

DR. SHEELA SURYANARAYANAN
(SARAVANAN)

GENDER SENSITIZATION



CONTENT

1. Gender Concepts (selected few)
2. Manifestations of Gender Bias at Workplace
3. Internal Complaints Committee – Local Complaints Committee
4. Surrogacy – broad findings from my work

1. GENDER CONCEPTS

- a) Sex Vs Gender and Sexuality
- b) Gender Embodiment
- c) Gender Equity and Equality
- d) Gender Discrimination
- e) Empowerment



A. SEX, GENDER AND SEXUALITY

Sex: given biological traits.

Gender: Social meaning to sexual differences that the body acquires.

Sexuality: Sexual orientation, attraction, practices and identity.

Sex

Biological traits that society associates with being male or female



Gender

Cultural meanings attached to being masculine & feminine, which influence personal identities

E.g. Man, Woman, Transgender, Intersex, Gender Queer, among others



Sexuality

Sexual attraction, practices & identity which may or may not align with sex and gender

E.g. Heterosexual, Homosexual (Gay or Lesbian), Bisexual, Queer, among others



SEX, GENDER AND SEXUALITY

- *“Women are not born, they are made”* (Simone de Beauvoir).
- *“Gender is essentially a performative repetition of acts associated with male or female”* (Judith Butler).

SEX VS GENDER

	Sex	Gender Interpretations	Implications	Review	Empowerment
1.	Reproductive role				
2.	Education/ Employment				
3.	Kind of Employment				
4.	Wages				
5.	Housework				

SEX VS GENDER

	Sex	Gender Interpretations	Implications	Review	Empowerment
1.	Reproductive role Pregnancy Giving birth Breastfeeding	Quote from a woman and mothers role in childcare "Only mothers can take care of children, fathers cannot do it".	Women take long career-breaks for motherhood or acomplete break.	Men share child care work equally.	Equality of childcare
2.	Employment	Quote from a woman about life goals "I want to work but my in-laws will not let me", "I can't work because women are not allowed to leave home"	Woman remains unemployed after marriage. Gender stereotypical educational choices	Women choose to work according to their wishes.	Equality in Freedom to work Freedom of movement

B: GENDER EMBODIMENT

- Explains how the sense of sexual difference is established in personal and interpersonal experiences.
- It is the process of the gendered social meanings that the body acquires.

