

REPORT OF WORKSHOP ON GENDER EQUITY

HELD ON

DECEMBER 13, 2013,

UNDER

IQAC, UNIVERSITY OF LUCKNOW

VENUE: GEOLOGY HALL,

UNIVERSITY OF LUCKNOW

CONVENED AND COORDINATED:

Dr. AJAI PRAKASH (BUSINESS ADMINISTRATION)

UNIVERSITY OF LUCKNOW

December 13, 2013, University of Lucknow

Workshop

on

“GENDER EQUITY”

Organised by Internal Quality Assurance Cell, University of Lucknow.

I. INTRODUCTION

A workshop on **“Gender Equity”** was organised by IQAC and coordinated by **Dr. Ajai Prakash**, convener/coordinator IQAC workshops, from **10:00 am**, on **December 13, 2013**.

The workshop on **Gender Equity** helps the people to make the changes required to develop as a society where no discrimination among the men and women can be seen.

II. TITLE OF THE WORKSHOP:

“Gender Equity”

III. OBJECTIVES

The objectives of the workshop were to:

- a. Discuss the issue of gender equity in the current context.
- b. The workshop intended to initiate a discussion on gender equity amongst the students and academia in order to introduce

participants to the issues of Gender Equity and have better gender equity understanding on campus.

- c. Make participants aware of gender issues in context of India.
- d. Make participants aware of the current situation of gender issues in the society in terms of demography.
- e. Involve participants in becoming responsible citizens of the country and the global

IV. HIGHLIGHTS

1. Total No. of Participants: 123
2. Speakers of the Workshop:
 - a. Prof. Roop Rekha Verma (Ex Vice Chancellor University of Lucknow)
 - b. Dr. Ajai Prakash (Department of Business Administration, University of Lucknow)
 - c. Ms. Tahira Hasan
 - d. Ms. Smriti Singh (Oxfam India)
 - e. Ms. Batra (B.A. Student Delhi University)

V. ACTIVITIES IN WORKSHOP

The workshop involved the participants in a discussion on gender equity.

This workshop was inaugurated with Maa Saraswati Poojan. The participants were welcomed and introduction by Dr. Ajai Prakash the coordinator and convenor of the workshop.

The participants at the inauguration of the workshop were

- a. **Prof. Roop Rekha Verma (Ex Vice Chancellor University of Lucknow)**
- b. **Dr. Ajai Prakash (Department of Business Administration, University of Lucknow)**
- c. **Dr. Rajeev Manohar (Director, IQAC University of Lucknow)**
- d. **Dr. Anil ShuklaMs. (Deans Students Welfare, University of Lucknow)**
- e. **Tahira Hasan (Social Activity and Gender Equity Deliberator)**
- f. **Ms. Smriti Singh (Oxfam India)**
- g. **Ms. Batra (B.A. Student Delhi University)**

After introductory session Dr. Prakash introduced the audience with the term “Gender Equity”. He started with the differentiation between the terms equity and equality and explained the need, importance and significance of the issue in the current society. He also threw light on the need to understand and adapt the issues by the citizens of society. Dr. Prakash strongly support that women are participating in the development and stabilization of the family, society and the economy as well and hence playing an important role than men.

Thereafter Dr. Prakash invited Prof. Roop Rekha Verma, Ex-Vice-Chancellor of University of Lucknow, for her views and guidance to the audience. She presented a paper titled “ Gender Discrimination in the Contemporary India” and clarified the meaning of gender and sex. She strongly supports that women are not inferior to men but never criticized men. She also pointed various examples to support her views. She said that today the mind set of the society is influenced due to market demand. In the end of speech she appreciated the efforts of Dr. Ajai

Prakash, IQAC workshop Coordinator and Dr. Rajeev Manohar, Director IQAC workshop for organising of workshop.

Ms. Tahira Hassan, social activist, presented a paper on “Mindset of Indians in Indian Middle Class” said that the mind set of entire society has undergone a change and leadership roles need to be looked at for mobilising support and executing change. Living on a number of examples her lecture deliberated on how there is different mindset of the rural and urban populace. She stated that broadly there is a big gender inequality that exists all over the country and the same has to be looked at by bringing in strong legislations and their execution. Media has an important role to play and awareness can be brought in with a responsible media. The media should present the roles of men and women in right perspectives and women should not be depicted as a commodity to market products.

Dr. Smriti Singh from Oxfam India, presented a paper on “Article 497 and India Marriages “ and discussed issues related with domestic violence and dowry act. She also presented the data of different states regarding current situation of the above issues. She was of the view that a number of times during her field visits she has found that the executioners of the laws should be bound to implement the laws not only in the favour of one gender. Women face a lot of exploitation not only at their homes but also at the time when they make their complaints. The respective officers would report an issue in a lackadaisical manner and finally write a report just to finish and enquiry a the face of it rather than go deep into the issues and bring the guilty to task. This kind of a behaviour leads to a non

cooperative attitude and thereby the problem remains where it started and sometimes is even aggravated.

Dr. Ajai Prakash presented a paper on “Managing Gender Equity for REsponsible Management by Introducing Gender Equity in Indian Management Curriculum”

Ms. Mallika Batra, a student of BA (hons) IInd, of Delhi University, presented her views about the security of women in Delhi. One of the youngest members of the workshop came up with her project findings where she revealed the way men folk look at women folk and behaves during the visits of the metro visits in Delhi. She said most of the seats reserved for women are used by men and when women approach the seats it is difficult for the ladies to get them.

Dr. Manju Anand one of the audience highlighted the need for the workshops on such sensitive issues in future to propagate the message in entire society.

VI. WORKSHOP SUMMARISATION

During the final session of the workshop where there was an open discussion there were several issues that were raised.

Dr. Ajai Prakash said that sometimes the rules which have been framed for the protection of women are also misutilised where we find that the rules are strongly used for the men folk to be put behind bars. Such an attitude is strongly witnessed in the

urban areas and such cases are many. These cases also lead to a divorces and strained relationships.

The debate also generated a few questions by the students who at one point in time were so enthused that they asked Dr. Smriti Singh whether they could carve out a career in the area of Gender Equity issues and they could be consultants.

Debate further explored the issue of advertising where the participants said that women are being shown as publicity material for marketing the products of various companies. Such an attitude should not be adopted by the companies.

Dr. Ajai Prakash said that there is as strong need for a change in the mindset of the society as a whole and there needs to be a vibrant visibility of this changed mindset.

It is important that women should change the mindset and from the cradle itself they should not create a disparity of man being stronger to the female gender. There have to deliberate and force on the children that the society is one and there is no difference between men and women. The superiority towards the male gender should not be exhibited.

The workshop identified the following

- There should be a change of mindset of the society as a whole
- The female gender should enforce the issues of gender equal society from the cradle itself
- Corporate should become more responsible towards gender equity issues
- There should be a more responsible media and it should exhibit gender equal views
- There should be a better execution of Indian legislations
- There should be more stringent legislations
- There should be a non biased attitude of society towards both genders.
- The country should look at other countries which follow a more gender equal mindset.
- The students should develop initiatives to create a dialogue for more gender equal issues on campus
- There should be gender equal debates in each department of the university

- There should be forum created on gender equality issues on the campus