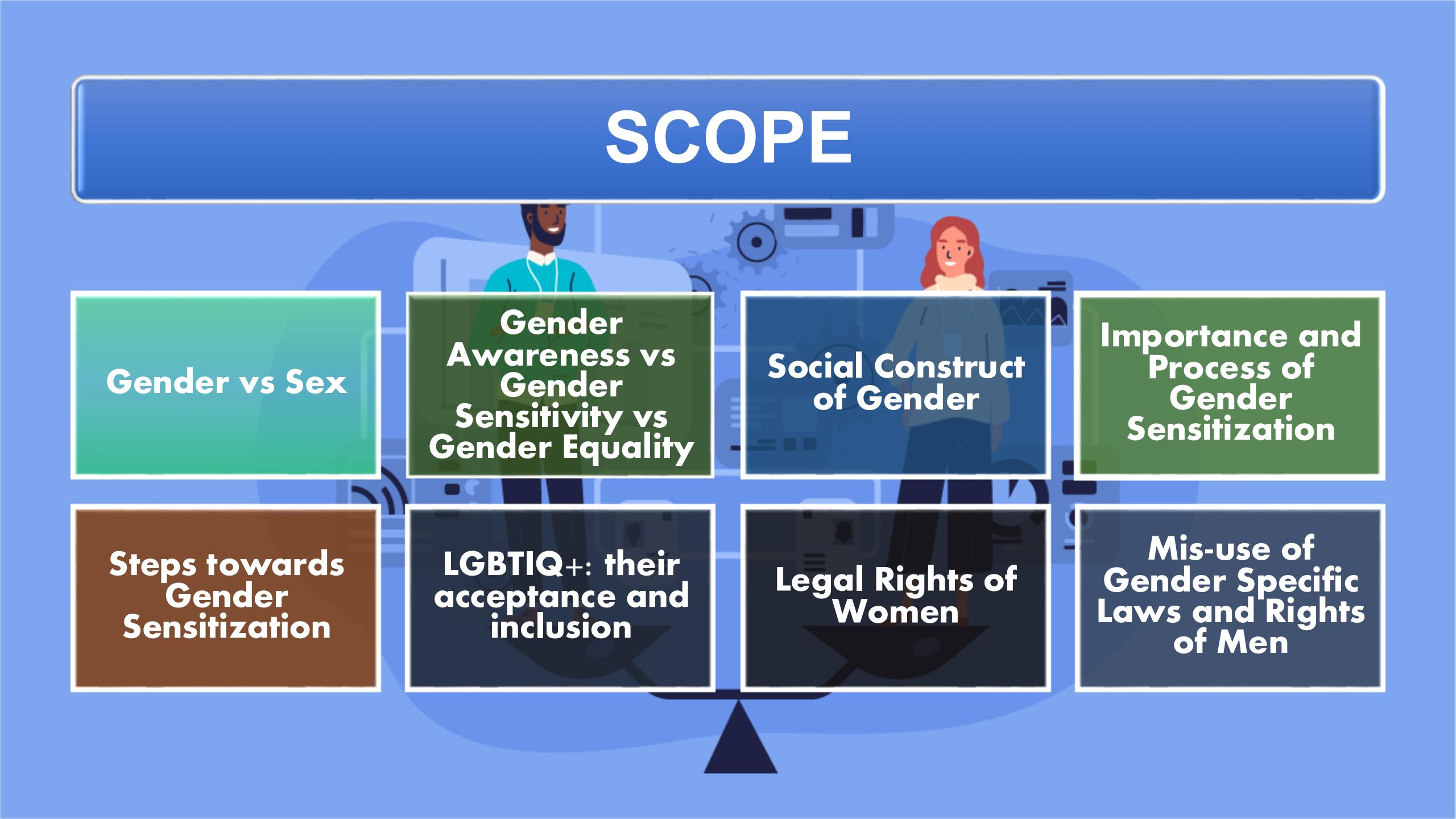




GENDER SENSITIZATION AND LEGAL RIGHTS OF WOMEN

SCOPE



Gender vs Sex

Gender Awareness vs Gender Sensitivity vs Gender Equality

Social Construct of Gender

Importance and Process of Gender Sensitization

Steps towards Gender Sensitization

LGBTIQ+: their acceptance and inclusion

Legal Rights of Women

Mis-use of Gender Specific Laws and Rights of Men

“The longer we take to reverse the trend of gender equality the more it will cost us in future”

- Sima Bahous

Executive director, UN Women

VIOLENCE REMAINS COMMONPLACE



1 woman or girl
killed by someone in her own family every 11 minutes

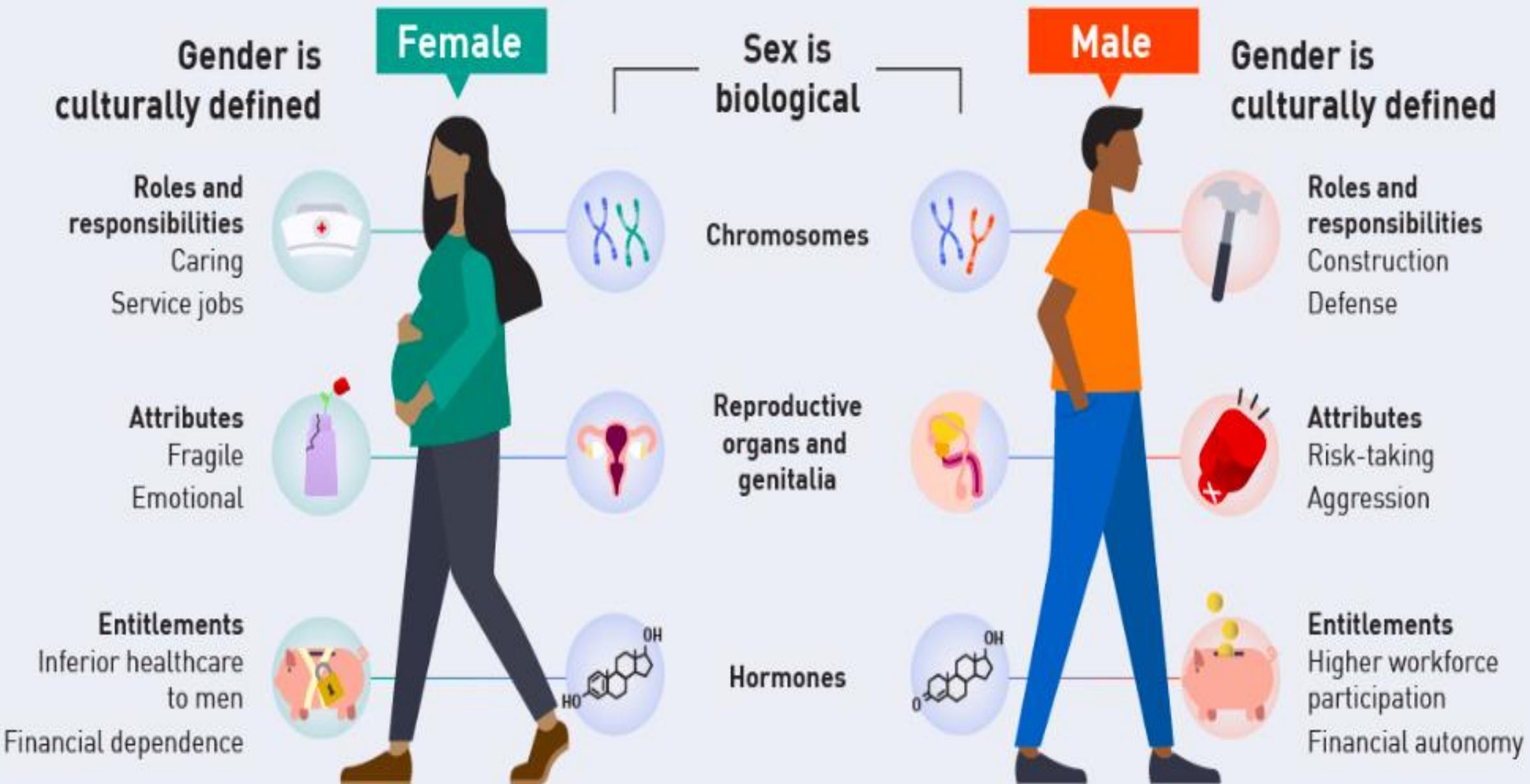


1 in 4 women
describes more frequent household conflicts since the pandemic began



