

Dear Readers,

Seasons greetings and a very happy and prosperous 2020!

Every New Year brings in newer resolutions, newer goals and newer wishes. We at SIES Institute of Comprehensive Education (SIES ICE) wish our readers success in bringing in life changes. As an institute aiming to empower women through our various programs, be it teacher training, counseling or special education we consider it vital that every one of us develops the right attitudes towards women, their empowerment, their issues and their growth and progress. As we step into our Ruby Jubilee year, SIES ICE is extremely happy and proud that through the efforts of our former Directors and teaching staff, we have been able to bring in noteworthy changes in all our predominantly female students.

On one hand, we are proud of our women but on the other hand, we are all exposed to a diaspora of events that traumatize womanhood. We hence dedicate this issue of our e- newsletter to understanding the perils that the female gender is exposed to. It is sad that we are witness to such atrocities done to womanhood. Our contributing authors have not only clearly stated the types of jeopardies women undergo be it domestic violence, marital rape or sexual harassment at workplace but have also offered workable solutions to combat this. This issue has articles that challenges the social norms, customs, traditions and wrong beliefs regarding bias towards girls and women. Hence understanding the role of schools and the cultural fabric in which women are brought up is important. Violence against women especially domestic violence and marital rape have been explained clearly. We are sure that our readers will also get a complete understanding of the legal rights in this regard. How many of us truly know the Vishaka guidelines and its genesis? One of the articles explicitly clarifies what constitutes sexual harassment at workplace and how do we handle this crucial aspect that affects the physical and mental health of many women. At the end of the day, it is the society's responsibility to empower women. Right from creating safe public spaces for women to being aware of the role each of us plays towards building a safe environment for every girl and woman has been clearly brought out in this issue. We hope that every article makes you ponder, analyse and understand all that a woman goes through. Empowerment of women is crucial. It is pivotal in a nation's development. Let us all be small drops that usher in this much needed progress.

Towards an empowered society,

Warm regards,

Vidhya Satish PhD

Director



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Domestic Violence in India: An Eye-Opener

Rupal Vora

Faculty and Coordinator (Counselling Programmes)

SIES Institute of Comprehensive Education

Violence against women is a growing concern for any modern society. Violence against women is a universal phenomenon that has worldwide prevalence. Domestic violence is a common form of violence against women which is considered “normal” within many societies. Domestic violence refers to violence against women particularly in matrimonial homes. The World Health Organization (2005) has reiterated that the perception that home is a safe sanctuary for woman can actually be challenged.

Domestic violence is one of the crimes against women which is linked to their disadvantageous position in the Indian society. Domestic violence can involve physical, psychological, emotional, verbal, financial and sexual abuse. Wife beating is a common form of such violence. A social acceptance of wife-beating is deeply embedded in patriarchal norms found in most parts of India.

Domestic violence in India is viewed as a private family matter which can be resolved within the home without any need for any “outside interference”. Rani and Bonu (2009) state that the prevalence of domestic violence within Indian society has a negative effect on women’s independence and freedom as it is found to be ignored by existing societal attitudes, values and culture and thus has encouraged gender inequality.

The Government of India has commissioned several researches in order to understand this social evil. **The National Family Health Survey-4** (NFHS-4) reports that 76% of the women who faced physical or sexual violence never sought help or informed anyone about it. Physical violence as defined by NFHS-4 included punching, slapping, beating, dragging, attacking threatening to harm a woman with a weapon. Sexual violence includes forcing a woman into sexual acts without consent.

The NFHS-4 showed disturbing data regarding Indian population attitude towards domestic violence.

- While 52% of the woman surveyed thought it appropriate for a husband to beat his wife, only 42% of men agree with it.
- Women in the 40-49 year age group and men in the 15-19 year age group were found to be more inclined to justify physical abuse.



- State wise it was found that the attitude towards wife-beating varies with the highest agreement among women recorded in Telangana and Manipur (84%) and the lowest in Sikkim (17%).
- Telangana reported the highest acceptance of domestic abuse among men where three fourth of the men (75%) in Telangana thought it was justified to beat their spouses. The lowest acceptance for domestic abuse was recorded in Sikkim, with just 6 % men accepting it.
- In terms of religion the number of Christian men and women were the highest who justified physical whereas men and women belonging to the Jain religion—19% and 29% respectively showed the least acceptance for abuse.

A shocking eye opener was UNICEF's Global Report Card on Adolescents 2012, which found that 57% of adolescent boys and 53% adolescent girls in India approved of wife beating.

There are a number of Acts, which safeguard women such as The Protection of Women from Domestic Violence Act, 2005. This Act provides a comprehensive definition of domestic violence and includes all forms of physical, emotional, verbal, sexual, and economic violence, and covers both actual acts of such violence and threats of violence. However women reluctantly report domestic violence despite having these legal provisions. Rekha Sharma (2018), Chairperson, National Commission for Women has reiterated that women who report acts of violence receive minimal or no support from society and are in fact stigmatized by society. Kaul (2018) also points out that along with no/minimal support from society coupled with financial independence and lack of education women choose to suffer in silence.

Thus the need of the hour is a change in the mindset of society. Empowering women can achieve this. It is of utmost importance to on one hand to provide education for girls and women and on the other to provide gender education for boys. NGOs working in field of upliftment of women should be strengthened and given necessary government support. Mass media also has an important role to promote upliftment and empowerment of women. It is only with the change in mind set of society that gender equality in all fields - social, economic and legal can be achieved which has been prescribed by the Indian Constitution.





Sexual Harassment at Workplace

Ranjana Karoor

Counsellor and Special Educator

Volunteer, Bharatiya Stree Shakti

Sexual harassment at the workplace is a growing concern for governments all over the world. With the increasing number of women joining the workforce it is essential that safety be provided to them. Many women face various type of harassment at workplace including sexual harassment. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act that seeks to protect women from sexual harassment at their place of work. Sexual Harassment is unwelcome conduct of a sexual nature that is persistent or offensive and interferes with an employee's job performance or creates an intimidating, hostile or offensive work environment.

