

BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH  
BHARATH INSTITUTE OF LAW

Ref No: BIL/GC/VAC/04/2018

Date: 22/01/2018

**CIRCULAR**

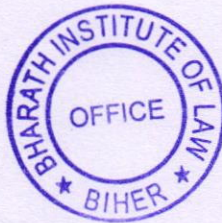
This is to inform that Bharath Institute of Law is conducting a course on “**GENDER JUSTICE AND WORKPLACE SECURITY**”. This course commences from 1<sup>st</sup> February 2018. The course comprises of 31 hours of lecture and practical classes. The timetable for the course is hereby attached. Interested students can get the registration form from the office and submit the same on or before 30<sup>th</sup> January 2018.

The following members will be handling the course

S.NO	NAME OF INSTRUCTOR	DESIGNATION
1.	Mr. M. Bharath Venkatesh	Advocate, High Court, Madras
2.	B.SIVAPRASAD	Assistant Professor

Copy to

1. All department HOD'S
2. All classes
3. Notice Board
4. Course Instructors



*J. Gajendra Raj*  
**DEAN-LAW**  
Prof. (Dr.) S. GAJENDRA RAJ, Ph.D.(Law),L.L.D.(Law),  
Dean -Law  
Bharath Institute of Law  
**Bharath Institute of Higher Education & Research**  
(Declared as Deemed to be University U/S 3 of UGC Act.1956)  
Selaiyur, Chennai-600 073. INDIA



**BHARATH INSTITUTE  
OF HIGHER  
EDUCATION AND  
RESEARCH**



Organised By  
Bharath Institute of Law  
Chennai



COURSE ON

Date: 01/02/2018

NO Registration Fees

# **GENDER JUSTICE AND WORK PLACE SECURITY**

- Basics of Gender justice
- Workplace security
- Prevention of sexual harassment



BHARATH INSTITUTE OF HIGHER EDUCATION AND  
BHARATH INSTITUTE OF LAW

GENDER JUSTICE AND WORKPLACE SECURITY

Schedule of Sessions

Total Number of Hours: 31

Total Sessions -5

SESSION	DATE	DAY	TIME	TOTAL HOURS
Inaugural	01-02-2018	Wednesday	3.20 Pm to 4.20 Pm	1
Session-1	04-02-2018	Saturday	9.00Am to 4.20 Pm	6
Session-2	11-02-2018	Saturday	9.00Am to 4.20 Pm	6
Session-3	18-02-2018	Saturday	9.00Am to 4.20 Pm	6
Session-4	25-02-2018	Saturday	9.00Am to 4.20 Pm	6
Session-5	04-03-2018	Saturday	9.00Am to 4.20 Pm	6
Total Duration				31



## **GENDER JUSTICE AND WORKPLACE SECURITY**

### **COURSE LAYOUT**

**Course Objective:** 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.

#### **Module 1: Introduction to Gender Justice-**

Notion and Significance What is Gender justice o Notions of sex and gender o Deconstructing Man', Woman', Other' o Private-public dichotomy • Women in ancient, medieval and modern India: An overview • Current status of women:- Indicators of status: Difference in - likelihood of survival; female foeticide, assigned human worth; and control over property, valued goods and services, working conditions, knowledge and information, political processes, symbolic representation, one's body, daily lifestyles, reproductive processes • Gender Justice in India: An overview

#### **Module 2: International and Constitutional Perspectives on Gender Equality**

Understanding doctrines: Personal is political, Public private dichotomy • Debate on the Uniform Civil Code • 'The Supreme Court, Media and the UCC Debate' in Religion, Power & Violence: Expression of Politics in workplace • 'Misuse of law' by women • Substantive and procedural justice; Preamble • Political Rights, Economic Rights and Social Justice • Fundamental Rights • Equality, Right to Livelihood, Right to Live with Dignity, Right against Exploitation • Directive Principles of State Policy • Equal Justice and Free Legal aid, Provision for Just and Humane Conditions of Work and Maternity Relief, Uniform Civil Code, • Fundamental Duties- Art. -51-A[e]•Women's Representation in Local Bodies

#### **Module3: Protection of Women at Workplace**

Law to prevent sexual harassment at the workplace The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013