SEX VS GENDER

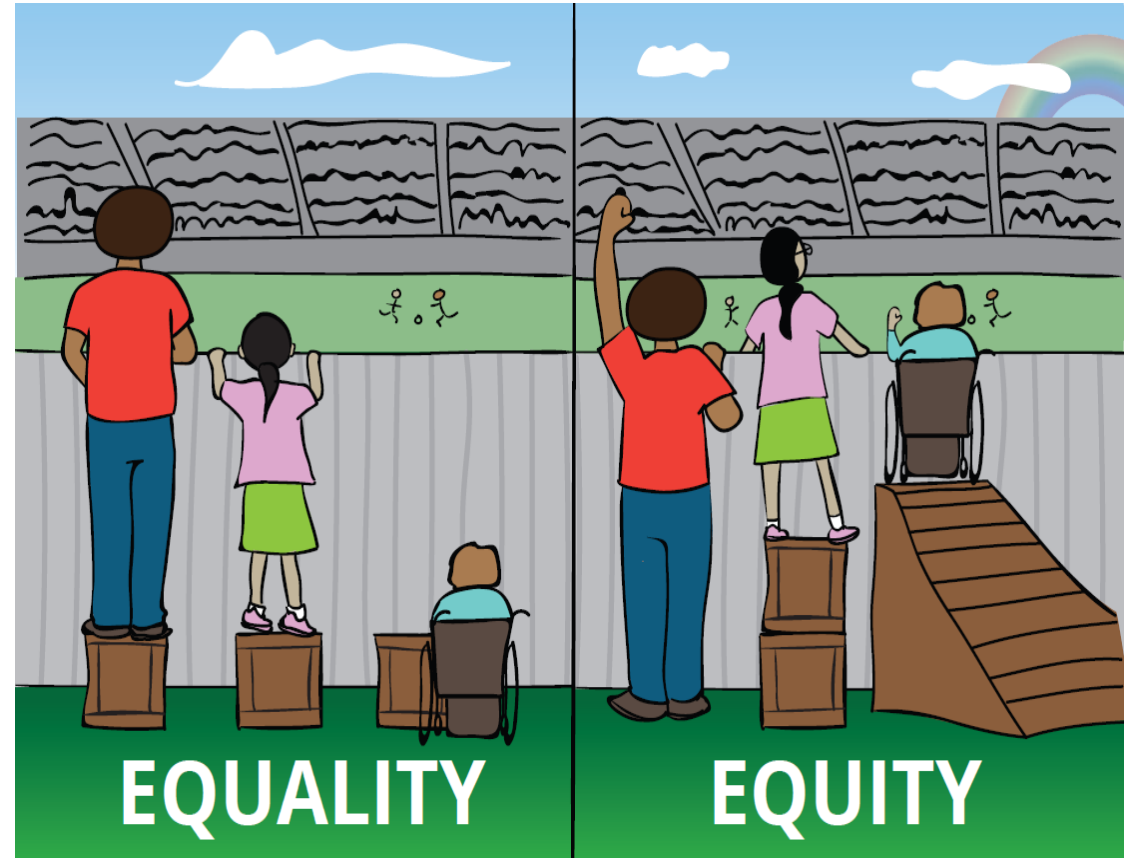
	Sex	Gender Interpretations	Implications	Review	Empowerment
3.	Education and Stream of Education	Some girls pulled out of school. Girls choose Teaching, Tailoring, Beauty Parlour, Boutique Engineering Driving for education and work.	Gender stereotypical education and employment choices.	Equality in education and choice of stream.	Equality in Right to Education Freedom to work
4.	Housework	Women are better at household work, men are better at outside works or driving.	Women do most of the household work even if she is a working woman. Double burden.	Men share equal work at home.	Equality in sharing work burden
5.	Wages	Wage gaps for similar work	Women prefer not to work or do not return to work.	Women get equal wages, biological factors taken into account.	Equality in wages.

2. GENDER EQUITY VS EQUALITY

- **Gender equity** denotes the equivalence in life outcomes for women and men, recognising their different needs and interests, and requiring a redistribution of power and resources.
- **Gender equality** is the outcome of effective implementation of gender equity.

Examples

- a. Maternity Benefit
- b. Equality in wage
- c. Gender neutral toilets



2. GENDER BIAS AT WORKPLACE

- **Gender discrimination** is when you treat an employee unfairly because they are of a particular gender.

Forms of discrimination

- Advertising a job and saying that it's more suitable for male/female applicants.

- **My co-worker is constantly making derogatory comments about me, since I'm the only (wo)man in the department. Is that sexual harassment?**