To understand how The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 came into being a background understanding is needed. Bhanwari Devi was a grassroots social worker of the Woman's Development Programme of the Government of Rajasthan. In 1992 as part of her duty she tried to stop the child marriage of an upper caste young girl. The feudal patriarchy was enraged by "a lowly woman from a poor and potter community's guts". In order to teach her a lesson, she was raped repeatedly by landlords of the upper caste community. The rape survivor did not get justice from the Rajasthan High Court and the rapists were allowed to go free. This enraged a woman's rights group called Vishakha. They filed a PIL in the Supreme Court of India.



This case brought to the attention of the Supreme Court the absence of a domestic law to check the evil of sexual harassment of working women at their workplace. According to the verdict given in 1997 the Honorable Supreme court held that “Right to Live” and “Right to Work” at a fearless and respectable environment is a constitutional right of women. The Supreme Court laid down some guideline principles which came to be known as Vishakha Guidelines. The Vishakha Guidelines were a set of procedural guidelines for use in India, in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

What constitutes sexual harassment at workplace?

Though sexual harassment encompasses a wide range of conduct, some examples of specifically prohibited conducts include –

- Physical assaults of sexual nature such as rape, sexual battery, molestation or attempts to commit these assaults.
- Intentional physical conduct that is sexual in nature such as touching, pinching, patting, grabbing, brushing against another employee’s body.
- Unwelcome sexual advances, propositions or other sexual comments such as sexually oriented gestures, noises, remarks, jokes or comments about a person’s sexuality or sexual experience.
- Preferential treatment or promises of preferential treatment to an employee for submitting to sexual conduct, including soliciting or attempting to solicit any employee to engage in sexual activity for compensation or reward.
- Subjecting or threats of subjecting an employee to unwelcome sexual attention or conduct or intentionally making performance of the employee’s job more difficult because of that employee’s sex.
- Sexual or discriminatory displays or publications anywhere in the workplace by the company’s employees.



A few examples of sexual harassment:

Anuja is a personal secretary in a private firm. Her boss forces her to come to a hotel to take dictation, he sits very close to her and tries to touch her.

Maya has rejected her boss when he proposed to her. Now he overloads her with work and denies her a promotion.

Every time Renu approaches her manager for some work he finds reason to put his arm round her waist, rub her arm or pinch her cheeks or pass some sex related comment. This makes her very uncomfortable.

What should a woman do?

First of all recognize that sexual harassment is taking place and protest. Ask the person harassing you to stop. Make it clear that the conduct is unwelcome. If it does not stop, report it to your supervisor or H R. You can make a written complaint to the Internal Complaints Committee (ICC) of the company. It is mandatory for every workplace to have Internal complaints committee if there are 10 or more employees. This committee will deal with sexual harassment matters. When there are less than 10 employees and a woman wants to lodge a complaint, she can approach the Local Complaint Committee. The complaint should be made within a period of three months from the date of last incident.

No woman should quietly suffer sexual harassment. Remember it is not your fault and it is the harasser who is wrong. If you are silent the harassment will not stop. In fact it may embolden the harasser.

DO NOT TOLERATE, RAISE YOUR VOICE AND BE HEARD.





Domestic Violence and Marital Rape – What you can do about it

Aruna Rathod

Counsellor and Freelance Journalist

Domestic violence is now commonly defined broadly to include "all acts of physical, sexual, psychological or economic violence" that may be committed by a family member or intimate partner.

Families with very traditional beliefs think they have the right to control women and that women aren't equal to men. Some families pass on this behavior to children, where domestic violence was accepted as a normal part.

Domination can be emotional, physical or sexual abuse. Abusers may have seen violence often or they may have been victims themselves. Some abusers acknowledge growing up having been abused as a child. Alcohol and drugs may contribute to violent behavior. Abuse can also be a result of an undiagnosed personality disorder or psychological disorder

Marital Rape

Violence and abuse can extend to sex and lead to rape in a marriage. Yes. Married women can be raped, that too by their own husbands/partners. Most women are brought up with the belief that she needs to give into the demands of her partner, especially in bed. Not many even know that they are being raped in a marriage.

Some instances of marital rape – Sanjay (name changed) insists on morning sex, even though he knows it will make his wife Sheetal late for work. She gives in to get it over with. Kalpana, newly married, is upset because her husband has been having sex with her while she is asleep. Meena's husband often refuses sex when she initiates. But he'll get furious if she doesn't immediately fall into bed with him when he wants it. She gives in rather than have yet another fight about it. Vinita's husband slaps her and then forces her to have sex.

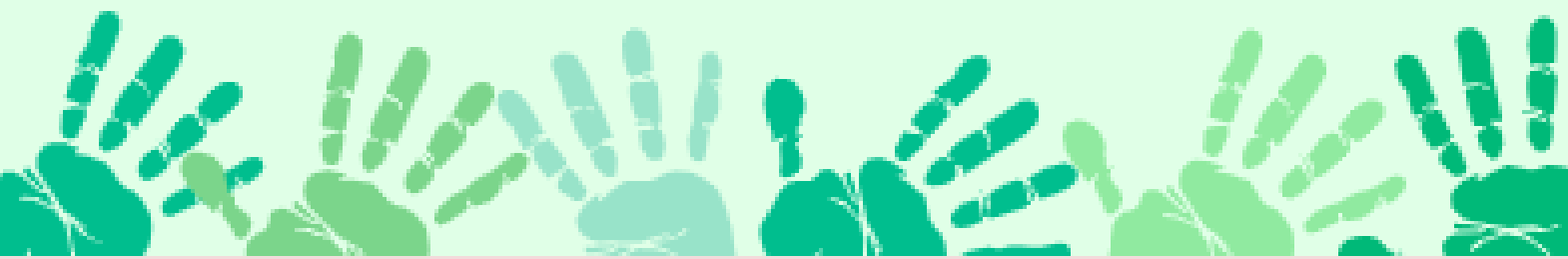


These women are all married. Is what their husbands are doing a form of rape? The simple answer is “yes.” It’s not what many people think of as rape. The man isn’t a stranger. He isn’t holding a gun to the woman’s head. He isn’t abducting her. But it is rape nonetheless. Rape is forced sex. He is getting off. She is getting violated.

