



Presents

# Art of Sensitising Gender

by

**Dr. P.R. Subas Chandran, Ph.D.,**



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Dr. P.R. Subas Chandran, Ph.D.,

This book is for those who.....

Are yet to write...

Wish to write...

Have been writing...

Continue writing... success stories

Life changing audios! Resolutions of rescheduling your humdrum routine life atleast an iota after reading this book? Confronting starting trouble like everyone does how to induce those thoughts into your memory system? The scientifically contrived technique, the 'Art of Altering Attitude through audio files', once listened to before hitting the bed (at the alpha hour) just for 18 days shows the way magical spell charms on you working miracles.

The pudding is in the eating. Don't have to believe your eyes or ears. For any guidance (for instance to get up on time with a smile or how to eliminate irritation, etc.) contact the undersigned; we will attune the content and facilitate you record; in fact, the tips are free of cost; the readily available piece, indeed. Service to humanity is service to Mother Nature.

## Dr. P.R. Subas Chandran,Ph.D.,

Journalist,  
Motivational Speaker,  
Social Activist,  
Psychologist,  
Short Film Maker,  
Biographer,

Fulfledged Scribe for Inspirational writing to students,  
employees and every other individual of all age group.

Dedicated to

the victims of the so called society.



## FROM THE AUTHOR

### Art of Sensitising Gender (AOSG)

“பிறப்பொக்கும் எல்லா உயிர்க்கும் சிறப்பொவ்வா  
செய்தொழில் வேற்றுமை யான்.”

[Discrimination is duty based, not otherwise]

Please beware that we are not addressing Gender discrimination but inclusive, and trying to unfold different types of gender inequalities that are prevalent yet ambushed in the mainstream of humanity. The initialism LGBTTTQQAAP (lesbian, gay, bisexual, transgender, transsexual, queer, questioning, intersex, asexual, ally, pansexual) are the consequences of genetic disorder.

Gender sensitization is not a new thing to the present, and if we go through the history of the past, it is shocking exploitation, and against humanity. While women were sold in the market like cattle, from those Barbarian days, and we are here to talk about genders of LGBT plus.

Addressing only women or particular groups are not going to help us to explore gender inclusiveness, and this book will enlighten you to see how other human beings, a part of the human race, created by the law of nature are denied their right to live. Did they ever want to be here like you and me? No.. while a normal person enjoys basic privileges why are those LGBTTTQQAAP denied and looked down upon? We have a role to play, not the government or a system alone, but it is our social responsibility to ponder over and facilitate them to be a part of our journey. This handbook is a messenger that may awaken us. Come on, let us be a part of inclusive life and contribute our share in caring.

**All the best**

(Dr. P.R. Subas Chandran)





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10.07.2020

### Art of Sensitising Gender

For quite sometime now only two gender classifications existed. However, it is not the same anymore. Now instead of two genders, we have graduated into multiple gender classifications with three explicit classifications and certain non-explicit classifications as well. As time goes on, we might be having much broader or higher classifications of genders possibly based on food, environment or DNA mutations. In all these situations, one has to bear in mind that every gender has a right to live on earth, whether they conform to widely held societal norms of normal or abnormal. It is in this context that Dr Subas Chandran, known to me well, delves deep into this subject and comes up with an exciting compilation on gender sensitization. This book is very compact and gives information to update our knowledge on gender sensitization.

This book endeavours to bust all the nonsense associated with our discriminatory/prejudiced knowledge on gender sensitization with an excellent narrative style which makes it eminently readable. Dr. Subas Chandran's attempt to sensitize the topic is justified. I am happy to know his idea about "Inclusive Life" which expands the typical definition of gender classification.

The book is necessary reading for those who advocate a holistic approach to Gender sensitization. Wish the author and the reader all the best.

**(Dr. J. RADHAKRISHNAN)**



# About the Author



**Dr. P.R. Subas Chandran** is a non-clinical psychologist, biographer, social activist, short-film maker and live-wire-motivational speaker. He has penned '**Aakaasameehaddu**', a compilation of interviews with 72 women officers in Swati, a Telugu weekly. 'Why Modi should become the Prime Minister', a pre-poll book (2015) with **Mr. Modi's** message was a well received publication. The author of 'Who Wrote My Destiny?', the authorized biography of former Union Home Minister, **Shri. Sushil Kumar Shinde**. People from all streams approach the author for counselling. His favourite theme is Inclusive Life, where he wants to serve the communities by unlocking the hidden potential of executives, students, and the working class. The Art series by the Life Style Dynamics – from Art of Beginning the Day to Art of Ending the Day- is his latest venture.

