

# TWO-DAY WORKSHOP ON GENDER SENSITIZATION

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9<sup>th</sup> & 10<sup>th</sup> February 2024.

## ABOUT THE PROGRAMME:

In line with the University Grants Commission's (UGC) guidelines this workshop will be organising with a commitment for promoting the cause of gender equality in the society and also to have dialogues to enable gender sensitive spaces especially for the women, girls, and other gender minority groups.

The UN Sustainable Development Goal (SDG) 5 underscores the need to achieve gender equality and empower all women and girls, and this Goal is integral to the achievement of all the other SDGs. To further the attainment of the SDGs and Goal 5, it is imperative that institutions and individuals step up to address issues of gender-based violence and discrimination on priority in various ways. Conducting gender sensitization programmes an important step to fight against gender discrimination and to promote gender sensitive spaces. Gender equality is a fundamental human right and a prerequisite for building a peaceful, prosperous and sustainable society. Gender sensitization is an ongoing process that requires continuous learning, reflection, and action. By integrating gender awareness into their practice, social worker students and faculty members can play a vital role in promoting equality, justice, and well-being for all individuals and communities.

## Workshop Aims:

- **Raise awareness:** Equip participants with a foundational understanding of key gender concepts, including gender identity, gender expression, and sex.
- **Challenge biases:** Explore unconscious biases and their impact on individuals and society.
- **Develop empathy:** Cultivate a deeper understanding of diverse experiences and perspectives related to gender.
- **Build skills:** Equip participants with practical tools and strategies to promote gender equality and inclusivity in their personal and professional lives.

## **Target Audience:**

This workshop is designed for MSW students, research scholars and faculty members of the Department of Social Work.

## **Workshop Format:**

The workshop will be interactive and engaging, featuring a blend of:

- Expert presentations: Leading experts will share their knowledge and insights on various gender-related topics.
- Group discussions and activities: Participants will have ample opportunity to share their own experiences, engage in critical reflection, and learn from each other.
- Case studies and scenario analysis: Participants will apply their learnings to real-world situations and develop practical skills for navigating complex gender issues.
- Creative expression: Activities such as role-playing and storytelling will allow participants to explore their understanding of gender in a safe and expressive space.

## **Outcomes:**

By the end of the workshop, participants will:

- Have a deeper understanding of gender concepts and issues.
- Be equipped with tools and strategies to challenge bias and promote inclusivity.
- Feel empowered to advocate for gender equality in their personal and professional spheres.
- Be connected with a network of individuals committed to creating a more equitable world.

# Workshop Report

## Highlights of the workshop:

- Inaugural session
- Importance of language we used in the day-to-day life
- Politics of words and its meaning
- Gender as discourse
- Normalization of Discrimination
- Indian Culture and Constitution
- Politics of language, communication & power
- A short film – Armaan and discussion
- Concept, meaning of gender
- Gender box & power relations
- Patriarchy, masculinity, lineage.

## Inaugural Session:

The inaugural program started on time at 10:00 am in conference hall in School of Art and Social Science. All M.S.W students including research scholars (also from the Women Education Department) and teacher were participated in this workshop. Mr. Abu Osama welcomed all guest, teachers and students and also introduce guest trainer Mr. Anand Pawar, Executive Director SAMYAK organization Pune (Maharashtra). The Dean (School of Art and Social Science) and HoD (Dept. of Social Work) gave best wishes for the workshop and also briefly introduced background

of the “Gender Sensitization” workshop. After, formal inaugural session the actual training started with different activities in the M. S.W -1<sup>st</sup> year classroom.

### **Importance of language:**

In this session was about the important of language, how language play role in our day-to-day life. How words become political? How language is politicized in gender point of view?

In our society language is established but meaning is not. Most of the time we learn language without understanding its real meaning. Then further describing Gender as Discourse, language plays an important role in any kind of discourses therefore nothing is personal. The personal is political. We need to understand differentiates between change & transformation. Gender is not a public discourse, but it is a part of daily life.