What is Marital Rape?

Sex when the wife feels threatened. If a husband forces sex through verbal threats of harm to the woman or to people or things she cares about or if he comes to her in a barely contained rage, she can’t consent. She can only comply rather than risk being harmed either physically or emotionally.

- Sex by manipulation. If a husband calls his wife names, accuses her of not being a good wife, or blackmails her emotionally by suggesting she’s so bad in bed that he will go elsewhere, he’s manipulating her. Some men even threaten to leave and take the kids with him if their wives don’t comply with demands for sex. When a wife falls for these tactics, it isn’t consent. It’s rape.
- Sex when the wife doesn’t give consent. Loving sex is genuinely consensual. If a woman is drugged, asleep, intoxicated or unconscious, she obviously can’t give consent. Even if she says “yes” in such circumstances, the “consent” isn’t valid or truthful. She’s in no shape to consider the consequences or to participate as a willing partner.
- Sex by taking a woman hostage. Some men keep themselves in a position of superiority by controlling all the money, by making contact with friends and family difficult to impossible, or by making sure there is no way for her to get transportation out of the house. The woman becomes a hostage in her own home. Like many hostages, she gives up and gives in to whatever he wants — including sex.
- Sex when the woman feels she has no choice. Giving in isn’t the same as giving consent. When a woman feels that it’s just easier to give in to sex than to respect her own needs, she is being raped.



What You Can do:

If you are facing domestic abuse, you are entitled to legal rights safeguarded by The Protection of Women from Domestic Violence Act, 2005

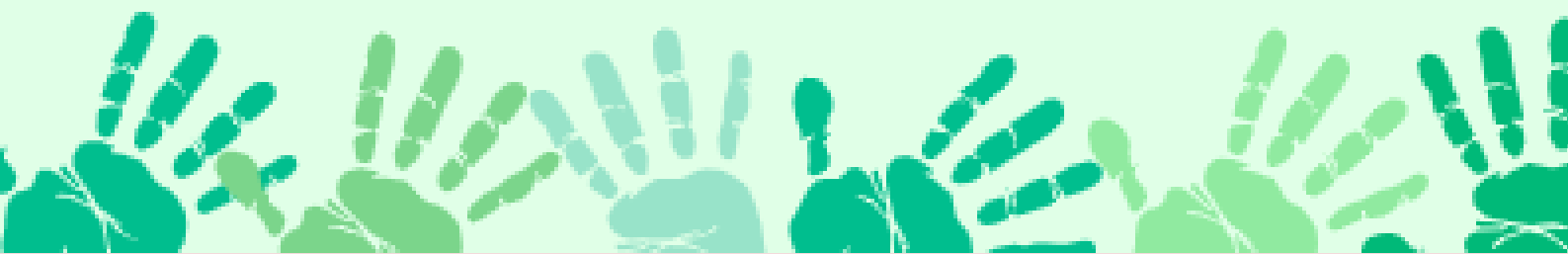
Your Legal Rights

According to The Protection of Women from Domestic Violence Act, 2005, survivors of domestic violence are entitled to the following:

- Monetary relief and maintenance- You are entitled to maintenance, including loss of earnings, medical expenses, and damage to property.
- Protection- After you approach the police, a magistrate can pass orders to stop the offender from committing violence towards you, interacting with you, taking away your assets, or intimidating your family or support network.
- Residence- You cannot be evicted from the shared household.
- Compensation- You can claim damages for mental and physical injuries.
- Custody- The court can grant you temporary custody of children. It can also pass an interim order to prevent violence before the final order.
- Legal service-Women have the right to free legal services under the Legal Services Authorities Act, 1987.

Some Mumbai based NGOs working in this field which can be contacted include:

1. Bharatiya Stree Shakti – Santa Cruz, Phone :022 2665 4041
2. Streechetana-Chembur , Phone :022 25330747
3. SNEHA, Dharavi, Phone: 022 2404 2627
4. MAJLIS Kalina, Phone: 022 2666 2394



Antidote to Violence against Women

Dr. Vijaya Murthy

Country Director ICRI

Founder President Streechena

Former Director SIES Institute of Comprehensive Education



Has anyone ever witnessed a son being told to warm the food and serve when his sister comes home from school or work? I haven't seen sons being asked to lend a helping hand to wash utensils or sweep and mop the floor when the maid has not come or when the mother is sick and sister is busy preparing for an exam or interview.

Among the first generation learners, even in the most difficult situations, it is very common to come across instances of sons being admitted in an English medium school paying high fees whereas the daughters are sent to a municipal school. In rural areas since the high schools are far away, only male children continue their studies. Rarely do girls have the freedom to choose their education and career. Even rarer to see liberty in selecting their life partners. Sparsely are women included and involved while making financial or similar major decisions.

How do we at all expect then that girls will grow up to be confident and competent adults.

How will girls ever build assertiveness skills to handle and defend themselves against sexual harassment at work or stand up for themselves within their intimate relationships?

When she has never been allowed to stand for her simple choices in life, she would hardly learn to stand against injustices meted out to her in life.



Most women are not even aware of their rights or realize when they face misuse or abuse of them. Many women think that the husband has the right to beat them when meals are not prepared properly. Decisions have been always taken mostly by her elders and have been imposed on her from childhood. Never does she have an opportunity to think of alternatives and decide what is best for her. When will our society stop condemning the woman who has been molested or raped alleging her to have invited it, that she should have dressed up better or she should not have gone out at night.

Most families including the educated prefer the birth of a son to a daughter. Look around and see after two/ three daughters only when a son is born do they stop having children. When will parents stop giving dowries camouflaged in the form of gifts and buy grooms? The entire cultural fabric in which children are raised speaks volumes of the personalities crystallizing into an entity who will stand up for themselves or succumb to the male dominance perpetrated by the age old ethos, wrong notions, blind faith, unscientific ideas and cultural norms.

Every advertisement is screaming from the television screens, the hoardings and the banners, that a woman is for domestic chores portrayed holding a tray with tea cups or serving the family with authentic meals. The few who have achieved and accomplished in life, statistically are negligible compared to the total population.