17x faster
progress required to end child marriages vs. in the last decade

Sex vs Gender

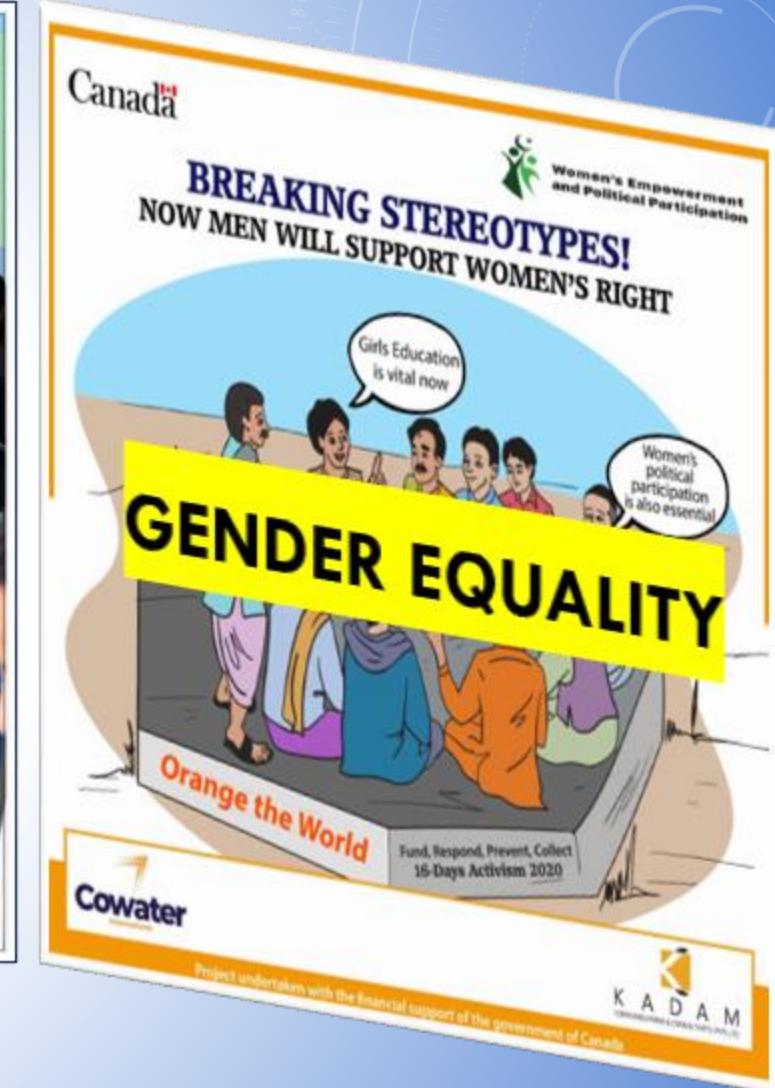


The process of raising awareness of gender equality

Means to reduce discrimination and gender bias.

Not just pitting women against men :- include equality in law, social system, changing mindsets







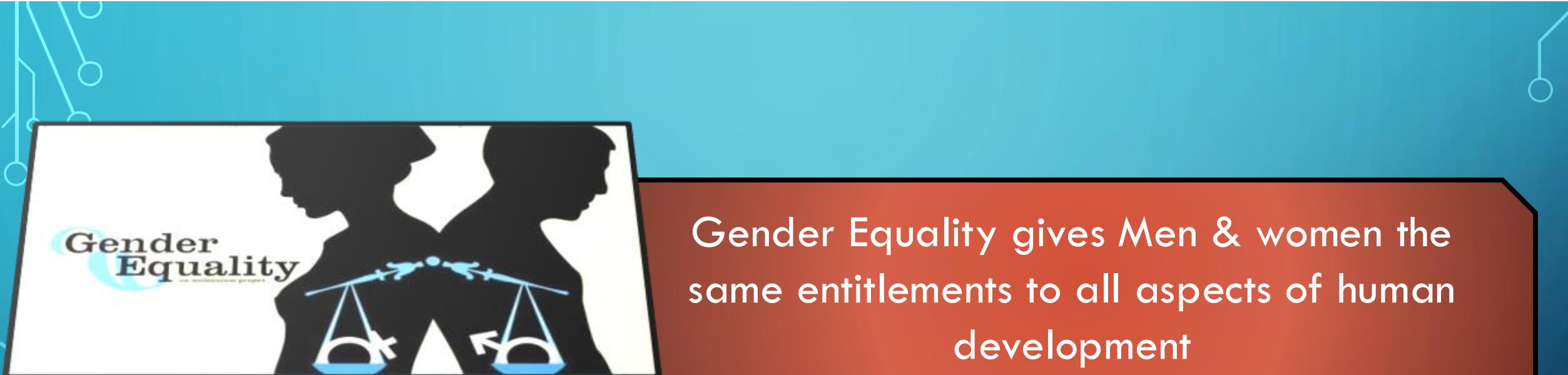
It is a behavior that avoids discrimination by understanding and accepting multiple difference between Men & Women. It fosters respect and compassion for others regardless of differences.

Gender Awareness

It is the ability to view society from perspective of gender roles & how this has affected Men & Women .It aims at increasing gender sensitivity , increasing knowledge & understanding of gender equality



Gender Equality



Gender Equality gives Men & women the same entitlements to all aspects of human development

Gender Sensitization – It is teaching of gender sensitivity and encouragement of behavior modification through raising awareness of gender equality concerns.





SOCIAL CONSTRUCT OF GENDER

SOCIETAL CONSTRUCTION



GENDER BINARY



ROLE OF PARENTS



ROLE OF MEDIA



Mere dad ki generation tak kisi
Aurat ne kaam nahi kiya. Phir
maine Aisha ko allow kiya...



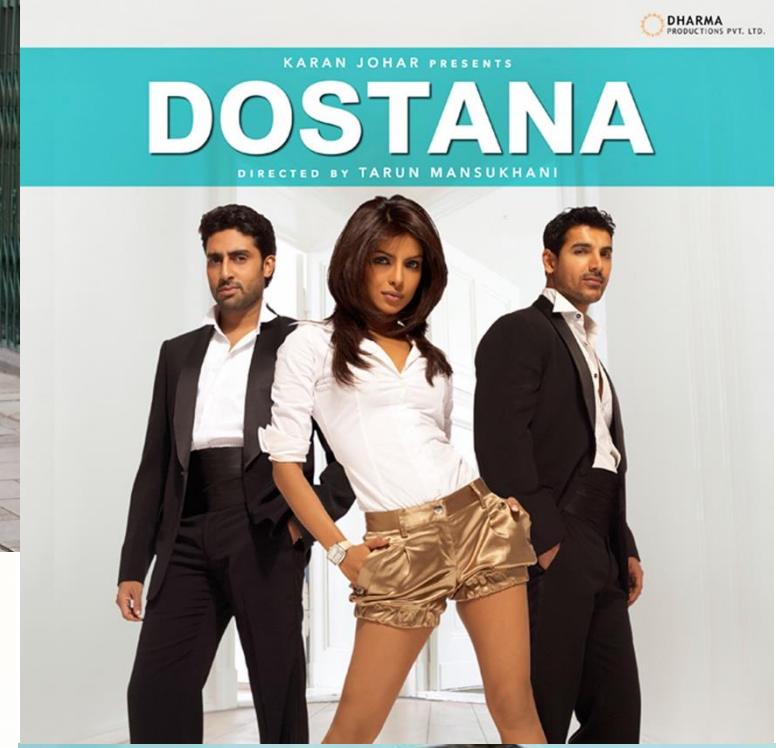
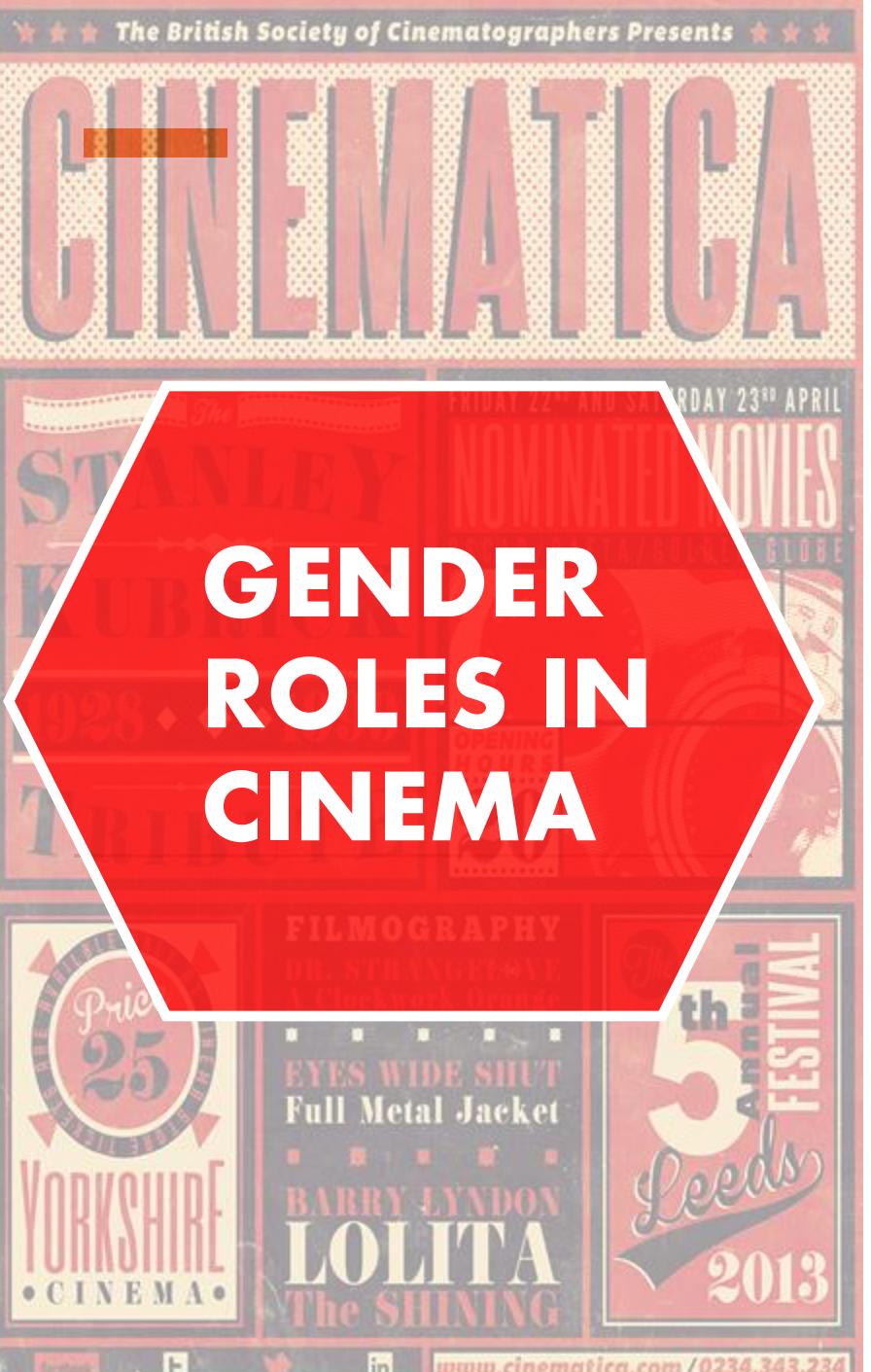
Tumne Aisha ko allow kiya?
Aur usse tumhari permission
ki zarurat kyu hai?

