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## Editor's Note

The IAWS and the Human Rights Department, Central University of Hyderabad held a national consultation on sexual harassment on university campuses between 23-24 January 1999. The consultation dialogued on the increasing incidents of sexual violence on university campuses in the country, and tried to work out strategies to combat it. Three draft policies on sexual harassment were presented. We carry a report of the consultation in this issue of the newsletter.

The IAWS will hold the IX National Conference of Women's Studies in Hyderabad in January 2000, on the theme "Women's Movements and Public Policies". We invite proposals for plenary and sub themes. The guidelines and other details are given inside.

In addition, we repeat the usual request for the following:

- **analytical reports** of workshops, seminars, meeting (700 words)
- **announcements** of seminars, workshops, courses, etc.
- **reviews** of recent works in women's studies. (approx. 700 words)
- **poems, songs**
- **letters** (approx. 300 words)

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# Excerpts from the 1992 Supreme Court Judgement on Sexual Harassment

## *Vishaka & Ors. Versus State Of Rajasthan & Ors.*

This writ petition has been filed for the enforcement of fundamental rights of working women under Articles 14, 19 and 21 of the constitution of India in view of the prevailing climate in which the violation of fundamental right is not uncommon. With the increasing awareness and emphasis on gender justice, there is increase in the effort to guard against such violations; and the resentment towards such incidents is also increasing.

In view of the above, and the absence of enacted law to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at workplaces, we lay down the guidelines and norms specified hereinafter for due observance at the workplace or other institutions, until such a legislation is enacted for this purpose.

### *The Guidelines and Norms prescribed herein are as under :-*

It is necessary and expedient for employers in work places as well as other responsible persons and institutions to observe certain guidelines to ensure the prevention of sexual harassment of women :

#### *Duty of the Employer or other responsible persons and institutions*

It shall be the duty of the Employer or other responsible persons and institutions to prevent or to deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required, resolution, settlement or prosecution of acts of sexual harassment by taking all steps required.

#### *Preventive steps*

All employers or other persons in charge of

workplace whether in the public or private sector should take appropriate steps to prevent sexual harassment.

- a) Express prohibition of sexual harassment .....should be notified, published and circulated in appropriate ways.
- b) The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalty such rules against the offender.
- c) As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the industrial Employers (Standing Orders) Acts, 1946.
- d) Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.

#### *Complaint Mechanism*

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

#### *Awareness*

Awareness of rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in suitable manner.



# **IX National Conference of Women's Studies**

**Organised by**

## **The Indian Association for Women's Studies Call for plenary and sub theme proposals**

The Indian Association for Women's Studies will hold the IX National Conference of Women's Studies in Hyderabad in January 2000. The theme of the conference will be

### **"Women's Perspectives and Public Policies"**

#### ***Evolving an Agenda for Action for the Next Millennium***

As we step into the next millennium, an assessment of the impact of public policy on women is a much needed exercise. The primary objective of the IX National Conference is a historical assessment of the impact of public policy on women's lives and setting an agenda for the next millennium. The conference will attempt to identify the sectoral priorities that have emerged in each region, their dynamics and their linkages with mainstream priorities, viz. employment, health, violence, environment, communalism, family, representation, and right to resources, including property. The plenaries and sub themes of the conference will explore major shifts in priorities, perspectives, and understanding, foregrounding unexplored areas.

Proposals are invited for plenaries and sub themes for the conference. Each sub theme will consist of three sessions, in which participants will make presentations, while each plenary will consist of one three hour session which will feature 3 to 4 invited speakers.

