

**Detailed Report  
on Webinar  
Gender Mainstreaming in Workplace: Vigilance & Initiatives  
organised by  
Internal Complaints Committee (ICC), Central University of Odisha,  
Koraput  
on 12<sup>th</sup> February, 2021**

The Internal Complaints Committee of the Central University of Odisha organized a webinar titled '*Gender Mainstreaming in Workplace: Vigilance & Initiatives*'. **Dr Kakoli Banerjee, Assistant Professor, DBCNR and Presiding Officer, ICC** gave a warm welcome to all the dignitaries and explained the scope and significance of the ICC and Gender studies.

**Webinar on  
GENDER MAINSTREAMING  
IN WORKPLACE  
Vigilance and Initiatives  
12 FEB 2021  
10:30AM - 12:30PM**

**KEYNOTE SPEAKER**  
Prof. Nilima Srivastava  
Director, School of Gender and Development Studies ,IGNOU

**CHIEF PATRON**  
Prof. I. Ramabrahmam  
Vice-Chancellor

**INAUGURAL ADDRESS**  
Prof. Kshiti Bhusan Das  
Pro-Vice Chancellor

**RESOURCE PERSONS**

**CURTAIN RAISER**  
Dr. Asit Kumar Das  
Registrar

**Ms. Namrata Chadha**  
Chairman  
Mahila Adhikar Abhiyan

**Prof. Sheela Suryanarayanan**  
Head, Centre for Women's Studies  
University of Hyderabad

**Dr. Sarojini Sarangi**  
Obstetrician & Gynaecologist  
Sarojini Hospital, Cuttack

**SUMMING-UP**  
Prof. P. Durga Prasad  
Visiting Professor, Sociology

**MODERATOR**  
Dr. Kakoli Banerjee  
Presiding Officer, ICC

*ORGANISED BY INTERNAL COMPLAINTS COMMITTEE (ICC) CUO*

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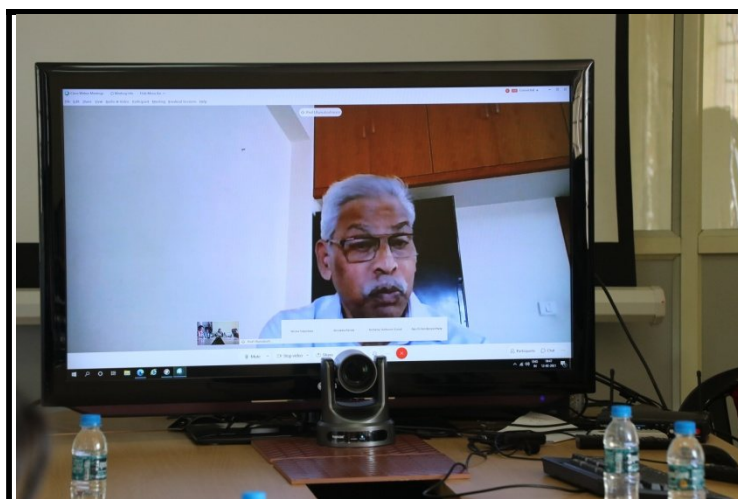
**CONTACT PERSONS**

**Dr. Rudrani Mohanty**  
drrudrani@gmail.com  
Mob. 993375 95954

**Dr. Meera Swain**  
meeraswain2k9@gmail.com  
Mob. 09717333300

The Inaugural address was delivered by **Hon'ble Vice Chancellor of CUO Prof. I. Ramabrahmam**. While outlining the importance of Gender Equality programmes, not only at

the Govt. level but also at University levels, he urged the CSR wings of PSU's and Banks to distribute laptops or tablets to tribal girls for their educational empowerment in selected schools and colleges.



**Prof. I. Ramabrahmam delivering his inaugural address**

**Prof. P. Durga Prasad, Visiting Professor, Department of Sociology, CUO** in his 'curtain raiser' address described the importance of working on upliftment of women in aspirational districts like Koraput. He also highlighted the policy options and instruments needed for calibrated progress of women in particular.



