



**Manav Rachna International Institute  
of Research and Studies**

(Deemed to be University under section 3 of the UGC Act, 1956)

# **ANNUAL REPORT 2023-2024**



# **Gender**

# **Sensitizing Cell**



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# “MANAV RACHNA”

Manav Rachna carries forward the mantle of excellence and professionalism with the philosophy of Manav Rachna.



# “VIDYANTARIKSHA”

This is a conjunction of the words 'Vidya' and 'antariksha'. “Vidya” means knowledge, information the basis of creativity and innovation. It is the foundation of technology and envisages the future.

“Antariksha” means 'the sky' the space which we belong to or exist. It can be split into 'antar' and 'iksha' which means inner vision. Hence the combination, the core promise of Manav Rachna becomes “the reality of inner vision or root of knowledge”.



# ABOUT MANAV RACHNA INTERNATIONAL INSTITUTE OF RESEARCH AND STUDIES (MRIIRS)



**M**RIIRS is a noteworthy institution built on the foundation of furthering the cause of education. It believes in research and its tenets. Research knits society in a progressive outlook, a society that together works towards becoming better and always moving forward. At MRIIRS, education is revered and we all work together towards making it a sanctum of education.

MRIIRS offers UG, PG and PhD programmes in the broad areas of Engineering, Management, Physiotherapy, food and nutrition, Dental, Media, Architecture, Business Studies, Social Sciences, Computer Applications and other consanguine areas. MRIIRS has forged knowledge partnerships with leading organizations like IBM, Intel, Infineon, Mitsubishi, Electric One, Microsoft, Infosys, UI Path, Honda Motors, Bombay Stock Exchange and others to add value to our programmes. Industry experts and

academicians along with other stakeholders are requisitioned to provide inputs to identify the programme education objectives and design curriculum. An exhaustive and meticulous process is adopted to prepare the academic curriculum of different courses- strictly as per the guidelines of the UGC / AICTE / and other Regulatory Bodies. The continuous inputs from the industry, prospective employers and alumni have also been given due consideration.

Knowledge and skills to the students are disseminated through faculty members accumulated from top-notch institutions in India, a well-stocked state-of-the-art Library with rich digital resources, well-equipped labs and an overall tranquil environment on the campus which makes learning a joyful experience. A well-entrenched Internal Quality Assurance Cell (IQAC) has led to many quality-enhancing initiatives in the University. We believe that teaching-

learning and evaluation form the bedrock of any educational programme. To lend cutting edge to our pedagogical processes, interventions of ICT and contemporary educational technologies are part of our academic delivery. A large number of choice-based value-added courses are offered to the students with the purpose of expanding their frontiers of knowledge through these cross-domain movements. Our students and faculty have been engaged with a large number of MOOCs so as to enrich and broaden their knowledge base. The emphasis is on imparting quality education along with fostering a spirit of inquisitiveness among the students to open up new vistas of knowledge. Great store is set by practical training in the laboratories, industry attachments and project works. From time to time a large number of conferences, seminars, colloquiums, and expert talks are organized to enable students to transcend far beyond classroom teaching.



# Message

from

## Chairperson-Gender Sensitizing Cell



**Prof. Maithili Ganjoo**

**Dean, SMeH,  
Department Of Journalism and  
Mass Communication, MRIIRS**

The Gender Sensitization Cell (GSC) at Manav Rachna International Institute of Research and Studies, Faridabad, is dedicated to nurturing a progressive, gender-neutral environment that upholds inclusivity and equality. The Cell serves as a vital platform, empowering women to articulate their concerns and experiences while sensitizing men to acknowledge and understand gender dynamics. This fosters a collective commitment to liberation, equity, and empowerment across all genders.

Embracing the principles of gender equality, the GSC works tirelessly to raise awareness about individual rights, responsibilities, and the importance of balanced societal roles. By encouraging open dialogue, the Cell inspires students to share their perspectives, advocate for change, and contribute to building a more inclusive society. Through impactful initiatives such as expert-led guest lectures, gender sensitization workshops, and thought-provoking seminars, the Cell champions the cause of women empowerment and strives for holistic social upliftment and transformation.



# FOREWORD

“Gender is a shell game. What is a man? Whatever a woman isn't. What is a woman? Whatever a man is not. Tap on it and it's hollow. Look under the shells: it's not there.”

-Naomi Alderman, **The Power**

Gender is a social construction, a hollow armor of stereotypes made to adorn and stretched to fit every human being. It is not a solid set of rules but an ever-changing dialogue of identities in society. Gender is forced to fit in a binary when it is fluid, strengthening, and all-inclusive.

The annual report of the Gender Sensitizing Cell reflects the cumulative activities conducted by the cell in association with the university to sensitize students about gender parity. It is proof of our commitment to making the university a gender-inclusive milieu where every identity is respected.

We believe that strength lies in uniting the differences of all identities and promoting a culture that appreciates the different hues of gender. We try to promote gender as an approach to academic rigor and organize activities that take forward our pledge to make a gender-inclusive society.

During the year, we successfully conducted 24 activities which received massive participation. From academic to holistic, we tried to make a dent in every corner of the curricula and were successful. We received unprecedented support in our endeavors from the authorities and also saw our message seep inside the social fabric. From class activities to making badges to cyber jagrookta to sessions on gender sensitization, we brought the goal of equality a little closer to home.

While our focus has been on on-ground activities, the intention has always been to promote research. Every mile of gender inequality can be eradicated only through thorough research. We plan on extending our sensitization efforts and expanding the area of effort in the upcoming sessions to make a deeper impact. We believe that tomorrow can be better and with that hope, we strive to build a gender-inclusive society, one day at a time.



