Regional Seminar on

Gender Discrimination at Workplace: Myth or Reality

Organized by

The International Centre Goa

in association with

Media Information and Communication Centre of India,
Friedrich Ebert Stiftung – India
Goa University’s Centre for Women Studies
and
Goa Chamber of Commerce and Industry

Venue
International Centre Goa
Dona Paula, Goa, India

March 11th – 12th 2012
PROGRAMME

Sunday, March 11th, 2012

0900 – 1000   Registration

1000 – 1100   Inaugural Session

Lighting of Lamp

1000 – 1010   Welcome Remarks and Theme Address by
Nandini Sahai, Director, ICG & Honorary Director, MICCI

1010 – 1020   Seminar Perspective by
Rajeshwar Dyal, Senior Advisor, FES-India

1020 – 1035   Keynote Address by
Dr. Shaila DeSouza, Head, Centre for Women’s Studies,
Goa University

1035 – 1050   Inaugural Address by
Pratima Dhond, Chairperson, Women’s Wing,
Goa Chamber of Commerce and Industry

1050 – 1100   Vote of Thanks by:
Collin Curry, Trustee, MICCI

1100-1130   Tea/Coffee Break

1130 – 1300   Working Session I
The Balancing Act of Home and Office: Does one get compromised?
Chairperson: Ms. Jyoti Kuncolienkar, Writer & Film-maker
Speakers:
2. Ms. Maryann Lobo D'Mello, Consultant - Psychosocial Development
   [Each speaker 15 mins. Discussion 30 mins.]

1300-1400   Lunch Break

1400-1530   Working Session II
Sexual harassment at workplace: why does it get swept under the carpet?
Chairperson: Ms. Auda Veigas, President, Bailancho Ekvott
Speakers:
1. Adv. Albertina Almeida, Founding and Managing Trustee, Saad Aangan
2. Ms. Trupita Madkaiker, General Manager-HR, Savannah Surfactants Ltd, Kundaim
   [Each speaker 15 mins. Discussion 30 mins.]
1530-1700  Working Session III  
*Why Coverage of Women Issues Get a Raw Deal?*
Chairperson: **Mr. K R Sreenivas**, Editor, Times of India - Goa
Speakers:
1. **Ms. Anita Mathew**, Consultant, Women & Child Rights  
2. **Dr. Sabina Martins**, Founder – Bailancho Saad & Convenor – Goa Bachao Abhiyan
[Each speaker 15 mins. Discussion 30 mins.]

### Monday, March 12th, 2012

1000– 1115  Working Session IV  
*What Stops Women from Shattering the Glass Ceiling*
Chairperson: **Dr. Meenacshi Martins**, Actor, Writer, Social Activist
Speakers:
1. **Ms. Hema Naik**, Author, Recipient of Sahitya Academy Award  
2. **Dr. Celsa Pinto**, Author & former Director of Education, Goa  
3. **Ms. Jennifer Kamat**, Chair, Young Indians – Goa (CII)
[Each speaker 10 mins. Discussion 35 mins.]

1115 – 1230  Working Session V  
*Unconventional Jobs: Sharing of Experiences*
Chairperson: **Ms. Chitra Kshirsagar**, Social Activist & Secretary - *Tulsimata Pandurang Mahila Mandal*
Speakers:
1. **Ms. Amruta Gavthankar**, Proprietor – Laundry Services  
2. **Ms. Rameshwari Naik**, Proprietor – Bike Renting Service  
[Each speaker 10 mins. Discussion 30 mins.]