NATURE

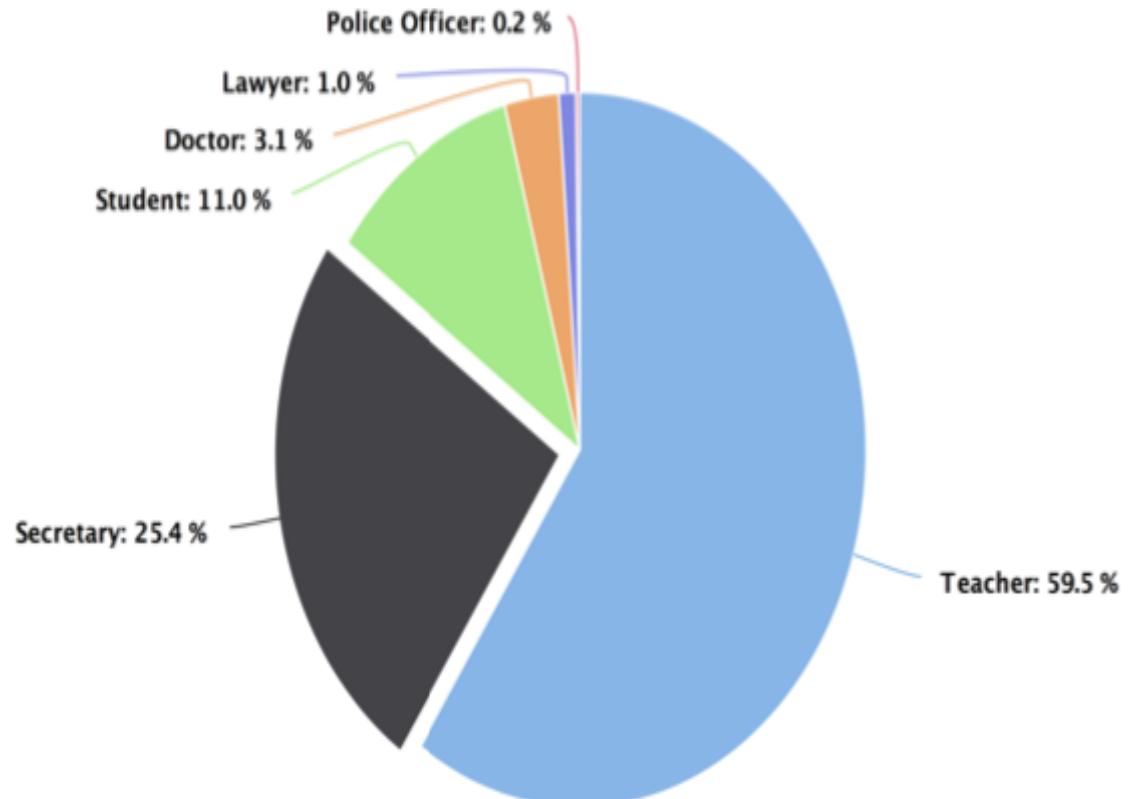
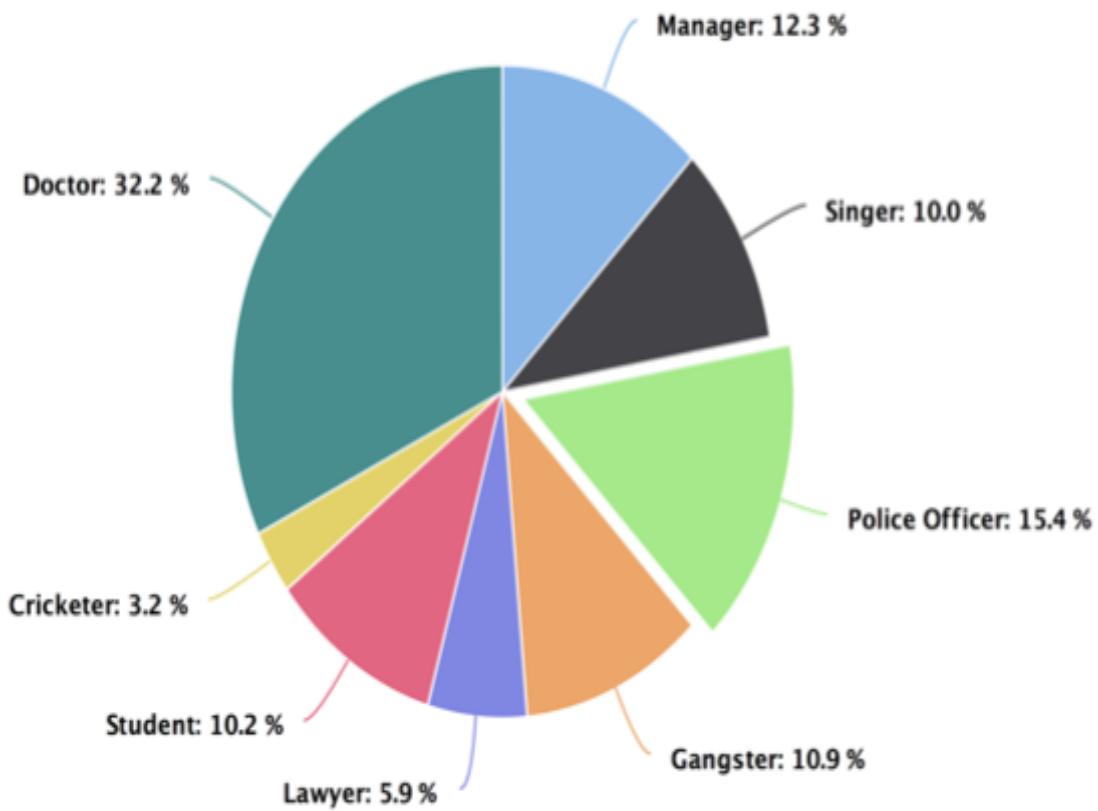