#### **Module 4: Gender Violence- Within and Beyond**

Indian Penal Code 1860 → Rape Laws → Adultery • Immoral Traffic Prevention Act 1956 read with section 370 IPC • Indecent Representation of Women (Prohibition) Act, 1986

#### **Essential Readings:**

1. Carol Pateman, 'Feminist Critique of the Public and Private' in FEMINISM AND EQUALITY 103-123 (A Phillips (ed.)
2. Flavia Agnes, Law, Justice and Gender: Family Law and Constitutional Provisions in India, (Oxford University Press 2011), Chapter 2: Constitutional Claims and Gender Justice.
3. Flavia Agnes, 'Conjugality, Property, Morality and Maintenance' in Women and Law Critical Feminist Perspectives 32-58 (Kalpana Kannabiran ed., Sage Publications 2014)

#### **Recommended Readings:**

1. Saptarshi Mandal, 'Do Personal Laws Get Their Authority from Religion or the State – Revisiting Constitutional Status', in Economic & Political Weekly, Vol. 51, Issue No. 50, Dec. 10, 2016
2. LOTIKA SARKAR, WOMEN AND THE LAW (undated), available at <http://feministlawarchives.pldindia.org/wpcontent/uploads/33.pdf>



**COURSE ON GENDER JUSTICE AND WORKPLACE PROTECTION**

**SCHEDULE**

DATE	9:00AM to 10:00AM	10:00AM to 11:00AM		11:20AM to 12:20PM	12:20PM to 1:20PM		02:20PM to 03:20PM	03:20PM to 04:20PM
1-Feb-18			BREAK (11:00 AM to 11:20AM)			LUNCH (1:20 PM to 2:00PM)		Inauguration
4-Feb-18	Gender justice overview	Debate on the Uniform Civil Code		Essentials of law	Equality, Right to Livelihood,		Equal Justice and Free Legal aid,	and Humane Conditions of Work
11-Feb-18	Rape Laws	Immoral Traffic Prevention Act 1956		female foeticide	Misuse of law' by women		Current status of women	Directive Principles of State Policy
18-Feb-18	Role Play	Substantive and procedural justice		Preamble	Indecent Representation of Women (Prohibition) Act, 1986		Women's Represe	women's right in society
25-Feb-18	Maternity Relief	Rights of women		Expression of Politics in workplace	Right to Live with Dignity		Right against Exploitation	Private-public dichotomy
4-Mar-18	Notions of sex and gender	valueof goods and services		Fundamental Duties- Art. -51-A	The Supreme Court, Media and the UCC Debate'		Political Rights, Economic Social Justice	Valedictory



Course Name		Gender Justice And Workplace Security	
Date of Introduction		1-Mar-18	
No of Students Enrolled		43	
S.No	Register No	Student Name	Course
1	U16DL016	GEETHA P	LLB., (Hons.)
2	U16DL022	KOHILAVANI E	LLB., (Hons.)
3	U16DL028	RAJALAKSHMI P	LLB., (Hons.)
4	U16DL034	SUGANRAJAN S	LLB., (Hons.)
5	U16DL082	NARAYANA RAO D	LLB., (Hons.)
6	U16DL088	SUGANRAJA M	LLB., (Hons.)
7	U16DL094	VIJAYAKUMAR T	LLB., (Hons.)
8	U16DL100	SHANTHI M C	LLB., (Hons.)
9	U16DL106	THIYAGARAJAN B	LLB., (Hons.)
10	U17DL044	PRIYADHARSHINI N	LLB., (Hons.)
11	U17DL050	SANJAI KUMAR J	LLB., (Hons.)
12	U17DL057	SHAKILA K	LLB., (Hons.)
13	U17DL065	SUGANYA SANKARI C	LLB., (Hons.)
14	U17DL077	YASAR ARAFET A	LLB., (Hons.)
15	U17DL083	THENDRAL S	LLB., (Hons.)
16	U17DL090	ASHOK A	LLB., (Hons.)
17	U17DL096	VINOTH K	LLB., (Hons.)
18	U17DL104	NAVEENHA DEVI S	LLB., (Hons.)
19	U17DL110	SHEIK SIKKANDAR TARIQ K	LLB., (Hons.)
20	U17DL116	UMA MAHESHWARI V	LLB., (Hons.)
21	U17DL122	MURUGAN V	LLB., (Hons.)
22	U17DL128	ANIRUDH GUPTA	LLB., (Hons.)
23	U17BL065	AKASH R	B.BA.,L.LB(Hons.)
24	U17BL072	CAROLIN BERCY M A	B.BA.,L.LB(Hons.)