#### ***Guidelines for submitting Proposals***

##### ***The sub themes and plenaries should***

- ◆ reflect some aspect of the conference theme
- ◆ be original and innovative
- ◆ bring together paper presenters from different regions in the country and diverse backgrounds

##### ***Sub theme proposals should contain***

- ◆ title of the sub theme
- ◆ a 500 word abstract
- ◆ proposed format of the sessions-oral presentations/audio visual/other
- ◆ name and a brief resume of the coordinator along with complete mailing address and title of sub theme on a separate page

##### ***Plenary proposals should contain***

- ◆ title of the plenary
- ◆ an 800 word abstract
- ◆ a list of speakers and chairs proposed to be invited along with a short biographical sketch of each speaker. The list should include alternative speakers, in case of withdrawals.
- ◆ name and a brief resume of the coordinator along with complete mailing address and title of plenary on separate page

##### ***Proposals may be sent to :***

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**on or before 25 June 1999.**

*Proposals selected by the conference committee will be announced in the conference brochure. Coordinators of selected plenaries/sub themes will be informed in advance by the IAWS.*

# NATIONAL CONSULTATION ON SEXUAL HARASSMENT ON UNIVERSITY CAMPUSES

Hyderabad, 23-24 January, 1999

Organised by

Indian Association for Women's Studies

and

Human Rights Programme, University of Hyderabad

## *Introduction*

The Human Rights Programme of the Central University of Hyderabad under UGC Special Assistance commenced from June 1995, with the following objectives: to explore avenues to incorporate emerging human concerns in the core discipline of Political Science; to stimulate debates on different dimensions of human rights-concept and practices as to arrive at a better philosophical and theoretical understanding of this domain of social dynamics; to conduct specific micro level studies to gain an insight into the nature of violations and the deeper underlying socio-economic processes and the laws that govern the phenomenon and to build documentation to help scholars engaged in research on human rights.

Women's Studies as the Indian Association for Women's Studies conceives of it is a discipline which perceives women not just as subjects of social and economic forces, but also as agents of change. Its origins lie in women's movements the world over, which have raised issues of atrocities on women through concerted campaigns and advocacy. Being a membership based body the Indian Association for Women's Studies stands at the confluence of the work of scholars and activists and has from its inception underscored the indispensability of an activist orientation to scholarship - the need for reflection, struggle and scholarship to be coexist and be constantly in dialogue.

Given this history, the Indian Association for Women's Studies and the Human Rights Programme are naturally concerned about the rise in sexual harassment and violence against women on university campuses and in institutions of higher

learning. Recent incidents in Rajasthan, Madhya Pradesh, Madras and Hyderabad, are but a few that have ranged from injuries and rape to death of women on campuses. Apart from these grave incidents, there are the everyday encounters that women students, faculty, and non-teaching employees have to deal with- encounter with fellow students, colleagues and teachers. While it has been possible to raise these issues in public and campaign against them outside, most campuses today continue to be cloistered communities that resist "outside" intervention even in the gravest instances. Campuses are often construed as "private" spaces and any attempt to build an environment or a network that would provide some measure of security for women and act as a check on the systematic undermining of their rights is viewed with suspicion all round. There is also the false assumption that institutions of higher learning are somehow above or beyond the law in this respect. Or worse still that each institution can exercise its discretion in whether or not to devise adjudicating/redressal mechanisms to deal with cases of sexual harassment, what kinds of mechanisms it devises and who should constitute these mechanisms to deal with cases of sexual harassment, what kinds of mechanisms it devises and who should constitute these mechanisms. The worst his are women studies - research scholars finding themselves in the he most disadvantaged position. In an age when we are saying that the family is no longer a private space, and that as citizens we will not tolerate any abridgement of women's right to life within the family, the argument that educational institutions must be allowed the liberty to govern their spaces according to norms that are neither transparent nor democratic can hold no ground.

Both the Indian Association for Women's Studies and the Human Right's Programme visualised this consultation as a dialogue on an specific issue, the purpose of which was to be able to devise some strategies on how the conclusions of this consultation can be bought to bear on institutions across the country. Campus groups elsewhere have suggested that the issue of sexual harassment be linked to service rules, credits and even grants to institutions. We have for the past fourteen months has a Supreme Court judgement against sexual harassment in the workplace which has the status of a statute till suitable legislation is put in place. A number of participants were unhappy about the fact that the guidelines circulated by the University Grants Commission early last year has resulted in

### **Prof. G. Haragopal**

Coordinator  
Human Rights Programme  
University of Hyderabad

### **Inaugural Session : Defining an Agenda**

The speakers at the inaugural session were :

- ◆ Mr. K.G. Kanabiran, Advocate, National President, People's Union of Civil Liberties;
- ◆ Mr. Mihir Desai, Advocate, Director, India Centre for Human Rights and Law, Bombay;
- ◆ Prof. Pushpa Bhave, President, Maharashtra Stree Abhyas Vyaspeeth;
- ◆ Ms. Nandita Haksar, Advocate and Reader in Human Rights, Cochin University of Science and Technology;
- ◆ Dr. Carolyn Elliott, Director, American Studies Research Centre, Hyderabad.

