

GOA UNIVERSITY
REPORT
OF
WOMEN'S STUDIES
(APRIL 2015 - 31 MARCH 2016)
SUBMITTED TO THE
UNIVERSITY GRANTS COMMISSION

APRIL 2016



REPORT OF WOMEN'S STUDIES, GOA UNIVERSITY

(APRIL 2015 - 31 MARCH 2016)

A. STAFF

FULL TIME TEACHING FACULTY (GOVT OF GOA)				
Sr No.	Name	Qualifications	Designation	Appointed on
1.	Dr.ShailaDesouza	PhD Social Sciences (TISS) MA Social Work (TISS)	Asst Professor In Charge	July 1992
NON-TEACHING STAFF (UGC Tenure Posts)				
1	Ms Rakhee M Prabhukhanolkar	M Phil Library Sciences	Professional Assistant	14 July 2014 - present
2	Mr.Bhagesh M Tandel	BCA	Data Entry Operator	14 July 2014 - 31 March 2016
3	Ms Smita V. Gaude	BA	Attendant	13 October 2014 - 13 December 2016
Note: All staff could not be continued due to non-receipt of funds from UGC. Teaching staff subsequently could also not be recruited due to non-receipt of funds from UGC				
TEMPORARY FACULTY (Goa University Budget)				
1.	Dr MamtaKumari	PhD Women's Studies	Assistant Prof.	7 July 2015 - 5 May 2016

Appointment of faculty under UGC XIIth Plan grant was postponed due to queries raised by the Government. Temporary Teachers were appointed by Goa University to enable the launching of the MA Women's Studies Programme in 2015-16

B. STUDENTS Women's Studies PhD Students enrolled with the Department

No.	Name	Topic of PhD Research
1.	Ms PriyankaVelip	Shifting Cultivation in Goa: Livelihood & Rights of Women of the Velip Tribe
2.	Ms MozinhaFernandes	Gawda Women: Culture and Imaging Goa
3.	Ms KajalKerkar	The Female Body & Sexuality:: A Study of Young Girls, Customs, Practices and Interventions in Goa
4.	Ms Aida Dourado	The Kudd: Women. Identity and Migration from Goa
5.	Ms SulochanaPednekar	Menstrual Health-Management Practices among adolescent girls in Government Schools in Goa

Of the 5 students who have registered 2 of them are tribal students and one is an OBC student

Women's Studies MA Students enrolled with the Department in 2015

No	Name of student		
1.	Ms GauriAroskar	5.	Ms Steffi Cardoz
2.	Ms SnehalDessai	6.	Ms Kimberly Severina Dias
3.	Ms Nilam A Murgodi	7.	Ms TanviPalekar
4.	Ms AditiNaik	8.	Ms KavitaVedapati

C. HIGHLIGHTS OF TEACHING, RESEARCH, & OTHER ACTIVITIES

1. DEPARTMENT OF WOMEN'S STUDIES AS MANDATED BY UGC

Goa University, established a Department of Women's Studies at Goa University with a mandate for teaching, training, research, advocacy, field action and dissemination as mandated by UGC. The establishment of a Department was approved by the Executive Council of the Goa University and is awaiting approval of the Goa Government.

The highlight in this academic year has been the launching of the MA Women's Studies Programme at Goa University. Goa University had launched the PhD programme in Women's Studies in 2014 with a rationale that the discipline of Women's Studies has a great bearing on women's lives in the new millennium and plays a significant role in facilitating the national goals of empowerment and in building a secular, inclusive and just society.

The Women's Studies MA Programme is designed to facilitate critical thinking and develop new knowledge, to help students understand the creation and perpetuation of inequalities with the intention to develop in students the capacity and skills to bring about change, create new areas of service and to ultimately impact policy and the discourse on women's development in the country.

2. LAUNCH OF M.A PROGRAMME IN WOMEN'S STUDIES

The MA Women's Studies Programme was launched in July 2015 and 8 students enrolled for the programme. The programme is offered to any student with a Graduate Degree and who qualifies in the Women's Studies entrance test for admission.