NATURE VS NURTURE





PORTRAYAL OF WOMEN IN CINEMA



GENDER ROLES AND STEREOTYPES



GENDER ROLES

&

STEREOTYPES





**WE ARE
ALL EQUAL**

YOUR RIGHTS ARE
ALSO OUR RIGHTS

—
JOIN THE FIGHT LIKE A GIRL MOVEMENT
WWW.FIGHTLIKEAGIRL.COM



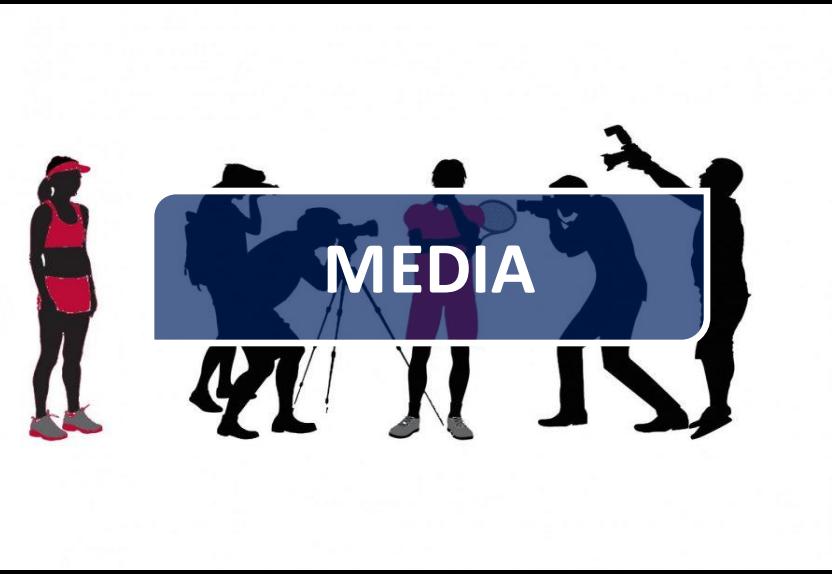
**IMPORTANCE AND PROCESS
OF GENDER SENSITIZATION**



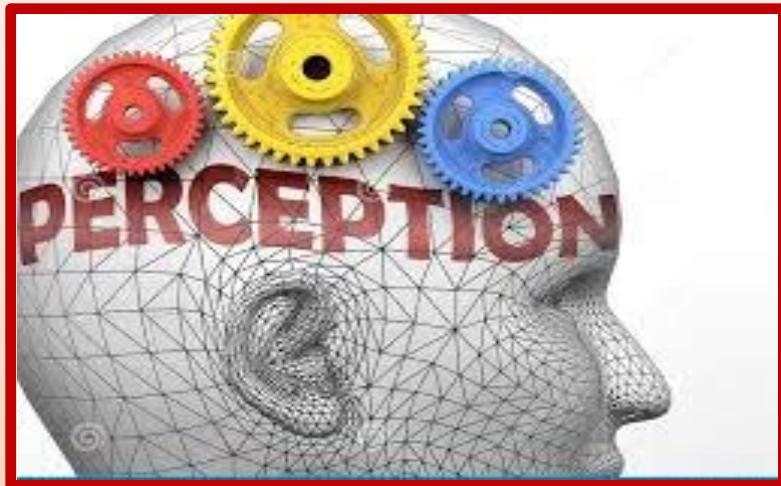
**WHY GENDER
SENSITIZATION
IS IMPORTANT**



CURRENT SCENARIO OF GENDER ISSUES



GENDER SENSITIZATION PROCESS



SMALL
STEPS
TOWARDS

GENDER SENSITIZATION



HOME

SCHOOL

WORK

GENDER SENSITIZATION AT HOME

Societal Misnomers

Boys don't cry

Girls need to learn to cook

Men don't belong in the kitchen

Women should always take care of their families first

If you wear short clothes, bad things will happen to you

As a girl, you should play with girls only.

Boys and girls don't need to sit together in school.

All married women should have children

It is a woman's duty to do household work.

Men are supposed to take care of the financial needs and women should concentrate on the welfare of the home

GENDER = EQUALITY

WHAT WE NEED TO DO AT HOME

TALK TO OUR CHILDREN

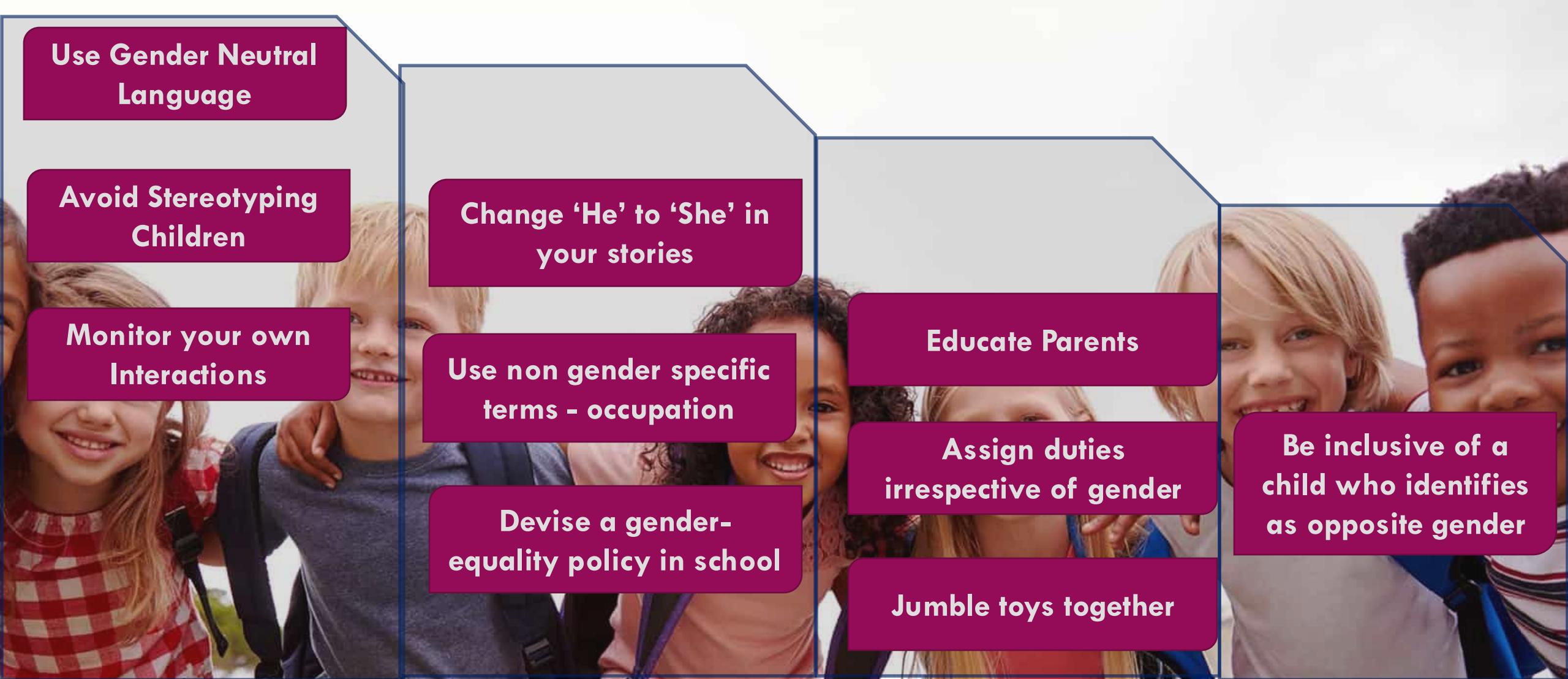
SET AN EXAMPLE

TEACH RESPECT

STAND UP

SUPPORT THEM





Use Gender Neutral Language

Avoid Stereotyping Children

Monitor your own Interactions

Change 'He' to 'She' in your stories

Use non gender specific terms - occupation

Devise a gender-equality policy in school

Educate Parents

Assign duties irrespective of gender

Jumble toys together

Be inclusive of a child who identifies as opposite gender

TIPS TO PROMOTE GENDER EQUALITY IN SCHOOL

Be fair

Value, encourage and hire different types of teams. In the initial phase of an employee recruitment process, eliminate the name, photo and address from CVs to guarantee impartiality.



Provide (or fight for) equal wages

Support initiatives within your company that promote equal pay for employees with equivalent positions.



Support Women

Encourage a safe environment for reporting discrimination, sexual harassment and racism. Assist in the creation of committees empowered to investigate such complaints.



Provide comprehensive training

Promote diversity and anti-bias courses for all employees.