# GENDER SENSITIZING CELL @ MRIIRS



## PREAMBLE

Gender is a social construction. Society carefully and precisely dictates the expressions, lifestyle, and language of individuals. Any attempt at deflecting is pushed and condemned.

Gender must be a subjective expression, not bound by societal fetters. Every expression must be accepted and appreciated. It is a continuous journey and it must be ensued with empathy

towards the other.

Gender must unite and not divide. The binaries need to be blurred and boundaries washed away to create a more inclusive and happy society because when we accept each other, we build a healthier world, together.

## PLEDGE

We, The members of Manav Rachna Vidyantariksha, having sworn by the sanctity of this institution hereby resolve to respect all genders. We understand that gender is a social construction and pledge to respect, regard, and appreciate the respective identities of all persons concerned.

## PHILOSOPHY

“One is not born, but rather becomes a woman,” Simone de Beauvoir claims that a woman is always under construction, caught in her becoming. The need to free her is also the need to free gender construction from its strict hazmat suits.

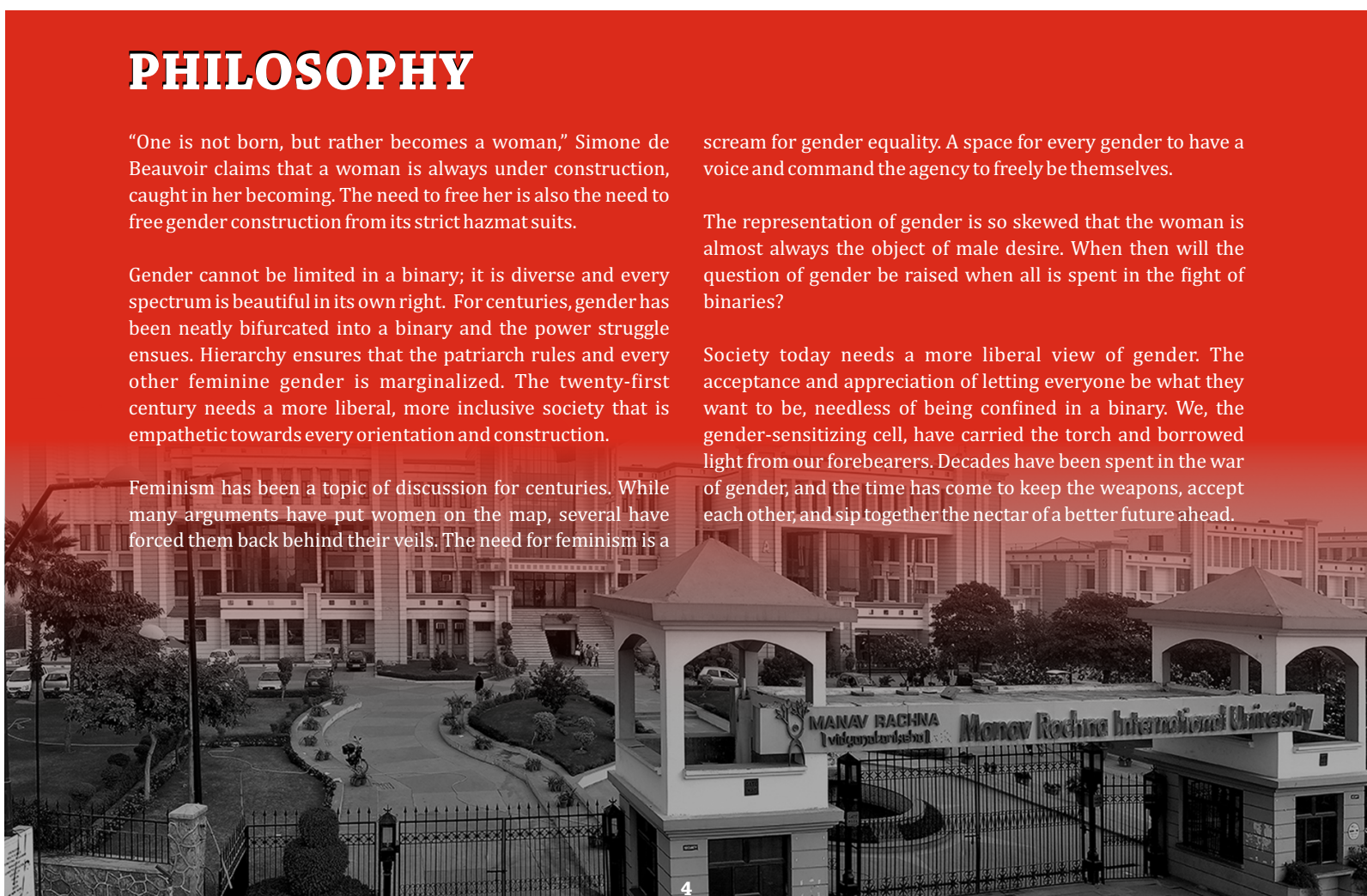
Gender cannot be limited in a binary; it is diverse and every spectrum is beautiful in its own right. For centuries, gender has been neatly bifurcated into a binary and the power struggle ensues. Hierarchy ensures that the patriarch rules and every other feminine gender is marginalized. The twenty-first century needs a more liberal, more inclusive society that is empathetic towards every orientation and construction.