The 80 Credit MA Women's Studies Programme comprises of:

- a) 10 Compulsory Courses of 4 credits each (40 credits).
- b) 1 Compulsory Dissertation (12 Credits)
- c) Optional Courses of 4 credits each - A student could opt for up to 20 credits from another Departments. One credit is equivalent to 15 clock hours of contact teaching. Field placements, field trips, guest faculty, workshops and extension activities are also an added feature of the MA Women's Studies programme

COMPULSORY COURSES

<u>Sr. No.</u>	<u>Subject Code</u>	<u>Course Title</u>	<u>Number of Credits</u>
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1. WSC - 101 Core Concepts in Women's Studies	4
2. WSC - 102 Contemporary Feminist Thought	4
3. WSC - 103 Mapping the Indian Women's Movement	4
4. WSC - 104 Gender Issues in Goa	4
5. WSC - 105 Doing Feminist Research	4
6. WSC - 106 Field work Skills and Practice	4
7. WSC - 107 Gender-sensitive Interventions for Change	4
8. WSC - 108 Gender, Development and the State	4
9. WSC - 109 Gender and Marginality	4
10. WSC - 110 Gender, Human Rights and Law	4

OPTIONAL COURSES

<u>Sr. No.</u>	<u>Subject Code</u>	<u>Course Title</u>	<u>Number of Credits</u>
1. WSO - 101		Critical Debates on Women's Health	4
2. WSO - 102		Gender and Culture	4
3. WSO - 103		Re-reading History: Feminist Perspectives	4
4. WSO - 104		Women's Welfare and Empowerment	4
5. WSO - 105		Gender and Political Processes	4
6. WSO - 106		Gender and Media	4
7. WSO - 107		Demography, Labour, Work and Gender	4
8. WSO - 108		Gender, Environment and Ecology	4
9. WSO - 109		Gender and Education	4
10. WSO - 110		Women and Violence	4

3. OTHER ACTIVITIES OF DEPARTMENT OF WOMEN'S STUDIES

(April 2015 - March 2016)

Women's Studies at Goa University, is committed to the National agenda of women's empowerment focusing on women's concerns in Goa and has had reasonable success in achieving its goals in the area of teaching, research, extension and field action. Women's Studies, has well-established links both with the government as well as non-government agencies working for women at the state, national and international levels. At the state level it has offered expertise in the area of working with women and children to several government departments and programmes. It has also offered advisory, research and training assistance to NGO's, colleges, teachers and students on projects related to women. We have attempted a Chronological photo-listing of the activities as below:

- 1) **24 April 2015:** A State Adolescent Convention was organised at Taleigao Community Centre, Panaji, Goa under the Sanghmitra Project. The convention provided adolescents information on health, rights and services by creating an opportunity for the adolescents to interact with stakeholder organisations in one place. Over 1200 adolescents participated from across Goa: from educational institutes, residential institutions, NGOs and orphanages as well. There was representation of adolescents with HIV, children with disabilities, street children and orphans. The Convention had various on-stage performances, educational stalls, games and fun activities, collaborative art, cartoon workshops, poster and face painting competitions.



An Adolescent friendly website www.sanghmitragoa.com was launched at the hands of Goa University Registrar, Dr. V.P. Kamat. This has been linked to the official Goa University website as well. As adolescents today have access to internet in Goa the

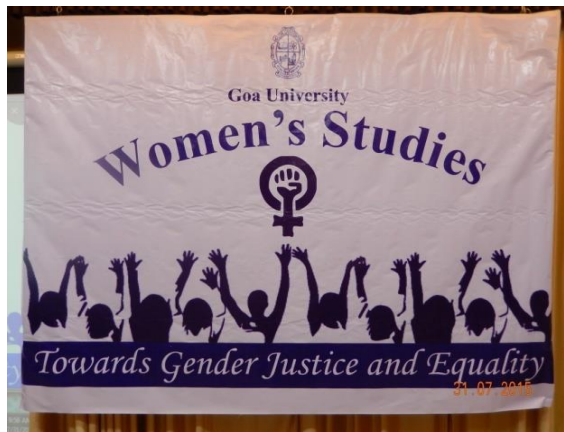
Sanghmitra project felt the need for Website for adolescents, teachers, parents, organisations, and others to access information pertaining to services and schemes, events, resource materials, blogs, videos, etc.



