CHAPTER VI

FINDINGS, CONCLUSION
& SUGGESTIONS
FINDINGS, SUGGESTIONS & CONCLUSION

6.1 THE FINDINGS:

The primary purpose of this research was to explore the nature and patterns of violence against women and harassment in workplaces and to analyze characteristics of the offence, offenders and the victims. The emphasis in the study was not on the psychological dynamics of individual abductors or offenders and their victims but on their social characteristics and social relationships as well on the offensive acts themselves i.e. on the modus operandi of the offence and the situation in which the crime occurred. Patterns were sought regarding the planning of the offence, the demographic background of the victims and the offenders, spatial and temporal patterns, techniques and strategies involved, the degree of offence and resistance, and so forth.

The orientation towards these problems was strictly empirical though qualitative and partially statistical. While the study was conducted with a sociological and socio-legal perspective, it was not guided by a specific theory. The associations between various variables were tested with several tests of significance. The study is thus now able to refute some concepts of violence against women particularly harassment in workplaces and also indicate important policy measures for preventing and reducing harassment in workplaces. Various forms of violence were combined and some common findings identified. We may first point out the findings pertaining to specific types of violence separately.

Common Findings:

(i) Violence is more common against women who belong to families that are patriarchially organized in the traditional way.
(ii) All forms of violence against women appear to be higher in lower socio-economic strata, though offenders are not necessarily from lower class. More cases appear against women who lack financial resources and have no alternative to protection.

(iii) All forms of violence against women are those who lack self-confidence, have poor self-image and a feeling of selflessness, have few social ties, friendship or community affiliations.

(iv) Violence against women is not the result of their provocative behaviour but rather the result of offenders learned behavioural responses.

(v) Importance of both situations and personality variables need to be accounted in violent behaviour.

(vi) The offenders are not necessarily alcoholics and psychopaths who came from disorganized families but are normal males.

(vii) Police reaction to female victims of violence is generally indifferent and negative rather than helpful and co-operative.

(viii) Reaction of family members of victims of violence is rather insensitive than sympathetic.

(ix) The process of recovery of the victim after shock depends both on her personality trait as well as on the structure of the situations, in which she lives and works.

(x) The female victims of crime in our culture do not require professional counselling and need only supportive persons who can listen to them sympathetically and help them face the legal, psychological and social crisis.
Specific Findings:

(i) The sexual harassment in workplaces are more cases of young women.

(ii) The victims of harassment in workplaces are generally timid.

(iii) In workplaces, women bear the sexual advances of their male superiors, male colleagues in fear of losing their jobs.

(iv) In a large number of cases of workplace harassment, it is sexual advances from close acquaintances.

(v) The harassment like verbal coercion, temptations and sexually coloured remarks are more.

(vi) The victims of workplace harassment suffer from gender inequality.

(vii) The risk of victimization is highest in unmarried girls i.e. married males are a greater threat to unmarried girls.

(viii) Sexual harassment is not always the main or important motive. Some are for hostility, revenge, causing harm and dominance.

(ix) Most of the victims conceal facts due to social trauma.

(x) The poor economic condition prevents the women to file any complaint against the persons who have harassed them in their workplaces.

(xi) The unmarried girls are more prone to sexual harassment than married women.
Keeping in view the above findings it is necessary to suggest some measures to prevent women's abuse and exploitation in our society and harassment in workplaces and for dealing with female depersonalization trauma. The first and most important task is to redefine the social concept of "violence against women and workplace harassment". Power and authority against the weaker sex motivate the acts of violence. There are laws, which define and prohibit all violent acts, and the public also condemned these acts. Victims cannot relate their experience to others and have it confirmed by them. In fact it will be not be wrong if we maintain that our courts mainly punish those offenders who commit offences 'incautiously and uncaringly'. Conviction is for rape, abduction and dowry deaths and wife battering. In rapes and abductions, it is difficult to get conviction when the slightest intimate relationship is proved to have existed between the victim and assailant. Thus, what happens in cases of crimes against women and subsequently in the criminal justice system reflects male and female roles in broader society. Law enforcers and magistrates have traditional ideas how women ought to act, and base their judgments on such traditional and stereotyped considerations. In this image women are at a disadvantage with respect to men. The cultural definitions and values pertaining to 'the way women ought to behave' place women in structurally disadvantageous power position. Because criminal justice systems rely on these cultural stereotypes and accepted definitions in uncovering motives in crimes against women, most cases of victims are list long before they enter the legal and judicial systems. It is therefore important that the violence against women and gender-biased discrimination be redefined and delegitimised.