Feminism has been a topic of discussion for centuries. While many arguments have put women on the map, several have forced them back behind their veils. The need for feminism is a

scream for gender equality. A space for every gender to have a voice and command the agency to freely be themselves.

The representation of gender is so skewed that the woman is almost always the object of male desire. When then will the question of gender be raised when all is spent in the fight of binaries?

Society today needs a more liberal view of gender. The acceptance and appreciation of letting everyone be what they want to be, needless of being confined in a binary. We, the gender-sensitizing cell, have carried the torch and borrowed light from our forebearers. Decades have been spent in the war of gender; and the time has come to keep the weapons, accept each other, and sip together the nectar of a better future ahead.



# Five Myth-busting Facts About Feminism

## Myth #1

### **Gender Equality Means Treating Everyone the Same**

Reality: Gender equality does not mean treating everyone the same. It means ensuring that everyone has equal opportunities and access to resources, regardless of their gender. This may require different approaches or accommodations to address historical and systemic gender-based discrimination and disparities.

## Myth #2

### **Gender Equality is a Women's Issue**

Reality: Gender equality is not just a women's issue; it's a societal issue. Achieving gender equality benefits everyone by creating a more inclusive and just society. Men, women, and people of all gender identities have a stake in dismantling gender stereotypes and promoting equality.

## Myth #3

### **Gender Equality Has Been Achieved**

Reality: While significant progress has been made, gender inequality still exists in many aspects of society, including the gender pay gap, underrepresentation of women in leadership roles, and gender-based violence. Achieving full gender equality remains an ongoing effort.

## Myth #4

### **Gender Equality is Only About Women's Rights**

Reality: Gender equality encompasses the rights and well-being of people of all gender identities. It's about challenging and dismantling harmful stereotypes and norms that affect everyone, including non-binary, transgender, and gender non-conforming individuals.

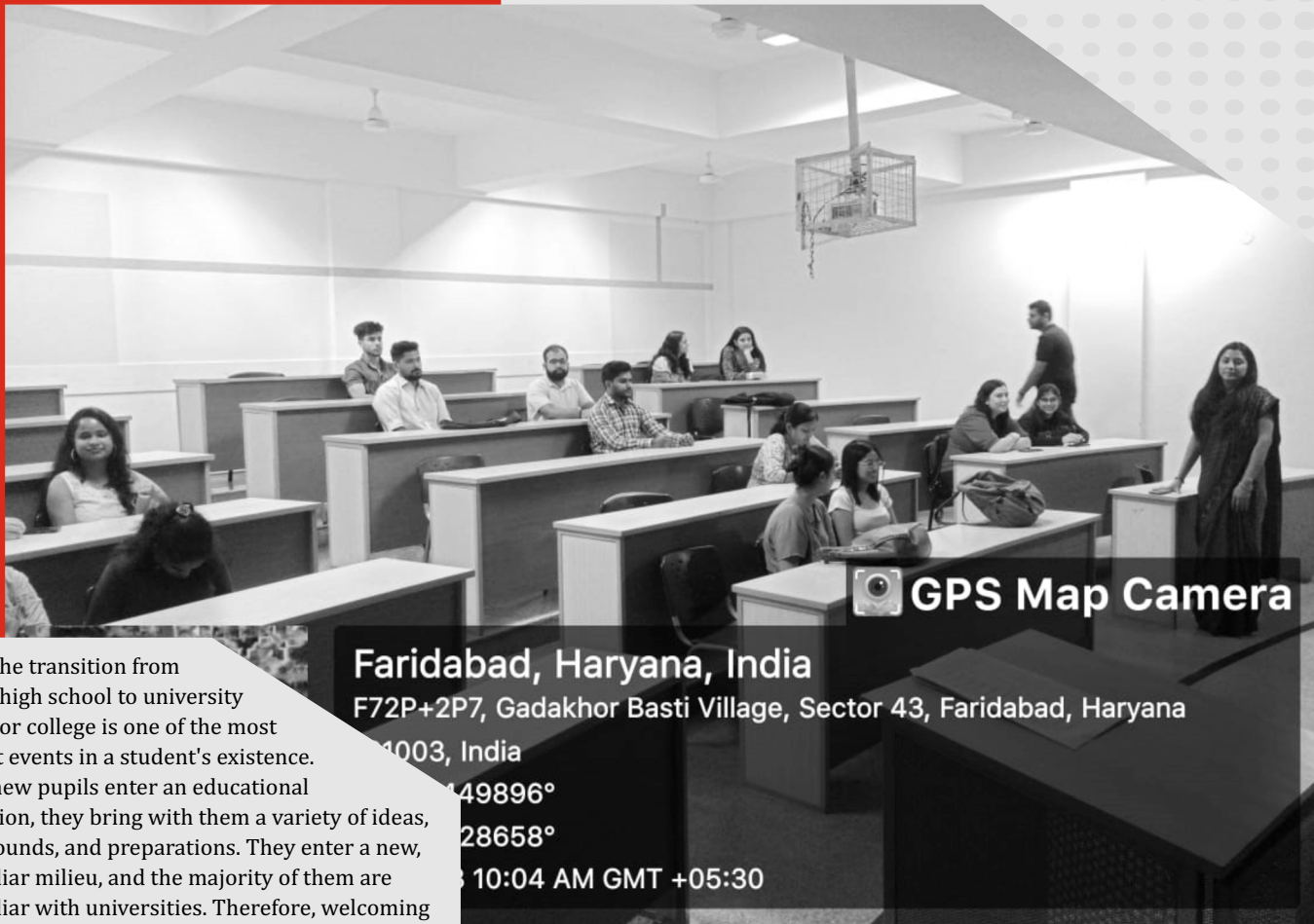
## Myth #5

### **Gender Equality is Only About Economic Empowerment**

Reality: Gender equality goes beyond economic empowerment. It includes access to education, healthcare, political participation, and freedom from discrimination and violence. It's about achieving equal rights and opportunities in all aspects of life.



