

The VI International Congress

W/WH 2016

Jaipur, March 11 - 13, 2016



EQUAL **EQUAL**
WORLD **SPACES**

A FESTIVAL CELEBRATING WOMEN WORK & HEALTH

CALL FOR ABSTRACT

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International Congress “Equal World Equal Spaces” Celebrating Women Work & Health, Festival 11th-13th March 2016 Jaipur, India.

“Equal World Equal Spaces” on Women Work & Health (WWH) is a unique initiative that brings the issues of women and work and its implications on health into the public discourse, while celebrating women’s different roles and identities, their struggles and hope, in this 3 day dynamic festival.

Issues of Women Work & Health permeate all aspects of our lives, but an increasingly complex world demands that these debates continue from various platforms. As questions of gender and the spaces for women and men, including those with alternative identities intersect, fresh challenges are posed before us. The demand is for new idioms and creative approaches of engagement to create an equal world with equal spaces. This is in consonance with the aims of the series of Congresses on Women Work & Health, held since 1996.

A team of experts, spearheaded by Women Work & Health Initiative (WWHI) which, led the IV International Congress on women work & health 2005 in New Delhi, will lead the present Congress. This event is produced by Teamwork Arts.

GENESIS

Equal World Equal Spaces WWH returns to India, after five previous Congresses held in Barcelona, Rio, Stockholm, Delhi & Zacatecas!

The Congresses have explored and deliberated on the realities that define the world of women work & health. Their aim is to create awareness about vital issues related to work and health, affecting women in different occupations.

In Equal World Equal Spaces WWH, the forum goes further to present new research and path breaking practices, success stories, collaborations and policies, possible solutions and linkages with policy decisions that provide new insights into contemporary concerns for women and gender. As labor markets change world over and more women enter it, the processes need to be dynamic to respond to and integrate the resultant changes in emerging work-life situations.

A KEY QUESTION ASKED: WHY WOMEN WORK & HEALTH?

Because the debates surrounding these questions still challenge us and though ideas have been initiated, they take time to be processed. Globally, the lack of power and material resources, traditional gender roles and norms, are obstacles in the way of women’s development. The Equal World Equal Spaces on WWH continues to highlight these concerns by putting them on the map and turning them into winning concepts.

Outcome:

An immediate outcome is to publish a Comprehensive Document, identifying a set of recommendations that **shall be shared with policy makers, think tanks and other relevant bodies** so as to influence policies and initiate good practices globally. Equal World Equal Spaces on WWH also seeks to create a database which would facilitate those women and men working on gender and related issues, to network and take their research / practice forward.

OPENING REGISTRATION

EQUAL WORLD EQUAL SPACES, A festival celebrating Women, Work & Health. is scheduled for 11th - 13th March, 2016 at Diggi Palace, Jaipur, India

Equal World Equal Spaces on WWH will include parallel sessions on the identified themes, keynote addresses, debates, posters competition, street plays, audio/video programmes and a Crafts Bazaar. The Entertainment section will include innovative and thought provoking representative arts.

These parallel sessions will run through the day.

Deadline for Submitting Abstracts for EQUAL WORLD EQUAL SPACES, A festival celebrating Women, Work & Health - **15th Dec, 2015.**

Dates of the Congress WWH: 11th - 13th March, 2016

Location Diggi Palace, Jaipur, India

PARTICIPATION FEES:

International Delegates: Euros 250

Indian Nationals

Early Bird participation fees for registered guests

15th Dec, 2015- INR 1000

After 15th Dec- INR 1500

On Site - INR 2000

- Students can enter free of cost on presenting their identity cards.
- Paid delegates will have entry to all academic sessions.
- Fee for evening performances for public view is Rs. 350.
- Fee for sessions and snacks for outsiders is Rs. 50.
- Delegates can pre - purchase their lunch and dinner coupons.

Note: At Equal World Equal Spaces on WWH the venue will have different vendors from where food can be purchased.

Hotels as per choice and category can be booked through the Congress Secretariat.

EQUAL WORLD EQUAL SPACES, A festival celebrating Women, Work & Health will be hosted by an internationally networked team of experts, spearheaded by Women Work & Health Initiative (WWHI) www.wwhi.in

Produced by: **Teamwork Arts.** www.teamworkarts.com

Supported by:



**Ministry of
Women & Child Development,
Govt. of India**

EQUAL WORLD EQUAL SPACES on WWH is supported amongst others by the following:

1. Ministry of Women & Child Development, Govt. of India
2. Tata Institute of Social Sciences (TISS)
3. Ministry of Social Justice & Empowerment (Dept. of Empowerment of Persons with Disabilities) Govt. of India
4. Women Studies Development Centre, University of Delhi
5. Ministry of Agriculture, Govt. of India
6. International Labour Organisation (ILO)
7. Institute of Development Studies, Jaipur
8. Social Policy Research Institute, Jaipur
9. Manana - A Research and Education Center