**Mr. Kannabiran**, in his inaugural address, traced the discourse on human rights historically, and stressed the need for a rights based approach as indispensable to a cultural and political transformation of society. Examining various contexts within which there has been an operationalising of human rights, he pointed to the

the token gesture of setting up grievance cells which have no power of enquiry or redressal.

Some of the concerns debated in the consultation were : the exact implications of the Supreme Court judgement; the role of the University Grants Commission in the implementation of the judgement; the role of Teacher's and Students' Unions in providing support and solidarity to victims of sexual harassment; the constitution and composition of Enquiry Committees; what should be the nature of involvement of outside parties in the he setting up of these committees; and most importantly the scope and limitations of grievance cells. The Consultation reflected at length on exactly how all this impacts on educational institutions.

### **Dr. Kalpana Kannabiran**

General Secretary  
Indian Association for Women Studies

fact that neither the University Declaration of Human Rights nor the Fundamental Rights enshrined in the Indian Constitution are exhaustive. Judicial activism therefore serves to fill in the gaps in rights based jurisprudence. The Supreme Court judgement on Sexual Harassment in the Workplace, according to him, is illustrative of the need for judicial activism especially in protecting the rights of women, where adequate safeguards are not guaranteed by the constitution. The purpose of the Supreme Court judgement, he said, was not to provide "guidelines" for institutions, but to formulate a statute on the basis of which institutions were required to amend their rules of conduct for employees. The option of whether or not to amend did not rest with institutions, he said, concluding that institutions that had not set this process in motion were in fact committing contempt of court. In this situation, the guidelines issued by the University Grants Commission could not replace/substitute the Supreme Court Judgement, as the latter had the status of statute, and thus overrode any stipulations by agencies like the University Grants Commission.

**Mr. Mihir Desai** provided a background to the Vishakha vs State of Rajasthan case which resulted in the Supreme Court judgement. Mihir Desai offered a very nuanced interpretation of sexual harassment contained in the judgement : The pressure of circumstances, quid pro quo harassment as distinct from hostile work environment, provide for an interpretation of sexual harassment that treats woman and her experience as central for the first time. He reiterated Mr. Kannabiran's point that institutions were bound to amend their statutes to include the law on sexual harassment, failing which they could be charged with committing contempt, and become liable to punishment. While the Supreme Court provides a broad framework to prevent sexual harassment, the modalities have to be worked out by each institution.

**Prof. Pushpa Bhawe** spoke of the breakdown of communication within the campus as well as within the family. Citing the instance of the Jalgaon case, she said mothers of victims said their daughter had not spoken to them about their troubles. Speaking of the lack of a live communication so that verbal communication is not necessary, since it is not always possible to communicate experience of abuse verbally, she addressed the need to provide a hotline for victims as well as the need for a third party involvement in cases of sexual harassment, as a way of ensuring that compromises are not made. To understand sexual harassment, she said, one had to look at it in the larger context of its social familial, and psychological dimensions.

**Ms. Nandita Haksar** commenced her talk welcoming the coming together of the Human Rights Programme and the IAWS. For a longer period in its history, she said, the Human Rights movement concerned itself with the public domain, while feminist movements have exposed the ideological biases in the public domain and brought the private domain into the centre. Although the two are intrinsically linked, the discourses have remained separate and to a large extent unconnected. This collaboration, according to her, is extremely significant. She underscored the need to initiate a debate on the difficult question of punishment, and to think through strategies for effective

implementation. The law on sexual harassment, she stressed did not come in a vacuum. An almost thirty year struggle by women has led to this judgement. It is really a gain of the women's movement. In the shift from "eve teasing" to "sexual harassment", the seriousness of the issue, as well as its human rights dimension have been acknowledged.

