

A talk on GENDER EQUITY

September 11, 2018

Equity and equality are two strategies we can use in an effort to produce fairness. Equity is giving everyone what they need to be successful. Equality is treating everyone the same. Equality aims to promote fairness, but it can only work if everyone starts from the same place and needs the same help. In our day and age, everyone supports and is fighting for equal rights for women. But to obtain this we need to work on gender equity.

There was a talk arranged for first and second year M.Sc Maths students (90 participants) on Tuesday 11, September, 2018 from 2-4pm. The speaker of the day was Prof. Preeja Shridhar, she is a prolific writer and keen researcher. Her publication includes several research papers, articles in the area of human resource management, organizational behavior and communication. She has presented research papers at IIM(K), IIM(L) and IIM(Indore). She has over eighteen years in Academia. She is a visiting faculty with eminent management institutes and engineering colleges for the past 10 years.

She is also a corporate trainer and her clients include Hindustan Aeronautics Ltd., Tech Mahindra, Patni IGATE, Infosys, Siemens, ITC, L&T and many more.

Currently she is associated with International School of Business and Research and an adjunct faculty and also works with NMIMS and Jain University.

She presented on the various troubles faced by women in society and the steps that must be taken to overcome them.

The following were the points covered.

- Share Responsibility

The personality and ideologies of a person is mostly affected by the type of environment surrounding them, especially at home. By sharing responsibilities whether it is keeping a home or bread winning, without assigning roles based on gender, equal responsibilities for both man and woman becomes a part of one's norm.

Two student volunteers were encouraged to role play on the same.

- Equal Opportunity

In rural areas, many girl child are still denied education under the reason that they must be married off and need not hold a stable job. By spreading awareness, we must encourage girls to study well and start working so they may support themselves. We must help them fight for their right to education and right to work.

- Share the distribution of influence and power/ Coping Mechanism

Till a few years ago, authoritative positions in the many fields were mostly given to men. With not many women at such higher positions, there weren't many inspirations for the small girl with big dreams. But with times changing, there are many leading and influential women who people, of all genders, can look up to. A video of former PepsiCo CEO, Indra Nooyi, was shown where she explained why the working woman cannot have it all. She must compromise and come up with coping mechanisms to ensure a smooth flow of her day to day life.

- Share equal autonomy

In a working environment, one would expect to be paid the same amount as a colleague doing the same work. But many a times this is not the case. Women are often paid much less as compared to their male counterparts who do the exact same work. This goes against the very human nature. Even animals protest when they are treated unfairly. This point was strengthened by showing a video in which an experiment was conducted where one monkey was rewarded differently than another one performing the same task. The monkey protested for its rights as we do now. This goes to show that equal pay is not just a human right but a right that applies to all beings.

- Create a positive physical and mental stability

To have a healthy lifestyle one must maintain their body and mind's health. One must be physically fit and mentally tough. A video was shown of a bear cub being protected by its mother from a predator. The mother used its sheer strength and smartly avoided a conflict with the said predator. We, as humans, also come across many predators who are out to hurt and take what is rightfully ours. We must be fit and witty to surpass them.

Prevention, Protection and Redressal

These are the three main steps of gender equity to attain equality. Human rights must be protected by spreading awareness and making people well educated over just educated. Discrimination against one's gender must be prevented by changing the mindset of people. The redressal of gender equality will become a part of everyday life by changing the wrong ideas that people have come to learn by instilling the locus of control within them and helping them depend on themselves. The talk came to close with a heartwarming song dedicated to mothers.

Photos







