

# “Gender Sensitisation”

Reading Material

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## **“Gender Sensitisation”**

Gender sensitization refers to the modification of behaviour by raising awareness of gender equality concerns. Gender sensitization theories claim that modification of the behavior of teachers and parents towards children can have a causal effect on gender equality. Gender sensitizing "is about changing behavior and instilling empathy into the views that we hold about our own and the other gender. It helps people in "examining their personal attitudes and beliefs and questioning the 'realities' they thought they know."

Gender sensitisation is a weapon towards Gender Equity, Equal Opportunity and Women Empowerment which is essential for creating sustainable development as enshrined in our Constitution. The State & Central Government are making continuous efforts to realize these promises through Policies & Programs. The progress achieved in this direction has a mixed outcome and there is still long way to realize the objectives of the Equitable Society, Gender Equity and inclusive Development without discrimination which can be achieved bringing awareness among the people about the Rights given under the Constitution and the pro- women Acts and laws affecting women's right and empowerment in India involves a complex pattern of advances and setbacks.

The pitfalls in development due to Gender inequalities, discrimination, denial/deprivation/in accessibility/violence against women are now cannot be overlooked or sidelined. The nations are well aware of the situation arising out of Gender inequalities and discrimination. The Civil Societies are making efforts by pressing the Governments in power to address these issues. But the magnitude of the problem is so high we cannot wait the situation to take its course as the danger due to neglect issues related to Gender is so phenomenal and colossal.

The pro-active initiation towards Gender sensitisation is to ensure adoption of Gender Budgeting at all levels in the letter & spirit. Participation of Women in the processes of Governance is very strongly felt to fulfil the above

aspirations. Commitment from the state to ensure women participation in Governance at all levels should be seen in action than in paper.

The attitudinal problem of the society against women due to socio-cultural system detrimental to the safety and security of women are posing great threats. Women are pushed to be mute spectators in all the above situations living them in a hopeless situation. It is time to stop shedding tears for all the evils forced on women and get in to more civilized and responsible acts leading women to a life with dignity, equity, opportunity and empowerment so that they play major role in building a strong nation. Gender equality is, first and foremost, a human right. A woman is entitled to live in dignity and in freedom from want and from fear. Empowering women is also an indispensable tool for advancing development and reducing poverty. Empowered women contribute to the health and productivity of whole families and communities and to improved prospects for the next generation.

The Constitution provides for Gender Equity, Opportunity and Empowerment by creating special provisions to overcome the gaps. The success is patchy and still the large percentages of women are suffering poverty, poor health, oppression and violence. Governance cannot ignore this alarming situation. It is time to re-look our Policies, Programs and the societal structure.

**Key issues and linkages:**

- ✓ Reproductive health
- ✓ Stewardship of natural resources
- ✓ Economic empowerment
- ✓ Educational empowerment
- ✓ Political empowerment
- ✓ Women's Work and Economic Empowerment
- ✓ Intergenerational gender gaps
- ✓ Empowering Women through Education

- ✓ Legal Issues like Domestic Violence Act 2005, Sexual Harassment (Prevention) Act 2013
- ✓ Police Response to Women's Issues
- ✓ Women Issues dealt by Supreme Court of India such as:
  - DELHI DOMESTIC WORKING WOMEN FORUM VS. UNION OF INDIA AND OTHERS JT 1994 (7) SC 183
  - GOVERNMENT OF ANDHRA PRADESH VS. P.B VIJAY KUMAR AND ANOTHER AIR (1995) SC 1648
  - SARLA MUDGAL VS UNION OF INDIA (1995) 3 SCC 635
  - RAGHUBAR SINGH AND OTHERS VS. GULAB SINGH AND OTHERS AIR (1996) SC 2401
  - VISHAKA AND OTHERS VS. STATE OF RAJASTHAN AND OTHERS AIR 1997 SC 3011
  - GAURAV JAIN VS UNION OF INDIA AIR (1997) SC 3021
  - GITHA HARIHARAN AND ANR VS. RESERVE BANK OF INDIA AND ANR AIR (1999) 2 SCC 228
  - APPAREL EXPORT PROMOTION COUNCIL VS. A.K CHOPRA AIR 1999 SC 625
  - MUNICIPAL CORPORATION OF DELHI VS. FEMALE WORKERS (MUSTER ROLL) AIR 2000 SC 1274
  - BUDDHADEV KARMASKAR VS. STATE OF WEST BENGAL (DATE OF JUDGEMENT - 15.9.2011)
- ✓ Awareness on LEGAL RIGHTS OF WOMEN such as Free legal aid, Right to privacy while recording statement, No arrests after sunset, Protect your identity & Employers must protect.

Gendered assumptions and gender-based social discriminations exist throughout society, from organisational planning to the everyday interactions at the workplace. Negative impacts of such assumptions can undermine the efficiency and success of even the best-intentioned plans.

Gender sensitization training is the practical tool for analysing gender relations and provides adequate information regarding major factors that influence and are responsible for maintaining or change the structure of gender relations. It is also a development intervention which aims at awareness, knowledge, skill and behaviour in relation to gender. It concerns with developing skills, capacity to translate such awareness into very specific tools that can be used into practice.

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