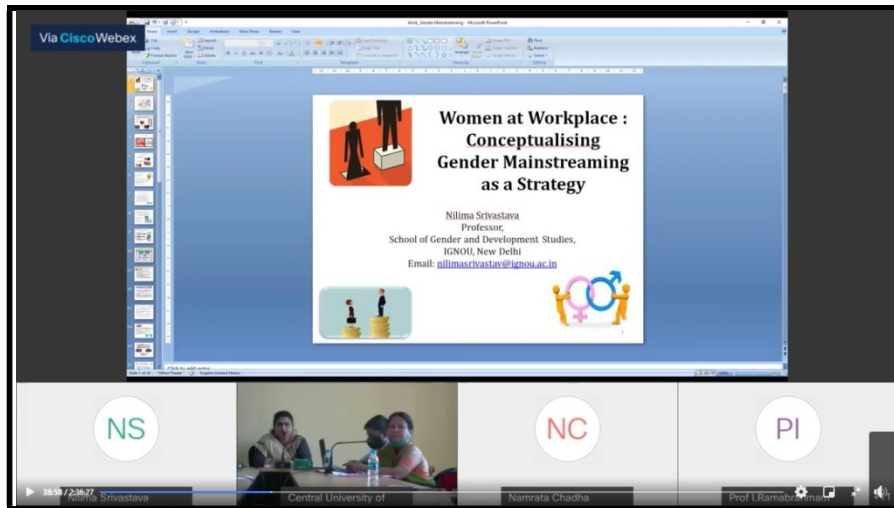
**Prof. P. Durga Prasad delivering his curtain-raising address**

The Keynote Speaker and the Resource Persons were introduced by the ICC members, **Dr. Rudrani Mohanty**, Faculty in the Department of Odia and **Dr. Meera Swain**, Faculty in the Department of Anthropology.



**Dr. Rudrani Mohanty & Dr. Meera Swain introducing the Resource Persons**

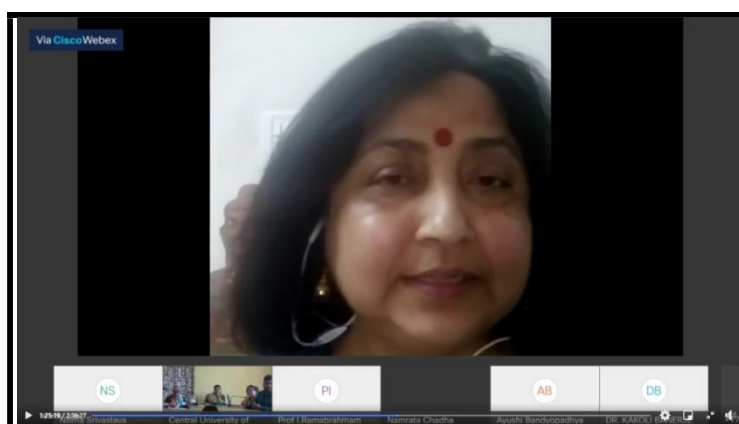
**Prof Nilima Srivastava, Director, School of Gender and Development Studies, IGNOU** delivered the keynote address on *‘Women at Workplace: Conceptualizing Gender Mainstreaming as a Strategy’*. She emphasized on the issues of work valuation done by men and women in society and the psychological, institutional and situational barriers confronting women in society. Hence change in attitude is required to bring up a girl child, she averred.



