



Resilient India - Disaster Free India



सत्यमेव जयते



IJM

**National Institute of Disaster Management  
(NIDM), Ministry of Home Affairs, Government  
of India**

**In Collaboration with  
International Justice Mission**

**“IMPACT OF PANDEMICS ON MEN AND  
WOMEN”**

**on Wednesday, 16<sup>th</sup> September 2020  
from 12.00 Noon to 2.00pm**

**I. Concept Note: Impact of Pandemics on Men and Women**

Disaster, a serious disruption occurring over a short span or extended period of time that causes extensive loss in people, material possessions, economy and or environment which exceeds the ability of the affected community or society to cope using its own resources or strength. Disaster Management Teams over the years with their perfect mitigation strategies, plans and collaborative work with the locals had effectively tackled issues and situations, ensuring to bring back the normalcy with greater restoration.

This pandemic situation of Covid-19 had brought to us a lot of uncertainties and ambiguity. Men and Women faced and are facing a multi domain effects due to this pandemic- Gender, behavioral, sociological, health related and etc., Many data were analyzed to find that both Men and Women are equally susceptible for corona virus infection and Men were infected more when compared with Women and this they say due to low immunity, exposure without protection, and health issues. Data also reveals that the death toll was high among Men.

Both Men and Women faced unemployment after job losses which brought a lot of financial pressure within the families paving way for increase in domestic violence, harassment and abuse. Women being an unpaid labor at home had to face a lot

leading to plenty of mental health issues. Alcohol withdrawal, fear of Corona infection, being stigmatized, unemployment was said to be key reasons for suicidal deaths during the Pandemic.

In many families, Men are the bread winners and the whole functioning of the family relies on them. Pandemic had toppled all the regular functioning and brought uncertainties leading to anxiety, stress, depression and many more. Many children had lost track of their education as they could not afford for online study platforms. Guilt and inability to contribute had left many individual Men to end their lives.

Oxfam India estimates the economic loss from women losing their jobs during the pandemic at about \$216 billion, knocking off 8% from the country's gross domestic product. Female employment in April was at 61% of the pre-lockdown yearly average; for men it was 71%, Ashwini Deshpande, an economics professor at Ashoka University, wrote in a research paper June 3 and this expected to decrease in the coming days.

As we face relaxed but extended lock down measures, gendered norms are not in consideration. Social distancing coupled with quarantine, has exposed women to potential perpetrators and abusive intimate partners mostly their spouse. Government had taken initiatives to counter this issue but still many cases go unreported on lie within the four walls of the family.

This webinar will focus on “Impact of Pandemics on Men and Women”. Eminent speakers with wealth of knowledge and experience at field level will be speaking on the topic and be giving practical, workable solutions for the participants. The learnings, recommendations will be compiled for future implementations.

## **II. RESOURCE PERSON:**

### **Commander Ashok VM Kumar**

Commander Ashok is a former Naval officer an alumnus of the 94<sup>th</sup> National Defence Academy, who has had a decorated career with the armed forces where he commanded warships, led highly sensitive trans-national missions of the highest order amongst other distinguished roles. During the course of his naval career, he has held positions with the Navy, Coastguard, Marine Police Force and Naval Police Investigations and provided security for vital national assets. He has also trained officers at the Indian Naval Academy and was instrumental in setting up a key Marine Police Station to combat human trafficking by sea.

Cdr. Ashok has been fighting human and trafficking crime syndicates for the past few years and has been directly involved in the rescue of over 3600 women and children from the bondage of human slavery in the last three years alone working with about 10 states in India in collaboration with Police and Judiciary. Cdr. Ashok is currently serving many organizations as a Senior Consultant for human trafficking issues, including IJM.

### **Awards**

- (a) Chief of the Naval Staff Meritorious Commendation.
- (b) Director General Indian Coast Guard Meritorious Medal for saving maximum lives at sea
- (c) Flag Officer Commanding-in-Chief Commendation for saving lives on a burning vessel

**Positions Held, In Brief:**

- Commissioned Naval Officer with a decorated career for 24 years + as part of the National Security
- Head – Naval Police (Provost) Marshal/Officer Commanding Defence Security Corps of many Indian Naval and National Vital assets and points
- Chief Security officer Visakhapatnam Airport
- Navigating Officer, Gunnery Officer, Regulating Officer and Signal Communication Officer and Cryptographic Officer and Missile Specialist and expert in Search and Rescue at sea.
- Vertical Director Investigation and Legal as Anti-Human Trafficking Specialist, Justice and care
- Regional Director, Investigation & Law Enforcement Development- International Justice Mission

**Ms. Merlin Freeda Director of Operations, International Justice Mission Chennai**

Merlin oversees the functionality and smooth operations of the IJM Chennai field office. She mentors the leadership team and ensures that the organization's program goals are achieved. Merlin is responsible for a team of 80 staff singularly focused on providing expert training and consultation to various stakeholders across Tamil Nadu to effectively tackle the issue of bonded labour and human trafficking.

