

Gender at Work: Building Respectable, Inclusive workspace

Final Report

***2nd workshop of Internal Complaints Committee (ICC)
under Gender Sensitization Committee
1st June 2026.***



Indian Adult Education Association
17-B, IP Estate, New Delhi -110002

Chapter I

Workshop Overview

1. Introduction to the Workshop
2. Background of the Workshop
3. Objectives of the Workshop
4. Expected Outcomes
5. Proceedings of the Workshop

1. Introduction

Indian Adult Education Association (IAEA) organized its second workshop on Gender at Work: Building Respectful, Inclusive Workspaces, for office employees and field workers of Jan Shikshan Sansthan (JSS) and some selected NGOs of Delhi, to equip the participants with an understanding of gender related legal and ethical responsibilities and enabling them to contribute to a more inclusive, respectful and equitable workplaces.

The workshop was held at Indian Adult Education Association, New Delhi on Monday, 1st June 2026. It was attended by personnel involved in skill development programmes of different organizations namely, JSS and NGOs of NCR Delhi. Resource persons were drawn from Delhi University, Voluntary Health Association, Delhi and IAEA. (list of participants, observers, resource persons are given as Annexure 3).

2. Background of workshop

During discussions with various organizations working in the areas of lifelong learning and skill development, it was observed that although most organizations had constituted Internal Complaints Committees (ICCs), as mandated by law, there was a need for greater clarity regarding their roles, responsibilities, functions, and applicable procedures.

Participants in the first workshop conducted in March 2026 under this series also emphasized the need for such capacity-building programmes to reinforce awareness and strengthen employees' knowledge and skills. They highlighted that these initiatives are essential not only for personal growth but also for fostering a more equitable, inclusive, and respectful workplace culture.

The present workshop was designed to sensitize the officials and staff of JSSs and NGOs and to enhance their understanding of the rights, entitlements, and responsibilities enshrined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). The workshop also aimed to promote compliance with the provisions of the Act and to encourage participants to take prompt and appropriate action against all forms of gender-based violence affecting employees and beneficiaries of all genders, with particular attention to the vulnerabilities of women who may face sexual harassment, humiliation, discrimination, and exploitation.

3. Objectives of the workshop

- To introduce participants to the key concepts in gender analysis.
- To build awareness of gender sensitivity and to promote mutual respect at the workplace.
- To familiarize participants with policies and legal provisions for the prevention, prohibition, and redressal of sexual harassment of women employees and learners.

4. Expected Outcomes

The participants were expected to develop a clearer understanding of the distinction between biological sex and socially constructed gender, and of how ingrained stereotypes shape expectations within families, peer groups, and professional settings. The sessions aimed to equip participants to recognize unconscious bias in workplace decisions and to appreciate the scale of gender inequality across society, the household, the workplace, and the State. Participants would gain a working knowledge of the POSH Act, 2013, including its scope, the definition of sexual harassment, and the role and obligations of the Internal Complaints Committee, and other related organizations and institutions and be sensitized to the real-world dilemmas women face in reporting harassment. Above all, the workshop sought to foster a shared commitment among participants to act as agents of change in their homes, workplaces, and communities.

5. Proceedings of the workshop

Opening of the workshop

The workshop commenced with a welcome address by Prof. Rajesh, Director, IAEA, who greeted the participants, resource persons and distinguished guests and set the context for the day's deliberations on gender sensitivity and respectful, inclusive workspaces. This was followed by an address from the Chief Guest, Prof. L. Raja, President, IAEA, who reflected on the importance of the initiative and the institution's continued commitment to



gender justice and the dignity of every employee. Thereafter, the Guest of Honour, Shri Suresh Khandelwal, General Secretary, IAEA, delivered the inaugural address, formally launching the proceedings and underscoring the value of such workshops in building awareness, capacity and a culture of equality across the organizations.



While proposing the vote of thanks to the dignitaries and participants, Smt. Nishat Farooq highlighted the significance of workshop in fostering a healthier and more balanced society. She explained the need and importance of the present workshop in promotion of inclusivity and equity at workplace. She thanked the dignitaries for sparing their valuable time and sharing insight with the participants. She also thanked all the JSSs of NCR Delhi and NGOs for deputing the officials and field workers to participate in the workshop. She wished the workshop to be a success with their active participation.



Session 1. Orientation of the Workshop.

Smt. Nishat Farooq, *ICC Chairperson, Indian Adult Education Association, New Delhi*

The participants were given orientation of the workshop by Smt. Nishat Farooq. In her presentation, the aims and objectives of the workshop in building respectful and inclusive workplaces for everyone, especially women, were highlighted.



She explained the methodology of the workshop in detail. The first step was concerned with the exchange of information and sharing of experiences among participants, to sensitize them about gender and gender inequalities in the context of four key institutions within the development process, with special focus on workplace.

Next step was to inform participants about the Prevention of Sexual Harassment (POSH) Act 2013, Internal Complaints Committee (ICC) and its responsibilities. Third step was to sort out strategies to improve workplace environment from gender perspective. Following outcomes were expected because of the first two steps mentioned above:

- Identify key elements that may promote inclusivity as well as practices that may improve their workplace environment.
- Strategies to get full benefit of ICC and POSH for workplace safety and equality.

Workshop schedule is attached as Annexure 1.

Session 2: Understanding Gender

Dr. Geeta Mishra, *Associate Professor, Department of Continuing Education & Extension, University of Delhi*

The session opened with an engaging activity that invited participants to reflect on the perception images that arise when they hear the words ‘man’ and ‘woman’, prompting an introspective examination of ingrained social assumptions.

The First Caselet

Two siblings — Riya, who aspires to become a mechanical engineer but faces discouragement from relatives with remarks like “Engineering is for boys,” and Aman, who enjoys cooking but is mocked by friends for it. Dr. Geeta Mishra illustrated how deeply embedded gender stereotypes operate within families and peer groups from a very early age. Participants were invited to distinguish whether these expectations



stem from biological sex or socially constructed gender, and to explore how families can play a proactive role in encouraging equality.

The presentation drew a conceptual distinction between biological sex and gender. Biological sex — the physiological and anatomical characteristics determined at birth, including chromosomes, hormones, and reproductive anatomy — was contrasted with gender, which refers to the socially and culturally constructed roles, behaviours, expectations, and responsibilities assigned to men and women. Through a visual collage of everyday objects such as toys, kitchenware, beauty products, and tools under the theme “Gender All Around,” she demonstrated that gender norms are embedded in every aspect of society. She elaborated on socially assigned roles, noting that women are typically expected to cook, care for children, manage households, and remain soft-spoken, while men are expected to earn income, take decisions, be strong, and suppress emotions.

Key Observation: Most gender roles are socially created, not biological, and can therefore be changed.

The Second Caselet

The presentation also addressed gender bias in the workplace through a second caselet involving two equally excellent employees, Arjun and Nisha, being considered for a high-visibility team leader role. The manager's decision to overlook Nisha based on assumptions about her availability following maternity leave — without even consulting her — highlighted how gender assumptions silently influence professional decisions. A poll question asking what influenced the decision most — performance, availability, or assumptions — sparked discussion on unconscious bias. Dr. Geeta Mishra introduced the concept of Gender Identity as the internal perception of one's own gender, urging participants to examine whether assumptions rather than evidence are driving decisions, and noting that distinguishing between biological sex and gender enables leaders, managers, and colleagues to make more equitable choices.

Key Observation: The goal of understanding gender is not to deny biological differences, but to recognize when social expectations unfairly limit opportunities.

Slides used by her are given in Chapter 2.