If we want the violence against women be stopped, if ever we want to prevent violence against women, we have to start from the beginning, from the wombs, where no woman is condemned and dumped for not giving birth to male children, when every man is educated and made aware that he is responsible for the gender of the child since he carries the X or the Y chromosome whereas women only have X chromosome. In my counseling experience, not just the uneducated or the illiterate but shockingly even the educated homes not only harass women giving birth to female children but subject her to tests to whacks to identify the gender of the fetus.



Efforts to prevent violence have to begin from her birth, in her rearing, giving courage and strength to her that she can do and achieve anything, that in no way is she weak or inferior.

It has to begin while rearing the male children that they indulge and actually do all the tasks that girls are doing at home, of helping mom, in cooking, chopping vegetables, washing utensils and clothes and sweeping and mopping the floor. Unless we do this, male children will never see their counterparts as equal but consider themselves to be superior.

It has to begin in schools from the pre-primary and primary classes that the anatomy and physiology of a girl is different from a boy, that as she grows up she develops reproductive organs in the form of uterus to carry the fetus and breasts having mammary glands producing milk to feed the baby. These strategies will imbibe a scientific mindset to the boys and infer an objective view and not objectify the body of the woman. Yet, though physically different, there is nothing that men can do that women cannot. It has to be in schools where sports are encouraged for boys and needlework for girls. It should be made mandatory in every school to train both boys and girls in martial arts

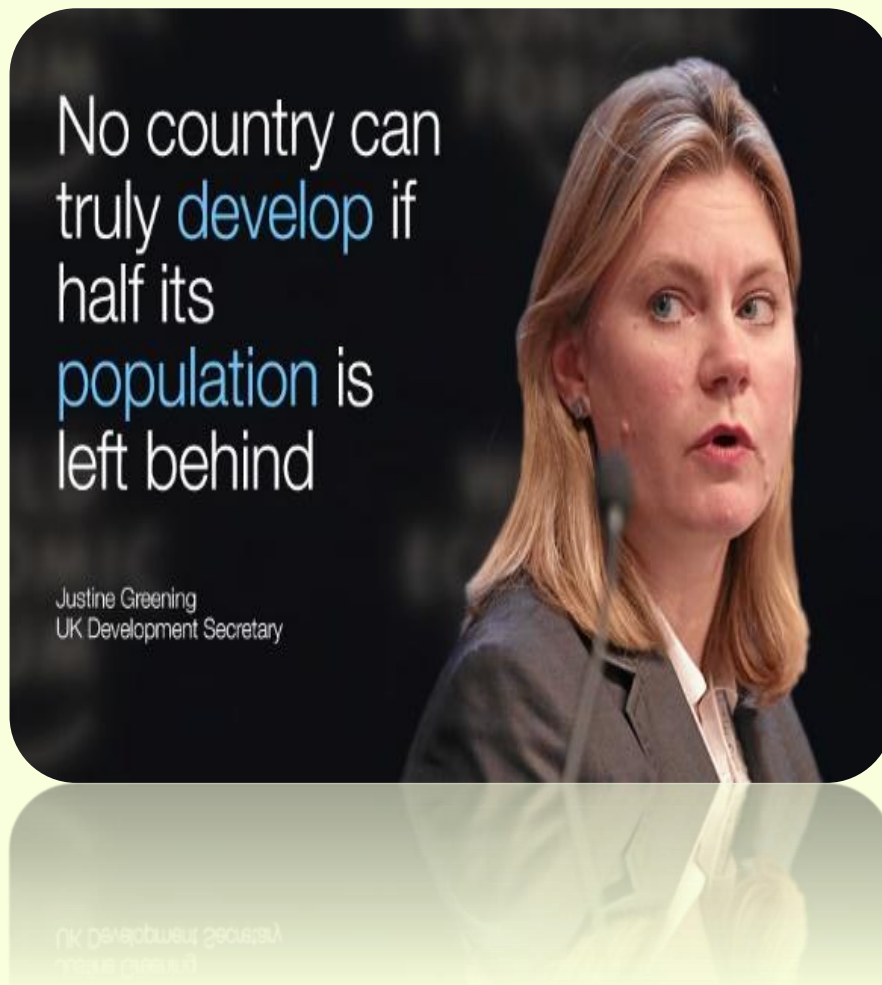
Nothing can be achieved only by just giving equal opportunities, as then all professional women have experienced that she has to walk the tightrope, balancing home and career affecting her health and emotions severely. Only with the right mindset and attitude while rearing from birth that both are equal basically though different in their own way will we see positive outcomes.

At the same time just educational and equal opportunities are not enough for empowering women. There is the other side to the whole issue. If the right type of education alongside values and principles is not focused, it leads to subtle violence by so called empowered women in the form of mistreatments to mothers in law and their own mothers, misusing and abusing them to care for their home and children leaving them with no life for themselves. Increasingly we get cases where atrocities by economically independent women on aged parents-in-law, parents and even children and husbands. Focus should be not only on strengthening them to be independent but interdependent. Subtle violence on women by women is also rampant be it relatives, neighbors, co-workers or elders.



There's a Self-Imposed violence by women on themselves, evident due to the age old belief in 'service and sacrificial mentality' of doing everything and over indulging to the extent of not letting children grow up to be competent adults and then getting emotionally drained, grumbling and complaining all the time.

In conclusion, I would say that violence against women and girls is rooted in social norms and gender stereotypes that perpetuate and promote such violence. Considering the traumatizing and devastating effects violence has on women, efforts have to mainly focus on supporting services for survivors. Hence, the best way to end violence against women and girls is to prevent it from happening in the first place by addressing its root and structural causes in the social norms, customs, traditions and wrong notions and beliefs.





Informed and Decisive Women in a Responsible Society

Manjula Nair,
Family Counselor
Secretary –Bharatiya Stree Shakti (Mumbai)
Trustee - Ahaan Foundation

Empowered girls are found to be the key to breaking the cycle of violence against women around the world. Empowered women mean healthier families and a healthier society. If women are empowered, that frees men from the pressure to be the primary wage-earner and shows little boys that they can explore all aspects of who they are, without paying attention to roles that are traditionally “masculine” or “feminine.”

