

NIRMA UNIVERSITY

Nirma University was established by the initiative of the NIRMA EDUCATION AND RESEARCH FOUNDATION (NERF). The University was established in the year 2003 as a statutory university under a special act passed by the Gujarat State Legislative Assembly. It is recognized by the University Grants Commission (UGC) under Section 2(f) of the UGC Act. The University is duly accredited by the National Assessment and Accreditation Council (NAAC) with an “A+” Grade. The University is a member of the Association of Indian Universities (AIU) and the Association of Commonwealth Universities (ACU). Functioning under the aegis of NERF, the University consists of the Institute of Technology, Institute of Management, Institute of Pharmacy, Institute of Law, Institute of Science, Institute of Architecture and Planning, Institute of Commerce, Department of Design.

The University is identified with cutting-edge research, robust academic programmes, quality teaching-learning processes and overall personality development interventions for its students. The 110-acre sprawling state of art campus provides refreshing environment and stimulates intellectual growth and creativity.

INSTITUTE OF LAW

Institute of Law was set up under the aegis of Nirma University in the year 2007 with a vision to promote excellence in the field of legal education and to meet the ever increasing demand of the new and innovative legal education. The Institute is committed to exploring multidisciplinary approaches through its unique curriculum and revolutionizing legal education through modern pedagogies thereby adapting to the changing world in which law professionals operate.

SPECIAL ACHIEVEMENTS

- The National Institutional Ranking Framework (NIRF), Ministry of Human Resource Management, Government of India has ranked ILNU 27th in Law Institute.

- The Gujarat State Institutional Rating Framework (GSIRF), Department of Education has rated ILNU 4 Stars in law institute.
- Ranked First in the West Zone ranking and 24th in the overall ranking in the ‘Top Law School’ category by the Business World, 2023
- Ranked Twenty First in All India Ranking in Law Institutes by *India Today*, July 2023
- Ranked Sixth in All India Ranking Private Law Institute by *The Week*, June 2023
- Ranked First in State Ranking Private Law Institute by *Open The Magazine*, August 2022
- Ranked Fifth in West Zonal Rank Private Law Institute by *Open The Magazine*, August 2022
- Ranked Seventh in Private Law Institute in India by *Outlook*, July 2022

CENTRE FOR CONTINUING EDUCATION

Nirma University has established a Centre for Continuing Education with the following objectives:

- To provide Need-based Continuing Education, Knowledge, Training etc. in various fields to all stakeholders.
- To assist working professionals in the industry in widening their knowledge base and in improving their skills.
- To arrange Workshops, Lectures, Seminars, and Services, on request.
- To identify employment potential areas and to conduct a competency-based skilled development programme.
- To conduct Vocational Training to meet the specific needs of industrial businesses.
- To conduct short-duration and long-duration programmes in Management, Engineering and Technology, Pharmacy, Science, Law and Architecture.
- To conduct a Training Programme for Competitive Examinations.
- To coordinate the continuing education programme offered by various Institutes at the University level.



Online Training Programme
on

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

8-9 March, 2024

Programme Coordinator

Dr. Gururaj Devarhubli (Assistant Professor, ILNU)



Conducted By
Institute of Law
Nirma University

Organized By
Centre for Continuing Education
Nirma University

Address for Correspondence:

Coordinator – Centre for Continuing Education
A Block, Nirma University
Sarkhej-Gandhinagar Highway, Near Chharodi,
Ahmedabad 382 481, Gujarat
Phone: 02717 241911-15, 07971652106

ABOUT THIS PROGRAMME

Sexual harassment is a hazard encountered in workplaces across the world that reduces the quality of working life, jeopardizes the well-being of women, undermines gender equality and imposes costs on firms and organizations. Sexual harassment results in violation of the fundamental rights of a woman to equality under Article 14 & 15 of the Constitution of India, 1950 and her right to life and to live with dignity under Article 24 of the Constitution of India and right to practice any profession or to carry on any occupation, trade or business which includes a right to safe environment free from sexual harassment. The protection against sexual harassment and the right to work with dignity are universally recognized human rights by various international conventions and instruments.

Over the last decade, there has been a growing awareness worldwide of the existence and extent of sexual harassment in the workplace. Governments, employers' and workers' organizations in both industrialized and developing countries have introduced a range of laws, policies and procedures aimed at preventing and combatting it. In 2013, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was brought into force by the Ministry of Women and Child. Despite these efforts, the benefits of these laws do not, often, percolate down to the beneficiaries. The main of this deficiency is the lack of awareness of the main stakeholders, like the women workers, the beneficiaries themselves, and sometimes the implementers.

The proposed program would provide a comprehensive information of different aspects of sexual harassment policies. The program would be extremely useful to different stakeholders who are engaged in the area of disseminating information on sexual harassment laws, policies, and procedures.

The proposed program is designed, keeping in view the concept of sexual harassment, global and national level initiatives to prevent sexual harassment, effective working of internal complaints committees/local complaints committees, creating sustainable inclusive environment in the world of work along with good practices from Indian scenario.

OUTLINE OF THE PROGRAMME

The programme is designed for 02 hours. It is a part-time, online programme. The programme contents include various aspects of sexual harassment law, and the various compliances to be done thereof.

Award of Certificate:

After completion of the programme, the participant of the programme will be awarded the Certificate of Completion as per grading schemes application at the Institute of Law, Nirma University.

The certificate will be awarded to the participants who appeared in the MCQ.

Attendance is compulsory in the course.

RESOURCE PERSONS

Dr. Dharmang Baxi

Former Additional Labour Commissioner, Government of Gujarat. Working as Adjunct Professor at Institute of Law, Nirma University.

Dr. Margie Parikh

She is currently working as Professor at B.K. School of Professional and Management Studies, Gujarat University, Ahmedabad. She is an eminent expert in HR Policy formulation and has been empaneled as external member of Internal Committee in various companies.

Dr. Gururaj Devarhubli

He is working as Assistant Professor of Law at Institute of Law, Nirma University and teaches the course of Labour & Industrial Laws.

IMPORTANT DATES

Call for Registration from **31st January, 2024 (On a First Come First Serve basis till the availability of Seats) – 35 seats**

Last Date of Registration: **1st March 2024**

Confirmation of Selection: **2nd March 2024**

WHO CAN PARTICIPATE?

The students of the Institute of Law (ILNU) and Students (UG/PG/Doctorate) of any University, Academicians, Professionals, Industry Experts, etc.

HOW TO APPLY?

The applicants are required to fill out the registration form at the following link on or before **1st March 2024**.

Selection will be based on a First Come First Serve basis till the availability of Seats) – 35 seats

<https://forms.gle/oJ3arx7Nhzw6j4C9>

Keep the online transaction details handy while filling out the form. Fill out the registration form along with transaction details and attached scan copy with the registration form.

REGISTRATION FEES

Fees	Types of Participants
NU Participants	
Rs.1,000/-	Students (UG/PG/Research Scholars), Academicians, Professionals, Industry, etc.
External Participants	
Rs. 1,500/-	Students (UG/PG/Research Scholars), Academicians, Professionals, Industry, etc.

Account Name: Centre for Continuing Education

Address: Nirma University Sarkhej Gandhinagar Highway, Ahmedabad-382481

Bank IFSC Code: KCCB0NRM097

9 Digit MICR code: 380126029

Bank Account No: 09720180200

For further details, contact:

Dr. Gururaj Devarhubli

gururaj.devarhubli@nirmauni.ac.in

+91 98989 04046

Web site: www.nirmauni.ac.in