

We offer our expertise to conduct Gender sensitisation Training workshops

Objectives of the workshop

Gender sensitization refers to the modification of behaviour by raising awareness and creating an equal world. In today's scenario, the need of the hour is for men and women to work together, in a congenial atmosphere.

Our society has remained patriarchal in nature for a long time. When the world is changing in all aspects, It is high time we change the mind set of men and they are sensitized. Gender equality and respect for each other is very important to lead a happy and stress free life.

UWA is committed to work towards a healthy society, which is free from gender bias.

Statement of reasons

- The opportunities to empower women can be fully realized or availed only if there exists gender justice in all spheres of life including at workplace. A safe, secure and dignified, workplace, which is free of any form of sexual harassment, can ensure gender justice at work place.
- To sensitize the staff (both male and female) on gender issues and to inculcate appropriate behaviour at home and at workplace.
- To understand gender bias and stereotypes
- To share the origin of women related laws and to impart basic knowledge about them.
- To explain sexual harassment and the distinction between acceptable and non-acceptable behaviour.
- To recommend positive, empowering ways to respond and prevent sexual harassment at workplace.
- To generate awareness and create sensitivity about the subject- explaining in simple terms the provisions of the current legal framework under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.

Duration :

- It would be a two day workshop .
- There would be 8 sessions in total.
- Each session would be of 1 ½ hours.

Structure :

- Training would be at the workplace.
- Number of participants should be between 25 to 30.
- Mixed group of both males and females preferred.
- Training should be imparted to every level of management.

- At a time, the participants should be from the same level.
- Projector and a board would be required.
- The training would be interactive.
- The profile of the trainers would be shared.

Highly **experienced** and **qualified** Faculty will interact with the participants.

Contents of training workshop:

First Day

I session - Introduction- expectation of participants
Concept of gender – biological- perceptual- demistification of perceptions.

Break - 15 minutes

II session- The origin of women related laws.

Break - Lunch 45 Minutes

III session - Present women related laws (use & abuse).

Break - 15 minutes

IV session- PPT explaining in simple terms current legal framework under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.

Second Day

I session - Mock case study- How to draft a complaint.

Break - 15 minutes

II session- Mock case study - How to conduct enquiry.

Break - Lunch 45 Minutes

III session - Important Judgements on Sexual Harassment at Workplace.
With case material.

Break - 15 minutes

IV session- How to write a judgement- Feedback.

This workshop will ensure that the atmosphere in the office is congenial and friendly. Employees will work peacefully and with respect for each other

irrespective of gender differences. The efficiency and quality of work and productivity will automatically increase.