# Introductory Session during Orientation Programme for Newly Admitted Students at MRIIRS



The transition from high school to university or college is one of the most difficult events in a student's existence. When new pupils enter an educational institution, they bring with them a variety of ideas, backgrounds, and preparations. They enter a new, unfamiliar milieu, and the majority of them are unfamiliar with universities. Therefore, welcoming new students to Higher Education and preparing them for their new roles is an important responsibility. The purpose of Deeksharambh - Student Induction Programme is to help new students adjust and feel comfortable in the new environment, instill in them the ethos and culture of the institution, assist them in forming relationships with other students and faculty, and expose them to a sense of larger purpose and self-exploration.

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121003, India

74.9896°

28.658°

10:04 AM GMT +05:30

The Induction program for the first-year admitted students of various PG programs of MRIIRS for the academic session 2023-2024 commenced on 12th July, 2023. The day commenced with the students' arrival at the reception area of T block at approximately 8:30 am for the purpose of completing their registration. Following this, students were instructed to assemble with their designated teams in the assigned rooms located in T block. This facilitated a heightened level of individualised engagement, wherein participants were able to actively engage with the faculty coordinator and their peers,

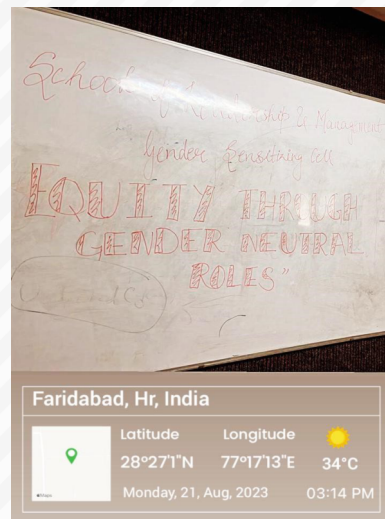
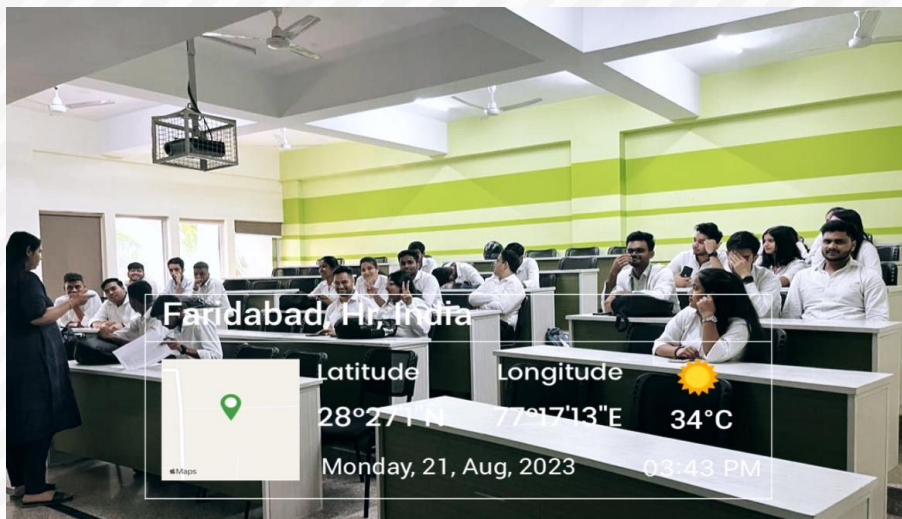
fostering opportunities for interpersonal connections and mutual acquaintanceship.

The faculty coordinators provided students with an overview of the day's schedule and offered them refreshments as a gesture of welcome. As an integral component of the programme, a hawan ceremony was arranged to initiate the day with a positive and spiritual ambiance, aligning with the esteemed cultural and traditional practises of MRIIRS. The participants were afforded the opportunity to engage in the ceremonial proceedings, thereby cultivating a collective sentiment of cohesion and serenity within the group.

# Glimpses of Activities Organized During the AY 2023-24

## • Session on Equity through Gender Neutral Work Roles on August 21, 2023

School of Leadership and Management organised a Session on 21st August, 2023 in association with Gender Sensitising Cell on “Equity through Gender Neutral Work Roles”. The session was conducted by Dr. Swati Punjani, Assistant Professor SLM-PG. The session began with an interactive activity where all the students were divided into teams and an occupation list was provided to them all to highlight as per the list- men’s work or women’s work. This was an exercise where students identified and analysed traditional gender roles in the workplace in two categories on the basis of Gender. The whole idea behind this exercise was to make them understand Gender Equity, Gender neutrality, Gender Parity and DEI. After the activity an open discussion was done with the students on why Gender designated jobs and how we can really move ahead of this and promote equity for all. The session focussed on developing independent thinking regarding standardised gender roles and develop a strategy to for promoting gender neutral roles and their acceptance in the society. A digital campaign was also run in the support of the above activity by posting on the issue on social media followed by likes and shares on the post.