S.No	Register No	Student Name	Course
25	U17BL079	JAGADEESH N P	B.BA.,L.LB(Hons.)
26	U17BL118	MADHUMITHA N	B.BA.,L.LB(Hons.)
27	U17BL004	ABISHEK JERROLD S	B.BA.,L.LB(Hons.)
28	U17BL038	SHAMINE SAMUVEL A	B.BA.,L.LB(Hons.)
29	U17BL044	VINAY DATTA G	B.BA.,L.LB(Hons.)
30	U17BL050	KAVIRAJAN S	B.BA.,L.LB(Hons.)
31	U17BL057	SHANTHAMOORTHY S	B.BA.,L.LB(Hons.)
32	U17BL075	DHEERKADARSHINI D	B.BA.,L.LB(Hons.)
33	U16BL004	ARUN PANDIAN P G	B.BA.,L.LB(Hons.)
34	U16BL011	NALLASELVAMANI B	B.BA.,L.LB(Hons.)
35	U16BL017	SAAIKUMAR C	B.BA.,L.LB(Hons.)
36	U16BL023	SURIYA G R	B.BA.,L.LB(Hons.)
37	U16BL029	SUSHMITHA V	B.BA.,L.LB(Hons.)
38	U16BL035	MARUDHU PANDIAN R	B.BA.,L.LB(Hons.)
39	U16CL004	VIJAYALAKSHMI B	B.Com.,L.LB(Hons.)
40	U17CL006	ASHWATH H	B.Com.,L.LB(Hons.)
41	U17CL012	ELIZABETH E	B.Com.,L.LB(Hons.)
42	U17CL048	SRIKANTH R	B.Com.,L.LB(Hons.)
43	U17CL055	VISHALI M	B.Com.,L.LB(Hons.)





**BHARATH INSTITUTE OF LAW**  
**BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH**  
173, Agharam Road, Selaiyur, Chennai - 600 073



This certificate is awarded to

**Ms. P. Rajalakshmi**

of

Bharath Institute of Law, Chennai

for successfully completing the introductory course on  
**Gender Justice and Work Place Security**

with a consolidated score of 75%. The course was conducted from  
01<sup>st</sup> February, 2018 to 04<sup>th</sup> March, 2018

*B. Sivaprasad*

Mr. B. Sivaprasad  
Course Co-ordinator

*J. Gajendraraj*

Prof. Dr. S. Gajendraraj  
Dean-Law



**BHARATH INSTITUTE OF LAW**  
(BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH)  
173, Agharam Road, Selaiyur, Chennai – 600 073

**Course Feedback Form**

Course Title : Gender Justice and workplace security

Date From : 01-02-2018 Date to : 09-03-2018 Venue : Bharath Institute of Law

Please fill the short questionnaire to make the course better.

Occupation : Student  
Your Organization Name : Bharath Institute of Law  
Your Highest Qualifications : UG Degree (B.com)

Please respond below with 1, 2, 3, 4 or 5, where 1 and 5 are explained.

**THE DESIGN OF THE COURSE**

- |  |                      |                                  |
|--|----------------------|----------------------------------|
| A. Were objectives of the course clear to you?           | Yes / No             | <input type="text" value="yes"/> |
| B. The course contents met with your expectations        |                      |                                  |
| 1. Strongly disagree                                     | 5. Strongly agree    | <input type="text" value="4"/>   |
| C. The lecture sequence was well planned                 |                      |                                  |
| 1. Strongly disagree                                     | 5. Strongly agree    | <input type="text" value="4"/>   |
| D. The contents were illustrated with                    |                      |                                  |
| 1. Too few examples                                      | 5. Adequate examples | <input type="text" value="5"/>   |
| E. The level of the course was                           |                      |                                  |
| 1. Too low   | 5. Too high          | <input type="text" value="3"/>   |
| F. The course contents compared with your expectations   |                      |                                  |
| 1. Too theoretical                                       | 5. Too empirical     | <input type="text" value="3"/>   |
| G. The course exposed you to new knowledge and practices |                      |                                  |
| 1. Strongly disagree                                     | 5. Strongly agree    | <input type="text" value="5"/>   |
| H. Will you recommend this course to your colleagues?    |                      |                                  |
| 1. Not at all  | 5. Very strongly     | <input type="text" value="4"/>   |

