

Readings for Module 1

Workplace Sexual Harassment- The Way Things Are

By: Naina Kapur

Abstract: Sixteen years after the landmark Vishaka case judgment of the Supreme Court, the government introduced in the Lok Sabha in September 2012 a defective Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill. The Act, as it stands, has failed to draw on the extensive research on sexual harassment that has been done in this country and elsewhere. Further, its inaccurate phrasing of workplace sexual harassment and mismatches between subheadings and content of the text eclipses the most common forms of workplace sexual harassment.

Link: <http://www.epw.in/commentary/workplace-sexual-harassment.html>

The workplace is still gender-unequal

By: Padmini Swaminathan

Abstract: An examination of the Minimum Wages and Maternity Benefit Acts establishes that extending the coverage and scope of such legislation will make only a marginal difference to women's conditions at work. In fact, while ostensibly addressing labour market inequalities, the state has actually contributed to reinforcing gender-based discrimination in the work arena

Link: <http://infochangeindia.org/agenda/gender-bias/the-workplace-is-still-gender-unequal.html>

The resilience of patriarchy

By Pamela Philipose

Abstract: Despite an active women's movement and social and political recognition of the problem, discrimination continues to mark every stage in a woman's life, and patriarchy is becoming further entrenched. The sex ratio at the start of the 20th century was far more equal than it is today, violence against women is manifesting itself in newer forms, and the oppression of socially excluded women is taking on brutal contours

Link: <http://infochangeindia.org/agenda/gender-bias/the-resilience-of-patriarchy.html>