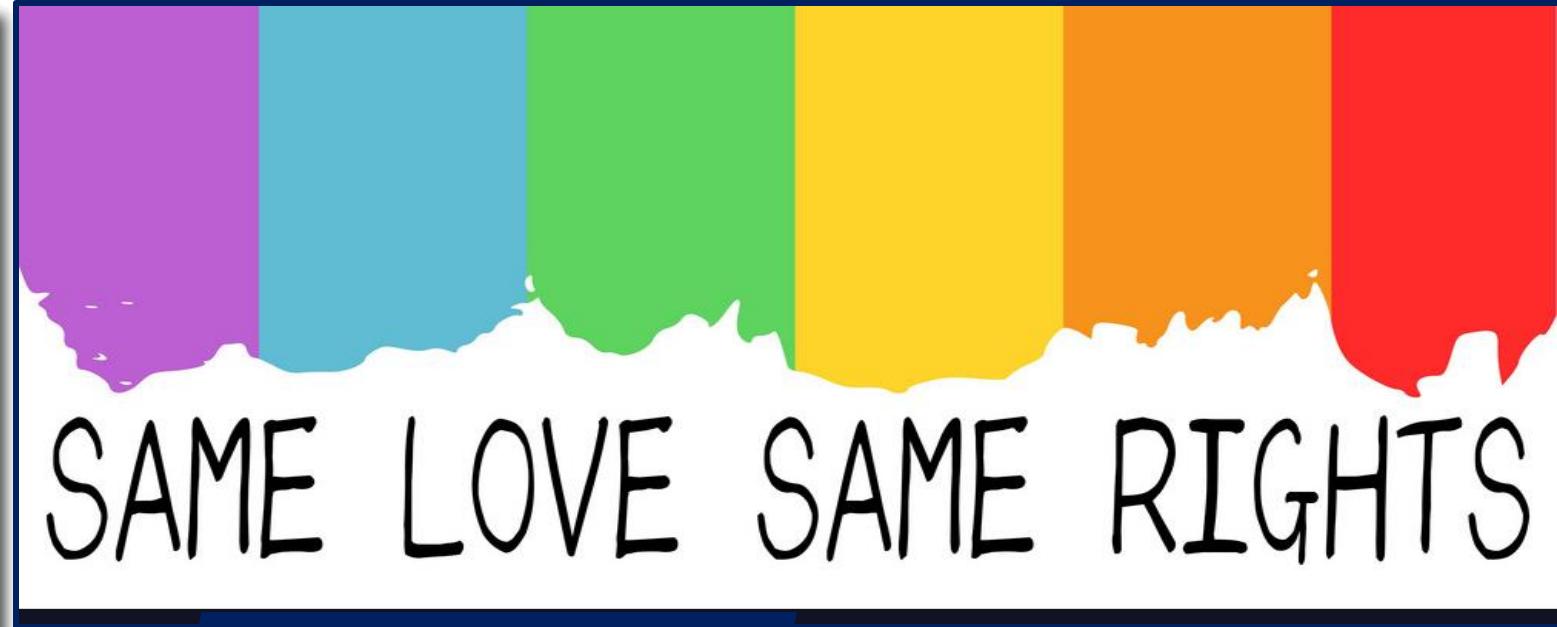


GENDER JUSTICE AT WORK

**EVERY
ONE
IS
WELCOME
HERE**



LGBTIQ:
Their
acceptance
and
inclusion



**L
G
B
T
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Q
+**



LGBTIQ+ LAWS

15th April 2014 – The “ third gender” status for the transgender

6th September 2018 – Supreme court scrapped section 377, legitimising same-sex relationships

Transgender Persons (Protection of Rights)Act 2019,
The definition, prohibition against discrimination in relation to right to reside, education, employment, healthcare, certificate of identity
Offences and Penalties- are they adequate

National Council for Transgender persons (NCT)
on 21st August 2020





NAAZ JOSHI

Has 6 won International titles

2017- Miss World Diversity

2018- Miss World Diversity

2019- Miss World Diversity

2020- Miss Universe Diversity

2021- Miss Empress Earth

2022- Miss Universe Diversity



SHABNAM MAUSI BANO, MLA



JOYITA MONDAL, JUDGE



**AISHWARYA RITUPARNA
PRADHAN, CIVIL SERVANT**



**SATHYASRI SHARMILA,
LAWYER**

SENSITIZATION AT WORKPLACE

Employee resource group + Awareness programmes in local language. Create awareness on the harmful effects of homophobia

Recruit people from the queer community with the help of queer support NGOs and placement cells.

Queer-friendly HR policies, such as adding same-sex partners as dependents to one's corporate medical policy.

Support for gender reassignment surgery, hormone replacement therapy and medical counselling

Complaint cells and the inclusion of LGBTQ awareness as a part of the sexual harassment training sessions. Gender neutral POSH policy.

Unisex restrooms

Promote allyship programmes to extend support



LEGAL RIGHTS OF WOMEN

THE EQUAL
REMUNERATION
ACT, 1976.

THE DOWRY
PROHIBITION
ACT, 1961.

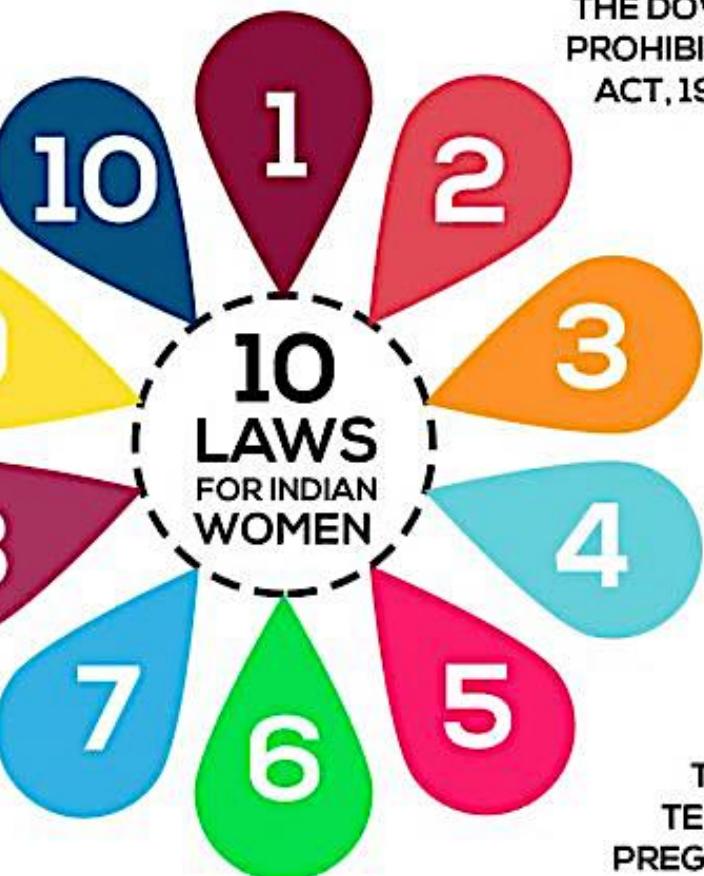
IMMORA
(PREV
ACT)

THE
PRE
TEC

THE MEDICA
TERMINATION
PREGNANCY ACT

THE COMMISSION
OF SATI (PREVENTION)
ACT, 1987.

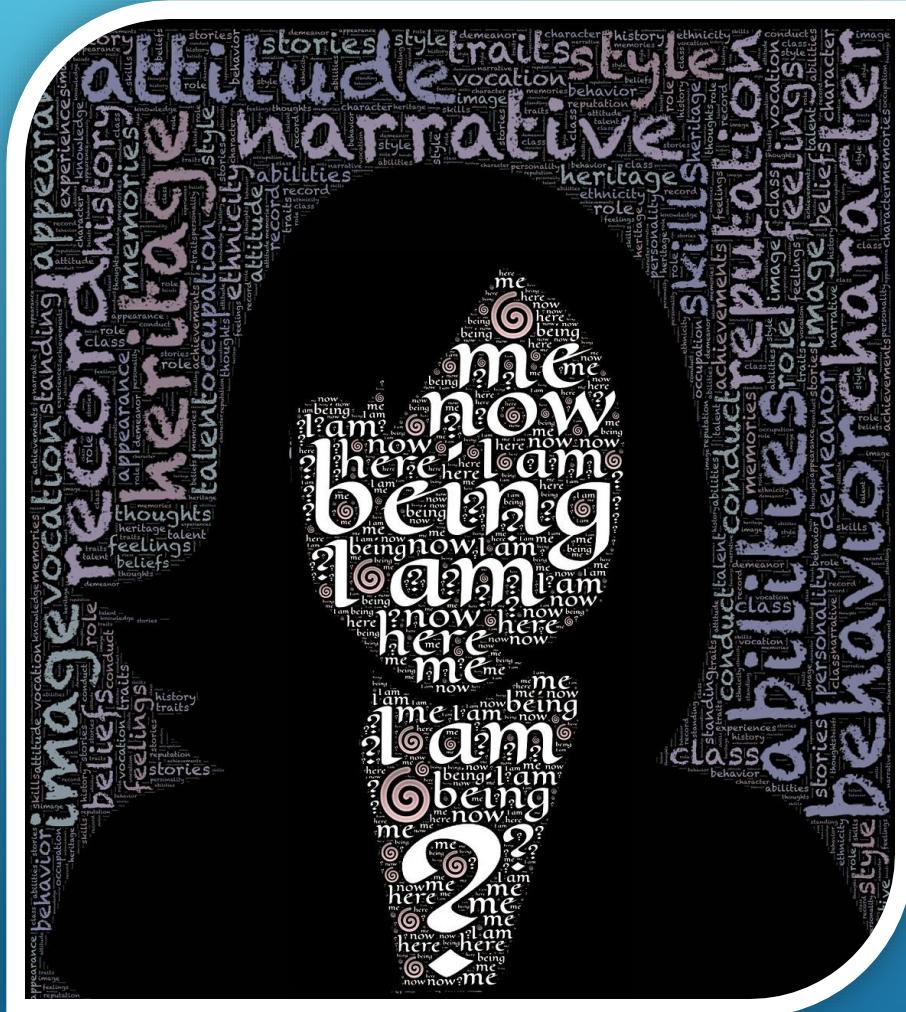
PROHIBITION
OF MARRIAGE
ACT, 2006.



