



WOMEN AT WORK

Empowered. Enabled. Equipped.



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WOMEN AT WORK

About Durga

We are a unique citizen's initiative to help young women and girls harness important life skills to deter crime.

At Durga, we strive to identify problematic attitudes, stereotypes, and societal norms and address them from the grassroots level to ensure a collaborative effort within our society to create safe spaces for women.

Women at Work (WAW)

Why are women at work centric to our programmes?

From the household to informal workplaces, to women working at corporations; sexual harassment frames the work they do- on their commute, during work, after work hours and even in their day to day interactions with people in and around their workplace.

Ensuring that they are safe from harassment is an additional burden on women and in turn stops them from showing up as their best, powerful and most potent selves.

Durga's programmes, therefore, have a strong focus on ensuring deterrence of harassment and ensuring safe, nurturing and enabling workplaces.



WOMEN AT WORK: FROM DURGA'S LENS



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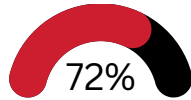
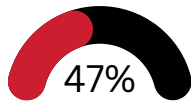
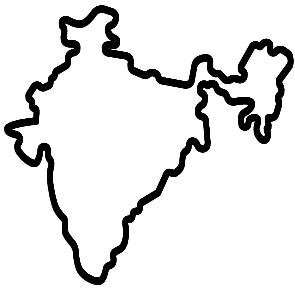
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WOMEN AT WORK AT A GLANCE

Labour Force Participation

90%



The current global labour force participation rate for women is just under 47%. For men, it's 72%, making it a marked difference of **25 percentage points.***

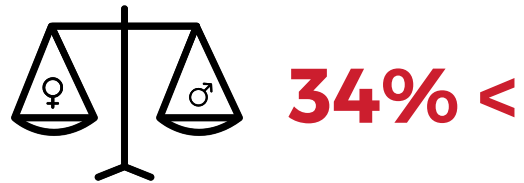
**Source: ILO*

Who has more jobs?



more men have jobs than women according to the latest NFHS Data.

Gender Wage Gap



wages are received by women than their male counterparts for the same task. *

**Source: Mind The Gap-State of Employment in India*

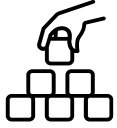
The Multiple Burdens of Work





WOMEN AT WORK

How do Durga's Programmes look at Women at Work?



Building Blocks believes in creating safe childhoods as a base to creating safe communities. By educating young girls and boys about harassment; identification of inappropriate behaviour happens at an early age, thereby preventing crime.



Voice, our youth engagement programme, aims to create gender equitable and gender-just spaces in colleges. It is a critical intervention that focuses on aspects of gender- sexuality, identity and body; at a crucial step in a teenager's life.



Durga's **DARE** programme aims to train ordinary people who occupy public spaces for large amounts of time about identifying harassment and intervening in situations where women feel unsafe by being active bystanders.



Our engagement with **communities** such as BBMP, BMTC and the police is an effort to not only make several women in these communities feel empowered but also to create safe public commons through their aid.