There is a great need for change in attitudes of victims and their parents and relatives. When we focus our attention on cases of sexual violence, the voice of the individual carries no weight. But, if a number of women of like-minded views join hands against women's sufferings, they can make their
presence felt as also make an impact. Suffering violence is so deep rooted in our cultural milieu, that not only illiterate, less educated and economically dependent women but also sophisticated, highly educated and economically independent women do not seek legal or police protection. This fact is necessary to keep in view while pondering over measures to control women's abuse in our society and dealing with female depersonalization trauma. It is necessary to develop a humanitarian approach to victims of crimes committed against females by males.

6.2 Suggestions:

It is necessary to suggest some measures to prevent women's abuse and exploitation in our society for tackling various crimes against women, and for dealing with female depersonalization trauma. Our suggested measures fall into certain categories.

- With regards to resolve sexual harassment cases at workplaces some suggestions are.

- There should be strict legislation and more awareness regarding the laws at the workplace.

- Workshops, seminars, symposiums should be organised at the workplace to make the employees aware of Supreme Court guidelines.

- A time limit should be mentioned within which the complaints of sexual harassment should be disposed of by the complainants committee, this time limit should be of short span as the culprit should be punished as fast as possible.

- The Court should prescribe the punishment to be given to the offenders as the employers may not award stiff punishment.
• The procedure for the trial should not be lengthy and cumbersome which would be hard on the part of the victim and prosecution to prove and the offender would be free.

• The victim should register an FIR with the police and pursue legal action immediately.

• Women should behave responsibly, assert their position and also try to make aware their male colleagues if something objectionable is found in their attitude and would make a written complaint to the senior employee as the SC guidelines compels to take immediate action.

• The punishment should be dismissal from job and a long time rigorous imprisonment, which would create fear in the minds of wrong-doers.

• The moral, spiritual and ethical values of the traditional Hindu Society have to be awakened among people.

• Mass media, NGO's and Women’s Rights Forum should take up the issues.

• Police and law enforcing departments should be with the victims supporting her instead of maintaining a cold attitude.

(a) Removing Gender Bias:

The gender of an individual is the person's identity that he or she receives in society through traditional or ritual inculcation of values. “Gender” therefore is a conditioned identity of an individual. Sex does not signify anything
more than a biological identity. Unlike the term gender it does not contain within itself, the 'value' loaded assumptions. The first and most important task is to redefine the social concept of 'violence against women'. This means seeing crimes like rape, abduction, wife beating, dowry death, murder and workplace harassment as "acts of violence motivated by power and authority against the weaker sex". This means making people realize that violent acts against women can occur in circumstances where people normally will not acknowledge them. The misuse of patriarchal norms working against women has to be brought to the notice of the people by both men and women. The masses have to be awakened by holding conferences, pressurizing legislatures, demonstrating before police stations and in many other ways to make them realize and accept the need for changing old patriarchal norms. Only collective acceptance of new norms can help in understanding victimization of innocent women. What happens in cases of crime against women and subsequently in the criminal justice system reflects male and female roles in broader society. Criminal justice systems rely on these cultural stereotypes and accepted definitions in uncovering motives in crimes against women. It is therefore important that violence against women and gender biased and discrimination be redefined and delegitimised.

(b) Changing thinking of the victims and their relatives:

There is a great need for change in attitudes of victim's parents. When we focus our attention on cases of violence against women and workplace harassment. The parents of the victims should realize the psychological trauma, social stigma faced by the victim. Suffering violence is so deep rooted in our cultural milieu that not only illiterate, less educated and economically dependent women but also sophisticated, highly educated and economically independent women do not seek legal or police protection. This fact is necessary to keep in view while pondering over measures to control woman's abuse in society
and for dealing with female depersonalization trauma. It is necessary to develop a humanistic approach to victims of crimes against females by males.