## • Session on Capacity Building workshop on “Importance of Gender Identity” at MRIIRS on August 29, 2023

The Gender Sensitize Cell of Department of Biotechnology SET MRIIRS conducted a capacity building workshop on the “Importance of Gender Identity” on 29th August 2023 at 10:300 hrs. at Block A, Third Floor; Room no.19. The workshop aimed to raise awareness about the significance of gender identity and equality in society and empower participants to become advocates for gender equity. The event brought together a diverse group of individuals, including students, faculties and helping staff to engage in discussions and activities related to this crucial topic (N=116). The primary objectives of the workshop were as follows:

1. To educate participants about the concept of gender equality and its importance in fostering a just and inclusive society.
2. To highlight the various forms of gender discrimination and bias that exist in our society.

The workshop featured an informative presentation, interactive discussions and quiz activity. Dr. Prabir Paul, HOD, Department of Biotechnology, SET MRIIRS addressed the students and discussed about the role and importance of Gender equality in professional and personal life. He emphasized on assessing and sharing the issues related to gender inequality with family members, faculty at MRIIRS for any kind of problems or issues related to gender discrimination. Dr. Vineeta Sharma, event coordinator (GSC-Cell) introduced Resource person: Dr. Jayant Maini (Assistant Professor, Biotech Department) to the students representing both male and female students. Dr. Jayant's presentation defined the gender equality and underscored its relevance in contemporary society. He discussed the Gender Stereotypes and Bias, Benefits of Gender Equality, Legal Frameworks and Policies and Empowerment Strategies.



**Capacity Building Workshop on “Importance of Gender Identity” on 29th August 2023**



- **Session on Gender Sensitisation, 28 August 2023**

The Department of Economics at the School of Behavioural and Social Sciences (SBSS), Manav Rachna International Institute of Research and Studies (MRIIRS) conducted a comprehensive Gender Sensitization Session on August 28, 2023. The session aimed to raise awareness about gender-related issues, promote gender equality, and foster a more inclusive and equitable academic environment.

The primary objectives of the Gender Sensitization Session were manifold. These included creating awareness about gender-based discrimination, stereotypes, and biases and promoting gender equality and respect for diverse gender identities in order to foster a culture of inclusivity and mutual respect within the academic community.

The session was initiated by Ms. Taniya Sah, Assistant Professor, Department of Economics SBSS who sensitised students about issues such as patriarchy and feminism and equality of opportunity.

The session was then taken over by Dr. Nikhil Sehra, Assistant Professor, Department of Social and Political Studies. Dr. Sehra gave an exhaustive lecture and engaged with students on issues of gender diversity, understanding and respecting the term LGBTQIA+ in order to foster a culture of inclusivity. The session with Dr. Sehra was a resounding success, equipping participants with the knowledge necessary to become sensitised students about gender diversity. The Department of Economics extends its gratitude to Mr. Sehra for his valuable contribution to the session.



- **Session on Physiotherapy Perspective on Gynaecological Conditions on September 11, 2023**

The Department of Physiotherapy understands its social responsibility and conducts various events to sensitize the students about the inequality faced by the women in society. Student volunteers prepared Nukkat Natak on women empowerment. Under the guidance of Dr. Kshitija Bansal, Associate professor, SAHS students carried out the Nukkat Natak throughout the Manav Rachna Campus on 11th September 2023. The aim of this session is to spread awareness about Gender equality, Appropriate behaviours towards opposite gender. To promote the gender equality by taking a pledge against inequality.

Student volunteers attracted the crowd through Slogans at prominent places within the campus. There was overwhelming response to this Series of Presentation.

Students focused on the problems faced by the women in everyday life and the ways to empower the women. They also sensitized the audience on the equal rights and the laws which are in existence for the sexual harassment, the procedure to file complains etc.



- **Session on Quiz Competition and awareness session on Gender Sensitization on October 6, 2023**

Department of Physiotherapy organized a session on Gender sensitization on 6th October 2023. for students of Bachelor and Master programme. Dr. Kshitija Bansal, Professor, (Faculty Coordinator, Gender Sensitization Cell) along with the gender champions conducted the session. The session was designed with the innovative way. The session started with the online quiz which included 20 questions related to gender equality/ sensitization. The online platform was used to create the quiz and the link was shared with the students. The students were asked to fill out quiz and judge themselves for the knowledge. Respective scores were visible to the students. Thus, they could understand their current status of the knowledge about the Gender equality and laws for it. Students appreciated this idea and they were excited to know the right answers of the questions thereafter.

The quiz was followed by the discussion about gender equality, the problems faced by them in society and the laws which are instituted for the same. The session was led by gender champions. They promoted students to speak up and talk about their experiences and ways to promote the gender equality in society. The session was very fruitful as many students spoke openly about the incidences they faced and how they have overcome the same.

The aim of this session is to spread awareness about Gender equality, Appropriate behaviours towards opposite gender. Further, the session also included information about the prevention of Sexual Harassment (POSH). The policy of MRIIRS against the sexual harassment.





• **Session on Representation of Rural Women in Media on October 30, 2023**

The English department of Manav Rachna International Institute of Research and Studies recently organized a department-level activity under the Gender Sensitizing Cell on the topic of "Representation of Rural Women in Media." The presentation aimed to explore and analyze the portrayal of rural women in various forms of media and raise awareness about their representation.

The presentations were thought-provoking and showcased a range of perspectives on how rural women are portrayed in the media. Participants analyzed various media platforms such as films, television shows, advertisements, and social media, highlighting both positive and negative aspects of the representation. The activity fostered insightful discussions on the influence of media on societal perceptions and the potential impact on the empowerment of rural women. Participants explored the stereotypes, challenges, and opportunities faced by rural women in media portrayals, emphasizing the need for more accurate and inclusive representations.