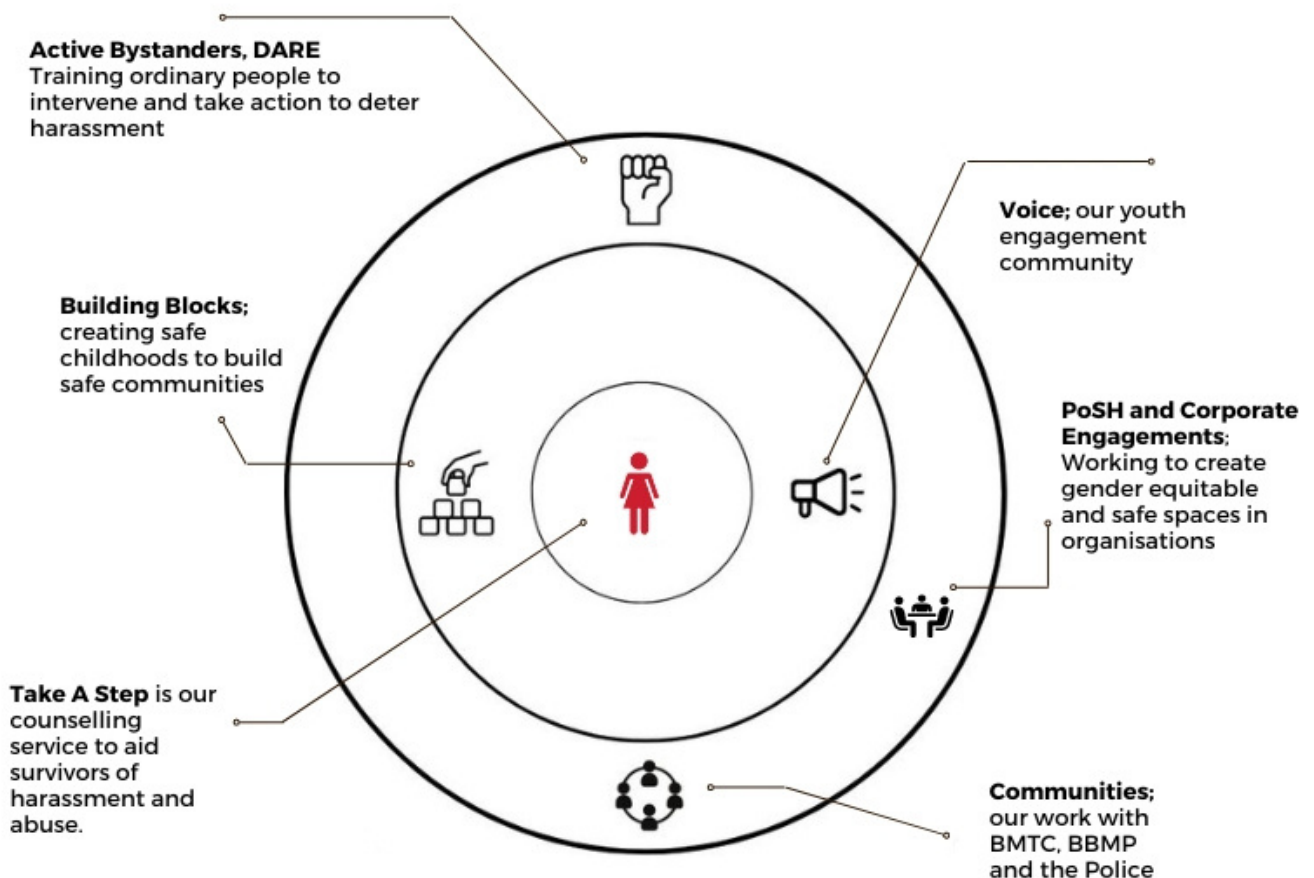
Take A Step is Durga's counselling service provided to survivors of abuse. The intention behind this is to build confidence in women to be able to access justice mechanisms and ensure a safe journey for the survivor.



HOW DOES DURGA LOOK AT WOMEN AT WORK?

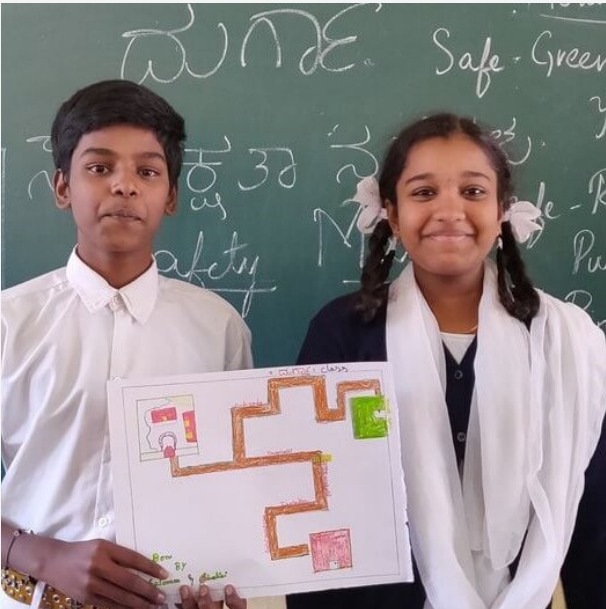
In this representation, **Women at Work** make up the innermost circle, **Building Blocks, Voice** and youth work come in next as they lay the foundation for a woman to enter the workforce.