Sexual Harassment of Women at workplace



Female Sexual Assault Victims Have The Right To Keep Their Identity Anonymous



Prohibition of Child Marriage Act 2006



Maternity Benefit Act, 1961

PAID MATERNITY LEAVE IS IMPORTANT FOR MOTHERS

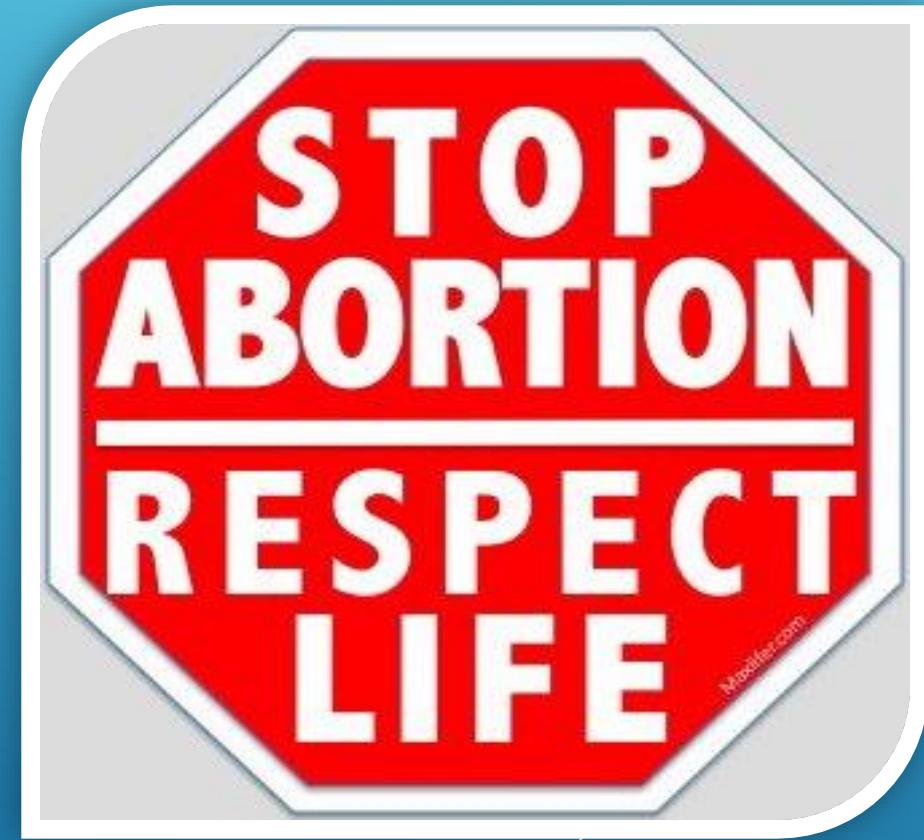
- Supports mothers' choice to breastfeed
- Breastfeeding reduces risk of breast and ovarian cancer
- Improves health, recovery and mental well-being of mothers

An illustration showing a woman in a purple dress sitting on a yellow sofa, breastfeeding a baby. A young boy is sitting on the floor next to her, playing with a teddy bear. There is a potted plant to the left and a small ball on the floor. The background is pink with white decorative elements.

Indian Divorce Act,1969



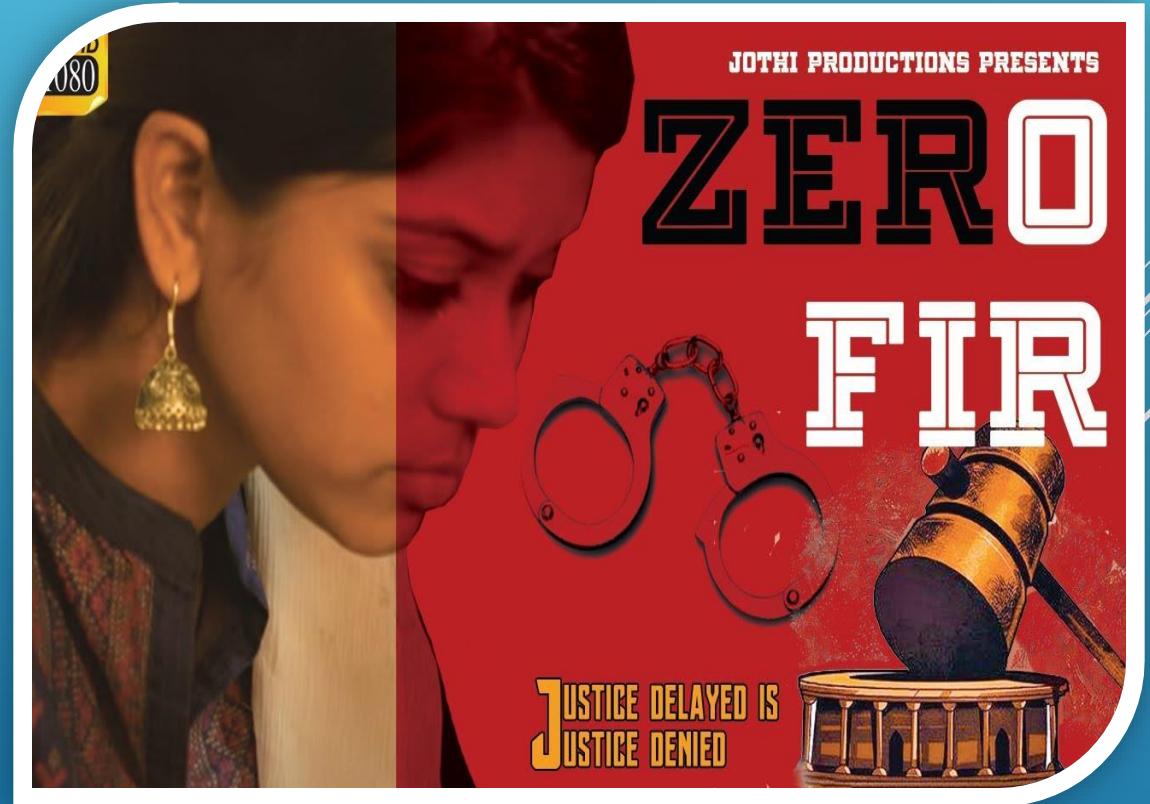
Medical Termination of Pregnancy Act,1971



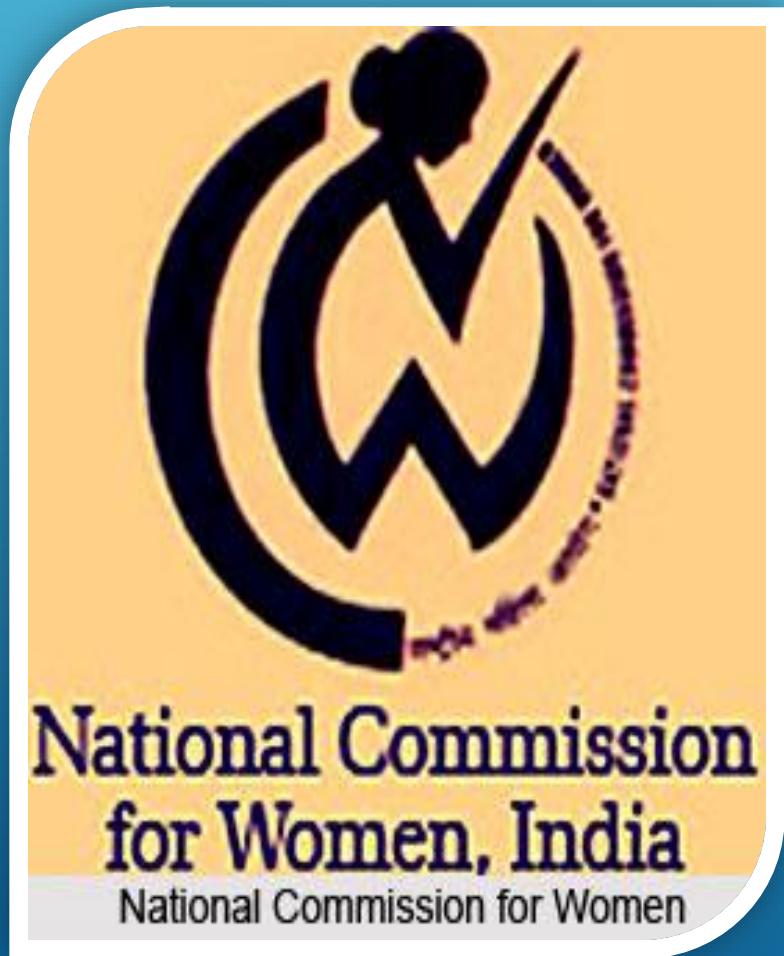
**Women have right to
register virtual complains**