- i



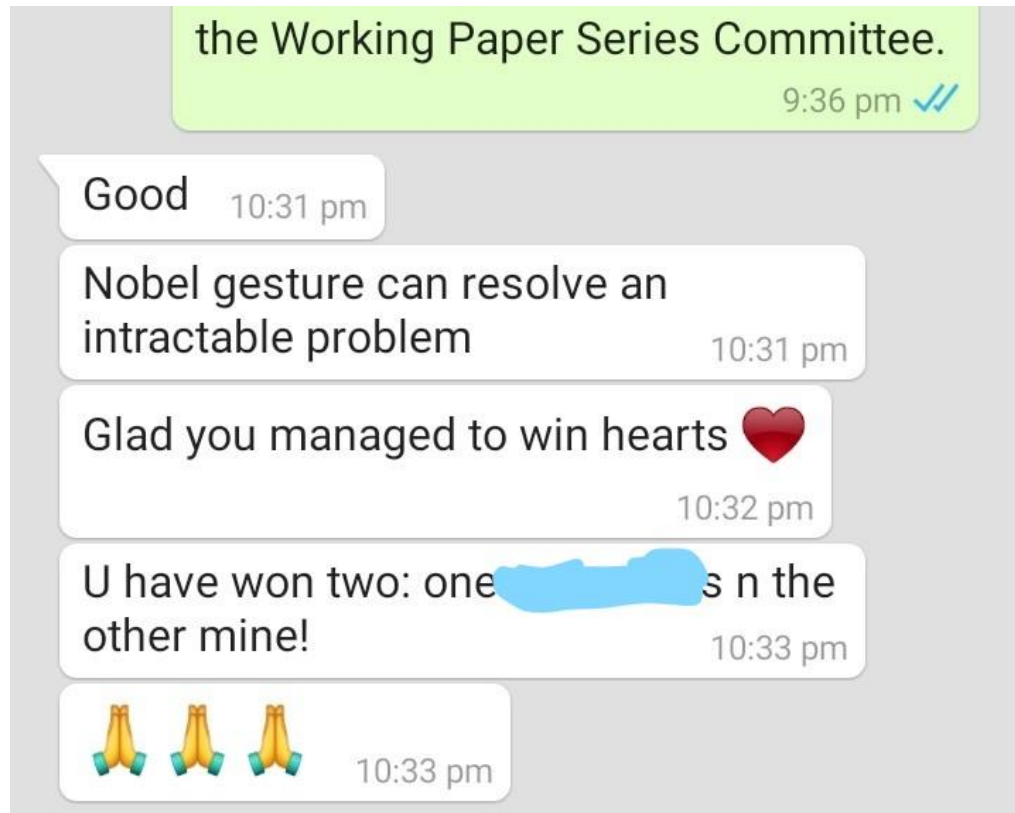
**WHATSAPP,
MESSAGING,
SOCIAL MEDIA
HARASSMENT**



ASKING OUT

- **One of my co-workers is single and I think (s)he might be interested in me. I am a manager but do not supervise her/him**
- **Can I ask her/him out on a date, or is this a harassment?**
- Pestering for dates or receiving unwelcome sexual suggestions or invitations;
- **Especially if the person sending the invitation is in position of power, the invited person is under probation to be signed by the inviting person or will come directly under the invitee in future in case of any promotion.**

SENDING HEART EMOGI



- Senior writes to a junior, who's probation is in his hands..
- Sending (red) heart

GENDER BASED INSULTS AND/OR SEXIST REMARKS

- Criticizing, insulting, blaming, reprimanding or condemning an employee in public.
- Humiliating a person in front of colleagues, engaging in smear campaigns.
- The Dean wrote a letter to the VC, with a copy to my two of my colleagues accusing me of being 'brazen'.
- He maligns me (the HoD) by calling me names;
- She is brazen, mischievous, manipulative
- 'highhanded mannerism'
- 'upperhand' decisions and
- 'arbitrariness'.

