



IN
SUPPORT
OF

UN75
2020 AND BEYOND

**SHAPING
OUR
FUTURE
TOGETHER**

A COMPREHENSIVE REPORT

APSWDP VIRTUAL DIALOGUE UN75 2020 AND BEYOND SHAPING OUR FUTURE TOGETHER

27th September 2020 (Sunday) | 11:30 am to 01:00 pm (IST)

Platform:

Join the
Conversation:
UN 75 and Beyond

Who can attend ?

Social Work Students,
Researchers, Corporates, Civil Society
Members, Youth, Change Makers,
Development Experts, Academia

Make Your Voice
Heard



Series V Women and Girls – Closing the Gender Gap



Dr. Monica Munjial Singh
Chief Guest

Associate Professor and Chairperson
of Centre of Social Work,
Panjab University, Chandigarh

#Partnership
#UN75
#GenderEquality
#Empowerment
#SustainableFuture

PANELISTS



Manjula Thakur
Director
Prasanchetas Foundation,
Chandigarh



Ritika Singh
CEO & Founder
Kontent Factory,
Chandigarh



Prof. Priyadharsini R.
Assistant Professor
SRCAS,
Coimbatore



Priyanka Sud
Advocate
Punjab & Haryana High Court,
Chandigarh

ORGANISING
TEAM



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Program Convener
& Founder APSWDP



Hitesh Kumar Gulati
Moderator & Co-Convener
Hon. Director (P & A), APSWDP



Rajeev Choudhary
Co-Convener & Rapporteur
Member APSWDP



Dr. Priyanka Khanna
Co-Convener
Member APSWDP

Association of Professional Social Workers and Development Practitioners (APSWDP)

In Special Consultative Status with Economic and Social Council of the United Nations since 2019

Affiliated with Department of Global Communications (DGC) of the United Nations since 2019

Registered with NITI AAYOG (Former Planning Commission of India) since 2015

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The comprehensive report on **APSWDP Virtual Dialogue: UN75 2020 and Beyond Shaping Our Future Together, Series V** has been compiled by Association of Professional Social Workers and Development Practitioners (APSWDP), Chandigarh [Association in Special Consultative Status with the United Nations Economic and Social Council (ECOSOC); Affiliated with the United Nations Department of Global Communications (DGC); and Affiliated with NITI Aayog (Former Planning Commission of India)].

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IN
SUPPORT
OF

UN 75
2020 AND BEYOND

**SHAPING
OUR
FUTURE
TOGETHER**



UN marks 75-year milestone anniversary of founding Charter



UN Photo

The UN Charter being signed by a delegation at a ceremony held at the Veterans' War Memorial Building on 26 June 1945.

26 June 2020 | **UN Affairs**

The UN Charter “brought rules and hope to a world in ruins”, Secretary-General António Guterres told a virtual **ceremony** on Friday, commemorating 75 years since the Organization’s foundational text was signed.

Founder & Convener

Association of Professional Social
Workers and Development
Practitioners (APSWDP)



MESSAGE

It is a matter of great privilege that Association of Professional Social Workers and Development Practitioners (APSWDP) has received Special Consultative Status and affiliation under Economic and Social Council (ECOSOC) and Department of Global Communications (DGC) of the United Nations respectively in 2019 when the United Nations initiated the celebrations of completing 75 years of existence.

The Civil Society Organisations (CSO's) under the United Nations has been entrusted to celebrate 75th Anniversary by organising various activities promoting the UN values worldwide. APSWDP has come forward to corroborate with the United Nation's global initiative of encouraging people, especially youth and marginalized to put their heads together to define how enhanced international cooperation can help realize a better world by 2045, the UN's 100th birthday.

I wish the APSWDP Virtual Dialogue - “UN75 2020 and Beyond: Shaping Our Future Together”, Series V, with the theme “Women and Girls - Closing The Gender Gap” on 27th September 2020 has taken the global conversation ahead in India by inviting panelists from Social Sector, Education, Branding and Legal sector, with audience from diverse background and age groups.

I am sure that the APSWDP UN75 Dialogue, Series V on similar lines with the objectives of the United Nations will contribute towards shaping a global strategy in redefining a comprehensive global plan of the future we want.

I congratulate the entire organizing team, volunteers and experts to come forward in the times of COVID-19 pandemic in joining the global conversation initiated by the United Nations.

Vivek Trivedi

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BACKGROUND

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BACKGROUND

In pursuit of *celebrating the 75th Anniversary by igniting people's debate: UN75*, the Secretary General Antonio Guterres has launched a global dialogue, which is perhaps the largest and furthest reaching global conversation ever on building the future we want.

Association of Professional Social Workers and Development Practitioners (APSWDP) is a professional association which has been conferred *Special Consultative Status* under the *United Nations Economic and Social Council (ECOSOC)* and has also been affiliated with the *United Nations Department of Global Communications (DGC)*. On this occasion, *APSWDP* conceived a *dialogue in support of UN75 2020 and Beyond: Shaping Our Future Together* by organizing a *Virtual Dialogue Series-V*, with the theme "*Women and Girls - Closing The Gender Gap*" on *27th September, 2020 (Sunday)*.

In a world of Volatility, Uncertainty, Complexity and Ambiguity (VUCA), we are passing through several human crisis ranging from climate crisis, health issues, digital divide, gender inequality, population burst, rising conflicts and violence, etc.; *APSWDP* came forward to corroborate with the United Nation's global initiative of encouraging people, especially youth and marginalised to put their heads together to define how enhanced international cooperation can help realize a better world by 2045, the UN's 100th birthday.

APSWDP stand, support and has initiated the action through this virtual dialogue aligned with the UN 2030 Agenda: "Gender equality and the empowerment of all women and girls is a goal in itself (SDG-5) as well as a catalyst for the achievement of all the other goals. Ultimately, development will only be sustainable if its benefits accrue equally to both women and men. The world has a decade left to turn this promise into action". The view and ideas presented in this virtual dialogue will be submitted to the offices of the United Nations Economic and Social Council as well as to United Nations Department of Global Communications for incorporating the ideas discussed into their next agenda.

KEY OBJECTIVES

The key objectives of the UN75 Virtual Dialogue is to develop a continuous support for leading a discussion, identifying alternatives and implementing the solutions by involving unheard voices of women, girls and communities for promoting Gender Equality and building a sustainable, inclusive and peaceful world.

With this dialogue, *APSWDP* aims to ignite vibrancy in thoughts and creating synergy among youth across tough geographical remote locations, languages, ethnicity, culture, economic background, etc.

➤ BACKGROUND

APSWDP UN75 DIALOGUE SERIES V

Aligned to the goals of APSWDP UN75 Series, APSWDP commemorated a Virtual Dialogue, *Series V* on *Women and Girls - Closing the Gender Gap* to help, make the world fairer and more peaceful. The *UN75 Dialogue, Series V* was *inaugurated and chaired* by *Dr. Monica Munjial Singh, Associate Professor and Chairperson of Centre of Social Work, Panjab University, Chandigarh*. The dialogue witnessed deliberations from *Chief Guest* and *Eminent Panelists* on the following topics:

- Women and Girls - Unbarring the Disparity Barriers
Mrs. Manjula Thakur, Director, Prasanchetas Foundation
- We are Women, not Superwomen - Maybe We Don't Want it All
Ms. Ritika Singh, CEO & Founder, Kontent Factory
- Gender Equality in India - A Way Forward
Prof. Priyadharsini R., Assistant Professor, SRCAS, Coimbatore
- Gender Equality - Most Neglected and Much Awaited
Adv. Priyanka Sud, Advocate, Punjab & Haryana High Court

4

Panelists

84

Participants

MODE OF COMMUNICATION

The mode of communication for UN75 Dialogue was English. However, the participants from regional background were also encouraged to join the conversation in their respective vernacular. APSWDP does not discriminate on the grounds of language. We believe in participation from across the lines. Our Convener & volunteers felicitated the participants when they were not comfortable with the language.

TARGET AUDIENCE

- Academician
- Business Consultant
- Corporate Sector Professional
- Corporate Social Responsibility
- Development Practitioner
- Government
- Legal Practitioner
- Public Health
- Researcher
- Self Employed
- Social Activist
- Social Worker
- Student

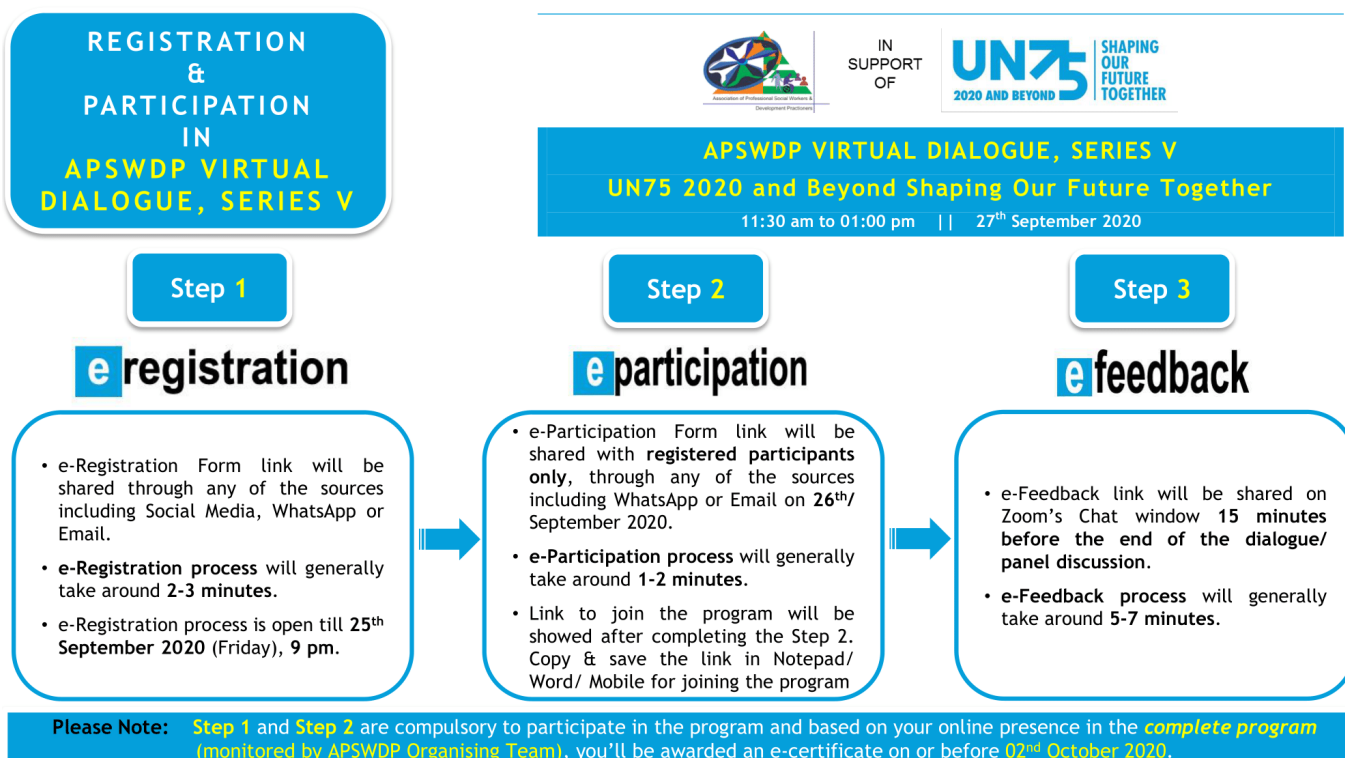
➤ BACKGROUND

OUTCOMES

The following outcomes emerged from the Series V Dialogue:

1. Develop understanding of Sustainable Development Goals (SDGs) with special focus on Gender Equality (SDG 5).
2. Confidence building, sensitizing youth, professionals, social workers, and global community for acting with determination to accelerate development and achieve gender equality for all women and girls.
3. Exposure to understand various issues and solutions for building a gender-equal sustainable future together. Enlighten our children to be inclusive and discuss what gender equality means.
4. Sensitization and adopting the practice of “Think Global and Act Local” in bridging the gender gap.
5. Create awareness and build leadership in community through workshops and success stories.

