



Certified Gender Equality  
Awareness Professional  
VS-1431

**Vskills Certifications**

Vskills Brochure



# Certified Gender Equality Awareness Professional

## Certification Code VS-1431

Gender Equality has emerged as the solution to historical gender-based inequality at workplaces of denying equal pay or opportunities.

Organizations implementing gender equality, gain organizational reputation and have enhanced ability to retain and attract talented individuals.

International compliances and increased transparency at workplace, has put greater emphasis on companies to implement gender equality.

## Why should one take this certification?

The certification on Gender Equality Awareness, develops and enhances candidate's knowledge and skills in gender equality related issues.

Professionals and students, opting for the course gain knowledge in the upcoming issue, fronting organizations, across the world.

## Who will benefit from taking this certification?

Executives, managers, business leaders and students will gain better understanding of the gender equality related issues and solutions to address them.

## Test Details

- **Duration:** 60 minutes
- **No. of questions:** 50
- **Maximum marks:** 50, Passing marks: 25 (50%)

There is no negative marking in this module.

## Fee Structure

Rs. 3,499/- (Excludes taxes)\*

\*Fees may change without prior notice, please refer <http://www.vskills.in> for updated fees

## Table of Contents

### **1. Introduction to Gender Equality**

- 1.1 Gender Concept and Terminology
- 1.2 Gender and Sex
- 1.3 Gender Dynamics
- 1.4 Gender Roles
- 1.5 Gender Inequality
- 1.6 Sexual Orientation and Gender Identity
- 1.7 LGBT
- 1.8 Gender Based Violence (GBV)/ Violence Against Women (VAW)

### **2. Gender and Society**

- 2.1 History and Current Scenario of Women
- 2.2 Issues Related to Indian Women
- 2.3 Gender Roles in Society
- 2.4 Gender Analysis

### **3. Gender and Organization**

- 3.1 Organizational Gender Bias
- 3.2 Gender Issues in Companies
- 3.3 Gender Mainstreaming
- 3.4 Gender Budgeting
- 3.5 Gender Sensitization
- 3.6 Gender Equality at Workplace

### **4. Gender and Law**

- 4.1 Introduction to Laws Related to Women
- 4.2 Women's Reservation Bill
- 4.3 Indian Constitution
- 4.4 IPC and Legal Provisions
- 4.5 Human and Women's Right
- 4.6 LGBT Rights in India
- 4.7 Section 377

## **5. Sexual Harassment**

What is Sexual Harassment

- 5.1 Evolving Phenomenon of Sexual Harassment and its Forms
- 5.2 Types of Harassers
- 5.3 Causes of Sexual Harassment
- 5.4 Forms of Workplace Sexual Harassment
- 5.5 Financial Consequences
- 5.6 Impact of Sexual Harassment
- 5.7 Principles for Sexual Harassment Determination
- 5.8 Preventive Measures of Sexual Harassment
- 5.9 Strategies for Prevention
- 5.10 Vishaka Guidelines and the Law

## **6. International Interventions**

- 6.1 Gender Inequality Across the Globe
- 6.2 CEDAW
- 6.3 UN Women
- 6.4 Gender Inequality Index
- 6.5 ROE v. Wade
- 6.6 LGBTI Rights

## Sample Questions

1. Which gender role is done by both men and women for pay in cash or kind

- A. Reproductive role
- B. Productive role
- C. Manufacturing role
- D. Labor role

2. Which of the following amounts to sexual harassment

- A. Verbal comments
- B. Obscene or sexually explicit media contact
- C. Physical touching
- D. All of the above

3. Which of the following was decided in Roe vs Wade

- A. Child marriage
- B. Dowry
- C. Sexual Harassment
- D. None of the above

4. Which year did the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, came into force

- A. 2009
- B. 2010
- C. 2011
- D. None of the above

5. What is the minimum number of employees, a company should have, for legally compliance to Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act,

- A. 3
- B. 5
- C. 10
- D. None of the above

**Answers: 1 (B), 2 (B), 3 (D), 4 (D), 5 (C)**

## Certifications

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- Certified Tally 9.0 Professional
- Certified Treasury Market Professional
- Certified Wealth Manager

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- Certified Digital Marketing Master

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- Certified Business Law Analyst
- Certified Corporate Law Analyst

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- Certified Advertising Sales Professional

### ➤ Sales, BPO

- Certified Sales Manager
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Contact us at :

**Vskills**

011-473 44 723 or [info@vskills.in](mailto:info@vskills.in)

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