SENDING KISS EMOGI



CONFUSING EMOJI SIGNS

-  Woman Shrugging
-  Hugging Face

ISOLATION

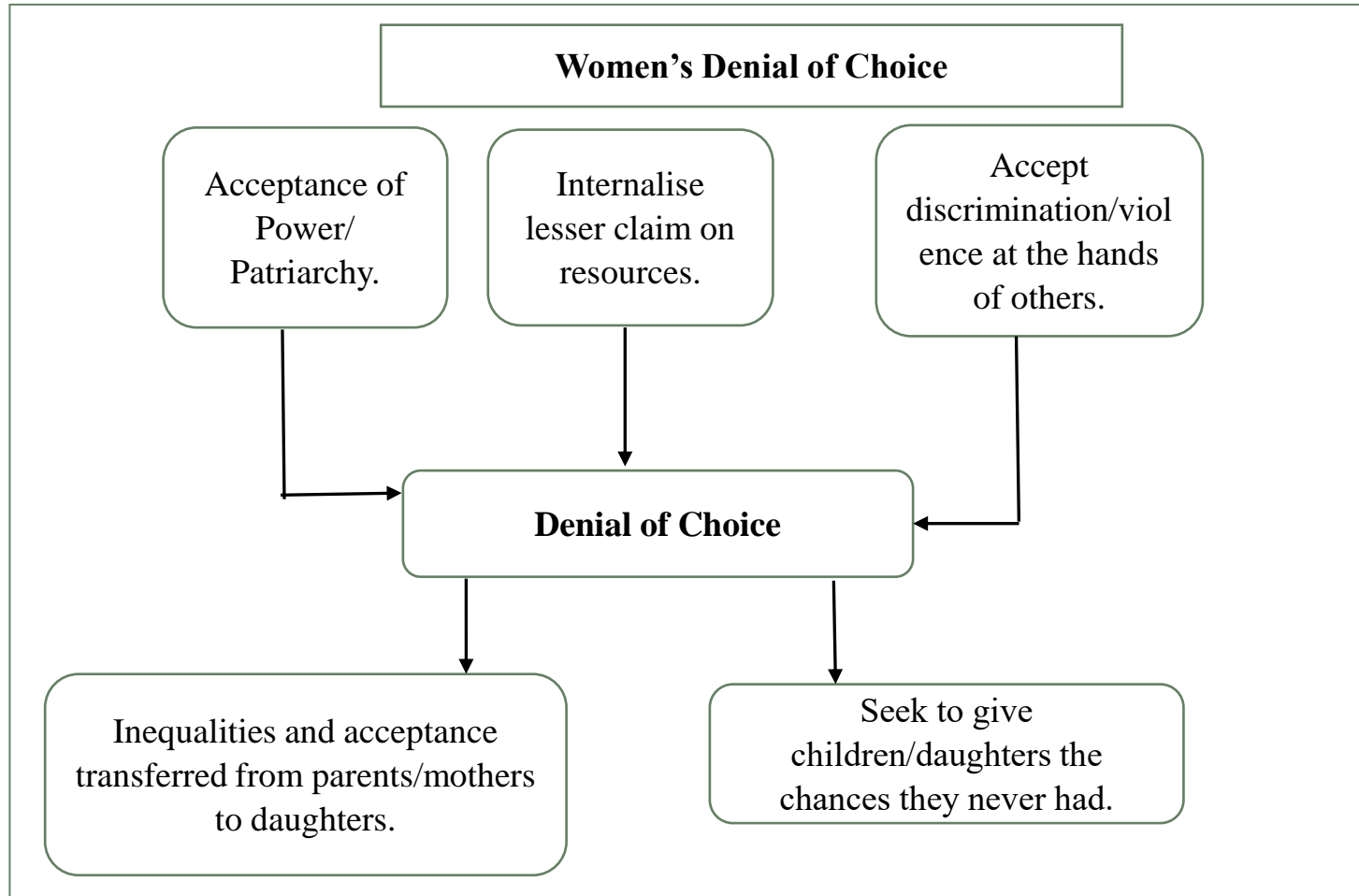
- **After I was harassed, I complained to the company. Even though the harassment stopped, I'm now known as a troublemaker, my co-workers won't talk to me. Does this account to harassment?**

VISHAKA GUIDELINES 1997

As per the Vishaka judgment, 'Sexual Harassment' includes such unwelcome sexually determined behavior (whether directly or by implication) as:

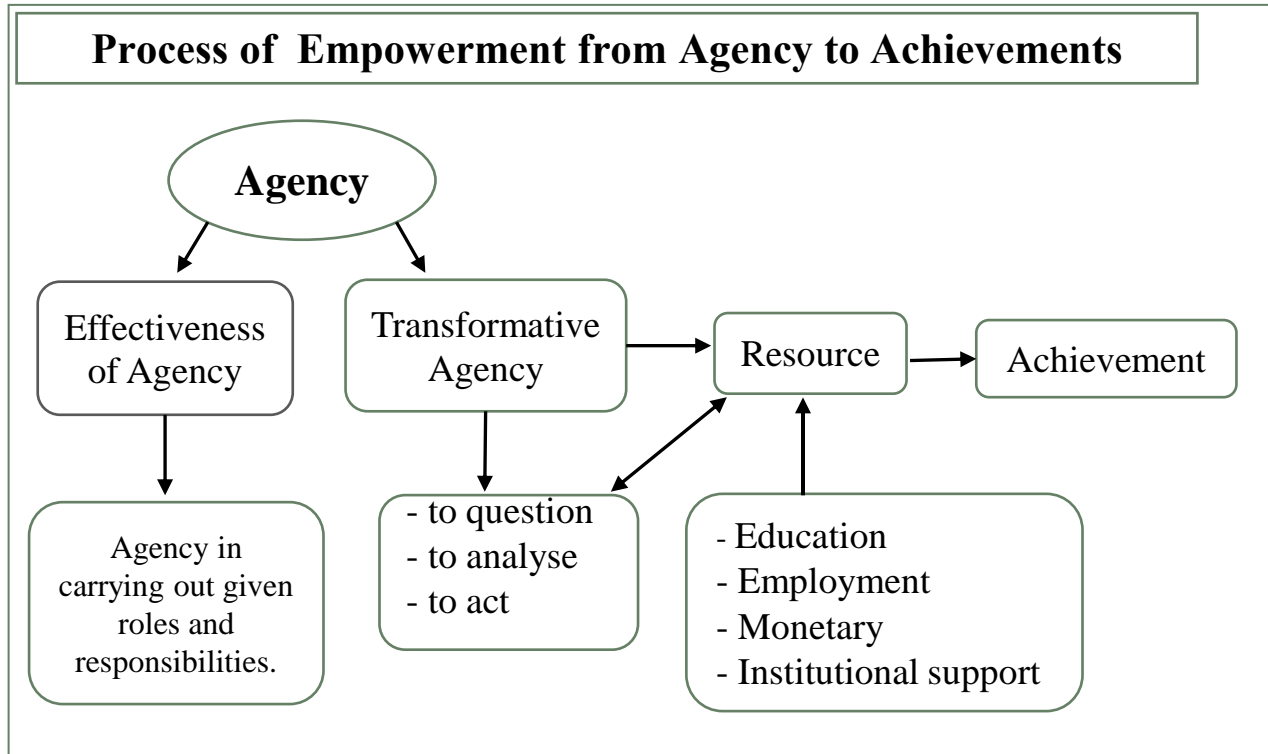
- a. Physical contact and advances
- b. A demand or request for sexual favours;
- c. Sexually coloured remarks;
- d. Showing pornography;
- e. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

NAILA KABEER



- It's better to keep quiet.
- Accept power
- Leave the job

NAILA KABEER CONCEPT OF AGENCY



- To Identify the discrimination
- To question
- Reaction
- To respond/complaint
- Resources needed
- Outcome - Achievement
- Empowerment

LAW FOR SEXUAL HARASSMENT AT WORKPLACE

Prevention of Sexual Harassment at the Workplace (POSH) by the Ministry of Women and Child Development, India in 2013.

objectives

- Prevention
- Redress to ensure effective redressal of complaints of sexual harassment.

Aim

- providing every woman (irrespective of her age or employment status) a safe, secure and dignified working environment, free from all forms of harassment.

OFFENSIVE SEXUAL GESTURES

- Hand gestures that simulate sexual activity.
- Obscene gestures made using the face, lips, tongue, or other body parts.
- Simulation of any sexual activity, including touching or groping of body parts.
- Use of the middle finger in a sexually suggestive or threatening manner.
- Uncomfortable leering, staring, or other sexually mannered facial expressions.
- Using a body, or body language, to physically threaten, trap, corner, or intimidate.

EXAMPLES OF OTHER CONDUCT AMOUNTING TO SEXUAL HARASSMENT

1. Unwanted sexual advances or propositions;
2. Leering;
2. Pestering for dates or receiving unwelcome sexual suggestions or invitations;

3. INTERNAL COMPLAINTS COMMITTEE (ICC)- & LOCAL COMPLAINTS COMMITTEE (LCC)

IMPACT OF SEXUAL HARASSMENT AT WORKPLACE

Professional	Personal
<ul style="list-style-type: none">• Decreased work performance• Increased absenteeism, loss of pay• Loss of promotional opportunities• Retaliation from the respondent, or colleagues/ friends of the respondent• Subjected to gossip and scrutiny at work• Being objectified• Becoming publicly sexualized• Defamation• Being ostracized• Having to relocate• Job and career consequences• Weakened support network	<ul style="list-style-type: none">• Depression• Anxiety, panic attacks• Traumatic stress• Sleeplessness• Shame, guilt, self-blame• Difficulty in concentrating• Headaches• Fatigue, loss of motivation• Personal Difficulties with time• Eating disorders (weight loss or gain)• Feeling betrayed and/or violated• Feeling angry or violent towards the respondent• Feeling powerless• Loss of confidence and self esteem• Over all loss of trust in people• Problems with intimacy• Withdrawal and isolation

CIRCUMSTANCES

The following circumstances, among other circumstances, if they occur or are present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:

- implied or explicit promise of preferential treatment in employment;
- implied or explicit threat of detrimental treatment in employment;
- implied or explicit threat about present or future employment status;
- interference with work or creating an intimidating or offensive or hostile work environment; or
- humiliating treatment likely to affect the lady employee's health or safety.

