

REPORT ON WORKSHOP

(03/11/2015)

GENDER SENSITIZATION

&

IMPLEMENTATION OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

The University of Delhi strongly encourages gender parity and is constantly working towards providing a conducive environment for efficient and effective communications between the employees and students. Men and women need to be sensitized towards gender issues, the boundaries that exist between colleagues and how such boundaries are crossed. The students and faculty of the University also need to be constantly informed about the Sexual Harassment of Women at Workplace Act, 2013 and the manner in which the Internal Complaints Committee is constituted and how it works towards providing protection against sexual harassment of women at workplace and for the redressal of complaints of sexual harassment. In order to address such concerns a one day workshop was organized by Women's Studies & Development Centre in collaboration with Internal Complaints Committee, University of Delhi on 3rd November, 2015. The objective of the workshop was to sensitize the participants on gender issues, to help them be aware of gender biases, to help them resolve interpersonal conflicts arising from gender issues and to enable them to act assertively and respond to challenges in workplace. The Workshop was held with the intention that colleges and Departments will also conduct such gender sensitization workshops to create awareness about gender issues and Sexual Harassment at Workplace Act, 2013.

THE FORMAT OF THE WORKSHOP

The themes were divided in the following manner.

- Understanding Gender as a social construct
- The Many Forms of Gender Inequalities and Male centric Societies
- The Sexual Harassment of Women in Workplace Act, 2013.
- Towards Gender Parity

The workshop was divided into two sessions the first in the morning and the second in the afternoon. In the morning session a lecture demonstration was conducted by Ms Kamla Bhasin, a social scientist by training. She has been conducting participatory, experiential, capacity building workshops for women and men focused on gender, sustainable development and human rights. Ms. Kamla Bhasin talked about patriarchy, violence in the family as well as issues related to gender inequality in our society.

This was followed with an afternoon session involving a panel discussion and the role of the ICCs in implementing the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal), Act 2013 Prof. Jaya S Tyagi, Director, Women's Studies & Development Centre and Presiding Officer, Internal Complaints Committee, Prof. Bharati Baveja, Ex-Director, Women's Studies & Development Centre and Ms. Meena Panicker, Assistant Prof. Faculty of Law were the panel lists. A Power point presentation on the provisions of the Act made and the Act was discussed. The manner in which complaints are to be addressed was also explained.

The participants participated actively in the open house discussion and were appreciative about getting an opportunity to know and discuss gender sensitivity and implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal), Act 2013.

Around 100 participants from various colleges and Departments of the University attended this workshop. They were given a certificate of participation. It is hoped that colleges and departments also conduct such workshops in future.

Prof. Jaya S. Tyagi
Presiding Officer
ICC