Session 3: Gender Analytical Framework

Smt. Nishat Farooq, *Chairperson, ICC, IAEA*

Referring to the previous presentation on the unequal status of women vis-à-vis men in India, Smt. Nishat Farooq briefly explained how this gender disparities form the basis on which access to benefits, resources, power, and decision-making authority is distributed within society. She noted that such inequalities are often incorrectly attributed solely to biological differences between men and women, whereas biological factors alone provide only a limited explanation.



She emphasized that gender roles are largely socially constructed. These socially assigned roles confine women primarily to the domestic sphere and define their abilities in terms of stereotypical feminine qualities such as nurturing and caregiving. As a result, women are often placed in positions of dependence on men and are denied equal opportunities for participation in social, economic, and political life.

The session further highlighted that socially constructed notions of masculinity and femininity create and reinforce systemic inequalities, placing women at a disadvantage through unequal access to resources, opportunities, leadership positions, and decision-making processes.

Smt. Farooq explained that the gender-based division of labour and power extends beyond the household and is deeply embedded in other development institutions, like communities, markets, workplaces, and the State. These institutional arrangements perpetuate unequal gender relations and limit women's access to rights, opportunities, and resources.

She concluded by emphasizing that planners, policymakers, and development practitioners must adopt a gender-sensitive approach in their work. Recognizing the structural barriers and unequal power relations experienced by women is essential for conducting meaningful gender analysis and designing policies and programmes that address these inequalities. Such an approach can contribute to the equitable redistribution of resources, opportunities, and decision-making power between women and men, thereby promoting gender equality and inclusive development.

Session 4: Gender Inequalities: Society, Household, Workplace, State

Dr. Joycia Thorat, *Consultant for Good Governance & Standards of Excellence*

The session explored gender inequalities across Society, Household, Workplace and State through interactive activities and group discussions. The World Economic Forum's Gender Gap Report warns that, at the current pace, it will take 134 years to close the global political empowerment and economic participation gap. India ranked 131st out of 148 countries in the latest Global Gender Gap Index. The session affirmed that gender



inequality is not hype but a hard-hitting reality, and that India cannot achieve Viksit Bharat by 2047 without achieving gender justice.

Activity 1 — Naming Leaders

Participants named male, female, and LGBTQIA+ leaders. Male leaders were recalled easily and abundantly; female leaders were named but sparsely; LGBTQIA+ leaders were barely known — highlighting the dominance of men in public consciousness. Notable LGBTQIA+ leaders mentioned included Dr. Menaka Guruswamy and Mr. Keshav Suri.

Activity 2 — Inequalities at Home

Seven statements about household gender dynamics were read aloud; participants were asked to stand or sit to reflect their home reality. Most stood for statements on women doing cooking, caregiving, and housework, and sat for statements on financial autonomy, freedom of movement, and social participation — exposing that gender inequality begins at home.

Group Discussions — Challenges & Solutions

Participants were asked to identify challenges faced by women at home, society, workplace and State and identify possible solutions for these.

For Group reports please refer to Chapter 3.

Dr. Jyocia Thorat closed the session urging participants to continuously identify and act on gender injustice in every sphere of life — at home, in society, at work, and in governance.

“Inequality will only go away when we question it, challenge it, and address it — not when we remain quiet.”

-Dr. Jyocia Thorat

For full presentation please refer to Chapter 2.

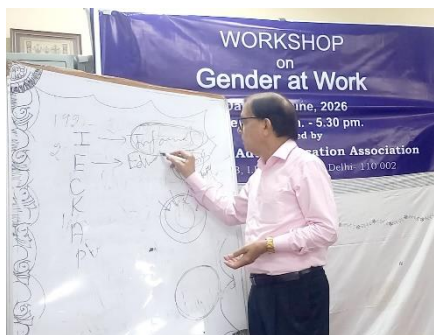
For group work report refer to Chapter 3.

Session 5: Workplace and Skill Development from a Gender Perspective

Dr. Gyanendra Kumar, *President, Voluntary Health Association Delhi, New Delhi*

“Hum kya the, kya ho gaye aur kya honge abhi — aao milkar sochein, vichaaren ye sabhi.” — Kavi Maithili Sharan Gupt

Dr. Gyanendra Kumar opened the session with these evocative lines by the poet Maithili Sharan Gupt, calling on the gathering to collectively reflect on where we have come from, where we stand, and where we need to go — especially in the context of women's participation in the workforce and skill development.



Women as Central to Economy and Society

Dr. Gyanendra Kumar emphasized that women today are central to both the economy and society — not merely as workers, but as decision-makers who shape households and communities. When women are empowered to make financial and professional choices, the benefits extend far beyond the individual to families, communities, and the nation's growth. Women's inclusion in the workforce is not only a driver of

equity but a powerful multiplier for productivity, innovation, and social change. Skilling women, he argued, is a central pillar in enabling this inclusion — directly strengthening employability, economic independence, and long-term empowerment.

Population Pressure as a Barrier to Women's Progress

Dr. Gyanendra Kumar identified India's rapidly growing population as a significant structural hindrance to improving the standard of living for women. Population growth, he noted, is the root cause of malnutrition, unemployment, and a range of social evils including harassment, eve-teasing, and sexual violence directed disproportionately at women and girls. He presented striking data to illustrate the scale of the challenge:

- India's population grew from 25 crore in 1921 to approximately 145 crore in 2026 — a nearly six-fold increase, making India the most populous nation in the world.
- India holds only 2.4% of the world's land area yet supports this enormous and rapidly growing population.
- Delhi's population rose from 5 lakh in 1901 to approximately 3 crore in 2026, within a land area of just 1,485 sq. km — of which 48% of the population is female.

This pressure severely affects all sectors, with women and the girl child, bearing the heaviest burden through domestic violence, dowry deaths, sex-selective abortions, and other forms of physical, psychological, sexual, and economic violence.

Motivation: The Central Factor in Workplace and Skill Development

Dr. Gyanendra Kumar outlined five key steps through which motivation can be built and sustained at the workplace and in skill development centres:

1. Information

- Accurate information is the foundation of any goal-directed behaviour; it directly affects decisions and outcomes.

2. Education

- Beyond formal schooling — the act of teaching and training that nurtures the best qualities in a person.

3. Communication

Through speech, visuals, and exchange of messages - essential for sharing knowledge and creating an enabling environment.

4. Knowledge & Attitude

- Knowledge shapes attitude, connecting emotions, opinions, and actions, and determines how women engage with opportunities.

5. Motivation

- Self-motivation is the inner force that sustains effort, builds resilience, and enables women to overcome barriers.

Ground Reality: Challenges at Skill Development Centres

Using the Anganwadi Centres established by the Government of Delhi as a stark example, Dr. Gyanendra Kumar highlighted deeply concerning conditions at existing skill development centres and workplaces:

- No proper seating infrastructure or comfortable learning spaces.
- Absence of functional toilets - a critical barrier for women's participation and dignity.
- Unhealthy and unsafe physical environments that deter regular attendance and learning.
- Inadequate or zero grants to NGOs running skill development programmes, making quality delivery impossible to sustain.

These conditions, Dr. Gyanendra Kumar argued, reflect a systemic neglect of women-centric skilling infrastructure. Without basic dignified facilities and adequate funding, the goal of empowering women through skill development will remain aspirational rather than real.

For full paper please refer to Chapter 2.

Session 6: Policy, Law and Prevention (POSH Act)

Prof. (Dr.) Pinki Sharma, *Professor, Faculty of Law, University of Delhi*

Prof. (Dr.) Pinki Sharma delivered an incisive and practically grounded session on the legal framework governing the prevention of sexual harassment of women at the workplace, with a central focus on the Prevention of Sexual Harassment (POSH) Act, 2013. She walked participants through the key legal provisions of the Act, explaining its scope, applicability, and the obligations it places on employers - including the mandatory constitution of an Internal Complaints Committee (ICC) in every organization with ten or more employees. She clarified the definition of sexual harassment under the Act, which extends beyond physical conduct to include verbal, non-verbal, and visual forms of unwelcome behaviour, as well as quid pro quo situations where employment benefits are conditioned on



compliance. She emphasized that the Act covers not only permanent employees but also contractual workers, interns, and visitors, making it one of the more comprehensive workplace protection laws in India. Her exposition was enriched by references to relevant case law and statutory provisions.