**Prof. Nilima Srivastava delivering her Keynote address**

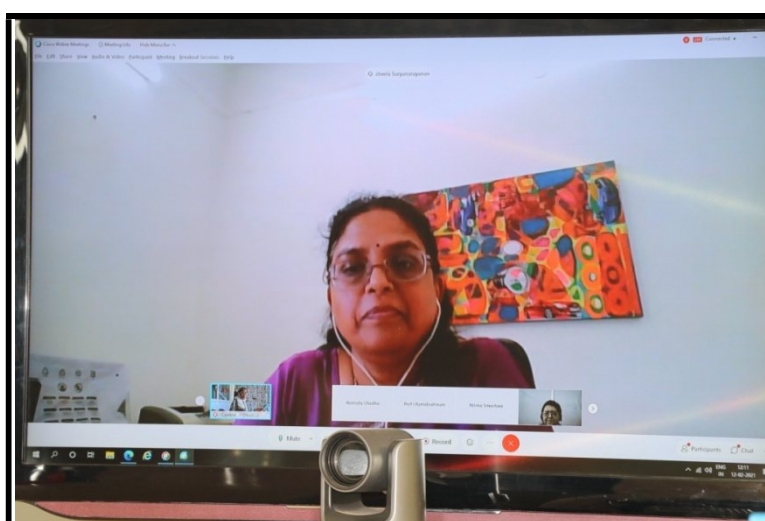
There were deliberations by three eminent women resource persons from Academia and Social service on three different aspects relating to women at workplace. **Ms Namrata Chaddha, Chairman, Mahila Adhikar Abhiyan** made an incisive presentation on *‘Struggling for Survival in Unorganized Sector’*. **Prof Sheela Suryanarayanan, Head, Centre for Women’s Studies, University of Hyderabad** spoke poignantly about *‘Gender Inequalities at Workplace in India: Present Situation & Persisting Challenges’*. **Dr Sarojini Sarangi, Obstetrician & Gynaecologist, Sarojini Hospital, Cuttack** deliberated on the issues of *‘Gender Discrimination from Womb to Tomb’*.

Ms. Namrata Chadha in her deliberation highlighted the point that only Women's Day celebration can't solve the problem of inequality at the workplace. There is unseen and unheard violence facing the women folk in workplaces, particularly in the unorganized sectors, was her thought provoking point. The Local Complaints Committee is silent on this issue and hence they should be made active by the government, she felt. Moreover the laws and policies for women should be made active by the government, she felt. Moreover the laws and policies for women should be pertinent to India rather than copying from foreign countries, was her concluding observation.



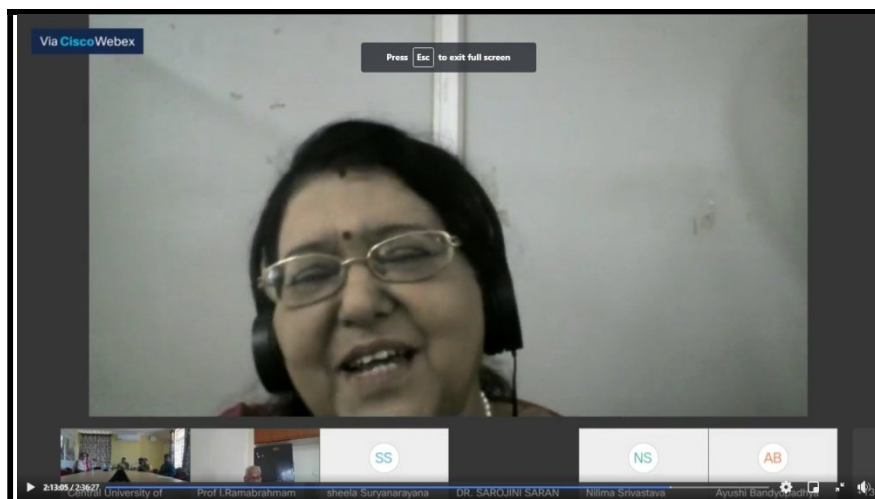
**Ms. Namrata Chadha prefacing her address**

Prof. Sheela Suryanarayana highlighted and compared statistically the female workforce participation in the society with that of men. There are gender-based wage gaps which are often unnoticed and much less resolved. She also pointed out the disturbing statistics of sexual harassment cases at workplace and the way the women are taken undue advantage of.