STANDARD PROCESS TO PARTICIPATE IN THE DIALOGUE





**OPENING
CEREMONY
AND
INAUGURAL**

➤ OPENING CEREMONY AND INAUGURAL

PROGRAM INTRODUCTION

Mr. Vivek Trivedi, Founder APSWDP and Principal Convener of the Program shared about the conception of APSWDP Virtual Dialogue, Series V with the theme “Women and Girls - Closing The Gender Gap” on 27th Septmeber 2020. He further mentioned that the world is full of volatility, uncertainty, complexity and ambiguity wherein humanity is passing through several human crisis ranging from climate to health related issues, digital divide, gender inequality, population burst, rising conflicts and violence.

APSWDP as a Civil Society Organization has come forward to collaborate with the United Nations Global Initiative of encouraging people especially the youth and marginalized to put their hands together to define how enhanced international cooperation can help realize a better world by 2045. He stated that the aim of this virtual dialogue was to sensitize the communities on closing the gender gap.



FORMAL WELCOME

Mr. Vivek Trivedi extended his sincere gratitude to the Chief Guest - Dr. Monica Munjial Singh, Associate Professor and Chairperson of Centre of Social Work, Panjab University, Chandigarh, of the UN75 Dialogue Series V, for giving her consent to preside the function. He also formally welcomed the eminent panelists from various domains including Social Work, Education, Branding and Legal sector.

➤ OPENING CEREMONY AND INAUGURAL

INTRODUCTION OF CHIEF GUEST

Mr. Monica Munjial Singh is Doctorate in Social Work from Mumbai University and Doctorate of Literature from Maryland University, USA.

Presently she is Associate Professor and Chairperson of Centre of Social Work, Panjab University, Chandigarh. She has worked with Ministry of Health and Family Welfare, Government of India for 14 years.



Till date, she has completed 38 research projects and has published 45 research papers in various journals of National and International repute.

INAUGURAL ADDRESS BY CHIEF GUEST

Dr. Monica Munjial Singh with great pride and honor chaired the Dialogue Series V on “Women and Girls - Closing the Gender Gap”. She being the Chairperson of Department of Social Work, Panjab University and an integral part of APSWDP family felt humbled by the initiatives which were taken by each one to stay connected through various webinars, activities and contribute in this hour of crisis. The whole world is going through a tough time and she prayed for the safety of all.

During the start of her dialogue on closing the gender gap between girls and women, she specifically highlighted that when we talk about closing the gender gap it is basically empowering the women. While talking about empowerment of women, she stated that empowerment is basically referring to the creating of an environment where girls and women make their own decision for their personal and for the benefits of the society. She further added that when we talk about environment we see that inspite of so many constitutional provisions, acts and preventions measures made by the government, there is a real big gap which is still possessed in the times of today. She feels the gap needs to be bridged by various ways and the seminar which is happening today may help us in spreading the awareness, thus resulting in conquering fears of women’s life.

Further Dr. Monica shared about Chanex which was unstrained in UN Chartered of 1945. Even after crossing 75 years, the girls and women still haven’t got an equal status in our society at all society levels and it is basically a priority area according to the UN Charter for the year 2020 which also marks various special events including - the 25th Anniversary of the BJING declaration and platform for action which was one of international conferences held after the Mexico conference, 20th Anniversary of the security

➤ OPENING CEREMONY AND INAUGURAL

INAUGURAL ADDRESS BY CHIEF GUEST

council resolution for the security and peace, the 5th Anniversary which we are celebrating for the sustainable development goals and as per goal number 5 the 2030 agenda talks about and gives a clarity on gender equality and empowerment of women at all levels. She added that basically it's a goal in itself which acts as a catalyst for achieving the other goals of SDG's. She specifically made us realize that if we promise to turn this into reality, then we have only have one decade left. It is the time to think and act very fast. In the past too we had important progress for both girls and women. On the contrary, if we look at the overall scenario the change has been uneven in all areas and also incremental, it is not been continuous or it is not been rapid. If we look at the pace with which it is moving now, it would be not less than another 100 years when we see that there is no gender disparity and girls and women are at par with men and in all deveins an fears and it has been nearly 40 years since we adopted the CEDO that is Convention of all forms of discrimination against women and men. This was adopted basically in the year 1979 and it's been 40 years but yet discrimination is made out for women at all levels and it remains the same.



Dr. Monica also shared statistical figures of nearly 131 countries, who have added 274 gender related reforms to laws and regulations, and talking about the world scenarios too around 2.5 million countries with at least one kind of discriminatory law on the books have been recorded. Child custody or divorce apart from personal or job related choices have always been an issue with women.

➤ OPENING CEREMONY AND INAUGURAL

INAUGURAL ADDRESS BY CHIEF GUEST

Talking about the protective aspect of women, she clearly mentioned that the violence which is tolerated by the women or girl, whether physical or mental is all over the world. It is not just confined to our country and thus remains a human right issue. Contributions of various activists regarding framing of domestic violence act since 1990's has also not made any significant difference as its proper implementation is still needed. Gender gap which is a huge disparity is still seen in the employment sector where proportion of working men is still much higher than the working women. Despite, National Policy on Education, the level and opportunity of education for females is still not as satisfactory as it should be. Though the healthcare facilities in regard to women have been improved, the healthcare in rural areas needs to be curtailed at first place.

While Summing up the session Dr. Monica stressed on the fact to join hands together to fill the gaps of gender inequality by initiating actions like defying gender stereotypes, empowering women and young girls around you, using gender neutral language.



**VIRTUAL
DIALOGUE/
PANEL DISCUSSION**

VIRTUAL DIALOGUE/ PANEL DISCUSSION

PANELISTS WELCOME

Mr. Hitesh Kumar Gulati, Director (Hon.) - Policy and Administration and the Moderator of APSWDP Virtual Dialogue Series V welcomed all the four (4) eminent panelists from Social Work, Education, Branding and Legal sector and introduced them to the august gathering.



VIRTUAL DIALOGUE/ PANEL DISCUSSION

PANELIST INTRODUCTION

Mrs. Manjula Thakur is a Josh Talk Speaker, A Life Skills Coach, Social Entrepreneur who has trained and counseled more than 2 Lac individuals.

- CEO of The Transformers Value Creators, A nationally renowned life skills training enterprise and pioneers in Character Education. And
- Director - Prasanchetas Foundation - NGO promoting health hygiene and safety amongst children through sensitization, awareness and education.



In this journey of Personal Transformation and progressing as a Social Entrepreneur she has collaborated with various other entities in some of the diverse roles as:

- Governing Council Member for 2 consecutive years with TIE Chandigarh;
- Mentor with forums like IIT Ropar and Startup Accelerator Chambers of Commerce (SACC);
- Been a Rotarian, have held the position of Director Vocational Skills and International Youth Services.
- Member in the Sexual Harassment Committee with various Institutes and Organizations like Army Institute of Law, Central Bank of India and many other private schools and corporates.

DIALOGUE BY MRS. MANJULA THAKUR

WOMEN AND GIRLS - UNBARRING THE DISPARITY BARRIERS

Mrs. Manjula Thakur in her deliberation on “Women and Girls - Unbarring the Disparity Barriers” emphasized upon the dire need for women empowerment through capacity building in the existing gender biased society, where women are still considered as a burden and not strong enough to bear the responsibilities associated with today’s challenging world.

She stated that her co-panelists and Dialogue Chair would agree to some of the most recent research and survey facts about the present situation in the society related to the various gender roles and the existing disparity still prevalent. As part of this stimulating eye-opening session she specifically wanted to get all attention towards the immense strength of women and their intense role in the progress and development across various forte, through her dialogue.

To make it a more practical and realistic experience for all, she took this opportunity to share about herself of having worked at the grass root level for various social development projects along with some

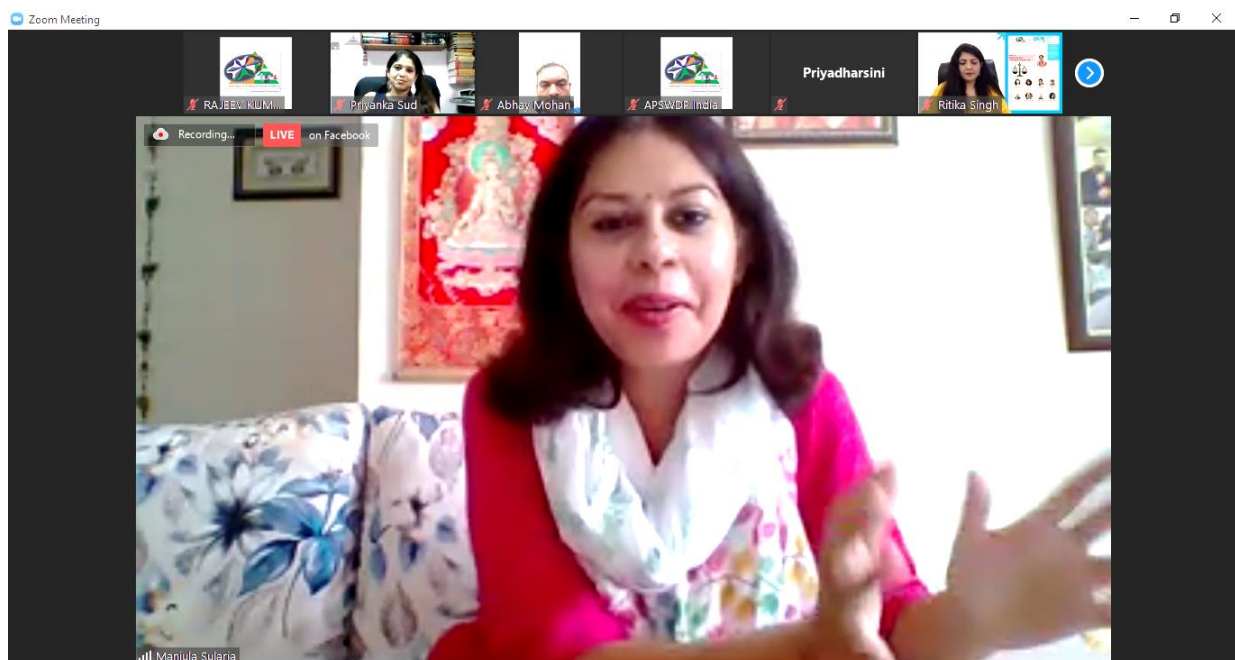
VIRTUAL DIALOGUE/ PANEL DISCUSSION

DIALOGUE BY MRS. MANJULA THAKUR

WOMEN AND GIRLS - UNBARRING THE DISPARITY BARRIERS

of the more courageous and committed women as part of her team, who have never shied out in taking up any task and fulfilled it with utmost dedication and stronger willpower.