He is one of the Senate members of the 104-year-old SNTD Women's University, Mumbai and a visiting faculty for National Forensic Sciences University, Gujarat. He is also a resource person for Meenakshi Mission Hospital and Research Centre, Madurai and Meenakshi Hospital, Thanjavur.



# ACKNOWLEDGEMENTS

This presentation reflects the Master who has sent a messenger to disseminate the message. A repository of creative people interspersed with worldly wisdom from mundane to spiritual fields is incorporated.

The author owes his accolades to **Dr. J. Radhakrishnan, I.A.S.**, Principal Secretary to Government, Health and Family Welfare Department, Government of Tamil Nadu to have foreworded the Art of Sensitising Gender vouchsafing the contents shared.

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Also, applauds Google.com, Wikipedia, the team members **Mr. Sam Arackal**, **Mr. S. Manikanda Raja** & Designing Team of MMHRC whose contribution is immeasurable in publishing the pocket-sized book.

## Special adulations to the first reviewer

The author and his team gratefully acknowledges the angel's (name not to be revealed) immaculate appraisal, correcting, editing as well as amending, to have the book rendered nearly error-free.



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### NOTE

This book is a compilation of wisdom from myriad sources intended to benefit the general readers, certainly not experts. Most of them are suggestive, self-experienced that readers may consult health care specialist, should they find information not in rhythm with their expectation. Moreover, the write-up is governed by the British English Language/Grammar rules. Any reconciliation with the computer language be kindly overlooked. The author and the publisher bear no responsibility for abusing or misusing the indicative measures.

## Gender inequality

Amelia Earhart's third form teacher asked her, "What do you want to become when you grow up?" She said, "A pilot!" "Pilot! My foot! Gonna crazy? Being a girl, how can you?" asked the teacher. The first woman pilot when she became one, was subdued and treated subservient due to gender bias. The untold story of Ms. Kalpana Chawla unravels the mystery behind her death:



both gender and ethnicity. "What women ambassadors! Can't approve of. Women are incapable of administrating legal and political matters. Why? They are physically and physiologically weak, hailing from weaker section of the society". The then Cabinet Secretary, refused to acknowledge the lady foreign secretary of those days to be a woman representative. All these instances drive home one sure shot idea that we are gender prejudiced.

## Analogy

The short film Thamanna\*on gender discrimination featuring a girl in the class room of First standard her response to the question put forth by her teacher flabbergasts everyone. "Write down on a piece of paper what you want to become once you grow up" Thamannah's answer: "Become a MAN!" throws the teacher into a daze. Teacher is taken aback. The teacher's strange behaviour arouses the curiosity in the other children, All start asking



“Thamannah, What have you written? What are you going to become?”

Ponder over the reason behind the answer: Become a MAN!!!  
MAN???

After sometime, he gathers himself and calls her in private and asks her the reason: “Dad works hard; earns for the family; comes home late in the evening, saves money to get me married once I grow up,…”

The teacher sends word for her mother. At first, the mother resents later relents that she has been harassed by her grandmother for giving birth to a girl child,- a commonality in Indian culture, that has bothered the child.

## Biased outlook

Across the Globe, the most sensational issue is Gender inequality. It is an idler’s excuse

and a chauvinist’s arrogance. The holistic human race is cleaved into the duality of man and woman. Go to any scripture you’d find the bias has been the root cause for most other detrimental and derogative thoughts.

Woman is often portrayed as an element of temptation, greed, avarice, lust, envy and so forth. Young as children, the Indian mindset is made up to exercise superiority of male over the female. An awareness has to be created amidst people, specially, children to promote gender equality. One of the twenty five agendas of the UN council is Abolition of Gender inequality. Ever women are pictured as an element of pleasure.



