


### Report on Seminar

Title : "In Search of Gender Equality"

A seminar on "In Search of Gender Equality" was organised on 12th october,2023 by the Department of Education in association IQAC Sivanath Sastri College. DR. Shamita Das Dasgupta conducted the workshop. The PPT is attached herewith.

The objective of the seminar is to make the students aware regarding gender equality. 60 students actively participated in the workshop.



  
Principal  
(DR. RUNA BISWAS)  
Sivanath Sastri College

Principal  
Sivanath Sastri College

# In Search of Gender Equality

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Kolkata, October 2023



# Agenda

- ▶ To sharpen your understanding of:
  - ▶ Sex, gender, gender roles, and stereotyping
- ▶ The sources of gender inequality
  - ▶ Gender roles, gender discrimination, and violence against women
- ▶ What would equality entail?

# Sex and Gender

A Quick Review



# Sex versus Gender

- ▶ **Sex** is biological differences between males and females; i.e., external genitalia, internal organs, genetics (chromosomes, hormone profile), etc. It is about being “male” or “female.”
- ▶ **Gender** is the characteristics and social roles that a society or culture assigns to individuals of a particular sex. Gender refers to being a “man” or a “woman” in a culture.



# Aspects of Sex and Gender

Assignment

(at birth and expected to carry throughout life)

Role

Attribution of Characteristics

Identity

# What is Gender Role?

- ▶ The behaviors learned as appropriate to one's assigned biological sex
- ▶ Gender roles change:
  - ▶ Over time
  - ▶ From culture to culture
  - ▶ Due to crises in society
- ▶ **Gender role expectation** is what each society believes how men and women should act, speak, dress, groom, behave, and present themselves

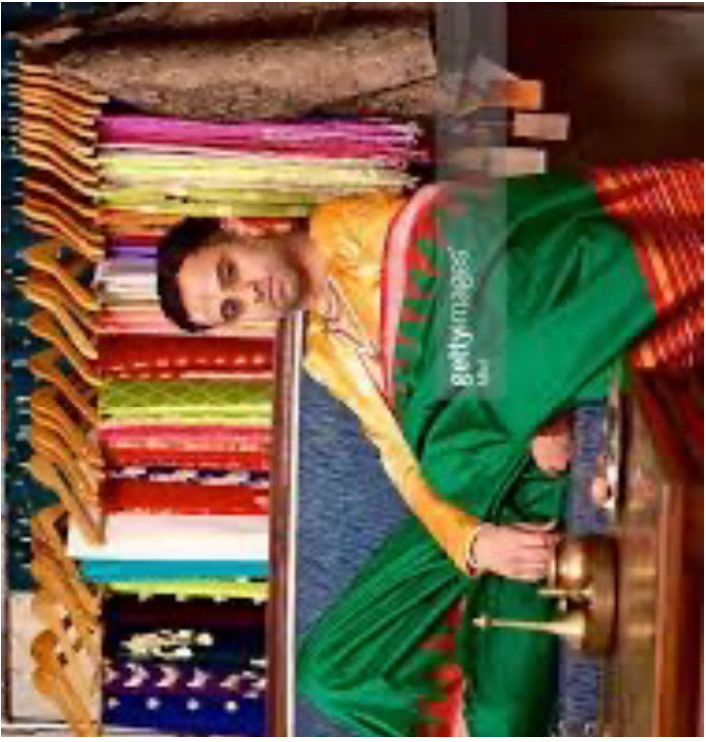












# Gender Expression and Presentation

- ▶ How does one want to express his/her gender?
- ▶ How does one want to present their own self to the world?
- ▶ This may involve:
  - ▶ Mannerisms and behaviors
  - ▶ Clothing
  - ▶ Make-up
  - ▶ Occupations
  - ▶ Language used

