

Report on Workshop: “Gender at Work – Building Respectful, Inclusive Workspaces”

Date: 1 June 2026

Venue: Indian Adult Education Association (IAEA), New Delhi

The Gender Committee of the Indian Adult Education Association (IAEA) organized a one-day workshop on “Gender at Work: Building Respectful, Inclusive Workspaces” on 1 June 2026 at its New Delhi office. The workshop aimed to increase awareness and understanding of gender issues, workplace inclusion, gender sensitivity, and related legal provisions among representatives of Jan Shikshan Sansthan and voluntary organizations.



The programme began with a welcome address by Prof. Rajesh, Director I/c, IAEA. Prof. L. Raja, President, IAEA, addressed the participants as the Chief Guest, while Shri Suresh Khandelwal, General Secretary, IAEA, delivered the inaugural address. Dr. Nishat Farooq, Chairperson of the Internal Complaints Committee (ICC), IAEA, proposed the vote of thanks.

Dr. Nishat Farooq also introduced the training programme and explained its objectives. The first technical session on Understanding Gender was conducted by Dr. Geeta Mishra, Associate Professor, University of Delhi, using interactive activities and presentations.

A session on Understanding Gender Inequalities was led by Dr. Joycia Thorat, Consultant for Good Governance and Standards of Excellence. The discussion helped participants understand the different forms of gender inequality in society and at the workplace.

After lunch, Dr. Gyanendra Kumar, President, Voluntary Health Association Delhi, spoke on Workplace and Skill Development from a Gender Perspective. He highlighted the importance of creating equal opportunities and inclusive work environments.

The session on Policy, Law and Prevention under the POSH Act was conducted by Prof. (Dr.) Pinki Sharma, Professor, Faculty of Law, University of Delhi. She explained the legal provisions related to the prevention of sexual harassment at the workplace and discussed the responsibilities of organizations in ensuring a safe work environment.

Another session, facilitated by Prof. Pinki Sharma, focused on Strategies to Improve Workplace Environment from a Gender Perspective. Participants worked in groups and shared ideas on making workplaces more respectful and inclusive.

The workshop used participatory methods such as presentations, discussions, group work, experience-sharing, feedback sessions, and a Three Stations Activity. These activities encouraged active participation and helped participants learn from one another.

Representatives of various voluntary organizations actively participated in the workshop and shared their experiences and views on gender-related issues in their workplaces.

The programme concluded with an evaluation session conducted by Ms. Neha Gupta, Member, ICC, IAEA. Participants appreciated the usefulness and interactive nature of the training and provided positive feedback.

The workshop proceedings were recorded by Shri Vivek Kumar Chahar, Copy Editor, Indian Journal of Adult Education (IJAE), IAEA, who served as the Rapporteur.

Overall, the workshop was successful in improving participants' understanding of gender issues, workplace equality, and legal safeguards, while encouraging them to promote respectful and inclusive work environments in their organizations.