**Prof. Sheela Suryanarayan calling attention to female workforce participation rates**

Dr. Sarojini Sarangi explained through her case studies from Odisha on the vexed problem of preference of male child over a female child and how the rate of female foeticide is rising inspite of many awareness programmes about the importance of girl child from a demographic balance viewpoint. Emphasizing on gender equality and role responsibilities, she felt that women were fully capable of sustaining a family. The negative consequences of sexual abuse of girls and women in the society were loud and clear in her discussion.

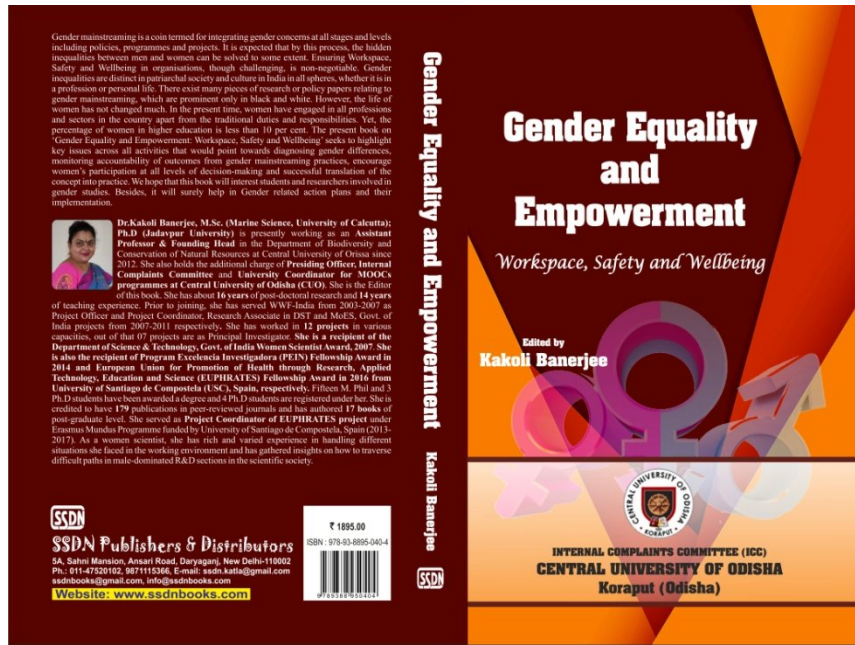


### **Dr. Sarojini Sarangi condemning female foeticide**

The deliberations provided a platform for informed interactive sessions, where members of the faculty, students and staff shared their observations and asked questions. The answers were passionate and professional. The fountainhead of thoughts is expected to trigger action, gender equity and progress of all.

Prof. P. Durga Prasad, summed up the programme highlighting the commitment of the CUO to uphold the women's rights and dignity at workplace. He appreciated the reflections of the experts even while contextualizing them in the socio-economic matrix and highlighted the gender initiatives.

Dr Kakoli Banerjee, Presiding Officer concluded the webinar by presenting a vote of thanks. She thanked the Resource Persons, Faculty, Scholars, staff and students for their active participation and commitment to action. She also declared the winners of the competitions organized for students and scholars on short-story writing and pictorial communication on the themes of Gender Equity in Society and Gender Violence at Workplace. Closing the webinar, she announced the publication of an edited book on '*Gender Equality and Empowerment: Workspace Safety and Wellbeing*' on the basis of this webinar deliberations and specially commissioned papers.



The webinar was attended by about more than 200 participants and was also showcased live in University facebook page and also in print media (local and national newspapers) for wider circulation. The recorded version of the webinar can be submitted for archiving as and when asked by the Ministry.

