



# Call for Applications

Residential Certificate Course

## Women+Work

Making it Count

Organized by

Institute of Social Studies Trust, Delhi

November 12– November 20, 2022. Delhi

**Deadline: 7<sup>th</sup> October 2022, 11.59 PM IST**



## How to Apply?

To apply, please complete this online form <https://forms.gle/qtTnuPE5gZFTzpgQ9> by the deadline. For clarifications and queries, write to us at [isstwomen.work@gmail.com](mailto:isstwomen.work@gmail.com)

## Why should you apply for this course?

**Does complex economic data confuse you?**

**Do you wish to have conceptual tools and frameworks to make sense of the complex socio-economic realities of India?**

**Do you struggle with looking at your work from a gendered lens?**

**Do you want to engage with difficult terminologies of the academia vis-a-vis your own experience of the field?**

This course is designed to keep in mind all these needs of any development sector professional. Economy and gender are both elemental to any work that active civil society actors engage with. If you are a development sector professional working in the domains of gender, economy, livelihood, skilling, work, labour rights, gendered data and have direct engagement with women in the grassroots- this course is for you.

**Women and work** is a **contemporary, dynamic, evolving, perspective-building** course developed by ISST. The focus of this course is not on providing information alone but to facilitate a dynamic space for participants to engage in and build their perspective and capacitate them with necessary **perspective, vocabulary and tools** to appropriately frame and approach emerging debates/ discourses on women and work and make informed strategies within their work.





## About the Course:

The impact of the fast-changing economies on individuals and their social and cultural lives is an ongoing query in all development work. The intersectional enquiry of such impact, though, is yet to be brought into the cognizance of civil society. There is a huge gap in the civil society actors' understanding of both 'the gendered aspect of economy' and 'the economic aspect of gender'. As a result, the correlation between social identity and work is experienced but doesn't get reflected in our narratives. Economic data, also often lacks in making sense of India's complex reality- with its deep caste hierarchies and a bewildering array of social locations. There is a need, therefore, to break down and simplify the complex constructs of social identity and work.

This course specifically delves into the domain of the gendered identity of women and their relationship with work. What are womens' work and who is a working woman? Are women indeed declining in the labour force? Or is it poor counting, poor economics, an absence of gender perspectives, or an outcome of all three.

## Objectives and Learning Outcomes:

ISST's nine-day residential course on Women and Work, in its second iteration, is a significant step in the direction of aligning the worlds of gender and work. The main objectives of the course are to-

1. Link research and data with on-ground experiences of women, practitioners and activists.
2. Create structural understanding on women's work to bring forth recognition and visibility.
3. Create linkages between macro structures and micro work locations and equip participants with tools for discernment of the complex relationship between identity and work in diverse settings.

The course will enable participants to,

- Learn about history and landscape of women's work through feminist lens with focus on Indian experience- locating women within the development trajectory.
- Learn How social structures such as patriarchy and Caste have adapted to the changing times and maintained their control and domination in shaping the ideas around work.
- Develop an Understanding of women's work and its linkages/relationship with their bodies. Exploring the presence and absence of body in unpacking women's work.
- Look at care from perspective of both paid and unpaid labour and addressing the questions of choice, identity, agency Unpacking the relationship of providing care and work in women's lives.
- Unpack labour-work dichotomy and the role it plays in in/visiblizing women's work in data and policies. Understanding the role of technology in data mining and its implication on women's work.
- Look at state-market nexus through the informal nature of work.
- Learn about the socio-political habitus which inform women's choices, options and terms of work



## Details of the Course:

Women and Work is a course developed by ISST with an intention to interpret how one understands the trajectory of women's work in the larger discourse of economy. Utilizing a combination of existing research and data, the course will critically question and discuss the presence and absence of women worker in the economy; and offer an overview of critical trends, perspectives frameworks, developments and debates related to women and work. **Indicative areas we will explore are provided below:**

**Identity and Work:** To establish the interrelationship of identity and work, especially in light of socio-economic habitus of women, as one of the core axes around which the course will unfold.

**Feminist Agenda and Historical Trajectories of Women Workers:** To chalk out the history and chronology of events and significant landmarks in the contours of women and work, in order to enlighten the shape that it has in the contemporary times, both globally as well as in India and South Asia.