To add to the discussion, she further shared her own challenges of growing up as a women entrepreneur and having travelled and worked in some of the most remote areas, which is still not acceptable and more questionable in this primarily male dominated society.



She further emphasised upon the fact that real women empowerment and gender equality needs to be initiated and established in our families first, with more of sensitization at the ground and personal level. Also to uplift more women and to progress in this journey of closing the gender gaps, we need more men to come forward in support of women. She also made an appeal of segregating roles and responsibilities according to the capacity of an individual and not on the basis of gender for the need is to ensure and establish stronger social protective measures through appropriate legal measures and by creating a more aware and just society. She concluded her dialogue by mentioning that this session has indeed helped her personally in getting acquainted with the various in-depth facts and foreseeing the real situation prevalent in the society, where there is still so much to be done to close this gender gap. Sensitisation through such dialogues will go a long way in creating awareness about the real picture prevalent in the society and result for adding a step towards making a gender equal world in times to come.

VIRTUAL DIALOGUE/ PANEL DISCUSSION

PANELIST INTRODUCTION

Ms. Ritika Singh is a Content Writer, Blogger, Editor, Ghost Writer, Digital Marketing Specialist, Brand Strategist and an Entrepreneurship Evangelist. She is the Founder and CEO of Kontent Factory (KF). KF helps brands create, nurture and strengthen their brand equity through content, outreach, PR and engagement through mainline & online media, social media and online forums.



- Champion at Sheroes - the largest social networking app and personal app for women.
- Chapter lead for TIE Women in Chandigarh, helping women entrepreneurs feel empowered and assisting them to scale.
- Board Member of the Prasanchetas Foundation (an NGO that fights against child sexual abuse).
- Steering Committee Member of the TiE Young Entrepreneurs 2019 - 20.
- Core Team Member of TEDxChandigarh.
- Faculty Member of CAP (CEED Accelerator Program) of Chitkara University, she mentors a group of highly curated 20 young entrepreneurs on the basics of entrepreneurship, ideation, funding and growth.

DIALOGUE BY MS. RITIKA SINGH

WE ARE WOMEN, NOT SUPERWOMEN - MAYBE WE DON'T WANT IT ALL

Ms. Ritika Singh in her deliberation on “We are Women, not Superwomen - Maybe We Don't Want it All” shared that over the past few years, she has been labeled as a superwoman by very well-intentioned friends and family. Someone who has got everything sorted with time. Being a single parent, the daughter of a single parent and an entrepreneur, her days are jam-packed 365 days and 24x7.

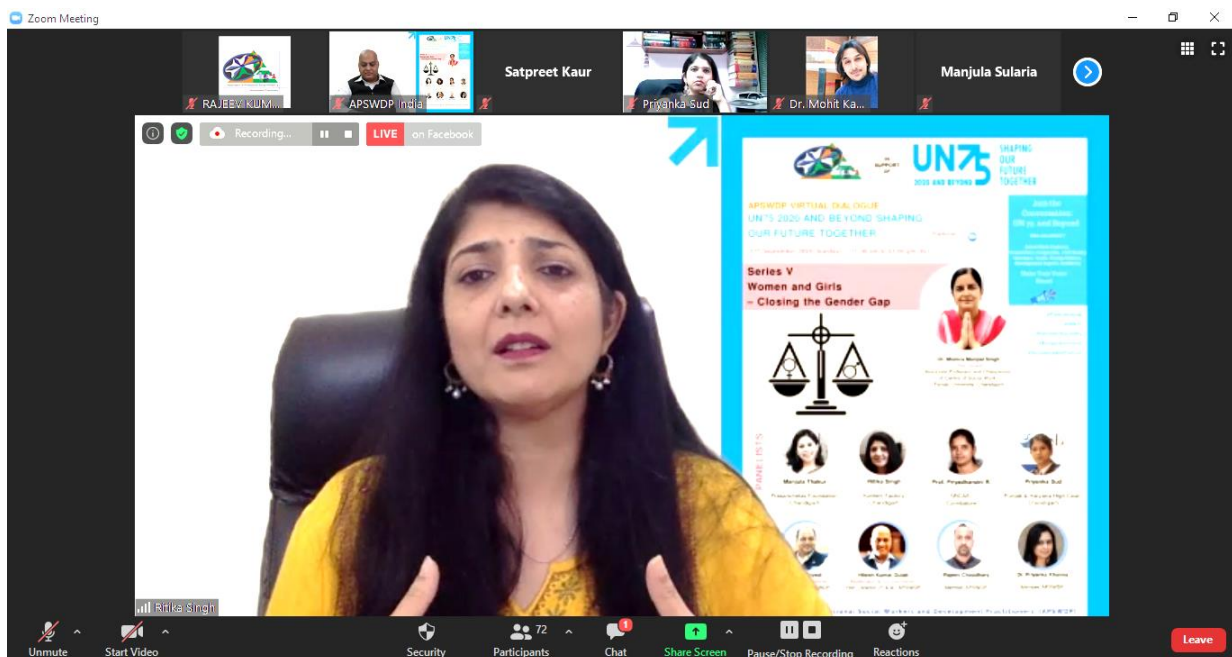
She initiated her discussion with a question - “What is the definition of a superwoman”? By definition, it sounds mythical, unless we believe in occultism. Logically speaking she understands that women take up additional roles in the society who want to pursue their own ideas and become financially independent. But, the women somehow missed a trick or two somewhere. They were unable to grow extra pairs of hands, or, add more hours to the day! And to top it all, the women forgot to get the men in the picture, because they were the ones the women were rebelling against in the first place! It all adds up to what we

VIRTUAL DIALOGUE/ PANEL DISCUSSION

DIALOGUE BY MS. RITIKA SINGH WE ARE WOMEN, NOT SUPERWOMEN - MAYBE WE DON'T WANT IT ALL

call today - The Superwoman Complex. The underlying feeling of never being able to do enough or not doing it to perfection, both situations are extremely overwhelming. This has caused a lot of health issues, both physical and mental. Stress, backaches, impostor syndrome and anxiety are the most common issues.

Being a Superwoman takes the fun out of being a woman. Everything becomes an agenda; just another tick in the box. She mentioned that one pressure is the kind we create for ourselves, and one created by society. It gets extremely tough to try and deal with both. Her kids say this constantly, “Mom’s laptop has at least 10-20 tabs open at all times”. She can’t help it as she feels that she has only two types of lists: Important and Urgent. While constantly running around and doing all these jobs, she has to look like a vogue model while she does it. Wearing a Superwoman cape does not permit her to put her feet up, have a drink, and do nothing. Like the cape is conspicuous, so is the pressure.



She quoted an illustration - “Maybe it’s time that we define our own all. Almost like the multiple definitions of happiness and success - whatever works for you, is your definition. If we want to work, let’s do it. If we want a family, let’s raise one. If we want a supermodel body, let’s work for it. Make choices. Maybe we don’t want it all”.

➤ VIRTUAL DIALOGUE/ PANEL DISCUSSION

DIALOGUE BY MS. RITIKA SINGH WE ARE WOMEN, NOT SUPERWOMEN - MAYBE WE DON'T WANT IT ALL

Ms. Ritika Singh concluded her dialogue by adding few pointers:

- Real empowerment for women is to make her feel normal again.
- Accept failure, it is human to fail.
- Trash the guilt.
- Delegate and prioritize, you don't have to do everything at once.
- Create a good steady support system for yourself.
- Raise better boys who can handle strong women.
- Continue these conversations as a community.

VIRTUAL DIALOGUE/ PANEL DISCUSSION

PANELIST INTRODUCTION

Prof. Priyadharsini R. is an Educationist with versatile experience of 12 years in Education and Textile industry. She is M.Phil. and MBA (HRM), and MSW (Personnel Management & Industrial) from Bharathiar University in Coimbatore.

She is currently working as Assistant Professor with Sri Ramakrishna College of Arts & Science, Coimbatore. She is a Research Guide for M.Phil. students and has number of publications.



Few of her publications are on the topic:

- Current Challenges in School Setting;
- Leadership Style among Social Work Professionals;
- Emotional Intelligence among Social Work Professionals;
- Mapping the Functional and Critical Competencies of the Marketing Officers.

DIALOGUE BY PROF. PRIYADHARSINI R. GENDER EQUALITY IN INDIA - A WAY FORWARD

Prof. Priyadharsini R. initiated her dialogue by stating “One of the greatest developments of the nation is the development of women in all sectors, but the question is whether we have reached the goals are not?” India has one of the world’s largest gender gaps when it comes to labor force participation, with women accounting for 23-24% of the total labor force and generating a mere 17% of the share of GDP, finds the MGI study. Economic development enables countries to close gender gaps, but progress on four indicators in particular - Education Level, Financial and Digital Inclusion, Reduction of Unpaid Care Work and Legal Protection - could help accelerate progress.

1. Education Level

59 percent literate women in India have only a primary education or less. This level of education may not be sufficient to meaningfully improve the status of these women. Only 41 percent of the literate population of all Indian women, have more than a primary education.

A draft of the new National Education Policy is also hoping to shift focus to girls’ access to education and the role gender stereotypes and housework play in girls dropping out of schools. It plans to hold

VIRTUAL DIALOGUE/ PANEL DISCUSSION

DIALOGUE BY PROF. PRIYADHARSINI R. GENDER EQUALITY IN INDIA - A WAY FORWARD

regular discussions with parents “on social issues like child marriage, not sending girls to high school or for further studies.” She mentioned that education has been a right for a decade now, but Indian girls are only just beginning to claim their half of it. There are more strategies adopted by the government to address the gender gap in education.