So, what is women empowerment? According to United Nation guidelines, Women empowerment has five components: Women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

The basis for empowerment is gender equality. Almost half of the seven and a half billion people on the planet are female. More than two decades ago, in 1985, the Nairobi Conference for women recognized that “gender equality was not an isolated issue but encompassed all areas of human activity. It was necessary for women to participate in all spheres, not only in those relating to gender”. Governments of the world, including India (7th five-year plan), adopted the Nairobi Forward-Looking Strategies for The Advancement of Women, which outlined measures for achieving gender equality at the national level and for promoting women’s participation in peace and development efforts. But there is much to implement and achieve in the area of women’s safety and violence against women.



Women as Decision Makers

In most parts of Northern and few parts of Southern India, patriarchal family structures and cultural norms are a major obstacle to begin with. Ours is a duty-oriented society rather than rights-oriented one. The Indian Woman is always in focus because of the various roles she plays simultaneously in a family. In India, every relationship has a specific name and responsibility associated with it. A beti and a bahu have very different sets of responsibilities. A bhabhi, chachi or jethani owe certain responsibilities to the family members and the male-in-charge decides the rights and wrongs for the women of the house. This has conditioned them to follow orders and seek permissions before acting. Defying the diktats, of male members or the head of the family who could also be the oldest woman in the family, could mean physical and mental violence against the defying woman and all who dares to support her. That is why they prefer to suffer in silence. Young minds in these families are thus etched with either fear or power depending on their gender. It spills on to the roads which then become headlines of newspapers and a number in a statistical data, which they are.

Many women / girls may not believe that they have the decision-making power, which makes it even more important to ensure that we help them develop their decision-making sense and their ability to discern what is right and wrong for themselves. Women's rights are enshrined in our constitution but the real challenge is ignorance. They do not know they can voice against the violence happening to them. By building awareness and courage, one can nudge a woman towards understanding her situation and taking suitable actions. Such empowerment can go a long way in encouraging women to stand up against harassment and violence, domestic or otherwise. Ensuring that a woman can tell a safe situation from an unsafe situation is an important step towards her own safety.



Women in a Responsible Society

How do we help the society support the system and its people to contribute positively for women empowerment? The key here is responsibility. The society defines its values and exercises its influence on its members. So, when the society decides to become responsible by volunteering to train women, being sensitive to the way they are treated, taking miscreants to task, being gender neutral, providing necessary support and counselling, insisting on making facilities accessible to women and men alike at any time and any place and more importantly not trivializing a woman's complaints and ignoring her call for help, a lot will fall in place.

This will make our girls/ women feel safer on the streets, workplaces, colleges and homes. It will make it easier for women to go out and educate themselves, work, build businesses, help the society, without having to worry about their safety and compromise on the quality of their work. It will take the focus off pain points such as “Is it too late?”, “Can I take the bus?”, “Is this place safe?” etc., allowing them to carry out normal activities like any human being would in a civilized society.

Educated, confident and aware mothers are likely to raise a new generation that is free of absurd restrictions, stereotyping and biases based on gender. They won't be obligated to raise a boy into a “man” or a girl into a “woman” but raise a child to be “human.” They will teach their daughters to stand up for their rights and not tolerate any kind of violence/ injustice against them. It is now a call of the conscience of each person to be aware of their contribution towards creating a safe world free from any kind of violence for oneself by upholding every action that supports a girl / woman.



A Woman's Place: Creating Safe Public Spaces for Women in Urban Areas

Vidya Hariharan

Assistant Professor

Department of English

SIES College of Arts, Science and Commerce



Traditionally public spaces have been regarded as masculine domains and the home or the domestic arena as the woman's natural place. However, in the last quarter of this century female mobility in urban areas has increased exponentially. Hence, it is necessary to create safe public spaces for women in urban areas. Western Feminist theory has long acknowledged this need. First, it questions and challenges this assumption about women's and men's places. Secondly, it asserts that there is a relationship between the body and the space it inhabits. The body is a space we inhabit and the space this body occupies at any given moment is experienced by us differently depending upon our gender. So feminist theory acknowledges that space is a highly gendered phenomenon.

In *Feminism and Geography: The Limits of Geographical Knowledge* Gillian Rose asserts that different senses of place can be understood as negotiations with social, cultural and economic positions in society that creates feelings of inclusion and exclusion. The binary construction of masculine/feminine is implied in the social construction of space and this dictates who should occupy certain spaces and who should be excluded from it. According to Mona Domosh and Joni Seager in *Putting Women in Place: Feminist Geographers Make Sense of the World*, this divide and understanding of private spaces as women's places and public spaces as men's places exists till today, and women who spend too much time or attend public spaces at the "wrong time" are questioned and in extreme cases, subjected to violence.

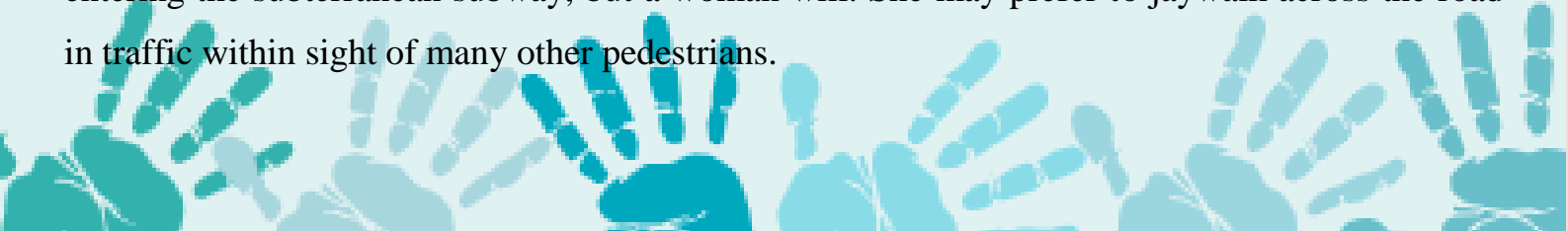


This fear curbs women's freedoms and opportunities and forces them to develop coping strategies either consciously or subconsciously. Mostly it comes down to avoiding particular places at certain times. This move, of course, is extremely confining. However, this strategy does not guarantee safety from the 'gaze' which plays an important role in the experience of space. Abuse need not necessarily be overtly physical. Almost all women have been subjected to the masculine objectifying 'gaze', which makes women feel unsafe in a public space. This is supposed to act as a reminder to women of their subordinate position in society. This brings us to the conclusion that fear is a social construct.