Merlin joined IJM in 2011 after serving as the Deputy Director at Help Age for 7 years. Prior to HelpAge, Merlin worked as a News Anchor in Doordarshan, the government television channel for 8 years. She holds a B.Sc. degree in Zoology from Women's Christian College and M.Phil. in Political science from Presidency College.

As part of her achievements at IJM Chennai, she led the Community Engagement team to success, mobilizing hundreds of stakeholders and civil society partners to take part in system reform efforts. Under her leadership, the Chennai team has made important contributions to support the government including the launch of Tamil Nadu's first State Action Plan and Standard Operating Procedures to address bonded labour. Through the team's efforts, over 50 NGOs have joined the Shout for Freedom Coalition to address the issue and 1,500 survivors have been empowered through the Rescued Bonded Labourers Association (RBLA).

**Smt. Debashmita Chattopadhyay Banerjee**

Smt. Debashmita Chattopadhyay Banerjee belongs to the 2012 Civil service examination batch. She has been previously posted at Mumbai and Bihar and is

presently serving as the Divisional Security Commissioner of RPF in Bengaluru, Karnataka.

She has been awarded with seven commendations from Director General in her seven years service for her various mass scale human impact and technology driven initiatives in Mumbai, Maharashtra and Karnataka which includes "Operation Nanhe Faristeh" under which dedicated anti human trafficking teams were formed and over 2600 children and women were saved from the clutches of human trafficking in the past two years.

She has been awarded with the National award by Ministry of Railways and the SMART Policing award by Federation of Indian Chambers and Commerce (FICCI). During the covid related lockdown and massive movement of migrant guest workers from Bengaluru to various parts of the country an Operation called Operation Khushi was launched in collaboration with IJM where during the movement of over 2.5 lakhs migrants who moved through the trains , under Operation Khushi food packets , water bottles, footwears were provided to the adults and activity booklets, crayons and toys to the children of the guest workers travelling from Bengaluru.

She is an avid speaker on human trafficking, child rescue initiatives of RPF and Role of Railways and delivered lectures in various organizations including Sardar Vallabh bhai Patel, National Police Academy Hyderabad, Maharashtra Police Academy, Nasik among others.

### III. WEBINAR SCHEDULE

<b>TIME</b>	<b>KEY POINTS</b>	<b>SPEAKERS/ PANELLIST</b>
11.30am – 11. 45am	Panellist Audio, Video checks	Panellists, Moderators, tech support
12.00pm – 12. 05pm (5min)	Welcome the participants and invite the Dignitary to deliver Opening Remarks	<b>Mary Sebastian</b> Senior Lead – Strategic Partnerships, South Asia Partnerships, IJM
12.05 pm – 12.10 pm (5min)	Opening Remark	<b>Saptarshi Biswas</b> Head, Legal Solutions, International Justice Mission, Kolkata
12.10 pm – 12. 15 pm (5 Min)	Response to Opening Remark and invite the Dignitary to deliver the Key-Note Address	<b>Mary Sebastian</b> Senior Lead – Strategic Partnerships, South Asia Partnerships, IJM
12.15 pm – 12. 25 pm (5min)	Key-Note Address	<b>Major General Manoj Kumar Bindal</b> Executive Director,

		National Institute of Disaster Management (NIDM)
12.25 pm – 12.30 pm (5min)	Moderator response to the Keynote Address and Introduce the First Speaker:	<b>Mary Sebastian</b> Senior Lead – Strategic Partnerships, South Asia Partnerships, IJM
12.30 pm – 12.50 pm (20min)	Impact of Pandemics on Women	<b>Ms. Merlin Freeda,</b> Director of Operations, International Justice Mission
12.50 pm – 12.55 pm (5min)	Moderator response to the speaker and Introduce the Second Speaker:	<b>Mary Sebastian</b> Senior Lead – Strategic Partnerships, South Asia Partnerships, IJM
12.55 pm – 01.15 pm (20min)	Impact of Pandemics on Children and Women – Experience from Railways	<b>Ms. Debashmita Chattopadhyay</b> Divisional Security Commissioner, Railway Protection Force, Bangalore
01.15 pm – 01.20pm (5min)	Moderator response and Introduce the third speaker:	<b>Mary Sebastian</b> Senior Lead – Strategic Partnerships, South Asia Partnerships, IJM
01.20 pm – 01. 40 pm (20min)	Impact of Pandemics on Men	<b>Commander Ashok VM Kumar</b> Former Indian Navy Officer Regional Director, South Asia International Justice Mission
01.40 pm – 02.00 pm (15min)	Moderator Response to the speakers and open the floor for Q & A and Vote of Thanks.	<b>Mary Sebastian</b> Senior Lead – Strategic Partnerships, South Asia Partnerships, IJM

