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# Workshop Report on “Towards Gender Sensitization: Planning, Budgeting and Mainstreaming”

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Development Studies  
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She also mentioned that recently the School has undertaken the launch of a broad based gender sensitization initiative which was launched on 8<sup>th</sup> March, 2014. This includes the development of an elective course to be offered as part of the Bachelor's Degree Programme (BDP) offered by the University. The Initiative is envisaged as a multipronged spectrum of interventions for selected target groups.

The current workshop on Gender Sensitization is part of this broader initiative to promote gender awareness by various means throughout the university system, she concluded. After her welcome address, Pro Vice Chancellor Prof. Sushma Yadav stressed the significance of bringing gender equity and gender equality at all levels in her introductory address. She also mentioned that the Gender Sensitization Workshop for all University officials and Academics certainly bring issues related to gender for larger debate and discussion. It opens up the issues and sensitizes everyone to make the workplace more gender responsive.

Prof. Nageshwar Rao, Vice Chancellor of the University appreciated the efforts of SOGDS for organizing gender sensitization workshop and requested the schools to take up more activities in this regard.

Then, SOGDS invited Prof. Asha Kapur Mehta from Indian Institute of Public Administration (IIPA) to deliver her keynote address in the inaugural session for all the participants of two days workshop. She started her lecture by asking question why do we need gender sensitization which is enshrined in our Constitution. The 12<sup>th</sup> Plan notes that women span the entire income spectrum, but there are gender-based issues of inclusiveness that are relevant all along income spectrum. She also noted that many recent reports on violence against women, outrage and public protests have had at least one effect and that is silence regarding existence of gender disparities has finally been broken and denial is no longer possible. According to latest data there are many successes but many failures too. For example, the sex ratio has improved from 933 females per 1000 males in 2001 to 943 in 2011. However, Child Sex Ratio (0-6 yrs) has worsened from 927 in 2001 to 919 in 2011. She further explained in gender and sex context and also women's priorities being put aside at the household level given the budgetary constraints. She further spoke that good health and lower mortality rates among women depend on many other factors e.g.:

- adequate nutrients food and the way it is cooked and stored;
- access to safe drinking water for drinking, cooking and washing;

- safe disposal of sewage to ensure no contamination of drinking water sources ;
- clean energy for cooking;
- reduction in levels of drudgery in work; and
- access to inexpensive but quality medical care and medication in times of ill health.

Hence, Plan and Budget priorities at the national level (macro level) are viewed through a gender and poverty sensitive lens through programmes on:

- Poverty eradication;
- Eradication of hunger;
- Opportunities for adequate employment for all able bodied;
- Access to safe drinking water;
- Access to quality and affordable health care;
- Access to clean energy;
- Correcting the bias in the female-male ratio;
- Safety nets for the old who are poor and for the poor who are disabled; and
- Correcting statistical invisibility of women’s work

The 12th Plan aimed to end “gender based inequities, discrimination and violence” as an “overriding priority”.

Key elements mentioned in the 12<sup>th</sup> five year plan are:

- Economic Empowerment;
- Social and Physical Infrastructure;
- Enabling Legislations;
- Women’s Participation in Governance;
- Inclusiveness of all categories of vulnerable women;
- Engendering National Policies/ Programmes and Mainstreaming gender through Gender Budgeting.

She further explained that gender is a cross cutting issue and requires that all stakeholders pull together to strengthen gender equality. Then, she explained, what is gender budgeting and how it can be implemented and conducted at micro and macro level referring to the academic institution Prof. Mehta said.

Gender budgeting can be carried out by looking at

- Number of Faculty at each level (M/F)
- Number of administrative staff at each level (M/F)
- Number of students (M/F, SC/ST, BPL)
- Distribution across courses (M/F, SC/ST, BPL)
- Type of research projects conducted
- Number of girls colleges/ outreach institutions
- Enabling conditions to improve access
- Enabling conditions to improve academic outcomes
- Access to Hostel accommodation (M/F, SC/ST, BPL)
- Transport facilities to enable safe access

At the macro context, she discussed the dynamics of poverty and the gender differentiated impact of poverty. She further discussed the gender differentiated effects of health and energy. Finally, she raised few questions regarding the role of higher educational institutions like Research and Teaching/Training/ Dissemination through publications/ Dissemination through Seminars and also what kind of research? Who benefits from the research? Science for whom? Engineering for whom? What gets taught? Who teaches?

And possible opportunities like

- Can we ask each academic institution to adopt a few slums?
- Can our courses and grading structures include outreach activities?
- How many differently-abled young girls and boys are there in the institution?
- Can we allocate funds for making girl students aware of the laws providing protection against violence and teach them to protect themselves so that they do not get victimized

Thus, there are many ways in which Gender Budgeting can help us question and reprioritize.

All it needs is a little sensitivity, she concluded.

At the end of inaugural session, Dr.Nilima Srivastava, Associate Professor, SOGDS and Workshop Coordinator proposed the vote of thanks. On the behalf of School, she accorded her heartfelt thanks to Honourable VC, Prof.Nageshwar Rao for encouraging School to take up the initiate. She also thanked Pro VC Prof.Sushma Yadav for her support to all such endeavours. She thanked director of RSD for his support and involving Regional Directors (RDs) and the participants from the RCs in NCR. She also appreciated the support of the director EMPC and

his team for video recording of the session. She thanked head of the horticulture cell for floral arrangements. Finally she expressed her heartfelt thanks to faculty and staff of SOGDS for their support and togetherness to make this workshop a success.