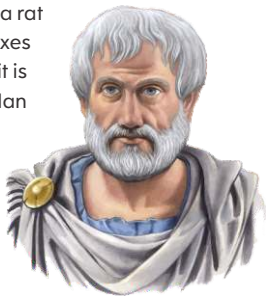
## Pessimism to optimism

Being the first always creates the pressure that you don't want to be the last.

Well turning to the other side of the coin, we have women icons and men achievers. Kalpana Chawla and Rakesh Sharma. First Prime Minister and the first woman Prime Minister both from under the same roof. Rani Laxmi Bai of Jhansi, Razia Begum. and recent heroines like Aung San Suu Kyi, Mary Barra-the first woman CEO, Roula Khalaf, first news editor and many more in the line including women folk in your household and mine of course, have all waded their ways facing the dual challenges of peer pressure and chauvinistic thumb rule: Man sets footprints first ; always woman nexts it.

## Gender sensitization

Let's try to arrive at the concept what exactly Gender sensitization is. The awareness created to treat all human beings equally irrespective of their gender or biological differences is Gender. The behavioural and attitudinal openness to accept the other sex as equal participant, complementary, co-operative and coordinating partner and not to look down upon them as contestants or peers or rivals instead. Modern living may be a rat race. But life? The awareness to treat both sexes alike should be instilled at a very young age for, it is said, nip the serpent in its womb. To Aristotle, Man is a social animal. Avaiyaar (\*Ancient tamizh poetess) says that there are only two communities: masculine and feminine.



So there doesn't arise any caste issue. But, in fact, it has become a greater sensitive social issue. Man suppresses woman. 63% are in debilitating discrimination; 1.7% of the population is affected and humiliated.

**Mahatma Gandhi in his article on Women's Rights advocates equal status for women:**

Woman is the better half of man complementing and completing him. She is neither a competitor nor a rival nor a peer nor a contestant, sharing and supporting man through every walk of life.



## The whys and whyfores of the bias:



### Child marriage

India should have missed the first woman doctor oncologist but for Dr. Muthulakshmi Reddy's one small step of giant leap, born in Pudukottai, a remote district of Tamil Nadu, came out of the iron cages of child marriage when her family arranged for one at the age of ten. Her father had encouraged her pass Matriculation at the age of 12. The pioneer reformer got a law passed on 28 Feb 1918 and implemented in 1919 increasing the age of girls to 15 and later it got amended to 18 and 21 in Prevention of Child Marriage Act (PCMA) 2006.

## Dowry system

### Economic empowerment reworded “equipping”?

#### Where are we heading to.....?

The classical Swayamvara later in the middle ages and after had landed women on the common balance of bargaining Man for a ransom. Were Jane Austen reborn wouldn't have hesitated to reword: It's universally acknowledged that everyman to be in possession of good fortune must be in want of a wife\*. Sons are sold at a rate-each according to his qualification and physique-discomfiture. Many social reformists like Swami Dhayanandh Sarawathi, Raja Ram Mohan Roy, Easwar Chandra Vidhya Sagar abolished such cruel practices in India. **The Dowry Prohibition Act of 1961** came as a silver lining to the cloudy fears of the daughters borne parents.



But the shadow has its forecast as **female infanticide** and **female foeticide** - killing the girl child or female foetus in the womb. Some parts of Salem in TN, Rajasthan and Bihar exercised a very atrocious practice of killing female infants fed with cacti milk-latex. Government intervened and passed **Pre-Conception and Pre-Natal Diagnostic Techniques Act in 1994** to punish the offence of female foeticide and increase the child ratio. Law is neutral. It protects the good and punishes the evil. That's how made breast feed compulsory for infants six to eighteen months.

This again raked the issues of domestic violence that now if the husband asks for the



square meal for the day is also sued by law. All in the game! In actuality, domestic violence and women abuse are more poignant in the western world.

**Sati** A repercussion of child marriage was to kill young widows who have lost their husband by throwing them in the fire of the husband's pyre. The ailing old man dies deceased and the young child wife is deliberated into the same pyre. **Abolition of Sati** was enforced in **1829** advocated by Ram Mohan Roy.



**Prohibition of Women Abuse and domestic violence Act of 2010** punishes those who torment women physically and emotionally. Women cannot be forced into sexual life or child bearing or such other intimate sensitive issues of living. G.B. Shaw has knowingly or unknowingly sided women: calling Marriage, “a legalised prostitution”.

