SCHOOL *OF* LAW, CHRIST (DEEMED TO BE UNIVERSITY), BANGALORE

In Collaboration With

KARNATAKA STATE COMMISSION FOR WOMEN, Government of Karnataka

Presents

INTERNATIONAL CONCLAVE ON

Gender Equity in Modern Workplaces.

On

29th August, 2025

VENUE: CHRIST (DEEMED TO BE UNIVERSITY), CENTRAL CAMPUS, BANGALORE

MODE: HYBRID

CHIEF PATRONS	PATRONS	ORGANISING COMMITTEE	STUDENT CONVENORS
Sri. Dr. Nagalakshmi Chowdhary	Sri. LATHA R	Dr. Sonika Bhardwaj	Sahana Balaraj
Dr. Fr. Thomas TV	Dr. Jayadevan S Nair	Dr. Shibhu Puthalath	Aswathy Rakesh
	Dr. Sapna S	Dr.Chaitra R Beerannavar	Ahiree Banerjee
		Dr Valarmathi R	

About Karnataka Women's State Commission

Karnataka State Commission for Women
Government of Karnataka

The Karnataka State Commission for Women is a statutory body established by the Government of Karnataka on May 26, 1995, under the Karnataka State Commission for Women Act, 1995, and commenced its operations on August 6, 1996. The Commission is dedicated to protecting the interests of women and ensuring their progress and development.

The Commission serves as a quasi-judicial body with the authority to investigate and examine all matters relating to the safeguards provided for women under the Constitution and other laws. Its functions include reviewing the existing provisions of the Constitution and other laws affecting women and recommending amendments, if necessary, to meet any inadequacies or shortcomings in such legislations. The Commission also takes up cases of violation of the provisions of the Constitution and other laws relating to women with the appropriate authorities.

In addition to its investigative and advisory roles, the Commission undertakes promotional and educational research to suggest ways of ensuring due representation of women in all spheres and identifies factors responsible for impeding their advancement. The Commission also inspects jails, remand homes, and other places of custody where women are kept, to ensure that the rights of women are not being violated.

Through its comprehensive approach, the Karnataka State Commission for Women strives to create a just and equitable society where women can live with dignity and freedom from discrimination.

About School of Law, CHRIST (Deemed to be University), Bangalore

School of Law, is a part of CHRIST (Deemed to be University), Bangalore. The parent University, a premier educational institution, is an academic fraternity dedicated to the motto of 'Excellence and Service' and has an already proven history of success in the field of education. CHRIST, formerly Christ College, has the rare distinction of being the first institution in Karnataka to be accredited by the National Assessment and Accreditation Council (NAAC), UGC, and currently has an A+ grade as accredited in 2022 for quality education. Located in a beautiful expansive campus of CHRIST, (Deemed to be University), Bangalore, School of Law, CHRIST (Deemed to be University), Bangalore is an institute imparting world-class legal education not only to students from various parts of the country but also from the Middle East and Mauritius. The courses are approved by the Bar Council of India.

Concept Note

Gender-based discrimination in the workplace manifests through systemic behaviours, policies, and power dynamics that result in inequitable treatment, the erosion of dignity, and, often, the creation of hostile environments. Global movements such as #MeToo and #TimesUp have brought renewed urgency to these issues, not only spotlighting the prevalence of sexual harassment but also emphasizing the broader implications for human rights, mental health, and institutional integrity.

In the Indian context, the evolution from the Vishaka Guidelines to the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 marks a significant legal stride. Yet, the absence of explicit anti-retaliation provisions continues to hinder effective redress. Victims often face fear, backlash or professional isolation, discouraging them from seeking justice and thereby reinforcing institutional silences. This gap challenges the very ethos of workplace safety and accountability.

In Janaki Chaudhry and another v Ministry of Women and Child Development and others., dated 6th December, 2024, the Apex Court of India issued notice in a public interest litigation seeking security of tenure and protection from retaliation for members of Internal Complaints Committees constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal Act, 2013 in private workplaces. The Apex Court sought response from the Ministry of Women and Child Development, Ministry of Corporate Affairs and National Commission for Women.

In Sunita Thawani v Union of India and another.,dated July 7, 2023, the Supreme Court of India refused to entertain a Public Interest Litigation (PIL) seeking to issue directions to protect complainants/witnesses/other persons or concerned organizations.

Concept Note

A PIL filed by the same petitioner with the same prayer was refused to be entertained by the Supreme Court in February 202, leaving open the remedy of submitting a representation to the Government.