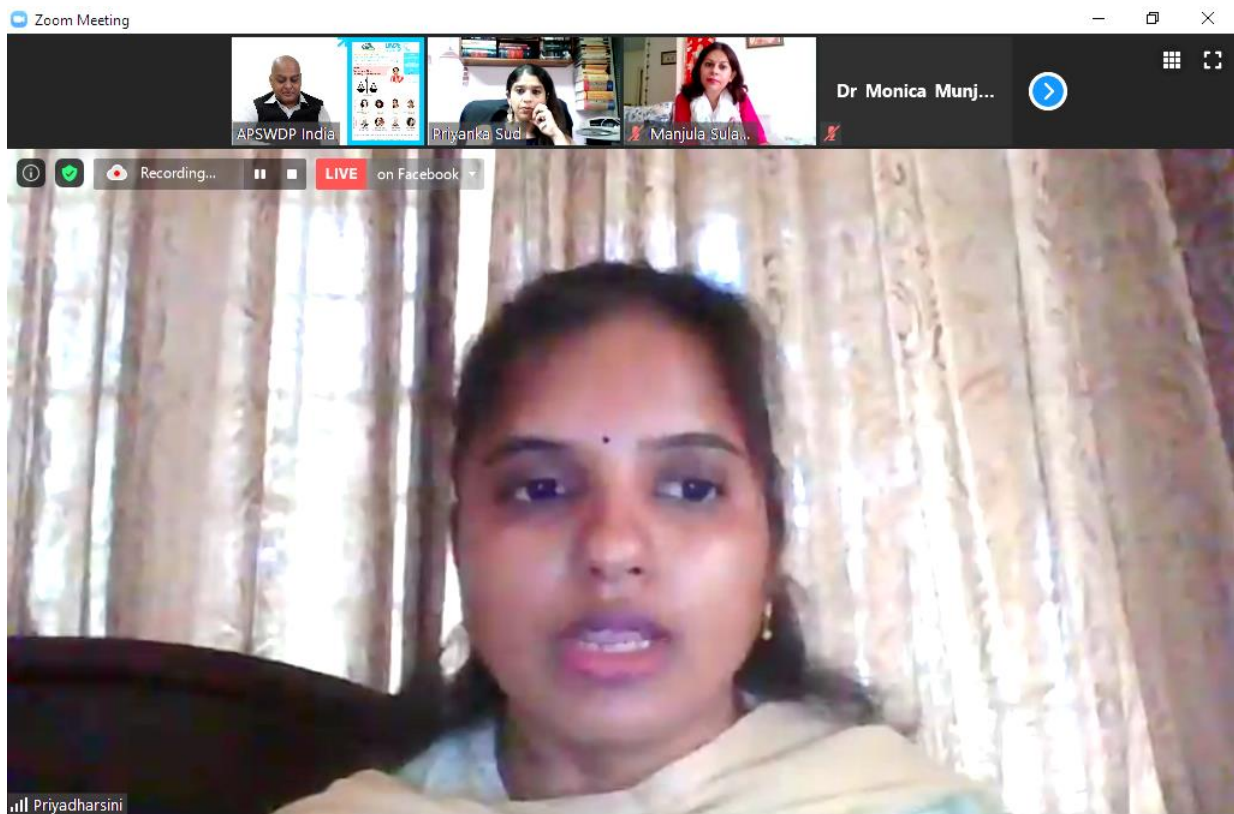
1. Mobilisation of community for enrolment;
2. Formation of Village Education Committee with 30 to 50% women members to supervise, ensure retention and provide support for gal children to continue education
3. Mother-Teacher Associations: Encourage girls’ participation and monitor school;
4. Education Guarantee Scheme Schools -- to augment access in unserved habitations;
5. Linkages with Early Childhood Care centres to free girls from responsibility for sibling care
6. Gender sensitization of teachers and educational administrators to make them more responsive to constraints faced by girls (work burden, sibling care, etc.
7. Improve school environment -- make learning joyful;
8. Gender review of curriculum and textbooks;
9. Regular monitoring of girls’ participation and achievement in class;
10. Regular monitoring by district, state, national and joint donor committees/missions.
11. Appointment of gender coordinators and/or ensuring that at least 30 to 50% of supervisory staff are women
12. Scholarships and merit-linked awards for girls; –Awards for teachers; –Awards for villages with 100% enrolment of girls.
13. The direct impact of these measures is difficult to ascertain, however teachers and educational administrators say that such awards help boost the morale of students, teachers and the community.

2. Financial Inclusion

Prof. Priyadharsini R. cited though the national government takes gender - agnostic policy approach to close the gender gap, yet effort should be made by the service providers to widen the customer base and adopt the business case by actively serving women’s market. Support policy makers can work on how to increase focus on women through national financial inclusion strategy it may help to close this gap.

VIRTUAL DIALOGUE/ PANEL DISCUSSION

DIALOGUE BY PROF. PRIYADHARSINI R. GENDER EQUALITY IN INDIA - A WAY FORWARD



3.Reduction of unpaid care work

Prof. Priyadharsini R. mentioned about the 2015 report on gender inequality in India, which stated that Indian women perform nearly 10 times the unpaid care work as men. That's almost three times more than the global average. Housework accounts for 85 percent of the time women in India spend on unpaid care work, the 2018 report found. To understand the status of women in the labour market, it is needed to comprehend the nature of their unpaid work, which has significant impact on their work participation rate in the economy.

4.Legal Protection

Prof. Priyadharsini R. further shared that there were lot of acts to prevent women from various kinds of violence and harassments like Protection of Women from Domestic Violence Act: Immoral Traffic (Prevention) Act Dowry Prohibition Act Legal Services Authorities Act etc. But yet there is a need to educate, monitor the usage of this law even by women in all categories. Educating the society to respects women and treat them worth dignity, that would be a real education and of course there is a need to change the mindset and patriarchal views that have occupied our mindsets since ages.

➤ VIRTUAL DIALOGUE/ PANEL DISCUSSION

DIALOGUE BY PROF. PRIYADHARSINI R. GENDER EQUALITY IN INDIA - A WAY FORWARD

Prof. Priyadharsini R. concluded by quoting “Nation has to strengthen Economic and social policies to generate decent jobs, learning and development opportunities in emerging growth sectors. Both women and men can equally contribute to and benefit peacefully both socially and economically. We need action from all, our respective levels, to quicken the change”.

VIRTUAL DIALOGUE/ PANEL DISCUSSION

PANELIST INTRODUCTION

Adv. Priyanka Sud has been practicing in the Punjab and Haryana High Court and in various Quasi-Judicial Bodies of Chandigarh since 2001 and has her law office in Chandigarh. At present she is on the Panel of PUNSUP, MARKFED, and the Regional Centre for Biotechnology, Govt. of India, under the auspices of UNESCO and various other Cooperative Bodies. Along with that she is on the advisory board of the Prasanchetas Foundation, a Non-Profit Organization.



She is currently the President of the Indian Lawyer Association Chandigarh Chapter, is a National Executive Member of INBA (Indian National Bar Association), an Executive Committee Member of INALP (Indian National Association of Legal Professionals) and Chairperson of TYE (TiE Young Entrepreneurs) 2020-21 for Chandigarh Chapter.

She has represented Ansal University and Jaypee University at Punjab and Haryana High Court in various matters and specializes in cases related to Sexual Harassment at work place and has also taken up criminal cases against CBI.

DIALOGUE BY ADV. PRIYANKA SUD

GENDER EQUALITY - MOST NEGLECTED AND MUCH AWAITED

Adv. Priyanka sud. initiated her dialogue by quoting God made Human Beings and the Society has traditionally taught us that there are two genders: Man and Woman. For more than 7,000 years of human history the Society has assigned roles to Gender which means how we're expected to act, speak, dress, groom, and conduct ourselves based upon our assigned sex. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.

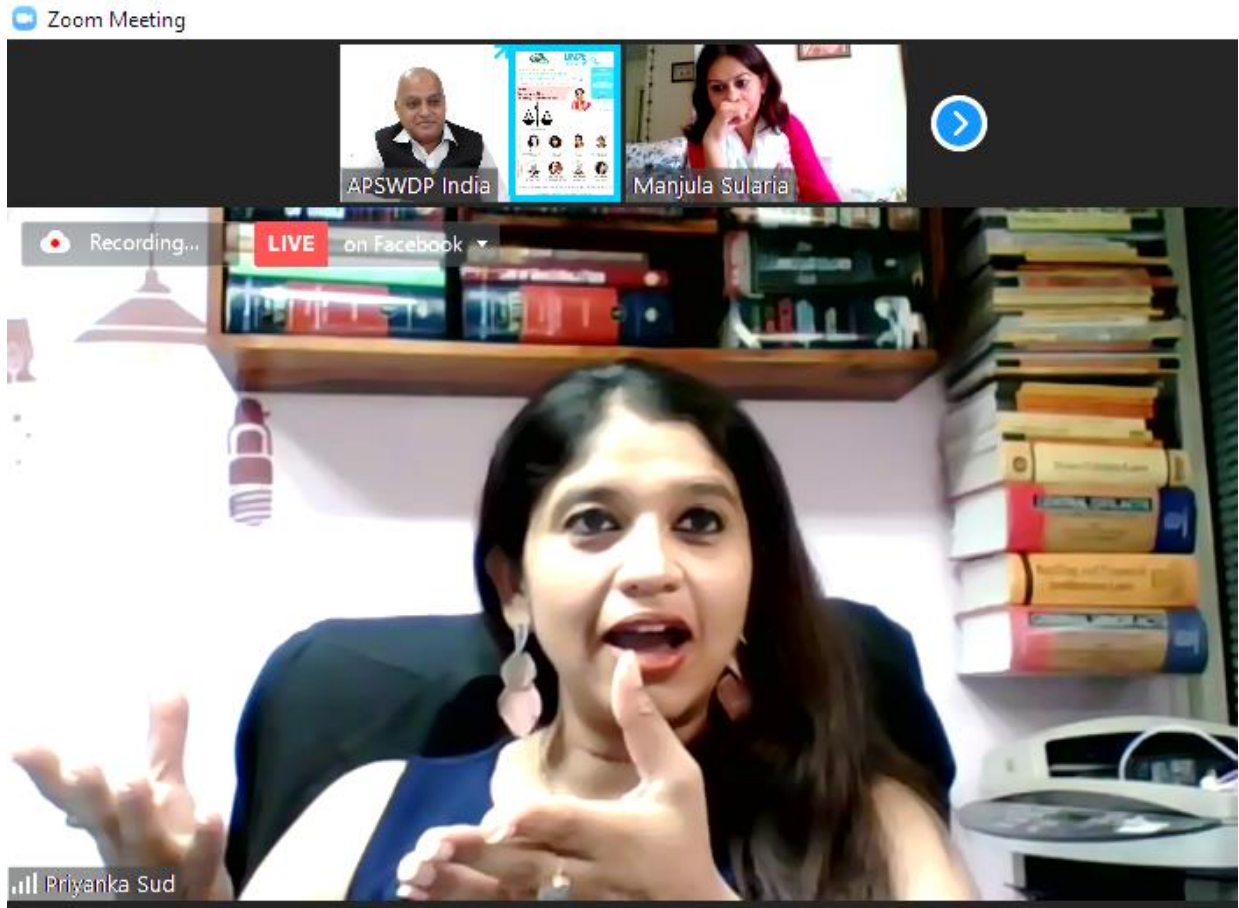
Our Indian Legal system has played a pivotal role in closing the gender gap and today various judgements vide which various acts had been formed as well as amended.

- The promulgation of the **Criminal Law (Amendment) Act, 2013** as well as inserted new sections related to acid attacks, voyeurism, stalking, intentional disrobing of women and sexual harassment in the Indian Penal Code with regard to sexual offences.

VIRTUAL DIALOGUE/ PANEL DISCUSSION

DIALOGUE BY ADV. PRIYANKA SUD

GENDER EQUALITY - MOST NEGLECTED AND MUCH AWAITED



- In 2013, India adopted its first legislation specifically addressing the issue of workplace sexual harassment known as the **Sexual Harassment of Women at Workplace Act, 2013**.
- **Maternity Benefit (Amendment) Act, 2017** witnessed the bold amendment which extends paid maternity leave for women employees with less than two surviving children, from the original twelve (12) weeks to twenty-six (26) weeks. It mandates establishments employing 50 or more employees to have a creche and Women employees have a right to visit the crèche four times a day.
- On September 27, 2018, a five-judge bench of the Supreme Court of India struck down another colonial-era law, Section 497 of the Indian Penal Code. All five Supreme Court judges hearing the case said the law was arbitrary and unconstitutional.
- The Supreme Court, on August 22, 2017 once again in its recent landmark judgment of Sayarabano Vs. Union of India set aside the practice of "**Triple Talaq**" and enacted The Muslim Women (Protection of Rights on Marriage) Act, 2019.