NGOs:

1. The Society for Working Life
2. The Humsafar Trust
3. Women's Interlink Foundation

COMPANIES:

Findia Foundation

International Congress on: EQUAL WORLD EQUAL SPACES, a festival celebrating Women Work & Health, Jaipur, India 11th-13th March, 2016

PAPERS SHOULD INCLUDE THE FOLLOWING:

1. The title of the paper and keywords
2. The author(s), their institutional affiliation and address; phone number and e-mail address; Current Designation; Digital Photograph
3. Format: Times New Roman, size 12 font, double spaced.
4. A brief **abstract** / summary of the paper, including the research problem, the main arguments, theory and methodology; 250-300 words
5. The abstract must include the following :
 - a) The Problem
 - b) Challenges
 - c) Best Practices
 - d) Recommendations
6. Full Paper length between 5000-6000 words

Submission of proposals can be made using EQUAL WORLD EQUAL SPACES registration forms, available from www.wwhi.in

SESSIONS:

Documentation and Abstracts

Abstracts and Summaries of invited lectures will be published in English online and will be available on the home site.

After the EQUAL WORLD EQUAL SPACES, a special volume in English with selected contributions from the Congress will be published. This volume can be ordered.

Oral Sessions

Abstracts will be grouped by content and scheduled within a total timeframe of **1 hour**.

Interactive Poster Sessions

Interactive Poster Sessions allow presenters and participants to engage in extended discussions with regard to the presentation in illustrated format. If your submission is accepted for presentation in a Poster Session, you will receive detailed instructions to help you prepare your presentation. No audio-visual equipment will be provided for these presentations.

Film/ Video Session

If you wish to submit a film/ video presentation, please send a summary of your film (10 minutes), video (under 15 minutes). All submissions should be in English or have English subtitles. Please contact the EQUAL WORLD EQUAL SPACES Secretariat for submission details. The Form can be downloaded from our website.

The following Titles have been identified for some of the Parallel Sessions and will be employed for leading the discussions.

Theme 1: Gender Mainstreaming and Work : Equal World Equal Spaces

1. Remembering the Past, Reinventing the Future: Women in the Labour Force.

We look at gender from the anthropological, psychoanalytical, economic aspects amongst many others, with particular reference to women's entry into the labour force and paid work. This could include perceptions of gender as a social construct and not as a law of nature, which influences gendered aspects of work.

2. A Three-legged Stool: Gender Mainstreaming and the Workplace

Equal world equal spaces at the workplace, needs to co opt three types of mainstreaming: Inclusion i.e equal opportunities for women and men; Reversal: streamlines the female perspective, & Displacement, which aims at many kinds of equality including gender;

3. The Politics of Female Sexuality and Work Life; Initiating Debates that Challenge

This subject has several intersecting dimensions: biological, political, economic, psychological, historical etc. considered inherent to defining the parameters of women's lives, which manifest themselves in women's working lives as well. Contemporary realities of the working world, demand new thought processes and perspectives, which examine established paradigms.

4. The Girl Child – Our Strength & our Future!

And yet the several layers of patriarchy, son preference and sex selective reproduction, challenge this statement. The panel will discuss the effectiveness of methods adopted by government and other agencies to create awareness, and the implications of a sex skewed population for the future.

5. Gender, Life, Women's Choices and Work

The personal is political but the political will still remain personal. The theme explores the possibilities for women in the context of life choices and gender at the work place. It also links to the premise that rather than gender being a fixed attribute in a person, gender should be seen as a fluid variable, which shifts and changes in different contexts and times. Quoting Butler: Gender is a performance, it's what you 'do'?

6. The Digital World Is a Man's World?

In an increasingly interconnected world, where men dominate digital technology, we examine the implications for women in terms of training, employment, earning power, presence and access. Are women controlling the digital world or being controlled by it?

7. Gender & Migration

Migration is a global phenomenon fuelled by the shifts of economy, conflict zones and politics, but does it have different implications for women and men? We look at personal narratives and case studies to substantiate the real issues. The panel will also look at disasters both natural and manmade (earthquakes, terrorist attacks etc.) forced displacement and its implications for work & health.

Theme 2: The Glass Ceiling That Will Not Break

1. A Time to Re examine: Rs. 100 for the Man, Rs. 70 for the Woman; Same Work Less Pay! Joblessness, low earnings and health.

The most pernicious impact of occupational segregation by gender is pervasive gender pay gaps, which means women are systematically paid less than men for work of equal value - UN Report: Progress of the World's Women 2015-2016 . The panel will examine this premise.

2. Women as Drivers of the Economy: Reaping the Gender Dividend

The ongoing debate examines the connection between women's paid work, including the monetization of women's household work and the economy. Research demonstrates that women are becoming the real drivers of the economy - as business leaders, employees, consumers, home based workers, investors and entrepreneurs; investing in them would help to reap the 'gender dividend', all it needs are fresh perspectives.