**Dr. Carolyn Elliott** provided a back ground to sexual harassment legislation in the United States of America. The legal breakthrough on this issues said came as a result of feminist agitation arguing that sexual harassment in the workplace should be seen as a form of discrimination, because it prevented a woman from doing her job properly and risked her continuing employment or advancement. The feminist argument was accepted by the US courts in a few landmark cases and drew on the Equal Employment Opportunity legislation, which is still the strongest legislation for women's opportunities, to declare sexual harassment illegal under civil law. In another series of cases, the courts extended protection to women and girls who are students, rather than employees, by placing sexual harassment under the law that guarantees Equal Educational Opportunity, the so-called Title IX of the Education Amendments of 1972.

Sexual harassment is a major but very difficult problem in US universities. Some thirty percent of undergraduates and forty percent of women graduate students have reported having experienced sexual harassment. Countless others have probably been uncomfortable with interactions with their professors, fellow students or others but have not recognised it as sexual harassment or not felt able to report it.

Finally, a key point in spurring institutions to develop sexual harassment policy, Dr. Elliott underscored, is the courts decision about liability. US courts have held employers and universities responsible for sexual harassment of their employees and students unless they can prove that they exercised reasonable care to prevent and promptly correct any sexually harassing behavior. This means that they are financially vulnerable for major claims of damages unless they can prove that they have taken all due steps.

The inaugural session in general drew out and elaborated on the implications and reach of sexual harassment legislation. In the course of doing this, what emerged very clearly was the responsibility of institutions to take the necessary steps and ensure their effective implementations. All the distinguished speakers in the inaugural session stressed on the liability of institutions to punitive action, if they failed to operationalise the requirements of the Supreme Court judgement.

### **Session II : Presentation of Draft Policies**

Three draft policies on sexual harassment in campuses were presented in detail and discussed in this session.

Chayanika Shah of Forum Against Oppression of Women, Mumbai, presented a draft prepared by Campaign Against Sexual Harassment, Bombay.

Rama Baru from Jawaharlal Nehru University presented the draft prepared by Working Group on Sexual Harassment.

Jinee Lokaneeta and Suman Bisht from University of Delhi presented the draft prepared by Delhi University Forum Against Sexual Harassment.

The formulation of each of these drafts involved surveys and lengthy consultations on the issue in each of these places.

Asha Bajpai of Tata Institute of Social Sciences, Mumbai provided a general overview of the issues of sexual harassment from a human rights perspective.

### **Session III : Paper Presentations**

Three papers were presented by university students in this session highlighting the problem of sexual harassment on campuses.

The paper by Nili Chandraker of M.S. University, Baroda titled "Sexual Harassment Against Women in an Educational Institution" examined the problem as it has manifested itself on the campus of the M.S. University, and suggested possible solutions.

The paper by students of the University of Hyderabad, titled "Sexual Harassment on Hyderabad University Campus" examined specific instances of

harassment on the campus in recent years and attempted to draw broader linkages of caste and class in understanding the issue.

Finally the paper by Sangita Saha of Bhagalpur dealt with larger socio-economic issues like unemployment and frustration among others as root causes for harassment, arguing for society to address those root causes in order to be able to deal effectively with the manifestations.

### **Strategies : Open Session**

**Sexual Harassment** : Understanding the Complexities

Apart from concrete suggestions on how to constitute the committees and what their functions should be, participants actively debated the various issues that intersect with sexual harassment on campuses.

A number of participants felt that the issue of caste figures in several issues of sexual harassment on campuses, with dalit women being targeted by upper caste men or upper caste women being harassed by dalit men. This issue is very clearly articulated on most campuses, therefore there is need to negotiate this issue with sensitivity. There is undoubtedly a polarisation of interests, which can scarcely be ignored. Very often, articulate women on campuses, most often come from upper class/upper caste backgrounds and large sections of progressive men on campuses are very active in dalit groups. The experiences of these groups in negotiating issues of sexual harassment have to be taken note of. In drafting policy, in the constituting of committees, or more importantly in devising strategies to get students unions to formulate policies and codes of conduct, this kind of dialogue is very important. In the absence of dialogue, any possibility of collaboration gets set aside, resulting in a deterioration in the situation. On closer examination we might find that the breakdown also comes essentially from differing cultural backgrounds. For instance, when there was an incident of rape on a campus some years ago, some dalit students suggested monetary compensation as a remedy. The women students reacted very sharply against this suggestion, to which the response of dalit students

was, whenever there is an atrocity against dalits, the first measure suggested is monetary compensation.