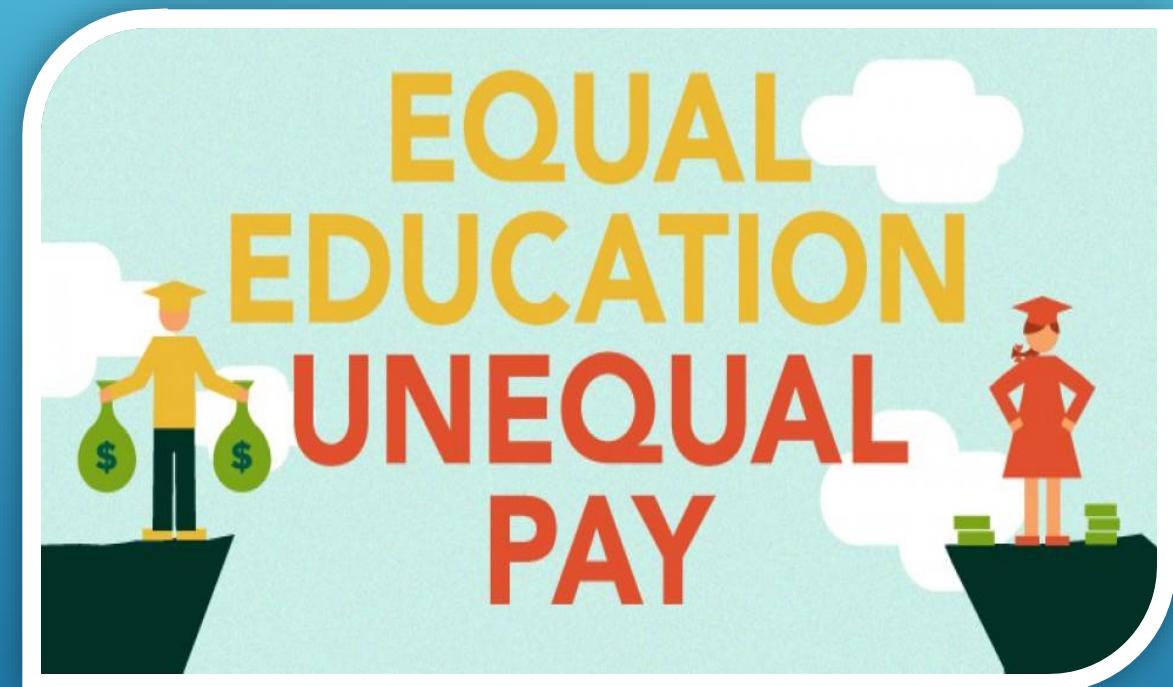
Zero FIR



National Commission for Women Act,1990



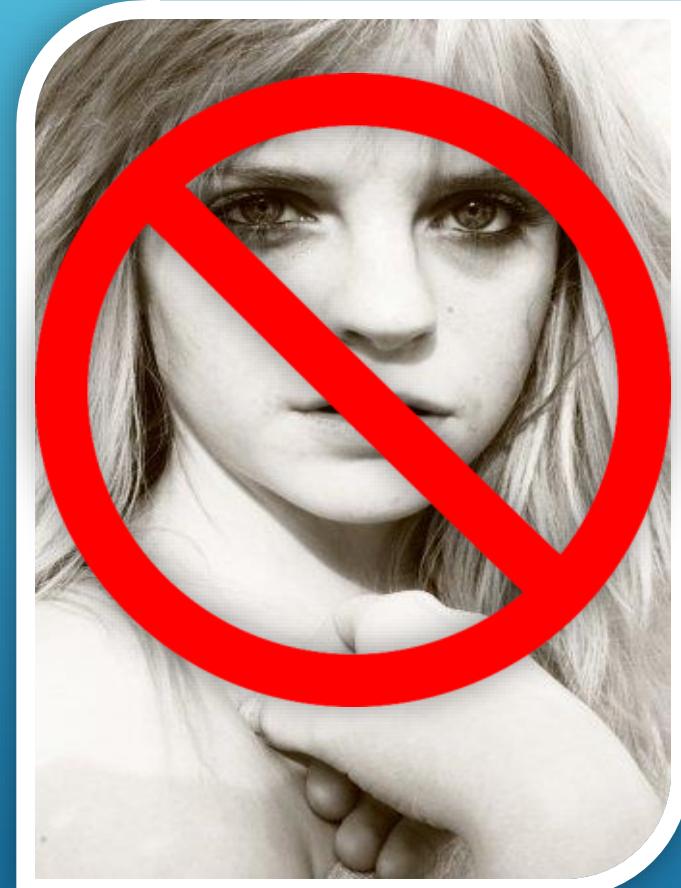
Equal Remuneration Act



Right To Dignity And Decency



Indecent Representation Of Women(prevention) Act



MISUSE OF WOMEN-CENTRIC LAWS AND RIGHTS OF MEN

'#MenToo is as important as #MeToo'

Deepika Narayan Bhardwaj, a documentary filmmaker who advocates for men's rights, makes a case for gender equality

FIRST PERSON
Deepika Narayan Bhardwaj
Gender equality activist

On May 10, a court in Rohtak, Haryana, asked the police to register a complaint against a basketball player who has accused several men of rape in order to extort money from them. The judge, while hearing the bail plea of a Kabaddi player accused of rape by the woman, said, "It is established that the complainant is a blackmailer and is habitual of getting false cases of rape registered, extorting money and then withdrawing the case or endorsing no objection." While reading this judgment, I got to know the name of the accused, but not the alleged rape victim as she enjoys anonymity by law, which says no victim of sexual assault can be named. When the case was filed, the player's name was splashed in newspapers just like actor Karan Oberoi's, who has recently been accused of rape on the strength of alleged promise of marriage by a woman who was in a relationship with him. Scores of men are named and shamed the moment an FIR is registered against them. Forget even an FIR, they are named and shamed even

treated as gospel truth by society and the media and the accused man is lynched socially, causing irreparable damage to his social status and life. No one bats an eyelid when a man is called a "rapist, sexual predator, molester" and much worse without anything proven against him, just because a woman accused him.

VICTIMISING MEN WITHOUT PROOF HAS SERIOUS REPERCUSSIONS

While the constitution says that no person should be discriminated against on the basis of gender, caste or religion, our laws are extremely discriminatory against men. While on one

MEN ARE NOT DISPOSABLE OR COLLATERAL DAMAGE THAT SHOULD BE SACRIFICED AT THE ALTAR OF THE IDEA OF PROTECTING WOMEN. TALKING ABOUT THEIR RIGHTS IS AS IMPORTANT AS THAT OF WOMEN

TV ACTOR KARAN OBEROI ARRESTED ON RAPE CHARGE, BREAKS DOWN IN COURT

Neha.Maheshwari@timesgroup.com and Tanvi.Tiwari@timesgroup.com

TTV actor Karan Oberoi, who has acted in shows like *Jassi Jaisi Koi Nahin*, *Saaya*, *Dishyayen* and was a part of the music group A Band of Boys, has been arrested by the Mumbai Police on rape charges by a fashion designer-cum-blaster. The police lodged an FIR against Karan under Sections 376 (rape) and 384 (exception of the IPC). Salesh Passawar, Senior Police Inspector Oshiwara Police Station, said, "Karan has been charged with rape. He has also been accused of filming the act and demanding money from the victim, and threatening to

hand, men are not even recognised as victims of domestic violence or rape or sexual harassment, on the other hand, if they are falsely accused by a woman, there is hardly any recourse available. I am currently dealing with a case where a man falsely accused of rape was granted ₹5 lakh as compensation by the Sessions Court in Rohtak because he had to spend eight months in jail for no fault of his. After battling a false accusation for three years, it has been two years that this man has been struggling to get the compensation. Now, the Punjab and Haryana High Court has stayed the compensation granted to him because it believes that the judge who passed this order went out of her judicial powers to grant such an amount. This man lost his job, several years, reputation and money, and the High Court thinks the compensation granted to him is undue!