What made the session particularly impactful was her attention to the complex, real-world situations that women encounter and must navigate — situations where the law alone does not provide a simple or immediate answer. Through carefully chosen examples, she illustrated the dilemmas women face: whether to report an incident when the accused is a senior colleague or supervisor, how to respond when harassment occurs in informal or off-site settings, when the line between professional discomfort and legally actionable harassment becomes difficult to define, and how organizational power dynamics can deter women from coming forward. She encouraged participants to trust their instincts, document incidents carefully, and understand that the law is designed to protect, not to judge, the complainant. She stressed that laws are only as effective as the environments in which they are implemented.

Session 7: Improving the workplace environment from Gender Perspective

Resource person: *Shrimati Nishat Farooq, Chairperson ICC, IAEA*

Chairperson: *Prof. Pinky Sharma, Professor, Faculty of Law, University of Delhi*

This was one of the most interactive and challenging sessions of the workshop, as participants were encouraged to identify practical strategies for improving the workplace environment from a gender perspective. Building on Prof. Pinky Sharma's session on the legal framework relating to the Prevention of Sexual Harassment at the Workplace (POSH Act, 2013), Smt. Nishat Farooq invited participants to draw upon their own professional experiences and the knowledge gained during the workshop to explore ways of fostering a safe, equitable, respectful, and inclusive workplace.

Participants were encouraged to discuss and reflect on the roles and responsibilities of their organizations and Internal Complaints Committees (ICCs), the effectiveness of existing grievance redressal mechanisms, and practical measures that could strengthen the prevention and prohibition of sexual harassment at the workplace. The objective was to enable participants to identify actionable interventions that would contribute to creating a gender-sensitive organizational culture.

To ensure that every participant had an equal opportunity to contribute, Smt. Nishat Farooq adopted the **Three-Station Technique**, a participatory learning method designed to facilitate collaborative brainstorming and knowledge sharing. Participants were divided into three groups A, B, and C and rotated through three discussion stations, each focusing on a specific theme related to improving the workplace environment. Each station was facilitated by a designated Station Master.

Station 1: Dealt with Responsibilities of the Organization/Institution

Station Master: Shri Vivek Kumar Chahar

Station 2: Discussed Roles and Responsibilities of the Internal Complaints Committee (ICC)

Station Master: Ms. Neha Gupta

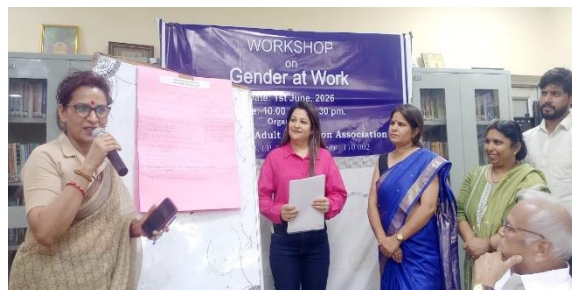
Station 3: Deliberated on other Supportive Measures for Creating a Gender-Sensitive Workplace

Station Master: Dr. Rita Chauhan

For first 10 minutes groups occupied the three stations in sequence. Group A at Station 1, Group B at 2 and Group C at 3. The participants in their respective group discussed in participatory manner on their assigned topic with occasional comments, views and clarification from the Station Master. Accepted views, observations and comments generated, were listed as output of that group work.

For next 7 minutes and then for 5 minutes the groups moved cyclically from one station to next, thus attending the three stations, while the Station Masters remained at their Station. The successive groups either agreed or disagreed with views and observations generated by the proceeding group's concepts. They were free to add or delete to the list. After visiting each station, the groups came back to the respective station from where they had started their journey. The key observations, recommendations, and consensus points emerging from each discussion were recorded as the outputs of the respective station.

They prepared the report of the group after receiving the modification done by the other groups. The findings were presented in the plenary which was chaired by Professor Pinky Sharma. President of IAEA, Shri L. Raja, General Secretary, Shri Khandelwal and Professor Rajesh, Director were also present.



Overall Observations

“The station rotation methodology proved highly effective in generating broad, multi-dimensional thinking. Each group brought fresh perspectives to every station, resulting in rich, layered outputs covering institutional responsibility, procedural compliance, victim support, and culture change.”

The group activity underscored a collective understanding that addressing gender inequality at the workplace requires simultaneous action at three levels: the institution must build systems and infrastructure; the ICC must function with integrity, speed, and sensitivity; and the broader organizational culture must actively support victims through counselling, safety, and awareness. Prof. (Dr.) Pinki Sharma, in her closing remarks as chair, emphasized that the POSH Act is only as powerful as the people and institutions that implement it — and that workshops like these are essential to building that human capacity.

Evaluation of the Workshop

A feedback form for evaluation of Workshop was distributed to all the participants. The feedback was received for the interactive nature of the workshop, insight gained on gender sensitization and overall organization of workshop.



Following feedback was received:

Overall workshop feedback

- **Overall Organization:** 82% of participants rated the workshop as **excellent**, while 18% rated it as **good**, indicating a high level of satisfaction with the organization of the event.
- **Relevance of Topics:** 71% rated the topics as **excellent**, while 29% rated them as **good**, reflecting that the content was relevant and useful to participants.
- **Quality of Speakers:** 82% rated the speakers as **excellent**, while 18% rated them as **good**, demonstrating appreciation for the expertise and effectiveness of the resource persons.
- **Clarity of Presentations:** 47% rated the presentations as **excellent**, 41% as **good**, and 12% as **average**, indicating that the presentations were generally clear while leaving some scope for further improvement.
- **Interactive Activities:** 82% rated the activities as **excellent**, while 18% rated them as **good**, highlighting strong participant engagement throughout the workshop.
- **Usefulness for Workplace:** 82% rated the workshop as **excellent** for workplace applicability, while 18% rated it as **good**, indicating that participants found the sessions highly relevant to their professional roles.

Learning outcomes

- **Understanding of Gender Issues:** 59% of participants **strongly agreed** that their understanding of gender issues improved, while 41% **agreed**.
- **Confidence in Identifying Gender Bias:** 65% **strongly agreed**, 24% **agreed**, and 12% were **neutral** regarding increased confidence in identifying gender bias.
- **POSH and Workplace Policy Awareness:** 53% **strongly agreed**, 41% **agreed**, and 6% were **neutral** that their awareness of the POSH Act and workplace policies had improved.

Feedback form is attached as Annexure 2.

Reflection

Participants appreciated the workshop for providing practical insights into gender equality, workplace inclusivity, unconscious bias, and the POSH Act. Although the interactive discussions and real-life examples strengthened their understanding of gender-sensitive practices and workplace responsibilities, more participatory and thought-provoking activities need to be added. Many participants described the sessions as informative, engaging, and directly relevant to their personal and professional contexts.

Recommendations

Participants recommended organizing similar workshops regularly to reinforce awareness and promote gender-sensitive workplaces. They also suggested including more case studies, role plays, and practical exercises to further improve presentation clarity and strengthen participants' confidence in recognizing and addressing gender bias in the workplace.

Closing of the Workshop

Following the group activity, the workshop drew to a close, with concluding remarks from the dignitaries present. Prof. L. Raja, President, Shri Suresh Khandelwal, General Secretary and Prof. Rajesh, Director IAEA addressed the gathering, reflecting on the significance of the workshop and the lasting benefits it offered to participants in building respectful and inclusive workspaces.