The department activity on the topic "Representation of Rural Women in Media" provided a platform for students to critically examine and discuss the representation of rural women in various media forms. It encouraged participants to challenge stereotypes and promote more realistic and empowering narratives. The activity was an enriching experience that highlighted the importance of responsible media portrayal and the need for continued dialogue on this subject.



• **Session on "Understanding the spectrum of gender-based violence: From microaggressions to physical abuse." on November 25, 2023**

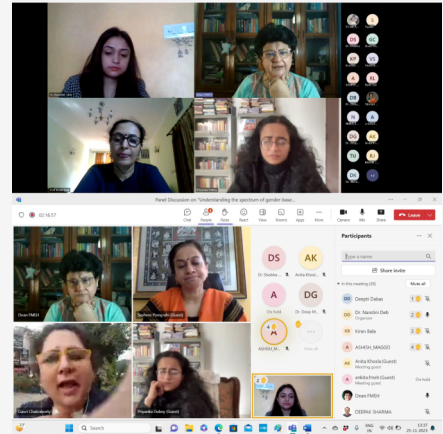
Every year, across the world, November 25 is observed as International Day for the Elimination of Violence against Women followed by 16 days of activism that concludes on December 10, World Human Rights Day. This campaign, led by the UN Secretary-General and UN Women since 2008, aims to prevent and eliminate violence against women and girls around the world, calling for global action to increase awareness, promote advocacy and create opportunities for discussion on challenges and solutions. This year's activism program was to eliminate gender-based violence.

To mark this important day, the Gender Sensitizing Cell of MRIIRS in association with the School of Media Studies and Humanities, organised "Understanding the spectrum of gender-based violence: From microaggressions to physical abuse", a conversation on gender-based violence and how it ranges from micro-aggressions, which are often overlooked, to physical abuse in order to understand the concept of gender identities, reflect on and organise thoughts and opinions on the issue and bring fresh perspectives on the same. Prof (Dr) Maithili Ganjoo, in conversation with Prof. (Dr) Gauri D. Chakraborty, Professor, Times School of Media and Chairperson, Women Development Cell, Dr Sushree Panigrahi, sociologist and researcher and Ms Priyanka Dubey, investigative journalist and author of "No Nation for Women" discussed about the spectrum of violence, microaggressions and the increasing rate of crime and gender-based violence globally and also about what is the role of media in reporting such issues.

Following an official welcome address by Prof. (Dr) Maithili Ganjoo, Chairperson, Gender Sensitizing Cell, MRIIRS and Dean, School of Media Studies and Humanities, Dr. Ganjoo initiated the conversation by pointing out that a lot of understanding is required to create a society conducive to accepting gender identities.

While speaking about violence against women and gender-based violence, Ms. Priyanka Dubey said "There are insane levels of violence and none of us can deny that children and women are dying". Dr. Gauri Chakraborty spoke about "avoiding the vibhatsa" from the Navarasa (Natyashastra) point of view

and talks about how violence, now-a-days makes for a good story which sells and thereby is not avoided anymore. Dr. Chakraborty further speaks about the consumption of violence put in a platter by the media for the audience. She took examples of movies like "Thappar" which now acknowledge violence at a micro level. Dr. Sushree Panigrahi spoke about understanding microaggressions and that it has a lot to do with gender roles and she exemplifies by stating that it is generally socially accepted that a man might snap at home because he is the sole bread-winner.



**Prof. (Dr.) Maithili Ganjoo**, Chairperson, Gender Sensitizing Cell, MRIIRS and Dean SMEH addressing the gathering

• **Session on Celebrating Diwali and Gender Diversity Photo Fiesta on November 29, 2023**

Every year, across the world, November 25 is observed as International Day for the Elimination of Violence against Women followed by 16 days of activism that concludes on December 10, World Human Rights Day. This campaign, led by the UN Secretary-General and UN Women since 2008, aims to prevent and eliminate violence against women and girls around the world, calling for global action to increase awareness, promote advocacy and create opportunities for discussion on challenges and solutions. This year's activism program was to eliminate gender-based violence.

The Photo Exhibition: "Celebrating Diwali and Gender Diversity Photo Fiesta" held on November 29, 2023, at F-Block, Room FS-08, was a collaborative initiative by the Gender Sensitizing Cell and the School of Media and Humanities at Manav Rachna International Institute of Research and Studies. The event was part of a larger observance from November 25 (International Day for the Elimination of Violence against Women) to December 10 (Human Rights Day).



The exhibition aimed to showcase the spirit of Diwali while also fostering awareness and dialogue on gender diversity. Attended by 48 students, the event provided a platform for meaningful conversations and reflections. The diverse range of photographs on display beautifully encapsulated the essence of both Diwali and the importance of gender inclusivity.

The collaborative effort between the Gender Sensitizing Cell and the School of Media and Humanities resulted in a successful event that not only celebrated cultural diversity but also highlighted the need for continued conversations around gender sensitivity. The exhibition served as a commendable contribution to the ongoing efforts to create an inclusive and aware academic community.



• **Session on Orange Day, Silent March and Badge Wearing on November 30th, 2023**

Every year, across the world, November 25 is observed as International Day for the Elimination of Violence against Women followed by 16 days of activism that concludes on December 10, World Human Rights Day. This campaign, led by the UN Secretary-General and UN Women since 2008, aims to prevent and eliminate violence against women and girls around the world, calling for global action to increase awareness, promote advocacy and create opportunities for discussion on challenges and solutions. This year's activism program was to eliminate gender-based violence.