➤ VIRTUAL DIALOGUE/ PANEL DISCUSSION

DIALOGUE BY ADV. PRIYANKA SUD

GENDER EQUALITY - MOST NEGLECTED AND MUCH AWAITED

- In the month of February 2020 Supreme Court has laid down that women officers in Army will now be given permanent commission.
- The Supreme Court declared that a **daughter's right in the ancestral property** of a Hindu undivided family - is equal to a son's, and that these rights can be claimed by the daughter even if her father had died before September 9, 2005.

She further added that subsequent to the year 2013, the Supreme Court has taken several initiatives and in some cases issued directions to the Government as well, but it is the practical implementation of these laws that is required to ensure equality of women.

The progress made by women in Spain is unstoppable. In forty years of democracy, the female presence and influence has transformed the society and today Spain is a world reference for gender equality, making it one of the best places in the world to be a woman.

While concluding her dialogue she mentioned Men are essential allies who can mobilize new partners, unlock new dollars, create powerful new collaborations, and elevate new voices to advance gender equality.



PARTICIPATION AND ANALYSIS

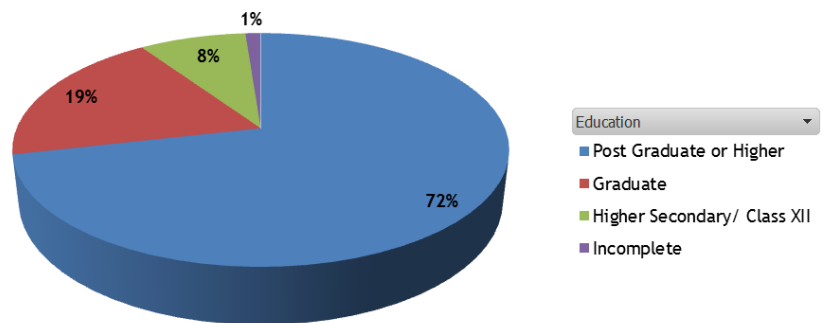
PARTICIPATION AND ANALYSIS

PARTICIPATION

84 participants including panel experts from various states of India participated in the APSWDP Virtual Dialogue, Series-V.

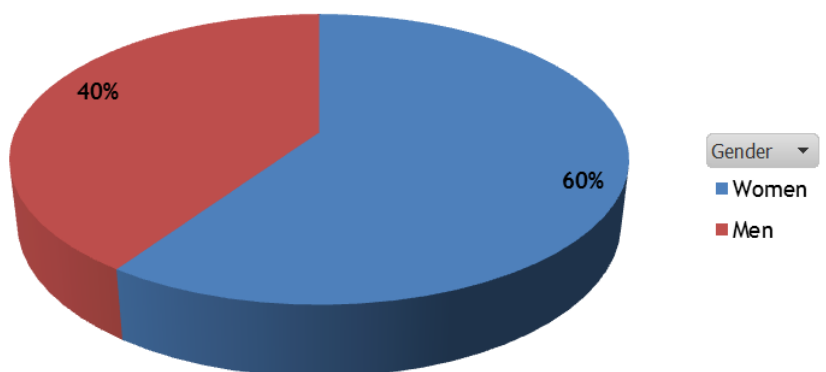
EDUCATION PROFILE OF PARTICIPANTS

Education	Count
Post Graduate or Higher	60
Graduate	16
Higher Secondary/ Class XII	7
Senior Secondary/ Class X	0
Primary/ Class I - V	0
Incomplete	1
Grand Total	84



GENDER RATIO

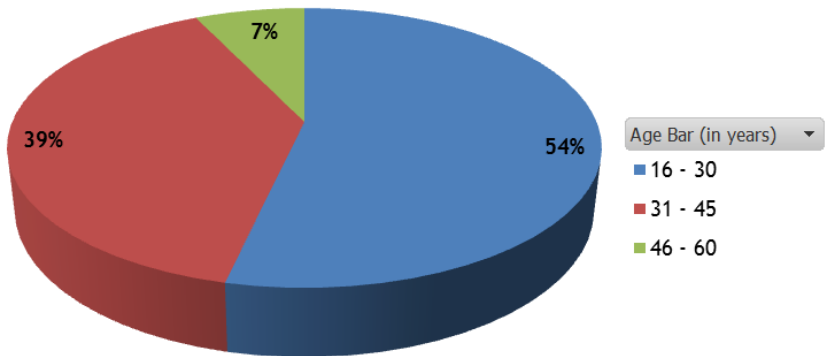
Gender	Count
Women	50
Transgender	0
Men	34
Grand Total	84



PARTICIPATION AND ANALYSIS

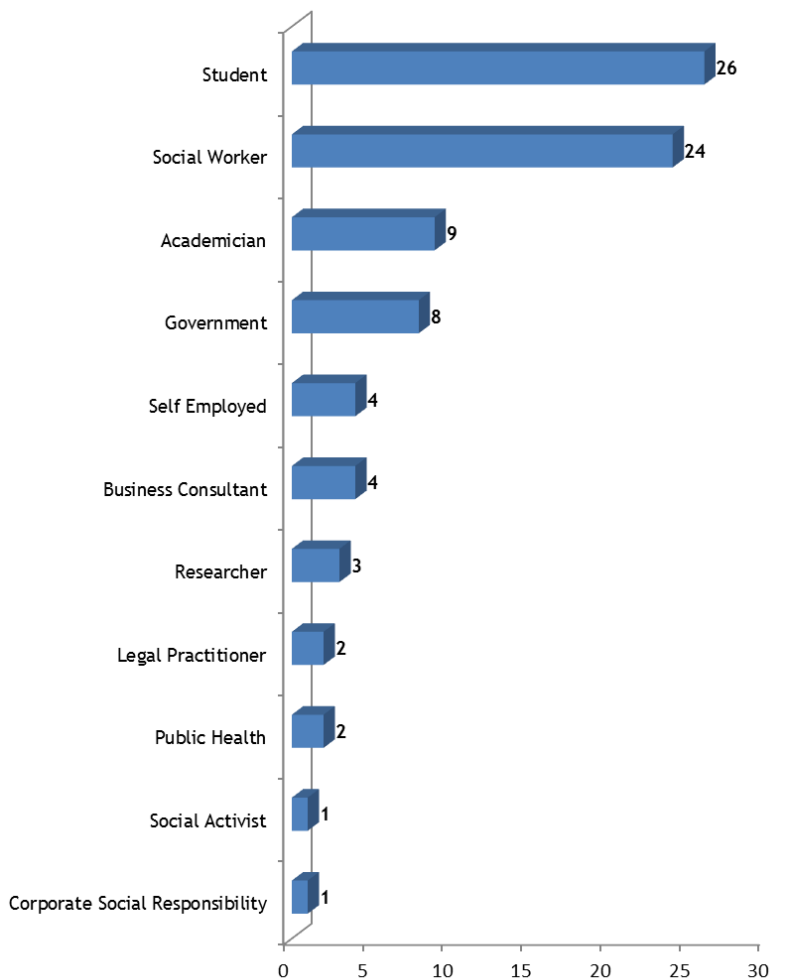
AGE-GROUP PARTICIPATION

Age-Group (in years)	Count
15 or younger	0
16 - 30	45
31 - 45	33
46 - 60	6
61 and above	0
Grand Total	84



PROFESSION/ OCCUPATION PARTICIPATION

Age-Group (in years)	Count
Academician	9
Business Consultant	4
Corporate Sector Professional	0
Corporate Social Responsibility	1
Development Practitioner	0
Government	8
Legal Practitioner	2
Public Health	2
Researcher	3
Self Employed	4
Social Activist	1
Social Worker	24
Student	26
Grand Total	84





VALEDICTORY SESSION

VALEDICTORY SESSION

VALEDICTORY SESSION

Dr. Priyanka Khanna, Member APSWDP expressed expressed heartfelt gratitude to Dr. Monica Munjial Singh, Associate Professor and Chairperson of Centre of Social Work, Panjab University, Chandigarh for accepting the request to be the Chief Guest for Virtual Dialogue, Series V on UN75 2020 and Beyond Shaping Our Future Together, with a theme on “**Women and Girls - Closing the Gender Gap**” hosted by Association of Professional Social Worker and Development Practitioners (APSWDP). Dr. Monica is leading and guiding Youth and Social Work students through various initiatives and projects aligned with numerous Sustainable Development Goals (SDG’s) -

SDG 3 - Good Health and Well-Being;

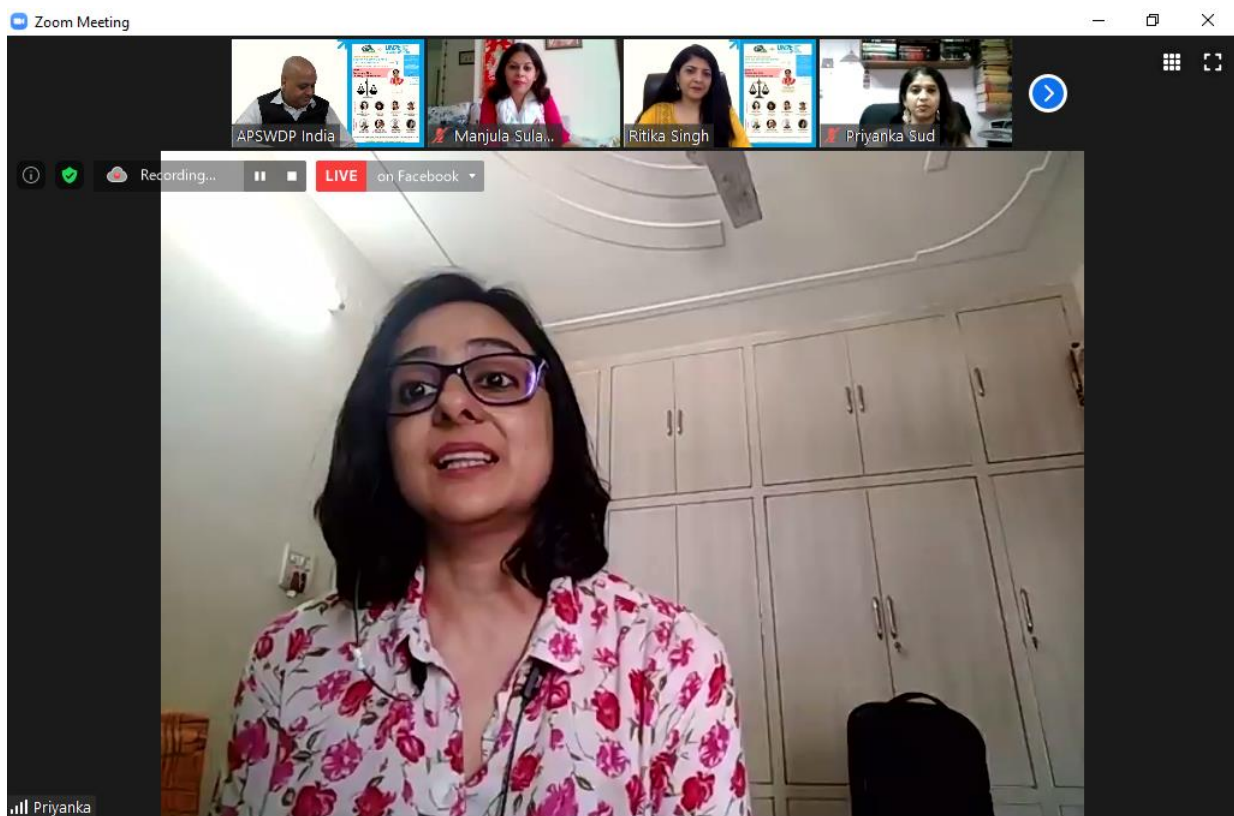
SDG 4 - Quality Education;

SDG 5: Gender Equality;

SDG 10: Reduced Inequalities;

SDG 16: Peace, Justice and Strong Institutions.