Discrimination at workplace, Peer challenges and ego complexes have doomed womanhood to null and void. Sexist bully is yet another bully. Now it has spread its vulturous wings to seduce young maidens to insecurity.

### General perspectives

- Religious misinterpretation-sabari mala issue more rationale to women restricted entry into temples during menstruation
- Patrirarchal structure
- Conservative society
- Illiteracy

- Misophonia/depersonalization at higher complex levels

### Specific reasons

- Blind perspective about the societal moral and personal morale
- Highly sensitive & strict adherence to conservatism



## Women's status

Presently women are given 33% reservation in the general category for selection into any job or administration or pursuit of

education. The status of women is much more empowered in recent times. Dowry system has taken a reverse order that girls do not succumb instead make men yield into to their demands and conditions. Women are more privileged rather empowered.

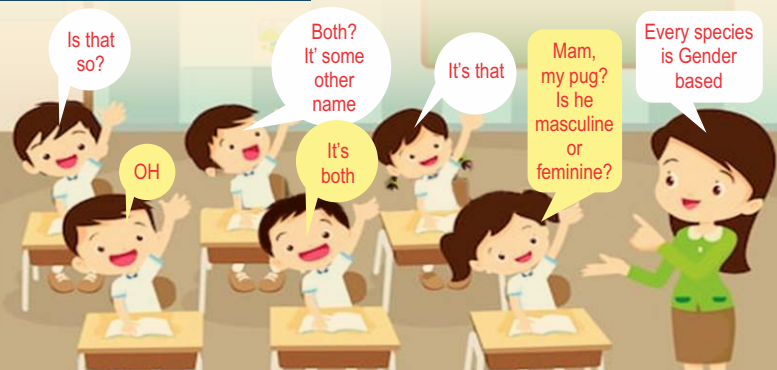
Patriarchal society, if sustained the current trends are a bit rough edges. Mutual acceptance, love and care, sense of gratitude, tinge of understanding, tolerance, concern, mutual trust and fellow feeling might ensure greater vitality of cordiality closing the doors of family court mitigating the number of divorce cases that are on the increase opening the windows of humanism letting the children of the future blossom in the garden of joy and mirth. Shunning selfish attitude, self centeredness emerging benevolent must reset the scenario a healthier, happier and heavenly place to live in lest should mankind perish in the peril of evil.



## Home sweet home

A child at the kindergarten class was asked where it learnt. The prompt reply babbled out, "My mummy taught me". Mother is obviously the first teacher and teacher the second mother while the father is an eye opener to the window of knowledge.

# Anecdote



When the kids are motivated in this fashion, they get tuned into the attitude of mutual respect by either sex; especially when parents speak of it children get the firm conviction to acknowledge each other and be better human beings. Level of self confidence gets boosted up; humaneness blossoms; eventually all these pave the way for an objective outlook to humanity at large. The third concept of transgender is yet another issue in the recent times.

## UNTOLD STORIES BEHIND IRON CURTAINS

Sexual assault can happen to anyone, no matter your age, sexual orientation, or gender identity. Men and boys who have been sexually assaulted or abused may have many of the same feelings and reactions as other survivors of sexual assault, but they may also face some additional challenges because of social attitudes and stereotypes about men and masculinity. Men and boys who have been sexually assaulted may experience the same effects of sexual assault as other survivors, and they may face other challenges that



are more unique to their experience. Some men who have survived sexual assault as adults feel shame or self-doubt, believing that they should have been “strong enough” to fight off the perpetrator. Many men who experienced an erection or ejaculation during the assault may be confused and wonder what this means. These normal physiological responses do not in any way imply that you wanted, invited, or enjoyed the assault. If something happened to you, know that it is not your fault and you are not alone.