- 2) **17 May 2015** :One day Gender Sensitization and Perspective Building workshop was organised in collaboration with Sahas at Swami VivekanandPrernaPratishthan, Sattari Goa for school counselors and mental health volunteers from Keri, Valpoi, Mapusa, Siolim and Thane. This was an activity organised as part of the Sanghmitra Project: Goa State Coalition on Adolescent Health and Rights.



- 3) **11 July 2015**:DrShailaDesouza (Incharge, WS) was a member of the jury and Chief Guest for the Seminar on “Population is a boon or bane for India” organized by Goa Science Centre, Miramar on World Population Day.
- 4) **25 July 2015**, DrShailaDesouza(Incharge, WS) was resource person at MES College of Arts and Commerce, Zuarinagar, Goa and presented a paper on “Contemporary Women’s Issues”.
- 5) **31July 2015** : Official Launch of MA Women’s Studies Programme.



- 6) **31st July 2015:** Organised a State Level Workshop on Right to Education together with the Sanghamitra Project funded by NMEW in GU Conference Hall. Panelists were Dr. Sujata Noronha (Bookworm Trust), Ms. Sulochana Pednekar (Video Volunteers), Ms. Gayatri Konkar (School Counselor), Mr. Avertino De Sa and Mr. Anil Powar (Sarva Shiksha Abhyas) and Ms. Sushma Pawar (Children's Rights Goa).



- 7) **04th August 2015 :** Students of Women's Studies participated in a public Panel Discussion on "Violence Against Women - Role & Responses from State and the Civil Society" co-organised by International Centre Goa & Friedrich-Ebert-Stiftung, India



8) 01st September 2015 : Art Workshop for Personality Development for Women's Studies Students in WS Classroom by Ms.GemmaRigau De Llobet from Spain





- 9) **29 September 2015:** The students and staff of Women's Studies attended the Data Dissemination Workshop organized by the Directorate of Census Operations, Goa on the topic "Data on Religion, Marital Status and Education" in Panaji, Goa.



- 10) **21st October 2015** Guest Lecture on Women in Goa's Freedom Struggle by historian PrajalSakhardande



- 11) **27 October 2015** : Guest Lecture by Adv. (Dr) Albertina Almeida on Portuguese Civil Code in Goa
- 12) **08 December 2015** : Organised an interactive session between 22 of the 2nd year MSW students of Karve Institute of Social Service, Pune led by Professor Ms. Anjali Maydeo and MA Women's Studies students in Goa University.



- 13) **12 January 2016**: Dr Shaila Desouza (Incharge, WS) presented a paper on “Women and Family in Goa: Inferences from Census Data 2001 & 2011” at the Data Dissemination Workshop organized by Directorate of Census Operations, Goa
- 14) **19 January 2016** : Women's Studies Students participated in various competitions at the Socio-fiesta organized by Parvatibai Chowgule College and won the third prize



- 15) **25 January 2016**: MA Women's Studies Students joined the SafeGoa Initiative and volunteer to put up maps around the Goa University Campus to study the safe and unsafe areas in Panaji City.
- 16) **24 February 2016** : Department of Women's Studies, Goa University conducted a Workshop on Social Surfing with Centre for Social Research, New Delhi for Goa University students, to discuss issues of privacy and protecting oneself from online violence.



- 17) **26 February 2016:** A One day workshop was organised for MA Women's Studies students on "Advocacy 2.0" to educate students on the use of social media for social causes. The workshop was conducted by MsJagriti Shankar (Gender, ICT and KM expert).
- 18) **01 March 2016:** Gender Sensitization programme in Science Block, Goa University organised as Member of the Goa University Internal Complaints Committee for the Prevention of Sexual Harassment of Women at the Workplace. Programme for GU students and students of affiliated colleges.
- 19) **08 March 2016 : "MEAR 2016" : Making Equality a Reality** in Commemoration of International Women's Day on 8 March 2016 organised by students of MA Women's Studies Programme: Inter-Collegiate and Inter Departmental Poster, Poetry, Skit, Face Painting Competitions and Quiz on women's issues.