She has been a great source of inspiration for the entire fraternity of APSWDP and Social Work Students. The participants were inspired by the words of the Chief Guest on working together to create sustainable solutions for a gender-equal world in years to come.



VALEDICTORY SESSION

VALEDICTORY SESSION

Dr. Priyanka on behalf of the association extended her special thanks to the distinguished panelists who agreed to be a part of the Dialogue. She added that we are grateful to Ms. Manjula Thakur, Ms. Ritika Singh, Prof. Priyadharsini and Adv. Priyanka Sud for creating awareness through this dialogue, inspiring us to come forward together and start re-defining gender equality by pledging for small actions like:

- Using gender neutral language.
- Talk about gender equality to young girls and boys.
- Hold yourself accountable for changing the thought process. When each of us decides that gender equality is good for all of us, we will make steps to get there.
- Learn from women role models.
- Defy gender stereotypes.
- Empower women and young girls around you.
- Let's resolve to share care responsibilities at home.
- Mentor/ Support women and girls to rise in their careers.
- Enlighten your children to be inclusive and discuss what gender equality means.
- Read articles or books to better understand the diverse experiences of women around the world.

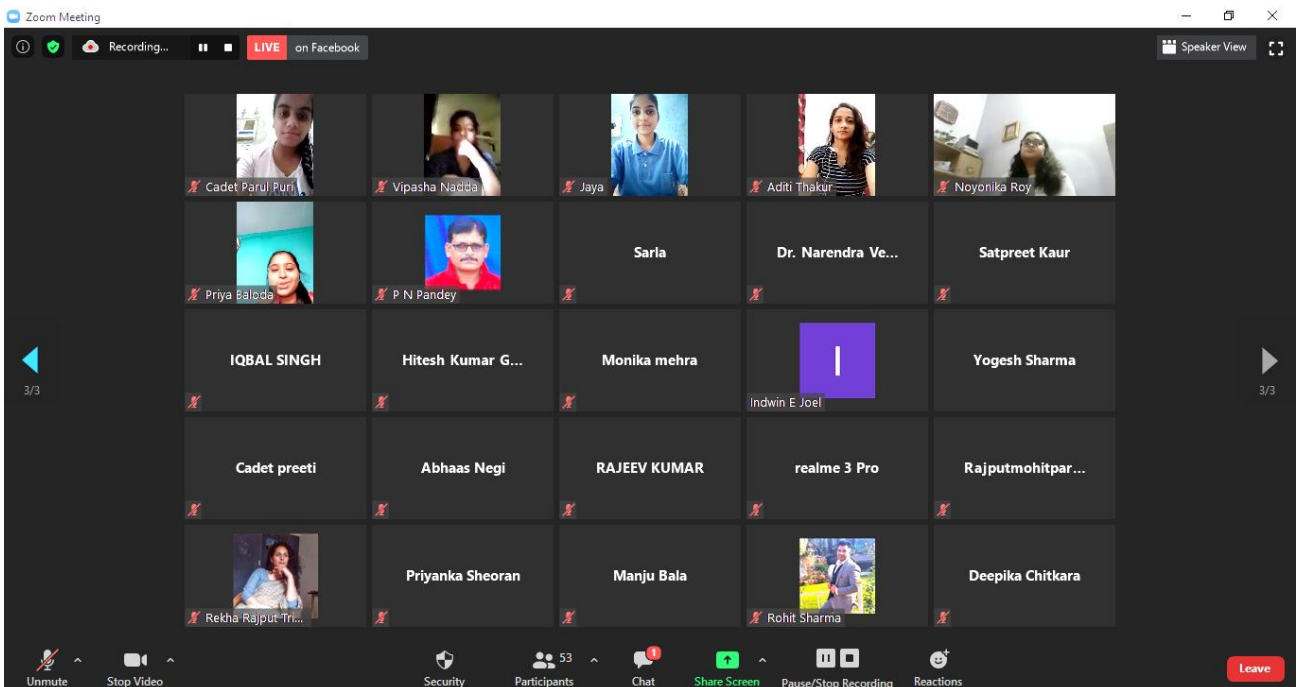
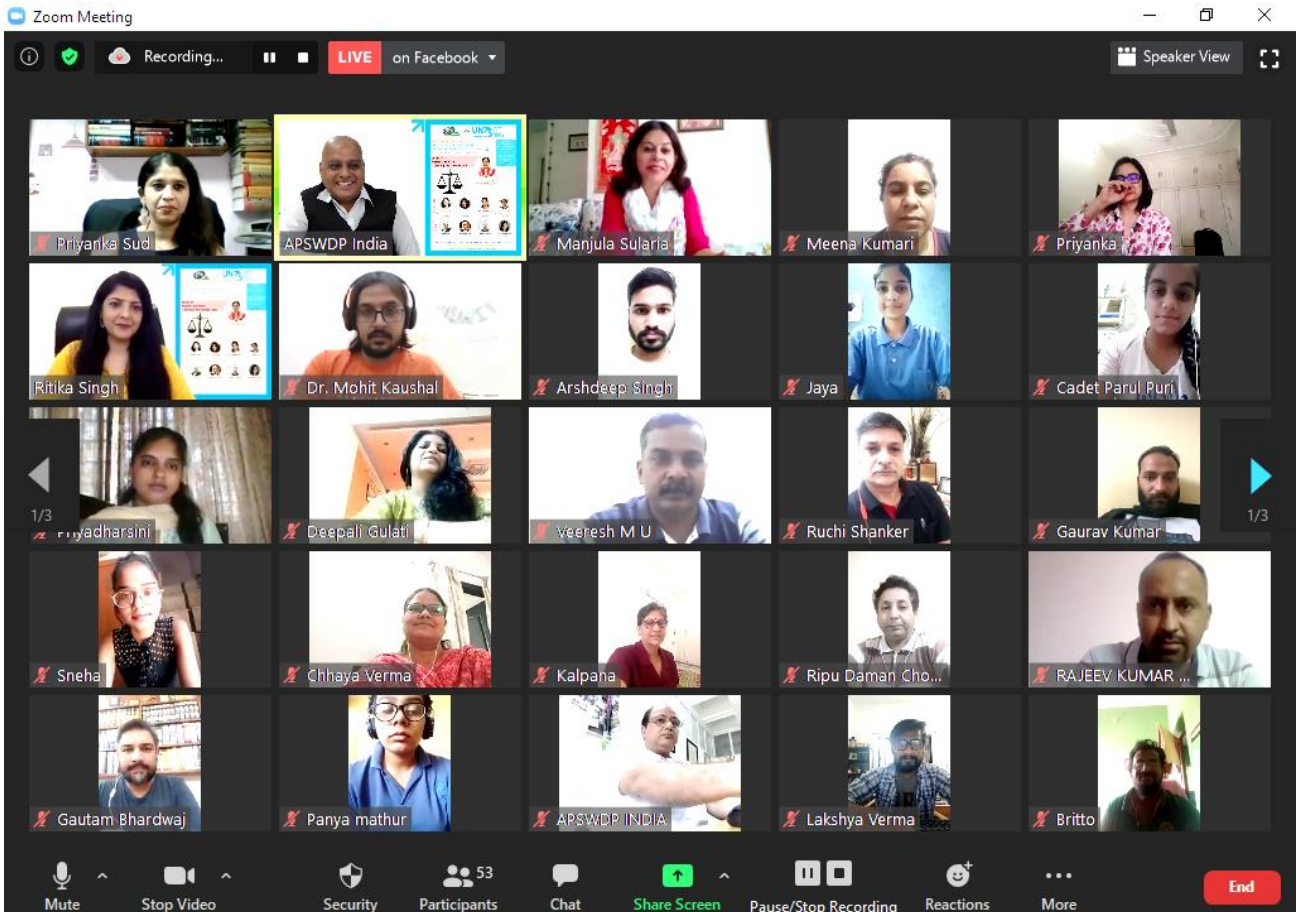
She quoted that an event like this requires thorough planning and an eye-for-details. APSWDP members are fortunate to be mentored and guided by our Emeritus Members from various domains and backed by a team of very motivated, dedicated and result-oriented colleagues of APSWDP. She expressed thanks to the Guide and Vibrant Leader Mr. Vivek Trivedi, Founder APSWDP for entrusting the team to deliver APSWDP UN75 Dialogue Series V and organising team members comprising of Mr. Hitesh Kumar Gulati, Dr. Sumit Arora, Mr. Navneet Trivedi, Mr. Rajeev Kumar Choudhary, Ms. Ishita Wadhawan and Mr. Yogesh Sharma for their remarkable efforts, in-depth planning and timely implementation of the program.

And last but not the least, he was thankful to everyone for showing their keen interest in this event without which none of us would have come this far. A grand applause for everyone present here!