Men who were sexually abused as boys or teens may also respond differently than men who were sexually assaulted as adults. The following list includes some of the common experiences shared by men and boys who have survived sexual assault. It is not a complete list, but it may help you to know that other people are having similar experiences:

- Anxiety, depression, post-traumatic stress disorder, flashbacks, and eating disorders
- Avoiding people or places that remind you of the assault or abuse
- Concerns or questions about sexual orientation
- Fear of the worst happening and having a sense of a shortened future
- Feeling like "less of a man" or that you no longer have control over your own body
- Feeling on-edge, being unable to relax, and having difficulty sleeping
- Sense of blame or shame over not being able to stop the assault or abuse, especially if you experienced an erection or ejaculation
- Withdrawal from relationships or friendships and an increased sense of isolation
- Worrying about disclosing for fear of judgment or disbelief



Who are the perpetrators of sexual assault against men and boys? It is quite alarming to know that HIV affected women bully men in New Delhi. In this line, a decade back there was a rumor, the HIV infected liquid was mixed in one of the leading soft drinks.



## **GENDER CLASSIFICATION / IDENTITY:**

Know what? What prompted Gender identity? Some women exhibiting masculinity and some men femininity / coyness / meekness. It so happened that a boy X came to his clinic with the complaints of puberty and menstruation added feminine growth. This study on Agnes inspired Dr.Stoller and his team to come out with the concept of gender identity. Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex at birth or can differ from it. Gender expression typically reflects a person's gender identity, but this is not always the case. While a person may express behaviors, attitudes, and appearances consistent with a particular gender role, such expression may not necessarily reflect their gender identity. The term gender identity was originally coined by Robert J. Stoller in 1964.

### **Transgender identity**

Aye, heard of 'recreational cross dressing'. This in many cases has led to the emergence of trans gender. Myth and archetypal literatures, specially Shakespeare's seven of the plays cite many such personalities.

We too have the habit of bullying our friends with cross gender traits, don't we?



Transgender or the third gender people are classed under LGBT that encompasses Lesbian, gay, bisexual transgenders, whose identity and behavior do not adhere to the stereotypical gender norms. They may be gay, transsexual, transvestite or gender queer. Since time immemorial they have been existing, particularly during the Mahabharatha.



Title vii of the 1964 Civil Rights Act restrains discrimination of employees on the basis of gender identity. (EEOC) HUD's Equal Access Rule as well as Federal Housing Administration ban the discrimination in HUD programs to sanction loans on the basis of gender/ sexual bias.

Title ix of the education amendment act of 1972 bans gender based discrimination in public schools. The ACLU allows the aravan/ hijra/ eunach/ to move in the society freely claiming for their equal right to live; pursue education; own property, etc. In countries like US, single stalled public restrooms are made available. 1969 Supreme Court amendment allows students' right 2014 to change gender without sex reassignment surgery and a constitutional right to register under third gender population. 377 of IPC decriminalized homosexuality-never illegal. Yet there exists homophobia.

LGBTQQIAAP is the acronym assigned to a sex category based on their appearance of external genitalia. These decisions are doled out in a typically binary fashion-The concern of establishing a common public restrooms, introduction of the so called "bathroom bills" in north eastern parts of California in the millennium to certain individuals raked the issue to its greatest. Prior to the founding of LGBT many sanctions have been posed on individuals who identify with a gender that differs from their signed sex. Juxtaposed with cisgender, transgender identity is independent of sexual orientation. Those who undergo sexual reassignment surgery are



often denoted as transsexual. Such interpretations clear off that transgender is not a sin-punishment concept rather a physiological-psychological perspective that needs research. WHO has tried to define it as mental disorder or gender dysphoria. The transgender population comprises about 3% of the US adult population.

**Is gender identity genetic? - Yes, it is. Identical twins for that matter share a trait indicating that there's genetic influence for their identity indeed.**

What genes are responsible? Transgender women tend to have brain structure resembling cisgender women rather than cisgender men- the bed nucleus of the stria terminalis (BSTc) and sexually dimorphic nucleus of transgender women are more similar to those of cisgender women than those of cisgender men suggestive of the general brain structure of these women in line with their gender identity. The research held in 1995 & 2000 examined that BSTc functions in anxiety but is twice larger and densely populated with cells in men compared to women. This sexual dimorphism is pretty robust and also a good marker of a male vs. female brain. Many transgender men and women seemed to consume estrogen and testosterone during their transition including cisgender men and women who were also on hormones not corresponding to their assigned biological sex. The sexually dimorphic nucleus is believed to affect sexual behavior in animals too. Hormone treatment instabilises the function of the brain. The environment\* in the mother's uterus insufficient estrogen in the fetal environment or insensitivity of the fetus insufficiently feminises like the cell phone tower. Homosexuality is the mechanism to 'rectify' the latent feelings, unfulfilled desires, poor parenting or environmental trauma of every sort. In Indian mythology there is a great deal dealt with relevance to some of the epics.



