

## Detailed Report

**Activity- “Awareness about Gender Sensitivity (Workplace laws for women (WLW) for Justice in India”**

**Scheme- Law**

**Organized by- District/Session Court Advocate Sh. V.B. Agarwal (District Court Bar Library) and Eshan College, Farah**

For a healthy performance-oriented culture, organizations need a right mix of talent which is not bound by gender. In a world where accountability has become important now more than ever, organizations only have today to make the changes that count, as tomorrow they won't be able to hide under the guise of ignorance. Every member of an organization seeks to learn and grow in their place of work, and an insensitive workplace not only hampers that but also becomes a hostile workplace. Gender sensitization is extremely important as it helps employees feel valued and cared for within the organization. Lastly for the betterment of the society, organizations have an ethical responsibility in shaping the current structures by breaking the previous norms. Students need to be trained in this regard so **“Awareness about Gender Sensitivity (Workplace laws for women (WLW) for Justice in India)”** was held on 09/08/2017. There were 124 participants.

Sh. V. B. Agarwal stated that organizations that do not focus on gender sensitization have cultures where Inequality and discrimination have become normal. The normalization of this kind of culture leads to higher turnover, higher rate of absenteeism etc. Such a policy also propagates the existence of a superior gender. Following points were also studied along with their legal aspects-

- The concept of gender sensitivity is a way to reduce the barriers caused due to discrimination and gender bias. Creating the right kind of gender-sensitive environment leads to mutual respect regardless of their gender.
- Representation is at the heart of gender sensitivity. A workplace which truly believes in encouraging talent, will promote inclusion and mutual respect irrespective of gender.

The workplace can be a consulting firm or an NGO or even an IT company, regardless of the industry gender sensitivity plays a crucial part in it. Gender sensitivity remains the need of the hour and youth needs to be aware of its legal perspectives.