Participants expressed appreciation for fulfillment of their expectations and enrichment of their knowledge. The vote of thanks was proposed by Smt. Nishat Farooq, who expressed gratitude to the Dignitaries, resource persons, organizers and participants for their valuable contributions to the workshop.



Chapter II

Resource Persons Presentations and Reading Material

1. Understanding Gender: Differences between Biological sex and Gender and Socially assigned roles of men and women.
2. Gender Inequalities.
3. Workplace and Skill development from Gender Perspective.
4. Policy, Law and Prevention (POSH Act)
5. Inquiry Process at a Glance.
6. *Mahila avum Bhartiya samaj*

Paper – 1 Slides

Understanding Gender: Differences between Biological sex and Gender and Socially assigned roles of men and women.

Dr. Geeta Mishra

Understanding Gender: Difference Between Biological Sex and Gender & Socially Assigned Roles of Men and Women

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1

Understanding Gender

What comes to your mind when you hear

- MAN
- WOMAN

2

Caselet 1

Caselet: "Riya and Aman"

- Riya and Aman are siblings.
- Riya wants to become a mechanical engineer, but her relatives say: "Engineering is for boys."
- Aman enjoys cooking and wants to learn baking, but his friends laugh and say: "Cooking is girls' work."

3

At home:

- Riya is expected to help her mother in household chores.
- Aman is rarely asked to help in the kitchen.

Both feel pressured to behave according to society's expectations.

4

Discussion Questions

- What gender stereotypes do you observe?
- Are these expectations based on biological sex or gender?
- How might these stereotypes affect Riya and Aman?
- Can boys cook? Can girls become engineers?
- How can families encourage equality?

5

One gender stereotype I want society to change is _____

6

Gender



Gender is used to describe the characteristics of women and men that are socially constructed, while biological sex refers to those that are biologically determined. People are born female or male, but learn to be girls and boys who grow into women and men.

7

Biological Sex

Refers to biological and physiological characteristics that distinguish males and females. It is typically categorized as male or female at birth based on anatomical markers.

Examples

- reproductive anatomy
- hormones
- chromosomes

Key Point

- Usually determined at birth

8

Gender

Gender refers to socially and culturally constructed roles, behaviours, expectations, and responsibilities assigned to men and women. It dictates how society expects people to act and interact.

Examples

- men should earn
- women should cook
- boys don't cry

Key Point

- Gender roles are learnt and can change.

9

Gender Roles



10

Gender All Around



11

Socially Assigned Gender Roles

Women are often expected to:

- cook
- care for children
- manage household work
- be soft-spoken

Men are often expected to:

- earn income
- take decisions
- be strong
- avoid emotions

12

Are These Roles Natural? Fair? Who created them?

Can

- women become leaders?
- men cook and care for children?
- girls play sports?
- boys express emotions?

Message

Most gender roles are socially created, not biological

13

Key Messages

14

Caselet 2

Case: Team Leader

- A department head must nominate someone to lead a **high-visibility project**.
- Two employees are being considered.

Arjun

- Excellent performer
- Married with two children
- Frequently travels for work

Nisha

- Excellent performer
- Married with one child
- Recently returned from maternity leave

15

During the discussion, a manager says:

- "Nisha is capable, but this assignment involves a lot of travel and pressure. Arjun may be a safe choice and better suited at this stage."
- Nobody asks Nisha whether she wants the assignment.
- Arjun gets nominated.

16

What influenced the decision most?

- A. Performance
- B. Availability
- C. Assumptions
- D. Not enough information

17

What information about Nisha was assumed rather than known?

18

Reflection Question

"Think of one decision you have made or observed at work. Could assumptions about gender have influenced it?"

19

- The goal of understanding gender is not to deny biological differences.
- The goal is to recognize when social expectations limit opportunities, shape decisions, or influence how people are treated.
- As professionals, our responsibility is not to treat everyone identically.
- Our responsibility is to examine whether assumptions are driving decisions more than evidence.
- When we distinguish between biological sex and gender, we become better leaders, managers, colleagues and professionals

20

If you removed all assumptions about what women and men are supposed to do, would your workplace decisions remain exactly the same?

21

Gender Identity



Gender Identity is the internal perception of an individual's gender and how they identify themselves.

22

Thank You

23

Paper - 2

Gender inequalities in the context of Society, Household, Work Place, State

Dr. Joycia Thorat

- Introduction : As per the World Economic Forum Gender Gap report , at the current pace of change, it will take an estimated 134 years to close the global Political empowerment and economic participation gap in the world .
- In the latest Global Gender Gap Index, India ranked 131st out of 148 evaluated countries.
- Gender inequalities in the context of Society , Household , Work Place , State exist and is very high even today as per experience shared by members . The recent brutal dowry deaths in India . Do you think gender inequality is a reality or hype or myth
Yes/no . It's a hard-hitting reality .

As per the National Crime Record Bureau of India 2023 , there are approximately 1.33 lakh domestic violence cases .

Care work one of the largest form of violence against women , according to research says , 76.2 percent of unpaid care work is done by women . When it comes to political participation only 14% political leadership is by women today in India . In the corporate office only 17% corporate executive leadership is women , and 20 percent in corporate board are women leaders . Great gap and inequality exist .

If we want India to be a developed nation and our homes to grow economically and socially women need to be empowered and should have equal space .

Activity 1. The exercise / activity on naming male leaders / female leaders and LGBTQIA + leaders was a good eye opener on how male leaders dominate , followed by female leaders and very few awareness on LGBTQIA leaders . Dr. Menaka Guruswamy Mr. Kesav Suri are from there.

Activity 2 The activity to test about our own family values when it come to gender was also an eye opener - stand / sit

1. I my home women family members cook most of the time
2. In my family child care and care for the elderly or both in the family mostly the primary responsibility of women
3. In my home housekeeping / washing vessel all work mostly done by women
4. In my home women can decide what they want to do with the money
5. In my home women can reach home any time without question being asked
6. In my home women represent in the many voluntary groups - boards, hobbies etc -
7. In my home women get to travel outside home not just for work (visit family, friends) any time with no pressure of leaving things unattended,

India to be a developed nation we need to focus on Gender Justice, unless women have equal status, opportunity and engagement in home , society , work place , and state we cannot reach VIKSIT Bharat by 2047.

Activity 3. Followed by this we divided the participants in to 4 groups of these 4 institutions

And asked them to identify the challenges faced in these institutions and identify solutions. All 4 groups did a detailed discussion, spelt out the challenges / inequalities the and identified solution to address them .

Closing :

With that we closed the session requesting the members to constantly identify solutions for gender injustice we face. Push the limit and move forward. Inequality only will go away when we question, challenge and address it . Not when we remain quiet .

Paper - 3

Work place and skill development from gender perspective

Dr. Gyanendra Kumar

ge D;k Fks D;k gks x;s vkSj D;k gksxsa vHkhA
vkvks feydj lksps fopkjsa ;s lHkhA

Now a day's women are central to both our economy and society not only as worker but also as decision makers shaping households and communities. When women are empowered to make financial and professional choices the benefits extend to families, communities and the nation's growth. Women's inclusion in the workforce is not only a driver of equity but also a multiplier for productivity, innovation and social change. A central pillar in enabling this inclusion is the skilling of women, which directly strengthens, employability, economic independence and long-term empowerment.