Third Prize - Ms.NadiaFernandes& Ms. SumedhaNarvekar, Nirmala Institute of Education

e) **Street Play Competition- 5 colleges participated (12 Members in each group) (**

Judges: Mr. MayurNaik and Mr. Sarvendra G.P Gaunkar)

First Prize - Fr. Agnel College, Pilar

Second Prize - Spectrum

Third Prize - Dhempe College, Panjim

20) **19 March 2016** : Field Trip for Women's Studies Students. Students were taken on a one day fieldtrip to Lakeri, Dodamarg and Ibrampur to settlements of people from the Dhangar Community. Well known environmentalist and social worker among tribal communities, ShriRajendraKerkar and Shri Vital Shelke accompanied the team from Women's Studies Department. Students prepared reports of the same the very next day.

DEPARTMENTAL FIELD TRIP





- 21) **23 March 2016:** One Day Workshop on Gender Analysis of Textbooks conducted by Dr. NandiniManjrekar, Faculty of TISS, Mumbai.
- 22) **28 March 2016:** The Incharge, Department of Women's Studies was an invited Panelist on the subject of One Stop Crisis Centre at International Centre of Goa.



23) **29 March 2016 to 31 March 2016:** MA Part I Women's Studies students participate in the ICSSR sponsored National Seminar on '*The Question of Gender, Language and Indigenous Culture in Central India*' organized by the Department of Women's Studies, M. G. A. Hindi Vishwavidhyalaya, Wardha, Maharashtra.

24) **31 March 2016:** Sanghamitra Project: Goa State Coalition for Adolescent Health and Rights funded by NMEW, Ministry of W&CD, GoI launched a Resource Book for Adolescents

Other Extension and Networking Activities

1. Incharge, WS participated in the Women's Empowerment Consultancy Meeting with Parliamentary Committee on Women's Empowerment held on 13 February 2016 in Hotel Fort Aguada, Goa
2. Incharge, WS was appointed as Nodal Teacher to facilitate the activities under the UGC Gender Champions programme vide Order No. GU/Admn(T)/SD/181/2015/551 dated 25 November 2015.
3. Incharge, WS was appointed vide Order No. 15/6/88-EDN/Vol.I/1641 dated 9 June 2015 as Member to the Advisory Committee for Goa College of Home Science, Campal.

4. In-charge, WS is a Member of the special Committee vide Order No. DAC/CL/Chi-Committee/2015-16/2006 dated 21 July 2015 set up by the Directorate of Art and Culture and Central Library to encourage the reading habit and inculcate gender equality in children.
5. Incharge. WS is a member of the Internal Complaints Committee under the Sexual Harassment of Women and the Workplace (Prevention, Prohibition and Redressal) Act 2013 constituted by the **International Centre, Goa** since 7 September 2015 and was responsible for framing their Policy.
6. Incharge. WS is a member of the Internal Complaints Committee under the Sexual Harassment of Women and the Workplace (Prevention, Prohibition and Redressal) Act 2013 constituted by **SharadaMandir School**, Miramar, Goa since 14 January 2015.
7. Incharge. WS is a member of the Internal Complaints Committee under the Sexual Harassment of Women and the Workplace (Prevention, Prohibition and Redressal) Act 2013 constituted by **GenoPharmaceuticals**
8. Incharge. WS is a member of the Internal Complaints Committee under the Sexual Harassment of Women and the Workplace (Prevention, Prohibition and Redressal) Act 2013 constituted by Goa University. Prepared the educational handout on the Act and a one day sensitization programme for students of Goa University and its affiliated colleges on 1 March 2016.
9. The WS Department are partners in the Safe Goa Initiative, a project created through a collaboration between the Bachchao Project and Safecityto understand sexual harassment in public spaces.
10. Incharge, WS appointed on the Faculty Board in Social Sciences (GU/3/142/Acad-PG/2016/755 date 29/3/2016) term till 09/01/2017

4. SANGHMITRA PROJECT

The Department was awarded a Rs 25,00,000/- (Rs 25 Lakh) pilot thematic project “Sanghmitra: A Goa State Coalition for Adolescent Health and Rights” (June 2014-2015) by the National Mission for the Empowerment of Women, Ministry of W&CD, Gol.