## IV. Banner



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**IJM**

**National Institute of Disaster Management (NIDM),  
Ministry of Home Affairs, Government of India**  
in collaboration With  
**International Justice Mission (IJM)**  
invites you to a National Webinar on

**IMPACT OF PANDEMICS  
ON MEN AND WOMEN**

16<sup>th</sup> September 2020 | 12.00 noon to 02.00PM (IST)

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**Keynote Address:**  
Major General Manoj Kumar Bindal  
Executive Director,  
National Institute of Disaster Management (NIDM)

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**Opening Remark:**  
Saptarshi Biswas  
Head, Legal Solutions,  
International Justice Mission, Kolkata

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**Speakers**

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**Commander Ashok VM Kumar**  
Former Indian Navy Officer  
Regional Director, South Asia  
International Justice Mission

**Ms. Debashmita Chattopadhyay**  
Divisional Security Commissioner,  
Railway Protection Force, Bangalore

**Mrs. Merlin Freeda,**  
Director of Operations,  
International Justice Mission

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**Moderator:**  
Mary Sebastian  
Senior Lead - Strategic  
Partnerships,  
South Asia Partnerships, IJM

**Webinar Co-ordinators:**  
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Assistant Professor,  
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Government of India.

**Mr. Solomon Antony**  
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 Registration is free  
Please click the Zoom Link  
[https://ijm.zoom.us/join/register/WN\\_6PW1K1Za5917-1FKHKQxgQ](https://ijm.zoom.us/join/register/WN_6PW1K1Za5917-1FKHKQxgQ)

 All the participants will be awarded e-certificates

Number

of

Participants:

515

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**VI. Webinar Pictures**

**Welcome Address – Dr. Devasitham**



**Moderator – Mary Sabastian**



## **Opening Remarks**



## **Inauguration and Keynote Address**



**Speaker 1:**



**Speaker 2:**



Speaker 3:



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## VII. Key Take Away:

Take away:

1. Need to build a robust gender specific database, effective coordination between state and center, policy formation to be gender equal, and gender sensitive Post Traumatic Stress Disorder counter services to be planned and executed.
2. As an outcome of this pandemic, Men lost confidence, self-esteem, jobs, many are working in the mercy of others. There is a large amount of pressure among men specifically in the families where the men are the bread winners.
3. There are victims infected by corona virus and affected by corona virus. Gender equality must be the center of response to covid 19, empower women, gender equal representation in covid 19 response planning and decision making, and prioritize information and services on sexual and reproductive health. Prioritize social protection and economic empowerment.
4. Young girls are now forced to play the role of caretaker of their younger siblings which may result in school dropout. Parents may prioritize providing education to their son instead of their daughter. Although the effect of the pandemic looks equal but women are at the receiving end of higher level of

vulnerabilities in all spheres. Social development that is usually propelled by a child's interaction is now largely affected.

5. Infectious diseases affect women & men differently as their roles were primarily different. Men spread infection due to travel while women nursed them after infection and consequently they also get infected.
6. As an outcome of Spanish flu, the single mothers, widows received support from the Government through social security benefits which needs to be continued now.
7. The disruptive effects of these responsibilities on women's empowerment are well documented. Excessive amounts of unpaid care work impacts on women's ability to gain formal employment and affects women's health. As ILO calls it as Job quality penalty, an increase likelihood that women will be in low quality work.
8. 1 in 6 women had experienced sexual or physical violence at the hands of their partner before pandemic and now there is an increased risk of gender violence both at home and work space.
9. Drive transformative change for equality by addressing the care economy, both the paid and unpaid sectors. Target women and girls in all effects to address the socio economic impact of covid and it is important to apply an intentional gender lens to the design of fiscal stimulus packages and social assistance program to achieve greater equality and social protection.
10. Collaborative efforts by Government and CSOs will assuredly result in lessening the effects of covid on women and also quicken the process of coming out of vulnerable situation.
11. Process of migration needs to be understood deeply and ensure migrations happen safe and Government prioritize to install One stop kiosks for migrants to find answers, guidance for their queries at railway stations.
12. All are not in the same platform when receiving the communication. Government has to take steps to ensure precise information to all citizens. Need to work on the migration issue. The concept of ideal wage for laborers is an area for the Government to look at.