THE FIRST STEP TO PREVENTION RECOGNITION

Workplace Sexual Harassment is behaviour that is

UNWELCOME

SEXUAL in nature

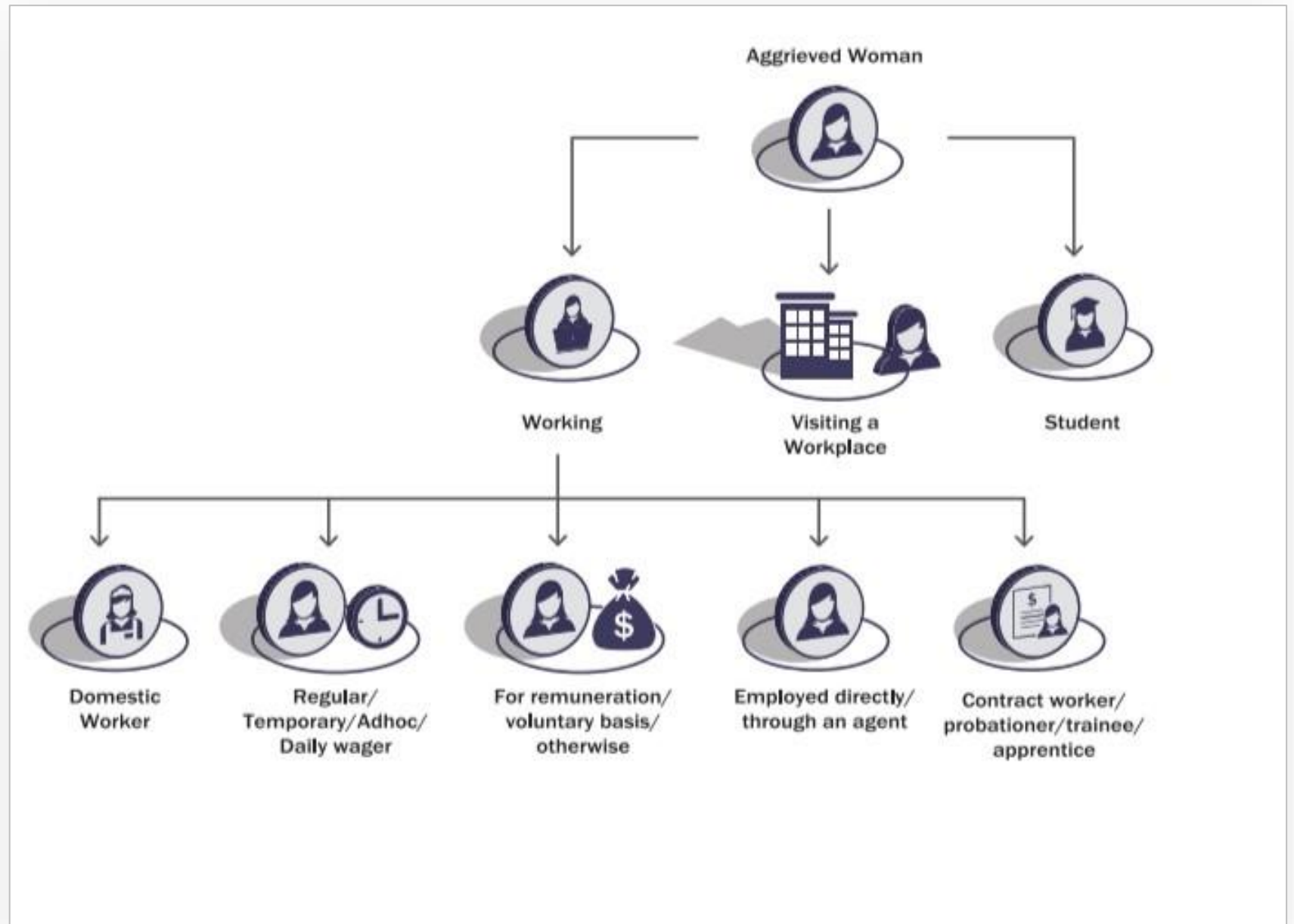
A **SUBJECTIVE** experience

IMPACT not intent is what matters

