

# MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR

(A Govt. Aided UGC Autonomous & NAAC Accredited Institute Affiliated to RGPV, Bhopal)

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## GIRLS GRIEVANCE CELL

### Report

Date: 12.02.2020

The Girls Grievance Cell organized a one week panel discussion program on ‘**Good Career Women**’ from **27.01.2020** to **31.01.2020**. Two days i.e. 01.02.2020 and 06.02.2020 were extended as requested from two of the departments. The discussion was organized department wise so that focused participation can be insured. The aim of this Panel discussion was to bring students on the common platform to discuss and speak out the thoughts this youth have in their mind on the much required issues like gender equity. The purpose was to make the youth aware and be gender sensitivity, which would result in gender-responsive dealings at an individual level and also would lead to build self-confidence of the students through the power of expression. In this regard the cell popularized the Panel discussion through the newly designed page on Moodle. Since activity required participation from each of the department, the support from class coordinators was the first need. Hence, a meeting of class coordinators was conducted by the cell members and not only they were briefed about the event but also they were asked to provide students name those who were willing to act as panelist for the discussion. The sessions were reviewed by experts including counselors of the institute.

In a week long discussion the following points were discussed:

- "GENDER IS NOT A “Women’s Issue” It’s a “People’s Issue”
- Construction of power of one determines the construction and power of the Other
- It’s the undue pressure on Boys & Girls to live up to the established norms of Masculinity and femininity
- Girls endure unwarranted social control, discrimination and domination
- Boys are discouraged from being emotional, gentle or fearful thrust into a world of Macho Protectors, Warriors, and Bread winners.

Through the discussions the students learnt that:

Gender is Socially Learned behavior, based on Social Expectation from Men & Women. It varies across the world. SEX is Natural, Gender is Socio + Cultural = Man Made. A “stereotype” is a cognitive shortcut — that is, it allows your brain to make a snap judgment based on immediately visible characteristics such as gender, race, or age.

Gender equality refers to a concept where the rights, responsibilities and opportunities offered are not determined by sex (United Nations office of the Special Advisor on Gender Issues and Advancement of Women, 2001). It implies equal access to opportunities by focusing on the individual’s capabilities instead of their gender. The different treatment of persons according to their gender leads to gender discrimination. Gender discrimination can also occur when attitudes and behaviors promote gender-stereotyped social roles.

They also understood the "BANE OF A WORKING WOMAN" such as :

- Working Women's Culture & upbringing Morale conflicts with her role model as Mother/Wife
- She carries with her a torn, overburdened Conscience
- She is a Victim of the Culture, traditions and values instilled in her
- She is not even aware of our own Stereotype
- Stereotypes and Bias that borders on MISOGYNY - or prejudice against women
- At Workplace she seeks to protect her Womanhood, takes a back step Or becomes Aggressive

The sessions marked a presence of 138 panelists consisting of 51 girls and 87 boys. 344 students attended the sessions as audience which got a total of 482 participants' altogether. Out of 344 audiences there were 80 girls and 264 boys from different branches. Among these a total of 34 students were from Electronics and Communication branch consisting of 08 girls and 26 boys. From computer Science we had a total of 61 participants in which 10 were girl and 51 were boys. Numbers of students from Mechanical Engineering were 25 in which 2 were girls and 23 were boys whereas from Automobile the total number was 03 consisting of 1 girls and 02 boys. In case of Information Technology there were 4 girls and 19 boys making a total of 23 participants. There were 16 girls and 75 boys making a total of 91 participants from Electrical engineering. On the other front only 16 boy, 22 girls, a total of 38 students participated from Architecture branch. Civil also participated in less numbers with a total of 2 students among which 1 was girl and 1 was boy. 52 students participated from Chemical Engineering among which 12 were girls and 40 boys were there. The number of respondents from electronics and telecommunication were 14 with 3 girls and 11 boys. Only one girl participated from Biotech department.

The sessions were concluded on the note that in order to bring a change in the society, we have to start with our homes , lets see that the males and females get the equal opportunities and respect and share the load of work equally.

**Dr. Anshu Chaturvedi**  
(Chairperson)