3. Doing Gender and Gender Marking at Work

Do employers have an open mind when choosing the best employee and the right talent? Are they open minded or do they perpetuate stereotyping when they are hiring? Globally there is a pattern of the "leaking pipeline" when it comes to gender distribution at the workplace, with certain jobs 'marked' by gender. To what extent does this produce gender gaps - maintains or ignores it?

4. Making the Workplace More Attractive With Employer Branding

The question being examined is whether the employer has the right mix of employees with the right competence? A gender aware employer implements methods & tools for employer branding, to make organizations sustainable and attractive for the future workforce and aims at retaining and attracting the most suitable workers, regardless of their being men or women.

5. No Tolerance! No Laughing Matter! Sexual Harassment at the Workplace.

Sexual Harassment is an unfortunate reality for many women and men both in urban & rural workplaces, where ironically the victim is to blame. We shall examine definitional, epidemiological, etiological, treatment, prevention and legal issues as well as the literature on the effects of sexual harassment.

6. The World of Work and Young Adults

The discussion is about what young people regard as necessary for success in life generally and in relation to work specifically; this also looks at young adults' entry into the labour market: their aspirations, the growing individuation and the reality.

7. A Better World for Women with Disabilities

The Panel will explore particular issues concerning work & health faced by the differently abled, the visually challenged; and will include mental health . It will also discuss possibilities of economic empowerment; required support structures; best practices, skill development recommendations etc. including employing new technology, to facilitate the process.

8. Not Good Enough, Because... Discrimination at the Workplace and Best Practices

This will look at various kinds of Discrimination that occur at the workplace: stigmatized diseases, sexual preferences, gender and community, and the best practices initiated to address the anomalies.

9. Women in Agriculture – Rights, Health & Safety Issues.

This Panel will examine issues of (i) livelihood, health and sanitation (ii) Rights for women farmers vis a vis resources, property etc. (iii) Gendered tasks in agriculture

CALL FOR PROPOSALS - DEADLINES

The submission deadline for:

1. Abstracts: **15th Dec, 2015**
2. Request for Panels & PhD Dissertation presentations: **15th Dec, 2015.**

Please note:

- All abstracts, papers, book and dissertation presentations should be in English and will be Peer Reviewed. Accepted Abstracts shall receive acknowledgment by June.
- Selected Presentations & Keynotes, will be filmed and shall be made available on the - - CongressWWH website.
- **The Congress will be adhering to API (Academic Performance Indicators) standards.**

Accepted Abstracts will be intimated by 31st Dec, 2015.

Selected abstracts will be available on the Congress website by 15th January.

Certification of Participation will be given to all Presentations including Paper, Poster, Video/Film and NGO related activities.

10. What Does the Law Say?

We look at Laws and Policy related to varied issues that promote better working conditions and a more gender equitable field e.g. Minimum wage laws; Maternity and paternity leave; Policies to promote flexi work time for both sexes; Women representation in the Board Room etc.

Theme 3. No Gender Boundaries for Health, Occupational Health & Well being

1. Occupational Safety & Health Hazards

This involves the science of the anticipation, recognition, evaluation & control of hazards at the workplace (ILO) It will include exposure to pesticides and other toxins, backbreaking low-technology tasks accorded to women; environmental hazards and related risks; the protective measures employed, and the positive and negative fall outs.

2. 21st Century Globalisation: Carrying the Office Home and the Health Quotient

The rapidly changing world of work with 24x7 digital connectivity; occupational demands and the competitive work environment have multiple effects, that shall be examined against the context of a psychological and social perspective.

3. Where Women have no Doctors: Finding Solutions to Plug the Gaps.

Lack of Doctors, lack of affordable healthcare is the reality in large parts of the world, yet best practices have emerged to address issues like maternal health , home birthing, dai training, infant and child care, immunization, nutritional supplements etc.

4. Beauty is More than Skin Deep!

Market forces are driving a billion dollar industry. There are positive linkages to health and well being, organic foods, ayurveda, yoga etc., while simultaneously worrying constructs of gender and beauty are being promoted by certain beauty products. We look at these along with health and health care and the correlation between the 3 Ps – Policy; Practice and Promotion.

5. The Ticking Clock: Sexuality; Fertility & Assisted Reproductive Practices.

Will discuss involuntary childlessness and voluntary childlessness; the right to have control over sexuality and reproductive health; the association between stress and male infertility and the ethical questions related to treatment norms, surrogacy etc. while including issues of maternity leave, crèches and child care.

6. No Toilets, No Privacy, No Safety

Examines the connection between the lack of toilets and women's work; lower levels of literacy; incidence of violence and the repercussions for health: issues also intersected by cultural and social beliefs. The panel looks at recommendations and State initiatives such as the Swachh Bharat Abhiyan, which promise to be game changers.