The project aimed at building up a state level coalition of all stakeholders (Government and NGOs) working for adolescents in Goa. Through this convergence we worked collaboratively for the common cause of adolescent health and rights in the state of Goa.

Objectives of the Project:

1. To discern the work done in area of adolescent health and rights by each stakeholders in the state of Goa.
2. To ensure uniform coverage in the extent of work done with minimal duplication of services.
3. To compile the schemes and services by various stakeholders in a single document as an IEC tool for adolescents.
4. To form a lasting coalition of the stakeholders to work together collaboratively for adolescent reproductive and social health which will extend beyond the project period.

A coalition was set up of several organisations working for adolescents in Goa. Below is the list of organisation partners of the ‘Sanghmitra Project: Goa State Coalition for Adolescent Health and Rights’.

Government Organizations & NGOs	
Department of Women and Child Devpt	SETHU
Goa State AIDS Control Society	Children’s Rights in Goa
Directorate of Health Services	Positive People
Goa College of Home Science	COOJ Mental Health Foundation
Konkani BhashaMandal (Chitrangi)	SaadAngan
Nirmala Institute of Education	Eco Femme
KeshavSevaSadhana	Jamaat-e-islami Hind
Sahas	Video Volunteers
Department of Youth and Sports Affairs	ARZ
Goa Education Devpt Corporation	Mineral Foundation of Goa
Human Touch	Empower

Major Components of the Sanghmitra Project

1. State Coalition
2. Competitions
3. IEC Material
4. State Adolescent Convention
5. Website
6. Resource Book

5. GENDER RELATED COURSES DESIGNED FOR POLITICAL SCIENCE

Department of Women's Studies designed two gender related courses to be taught in the Undergraduate Political Science Programmes. The courses are titled

Course 1: Understanding Gender and Power Politics

Level 1 4 Credits (60 Hours)

This course is designed to give students at the undergraduate level an introduction to the concept of gender and to understand how patriarchy or domination operates in society. The students will be introduced to the issue of women's rights as human rights and the Constitutional commitment to special provisions for women.

The course is comprised of 4 modules of 15 hours each as below:

- Module 1:** What is Gender? Differentiating between Sex and Gender, Stereotyping, Gender division for labour, Nature vs Nurture debate. What is gender discrimination. Radical, Socialist and Liberal explanations about gender inequality
- Module 2:** Understanding Patriarchy: a) Meaning, b) Recognizing patriarchy in daily life, c) Recognizing patriarchy as an institution (Family, Religion, Legal System, Political Systems, Media, Education and Knowledge Systems) d) Aspects of women's lives controlled under the patriarchal system (labour, reproduction, sexuality, mobility, property and other economic resources)
- Module 3:** Gender equality and human rights, Constitutional Provisions to protect women's rights, Violence, Rape and Power, Protectionism vs Empowerment.
- Module 4:** Gender Specific Interventions/Laws: CEDAW, Domestic Violence (Prevention, Prohibition and Redressal)Act 2005, Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal)Act 2013

Readings

1. Agnes Flavia and ShobhaVenkateshGhosh (eds.). 2012. *Negotiating Spaces: Legal Domains, Gender Concerns and Community Constructs*. Oxford University Press
2. Bhasin Kamala. 1999. *Understanding Gender*. New Delhi: Kali for Women
3. Bhasin Kamala, 2003, *What is Patriarchy?* New Delhi: Kali for Women

4. Golombok Susan and Robyn Fivush.1994. *Gender Development*. Cambridge University Press (Chapter 2 : Gender Stereotypes)
5. SAHRDC. 2006. *Introducing Human Rights*. New Delhi: Oxford University Press

Course 2: Gender Inclusive Politics

Level 1 4 Credits (60 Hours)

This course is designed to give students a understanding of women's relations to politics, beginning with women's demands for the right to vote, the struggle for empowerment within the women's movement, the rationale behind the 73rd and 74th Amendments to the Constitution, the debate around the reservation of seats for women in Parliament. The course is comprised of 4 modules of 15 hours each as below:

- Module 1:** Women's suffrage and the beginnings of the Women's Movement in the west. Changing discourse within the Women's Movement in India
- Module 2:** UN World Conferences on Women (Mexico City 1975, Copenhagen 1980, Nairobi 1985 and Beijing 1995). The agenda for women's empowerment of the Beijing Declaration and the Platform for Action as a policy document on gender equality, The UN Millennium Development Goals (No.3: To promote gender equality and to empower women)
- Module 3:** Politics of Empowerment: Social, Economic, Political and Personal Empowerment
- Module 4:** The Politics of Reservation of seats for Women, 73rd and 74th Amendments. Debates on the Women's Reservation Bill

Readings:

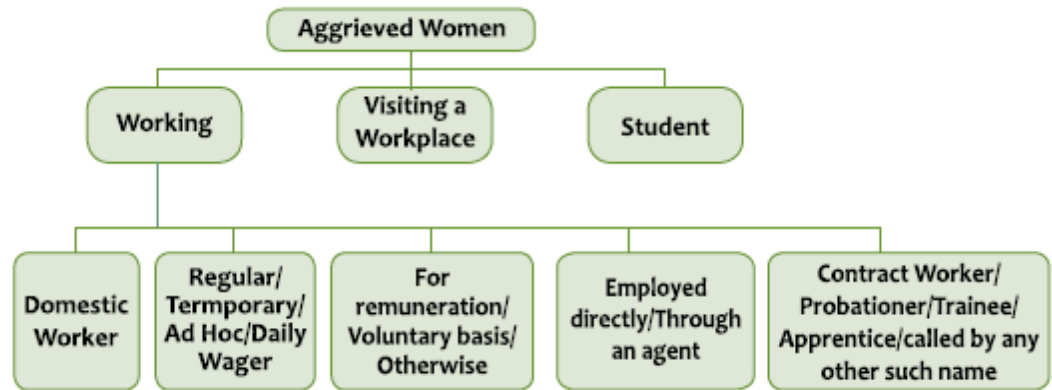
1. Batliwala Srilatha. 2014. *Engaging with Empowerment: An Intellectual and Experiential Journey*. New Delhi: Women Unlimited.
2. Bhardwaj Prem R. (ed.) 2005. *Gender Discrimination: The Politics of Women Empowerment*. New Delhi, Anamika Publishers
3. Kabeer, Naila. 2005. *Inclusive Citizenship*. New Delhi: Zubaan.
4. Kumar Radha.1993. *The History of Doing 1800-1990*. New Delhi: Kali for Women.
5. Menon Nivedita. 2000. 'Elusive 'Woman': Feminism and Women's Reservation Bill. *Economic and Political Weekly*. Vol 35. Issue No 43-44.
6. Mohanty Bidyut. 1995. Panchayati Raj, 73rd Constitutional Amendment and Women. *Economic and Political Weekly*. Vol 30. Issue No 55.

- a. **PREPARED AWARENESS ON SEXUAL HARASSMENT OF WOMEN (as below)**
Sexual Harassment of Women at the Workplace
(Prevention, Prohibition and Redressal) Act, 2013

“No woman shall be subjected to sexual harassment at any workplace.”

-Section 3(1) of the Sexual Harassment of Women at Workplace

1. Prevention, Prohibition & Redressal of sexual harassment of women is the obligation of every person in a position of responsibility at every workplace and institution because sexual harassment violates the fundamental rights of working women to equality and dignity at the workplace.
2. “Sexual Harassment” includes anyone or more of the following **unwelcome** acts or behavior (whether directly or by implication), namely:
 1. Physical contact or advances;
 2. A demand or request for sexual favours;
 3. Making sexually coloured remarks;
 4. Showing pornography;
 5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature, etc.
3. The following circumstances might also amount to sexual harassment:
 1. Implied or explicit promise of preferential treatment.
 2. Implied or explicit threat of detrimental treatment.
 3. Implied or explicit threat about present or future status (as a student or employee).
 4. Interference with your work or acts that intimidate or create an offensive or hostile work environment.
 5. Humiliating treatment that might affect your health or safety.
4. Who is considered an **Aggrieved Woman** under this Act? Any woman who is denied a safe & secure workplace environment can seek redressal under this act.
 - Irrespective of her age or employment/work status.
 - She could be working or visiting any workplace.
 - She could be in regular, temporary, adhoc, or daily wage employment
 - She could be engaged directly or through an agent including a contractor, with or without the knowledge of the principal employer.
 - She could be working for remuneration, or even on a voluntary basis.
 - She could be a co-worker, a contract worker, probationer, trainee, apprentice, student or called by any other such name.
 - She could be working in a dwelling place or house