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## CLIPPING OF THE NEWSPAPERS

AROUND ODISHA Truth in new form

### CUO organizes Webinar on Gender Mainstreaming in Workplace: Vigilance & Initiatives

(A.O. Bureau)  
Korapat, Feb 12: The Internal Complaints Committee of the Central University of Odisha organized a webinar titled "Gender Mainstreaming in Workplace: Vigilance & Initiatives". Prof. Nilima Srivastava, Director, School of Gender and Development Studies, IGNOU delivered the keynote address, Ms Namrata Chaddha, Chairman, Mahila Adhikar Abhiyan, Prof. Sheela Suryanarayanan, Head, Centre for Women's Studies, University of Hyderabad and Dr Sarojini Sarangi, Obstetrician & Gynaecologist, Sarojini Hospital, Cuttack spoke on the occasion. Vice-Chancellor of the CUO, Prof. I. Ramabrahmam delivered the inaugural address. Dr Kakoli Banerjee, Assistant Professor, DBCNR and Presiding Officer, ICC welcomed all the dignitaries and explained the scope and significance of the ICC and Gender studies. The Vice-Chancellor outlined the importance of the Gender Equality programme not only at the Govt. level but also at University levels in his inaugural address. He urged the CSR wings of PSU's and Banks to distribute 20-30 laptops or tablets to tribal girls for their empowerment. Prof. Srivastava delivered the keynote address titled 'Women at Workplace: Conceptualizing Gender Mainstreaming as a Strategy'. She emphasized on the issues of work valuation done by men and women in so-



ciety and the psychological, institutional and situational barriers for women in society. Hence change in attitude is required to bring up a girl child, she averred. The other three eminent women resource persons from Academia and Social service spoke on three different aspects of women at workplace. Ms Namrata Chaddha, Chairman, Mahila Adhikar Abhiyan presented on 'Struggling for Survival in Unorganized Sector'. Prof. Sheela Suryanarayanan, Head, Centre for Women's Studies, University of Hyderabad spoke on the topic 'Gender Inequalities at Workplace in India: Present Situation & Persisting Challenges'. Dr Sarojini Sarangi, Obstetrician & Gynaecologist, Sarojini Hospital, Cuttack deliberated on the subject 'Gender Discrimination from Womb to Tomb'. All the distinguished speakers highlighted the present situation of women at workplace and sensitized the audience on various gender aspects. The deliberations were followed by an interactive session where members of the faculty & students shared their observa-

tions and asked questions to which the speakers responded professionally. Prof. P. Durgaprasad, Visiting Professor, Department of Sociology, CUO in his curtain raiser described the importance of working on upliftment of women in an aspirational district like Korapat. He also highlighted the policy instruments for Critical Path Analysis needed for the progress of women in particular. He also summed up the programme highlighting the commitment of the CUO to uphold the women's rights & dignity at workplace. He appreciated the reflections of the experts even while contextualizing them in the socio-economic matrix and outlined the CUO gender initiatives, especially in view of the forthcoming Women's Day. Dr Kakoli Banerjee, Presiding Officer concluded the webinar by presenting a vote of thanks. She also declared the winners of the competitions organized for students and scholars on short-story writing and pictorial communication on the themes of Gender Equity in Society and Gender Violence at Workplace.





## CUO organizes webinar on gender mainstreaming in workplace



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### Spread the love

**Bhubaneswar:** The Internal Complaints Committee of the Central University of Odisha organized a webinar titled *"Gender Mainstreaming in Workplace: Vigilance & Initiatives"*.

Prof Nilima Srivastava, Director, School of Gender and Development Studies, IGNOU delivered the keynote address, Ms Namrata Chaddha, Chairman, Mahila Adhikar Abhiyan, Prof Sheela Suryanarayanan, Head, Centre for Women's Studies, University of Hyderabad and Dr Sarojini Sarangi, Obstetrician & Gynaecologist, Sarojini Hospital, Cuttack spoke on the occasion.

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- BJP leader Yatala compares Yeddyurappa's son to snake and scorpions



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12/02/2021 at 6:17 PM



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