CONTINUED ON PAGE 5

"Until and unless a person is proven guilty, his reputation should not be maligned. If a court finds that a woman has falsely accused a man based on concrete evidence beyond doubt... her name should be publicly revealed"

Rape complainant blackmailer: Court

Rohtak police told to register case

Calcutta high court pulls up woman for lodging false gang-rape case

Consensual sex of live-in partners not rape if man fails to marry: Supreme Court

Woman faces trial for false rape charge

Women lodging false rape cases should be punished: Court



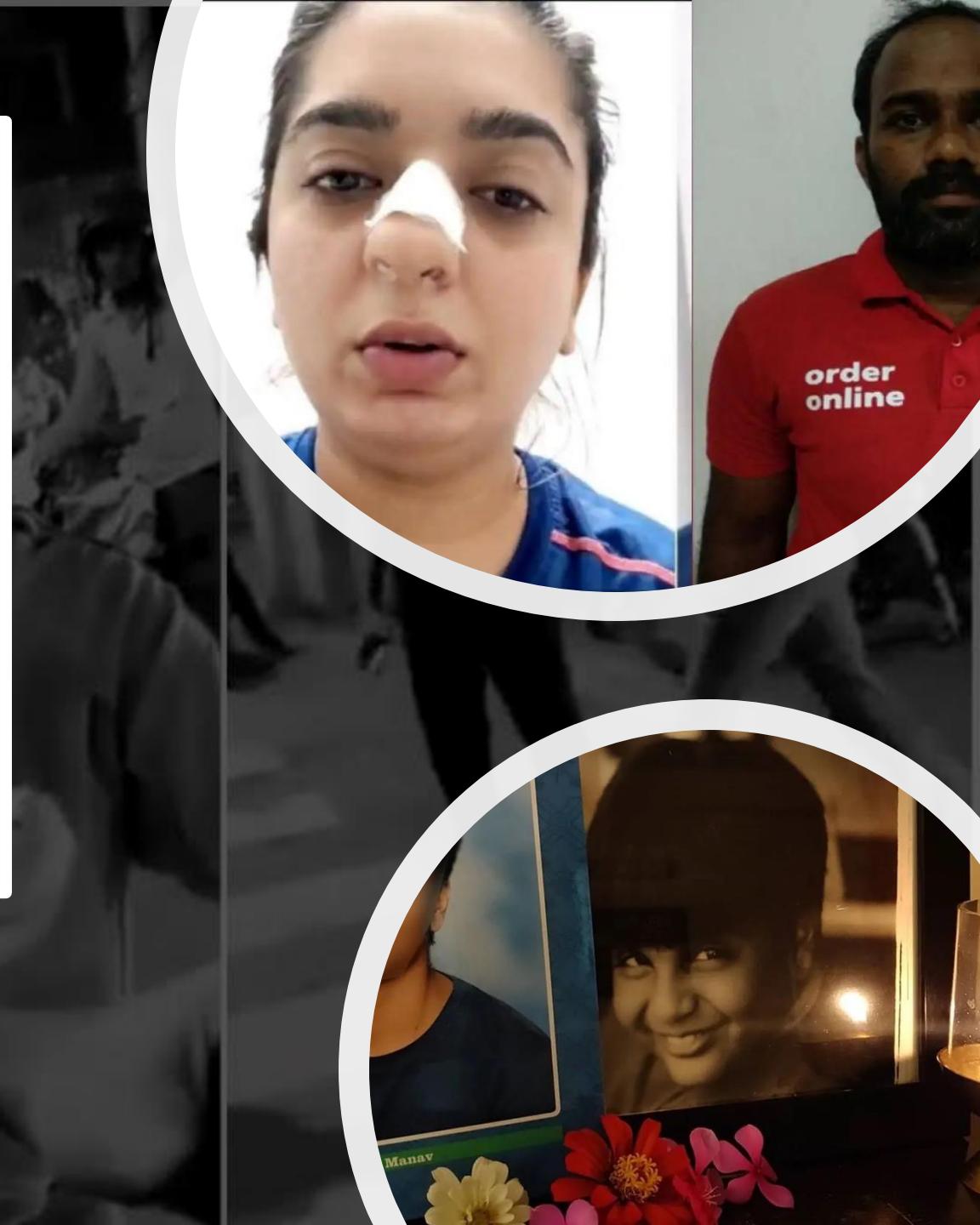
Why women-centric laws were enacted?

Women-centric laws – definitely a necessity to protect women

Are women-centric laws a double-edged sword?

Blatant misuse of these laws – now a tool for personal vendetta and satisfying their ego

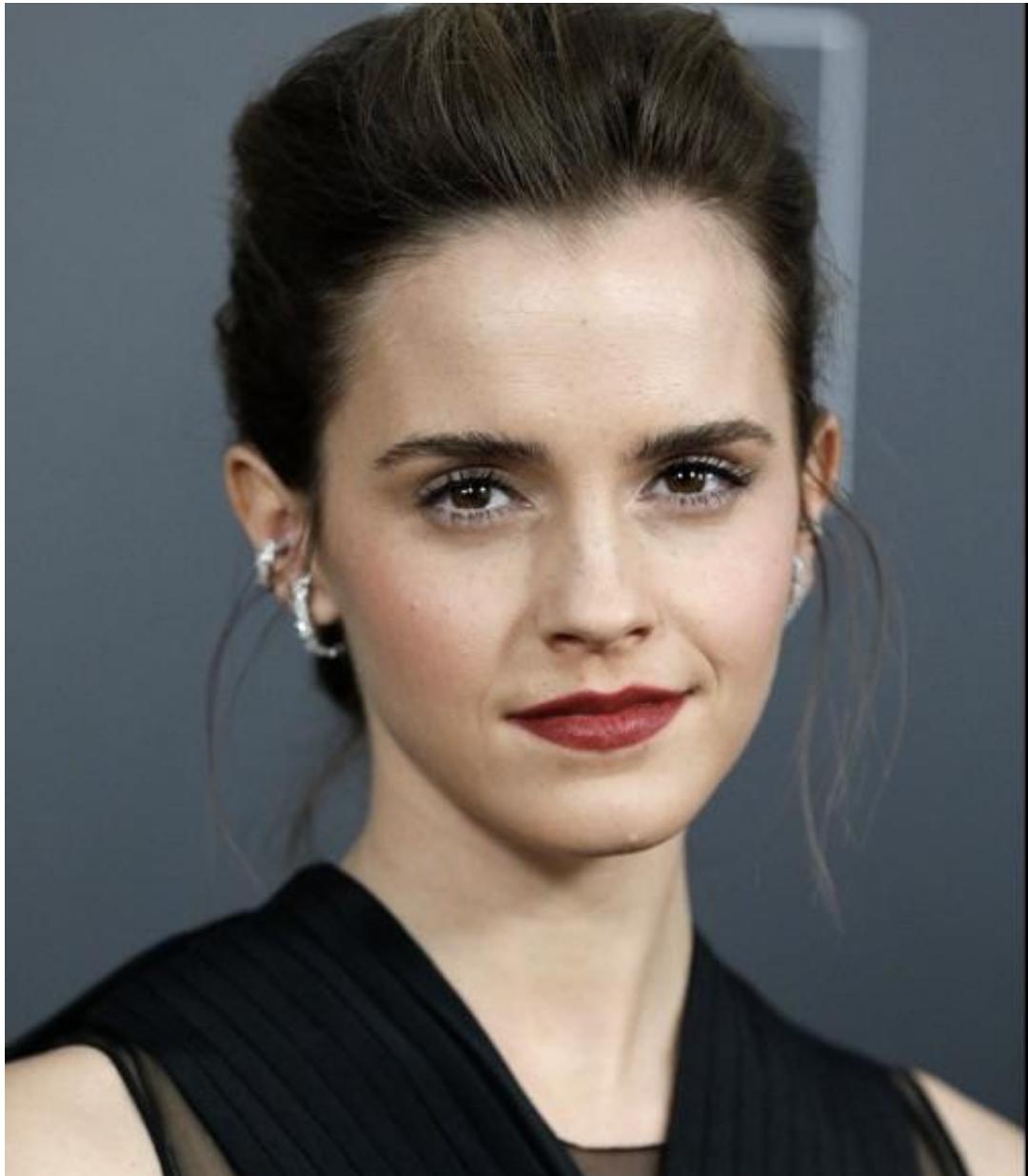
- Suicide by a young man after being found Not Guilty of the domestic violence charges that he was accused of
- Bangalore Zomato incident
- Priyadarshini Yadav & Shahadat Ali slapping incident in Lucknow, UP
- Alleged harassment of Ms. Jasleen Kaur by Mr. Sarvjeet Singh in Aug 2015.



Gender neutral laws are need of the hour

- Why men are only perceived as perpetrators?
Same gender sexual abuse (Goa case).
- Are men and transgender also vulnerable to crimes like molestation, domestic violence rape, sexual harassment, and eve-teasing?
- Crime can never be gender-specific; Gender-neutral laws – need of the hour
- Criminal Law Amendment Bill, 2019 – private bill introduced in Rajya Sabha by Adv. KTS Tulsi





“

It is time that
we all see gender
as a spectrum
instead of two
sets of opposite
ideals.



A collage of various people's faces and profiles in different colors and styles, serving as the background for the presentation slides.

**THANK
YOU**

PRESENTATION BY

SONAL S KURUP



Discussion