



INTEGRATING GENDER SENSITISATION INTO HUMAN RESOURCE MANAGEMENT

A Value-Added Course for students at SVKM's Usha Pravin Gandhi College, Mumbai.

Session 1

Introduction to Gender Mainstreaming

Gender mainstreaming is a vital aspect of the international strategy for gender equality policy. It refers to the development, improvement, and assessment of policy practices to ensure that a perspective of gender equality is incorporated at all levels and stages. This module:

- Introduces students to gender mainstreaming.
- Contextualises gender mainstreaming strategy to workplace policy practices.

Session 2

Gender Sensitisation

This module:

- Develops a gender sensitive perspective.
- Teaches students about the core concepts of gender equality.

Session 3

Diversity, Equity & Inclusion (DEI) in the Workplace

Workplaces across the globe now emphasise the development and assessment of DEI organisation frameworks that promote the fair and full participation of all employees, especially those belonging to marginalised social groups. DEI training for HR professionals is essential for them to thrive in their future practice. This module:

- Introduces students to the core concepts of intersectionality.
- Discusses the practical implementation of DEI policies and practice.
- Addresses the importance of minimising microaggressions for comprehensive DEI engagement by HR professionals.

Short Assignment 1

Session 4

Building Safe Workspaces

It is vital for HR professionals to recognise and remedy intersectional violence, discrimination, and workplace harassment. This module:

- Introduces the multiple aspects of building a safe workplace.
- Develops an understanding of trauma-informed approaches to address instances of violence, discrimination, and/or workplace harassment.

Session 5

Introduction to POSH Law

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act of 2013 mandates workspaces to mitigate sexual harassment at the workplace and establish Internal Complaints Committees. This module:

- Introduces students to the basic mandates of the POSH law.



Session 6

Developing POSH Policy and Practice

Building on the previous section, this module:

- Discusses the importance of creating an Internal Complaints Committee policy that recognises and addresses the specific needs of a workplace.
- Discusses best practices for addressing complaints at the workplace.

Discussions conducted will adhere to the expectations of the confidentiality clause in the guiding ICC policies.

Short Assignment 2

Session 7

LGBTQ+ Inclusivity in HR Policies

As an HR professional, it is important to help create an environment that is tolerant and accommodates different experiences and perspectives. This module:

- Helps students to understand different identities within the LGBTQ umbrella, with special attention to their unique challenges in the workplace.
- Discusses the advantages of a rights-based approach to workspace policy.

Students are expected to submit a written reflection. Topic to be announced during the session.

Session 8

Conflict Resolution and Navigating Difficult Conversations

As HR professionals, individuals will have to hold space for challenging and sensitive conversations or confrontations. This module:

- Assists students with exploring the fundamentals of effective and trauma-informed communication.
- Provides strategies for students to manage emotional dynamics, handle resistance, and reduce defensiveness.

Students are expected to submit a written reflection. Topic to be announced during the session.

Session 9

Continuous Learning and Professional Development

At its core, this course seeks to help students develop a practical approach to gender training at the workplace.

To that end, this module:

- Makes students aware about the career opportunities for HR professionals in the field of gender mainstreaming, DEI, and POSH consulting.
- Addresses students' specific concerns about job hunting, resume creation, and/or interviewing for positions in the field of gender rights and gender policy.

Short Assignment 3

Session 10

Conclusion

Final Assessment