



GENDER JUSTICE AND WORKPLACE SECURITY

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INTENDED AUDIENCE :

- * Law
- * Humanities & Social Sciences
- * Also of general interest and benefit for all students including Engineering and Science

INDUSTRY SUPPORT: Some aspects of this course is of key interest to companies since they are statutorily required to set up Internal Complaints Committee on Sexual Harassment and enumerate internal procedures for the same.

COURSE OUTLINE :

The issue of gender justice has been a matter of discussion and deliberation, both at the international and national levels. With the increased participation of women in all walks of life, particularly at the workplace and the breaking of hitherto social, political and religious gender barriers, the issue has assumed significance and become subject- matter of debate at all levels including law. Today, women are donning multiple roles, apart from being a homemaker- they are working as top executives in MNCs, working as legislators in State and Central legislatures, working as educators in the education sector, etc. While the changed societal matrix & perception and economic globalization have made way for the increased participation of women, the concern over the free play of discriminatory attitudes and prejudicial mindsets often pose challenges to women and targets of multi-facet retaliations and disincentives. The incident of Nirbhaya in the Capital of the Nation not only exhibits how such treatment is basically an anathema to the concept of gender justice but also exposes the barbaric mindset annihilating the values of basic civilization. The days of yore when women were treated as fragile, feeble, dependent and subordinate to men, should be a matter of history. The course is aimed at acquainting the participants with the concept of gender justice. From the arena of Constitutional guarantees to criminal law to laws ensuring safety at the workplace, specifically sexual harassment, the course will focus on an understanding the laws, its procedural intricacies and judicial decisions aimed at strengthening the position of women in society.

ABOUT INSTRUCTOR :

Prof. Dipa Dube has been pursuing her career as an academic for over a decade. Having completed her LL.M. and Ph.D from the Universities of Pune and Calcutta, Dr. Dube has been involved in teaching courses in Criminal Laws, Criminology, Penology, Evidence etc. in reputed Institutes of India such as NUJS, Kolkata and NLU Jodhpur. Presently, she is working as an Associate Professor at the Rajiv Gandhi School of Intellectual Property Law, IIT Kharagpur. She has many books and articles to her credit. She has attended several National and International Conferences and delivered lectures on invitation at various national institutions including State Judicial Academy. She has also undertaken research projects in diverse areas of criminal law, disability, gender justice etc. funded by Government agencies.

COURSE PLAN :

- Week 01 :** Introduction to Gender Justice- Notion and Significance
- Week 02 :** International and Constitutional Perspectives on Gender Equality
- Week 03 :** Protection of Women at Workplace
- Week 04 :** Gender Violence- Within and Beyond