**Patriarchy and Caste:** To understand the interconnections of caste and patriarchy in creating and reproducing disadvantageous conditions of women as workers. How the two institutions rely on and strengthen each other. How this collaboration extends and reinforces devaluation of women's work in the public sphere from the domestic sphere; how patriarchy and caste produce categories of 'work' and 'non-work', especially for women.

**Embodied Labour: Women's Sexual and Reproductive Labour and possibilities of their Abstraction:** Exploring the relationship between body and work- unpacking embodied labour. Understanding the female body as the central axis of women's labour expressions. Understanding this in terms of - unpaid domestic care work, sex as domestic feminine duty, marital rape, paid sex work, surrogacy, paid polyandry, sexual harassment in work places, sex for work, digital work spaces - especially in a post-pandemic era.

**Care-Framing:** Looking at care from the perspective of both paid and unpaid labour and addressing the questions of choice, identity and agency.

**Gendered Politics of Data:** Understanding how the state produced data contributes to making and keeping women invisible as workers and how it becomes a major stumbling block in the way of getting women their dues and right.

**Framing State and Market Connections with Informality:** To understand the redefined partnership between the state and the market especially in the neoliberal era, which both booms and further invisibilizes the informal sector, where most workers are women.

**Developing the feminine mold:** The session will aim to understand the socio-political habitus which inform women's choices, options and terms of work. As the culminating session, it will underline the logical unity among all the sessions gone by - to establish that the ideological and material spheres of women's immediate and macro environments work in tandem to produce a disadvantageous situation for women as workers.







## What to Expect?

The Residential course will provide an exciting opportunity for participants to learn from their peers and resource persons for the sessions. Through pedagogical tools, readings, lectures, case-study sessions, and group activities, the course will enable participants to:

- De-construct economic terms and cross the barrier of heavy terminologies and connect it with their professional and personal experiences.
- Build a strong intersectional perspective and equip themselves with frameworks and pedagogical tools that would bolster their ability to engage, process and analyse discourses related to women and work.
- Revisit their own work and programmes with new lenses of gender and work; imagine interventions in layered form and abandon unidimensional outcomes.
- Build a network of peer feminist practitioners working in the area of gender and work.
- Explore theoretical frameworks on gender and work.
- Explore further research and advocacy of synchronous projects along with opportunities for collaborative work.

## Dates to remember:

Application Dates : **13 September,2022- 7 October, 2022**

Interviews of shortlisted candidates: **one-going with applications**

Final list of participants: **23<sup>rd</sup> October,2022**

Workshop: **12th November 2022 to 20th November 2022**

## Who can Apply?

You will be considered for the course if you:

- Are a Civil society activist, scholar/researcher or development practitioner from the Global South, working in the area of gender, economy, women's work, gender norm change, data around women, with some form of direct engagement with women at the grassroots.
- Carry the intention of community transformation and are actively thinking of women's work through their work with community and have basic understanding of gender and development discourses.
- Are interested in exploring intersections of gender and economy and their bearings on development, human rights, social justice, gender equality and labor rights.
- Have a basic understanding of the English language. (The course will be transacted in English). **Cost**

***ISST will cover lodging and meals for all participants.*** Organisations nominating team members and individual applicants are encouraged to fund their own travel . A limited number of travel support are available for early-career independent researchers/ grassroots organizations unable to cover travel costs. ***(If travel support is required, please indicate that in the application form.)***



## Venue & Accommodation

The residential course will take place from November 12 to November 20, 2022 in Delhi. All the participants will be provided with rooms on a twin-sharing basis and all the meals will be home-cooked, organic and vegetarian. Participants are expected to arrive no later than November 11, 2022 and stay for the entire duration of the course till November 20, 2022. All participants are required to have vaccination certificate.

***Applications are open until October 7, 2022, 11.59 PM IST.***

## About the Organizer

Over 40 years, Institute of Social Studies Trust (ISST) has been centrally involved in researching, advocating and conceptualizing how women's work can be understood, counted, made visible and transformed through policies and programmes mindful of women's identities and locations. It has worked with the State, organisations, NGOs, donors and research bodies to push for change in policy and praxis from a feminist perspective.

ISST, in its fourth decade, brings together its vast experience and insights, its own history and resources of creating feminist knowledge, and its large network of organisations and academicians to develop a course that will take a dive into the present moment. We look at the reality and the debates we find ourselves in, and frame the question, how do we make women's work count?