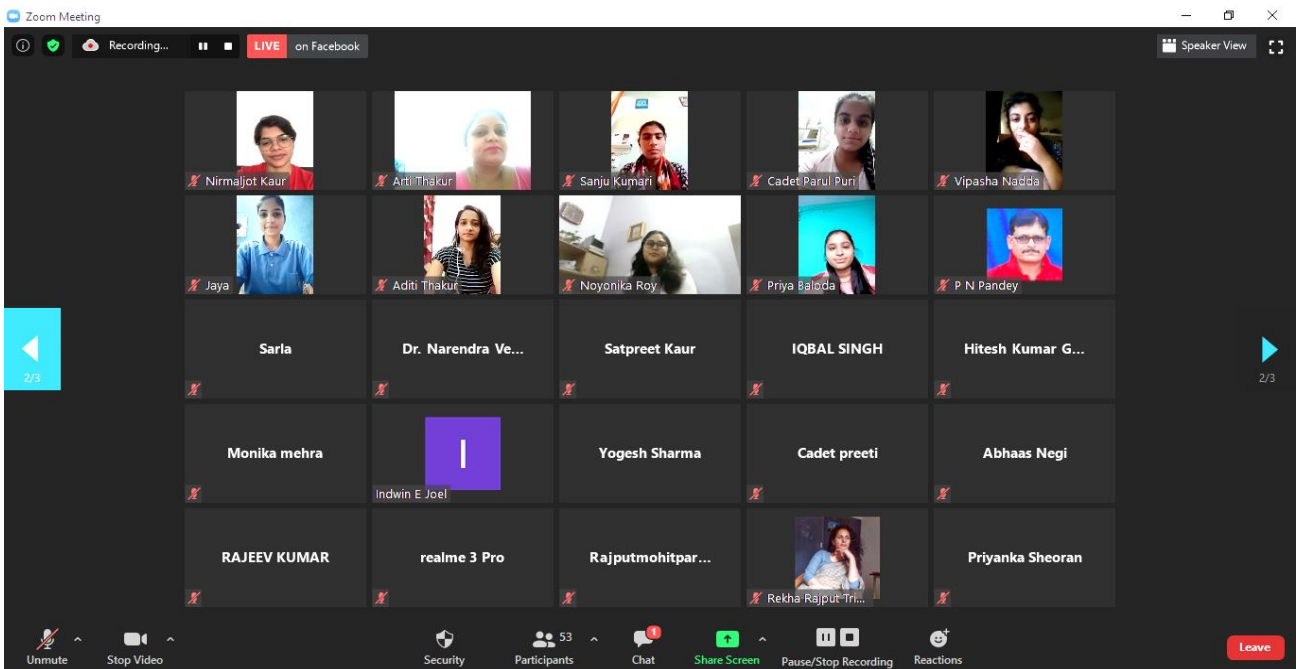
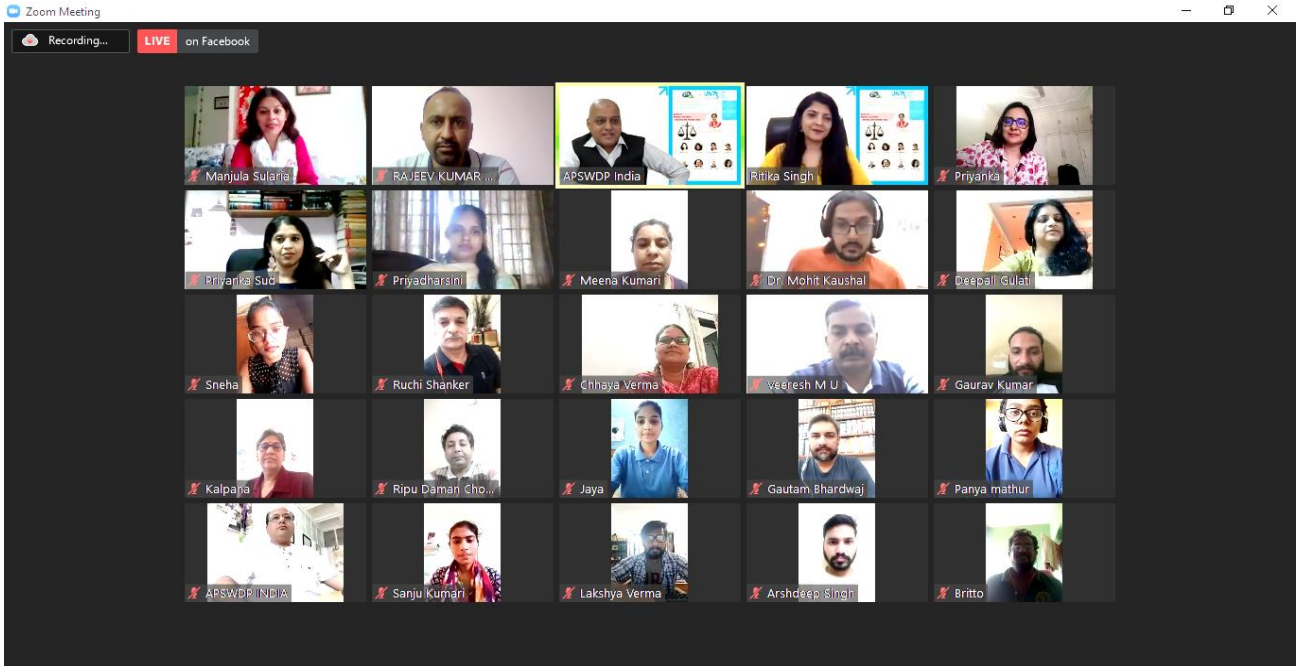


GROUP PHOTOGRAPH

GROUP PHOTOGRAPH



GROUP PHOTOGRAPH





ANNEXURE

**PROGRAM FLOW &
e-FEEDBACK**

PROGRAM FLOW



IN
SUPPORT
OF

UN75 SHAPING
OUR
FUTURE
TOGETHER
2020 AND BEYOND

APSWDP VIRTUAL DIALOGUE, SERIES V UN75 2020 and Beyond Shaping Our Future Together

11:30 am to 01:00 pm || 27th September 2020

Time	Program Flow	Concerned Person
11:30 am to 11:35 am	Formal Welcome	Mr. Hitesh Kumar Gulati Director (Hon.) - Policy & Administration, APSWDP
11:35 am to 11:40 am	Program Background & Introduction of Chief Guest	Mr. Vivek Trivedi Program Convener and Founder APSWDP
11:40 am to 11:50 am	Address by Chief Guest and Dialogue Chairperson	Dr. Monica Munjal Singh Associate Professor and Chairperson of Centre of Social Work, Panjab University, Chandigarh
11:50 am to 11:55 am	Launch of e-Report: UN75 Dialogue Series I	Mr. Vivek Trivedi Program Convener and Founder APSWDP
11:55 am to 12:00 Noon	Introduction of Panelists in the Dialogue	Mr. Hitesh Kumar Gulati Director (Hon.) - Policy & Administration, APSWDP
12:00 Noon to 12:10 pm	Women and Girls - Unbarring the Disparity Barriers	Ms. Manjula Thakur, Director, Prasanchetas Foundation
12:10 pm to 12:20 pm	We are Women, not Superwomen - Maybe We Don't Want it All	Ritika Singh, CEO & Founder, Kontent Factory
12:20 pm to 12:30 pm	Gender Equality in India - A Way Forward	Prof. Priyadharsini R., Assistant Professor, SRCAS, Coimbatore
12:30 pm to 12:40 pm	Gender Equality - Most Neglected and Much Awaited	Priyanka Sud, Advocate, Punjab & Haryana High Court
12:40 pm to 12:55 pm	Open House/ Question & Answers (along with Questions from Chat Room and e-Participation Process)	Mr. Hitesh Kumar Gulati Director (Hon.)- Policy & Administration, APSWDP
12:55 pm to 01:00 pm	Concluding Remarks and Vote of Thanks	Dr. Priyanka Khanna Member, APSWDP

e-FEEDBACK AND ANALYSIS

efeedback



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2020 AND BEYOND

APSWDP VIRTUAL DIALOGUE, SERIES V
UN75 2020 and Beyond Shaping Our Future Together
11:30 am to 01:00 pm || 27th September 2020

e-Feedback and Analysis

TOTAL RESPONSES RECEIVED: 60

Your feedback will be utilized by Association of Professional Social Workers & Development Practitioners (APSWDP), Chandigarh team to determine and improve future programs.

Rating received for the each section based on the following criteria:
5=excellent 4=good 3=average 2=fair 1=poor

EXPERT/ PANELIST (S) FEEDBACK

Rating of the Expert/ Panelist (s) on the following:	5	4	3	2	1
1.Knowledge of the subject matter.	85.00%	15.00%	0.00%	0.00%	0.00%
2.Explained and illustrated the topic.	78.33%	21.67%	0.00%	0.00%	0.00%
3.Completed the dialogue/ panel discussion within the timeframe.	61.67%	33.33%	5.00%	0.00%	0.00%
4.The panelists answered questions completely.	78.33%	16.66%	3.34%	0.00%	1.67%
AVERAGE SCORE	75.83%	21.67%	2.09%	0.00%	0.42%

97.50% of the participants feel ***happy** with the Knowledge and Dialogue by the Expert/ Panelist (s).

FEEDBACK ON CONTENT AND STRUCTURE OF THE DIALOGUE/ PANEL DISCUSSION

Rating on the Content and Structure of the Dialogue/ Panel Discussion:	5	4	3	2	1
5.The usefulness of the information received in the dialogue/ panel discussion.	78.33%	18.33%	3.34%	0.00%	0.00%
6.The structure of the dialogue/ panel discussion.	78.33%	18.33%	1.67%	1.67%	0.00%
7.The pace of the dialogue/ panel discussion.	76.66%	21.67%	1.67%	0.00%	0.00%
8.The convenience of the dialogue/ panel discussion.	71.66%	25.00%	3.34%	0.00%	0.00%
AVERAGE SCORE	76.25%	20.83%	2.51%	0.42%	0.00%

97.08% of the participants feel ***happy** with the Content and Structure of the Dialogue/ Panel Discussion.

*Happy - %age sum of excellent (5) and good (4) responses

e-FEEDBACK AND ANALYSIS

e feedback



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e-Feedback and Analysis

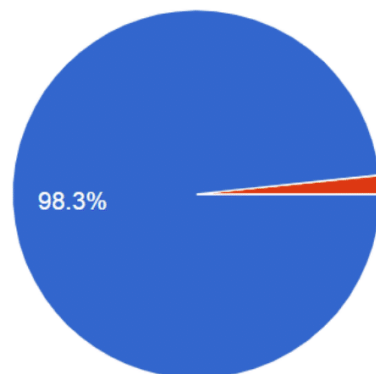
OVERALL FEEDBACK

9. Was this dialogue/ panel discussion appropriate for your level of experience?

Yes
98.3%

No
1.7%

60 responses



● Yes
● No

If you said "No" at S.No. 9, please explain

2 responses

Wonderful session

No

e-FEEDBACK AND ANALYSIS

efeedback



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e-Feedback and Analysis

OVERALL FEEDBACK

10. What did you most like about the dialogue/ panel discussion?

10. What did you most like about the dialogue/ panel discussion?

39 responses

Questions and Answers from Panelists

Outstanding

Gained new information from whole session which will add onto my knowledge

Discussion of munjal mem

Creativity to solve gender gap problem..

Everyones participation and discussing their personal experience

All panel are very energetic and gave motivation to all women by their words.
Thank you to all.

Gender equality

The panelist know the ground reality of the gender gap and the issues faced by average women

Topic good

Everything

good learning on special day

My co-panelists and the entire team knew what they were talking about !! The numbers, the stats and perspectives were very informative.

Topic

All sessions were wonderful and very informative

Structures Q & A session

Well explained and all segments were covered.

All the discussion and sharing of the panelists experiences

Every female is superwoman in herself.

e-FEEDBACK AND ANALYSIS

e feedback



IN SUPPORT OF



APSWDP VIRTUAL DIALOGUE, SERIES V
UN75 2020 and Beyond Shaping Our Future Together

11:30 am to 01:00 pm || 27th September 2020

e-Feedback and Analysis

OVERALL FEEDBACK

10. What did you most like about the dialogue/ panel discussion?

39 responses

Too much informativ

All session wonderful

In fact today is Daughter's Day as well... and there is a saying a Daughter is not a tension but equivalent to ten sons... Great informative information by all..thankyou.. 🌸🌻👩🏻👧

Very informative dialogue

Gender explanations or social working

Expert panel

New sights on various regulations for Women empowerment

Ritika mam

Information about various aspects and disciplines of Gender gap and the efforts to be made by Social Worker

Gender equality

The discussion is knowledgeable .

Very informative

All the session was very informative

its topic

The total conduct of the webinar with this given time

Panelists gave very informative explanation and were looking forward to be questioned

structure of the dialogue/

All were wonderful sessions

All

The question answer session was good but it could be much better if the questions must have been a more about the problems at grass root level.

e-FEEDBACK AND ANALYSIS

efeedback



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APSWDP VIRTUAL DIALOGUE, SERIES V
UN75 2020 and Beyond Shaping Our Future Together

11:30 am to 01:00 pm || 27th September 2020

e-Feedback and Analysis

OVERALL FEEDBACK

11. Any other Feedback

11. Any other Feedback

34 responses

No

Increase knowledge

Entire discussion was good

Great session..

Excellent Webinar very effective session

Kudos to all panelists. You all are a inspiration for those women whom have fear of world, so that someone time they loss big opportunity just because of safety. Thanks to all I am eagerly awaiting for you future sessions.

Nirmaljit kaur
Social worker

All the sessions of APSWDP was so much informative and full of such indepth knowldege.This session is also the same.Thanks for APSWDP TEAM.