### **Normalization of Discrimination**

Further the discussed about discrimination and its normalization. We accepted social discrimination normalized in our daily life. Gender discrimination starts from the house. How our parents, siblings treat each other and practice discriminative behavior? it means gender-based discrimination can be seen everywhere in daily it become so normal in our life, that we can’t even realize and make sense that it is discrimination.

### **Indian culture and constitution**

Indian culture is a heritage of diverse religious values and mythologies. Indian culture influenced its diverse religion. Similarly, our constitution is to influence with cultural and religious diversity. Constitutionally, we are one, but culturally we are diverse/ different.

## **Politics of Language, Communication & Power**

Politics of language is a tool for normalization of discrimination in the society. Communication is to politicize the language, where constitutional values to achieve and make movement. Further discussion on 'state' The state is an invisible identity and entity. It is everywhere, even is classroom, we are never in a stateless situation. The power and politics came from state. Knowledge, language, relationship, gender, class, caste, religion.etc.

Further discussion highlighted on politics of power and its structure. We should not only gender sensitive but we should be **power sensitive**. Our prime responsibility should be more sensible to whom, those who hold the power.

### **Equality and its notion**

Gender-based equality and various notion of equality highlighted in the farther discussion.

Symbolic notion of equality: In our society there are few examples in different fields like politics, sports... etc. example – Daropati Murmur, Marry Com. Like female are symbolized for gender equality. symbols are important but on the basis of those identical symbol we need to challenge it.

Numeric notion of equality: it describes that number of females is important in any circumstances. ex.. No of females in a particular session is more than male participants but women not actively participated like men which shows numeric notions of equality.

Programmatic notion of equality: it describes that we see multiple programs and policies, scheme is organized run for women but not implemented as it is. Gender equality is not only working on women but

also working on men. Because, for an empowered women there a requirement of trained men for them. Thus, in such a way the women can be empowered and it would be sustained in the society.

### **A short film – ARMAAN and Discussion**

A short film was screened and audience were advised to recognize gender-based discrimination. For this activity the all students were classified In four groups and each group has to present their observation about the film. After screening each group presentation, the discussion was held over the discrimination and aspirations of characters screen in the film.

### **Concept, meaning of Gender**

Gender is a social construct of biological sex. To make broader clarification and understanding. In this session the discuss was happened on various aspects of gender based on social reorganizations of image, expectation, roles and power dynamics like for male ( power, patriarchy, decision making, ruler & leader...etc) similarly for female ( house maker, very emotional, sensible ,weak...etc) therefore, gender is a social and cultural construct of ideas at the given time which reflects the “Image” , “expectations” “socially assigned “roles” and power. Gender is social and cultural construct of idea of masculinity and femininity.

### **Problematization of Gender**

In this session he talked about the complexity of problematizing of gender in daily life. Because our social structure is patriarchal. Patriarchal internalization from parliaments to everywhere hinders enactment of laws. For ex-judiciary, parliament, police, healthcare system etc. it is a problem to entire system (structural domain organized hierarchical

division of labour based and reward and punishment based) not part of inter-personal relationship.

## **Gender box and power relations**

It is social and cultural time specific box. These who privileged with power holding are afraid or fear to lose it. Fear of equality. This is how gender biases governs markets, judiciary, government, health care service. etc. various forms of gender. Gender as system, gender as division of labour, sexual division, values and visibility, politics of productive (wealth generation) vs. reproductive (non –economic values) formal recognition vs informal recognition. Informal reorganization is the basis of exploitation.

Access vs control for example roles, services, position on justifying equality can be accessed to women but not fully controlled by them.

## **Patriarchy, masculinity and lineage**

Patriarchy is an abstract term which can be visible in male dominate, caste system and discrimination. Male preference be the basis for patriarchy. Further the speaker said, masculinity is good unless it is in love & care intention, when it goes beyond it become obligatory norm is called male dominate.

### **Lineage (Virasat)**

To understand the term lineage the speaker explained a framework based on patriarchy.