Increasing population is hindrance for better standard of women. Population is the main cause of malnutrition, unemployment and harassment, eve teasing, rape, and so many other social evils against the women. When explained the situation of increasing population in India he informed that in the year 1921 the total population of India was 25 Crores which increased upto 2026 as 145 Crores. Now a day's India is First in Population in the world. India has only 2.4% Land area of the world where population has increased 6 times more. Further he took example of Delhi's population which was only 5 lacs in 1901 but today in 2026 it reached around 3 Crores but the land area is only 1485 sq km. Out of this 48% population is female. Due to population pressure all sectors are badly effected. Mainly females and girl child through domestic violence, abortion, dowry death, rape, kidnapping etc. They are kills, tortured physically, psychologically, sexually and economically.

Motivation is the main factor at work place and skill development which can be explained through the following steps:-

- a) Information:- Information is valuable because it can effect behavior, decision or an outcome, without correct information we cannot make plan to achieve goal.
- b) Education:- Education is the act of teaching and training with seeks to nourish the good qualities. Education increase the inner capacities of human beings.
- c) Communication:- through good communication the exchange of thoughts, messages or information by speech, visuals etc.
- d) Knowledge & Attitude:- It is tendency to respond positively or negatively towards an idea, object or situation. It relates emotions, feelings, opinions, actions and evaluation.
- e) Motivation:- Self motivation is the force to take initiative to fulfill the goals decided by a person at working place.

Problems:- The worst situation of the working place or established skilled development centres. He took example of Aganwadi Centres established by the Govt. of Delhi. Which are in very bad condition. No proper place to sit comfortably, no toilet no healthy environment. No grant to NGO's so that they can run the skill development training smoothly.

Paper – 4 Slides

Policy, Law and Prevention (POSH Act)

Prof. Pinky Sharma

Policy, Law and Prevention (POSH Act)

Prof. (Dr.) Pinky Sharma
Professor,
Law Centre-II,
Faculty of Law, University of Delhi

1

addressing THE WHAT?

2

DEFINING "THE WORKPLACE" & "THE PEOPLE"

ROOTED IN FUNDAMENTAL RIGHTS
UNIVERSAL APPLICABILITY
PROHIBITED CONDUCT & HARASSMENT
FIVE UNWELCOME ACTS
DEFINING "THE WORKPLACE" & "THE PEOPLE"

3

The Internal Complaints Committee (ICC)

OFFICIAL APPOINTMENT
MANDATORY COMPOSITION
TERM OF OFFICE
PHASE 1: COMMITTEE CONSTITUTION & MANDATE
PHASE 2: TENURE AND INTEGRITY STANDARDS
EXTERNAL MEMBER COMPENSATION
GROUNDS FOR REMOVAL

4

CHAPTER III: The Local Committee

ADMINISTRATIVE FLOW
COMMITTEE COMPOSITION & GOVERNANCE
CHALLENGES
MEMBERS (1)
5-Member Local Committee Structure
1-Year Tenure & Renewal
Ex-Officio

5

CHAPTER IV: The Procedure

Initiation and Timelines
Resolution and Formal Inquiry
Procedural Actions for Respondents

6

CHAPTER V: The Inquiry Lifecycle

Initiation and Timelines
Resolution and Formal Inquiry
Procedural Actions for Respondents

7

CHAPTER VI: section 19

ESTABLISH A SAFE & INFORMED ENVIRONMENT
PROACTIVE READINESS & PREVENTION
CONTINUOUS SENSITIZATION & TRAINING
MONITORING & COMPLIANCE

8

CHAPTER VII

LEGAL COMMITTEE / EMPLOYER
DISTRICT OFFICER
STATE / APPROPRIATE GOVERNMENT

9

CHAPTER VIII: Miscellaneous

THE REPORTING & MONITORING CYCLE
COMPLIANCE ENFORCEMENT & LEGAL RECOURSE
PENALTIES FOR NON-COMPLIANCE

10

ADDRESSING THE WHY?

11

THE GENESIS OF WORKPLACE HARASSMENT LAW

1992 - 1995
2007 - 2013
2013 - Present

12

[illegible]

ADDRESSING THE HOW?

7 Landmark Judgements

5

SHREYANSH K. SINGH & ORS. V. STATE OF BIHAR
 AIR 2018 SC 1011
 2018 (1) 1011 SC 1011

51. The appellant, a private citizen, filed a writ petition for enforcement of fundamental rights under Article 32 of the Constitution of India, seeking a writ of mandamus against the respondent, the State of Bihar, to direct the respondent to take steps to ensure the safety and security of the appellant and his family, and to provide him with adequate medical facilities and financial assistance.

6

FROM GUIDELINES TO STRICT LIABILITY
 AIR 2018 SC 1012
 2018 (1) 1012 SC 1012

61. The appellant, a private citizen, filed a writ petition for enforcement of fundamental rights under Article 32 of the Constitution of India, seeking a writ of mandamus against the respondent, the State of Bihar, to direct the respondent to take steps to ensure the safety and security of the appellant and his family, and to provide him with adequate medical facilities and financial assistance.

7

PROTECTION AGAINST RETALIATION
 AIR 2018 SC 1013
 2018 (1) 1013 SC 1013

71. The appellant, a private citizen, filed a writ petition for enforcement of fundamental rights under Article 32 of the Constitution of India, seeking a writ of mandamus against the respondent, the State of Bihar, to direct the respondent to take steps to ensure the safety and security of the appellant and his family, and to provide him with adequate medical facilities and financial assistance.

8

MANDATORY STRICT LIABILITY
 AIR 2018 SC 1014
 2018 (1) 1014 SC 1014

81. The appellant, a private citizen, filed a writ petition for enforcement of fundamental rights under Article 32 of the Constitution of India, seeking a writ of mandamus against the respondent, the State of Bihar, to direct the respondent to take steps to ensure the safety and security of the appellant and his family, and to provide him with adequate medical facilities and financial assistance.

9

RETALIATION OF RETALIATION
 AIR 2018 SC 1015
 2018 (1) 1015 SC 1015

91. The appellant, a private citizen, filed a writ petition for enforcement of fundamental rights under Article 32 of the Constitution of India, seeking a writ of mandamus against the respondent, the State of Bihar, to direct the respondent to take steps to ensure the safety and security of the appellant and his family, and to provide him with adequate medical facilities and financial assistance.

10

MANDATORY STRICT LIABILITY
 AIR 2018 SC 1016
 2018 (1) 1016 SC 1016

101. The appellant, a private citizen, filed a writ petition for enforcement of fundamental rights under Article 32 of the Constitution of India, seeking a writ of mandamus against the respondent, the State of Bihar, to direct the respondent to take steps to ensure the safety and security of the appellant and his family, and to provide him with adequate medical facilities and financial assistance.

11

MANDATORY STRICT LIABILITY
 AIR 2018 SC 1017
 2018 (1) 1017 SC 1017

111. The appellant, a private citizen, filed a writ petition for enforcement of fundamental rights under Article 32 of the Constitution of India, seeking a writ of mandamus against the respondent, the State of Bihar, to direct the respondent to take steps to ensure the safety and security of the appellant and his family, and to provide him with adequate medical facilities and financial assistance.



SANJEEV KISHRA V. BANK OF BARODA
(2017 JCD 182 186)

ISSUE: Whether the bank was liable to pay the amount of Rs. 10000/- to the plaintiff.

HOLDING: The bank was liable to pay the amount of Rs. 10000/- to the plaintiff.

THE SPECIAL JUDGE IN THE NEW DELHI

AUSHELIAN FERNANDES V. STATE OF KERALA
(2017 JCD 182 186)

ISSUE: Whether the state was liable to pay the amount of Rs. 10000/- to the plaintiff.

HOLDING: The state was liable to pay the amount of Rs. 10000/- to the plaintiff.

CONSTITUTIONAL DISPUTES IN KERALA

DR. SOHAIL MAHLI V. UNION OF INDIA
(2017 JCD 182 186)

ISSUE: Whether the union was liable to pay the amount of Rs. 10000/- to the plaintiff.

