

Indian Association for Women's Studies (IAWS)
Eastern Regional Committee
in collaboration with IDSK presents

One Day Seminar on

Women, Work and Violence

12th March | 11 AM - 5 PM

Venue: Institute of Development Studies,
Kolkata, West Bengal



Concept Note

Feminist scholarship has focussed on broader patterns of discrimination, power, and privilege, linking different forms of violence to diverse workspaces and relationships. Evidences are there in research that patriarchal gender relations are tied to everyday workplace interactions. Sexual abuses, evaluations are conveyed through posited masculinities in ways that often exclude and cause harm to women as a group. The concept of hegemonic masculinity argues that society privileges a single normative ideal of male behaviour to provide a broad sociological framework for understanding harassment, gender, and power. Men may be vulnerable to harassment if they are perceived as feminine and women may be targeted if they challenge their subordinate position in the gender system.

In India, the fact that the landmark judgement of the Supreme Court in *Vishaka v. State of Rajasthan* (1997) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, women came up against not such sexual harassment, but also gendered and patriarchal ideologies that intermingle with other marginal identity discourses to structure their experiences in diverse workspaces. In the present scenario where workplace harassment of women is on the rise against a proactive law, where the RG Kar incident in the heart of the busy street in Kolkata has shaken people of Kolkata in diverse ways and stimulated conversations around women's safety, it is pertinent to initiate discussions once again in feminist circles about issues of sexual and other harassment faced by women in their diverse workspaces.

Commemorating International Women's Day on 8th of March Eastern Regional Committee of Indian Association for Women's Studies proposes to discuss the emerging issues in the new ecosystem where vulnerability, insecurity of women's work have increased to an unforeseen degree.

The broad reflections will be

- To throw light on experiences of violence in structured and unstructured workspaces
- To document women's resistance in the face of violence
- To engage with ideas around labour and violence as experienced by women in different sites, with a focus on marginal women

**One Day Seminar on Women, Work and Violence
organised by IAWS in collaboration with IDSK
12th March 2025 at IDSK**

Programme Schedule

10.30 am Registration and tea

11–11.15 am **Welcome Address:** Ishita Mukhopadhyay,
Convenor, Eastern Region, IAWS
Introducing the Seminar: Nandini Ghosh, IDSK

11.15 – 1 pm **Session 1: Thinking through Work and Violence for Women**
Chair : Aparna Bandopadhyay, Diamond Harbour University

- Swarnalata Tripathy, Orissa
- Troyee Sinha, Diamond Harbour University
- Tanusree Paul, Vishwabharati University
- Bhagyashree Raut and Kirtimayee Routray, Orissa
- Kaberi Chakrabarti, University of Calcutta
- Discussant : Arijita Dutta, University of Calcutta

1-2 pm Lunch

2 pm-4 pm **Session 2 - Panel discussion: 'Violent' work & Building Resilience**
Moderator : Nandita Dhawan, Jadavpur University

- Supurna Banerjee, IDSK
- Poushali Basak, Independent Researcher
- Samata Biswas, Sanskrit College and University
- Geetisha Dasgupta, Independent consultant and Surokkha Istehar
- Damini Benny Basu, Performance artist and acting coach

4-4.15 pm Tea break

4.15 – 5 pm **Valedictory Session:**
In Conversation: Swati Ghosh, Rabindra Bharati University
and Kalpana Karunakaran, President, IAWS