The question of representation is a complex one. While it centres around caste in one area, in another it is region, state, religion, etc. These complexities have always existed and everyone has experience of how gender is subsumed within this larger political scenario. It might not be possible to constitute a committee that is totally representative of caste, region, religion etc., but more thought needs to go into how people are taken on, and what procedures need to be followed to remove people from the committee. The dilemma arises because even elected people and representatives from elected unions practice right wing politics, which would only serve to undermine the very purpose of the committees.

A demand can be made for mandatory representation of dalits and women on all students' councils and NSS programmes.

Most universities in Maharashtra have special cells for solving problems of dalits and addressing issues of discrimination. There should be special cells for women on similar lines, or the jurisdiction of the special cells could be extended to both constituencies, necessitating a consciousness of and commitment to both issues on the part of those who assume responsibility in these cells. It must be emphasised that these cells would exist along with the mandatory committees and not instead of them.

One proposal for constituting the committee has been to put notices and ask people to volunteer from all categories of the university community -- student, faculty, non-teaching as nominations by the Principal or the Union might reinforce existing power structures rather than provide relief.

In science faculties in some universities, the viva voce is conducted on a one to one basis. This creates problems because there is only one teacher and one student. It might be advisable to modify the rules to say that there should always be two teachers. What are the safeguards for a student who works late hours in laboratories and is completely at the mercy of her supervisor? Cases of abuse have been most frequently reported from women students and research scholars from science faculties. There is

often no possibility to change the guide, the only option being for the student to change the discipline or leave the institute. When students actually take a stand against the guide, it means a life-long blot in the career, because the brotherhood in the academic is very strong and there is no way to make a dent in it. The university system has to devise alternatives for women who bring charges of sexual harassment against supervisors, as part of its policy.

Few women are willing to complain. However, proceedings cannot be initiated unless there is a verbal or a written complaint from the victim. In thinking about operationalising sexual harassment policy, we have to think about strategies that would enable girls and women to talk about these problems of their own accord.

In colleges, women staff members and students should meet atleast once a month to discuss problems. Women's organisations should be in constant dialogue with college and university communities as this linkage will help solve many problems easily. Special efforts must be made to draw non aided colleges into this campaign, as the problem has been found to be especially acute there.

Sensitisation programmes for students' unions, karmacharis' associations and teachers' associations should form an integral part of campus activity, and must be a mandatory component of the university calendar each year issued under the direction of the head of the institution. The process of initiating this debate and providing formal space for it should be the responsibility of the official machinery, with the proceedings being minuted and made public from time to time. Democratic participation of all communities must be ensured at all times. Students, lecturers and non-teaching employees should create joint forums to talk about the social atmosphere in the university and discuss problems as and when they come up. This process should be parallel to and relatively independent of the functioning of the committee. Cases that come up here, however, must referred to the committee.

Ensuring confidentiality of the complainant and protection are vital issues. Any enquiry committee should have atleast three persons, two of whom



should be women. If a complainant does not want to talk in the presence of the man, that possibility should be left open. In terms of process most universities have a one-person departmental enquiry. This would be a major change that universities would have to make. Further, unless the recommendations of the committee are mandatory they will not be implemented. It should be time bound in order to be effective.

In most reported cases of sexual harassment, the immediate remedy offered by university authorities has inevitably been an increase in security personnel on campuses and stricter controls on women's mobility. Not only do these measures fail to address the issue, more importantly they serve to further undermine women's rights, and curtail their freedom.

The UGC Standing Committee on Women's Studies was asked to circulate the UGC guidelines to all women's studies centers and in turn to the vice chancellor. However, this seems to have created a mistaken impression that it is the responsibility of the Standing Committee to deal with sexual harassment, and further that the UGC directive overrides the Supreme Court Judgment. In fact, however, guidelines issued by the UGC, like the present one, can at best be recommendatory not mandatory. University authorities must be informed that in not taking active steps to amend their statutes in accordance with the judgment, they are committing Contempt of Court.