(c) Evaluation of organizational procedures:

For protecting the rights and providing benefits to victims, an evaluation of organizational procedures to police, courts and rescue homes etc should be given. One cannot expect people from within an organization to find fault with their own system. Review and planning must be restructured into systems both by assigning this duty to a particular position within an organization and giving it specific time to do it, as well as assigning this duty to outsiders. Some changes suggested by outsiders may be considered as being difficult to implement by the organization concerned, but these changes may be necessary for victim's benefit and welfare. For example, the police may have a rule that victims must give their statements alone, but permitting the representatives of women's organizations to be present, as suggested by reviewers, might prove helpful to victims in ways more than one.

(d) Changing criminal justice system:

What is important is the necessity of changing the rigid and traditional values of magistrates on which their decisions are based. Reorientation courses for magistrates to be organized by institutes and universities are necessary to bring to their notice the findings of empirical works undertaken by scholars on crimes, criminals, victims, police, prisons and rescue homes etc. Before the public loses faith in the judiciary, as others lost faith in the police, before the judicial judgments have a dampening and demoralizing effect on the people, magistrates have to learn to depend on sociological interpretation of law rather than continue to rigidly stick to legal precedents. Trial in camera would not only protect the self respect of the victim of crime but is also likely to improve the quality of evidence of prosecution
because would not be hesitant or bashful to depose frankly, as she might be in a open court under the gaze of the public. It was also suggested that it would not be lawful to print or publish any matter in relation to the proceedings in the case, except with prior permission of the courts. This would spare embarrassment caused to victims of sexual crime. It was also suggested that as far as possible, sexual assault cases be tried by women judges. Lastly, the courts should avoid disclosing the name of the victim in order to save embarrassment to the victim.

**Changes in police attitude:**

The role of the police is to uncover law violations and bring to task those people threatening the social order. It is the police who in their capacity as first line enforcers make the important decisions whether a specific situation requires official action or not. If they choose not to identify an act of crime, or if they choose not to label a person a suspect, or if they choose not to take official action even if they have sufficient evidence against the suspect/accused, members of the society lose faith both in law and its enforcement agencies. It is indeed unfortunate that the image of the police has steadily deteriorated in our society in the last few decades on the ground that either they escape their responsibility through indifference and callousness or they do their jobs with a variety of corrupt and unlawful practices. It is true that most police work is reactive than proactive, that police action is taken when several of the public act as complainants.

**Women's (Mahila) Courts**

- More Women's (Mahila) Courts should be opened in every state as in Andhra Pradesh and Delhi. These courts were first presided by a Woman Additional Metropolitan Magistrate cum Assistant Sessions judge later upgraded to the level of sessions judge.
These courts aim at to bring qualitative changes in the judicial system and faith of the litigants in the judicial institutions by giving them speedy justice. Females are inherently shy and incapable of expressing themselves fully before male dominated Judicial Officers. These courts are a commendable effort to encourage woman to open up which is a very necessary for sexual harassment at workplace.

The courts will deal exclusively with crimes against woman. Since they will be presided over by experienced judges and magistrates they would be no apprehension of gender bias among litigants. It is also expected that the atmosphere of these courts will be more conducive and the victims will be able to narrate their incidents without any exhibition or embarrassment.

• Legal aid cells are a positive development. These are provisions for free legal aid for woman irrespective of their economic status but hardly women know about it: The National Committee for the Implementation of Legal Aid recognized fact that women have been so severely subjected to deprivation, brutality and exploitation that they cannot stand on their feet. It is necessary that every woman should know about the legal provisions available for them and steps like advertisement in media like newspaper radios and television and even through social workers is a must as many women are reluctant as they cannot bear the cost.

Preventive Measures:

All employers or persons in changing workplace whether in public or private sector should take appropriate steps to prevent sexual harassment without prejudice to the generality of the obligation they should take the following steps:

(a) Express prohibition of sexual harassment as defined above at the workplace should be notified, published and circulated in appropriate ways.
(b) The rules, regulations of Government and public sector bodies relating to conduct and decline should include rules regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.

(c) As regards private employers, steps should be taken to include the aforesaid prohibition in the standing order under the Industrial Employment (Standing Order) Act 1946.

(d) Appropriate work conditions should be provided with respect to work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at workplaces and no employee, women at work place should have reasonable grounds to believe that she is disadvantaged in connection with her employment.

(e) Introducing self-defence training to girls in schools, colleges and universities etc.

(f) Imparting legal education to girls in schools, colleges via mass media.

(g) Giving more rights to women in services, business dealings, insurance schemes, taxation laws, social affairs and household chores to improve their status.

