



LEGAL AID CENTRE

UNIVERSITY OF LUCKNOW



IN COLLABORATION WITH

INTERNAL COMPLAINTS COMMITTEE

UNIVERSITY OF LUCKNOW

GENDER SENSITIZATION PROGRAM

PHASE-I

TO ENSURE SAFETY, SECURITY AND DIGNITY OF
GIRLS AND WOMEN AT WORKPLACE

TENTATIVE SCHEDULE

S. No.	Departments/Faculty	Tentative Date
1.	Faculty Of Engineering And Technology	06/05/2022
2.	Faculty of Yoga and Alternative Medicine	07/05/2022
3.	Institute of Management Sciences	09/05/2022
4.	<ul style="list-style-type: none">Institute of Tourism StudiesDr. Giri Lal Gupta Institute of Public HealthDr. Shankar Dayal Sharma Institute of Democracy	11/05/2022
5.	Faculty of Law	12/05/2022

IN CASE OF QUERIES, REACH US AT

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Are We Gender Sensitized?

Workshop on the theme 'Gender Sensitisation' was scheduled at Seminar Hall, Dr. Girilal Gupta, Institute of Public Health, University of Lucknow, Lucknow on 11th May, 2022 at 11:00 A.M. The workshop was successfully organized by the Legal Aid Centre, Faculty of Law, University of Lucknow in collaboration with the Internal Complaints Committee (ICC), University of Lucknow.

The workshop was graced with the presence of Dr. Shradha Chandra, Member, Internal Complaints Committee, University of Lucknow, Dr. Anjali, Dr. Suyash Yadav, Dr. Amar Kumar Tiwari from Dr. Girilal Gupta Institute of Public Health & Public Affairs and Institute of Tourism Studies respectively.

Ms. Kavyanjali Singh started the session by introducing the motto of the Legal Aid Centre, which is to provide 'equal access to justice for all'.

Mr. Anadi Tewari interacted with the audience by presenting videos and sought to raise awareness regarding the gender-based prejudices and discrimination faced by the recognised genders in the society. He further explained that today we only talk about men and women and forget about the other recognised genders he also urged to take a stand for the parity in gender and to break prejudices related to gender which are pertaining in the society.

Ms. Kavyanjali Singh detailed the audience about the LGBTQIA+ community as a whole and the discrimination faced by the LGBTQIA+ community and they are deprived of their basic right of living with dignity and respect. She briefed that Article 15 of the Indian Constitution which states that no one should be discriminated on the basis of sex, caste, race or place of birth. She further urged everyone to respect every gender.

Subsequently Mr. Manish Tiwari briefed everyone about Article 14 of the Indian Constitution which provides equality before law and how it gets violated when anyone faces discrimination. He further introduced about The Equal Remuneration Act, 1976 which provides for equal pay to men and women for similar nature of work, The Hindu Succession (Amendment) Act, 2005 which provides that daughter shall by birth become coparcener in the ancestral property and have same rights as enjoyed by a son, and The Menstruation Benefits Bill, 2017 which provides for two day menstrual leave in both private and government sectors but the still yet to receive assent by parliament.

Mr. Anadi Tewari sought to introduce the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 with the help of a video and started off with explaining the meaning of Sexual Harassment, Workplace, Aggrieved Women, person who can file a complaint, Procedure of complaint and Compensation provided to aggrieved. He then briefed the audience about the genesis of the PoSH Act by explaining the notorious

and bone chilling case of Bhanwari Devi and hardship faced by her in filing her complaint of rape, referring to Vishakha Guidelines which came after the writ filed in Supreme Court by Vishakha NGO which ensures a safe working environment for Women at workplace. He further explained the composition of the Internal Complaints Committee (ICC) and Local Complaints Committee (LCC) provided in the Act. ICC is constituted 50% female members while LCC which constitutes of 5 members at the Block, Taluka, or Tehsil in a district. He presented that, Complaints of sexual harassment by a woman can also be filed in ICC and the same applies on work from home.

Concluding the workshop, queries of the listeners were answered by the members of Legal Aid Centre and explained about the Transgender Protection Act, 2019, and given a brief about the problems being faced by the LGBTQIA+ community and University Grant Commission (Prevention, Prohibition and Redress of Sexual Harassment of Women Workers and Students in higher education institutions) Regulation, 2015.