Through our intervention with **Communities** and creating **Active Bystanders**, not only are several individuals in these communities also empowered, but there is a collective effort to create safe public commons. Lastly, **Policy Advocacy** as well as our work with organisations helps in establishing responsibility for sexual harassment.





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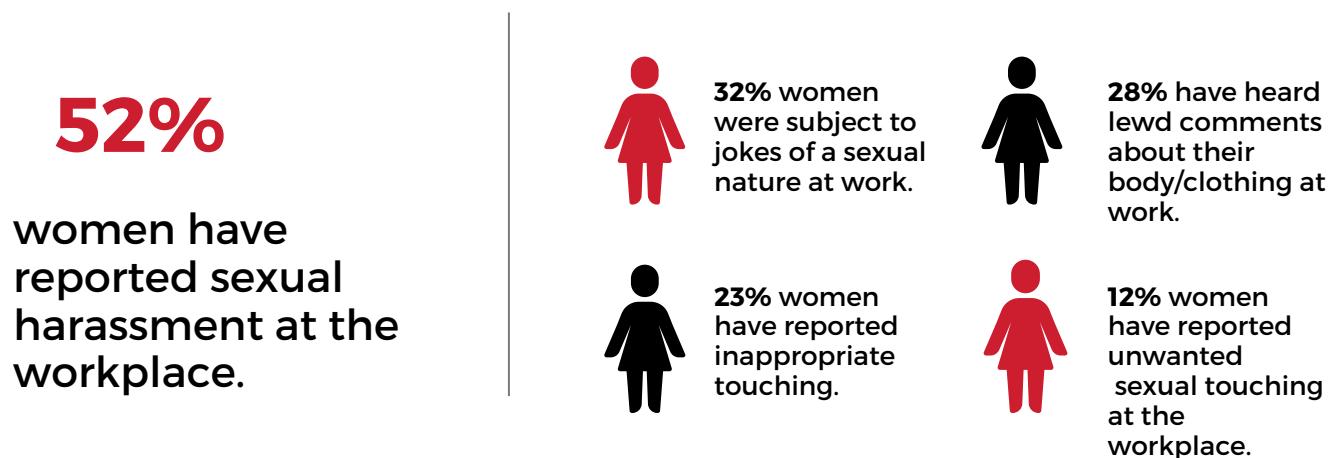


WHY TALK ABOUT WOMEN AT WORK?

Delhi-based lawyer Rebecca John stated the following about sexual harassment at work: "The factory worker, the domestic worker, the construction worker, we have not even recognised the fact that they are sexually harassed and assaulted on a daily basis. But poverty leaves them no choice, they know whatever earning they make is far more important."

Sexual harassment that women experience at the workplace is a reflection of the deep-seated gender bias, powerlessness and discrimination that women face in different socio-cultural institutions.

Globally, sexual harassment has proven to be a significant factor for women to leave jobs or not apply in the first place. In a survey conducted by TUC and The Everyday Sexism Project, **more than half of women, and nearly two-thirds of women between the age of 18-24 years old, said they had experienced sexual harassment at work.**



Source: Human Rights Watch
Worksmart: 52% of women have experienced sexual harassment at work



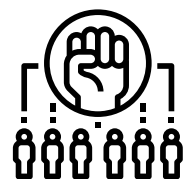
DURGA'S MULTI PRONGED APPROACH

We at Durga believe that we must take responsibility, as an individual, community, bystander, ally and an organisation, to create a safe workplace for women, across different areas of work, to participate, thrive and dream of a career, like it rightfully should be.

We want the streets to be safe, we want public transport to be safe, we want informal organisations to be safe, we want Pourakarmikas to feel safe, just as much as a college student or the women working in an MNC.