To ensure participation in activating protest against gender based violence, the Gender Sensitizing Cell of MRIIRS in

association with the School of Media Studies and Humanities, organised Orange Day, silent March and Badge Wearing, on 30th November where faculty, students and staff participated in the Silent March, wore orange outfits and adorned badges as solidarity and in protest against gender-based violence.

The event started with an address by Prof. (Dr.) Maithili Ganjoo, Chairperson, Gender Sensitizing Cell, MRIIRS and Dean, SMeH about the significance of the colour orange and what it means to be inclusive of all genders. Prof. (Dr.) Maithili Ganjoo further stated about the activation of cumulative protest by everyone against gender-based violence.



• **Movie Screening and Discussion Film Screening and Discussion: Short Film "Juice" on Dec 1, 2023**

The Gender Sensitizing Cell, in collaboration with the School of Media and Humanities at Manav Rachna International Institute of Research and Studies, organized a thought-provoking film screening as part of the "16 Days of Activism to eliminate Gender-Based Violence" campaign. The selected short film, "Juice," intricately explored the complexities of gender-based violence, adding a poignant dimension to the initiative.

The event, attended by a diverse audience of students, faculty, and community members, not only succeeded in raising awareness but also fostered crucial dialogue through a compelling panel discussion featuring experts and activists. The audience actively engaged in discussions and expressed a collective commitment to combating gender-based violence. The film screening of "Juice" proved to be a powerful catalyst for inspiring action,

reinforcing the campaign's objective of creating a supportive and informed environment that empowers individuals to stand against gender-based violence. The event entertained, educated, and motivated positive change within the community. The screening drew a diverse audience of students and faculty members. The Screening has 30 participants.

Following the screening, a thought-provoking panel discussion was conducted. The discussion provided valuable insights into the root causes of gender-based violence and potential strategies for prevention and intervention. The audience actively participated in the Q&A session, sharing personal experiences, asking questions, and expressing their commitment to being advocates for change. The engagement demonstrated the resonance of the event, indicating a genuine interest and concern within the community regarding gender-based violence.



• **Session on "Breaking the silence: Safeguarding women against sexual harassment in every sphere." on December 11, 2023**

Every year, across the world, November 25 is observed as International Day for the Elimination of Violence against Women followed by 16 days of activism that concludes on December 10, World Human Rights Day. This campaign, led by the UN Secretary-General and UN Women since 2008, aims to prevent and eliminate violence against women and girls around the world, calling for global action to increase awareness, promote advocacy and create opportunities for

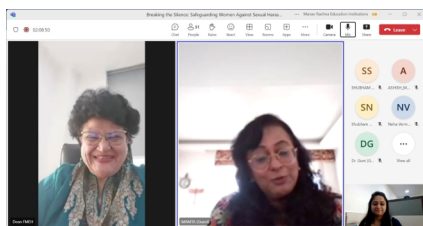


discussion on challenges and solutions. This year's activism program was to eliminate gender-based violence.

To mark this important day, the Gender Sensitising Cell of MRIIRS in association with the School of Media Studies and Humanities, organised "Breaking the silence: Safeguarding women against sexual harassment in every sphere.", a conversation on the POSH act. Understanding the penal code related to sexual harassment in every sphere in order to establish various punishments related to sexual harassment in every sphere.

Ms. Mamta Sahay shared extensively on the POSH act and its impact on various spheres. Ms. Sahay engaged in deep conversation about how the POSH act makes it mandatory for employers to provide a safe and secure work environment for women and to set up Internal Complaints Committee to address complaints of sexual harassment.

Ms. Sahay spoke extensively on how the act aims at creating a conducive work environment for women and provide protection against sexual harassment.



### • Session on Gender Inequality on January 8, 2024

A Session on Gender Sensitization was held in the Department of ECE on 8th January, 2024 for the Students of 4th and 6th Sem ECE. Along with the students the Faculty Members were also present for the Session.

The Resource person for the Session was Dr. Vimlesh Singh, Associate Professor, ECE. She is also the Faculty Coordinator from the Department for the Gender Sensitization Cell of the University.

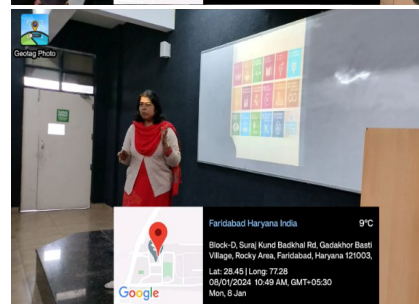
i. The Session included a compilation of information on gender awareness, bringing forward the distinction between sex and gender whilst defining other gender related terminologies.

ii. Emphasis was given in order to have a better understanding of the concepts of equality and non-discrimination, which are the two fundamental aspects of our

constitution. It was also told to the students that there is a need to understand the basic concepts like gender roles, gender stereotypes, gender division of labour, gender discrimination, gender based violence etc.

iii. The audience was made to understand that gender is not just about women and men and how they interact but understanding these concepts would also help in sensitizing people about curbing the gender biases prevailing in the society and would help in empowering girls and women to achieve their goals.

The Session was aimed at sensitizing the girls and boys towards existing gender inequalities.



### • Session on "From Stride to Strive: Women's Impact in Viksit Bharat" on March 7, 2024

The panel discussion titled "From Stride to Strive: Women's Impact in Viksit Bharat" was convened on 7th March 2024 at room number AT 15. The objective of the discussion was to explore the evolving role of women in Viksit Bharat (developing India) and their impact on various sectors of society and the economy. The discussion aimed to shed light on the challenges faced by women, celebrate their achievements and propose strategies for further empowering them in the country's development journey.