What must not be ignored by feminists and urban planners is that fear can be felt in the private domain too. A women's home may not necessarily be a safe haven, especially with the new unsafe dimension of social media, which destabilizes the traditional binary assumption of spatial construction.

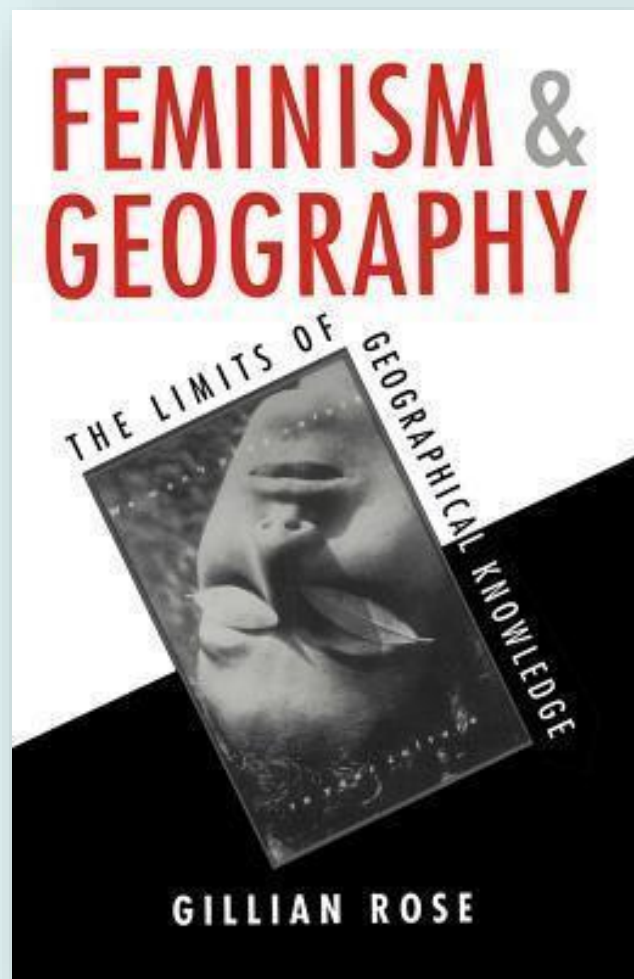
With the increase in the number of women profitably engaged in various occupations it behooves the government and other architects of urban space to recognize and evolve 'safe' spaces, where women need not constantly move in fear. Even in cosmopolitan, bustling urban centers like Mumbai, "women are at best commuters through public space – moving from point A to point B – they cannot lay claim to the city as citizens," say Shilpa Phadke, Shilpa Ranade and Sameera Khan in their book *Why Loiter?: Women And Risk On Mumbai Streets*. In France, a 2013 study revealed that 1 in 4 women experienced fear when in public spaces and that 1 in 5 was verbally harassed while walking on the street in the past year according to Susan Blumenthal in her article for *The Huffington Post*, *Creating Safe Space*. In a discussion with young women all in their early twenties about feeling safe while travelling in Mumbai a majority felt that the city could be made a safer place for women. Some of the measures they suggested were better lighting on the roads, presence of women on urban planning panels, maintenance of dilapidated buildings, clear signposts and better public toilet facilities.

In a patriarchal society it is easy to dismiss women's feelings of unease. Men's and women's experience of the same place may differ widely, for instance, a man will not think twice about entering the subterranean subway, but a woman will. She may prefer to jaywalk across the road in traffic within sight of many other pedestrians.



In a world where an increasingly large population, whether male or female, is mobile there is a need to take cognizance of spatial sensitivities. Architects, urban planners, municipal officials, women's rights groups are all people who must work together to reduce women's fear by planning and building safe public spaces for an equitable and sustainable city.es in Cities for Women: A Resolution for International Women's Day 2014

In a world where an increasingly large population, whether male or female, is mobile there is a need to take cognizance of spatial sensitivities. Architects, urban planners, municipal officials, women's rights groups are all people who must work together to reduce women's fear by planning and building safe public spaces for an equitable and sustainable city.



Faculty Development Programmes



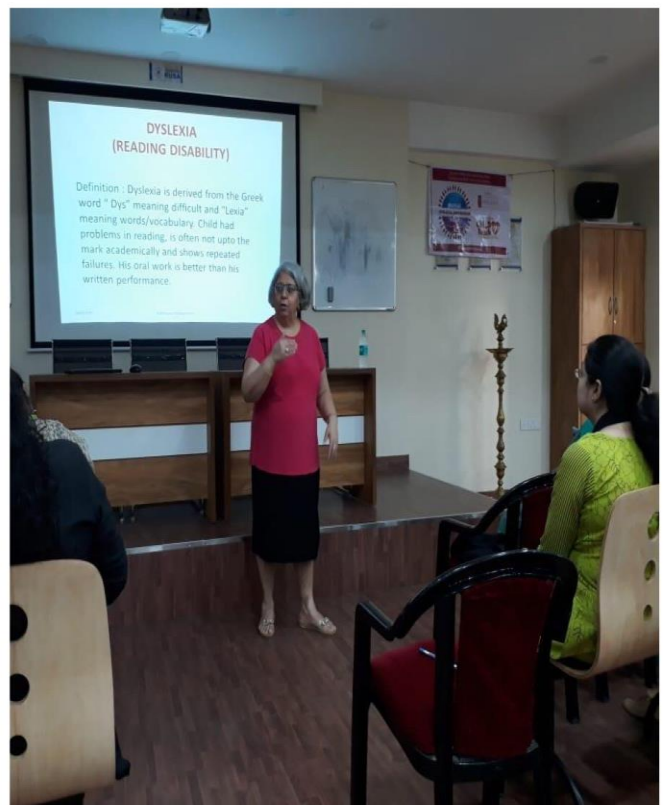
Workshop on Personal Grooming for faculty by Ms. Charmi Gala