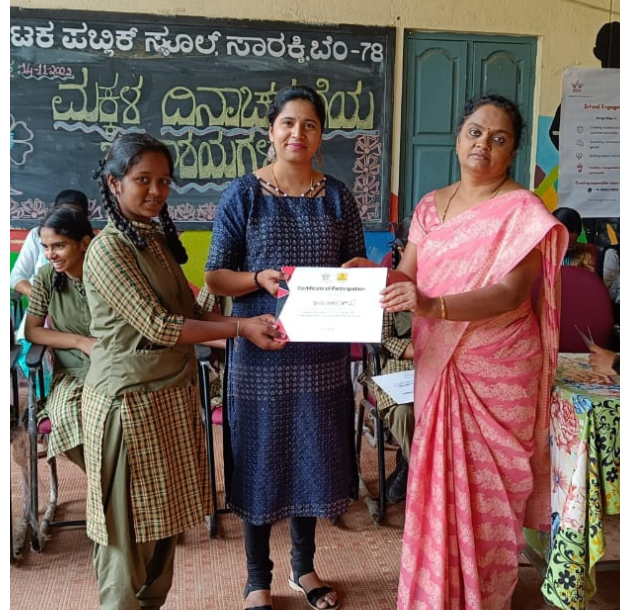
Safety is not just a women's issue, and it is unfair to put the burden of ensuring one's safety only on women. **This issue needs holistic and ecosystem shift, and through our vision of ensuring gender justice for WOMEN AT WORK, we hope to do our part in creating safe communities and workplaces.**

All our programmes at Durga are built around Gender Justice in Public Spaces, essentially workspaces. They are built with the idea to equip women to work as they are, in areas they wish to, being fully themselves, harnessing their potential, being flooded with opportunity. **Empowered. Enabled. Equipped.**





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WHAT CAN DURGA OFFER YOU?



Women need an environment where they are valued for their work, respected and can fully flourish.

Ethical workspaces are the need of the hour where it should be recognised that **sexual harassment is a threat to the organisation.**



To foster a better relationship and equity amongst employees, women need to not only be aware of their rights but they should also be in a space where other individuals are committed to maintaining a healthy work environment.



A safe and healthy workspace will include aware employees, less incidents of sexual harassment, higher job satisfaction, increase in productivity, a boost in morale and most importantly, prevent legal liabilities for the organisation.



Durga will help in creating and maintaining such an environment in your organisation through a 12 month long engagement.

In customised and need-based sessions that will be conducted monthly, we will dive into several aspects of gender - right from our day to day experience to a legal standpoint, all with a focus to bring a positive shift in the employees.

WAW MODULES

MODULE 1

UNDERSTANDING GENDER

MONTH 1



Understanding dimensions of gender and sex, body and identity.

MONTH 2



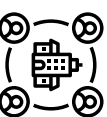
- **Social gender - gender as a social construct, gender roles, norms and culture**
- Deconstructing gender myths

MONTH 3



Durga Safety Workshop

MONTH 4



- **Taking an intersectional approach to power and oppression**
- Understanding gender and power in the context of family, workplaces and other institutional settings (including public spaces)

MONTH 5



- Deep diving into understanding body autonomy
- Dilemma of choice - various aspects of clothing, motherhood, religion and cultural practices, love etc
- **Understanding consent and space**