Dr. Shraddha Chandra with her motivating words addressed the attendees of the workshop. Dr. Amar Kumar Tiwari explained about the sexual harassment and shared his experience. Dr. Anjali urged the young minds to collectively end gender discrimination and make the change in the society. Dr. Suyash Yadav appreciated the Legal Aid Centre (LAC) team for their efforts to make the workshop a success and implored everyone to break the stereotypes related to genders. Mr. Anupam Gupta conveyed his gratitude to the listeners and the LAC Team and urged everyone to take a stand and if they need any legal consultancy they can freely reach the Legal Aid Centre (LULEGALAID@LKOUNIV.AC.IN).

Mr. Ashish Kumar concluded the workshop with a vote of thanks to the attendees and guest present for the workshop. The workshop ended with a question: Are we gender sensitized ?

लिंग संवेदीकरण पर लखनऊ विश्वविद्यालय में जागरूकता कार्यशाला का आयोजन किया

इंस्टिट्यूट ऑफ पब्लिक हेल्थ एंड पब्लिक अफेयर्स, लखनऊ विश्वविद्यालय में आज दिनांक 11 मई, 2022 को लिंग संवेदीकरण पर कार्यशाला का आयोजन लखनऊ विश्वविद्यालय, विधि संकाय की प्रतिष्ठित संस्था विधिक सहायता केंद्र व लखनऊ विश्वविद्यालय, महिलाओं के प्रति यौन उत्पीड़न संबंधी आंतरिक शिकायत समिति के संयुक्त तत्वाधान में किया गया। कार्यशाला का शुभारंभ विश्वविद्यालय कुलगीत गायन के माध्यम से किया गया।

विधिक सहायता केंद्र के सदस्यों ने लिंग संवेदीकरण पर श्रोताओं को जागरूक करते हुए बताया कि कैसे समान पारिश्रमिक अधिनियम, 1976 में समान काम करने वाले महिला व पुरुष को समान वेतन मिलने तथा समान योग्यता होने पर समान पद पाने का अधिकार है। साथ ही हिन्दू उत्तराधिकारी (संशोधन) अधिनियम, 2005 में बेटियों को भी बेटों के समान पैतृक सम्पत्ति में बराबर का हिस्सेदार माना जाता है।

तत्पश्चात कार्यस्थल पर महिलाओं के यौन उत्पीड़न (रोकथाम, प्रतिषेध, प्रतिषेध) अधिनियम 2013 पर विभिन्न दृष्टांतों के माध्यम से विस्तारित विवरण देते हुए पीड़ित महिला, कार्यस्थल, आंतरिक शिकायत समिति, स्थानीय शिकायत समिति के बारे में विस्तृत जानकारी दी। साथ ही आन्तरिक शिकायत समिति में शिकायत दर्ज करने की सही प्रक्रिया भी बताई गयी।

कार्यस्थल पर सुरक्षित वातावरण प्रदान करने तथा शिकायत दर्ज करने के लिए आंतरिक शिकायत समिति बनाने की जिम्मेदारी नियोक्ता की है बताकर संबोधित किया।

कार्यशाला चलचित्रों के माध्यम से दर्शकों को समाज में हो रहे लिंग आधारित भेदभाव के विरुद्ध खड़े होने एवं सुधार लाने के लिए प्रेरित किया। सभी श्रोताओं को इस अधिनियम के तहत धारा 7 के अंतर्गत गठित आंतरिक शिकायत समिति एवं शिकायत दर्ज करने की संपूर्ण प्रक्रिया के बारे में बताया गया।

कार्यक्रम के मुख्य अतिथि के तौर पर लखनऊ विश्वविद्यालय की आंतरिक शिकायत समिति की सदस्य डॉ श्रद्धा चंद्रा उपस्थित रही व डॉ अंजली ने महिला सशक्तीकरण व लिंग संवेदीकरण पर लोगों के दृष्टिकोण पर विशेष वृत्तान्त करते हुए उपस्थित सभी लोगों से लैंगिक भेदभाव को खत्म करने तथा सभी को एक समान मानने के लिए प्रेरित किया। अनुपम गुप्ता ने श्रोताओं को किसी भी तरह की विधिक सहायता प्राप्त करने हेतु, विधिक सहायता केंद्र (लखनऊ विश्वविद्यालय) से संपर्क (LULEGALAID@LKOUNIV.AC.IN) करने के का आग्रह किया।

संपूर्ण कार्यक्रम विधि संकाय के अधिष्ठाता प्रो. डॉ. सी. पी.सिंह व विधिक सहायता केंद्र के अध्यक्ष प्रो. डॉ. मोहम्मद अहमद, तथा आंतरिक शिकायत समिति की चेयरपर्सन प्रो.डॉ मधुरिमा प्रधान के मार्गदर्शन में संपन्न हुआ।

अंत में आशीष कुमार ने सभी को धन्यावाद करते हुए कार्यशाला का समापन किया।