Need to address the health issues faced by women because of stress and mental load women go through while trying to maintain the stereotypical image of being a woman society expects

All good

It's a incredible discussion

well managed, good team , interested to be part in upcoming events

Looking forward to the next one now !!

Organize these kinds of more webinar this is my personal request.

Repeat it once more with more panelists.

Keep going...

great sessions

Great session sir

e-FEEDBACK AND ANALYSIS

e feedback



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e-Feedback and Analysis

OVERALL FEEDBACK

11. Any other Feedback

34 responses

Great informative information given by all.. Thankyou

Ok

Please share all the session decks for our reference

Excellent

Thnku sir ,it's very informative Session

I didn't get the absolute reply about my question raised "What a social worker should do so that killing of girls may be stopped and doctors may have have a big fear before doing a sex Selection on sex determination on a lady"

Great useful informative presentation nd session 🙏 thanks to organization team nd Monika mam

If this program is with Hindi then it will be even better.

great session

Excellent session

Thanks

Please consider using google meet instead of zoom for better net connectivity simpler format h better sound quality . Also if the presentations were a bit more detailed it would help people who have little or no experience regarding the topics

Organize more these kinds of webinar

Pls convey me for future webinars

The overall session was so good and informative.

e-FEEDBACK AND ANALYSIS

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e-Feedback and Analysis

GRAPHICAL PRESENTATION OF

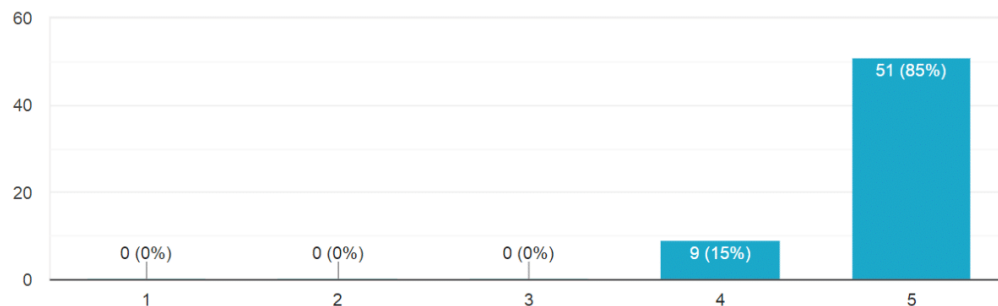
Q.1 to Q.4 - Expert/ Panelist (s) Feedback

Q.5 to Q.8 - Feedback on Content and Structure of the Dialogue/ Panel Discussion

EXPERT/ PANELIST (S) FEEDBACK

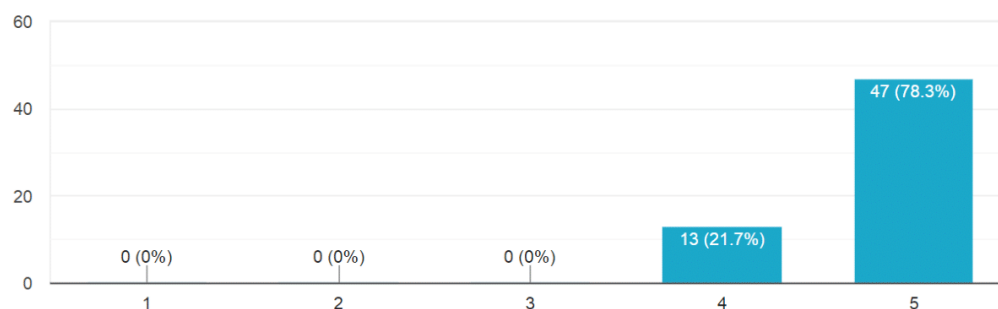
1. Knowledge of the subject matter.

60 responses



2. Explained and illustrated the topic.

60 responses



e-FEEDBACK AND ANALYSIS

efeedback



IN SUPPORT OF



APSWDP VIRTUAL DIALOGUE, SERIES V
 UN75 2020 and Beyond Shaping Our Future Together
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e-Feedback and Analysis

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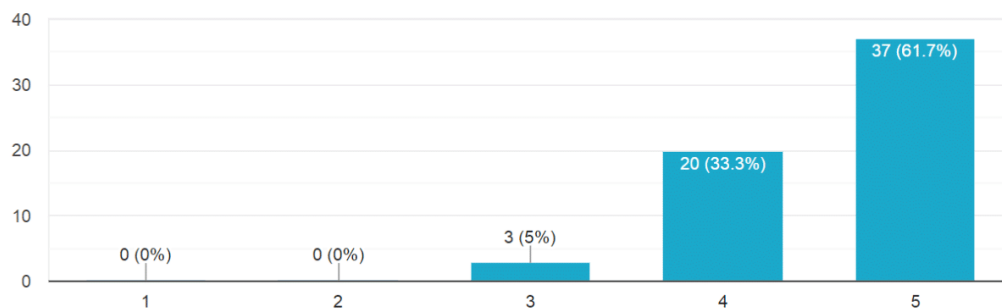
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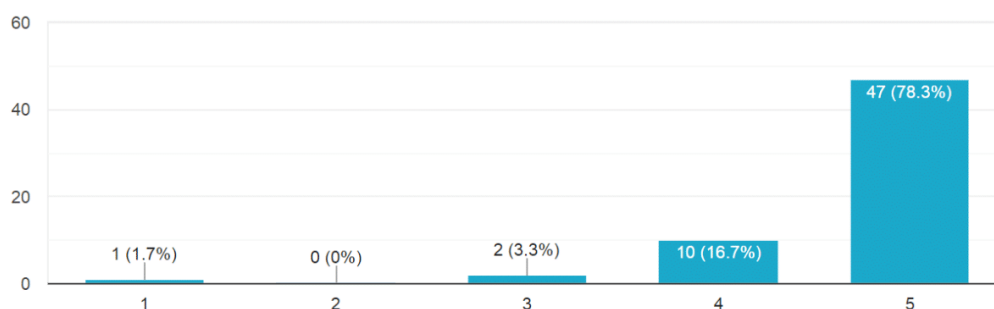
3. Completed the dialogue/ panel discussion within the timeframe.

60 responses



4. The panelists answered questions completely.

60 responses



e-FEEDBACK AND ANALYSIS

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2020 AND BEYOND

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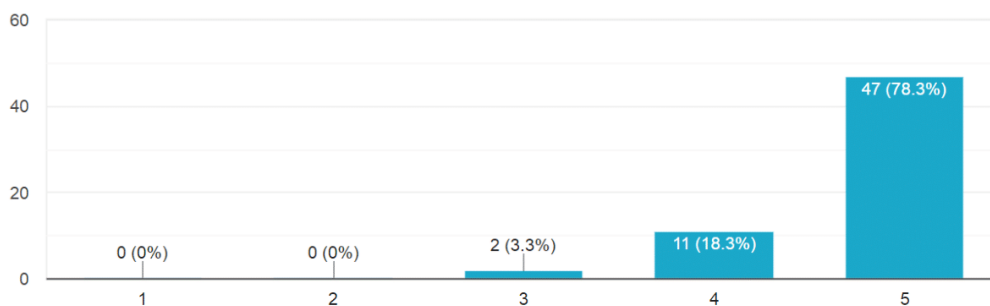
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FEEDBACK ON CONTENT AND STRUCTURE OF THE DIALOGUE/ PANEL DISCUSSION

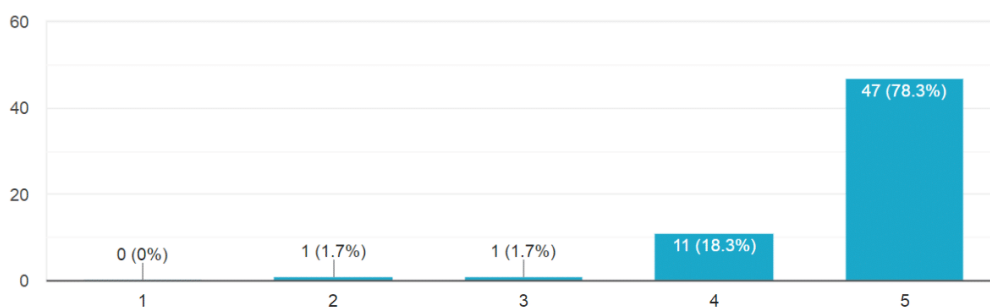
5. The usefulness of the information received in the dialogue/ panel discussion.

60 responses



6. The structure of the dialogue/ panel discussion.

60 responses



e-FEEDBACK AND ANALYSIS

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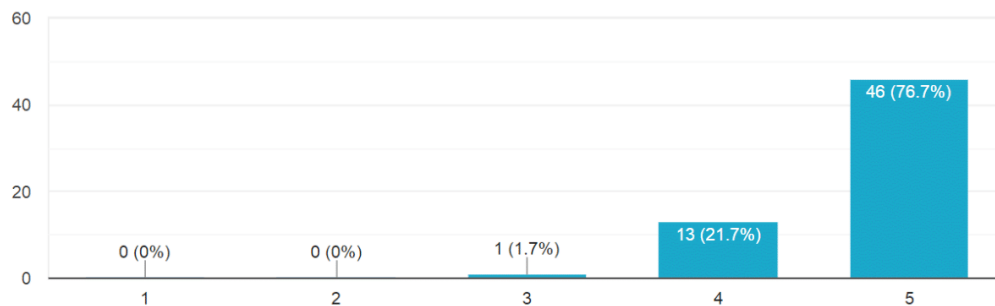
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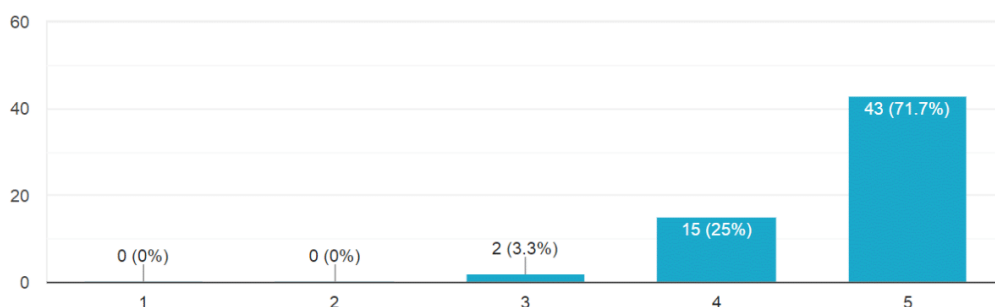
7. The pace of the dialogue/ panel discussion.

60 responses



8. The convenience and sequence of the dialogue/ panel discussion.

60 responses







UN marks 75-year milestone anniversary of founding Charter



UN Photo

The UN Charter being signed by a delegation at a ceremony held at the Veterans' War Memorial Building on 26 June 1945.

26 June 2020 | UN Affairs

The UN Charter “brought rules and hope to a world in ruins”, Secretary-General António Guterres told a virtual ceremony on Friday, commemorating 75 years since the Organization’s foundational text was signed.

Association of Professional Social Workers and Development Practitioners (APSWDP) (Regd.) Chandigarh, INDIA

An Association in Special Consultative Status with the United Nations Economic & Social Council (UN ECOSOC)
Affiliated with the United Nations Department of Global Communications (UN DGC)
Affiliated with NITI Aayog (Former Planning Commission of India)

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Linkedin: apswdp-india

Youtube: APSWDP Chandigarh