#### Panelists:

i. Prof. (Dr.) Himanshu Roy - Professor, Centre for Political Studies, JNU.

ii. Dr. Pinky Goswami - Senior Psychologist.

iii. Adv. Renu Bajpai - Advocate, Supreme Court of India.

The panelists emphasized the pivotal role of education in empowering women and enabling them to contribute meaningfully to Viksit Bharat. They highlighted the need for increased access to quality education, especially in rural areas, and the importance of addressing cultural barriers that hinder girls' education. The panelists also discussed the importance of creating inclusive work environments that promote gender equality. They highlighted the need for organizations to address biases in hiring, provide equal opportunities for career advancement, and implement policies such as flexible working hours and parental leave to support working mothers. They shared their experiences working at the grassroots level to empower women in rural communities. They discussed the role of government policies in promoting women's empowerment and gender equality.

The panel discussion provided valuable insights into the multifaceted contributions of women to Viksit Bharat and the challenges they continue to face in achieving full empowerment and equality. The discussions underscored the importance of collaborative efforts involving government, civil society, and the private sector to create an enabling environment for women to thrive. Moving forward, it is imperative to translate these insights into actionable strategies and policies that advance the status of women and harness their potential as catalysts for development in India.

Overall, the panel discussion served as a platform for meaningful dialogue and collaboration towards realizing the vision of a more inclusive and equitable society in Viksit Bharat.

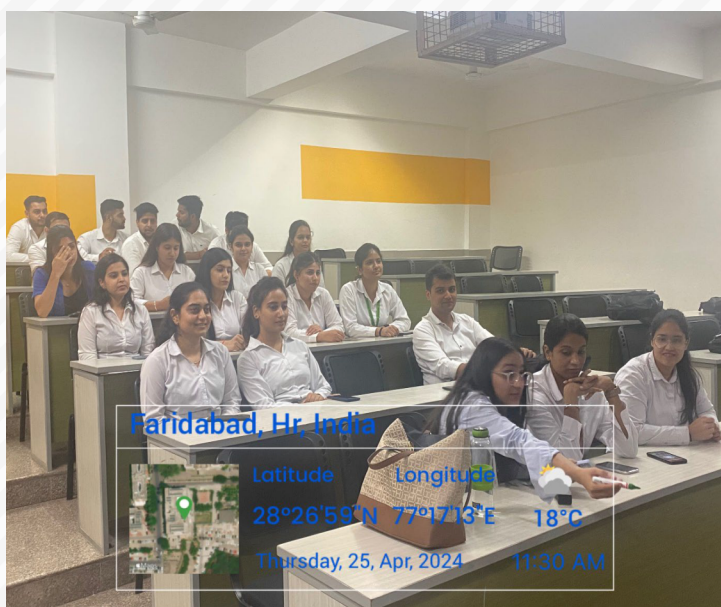




## • Session on "Navigating Gender Sensitization: Preparing Students for an Inclusive Workforce"

The Department of PG Management Studies, SLM in collaboration with the Gender Sensitizing Cell, MRIIRS, conducted a significant session titled "Navigating Gender Sensitization: Preparing Students for an Inclusive Workforce." The session targeted the outgoing and school-leaving students of MBA program. The event aimed to equip students with essential knowledge and perspectives on gender sensitization as they prepare to enter the workforce for their internships and placements.

The resource person emphasised how fostering a culture of inclusivity and gender sensitivity not only contributes to a more equitable society but also enhances productivity and fosters a conducive work environment.



Further, to delve deeper into the practical aspects of gender sensitization. A presentation on the Prevention of Sexual Harassment (POSH) Law and the Internal Complaints Committee (ICC) was shown. Through the comprehensive presentation, Dr. Swati elucidated the intricacies of the POSH Law, emphasizing its significance in ensuring a safe and harassment-free workplace environment. Insights were also provided into the role and functioning of the Internal Complaints Committee, empowering students with knowledge on how to address and mitigate instances of harassment effectively.

Following the presentations, an interactive session was conducted, allowing students to engage actively with the subject matter. Participants had the opportunity to ask questions, seek clarifications, and share their perspectives on gender sensitization in the workplace. This segment facilitated

meaningful discussions and enabled students to gain a deeper understanding of the nuances surrounding gender dynamics in professional settings.

In conclusion, the session on "Navigating Gender Sensitization: Preparing Students for an Inclusive Workforce" organized by the Department of PG Management Studies, SLM, in collaboration with the Gender Sensitizing Cell, MRIIRS, proved to be highly informative and insightful. Through engaging presentations and interactive discussions, students were equipped with valuable knowledge and perspectives essential for navigating the complexities of gender dynamics in the workforce. The event served as a catalyst for fostering a culture of inclusivity and gender sensitivity among future professionals, thereby contributing to the creation of more equitable and conducive work environments.





## Members of the Gender Sensitizing Cell

*Chairperson*



**Prof. (Dr.) Maithili Ganjoo**  
Dean SMeH,  
MRIIRS

*Member*



**Dr. Pratibha Singh**  
Professor, SAHS  
MRIIRS



**Dr. Vijay Kumar**  
Professor, SET  
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**Dr. Rashmi Agrawal**  
Professor, SCA  
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**Dr. Jayender Verma**  
Professor, SoC  
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**Mr. Deepak Sharma**  
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Professor & Dean, SLM  
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