**THE CONDUCT OF THE COURSE**

- |  |                   |                                |
|--|-------------------|--------------------------------|
| A. The lectures were clear and easy to understand          |                   |                                |
| 1. Strongly disagree                                       | 5. Strongly agree | <input type="text" value="5"/> |
| B. The teaching aids were effectively used                 |                   |                                |
| 1. Strongly disagree                                       | 5. Strongly agree | <input type="text" value="4"/> |
| C. The course material handed out was adequate             |                   |                                |
| 1. Strongly disagree                                       | 5. Strongly agree | <input type="text" value="4"/> |
| D. The instructors encouraged interaction and were helpful |                   |                                |
| 1. Strongly disagree                                       | 5. Strongly agree | <input type="text" value="4"/> |



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173, Agharam Road, Selaiyur, Chennai – 600 073

**Course Feedback Form**

Course Title : Gender Justice & Workplace Security

Date From : 21/02/2018 Date to : 07/03/2018 Venue : Bharath Institute of Law

Please fill the short questionnaire to make the course better.

Occupation : Student  
Your Organization Name : Bharath Institute of Law  
Your Highest Qualifications : +2

Please respond below with 1, 2, 3, 4 or 5, where 1 and 5 are explained.

**THE DESIGN OF THE COURSE**

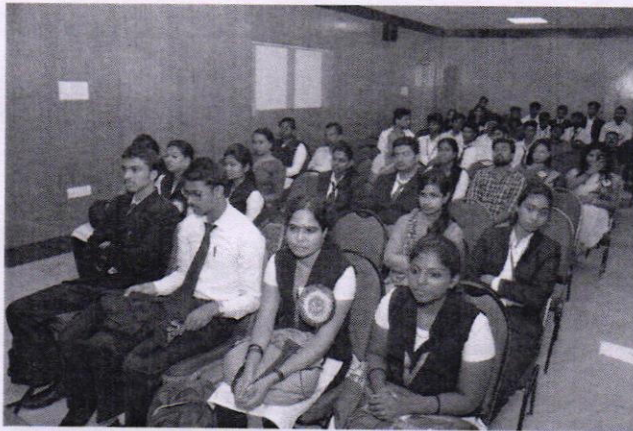
- A. Were objectives of the course clear to you? Yes / No  Yes  No YES
- B. The course contents met with your expectations  
1. Strongly disagree 5. Strongly agree 5
- C. The lecture sequence was well planned  
1. Strongly disagree 5. Strongly agree 4
- D. The contents were illustrated with  
1. Too few examples 5. Adequate examples 5
- E. The level of the course was  
1. Too low 5. Too high 4
- F. The course contents compared with your expectations  
1. Too theoretical 5. Too empirical 4
- G. The course exposed you to new knowledge and practices  
1. Strongly disagree 5. Strongly agree 4
- H. Will you recommend this course to your colleagues?  
1. Not at all 5. Very strongly 5

**THE CONDUCT OF THE COURSE**

- A. The lectures were clear and easy to understand  
1. Strongly disagree 5. Strongly agree 5
- B. The teaching aids were effectively used  
1. Strongly disagree 5. Strongly agree 4
- C. The course material handed out was adequate  
1. Strongly disagree 5. Strongly agree 4
- D. The instructors encouraged interaction and were helpful  
1. Strongly disagree 5. Strongly agree 5



**COURSE ON GENDER JUSTICE AND WORK PLACE SECURITY  
STUDENTS' PARTICIPATION**



Course on '**GENDER JUSTICE AND WORK PLACE SECURITY**' was organized and conducted by the Bharath Institute of Law for the benefit of law students from 01<sup>st</sup> February, 2018 to 4<sup>th</sup> March, 2018. Totally 43 students attended this course.

The following resource persons conducted the course:

- Mr .Bharath Venkatash, Advocate, High Court of Madras, Chennai
- Mr.B. Sivaprasad, Assistant Professor, Bharath Institute of Law.

*B Sivaprasad*  
**COURSE COORDINATOR**