

## **Workshop on Gender Sensitization at Workplace**

Date: 14.03.2023

Venue: LPAI HQ

In order to create a gender-neutral workplace, a gender sensitisation workshop was conducted by Dr. Uma Pant (MBBS, M.C.H., MSCCFT Physician) on March 14th, 2023, for the staff and employees of the Land Ports Authority of India HQ. Dr. Uma Pant is a renowned counsellor and family therapist and also a practicing physician. The session included a presentation, activities, and an interactive session to facilitate a deeper understanding of the topic.

The workshop started with Mr. Aditya Mishra, Chairman, LPAI welcoming Dr. Uma Pant and elucidating his vision of making the Authority a gender inclusive workplace. He encouraged all staff members to participate in making the workplace gender neutral and keep pace with the fast-changing gender norms in the society.



The workshop aimed to promote awareness and understanding of gender issues among the audience. It was divided in two broad sessions. Session 1 focussed on basic concepts like difference in gender and sex, gender bias, gender stereotypes, patriarchy, gender equality, gender discrimination, etc. Session 2 focussed on implications of gender discrimination such as gender-based violence and apprising the audience about laws like POSH that could safeguard the interests of employees.

One of the most important aspects that was discussed in detail during the workshop was common gender stereotypes that affect the growth at a workplace and benefits of a gender-neutral environment. This part of the session was very engaging where the audience came up with multiple questions and Dr. Uma Pant was able to address them in a very empathetic way.

Dr. Pant highlighted how there is a whole mechanism underlying the gender issues at a workplace and how being sensitised can help in achieving individual and workplace goals in a

balanced manner creating a win-win situation for all. This required unlearning our biases and applying this approach in our day-to-day life and create a more happy and safe work environment.



Some activities during the workshop like mentioning 3 qualities about the person sitting beside you and comparing it with gender stereotypes was very introspecting for the audience. The activities were designed to engage the participants and provide them with practical tools and strategies to manage their personal and professional lives. The interactive session allowed the staff to ask questions, share their experiences and perspectives, and learn from each other.

Overall, the seminar was attended by more than 50 staff members and very well-received by them. The feedback form circulated post the workshop made it evident that they gained valuable insights and practical tools to promote gender sensitivity and holistic health in their personal and professional lives. The session was a reminder of the importance of gender sensitivity in promoting diversity, inclusion, and well-being in the workplace and beyond.