

## **Readings for Module 2**

### **Sexual Harassment in the workplace: Experiences of women in the health sector**

**By: Paramita Chaudhuri**

**Abstract:** In 1997, the Supreme Court of India, for the first time, recognised sexual harassment at the workplace as a violation of human rights. While a significant number of women are in the workforce, little is known about the extent to which, sexual harassment persists in the workplace, the kinds of actions that are taken when it occurs and whether working women are even aware of this judgment. This study explores the context of sexual harassment of women in the health sector in Kolkata, West Bengal. Specifically, it explores women's perceptions of the occurrence of sexual harassment in hospital settings, and probes women's own experiences of sexual harassment and incidents of sexual harassment in the hospital environment about which women are aware.

Link: [http://www.popcouncil.org/pdfs/wp/India\\_HPIF/001.pdf](http://www.popcouncil.org/pdfs/wp/India_HPIF/001.pdf)

### **Vishaka Guidelines against Sexual Harassment at Workplace**

**Abstract:** In 1997, Hon'ble Supreme Court in the Vishaka and Others Vs. State of Rajasthan and Others (JT 1997 (7) SC 384) laid down guidelines and norms pending formal legislation, for dealing with sexual harassment of women at the workplace.

Link: <http://www.iitb.ac.in/WomensCell/data/Vishaka-Guidelines.pdf>

**The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**

**Published in: The Gazette of India, Extraordinary (No.181, New Delhi, Tuesday, April 23, 2013/Vaisakha 3, 1935 (SAKA))**

**Abstract:** The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work. It was passed by the Lok Sabha (the lower house of the Indian Parliament) on 3 September 2012. It was passed by the Rajya Sabha (the upper house of the Indian Parliament) on 26 February 2013. The Bill received presidential assent on 23 April 2013.

Link: <http://wcd.nic.in/wcdact/womenactsex.pdf>