1230 - 1300  Open Forum - Suggestions and Recommendations  
Valedictory Address by  
**Dr. Radhika Nayak**,  
Principal, S S Dempo College of Commerce & Economics

1300 – 1400  Lunch  
End
ABOUT ORGANISERS:

THE INTERNATIONAL CENTRE GOA (ICG)
The International Centre, Goa (ICG) was founded in June 1987 under the Societies Registration Act (1860) “to promote understanding and amity between parts of the country and with different communities of the world” through a multiplicity of activities. The Centre is an autonomous institution. It relies on grants and donations from local and international institutions to fund its programmes. Residential and non-residential conferences, seminars and training programmes are organized by local, national and international organizations. The Centre also has 44 guest rooms, 3 seminar halls, a restaurant, and several lawns of different sizes that are used for private functions, which could range from small get-togethers to elaborate parties. The ICG’s facilities are located on 14 acres of land on the Taleigao Plateau at Dona Paula, Goa. The plateau overlooks the confluence of the famous Zuari river and Arabian sea.

www.internationalcentregoa.com

MEDIA INFORMATION AND COMMUNICATION CENTRE OF INDIA (MICCI)
MICCI is formally registered as a non-profit Trust mainly devoted to organizing seminars, conferences, workshops, research and publications in the field of media with a national and international focus. We have a network of partners all over India and also South Asia. Some of our longstanding partners include- the Department of Mass Communication, Rajasthan University, Prabhat Khabar Institute of Media Studies, Ranchi, St. Andrews College, Mumbai, Asian College of Journalism, Chennai, Indira School of Communication, Pune, VOICES, Bangalore, South Asian Media Association (SAMA), Hyderabad, Media Education for Awareness and Cultural Transformation (MEDIAct), Kerala, National Institute of Social Work and Social Sciences (NISWASS), Bhubaneswar, Centre for Media Research & Development Studies, Kolkata, Bombay Bar Association and the International Centre, Goa. MICCI will provide a forum to the media to discuss contemporary issues, like Media’s role in disaster management and assessing rehabilitation and resettlement work done for Tsunami victims, its role in assessing the State of Democracy in India, Contempt of Court, Training Workshops for Rural Journalists, Challenges facing women journalists and sensitizing the common man for the implementation of the Right to Information Act.

www.micci.in

FRIEDRICH EBERT STIFTUNG, India Office
The Friedrich-Ebert-Stiftung (FES-India) is a non-profit, NGO supported by the Government of Germany. The FES aims at strengthening democratic structures, promoting training and policy-oriented research programmes in Germany and in cooperation with partner organizations in more than 100 countries across the globe. Democracy, justice and solidarity are the guiding principles of the activities of the Friedrich-Ebert-Stiftung. Striving for equal rights for women and men is an inalienable principle within this context. To uphold the values of Social Democracy as conceived by Friedrich Ebert, the India office of FES collaborates with policy-makers, academic and research organizations, trade unions, and NGOs in India. Facilitating discussions on crucial issues related to the development process in India is the main objective of FES India work. This is done by providing a platform for interaction at the State, National and South Asia level.

www.fesindia.org

CENTRE FOR WOMEN STUDIES, GOA UNIVERSITY
The CWS at the Goa University was started in the 7th Plan (that is in 1988) with funding from the University Grants Commission, New Delhi has been committed to the National Agenda of Women’s Empowerment. All the activities of the Centre reflect its goals and objectives. It aims at knowledge assimilation and knowledge transmission through;

i. Teaching and Training
ii. Research
iii. Field Action
iv. Dissemination (Library, documentation, publication) and,
v. Advocacy

The Centre has well-established links both with the Government as well as NGO’s working for the empowerment of women and works closely with the Goa State Women’s Commission. The CWS has been a resource centre which has served Government agencies, students and several NGO’s working for women and on women related projects. The CWS conducts several training programmes for the Police, College Students, Teachers and NGO’s.
The Centre tries to reach out to a wide cross section of the Goan society with empowerment programmes, research and extension work highlighting women’s concerns in the Goa.

GOA CHAMBER OF COMMERCE & INDUSTRY
Goa Chamber of Commerce & Industry (GCCI) is Goa's premier non-profit business, support-services and networking organisation. We represent and liaise with SME's, Corporate Organisations and Government bodies. Membership of the chamber opens up a rich-resource of free essential business information, a busy and interesting events calendar and discounted conference facilities, and much more. The offices are conveniently situated in the heart of Panaji, Goa’s Capital and also in the largest industrial estate at Verna.

www.goachamber.org

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