Benefits & privileges are distributed or certificate or memento.

Power & control

Work / labour

Resource, mobility, productivity / Reproductively, sexuality.

Patriarchy provides male privileges but makes it invisible. Patriarchy itself as a global facemask which is invisible in daily life. Control is taking and making decisions on behalf of others. Mobility with pleasure and mobility with purpose. For example, women are provided mobility with purpose but not her own pleasure mobility with purpose but not her own pleasure mobility control is linked with sexual purity and impurity.

### **Learning and Outcome:**

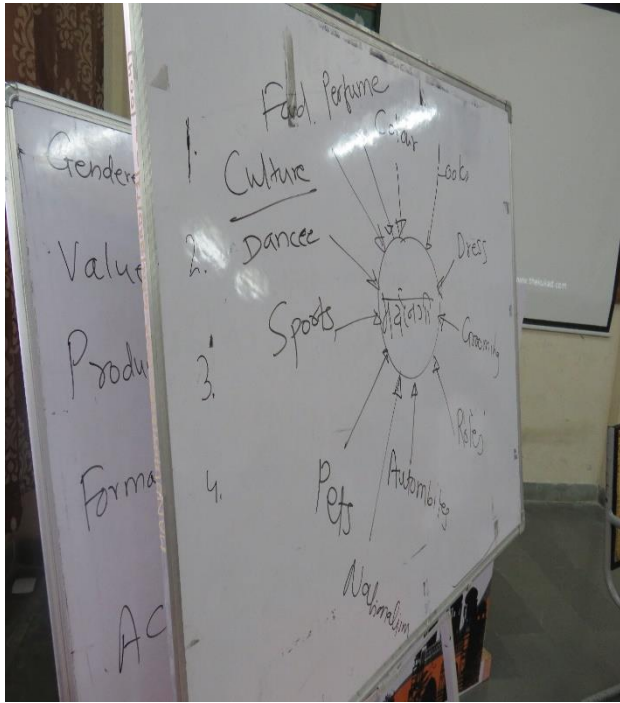
- In the entire two days workshops deeply conceptual clarity able to see amongst participants on gender sensitization issue.
- Understand the deep influence of culture on societal norm & values.
- The power of visual representation in recognizing and discussing gender-based discrimination.
- Recognition of the abstract nature of patriarchy and its visibility in male dominate and discrimination.
- Reflection on the linkage between masculinity love, care and the shift towards obligatory norms.
- Realization the power & politics are pervasive and come from various aspects of life.
- Critical reflection on symbolic numeric and programmatic notions of gender equality. Consideration of the importance of empowering both men and women for sustainable gender equality.



## Annexture: 1 : Pictorial View







## Annexture: 2: Workshop Schedule



**Maulana Azad National Urdu University**  
Department of Social Work



**SAMYAK**

**Two-Day Workshop**  
**On**  
**Gender Sensitization**

**9 & 10 February 2024**

**Inaugural**  
**Time**  
10:00 am - 11:15 am  
**Venue**  
**Committee Hall, School of Arts & Social Sciences, MANUU, Hyderabad**

S. N.	Time	Particular	Resource Person
1.	10:00 am - 10:05 am (5 minutes)	<b>Welcome &amp; About Workshop</b>	Dr. Siddharth K. Gangale Workshop Convenor
2.	10:05 am - 10:10 am (5 minutes)	<b>Felicitation to Guests</b>	
3.	10:10 am - 10:20 am (10 minutes)	<b>Introductory Remarks</b>	Prof. Mohd. Shahid Head, Dept. of Social Work
4.	10:20 am - 10:30 am (10 minutes)	<b>About the SAMYAK &amp; Gender Sensitization</b>	Mr. Anand Pawar Workshop Resource Person
5.	10:30 am - 10:40 am (10 minutes)	<b>Presidential Address</b>	Prof. Farida Siddiqui Dean, SA & SS
<b>Tea Break</b>			
Workshop shall begin in Room No. 207, Department of Social Work from <b>11:15 am</b>			