## **Technical Session I                      17<sup>th</sup> November 2015                      2.00 to 5.30pm**

After inaugural session, Workshop Session I started at 2pm for the director's of the Schools, heads of divisions, and regional directors of RCs in NCR. Before we started scheduled session on 17<sup>th</sup> afternoon, we invited Prof. Chandrakala Padia, Vice Chancellor, Maharaja Ganga Singh University, Bikaner and Chairperson, Indian Institute of Advanced Study delivered a lecture on feminist understanding and perspectives on gender. She covered topics related to socialization process and Gender literature and Culture. Later, Ms. Paramita Mazumdar from Ministry of Women and Child Development took session from 2pm to 5pm. She introduced concepts related to Gender Sensitization, Budgeting and Mainstreaming. She conducted session in a interactive way. In her session, she made the participants come up with the gaps to be fulfilled and required facilities related to make the University more gender sensitive.

The participants of the afternoon session on 17<sup>th</sup> November identified the following issues that need to be addressed by the University.

- Improved Crèche facility
- 24 hours health centre for emergency
- Ladies common room within the university
- Recreational facility especially for women
- Western commode toilet within the university complex as older women find it difficult to use Indian style toilets seats.
- Un parliamentary language should be banned from University
- Mobile ATM facility within University campus
- Flexi work hours
- Ensuring Women representation in all committees
- Self defence can be thought

## **Day II**

**18<sup>th</sup> November, 2015**

**10.30am -1.30pm**

On 18<sup>th</sup> November, 2016, the workshop session II (10.30-1.30 pm) was organized to DRs, JRS, Producers and other Grade A and B officers from EMPC. Ms. **Sona Mitra** from **Centre for Governance and Budget Accountability** conducted both forenoon and afternoon sessions on 18<sup>th</sup> November. She concentrated on Gender issues in Work and how it can be addressed. She used both Videos and lecture mode. After introducing concepts and issues related to gender and work, she divided participants into groups. Group members discussed and come up with issues to be addressed at their workplace level.

According to the participants (SED, EMPC officials) the following gender issues need to be addressed.

- Security for the women employee who work late hours
- Transport facilities for women employee
- Flexible time for women employees

Participants appreciated that University taking interest to recruit 33 percent of women in media especially University division of EMPC. Qualified women are encouraged to apply by the university.

EMPC officials also suggested that:

More women need to be encouraged in camera section

Lighter cameras should be made available for women to justice to their assignment.

Camera person instead of camera man

Some other reflection includes:

EMPC needs to be gender sensitive while making films and teleconferencing

Discipline needs to be forced upon individual for making gender sensitive working environment

Films on women literacy needs to be retrieved and used in the workshop

Awareness needs to be created about the jobs in media in government sector

Participants prepared list of male and female staff in their division.

Sl.No	Divisions	Female	Male
1.	SED- Exam I		
2.	SED-Exam II		
3.	SED- Exam III (Conduct of exams	-	
4.	SED- Project		
5.	Assignment		
6.	EMPC- Producers	5	19
7.	EMPC- Engineers	6	26
8.	EMPC- Camera	-	8
9.	EMPC-Graphics	-	14
10.	EMPC- make up	1	-
11.	EMPC- Admin and Finance	12	3

## Issues and Problems

Women are less interest in media is a myth

It is a perception that Engineering more suitable profession for male than female

Women are taking up supportive roles/ assignment with men. They should give independent assignment too.

Participants who were working as producers (EMPC) provided following gender disaggregated data.

Production Unit- Female- 6 Male- 17

Technical Unit- Female -07 and Male-32

The activities the producers undertake at EMPC are:

- Audio/ video production particularly educational curriculum based programmes
- A/V material distribution
- Educational sessions through interactive transmission from EMPC



5. Better security arrangements
6. Attitudinal change for flexibility in working hours
7. Women common room
8. Sports and cultural activities /yoga / gym facility and IGNOU annual function for and by the staff
9. Participation in decision making through nomination in committees
10. Better toilet facility by way of keeping them clean and functional
11. Canteen facilities not only at one place but at different facilities in the University campus.
12. Better crèche facilities
13. Health centre should function through out the day
14. Ladies cultural room/ Recreation room
15. Use of decent and civilized language by men in the office
16. Transportation facility to Metro
17. ATM facility in up campus and residential area
18. Shuttle service for ½ hr interval from residential complex to main gate on all the days
19. Discussion forum for discussing problems in a collective manner and come out with better solutions

The Workshop coordinators thanked the resource person (s) and the participants for making the workshop a success. Participants especially from technical session 2 and 3 made strong recommendations that such a workshop should be organized from time to time for self reflection by participants who are otherwise only carrying out monotonous administrative work. Workshop encouraged the participants for collective thinking. The workshop closed on positive note to work for more such programmes in future.

## **Annexures**

### **I. List of Resource Persons and their Affiliation**

1. Prof. Asha Kapur Mehta IIPA, New Delhi
2. Dr. Paramita Majumdar MWCD , New Delhi
3. Ms. Sona Mitra from Centre for Governance and Budget Accountability

### **II. Number of Participants from IGNOU HQs and RCs NCR**

1. Inaugural Session- All the participants of Workshop Session 1, 2 and 3 and Faculty from Schools of Studies. ( Approx 300)
2. Workshop Session 1:Directors of Schools (21) + Head of Divisions(22) + RDs from NCR (04)= 47\*
3. Workshop Session 2: DRs (07) + JRs (03) + Producers & other Grade A &B Officers from EMPC (33) = 43\*
4. Workshop Session 3: One AR/SO from each of the Schools(21), Divisions (22) and RCs(04) in NCR= 47\*

Total number of participants= 137\*

