

**Course: Open Elective  
Women and Law**

<b>Semester: I</b>	<b>Credits: 2</b>	<b>Subject Code: OE2-12307</b>	<b>Lectures: 30</b>
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**Course Outcomes:**

At the end of this course, the learner will be able to:

- CO1 – Recall the provisions of the Acts for ensuring gender parity at workplace at the national and international level
- CO2 – Understand and recognize the provisions of the Acts for ensuring gender parity at workplace at the national and international level
- CO3 - Interpret the provisions of the Equal Remuneration Act, Sexual Harassment of Women at Workplace Act and the Indecent Representation of Women (Prohibition) Act with respect to prevention of discrimination against women and ensure dignity of labour
- CO4 – Analyze the provisions of the Equal Remuneration Act, Sexual Harassment of Women at Workplace Act and the Indecent Representation of Women (Prohibition) Act with respect to prevention of discrimination against women and ensure dignity of labour

<b>Unit 1: Gender Parity at Workplace</b>	<b>15</b>
<ul style="list-style-type: none"><li>● Constitutional Rights of Women - Article 14, 15, 16 and 21</li><li>● International Labour Organisation - Genesis</li><li>● Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) - Rationale, Concept of Discrimination Against Women, Discrimination of Women in Employment</li><li>● Sustainable Development Goal 5 (SDG 5) - Equality and non-discrimination on the basis of sex</li><li>● Equal Remuneration Act, 1976-Genesis, Definitions – Remuneration, Same Work or Work of a Similar Nature, Worker; Salient features of the Act, Provisions of the Act, Duties of the Employer, Inspectors, Offences and Penalties</li><li>● Assignment: Analysis of Case Laws related to Equal Remuneration Act</li></ul>	



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<b>Unit 2: Social Protection at Workplace</b>	15
<ul style="list-style-type: none"> <li>• The Indecent Representation of Women (Prohibition) Act, 1986 – Genesis, Definitions-Advertisement, Distribution, Indecent Representation of Women, Label, Package, Provisions of the Act</li> <li>• Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Introduction, Bhanwari Devi Case and Vishakha Guidelines</li> <li>• Definitions under the Act: Workplace, Sexual Harassment at Workplace, Aggrieved Woman, Employer; Forms of Workplace Sexual Harassment, Impact of Sexual Harassment at Workplace</li> <li>• Prevention and Prohibition - Internal Committee and Local Complaints Committee: Constitution and Functions; Duties of the Employer; Redressal-Sexual Harassment Complaint Process</li> <li>• Indian Penal Code (IPC), 1860 – Sections 375 and 376, Section 354, Section 509</li> <li>• Assignment/Activity: Case Study Analysis - Creating caselets and videos on Sexual Harassment of Women at Workplace and Indecent Representation of Women (Prohibition) Act</li> </ul>	

**Recommended Text Books:**

- Dr. Myneni S.R. *Law relating to Women*. Asia Law House: Delhi; 2021.
- Dr. Avasthi A.P. Verma Rajanikant Amarjeet. *Indian Constitution*. Laxmi Narain Agarwal Educational Publishers: Uttar Pradesh; 2020.

**Reference Books:**

- Dr. Bala Shashi-editor. *Workshop on Equal Remuneration Act*. V.V. Giri National Labour Institute: Noida; 2019.
- Dr. Khan Nuzhat Parveen. *Women and the Law*. Universal Law Publishing: Haryana; 2016.
- Parihar Lalita Dhar. *Women and Law: From Impoverishment to Empowerment*. Eastern Book Company: Uttar Pradesh; 2020.
- Puri Sundeeep. *The Sexual Harassment of Women at Workplace*. Aggarwal Law House: Delhi; 2022.
- Somani Jayaprakash B. *Equal Pay for Equal Work: Supreme Court Latest Leading Case Laws*. Notion Press: Chennai; 2022.

**Websites:**

- [https://samadhan.labour.gov.in/uploads/equal\\_remuneration\\_act\\_1976.pdf](https://samadhan.labour.gov.in/uploads/equal_remuneration_act_1976.pdf)
- [https://www.indiacode.nic.in/handle/123456789/1768?sam\\_handle=123456789/1362](https://www.indiacode.nic.in/handle/123456789/1768?sam_handle=123456789/1362)
- <https://districts.ecourts.gov.in/sites/default/files/Sexual%20Harssment%20at%20Workplace.pdf>



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