MODULE 2

GENDER AND POWER

MODULE 3

UNDERSTANDING POWER

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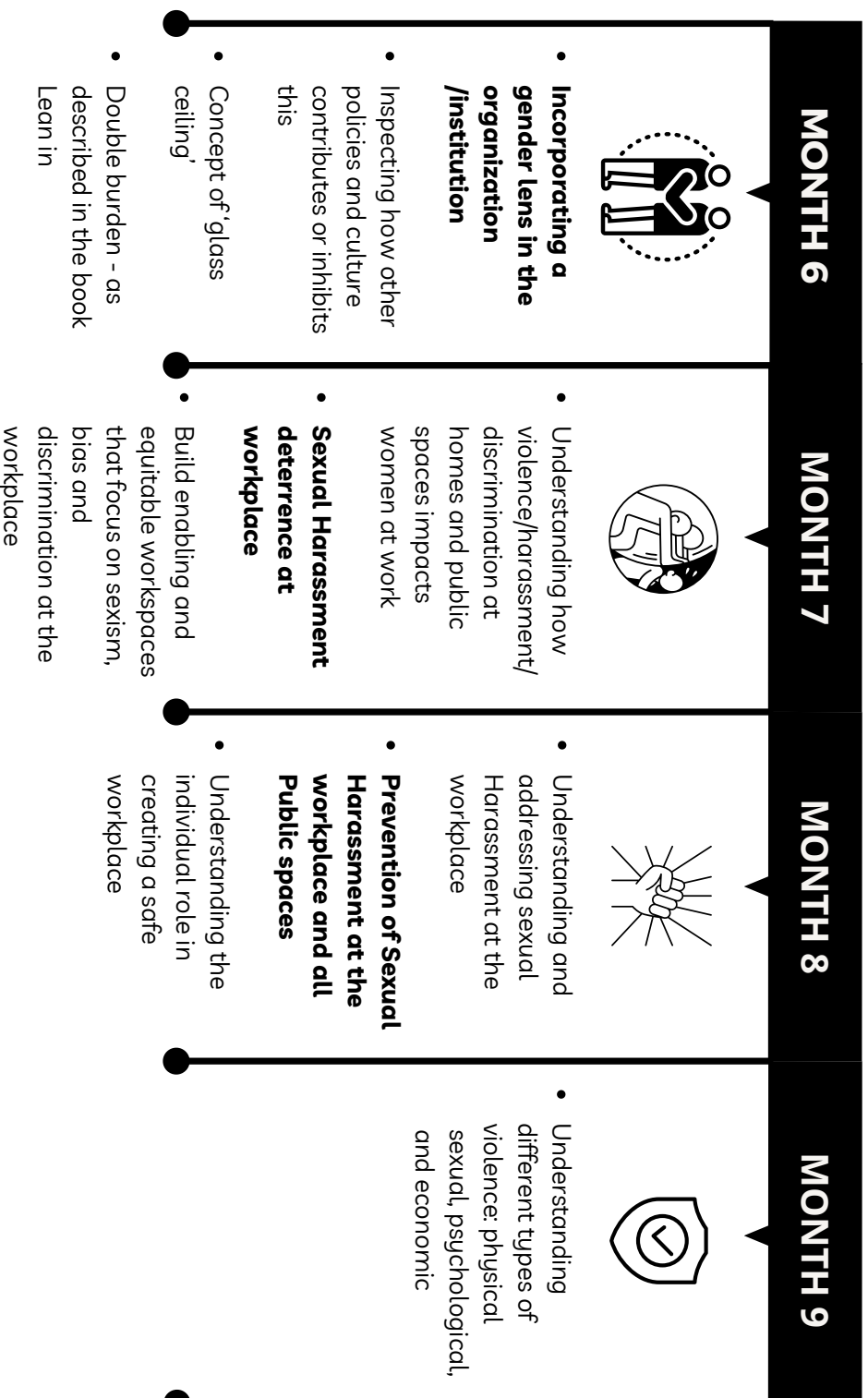
WAW MODULES

MODULE 4

WOMEN AND WORK

MODULE 5

UNDERSTANDING GBV



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WAW MODULES

MODULE 6

GENDER AND LAW

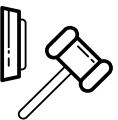
MODULE 7

AWARENESS TO ACTION

MODULE 8

SUSTAINING CHANGE

MONTH 10



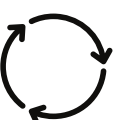
- **Understanding the legal provisions and laws that protect women and non-binary folks**
- Identifying the rights and responsibilities of the individuals

MONTH 11



- Identifying actions as individuals/groups and organisations to bring a change
- **Committing to take actions to create a gender just workplace or society**

MONTH 12



Sustaining- From the individual to the organisation and the community



Reflections and Closing

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NEED SUPPORT ?

Safe workplaces should be a reality for women everywhere and creating them is just a call away!

Through specific, customisable and essential modules that we have developed exclusively for women at work, we aim to sustain conversations around gender and the workplace, equipping individuals with the tools at their disposal to create a sexual harassment- free workplace and gender- just society.

Reach out to Durga for:

- Awareness sessions and workshops on the Prevention of Sexual Harassment (PoSH) at the workplace law
- Support in other PoSH related compliance

 contactus@durgaindia.org

 +91 9008212828

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