Celebration of International Yoga Day for staff of SIES ICE and SIES Preschool



Workshop on Happiness conducted by Dr. Jayshree Giri



Ms. Sholapurwala conducting an awareness session on Learning Disabilities

Faculty Achievement



PhotoGrid

1. Dr. Vidhya Satish conducting a workshop on Readiness for the NGO Save The Children Fund.
2. Ms. Rupal Vora was jury member for the DDKF Merit Awards.
3. Felicitation of faculty Ms. Bhakti Gala for co authoring the book.
4. Shri. Vinod Tawade, Education Minister, felicitating Ms. Bhakti Gala, who co-authored a chapter in the book Decoding SDG in Classroom.
5. Ms. Lakshmi Shivakumar certified as a Trainer in the Train the Trainers Programme conducted by Tech Mahindra Foundation at Guru School Katraj

Faculty Achievements



Ms. Rupal Vora conducting a session on Child Sexual Abuse during Child Safety Week.



Ms. Bhakti Gala Judge at Chhabildas School



Dr. Vidhya Satish was one of the panelist at the 7th Annual DRISHTI Symposium .



Dr. Vidhya Satish conducted workshop on "Developing Executive Functioning Skills in the Early Learning Years .

Special Education



Special Education Coordinator Ms. Sholapurwala and Special Education students participated in Dyslexia Awareness Walk at Bandra.



Seminar on Learning Disabilities conducted by CHILDREACH

Nerul Workshops



Creativity workshop



Workshop on
Develomental Stages



Puppet Making Workshop

ICE Activities

1)



2)



3)



4)



5)



6)



7)



- 1) Parent teacher meeting with parents of Diploma in Early Childhood Development students.
- 2) Organization of Session on Dyslexia for teaching Staff of SIES College of Arts, Science and Commerce during Learning Disabilities Awareness Week.
- 3) Workshop on Music and Movement conducted by Dr. Vidhya Satish for students of ICE.
- 4) Saraswati Puja.
- 5) Session on Prevention of Sexual Harassment at Workplace by Ms. Vandita Morarka, CEO, Future One Collective.
- 6) Students attending session on Emotional Intelligence conducted by Chinmaya Mission.
- 7) Teacher's Day Celebration.

Teacher training activities



Interaction of Tech Mahindra Foundation team and Mr. Rakesh Soni, CEO Tech Mahindra addressing the students.



Session on Personal Grooming by Ms. Charmi Gala



Rhymes Workshop conducted for Teacher Trainees



Educational visit to Mani Bhavan by teacher trainees

Counselling Activities



Seminar on Learning Disabilities conducted by CHILDREACH



Session on Music Therapy by alumnus Jude Rodrigues



Counselling students visit terminally ill children at Happy Feet Home



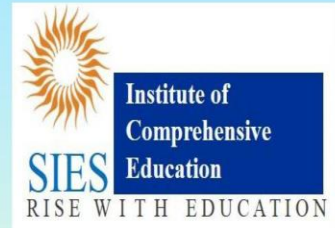
Suicide Awareness Workshop conducted by Sisters Living



Session on Play Therapy by Dr. Nirmala Almeida for counselling students

PhotoGrid

**Come, join us at
SIES INSTITUTE OF COMPREHENSIVE EDUCATION,
a premier institute which has been offering these
courses for the past 40 years.**



Courses offered:

- University of Mumbai affiliated Diploma in Early Childhood Care and Education (D.E.C.C.Ed)
- Diploma in Early Childhood Education (DECE)
- Post Graduate Diploma in Early Childhood Education (PGDECE)
- Diploma in Early Childhood Development (DECD) sponsored by Tech Mahindra Foundation
- University of Mumbai affiliated Post Graduate Diploma in Counselling (PGDC)
- Post Graduate Diploma in Guidance & Counselling (PGDGC)
- Post Graduate Diploma in Special Education (PGDSE)

Course Highlights:

- ✓ Immediate job placement on course completion in reputed SSC, ICSE, CBSE and IB Schools, Counselling centres, Special schools in Mumbai and Navi Mumbai
- ✓ Opportunities to be an Entrepreneur
- ✓ Holistic Development leading to a total personality transformation
- ✓ Ideal for women looking out for a career shift
- ✓ Optimal work-life balance on employment.

Teacher Training & Short-term counselling Courses available at SIES, Nerul Campus also.

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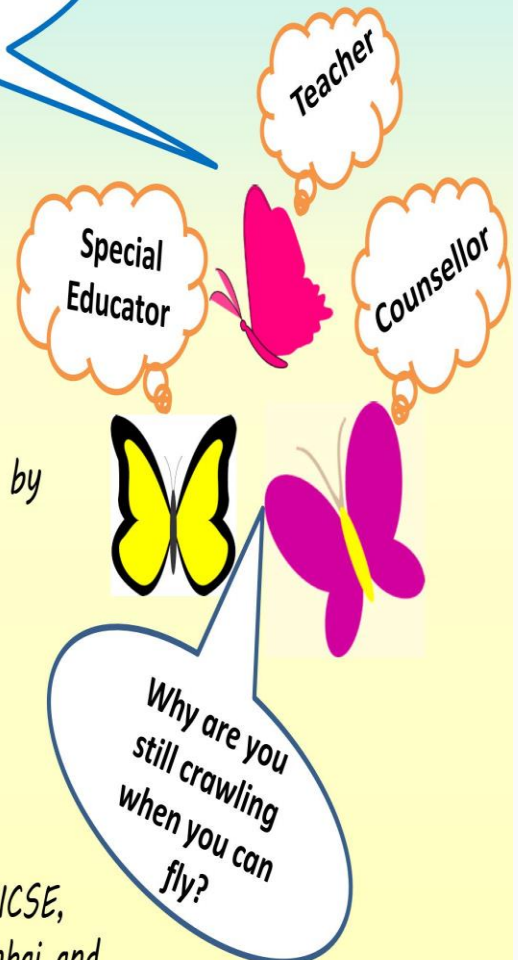
DECE