HOLDING: The union was liable to pay the amount of Rs. 10000/- to the plaintiff.

ASSIGNMENT FOLLOWS THE VETINE

HCL TECHNOLOGIES LTD. V. N. PARASATHI
(2017 JCD 182 186)

ISSUE: Whether the defendant was liable to pay the amount of Rs. 10000/- to the plaintiff.

HOLDING: The defendant was liable to pay the amount of Rs. 10000/- to the plaintiff.

IMPACT SUPERSEDES INTENT

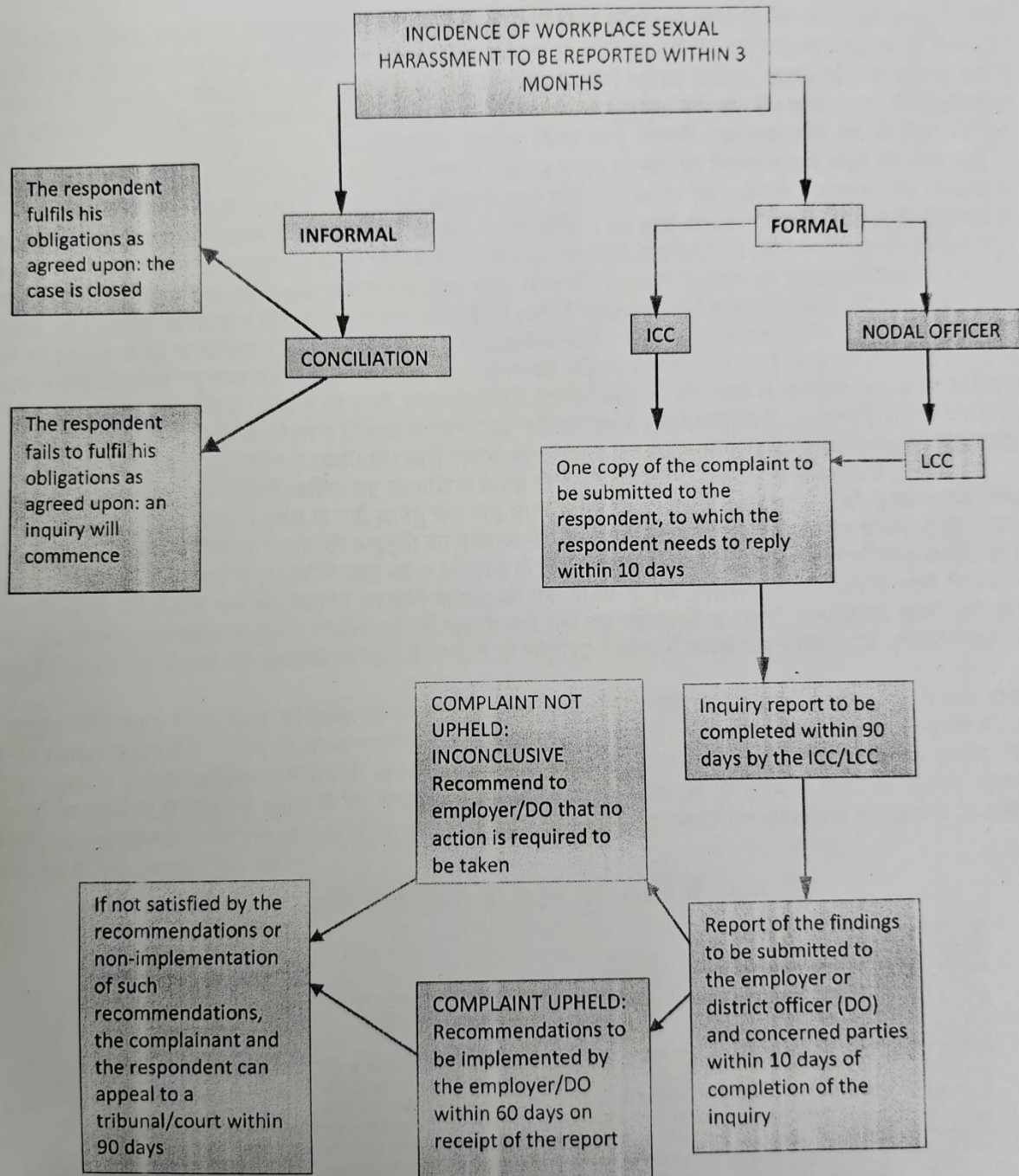
**"WHEN SHE'S ALIVE AND ASKING
FOR PROTECTION, THE SYSTEM
QUESTIONS HER. WHEN SHE DIES,
THE SYSTEM MOURNS HER."**

Indira Jaising
(Senior Advocate)

Thank You

5 Reading Material

INQUIRY PROCESS AT A GLANCE



महिला एवम् भारतीय समाज

डॉ. ज्ञानेन्द्र कुमार

निःसंदेह वर्तमान में महिला आंदोलनो से कई उपलब्धियाँ हासिल हुई हैं, लेकिन लोगों की सोच है कि औरत की आजादी केवल उसकी आर्थिक आत्मनिर्भरता से जुड़ी है। पुरुष वर्चस्व की मानसिकता आज भी आड़े आ रही है। इस जड़ मानसिकता के विरुद्ध हर स्तर व व्यवस्था में एक सतत् व व्यापक संघर्ष की आवश्यकता है। पश्चिमी राष्ट्रों में महिला शिक्षित, आत्मनिर्भर, सामाजिक रूप से प्रतिष्ठित व उच्च पदासीन हुई हैं, लेकिन वहाँ कैरियर व परिवार में संतुलन का अहम मुद्दा बन गया है। आज समय की आवश्यकता है कि स्त्रियों व पुरुषों के बीच समाज का एक नया दृष्टिकोण स्थापित किया जाए जिससे कार्यस्थल और घर के रिश्ते की पुनः संरचना करने का प्रयास हो। "यत्र नार्यस्तु पुज्यते" वाले इस देश में स्त्री स्वातंत्र्य के नाम पर विरोध जताने वालों की कमी नहीं है। उपन्यास सम्राट प्रेमचन्द ने कहा था कि "लड़कियों को अच्छी शिक्षा दी जाए और उन्हें अपना रास्ता बनाने में स्वतन्त्र छोड़ दिया जाये, उनको विवाहित देखने का मोह छोड़ देना चाहिए। उन पर विश्वास करना चाहिए। हमें कोई अधिकार नहीं कि लड़कियों की इच्छा के विरुद्ध रूढ़ियों के गुलाम बनकर केवल इस भय से की खानदान की नाक ना कट जाये लड़कियों को किसी न किसी के गले मढ़ दें"।

जनसंख्या एवम् विकास पर अंतर्राष्ट्रीय सम्मेलन काहिरा 1994 में भी महिलाओं के स्वास्थ्य एवं प्रजनन अधिकार पर व्यापक स्तर पर बहस हुई। आर्थिक दरिद्रता व घटिया वैचारिकता दोनों में बदलाव के बिना नारी मुक्ति संभव नहीं हो सकती। महिलाओं व बालिकाओं को हर क्षेत्र के पूरे सामाजिक परिपेक्ष्य में पहचान बनाने, खुलने व खिलने का अवसर मिले तब नारी मुक्ति संभव है, कवित्री महादेवी वर्मा ने अपनी पुस्तक "शृंखला की कड़ियाँ" में लिखा है — समय की गति के अनुसार न बदलने वाली परिस्थितियों ने स्त्री के हृदय में विद्रोह का अंकुर जमा दिया है। समाज की आधी संख्या जब तक अपनी स्थिति व परिस्थिति से असंतुष्ट तथा अपने कर्तव्य से विरक्त है तब तक हम अपने सामाजिक जीवन व विकास में सामंजस्य नहीं ला सकते। आवश्यकता है कि आधुनिक युग में स्त्री घर की सीमा के बाहर भी अपना कार्यक्षेत्र चुनने में स्वतंत्र हो। नारी विरोधी मानसिकता एवं रूढ़ीवादी परम्पराओं के विरुद्ध हर विवेकशील व्यक्ति को अपनी महत्वपूर्ण भूमिका निभानी चाहिए, यह सामाजिक चेतना के रूपांतरण का भी एक महान अभियान है।