A basic structure must be put in place - one that takes into account all the elements that form part of the Supreme Court judgment which has a very wide reach. The first however, is to work towards a consensus on the basic structure. The next step would be for each university to draft and/or amend its own statutes, with no deviation from the basic structure.

### ***Composition and Functioning of University Committees against Sexual Harassment***

The committee against Sexual Harassment in Universities, once constituted, should ensure

- ◆ representation from all the communities within the university as well as outsiders. The Indian

Association for Women's Studies further recommended that the vice chancellor/principal of the university/institution should be member of the committee but should not be the chair of the committee and should not have the casting vote. The chair of the committee preferably should be somebody from outside;

- ◆ that the principal at the college level and vice-chancellor at the university level must not be authorised to appoint people independently. They must do so only in consultation with and on the basis of recommendations from the members of the committee;
- ◆ that in the constitution of the committee fifty percent have to be women, the other fifty percent can be men or women individuals whose calibre, qualification and attitude towards the issue is beyond doubt;
- ◆ that the complainant should have the choice of being represented by a lawyer of her choice. The institution should constitute a panel of feminist and human rights lawyers who have experience of handling such cases. In the experience of the gathering, legal advisors of universities have rarely been gender sensitive or committed to issues of social justice;
- ◆ parents' involvement, because they may understand the problem of their daughter. However, where an aggrieved person feels that the presence of her parent might inhibit her participation in the proceedings, her decision in the matter must be final;
- ◆ that men students should also be in the committee;
- ◆ that in forming the committee there has to be provision for training the enquiry committee/departmental committee especially in terms of evidence, minor and major penalties;
- ◆ the presence of a professional counsellor;
- ◆ that the findings of the Committee form the basis of chargesheet;
- ◆ that it assists the complainant in the event of the latter wanting to file a criminal case.

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## Announcements

The IAWS wishes to announce its decision that the registration fees for the IAWS conference will not be returned in the event that the person concerned has not attended the conference. No correspondence on this subject will be entertained.

### Letter to Editor

Advocate Shrikant Savade who defended the prime accused in the Jalgaon sex scandal must be a happy person after Pandit Sapkale's acquittal.

Even if the law puts the onus of proving innocence on the rapist, the benefit of doubt in this case was given to the accused on a 'technical' point, that of delay in filing the complaint by the victim. The defence lawyers alleged that the girl was 'found to have had regular intercourse' and so, her morals were questionable. This may also have been the result of repeated rape by the same person-the accused.

She was also asked if she had witnesses to corroborate this crime against her. Does anyone know the courage required to own up being raped in the face of ostracism from our narrow Rape, a crime most heinous, violates the privacy of a non consenting person. It can be both physical and verbal.

Politicians have never addressed issues concerning 'crimes against women' since their vote banks do not permit it.

Our archaic laws and customs and diluted value systems borne out of centuries of patriarchal dominance must reformed and reviewed. Unless society in general, and men in particular accept that women are equals, crimes against women will continue.

**Qaneez Sukhrani,**

79 Viman Nagar, Pune

### Announcement for Fellowships

Dear Friends,

Unit for Women's Studies at the Tata Institute of Social Sciences announces Fellowship for designing and formulating research proposals on Women's issues. Based on the nature and scope of work and the kind of data required, fellowship ranging from Rs 10,000 - 20,000 would be made available. The fellowship would be for a period of three months. Lecturers who wish to pursue their PhD. or activities from Non-Government Organisations are especially encouraged to apply. The candidate selected would be provided interaction with the faculty and access to our documentation Centre. Fellowships would be useful for those who wish to undertake exploratory study, or review of literature. Accommodation is likely to be available for the candidates during vacations.

Please send in your proposal at the following address :

**CHHAYA DATAR**  
**Unit for Women's Studies**  
**Tata Institute of Social Sciences**  
 P.B. 8313, Sion Trombay Road,  
 Deonar, Mumbai - 400 088.  
 Fax : 022-5562912

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