5. What can be considered as **'Workplace'**?

"any place visited by the employee arising out of or during the course of employment, including transportation provided by the employer for undertaking such a journey"

- Anywhere on University campus: classroom, library, canteen, sports field, health centre and even the bus trip or your mode of travel to and from campus
- Any department, organization, undertaking, establishment, enterprise, institution, office, branch, unit which is established, owned, controlled or even partially funded by the University.
- Fieldtrips, competition or games venues, college picnics and even a hotel/restaurant attended in connection to work, conference or discussion.
- A dwelling place or house of University staff, faculty or student where the victim is not a family member in that dwelling place

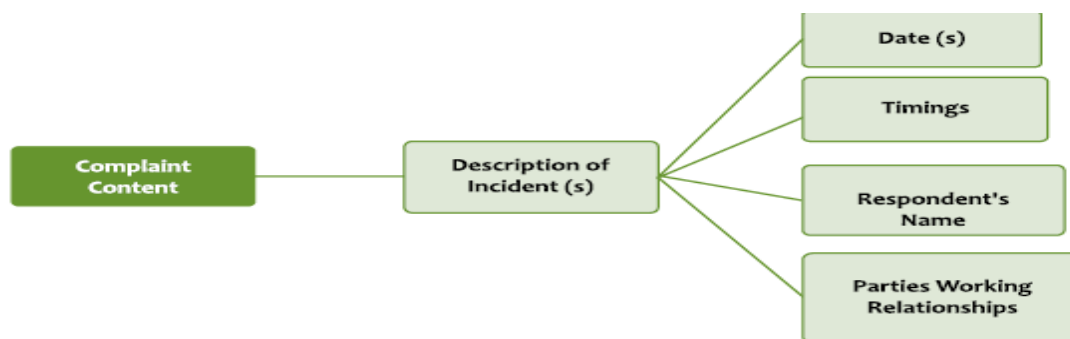
6. The impact of the unwelcome act of sexual nature on the aggrieved woman is what matters- not the intention of the one accused of the act/s of sexual harassment.

7. What is the **Internal Complaints Committee (ICC)**? Under Section 4 of the Act 2013, every employer has to constitute through a written order, an ICC that will conduct an inquiry into the complaints of sexual harassment, submit a report to the authorities and recommend action to be taken. The ICC will have the following members

A woman senior level employee as Presiding Officer , a minimum of 2 Members from amongst employees committed to the cause of women or who have knowledge and experience in social work or who have legal knowledge, and one Member from amongst NGO/associations committed to the cause of women or a person familiar with the issue of Sexual Harassment

8. If you have experienced sexual harassment, please note that a complaint should be made within 3 months from the incident or in repeated incidents, at least 3 months from the last incident. Complaints should be given to the ICC at Goa University. The ICC however has the discretion to entertain cases that are beyond the 3 month stipulation. The details why the complaint could not be made within 3 months should be set out in the complaint.

9. **Complaints** should be written BUT in cases where the aggrieved woman cannot make the complaint in writing she should be assisted in doing so by the Internal Complaints Committee. Anyone else may also hand in the written complaint on behalf of the aggrieved woman who may be unable to make a written complaint maybe due to physical or mental incapacity etc



10. During the pendency of an inquiry, the aggrieved woman might be given relief such as a transfer for her or the respondent to another workplace, leave upto 3 months, or any other as recommended by the ICC.
11. The aggrieved woman also has the option of conciliation after making the complaint. However, no money settlement will be the basis of conciliation.

For full text of the

Act https://www.iith.ac.in/other_links/pdf/Sexual%20Harassment%20of%20Women%20at%20Workplace%20Act%202013.pdf

22 Paged Report submitted to the UGC for continued funding under XIIth Plan

Dr. ShailaDesouza

In-charge

Women's Studies

Goa University

Prof V. P Kamat

Registrar

Goa University

Date:

