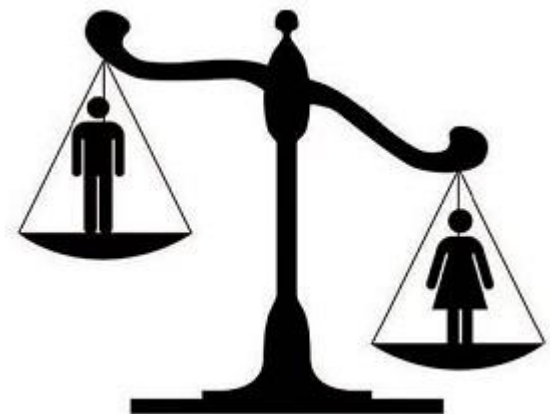


Gender Sensitisation

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Gender Sensitisation

- Difference between sex and gender
- Why is there a need for gender sensitisation?
- What is gender discrimination?
- How is gender discrimination manifested?
- Why is gender an issue to be discussed?
- Policy on Sexual Harassment against Women (2013)
- Cyber Crime – Emerging issue

GENDER SENSITIVITY

Difference between Sex and Gender

Sex

- Biological
- Nature made
- Constant
- Individual
- Non-hierarchical
- Cannot be changed easily

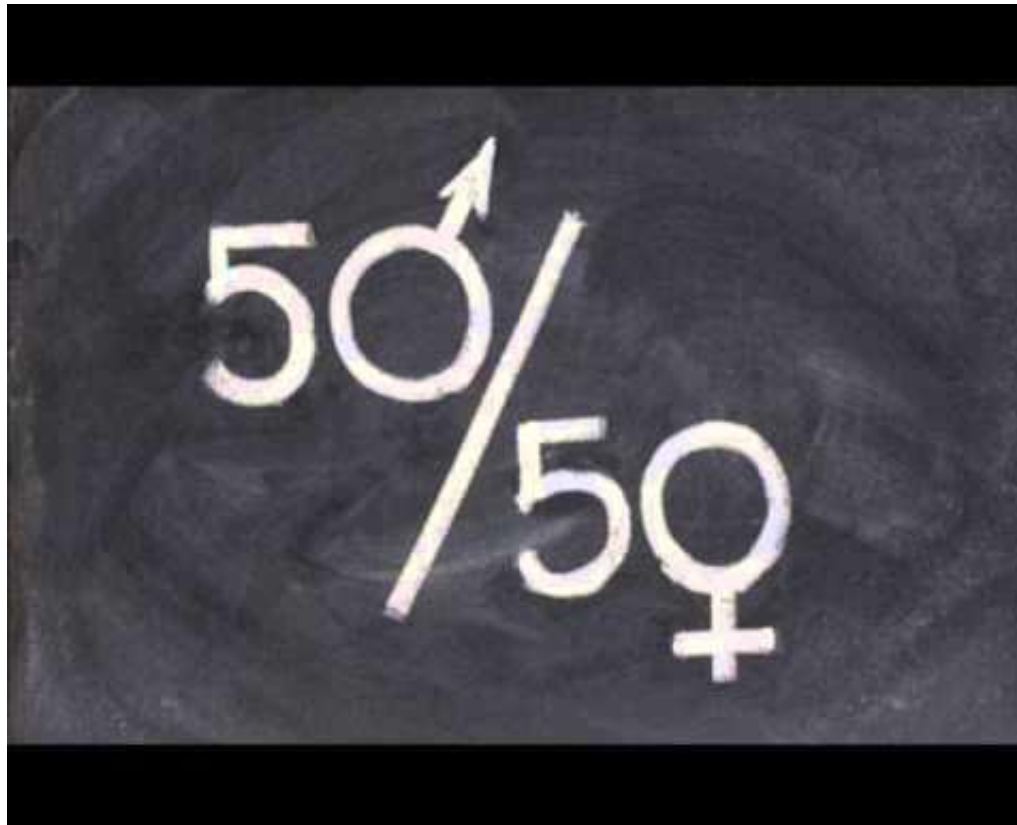
Gender

- Socio-cultural construct
- Society-made
- Variable
- Systematic
- Hierarchical
- Difficult, but not impossible to change

Why gender sensitisation?

- Although constitution guarantees equal rights to all, yet in practice, there is discrimination based on gender
- Gender discrimination leads to not recognising the full potential of women at the household, community and national levels
- Need for gender sensitisation is more today with increasing number of women having access to opportunities and benefits

50% men and 50% women



What is gender discrimination

- Gender discrimination means discrimination based on a person's gender or sex, which more often affects ***girls and women***. Because of gender discrimination, girls and women do not have the same opportunities as boys and men for education, meaningful careers, political influence, and economic advancement.
- Rights, Freedom and Benefits are negatively affected

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RESPECT DIFFERENCES



AGAINST DISCRIMINATION

Disabilities, Nationality, Gender, Language, Religion, Belief, Marital Status, Age, Sexual Orientation, Ethnic Origin. Social Origin or any other status;

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How discrimination is manifested?

- Increase in female foeticide and infanticide
- Decline in sex ratio
- Increase in dowry deaths or murders
- Increase in sexual violence and rape
- Economic inequality
- Inequality and harassment at workplace, educational institutions and justice system
- Less women represented in the political system

Sex Ratio and Child Sex Ratio

Census 2001	Census 2011
India – 933 (SR), 927 (CSR)	India – 943 (SR), 919 (CSR)
Odisha – 972 (SR), 953 (CSR)	Odisha – 979 (SR), 941 (CSR)

Why gender is an issue?



Policy on Sexual Harassment

- We have the policy in place at Centurion University from April 2014.
- Internal Complaints Committee (ICC) is put up in various places of the University.
- Gender sensitisation workshops being organised for students, staff and faculty.
- The website also has the Act written for the use of all,
- Many complaints being reported to the ICC

So what does it mean to be gender sensitive?

- Equal respect to women and men
- Equal Rights, resources, opportunities and benefits
- Accept differences between women and men
- Be sensitive to specific needs of women
- Recognise the unpaid work of women in society and economy
- Beti Bachao, Beti Padhao
- Save the girl child

Gender Sensitivity

- Train the boys to be sensitive towards the girls
- There is nothing wrong if a man weeps
- House work sharing is not to be ridiculed

Cyber Crime – Gender related

- Cyber crime against women and girls is growing – bullying, sending pornographic messages, hacking, stalking and harassing.
- Crimes occurring in the digital space – social media sites mostly.
- 2017 – 27,000 cases reported
- The reporting is less. The number is very high

Cyber Laws

- Indian Penal Code (IPC Section 354)
- Special Local Laws (SLL) – dealing with gender related crimes in digital space.
- IT Act 2000 – deals with Cyber Crimes against women
- There is a lot of changes happening in the laws to address the problem – to make it stricter.