वस्तुतः नारी की लड़ाई स्वयं में पुरुष से नहीं अपितु उस जड़ मानसिकता से है जिसने न केवल नारी को दासी बनाया अपितु दासी बने रहने के गौरव और अलौकिक आनंद की अनुभूती का पाखण्ड भी रचा। आधी आबादी को निष्क्रिय एवं सजुन से दूर रखकर हम किस विकास की बात कर सकते हैं। मार्क्स ने कहा था — इतिहास के किसी दौर में समाज की प्रगति की असलियत जाननी हो तो उस समाज में औरतों की स्थिति जानिए। वर्तमान भारतीय समाज की इस संदर्भ में बड़ी निराशाजनक स्थिति है। ऐसे में कोई भी सामाजिक, सांस्कृतिक, राजनैतिक आंदोलन सार्थक नहीं हो सकता जब तक वह महिलाओं के मुद्दों, सवाल को अपने एजेन्डा के रूप में समाहित न कर लें। औरतो की आजादी का अर्थ है, समाज के संतुलित निर्माण में उनके अपने हिस्से की भूमिका निभाने की आजादी।

राष्ट्रीय नीति 2001 में महिलाओं की शक्ति सम्पन्नता से संबंधित सभी क्षेत्रीय नीतियों में प्रतिबंधता दर्शाई गई है तथा महिला आंदोलन को मजबूत आधार देने के लिए स्वेच्छिक संगठनों का भी समर्थन किया गया है। महिला पुरुष समानता के सिद्धान्त भारतीय संविधान का मूलधार है ऐसा उल्लेख संविधान के अनेक अनुच्छेदों में वर्णित है। जिनमें मौलिक अधिकार, मौलिक कर्तव्य, नीति निर्देशन तत्वों का उल्लेख है। कितना दुखद है कि आजादी के 60 वर्षों बाद भी महिलाओं के संदर्भ में उपरोक्त किताबी योजनाएँ सैधान्तिक ही रही। आवश्यकता अब इस बात की है कि इनको व्यवहारिकता प्रदान कर भारत का सामाजिक सांस्कृतिक, राजनैतिक एवं आर्थिक रूप से नव-निर्माण किया जाए।

हम बेटियाँ अपने माता-पिता के सपने पूरे करने में सक्षम हैं।



उन्हें लड़का चाहिए था

मुझे एक बार यह बताया गया कि जब मेरा जन्म हुआ था तो एक महीने बाद तक मेरी दादी मुझे देखने तक नहीं आई थीं। यह जानकर मुझे बहुत हैरानी हुई। मैं अपनी बहन चंद्रांशु के जन्म के सात साल बाद पैदा हुई थी। मेरे पैदा होने से दादी बहुत निराश थीं। उन्होंने मेरी जगह घर में पोते के जन्म की उम्मीद लगा रखी थी। मेरे साथ घटी इस घटना से सपास में लड़कियों से भेदभाव के संबंध में कायम रवैये का पता चलता है। एक लड़की होने के बावजूद आज मैं सफल हूँ। मेरी सफलता में मेरी माँ का बहुत योगदान है। मैं अपने पैरंटु के साथ जिस अपार्टमेंट में रहती हूँ उसे पुरस्कार में जीते हुए मेरे पैरों से खरीदा गया है और यह मेरे नाम पर है। हरियाणा के ज्योदातर खिलाड़ी, खास तौर से महिला खिलाड़ी मेरी जितनी सीधायताली नहीं हैं। हालाँकि हरियाणा सरकार ने पिछले दो वर्षों में खिलाड़ियों को दी जाने वाली इनाम राशि में काफी बढ़ोवारी की है जिससे खिलाड़ियों का मनोबल बढ़ा है।



साइना नेहवाल, बैडमिंटन चैंपियन



अन्नुराज - कामन वेल्थ गेम्स में गोल्ड मैडल जीतने वाली तथा साइना नेहवाल - बैडमिंटन चैंपियन

Chapter III

Group Reports

Session 4: Gender Inequalities

Session 7: Improving Workplace Environment

Group report of Gender Inequalities

Group 1 — Household	Group 2 — Workplace
Challenges - Elders discriminate, especially against girls - Jobs like Hotel Management deemed unsuitable for girls - Social boundaries restrict girls' choices Solutions - Equal parental support for sons & daughters - Parents should stand firm in their decisions	Challenges - Salary disparity; capability judged by gender - Harassment; judgment on appearance / dressing - False allegations — need gender-neutral law Solutions - Gender equalization in pay & promotion - Enforce POSH Act; sensitization workshops

Group 3 — Society	Group 4 — State
Challenges - Restrictions on freedom & movement - Sexual harassment in public spaces - Girls expected to leave home upon marriage - Unequal education access & public treatment Solutions - POSH Act enforcement; awareness drives - Women's reservation in community leadership	Challenges - Haryana sex ratio: ~900 girls per 1,000 boys - Female literacy 66% vs. male 88%; Nuh lowest at 36.6% - Dowry deaths, honour killings, crimes against women - Women barred from policy / decision-making roles Solutions - Beti Bachao Beti Padhao; HSCW helpline 1091 - Nari Shakti Vandan Adhiniyam 2023; reservations

Group report of Improving Workplace Environment

(Three Station Technique)

Station 1	Station 2	Station 3
Responsibilities of Institution Station Master: Shri Vivek Kumar Chahar	Responsibilities of ICC Station Master: Ms. Neha Gupta	Other Supportive Measures Station Master: Dr. Rita Chauhan

Station 1 — Responsibilities of Institution (Shri Vivek Kumar Chahar)

Participants: Manju, Sarwat Fatima, Hemant, Apoorva Kumari, Gulnaz, Sunita Negi

Institutional Roles	What Needs to Be Done & Challenges
- Provide a safe environment for women - Create gender-neutral laws - Implement POSH Act and promote gender equality - Install CCTV cameras and proof-based technology - Spread awareness of law and rights - Establish a Grievance Redressal Committee - Constitute and activate the ICC - Conduct workshops on POSH policy regularly - Provide health awareness camps - Set up complaint boxes; enforce rules - Ensure maternity leave and incentives - Provide individual insurance including casualty cover	To Be Done - Women's safety: install cameras, ensure day-shift options - Ensure equal pay for equal work - Gender-inclusive policies & proportional representation - Positive, encouraging work culture - Clean washrooms and healthy environment - Stress counselling; safe late-hour transport Challenges - Insufficient communication channels & resources - Anonymity of complainants not protected - Informal culture in formal settings; fear of isolation - Lack of legal awareness; hierarchy-based discrimination

Station 2 — Responsibilities of ICC (Ms. Neha Gupta)

Participants: Pushpa Sharma, Amit Tiwari, Kusum Lata, Nitu, Sofia

ICC Duties (DOs)	Challenges Identified
- Prevent sexual harassment proactively - Conduct impartial and time-bound enquiry - Maintain strict confidentiality at all times - Accept complaints regardless of complainant's position - Accept complaints against persons in senior positions - Ensure a women-headed / women-sensitive committee	- Verifying whether a complaint is genuine or false - Male complainants must also be given due consideration - ICC must handle transgender harassment issues - No compromise on evidence and procedure