(h) Showing programmes on electronic and print media suggesting measures for psychological protection of women so that they act or think of themselves less weak and helpless and learn to defend themselves.

(i) Restraining mass media from practicing indecent exhibition of women in all types of advertisements and humiliation of women in serials and movies.
(j) Introducing legal reforms, this may reduce difficulties in prosecution.

Rehabilitation Measures:

(i) National women's commission may also create investigating machinery for the increasing atrocities against women.

(ii) Establishing centres for rendering aid to victims of rape, torture, kidnapping and harassment. These centres may initially may be started in big cities with population more than 10 lakhs and then on cities with population between 5-10 lakhs and lastly on cities with population of 1-5 lakhs. Each center should have permanent staff for attending telephone calls and contacting families apart from ringing up women volunteers to present cases to the police. These centers should be founded by governments, charitable trusts and donations etc.

(iii) Providing free legal aid to exploited women by both government and voluntary women's organizations.

(iv) Special investigation units comprising predominantly of women police officers may be created. Investigating officers need to consent, otherwise his client remains in jail. Hence, the magistrate has to intervene quite often. be trained and sensitized about the needs and sensibilities of victims.

(v) As for the attitude of lawyers, it is difficult to expect the defence, lawyers to be gentle. He will naturally try to make it a case of

We have mainly concentrated on female victims, but it will not be appropriate to talk of deviants. Our analysis in this study has pointed out that three types of men are prone to commit offences against women:
(a) those who have experienced traumatic experiences in their childhood, which negatively offsets their attitude against women.

(b) those who face miseries and discontent in their life, which sours their heterosexual relationship.

(c) those who have bitter experiences of family life that culminates on violent attacks on women.

This raises the question of therapeutic processes and treatment techniques needs to improve self-awareness among the deviants.

As the sexually harassed women victims go through police, rescue homes and court ordeals they often feel depersonalized, lost and neglected. Although, sometimes they may find supportive individuals in these institutions that help them, yet the overall organization structures of these institutions do not care much for them creating a feeling of being neglected among the victims. This type of feeling is prominent among victims of abduction or rape. Again, the victims of rape, abduction, battering, torture and harassment are left behind the society at large to fend for themselves. Therefore, they have to cope financially, legally and emotionally with the aftermath of the crime inflicted upon them. The five main groups of the professionals who work with the victims are the police, doctors, lawyers, and magistrates and rescue home officials. The most striking thing about these groups is that they have a high degree of specialization and lack of communication among them and each group sticks to their own fields. This lack of communication between professional groups is a phenomenon, which victims come face to face when they go through the criminal justice system. It is therefore necessary that all these groups and professionals combine their efforts and try to jointly tackle the problems of the victims of violence.
We have examined violence against women by the background of the victims and offenders through causes, processes and patterns involved and criminal justice system. Considering the trauma victims suffer and also realizing that the institutions of police, courts and rescue homes, which are supposed to help victims, quite often harm them, this study recommends some fresh and serious thinking and procedural issues and policies. However, we hold that violence against women deserves a scientific study and the victims of crime require a most objective approach and a more humanistic approach in our dealings. We also welcome or seek efforts to concentrate on treatment of women exploits as well as a well-defined criminal justice system. The data in our research holds several recommendations for the prevention of women exploitation as well as control of both domestic and extra domestic violence against women:

(i) Those wishing to counteract violence on women in society should first look at violence in different norm. As suggested earlier, a thorough assessment of violence potential must take into account the childhood and adolescent experiences of the violent individual. The artificial separation between traditional upbringing and experience from modern attitudes and violent behaviour towards women in research efforts created a biased view in analysis and shows lack of contextual understanding of relationships among sex roles, violence and underlying social norms.

(ii) The risk factors for violence against women both inside and outside their home include young age, illiteracy, poverty and strains. Lack of adjustment, attachment and commitments on the part of man creates frustration, which is the most important contributing factor in violence against women. Of course, this requires further study with a wider sample of male criminals and female victims.
(iii) Undertaking more research will contribute to our knowledge of crime and criminals against women as well as the types of women who fall prey to men’s violence. This will not only enrich our theoretical knowledge, but will also help in developing preventive strategies and ‘treatment’ programmes.

Evidence in this research and elsewhere identifies the types of men who are perpetrators of violence against women. Unless the men change their attitude and unlearn their traditional beliefs towards women, liberation movements initiated by women, social legislative measures and stringent punishment to criminals’ etc. the crime rate will continue to rise.

6.3 Conclusion:

Violence is the continuum in the life cycle of a woman, right from assault of young girls by a family member to incest, to the ill treatment of elderly women. Notions of security or safety, which traditionally have been synonymous with the concept of family, no longer holds true for a number of women and girls around the world. Research shows that for millions of women, their homes and workplaces are dens of terror. Human rights abuse in houses and workplaces takes different shapes. Violence against women in the family stems from the concept of male of male superiority and power. In most countries, the male has been historically and traditionally considered the provider and most powerful figure, and that is the basis for the exercise of control over the female. For many years, the State and its agents condoned this violence, reasoning that family matters fell within the private spheres of individual lives, and it was not for the State to interfere and impose regulations. In recent times, there has been a shift in the attitude of State non-interference, and it is evidenced by the progressive work of the international community in the area of violence against women. Gender discrimination against women results in all
The incidents of violence against women in different states of India are cause for serious concern. This study aims to give broad understanding of the causes and types of violence against women leads to a radical manner. It is a social phenomenon. The analysis of various types of violence against women and their varied patterns presented in this study. Therefore, it calls for examining and testing some important existing theories. The primary purpose of this research was to explore the nature and patterns of violence against women and analyze characteristics of the offence, the offenders and the victims. The emphasis in the study was not on the psychological dynamics of the offenders but the modus operandi of the crime and the situation in which the crime occurred. While the study was conducted with a socio-logical or socio-cultural perspective, it was not guled by a specific theory. The associations between various variables were tested with several tests of significance. The study is thus able to refute some of the misconceptions surrounding violence against women, particularly harassment in workplaces. The fact of violence is a very effective deterrent for women who would like to step out of their role and have much freedom. Women are terrorized in a way that keeps them fully under control. In this respect violence is an instrument which is particularly in the hands of men and which enables them to keep traditional supremacy over women. It is means of perpetual subordination of women, and enlarging the inequalities existing between the sexes. Because of the role assigned to them, most women in India are economically dependent on men. The prospect of enlarging poverty pressures many violent relationships. Economic dependence of women constitutes of the high incidence of violence against them. If women were economically independent being single they would be less likely to tolerate. In this respect, economic independence could
play an important role in curbing violence against women. Another important factor, which constitutes to women adjusting to violence, is the special disgrace they would face if they choose to leave their spouses. In the same way, an economic dependence in this cultured trap serves to reinforce women's subordination. For many prospects to leave their spouses and a subsequent rejection they would have to endure is for women thus being ill-treated once in a while. If women are to stand up to their husbands, in laws and outrageous behaviour, it is beneficial to them. In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.

Violence against women through victims and offenders background through causes, through the process and patterns involved, as well as through the criminal justice system. Considering the trauma victims suffer and also realizing that the institutions of police, courts and rescue homes which are supposed to help victims quite often harm them, this study recommends some fresh and serious thinking on procedural issues and policy recommendations. Some value judgments could be made about the findings presented in this study. However, the violence against women deserves a scientific study and the victims of crime require an objective approach in our reactions and a more humanistic response in our dealing. We also welcome or seek efforts to concentrate on the treatment of women exploitations as well as well-defined criminal justice system. The data in my research hold holds several implications for the prevention of women's exploitation as well as control of both violence and workplace harassment of women. Lack of adjustment, attachment and commitment on the part of men creates frustration, which is the most important contributing factor in crime against women. This of course requires further study with a wider sample of male criminals and female victims. More research will constitute to our knowledge of crimes and criminals against women as
well as the types of women who fall prey to men's violence. Unless men change their attitudes and unlearn their traditional beliefs towards women, liberation movements initiated by women, social legislative measures and stringent punishment to criminals etc will only reduce crimes to some extent. Tougher strategies than more persuasiveness are necessary to fight harassment and humiliation. Man's maladjustment to status, nonattachment to groups, and non-commitment to roles, values and norms is an objective danger, which may lead to exploitation of women. Women are physically rather weak to be able to protect themselves, economically often incapable to supporting themselves, and socially quite simple to be able to guard themselves against the chicanery of men and their ways. Since violence against women is partly the product of social systems and partly the result of individual pathologies, only punitive-cum-therapeutic attitude towards men committing crimes against women is also a reformatory attitude towards institutional structures in our society can instill a healthy sense of confidence and dignity in women and enable them to lead a honourable life again.

Rights under Indian Constitution

There are seven rights granted to all Indian citizens under Article 12 to 35 of the constitution of India (Part III). But, we must pause and as ourselves of every Indian citizen enjoys all these rights, irrespective of his religion, caste or status. The Preamble to the Indian Constitution declares, India a sovereign socialist, secular democratic republic and lays down the primary objectives of the Constitution namely to secure all citizen, justice, social, economic and political, liberty and thought, expression, belief, faith and worship, equality of status and opportunity, fraternity assuring the dignity of the individual and the unity and integrity of the nation. We can see many situations around us when the human rights are being violated. It is perhaps due to unawareness of one's rights, individuals may not know that they do not
have to put up with such sub standard treatment. Therefore we must spread awareness of the basic human rights to the unaware. The last decade has seen a significant rise in violation against women in Asia and CIS. Globalization, privatization and liberalization of the economy has resulted in new forms and scales of economic and socio-cultural exploitation of women. The transition of former socialist republics to market led democratic countries in the CIS has led to the resurfing of traditional patriarchal norms, and erosion of many of the social-economic and political gains made by women during the socialist regimes. A similar pattern has been observed in China, Vietnam (though still socialist). Which are shifting from a common economy to a more market led one.

**Women's Human Rights And Violation**

Women gives birth to men, man is her co-traveler the woman is the mother of the earth. She plays the role of mother, sister, and daughter. She started human and social life. The women are mistresses of half of the country. They are the part of the society and nation. They are part of the development of the country with out which the development is not possible. They are queens of the household. They can bring love, peace and affection among the human beings by their powers. They are not weaker sex of the society. They can bring any change in the society. Human rights of women is judged in the type of the society are envisioned. We envision a society where we can act on, or own behalf with dignity and freedom, recognizing we have obligations to develop one full potential and to support the development of others. The violations of rights of women are a human rights violation of her body and her right as a person. The violation of women's rights takes many forms such as

- Violation of reproductive rights of women
- Female feticide and infanticide
- Domestic-violence against women and girl children
d. Custodial violence against women  
e. Violence and sexual harassment against women in civil conflicts  
f. Violation of social rights of women in EPZ/marketplaces  
g. Violation of women's rights to mobility and define one's identity  
h. Violation of women's rights to decision making.

Violation of women's rights to land, assets and other resources, Human rights violation against women takes certain sex/gender specific forms—such as forced pregnancy, forced virginity examinations or in that they primarily target girls/women such as female infanticide, female feticide, wife beating, rape, forced sterilization and forced trafficking of women for purposes of sexual servitude. However, at the same time one cannot categorize all women into one category. Dalit women and women belonging to ethnic/racial minorities are more vulnerable than others. Women's human rights cannot be promoted and protected unless all forms of inequalities and human rights violations are addressed. Further both individual and collective human rights of different group of women need to be protected and promoted.

**Vulnerable Groups**

From the proceeding analysis of gender, poverty and human rights, it is possible to identify 20 groups of women who may need to be focused upon in Asia and CIS. Twelve of these disadvantaged groups are likely to be found in any of the sub-regions or countries.

a. Women in marginal and small farming households  
b. Women in environmentally fragile areas  
c. Women artisan fish workers (coastal belts)  
d. Women from ethnic minorities
In the economic side of the violation has been manifested in the use of women to boost the economy and their state of powerlessness. They have suffered humiliation in the process. One such example is land grabbing by powerful sectors and destruction of forests denying the right of women in the means of livelihood or basis of survival is also a violation of human rights.

**Conflict Among Rights:**

The expanded assertion and recognition of rights, the dimensions to rights that are emerging have given rise to situations of conflicts among rights, and consequently among rights activists. Choices are being made, and a prioritization of rights occurring in a range of areas. The neglect of women’s rights in the human rights arena for decades after the Universal Declaration of Human Rights (UDHR), and the Constitution of India, has had the women’s movement demanding, and acquiring even if partially, recognition of women’s rights as human rights. There were some among our respondents who held that human rights are those which are asserted against state action and inaction. A human rights lawyer, on the other hand, saw human rights as a strategy, which ought not to be confined within an inflexible definition. For people in the
women’s movement, however human rights is about patriarchy and systemic oppression and violence, domestic violence and death in the matrimonial home could not, clearly be excluded from the universe of human rights issues as a civil liberties’. Activists told us in a pamphlet they prepared in 1990 (when the debate about whether violence and death in the home should be on their agenda), she compared statistics in dowry deaths with encounter killings, it was 2000: 300. Though it stoked a lot of controversy the women members of the organization were very happy that the issue has been raised. The emergence of women’s rights in the human rights universe has also brought with it some contradictions, which demand to be addressed.