PGDECE

PGDC

PGDGC

PGDSE



SIES Institute of
Comprehensive Education,
Sion(W), Mumbai 400 022
& Nerul (E) 400 706.
Contact us : 24090516
9619448882, 9821317674,
9821542344
www.siesice.edu.in
Email id: siesice@sies.edu.in

ENABLING FOR INCLUSION

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." — Margaret Mead

The rationale for inclusion is based on benefits to children with disabilities, children without disabilities, and to the school and greater community as a whole. The primary goal of inclusive education is to build a truly inclusive society that meets the needs of all students. This involves reworking traditional approaches to teaching and learning and avoiding the mistakes of the past when students from diverse backgrounds were left to live in the margins of society. Therefore, to support the holistic development of the child, we as educators, counsellors, parents and caregivers need to become learners first.

If you have the desire to learn about inclusion and special education needs....
If you want to be more engaged while working with the child in front of you....
But face the issue of time, convenience, or do not know where to go....

Online Courses would be the solution!

OVERVIEW

Drishti and SIES Institute of Comprehensive Education collaborate to present certificate courses aimed at enabling all stakeholders for inclusion and inclusive practices.

PROGRAM STRUCTURE

COURSE ONE

Mainstreaming Children with Special Education Needs (SEN) under Right to Education

COURSE OBJECTIVE: Develop a deeper understanding of inclusion and inclusive practices and equip yourself with knowledge and skills to address the needs of a mixed ability classroom

PROGRAM STRUCTURE

- 6 months Online Certificate Course
- 5 Contact Classes at SIES Sion (once a month); Skype Interaction available for outstation candidates

Open to Educators, Parents, Caregivers and all other professionals who want to work with children

REGISTRATION FEES: ₹10,000/- per registration

COURSE TWO

SEN (Bridge Course): Special Education Needs—Teaching students with Learning & Behaviour Difficulties

COURSE OBJECTIVE: Develop competency to create remedial therapy plans (IEPs) and gain deeper understanding of strategies suitable for children with special education needs (academic and behaviour difficulties)

PROGRAM STRUCTURE

- 3 months Online Certificate Course
- Comprehensive Contact Program at the Drishti Centre; Skype interaction available for outstation candidates

Open to Masters students (Psychology, Education and other related fields) or participants who have completed Course I (SEN)

REGISTRATION FEES: ₹10,000/- per registration

FOR REGISTRATIONS CONTACT

- ☎ +91-22-26732496/97 ☎ +91-22-24090516
- ☎ +91-9930546249
- ✉ gowri_a@drishtionline.com
- ✉ siesice@sies.edu.in



BUILDING COMPETENCIES FOR MIXED ABILITY CLASSROOMS

"It's time we take our focus off disabilities and place it on capabilities, so we can see the person first." — Robert M Hensel

Drishti and SIES Institute of Comprehensive Education, Nerul Campus, Navi Mumbai are collaborating to offer capsule short term courses on subjects that are needed to ensure we are able to ACCEPT and SUPPORT all children in a Mixed Ability Classroom.

OPTION ONE

Self Learning Certificate Courses

- A. Understanding Emotional & Behaviour Difficulties
- B. Decoding the Autism Spectrum Disorder

PROGRAM STRUCTURE

- 30 hours Online Certificate Courses (Maximum Access: 60 days)
- Batches start every month

Open to Educators, Parents, Caregivers and all other professionals for self-learning

REGISTRATION FEES: ₹5,000/-
per course registration

OPTION TWO

Professional Development Certificate Courses

- A. Differentiated Instruction for Inclusive Classrooms
- B. Positive Behaviour Management of children of all ages: A Caregiver's Toolkit

PROGRAM STRUCTURE

- 3 months Online Certificate Courses
- Batches: March-May & October-December
- Comprehensive Contact Program at SIES Nerul Campus

Open to Educators, Parents, Caregivers and all other professionals who want to work with children in inclusive environments

REGISTRATION FEES: ₹10,000/-
per course registration

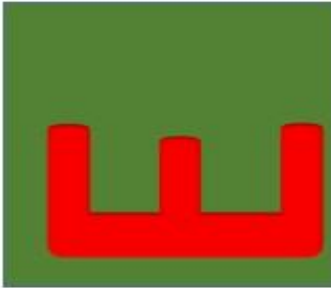
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Completed class XII or doing Graduation..?
Having some free time and want to be
professional qualified??



Rise the ladder - Come join us

Courses offered:

- ❖ Post Graduate Diploma in Early Childhood Education (PGDECE)•
- ❖ Diploma in Early Childhood Education (DECE)•

**TRANSFORM YOUR LIFE FROM
ROOTS TO WINGS**



Course Highlights:

- ✓ Immediate job placement on course completion in Mumbai and Navi Mumbai•
- ✓ Opportunities to Learn and Earn •
- ✓ Holistic Development•
- ✓ Developing Teaching skill sets•
- ✓ Innovative teaching methodology•
- ✓ Personalised attention and Faculty Support•
- ✓ 40 years of experience in teacher training.



SIES (Nerul) Institute of Comprehensive Education,
Basement, SIES Indian Institute of Environment Education (SIES – IIEM), SIES
Complex, Nerul, Navi Mumbai – 400 706.
Contact us : 61196458 / 9821542344
Email : siesnice@sies.edu.in

Website : www.siesice.edu.in

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Issue Editor – Rupal Vora, Faculty & Coordinator, SIES Institute of Comprehensive Education, Sion (W).

Art Director – Prachi Dharamshi, PGDECE, SIES Institute of Comprehensive Education, Sion (W)

SIES Institute of Comprehensive Education, Sion West, Mumbai 400 022.

Contact us: 24090516 www.siesice.edu.in e-mail – siesice@sies.edu.in