ICC Duties (DOs)	Challenges Identified
• Complete enquiry within the statutory 90-day timeline • Presiding officer must be the highest-ranking female • Remain unbiased; never pressurize the victim to compromise • Do not share the victim's personal information • Ensure victims know the proper complaint procedure	• Evidence must be properly documented and preserved • Ensure victim security throughout the process • Whistle-blower security must be guaranteed • Job security for complainants must be protected

Station 3 — Other Supportive Measures (Dr. Rita Chauhan)

Participants: Seema Sharma, Ishrat Sultana, Praveen, Meera, Seema

This station took a specific case scenario — a housekeeping / house-help situation in which a senior male employee behaved inappropriately with a female employee, who then reported it to the same senior person. The group mapped a comprehensive response protocol and listed supportive measures:

Immediate Response Steps	Broader Supportive Measures
• Advise the woman to report to the organization's Director with full details • Director reviews CCTV footage and saves all records as evidence • All four POSH Committee members duly informed • Committee members personally speak with and listen to the woman • Assess whether the matter qualifies as a Local Level Committee (LLC) case • Complaint may also be filed on the SHe-Box portal or via NCW online • Counselling provided to the victim • Job security assured to the complainant	• Ongoing counselling support for the victim • Safety of the victim ensured at all times • Whistle-blower safety guaranteed • Stress management support provided • Healthy conversations and positive thinking encouraged • Creation of a fearless work environment • Complete awareness about POSH policy disseminated • Employee information not shared with outsiders • POSH policy and charter displayed prominently



ANNEXURES

1. Workshop Schedule
2. Feedback Forms
3. List of Participants

Indian Adult Education Association
Gender at work: Building Respectful, Inclusive Workspaces

Date: 1.6.2026

Inauguration of the workshop

- *Welcome address by Prof. Rajesh, Director I/c, IAEA*
- *Address by Chief Guest, Prof. L. Raja, President, IAEA*
- *Inaugural address by Guest of Honour, Shri Suresh Khandelwal, General Secretary, IAEA*
- *Vote of thanks by Mrs. Nishat Farooq, Chairperson ICC, IAEA*

Time	Programme	Method	Resource Person
10.00 am to 10.15 am	Registration		
10.15 am to 10.30 am	Introduction		
10.30 am to 11.00 am	Orientation of the workshop	Presentation	Ms. Nishat Farooq, ICC, Chairperson.
11.00 am to 11.30 am	Understanding Gender	Spray mapping and presentation	Dr. Geeta Mishra Associate Professor, University of Delhi
11.30 am to 12.30 pm	Gender Analytical Framework	Presentation & analyses	Ms. Nishat Farooq, ICC, Chairperson.
12.30 pm to 1.00 pm	Understanding Gender Inequalities	Presentation & discussion	Dr. Joycia Thorat Consultant for Good Governance & Standards of Excellence
1.00 pm to 2.00 pm	LUNCH		
2.00 pm to 2.30 pm	Workplace and Skill development from Gender perspective	Presentation	Dr. Gyanendra Kumar President, Voluntary Health Association Delhi New Delhi
2.30 pm to 3.30 pm	Policy, Law and Prevention (POSH Act)	Presentation	Prof. (Dr.) Pinki Sharma Professor, Faculty of Law, University of Delhi, Delhi
3.30 pm to 4.30 pm	Improvement of the workplace environment from Gender perspective	Group Work	Ms. Nishat Farooq Chairperson: Prof. (Dr.) Pinki Sharma
4.30 pm to 5.00 pm	Evaluation of Training Program		Ms. Neha Gupta, Member, ICC, IAEA
5.00 pm to 5.30 pm	Closing of workshop		

Workshop Feedback Form

Gender at Work: Building Respectful, Inclusive Workspaces

1 June, 2025, Indian Adult Education Association, New Delhi

Please complete this form, as your feedback is important to help us improve future workshops. All responses will be kept confidential and used only for academic and training purposes.

Participant Information (Optional)

Name: _____ Designation: _____

Organisation/Institution: _____

Instructions: Your responses will be rated on 4 points scale. Please respond to the following statements by encircling the numbers that best describes your experience.

Overall Workshop Feedback

Criteria	Excellent 	Good 	Average 	Needs Improvement 
Overall organization	4	3	2	1
Relevance of topics	4	3	2	1
Quality of speakers	4	3	2	1
Clarity of presentations	4	3	2	1
Interactive activities	4	3	2	1
Usefulness for workplace	4	3	2	1

Learning Outcomes

Statement	Strongly Agree 	Agree 	Neutral 	Disagree 
Understanding of gender issues improved	4	3	2	1
Confidence to identify gender bias increased	4	3	2	1
POSH and workplace policy awareness improved	4	3	2	1

Your Reflection

One key insight from the workshop:

One action you will take to promote inclusion at work:

Suggestions

What improvements or additional topics would you suggest?

Would you recommend this workshop to others? ____ Yes ____ Maybe ____ No

List of Participants

- 1. JSS, Patel Nagar**
 - Mrs. Kusum Saini – General Secretary
 - Mr. Naveen Kumar Singh – APO
 - Ms. Kusum Lata Sharma – ACM
- 2. JSS, Peeragarhi**
 - Mr. Amit Tiwari – Computer Assistant
 - Mr. Praveen Chand – Field Assistant
- 3. Mahila Vikas Sansthan**
 - Ms. Neetu Kumari – Vice-President
 - Mr. Rajesh Pandey - Member
- 4. Imperial Service Development Society**
 - Ms. Deeksha - Head
- 5. Abhyudaya Trust**
 - Mrs. Seema Sharma – Project Coordinator
- 6. MRYDO**
 - Ms. Pooja- PLW
 - Ms. Shweta – PLW
- 7. Balak Mata Centre, JMI**
 - Ms. Ishrat Sulatana – Teacher
 - Ms. Sarwat Fatima – Officiating Headmistress
- 8. Pocketful of Sunshine**
 - Ms. Safia Medi – Teacher
 - Ms. Seema – Project Coordinator
- 9. URIDA**
 - Ms. Meera Ojha- SHG Mobiliser
 - Ms. Manju – SHG Mobiliser
- 10. Voluntary Health Association, Delhi**
 - Ms. Gulnaz – Programme Officer
 - Ms. Kusum Verma - Teacher
- 11. Milestone**
 - Mr. Manish Sharma

12. University of Delhi

- Dr. Apoorva Kumari

Observers

- Dr. Biresh Pachisia - Blind Home Welfare Society
- Miss. Himanshi – Delhi University
- Mr. Hemant – Delhi University
- Miss Gayatri – Delhi University

Resource persons, ICC/Resource Persons

- Prof. Pinki Sharma - Professor, Faculty of Law, University of Delhi, Delhi
- Mrs. Nishat Farooq - Chairperson, ICC, IAEA
- Ms. Geeta Mishra - Member, ICC, IAEA
- Dr. Gyanender Kumar - Member, ICC, IAEA
- Dr. Joycia Thorat - Member - ICC, IAEA

Station Masters

- Mr. Vivek Kumar Chahar - Copy Editor, IAEA
- Ms. Neha Gupta - Member- ICC, IAEA
- Dr. Rita Chouhan - Regional Director, IGNOU

Organizing Committee Members

- Ms. Neha Gupta – Librarian-cum-Documentation Officer
- Shri ML Sharma - Finance Head
- Shri Vinay Chhetri - Senior Assistant
- Shri Jai Bhagwan – Assistant
- Shri Surender Singh Yadav – Caretaker
- Shri Ravi Subramaniam - Multipurpose Worker
- Shri Bittoo - Multipurpose Worker
- Shri Kishore Kumar - Multipurpose Worker

Rapporteurs

- Shri Vivek Kumar Chahar - Copy Editor, IAEA
- Ms. Neha Gupta - Member, ICC