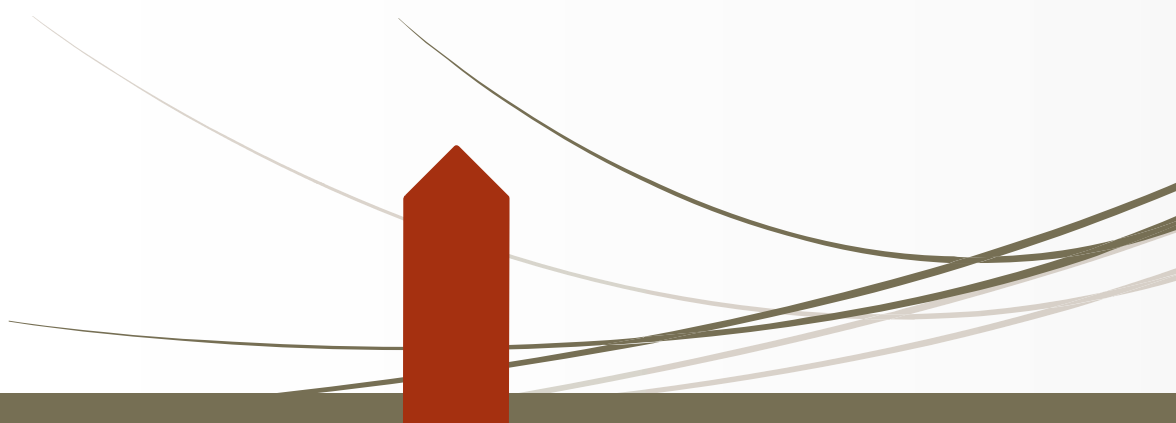


# Gender Stereotyping

- ▶ A stereotype is a widely accepted judgment or bias about a person or group. It is persistent even when proven false
- ▶ Stereotypes about gender causes unfair and unequal treatment – this is **sexism**
- ▶ Often, gender stereotypes are considered natural or divinely ordained

# Gender Recognition

Only Two?



## Differences in Sex and Gender

- ▶ Sex is NOT binary – neither is gender
- ▶ Diversity is a part of nature
- ▶ Individuals who are different are often at risk of abuse. A few examples are individuals with:
  - ▶ Turner's syndrome
  - ▶ Klinefelter's syndrome
  - ▶ Androgen insensitivity syndrome (AIS)
  - ▶ Adrenogenital syndrome

Activity

Inclusion – Exclusion





# What is Patriarchy?

➤ In Latin:

Pater = Father

Archy = Rule

➤ Patriarchy means “rule of father” or largely, “the rule of men”

➤ Definition: A sociopolitical and cultural **system** that values masculinity over femininity

# Male Gender Privilege

- ▶ A set of social, economic, and political advantages or rights made available to men as a class, solely on the basis of their sex
- ▶ Male privilege is viewed as:
  - ▶ Normative
  - ▶ A right
  - ▶ Institutional
  - ▶ Invisible
- ▶ Challenges to social privilege are considered illegitimate, not credible, whining, destructive, and lodged by mentally unstable people

# Patriarchy and Power

- ▶ Systemic gender oppression – families, communities, state, social, and legal systems covertly and overtly endorse male power.
- ▶ Power – the capacity to influence others when one wishes. Men set the agenda, often subtle; allows one to implement agenda.
- ▶ Culture – is often used to justify male power and women’s subjugation.

# Gender Discrimination

- ▶ A situation in which someone is treated less well and deprived of rights because of their sex
- ▶ Occurs at:
  - ▶ Home
  - ▶ Educational institutions
  - ▶ Workplace
  - ▶ Law enforcement, Judiciary, & other institutions
  - ▶ Society at large



## Violence Against Women (VAW)

Violence against women (VAW) is abuse that is directed toward a person because she is a woman. It is a breach of the fundamental right to life, liberty, security, dignity, equality among people, non-discrimination, as well as physical & mental integrity

**Activity**

**Perceiving VAW**



# Types of VAW

## [By Family Members and Strangers]

- Rape
- Marital rape
- Violence against victims of rape
- Domestic violence /battering
- Honor killing
- Dowry violence
- Mob violence
- Sexual harassment
- Sexual assault
- “Corrective” rape
- Trafficking
- Foeticide
- Daughter disfavor
- Acid throwing
- Forced marriage
- Stalking
- Sexual harassment
- Accusations of witchcraft
- Messages of insignificance



# Types ofVAW – [By State]

- War rape / violence
- Sexual slavery during military conflict
- Forced sterilization and abortion
- Violence by police and authority figures – custodial violence
- Stoning and flogging
- FGC
- Trafficking
- Obstetric violence
- Sports related violence (especially athletes)
- Prison rape
- Mental health violence
- Deprivation of opportunities for growth

# Characteristics of VAW

- Includes threats, coercion, deprivation, & abuse
- Considered human rights violation
- Shrouded in culture of silence
- Shame is directed toward victim
- Is connected to reproductive harm
- Considered normative in role expectation
- 35% of women worldwide experience violence
- In India, the numbers may be as high as 70%

# What would EQUALITY look like?

- ▶ To have choices and control over self – physical, financial, reproductive, emotional, religious, educational, employment wise, etc.
- ▶ To be able to implement the choices one makes
- ▶ To have the ability to choose one's life partner
- ▶ To be free from violence and harassment
- ▶ To have opportunities to grow
- ▶ To be respected as a fully self-governing adult in society
- ▶ To have the option of making independent decisions that are respected by family and others in society
- ▶ Equality does not mean being equal to men but going beyond and aspiring for more

# Equality versus Equity

► Equality means all people regardless of differences are given the same opportunities and resources

► Equity means one must recognize that each person or group are in different situation and circumstances. Thus, they must be allocated the resources and opportunities needed to reach an equal outcome.

# Equality versus Equity

