures, despite her repeatedly indicating that she finds his advances offensive, he can be rightly accused of sexual harassment.

Sexual Harassment at Workplace

- Although such extreme conditions are not prevalent in government offices, cases of sexual harassment have been reported time and again.
- Job security , conduct rules and other measures taken by the government have gone a long way in curbing sexual harassment in workplaces meant for government employees

Steps taken to curb sexual harassment

- Conduct unbecoming of a government servant
- New provisions in conduct rules
- Case of Vishakha v/s State of Jaipur
- Supreme court guidelines issued in 1997-the basis of new provisions in CCS (Conduct) Rules.

Rule 3 (C) of CCS Rules

- **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 Workplace - Provisions in CCS (Conduct Rules)

- Sexual harassment defined to include such *unwelcome* sexually determined behaviour (whether directly or by implication) as:
 - physical contact and advances;
 - a demand or request for sexual favours;
 - sexually coloured remarks;
 - showing pornography;
 - any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Steps to be taken by the Employer

- 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

Thank You