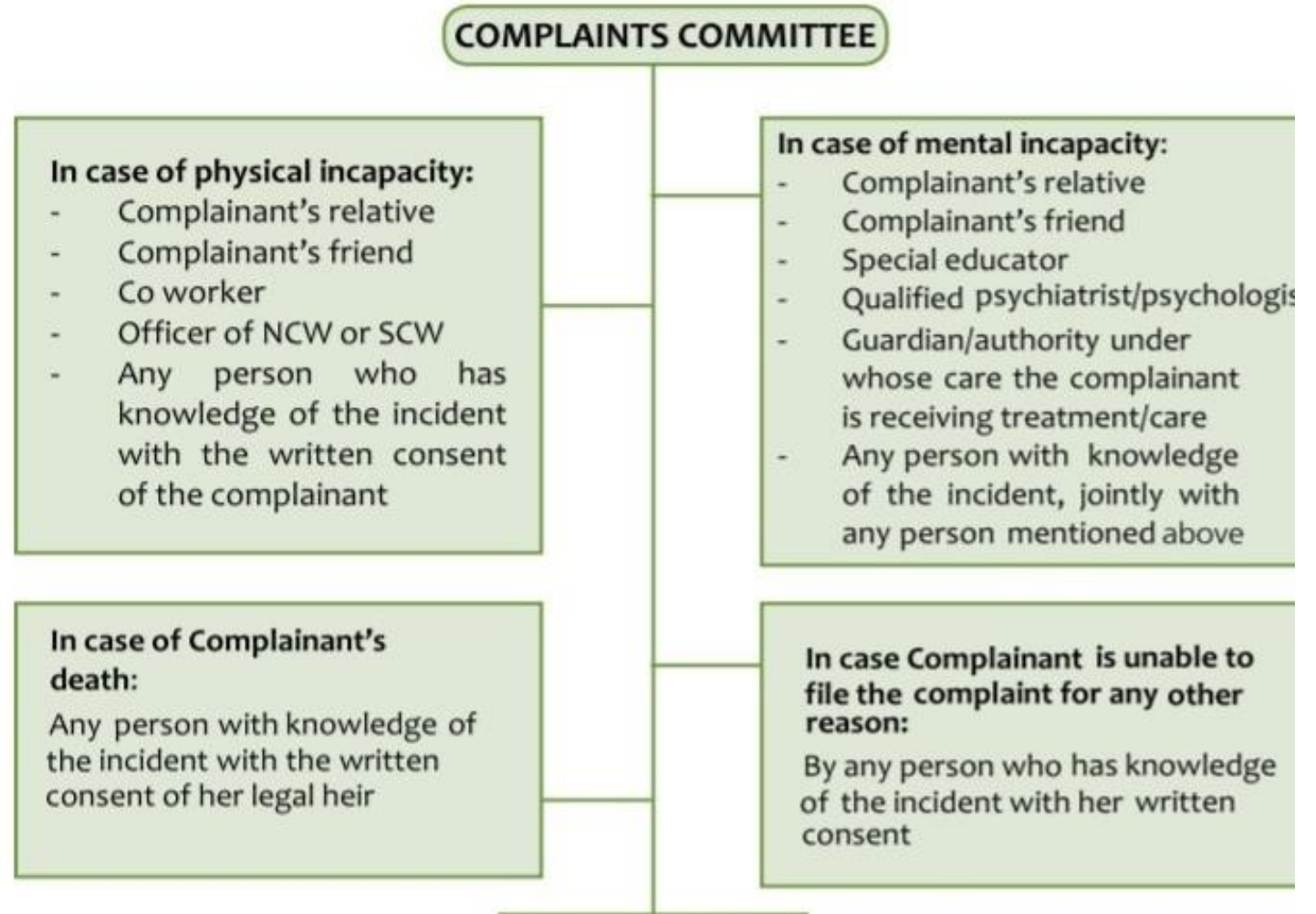
It often occurs in a matrix of **POWER**

ICC AND LCC

- Internal Complaints Committee for employers having more than 10 workers.
- Local Complaint Committee for employers less than 10 workers.



WHO CAN COMPLAIN?





PROCESS

- Review the written complaints and response to complaints.
- Review the applicable policy, the Act/Rules, Vishaka Guidelines and other relevant laws
- Develop a plan
- Meet with the complainant
- Meet with the respondent
- Meet with the witnesses
- Record statements and have them dated and signed
- Review and adapt the plan, as needed
- Proceed with further interviews, as needed
- Analyze all the facts to develop reasoning
- Arrive at the findings
- Give recommendations
- Prepare the report
- Submit the file to the organization or District Officer for implementation of the recommendations and for safe keeping.

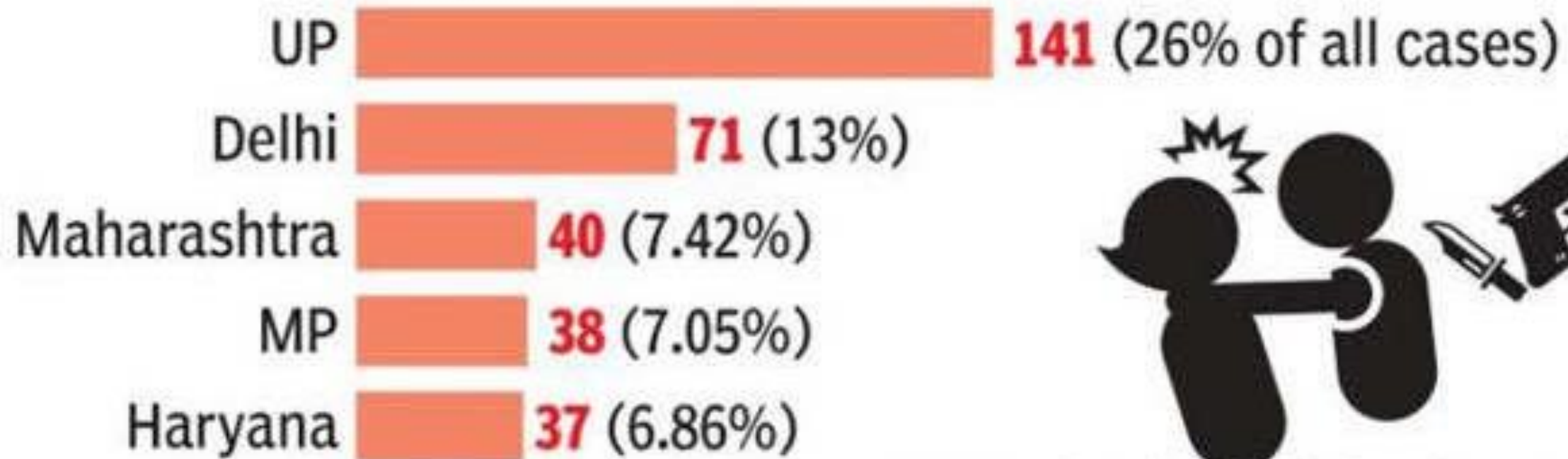


relevant laws
 develop a plan
 meet with the complainant
 meet with the respondent
 meet with the witnesses
 record statements and have them dated and signed
 review and adapt the plan, as needed
 proceed with further interviews, as needed
 analyze all the facts to develop reasoning
 arrive at the findings
 give recommendations
 prepare the report
 submit the file to the organization or district officer for implementation of the recommendations and for safe keeping.

POWERS OF THE ICC/LCC

- The **Prevention of Sexual Harassment at the Workplace (POSH) Act** stipulates that the IC and LC shall, while inquiring into a complaint of workplace sexual harassment, have the same powers as vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of:
 - i. summoning and enforcing the attendance of any person and examining him on oath;
 - ii. requiring the discovery and production of documents; and
 - iii. any other matter which may be prescribed.

States with highest no. of cases in 2017



Source: National Commission for Women