In 2017, a survey conducted by the Indian National Bar Association, 68% of the victims of sexual harassment at workplace did not report to the management about the incident, due to fear of retaliation and discrimination.

The challenge before us transcends compliance and legal frameworks. It calls for a deeper interrogation of organizational cultures, enforcement mechanisms, and ethical leadership. Comparative insights—especially from jurisdictions like the United States where anti-retaliation protections are firmly embedded in workplace laws—offer valuable lessons on empowering survivors and strengthening institutional responses.

Aligned with the United Nations Sustainable Development Goals—notably SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 16 (Peace, Justice, and Strong Institutions)—this conference envisions justice not merely as a procedural outcome but as a sustainable, participatory, and inclusive value system.

Through interdisciplinary dialogue, the conference aims to explore:

- The interplay between law, ethics, and social accountability in combating workplace discrimination
- The role of emerging technologies, such as AI-based redressal mechanisms, in enhancing transparency and anonymity
- The potential of institutional reform rooted in comparative law, behavioural insights, and cultural introspection

Ultimately, this forum seeks to reimagine justice not just as a legal right, but as an institutional commitment to fairness, dignity, and inclusive progress.

Conference Themes

- **Theme 1:** Legal and Institutional Challenges in Workplace Sexual Harassment Redressal
- **Theme 2:** Power, Silence, and Social Barriers to Reporting Workplace Harassment
- **Theme 3:** Comparative and International Legal Frameworks on Workplace Harassment & Discrimination
- **Theme 4:** Organizational Ethics, Compliance and Governance
- **Theme 5:** Technology & Gender Equity at Workplace
- **Theme 6:** Gender Justice in Precarious and Under-Regulated Workspaces
- **Theme 7:** Judicial Response to Gender Discrimination

Submission Guidelines

- **Abstract Submission:** Participants must submit an abstract of 300–350 words, outlining the research problem, methodology, and key findings.
- **Keywords**: All abstracts must include 4–5 keywords that best describe your topic.
- **Co-authorship:** Maximum of two authors permitted per paper.
- **Formatting Guidelines**:

Font	Times New Roman
Font Size	Body - 12 Footnote - 10
Line Spacing	Body – 1.5 Footnote - 1.0
Citation	Bluebook 20th Edition For Interdisciplinary Papers – APA 7th Edition

- **Review Process**: All abstracts will undergo blind peer review. Selected participants will be invited to submit full papers after the conference for possible publication in an ISBN/ISSN-bearing edited volume or journal (subject to editorial review).
- **Submission Email**: All submissions shall be made to genderstudiescommittee@law.christuniversity.in only.
- **Contact Details**: For any clarifications contact - Gender Studies Committee at genderstudiescommittee@law.christuniversity.in
- **REGISTRATION :**Fees: Rs. 1000 for professionals & Rs. 750/- for students. Christ participants - Rs. 500/-

Event Timeline

Abstract submission	July 20th
Communicaton of Acceptance	July 23rd
Submission of Full Paper	August 24th

Conference Highlights

- Best Paper Award
- Book Publication of Selected Papers
- Networking with Leaders & Experts in Field of Diversity & Inclusion
- International perspectives for further Research
- Hybrid Mode

We Invite All-

- Academicians and Legal Scholars
- Social Science and Gender Researchers
- ICC Members and Corporate Leaders
- Civil Society and Human Rights Organizations
- Policy Analysts and Government Stakeholders
- Students, Interns, and Early Career Researchers
- AI, Ethics and Governance Researchers

Organising Committee

CHIEF PATRONS

Sri. Dr. Nagalakshmi Chowdhary, Chairperson, Karnataka State Women's Commission

Dr. Fr. Thomas T V, Director, School of Law, CHRIST (Deemed to be) University, Bangalore

PATRONS

Sri. Latha R, Member Secretary, Karnataka State Women's Commission

Dr. Jayadevan S Nair, Dean, School of Law, CHRIST (Deemed to be) University, Bangalore

Dr. Sapna, HoD and Associate Dean, CHRIST (Deemed to be) University, Bangalore

ORGANISING COMMITTEE

Dr. Sonika Bhardwaj, Associate Professor, School of Law

Dr. Shibu Puthalath, Assistant Professor, School of Law

Dr. Chaitra R Beerannavar, Assistant Professor, School of Law

Dr. Valarmathi R, Professor, School of Law

STUDENT CONVENORS

Sahana Balaraj

Aswathy Rakesh

Ahiree Banerjee