## The tendency to gender bias has multidimensional approach.

- Insecurity feeling
- Cross gender curiosity
- Anxiety due to obesity
- Unethical relationship
- Delinquency, etc.,

## How to inspire gender equality

### GENDER JUSTICE AT WORK

How to promote equality for women in business? Be fair. Value, stimulate and hire different types of teams. In the initial phase of an employee recruitment process, eliminate the name, photo and address from CVs to guarantee impartiality. Promote women. Increasing the number of women in a team of managers by 2.5 percent increases innovation revenue by 1%\* - You had an impressive test performance! Boston Consulting Group study, 2018 Provide (or fight for) equal wages. Support initiatives within your company that promote equal pay for employees with equivalent positions. For every dollar a man receives, a woman earns 70-90 cents\* - "From now on, we will have equal wages for the same positions!" \*\*United Nations, "The World's Women 2015: Trends and Statistics" Support Women. Encourage a safer environment for reporting discrimination, sexual harassment and racism. Assist in the creation of committees empowered to investigate such complaints. Ensure women that this is a safe place where you belong and can trust people. - Do not be afraid to speak up. You will not be exposed or silenced. Provide a comprehensive training. Promote diversity and anti-bias courses for all employees, where offensive jokes or comments can be a form of offence/violence.



# Case Study

## Criminals are not born rather made

Once a businessman was driven past to the countryside. He paused at the toll only to witness a child being dropped in the midway by a family and vanished in the thin air. Not even the mother seated inside the car cared to take a last look at her child. The cab driver who witnessed it took the child to his house instead of taking her to the police station or orphanage. When the boss asked out of curiosity, “that you yourself being poor, how would you entertain another entrant that too the one discarded by her own mother?” The driver took the boss home and showed him his two special children one cramped on arms and limbs and the other, with swollen



head. These are my God given gifts. I don't see any dearth of love or warmth in them. The moment I enter they receive me with a smile that I forget all my worries. And this child would share a morsel and a piece of dress that I've piled for these kids all these days. If I left her on the roadside she would turn a juvenile delinquent fostering prostitution or child labour. I have a meaning and a purpose to live and earn. Rather I don't see any ailment in any of these children. They all are God's Gifts to me". The boss was moved by the incident and realized philanthropic and tenderness of love still existing yet, in the little huts. The Boss himself offered to sponsor for the education of the child.

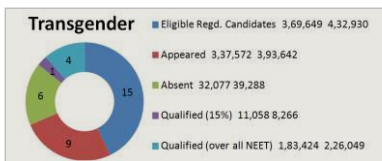


“Aging or physical disability is  
weakness of physique not of mind.  
- Helen Keller”

## LGBT present status

The Literacy rate of transgender has remarkably risen from 44% to 68% as per 2011 census. Madras high court allows right to pursue education, live and compete for any government job as any other individual is encouraged. The Ministry of Social Justice and Empowerment Act provides transgenders reservation to be treated as OBCs and those fall under the SC/ST category should take the benefit of the respective community. A more recent research by Stonewall, U.K., states that challenges of education, employment identity is deprived still. The number of students clearing NEET as per Feb. 2020 newsletter report shows the number increased to thirty. Friends it's high time we biased our perspective with irrelevant vain arguments. Try understand that philanthropic belief is the need of the hour. Know then thyself, that true humanism lies in treating the peer as brethren in the faith of fraternity, equality and liberty. Why delay then, Get boomed up!

Category	Eligible Regd. Candidates	Appeared	Absent	Qualified (15%)	Qualified (over all NEET)
Male	3,69,649	3,37,572	32,077	11,058	1,83,424
Female	4,32,930	3,93,642	39,288	8,266	2,26,049
Transgender	15	9	6	1	4
<b>Total</b>	<b>8,02,594</b>	<b>7,31,223</b>	<b>71,371</b>	<b>19,325</b>	<b>4,09,477</b>





## Art of Sensitising Gender

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- ఆకాశమే హద్దు (Sky is the limit) - by Dr. P.R. Subas Chandran

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