**Suggestion To Human Rights Of Women:**

Human rights of women should be developed a way of life and not limited to a slogan. Human rights contribution would be made through establishing standards, implementing the standards and giving publicity to them. The people themselves realign about their maintenance and the violation of human rights. The following suggestions may be taken into consideration.

a. The protection of human rights is a constant struggle that cannot be won unless every man and woman participates in it.

b. Human rights enforcement machinery is required to be formed for the enforcement of human rights properly.

c. Human rights talk program are required to be made and organized by debates and culture.

d. Human Rights Day is required to be celebrated every year by different ways.

e. There is a need to include a ‘separate curriculum’ concerning human rights in our education.
f. False character assassination of women should be stopped.

g. In the domestic affairs the women should be allowed to give advices and take decisions along with their husbands and other male members because the female member is also a part of domestic life of family.

h. “Special Women Human Rights Forum” is required to be formulated for the protection and maintenance of human rights of women.

i. Issue of human rights a development of UDHR must be approached realistically.

j. Politically, there must be at least 50% representation of women in Parliament.

It is the need of all of us should right to protect human rights, so that each one of us could live in peace and harmony in this world.

The pilot study shows the travails of working women. The women of India who are different from the rest of the world due to rich culture and tradition who ought to have a special and safe position in the society are being under valued and not respected rather they are humiliated. An un-paid servant at home where the atrocities in her are yet to be stopped she is not even spared in the workplaces by colleagues, superiors, etc. The rapid modernization has enforced her to come to the forefront to meet the demands to better living standards but all her dedication is being looked down upon. She is a victim to all sorts of harassment. A working women shoulders the dual responsibility of being a housewife and responsibilities she becomes a victim of severe mental stress and tension. But all such thing in vain does one realizes. At workplace, many women bear with nasty passes and comments from male colleagues.
and inappropriate behavior of the boss. These have a disastrous effect on he women.

Studies have showed how women suffer psychological, physical and economical losses, which costs much. This trauma has direct effect in the job output, works satisfaction, high rate of absenteeism, change of job & many others. These are very hard for a woman to bear and in India the -condition is worst compared to other countries as our society is a male dominated society and the women are subjected o humiliation much more. The traditional society here would rather prefer there daughter-in-laws, sisters, wives, stay back at home instead of suffering such harassment and fighting for their rights. They do not think of the pros and cons when a source of income is stopped as reputation is much more important. Their thinking and life-style makes a woman silent, as she knows she cannot put off at once with a source of income. Some times the economic condition is so miserable that she does not dare to complain as she may be demoted, would be debarred from getting assignment or at the most loose the job which would prove fatal for her. Even lodging FIR and moving to Court could cost much.

Apart from all such problem of socio-economic condition to law on sexual harassment at workplace adds fuel to life. The harasser knows this very well. On the other hand all the legal provisions that are present in the Indian Penal Code which can be used for this offence like Section 354, Section 509, Section 375, Section 376 or Section 294 are little know to the victims. The lack of legal knowledge is one of the reasons. Now that the Supreme Court has laid down guidelines and norms to be followed in all work places is made enough welcome but many have no idea about it and some don't admit such problem is there. Many women activist welcome the direction by Supreme Court and feel that the culprit can now be taught a lesson but provided the guidelines are effective, i.e. statutory status is there. Strong legislation is the
need of the hours against such harassment. The awareness campaign must be supplemented with lobbying for law in this issue. The guidelines by the Apex Court are necessary but not sufficient to protect the country's women workers. Stringent laws can be passed to ensure, but care should be taken while making the law so that the culprits don't move free due to burden of proving "beyond reasonable doubt". As we see that "unwelcome sexual advances" in case of harassment will be problematic to prove. Only women will bear the brunt of it. Thus, all the nitty–gritty should be debated while passing the law and there should be no loopholes as there is in the rape law.

Women activists believe that human rights oriental approach will prove to be profitable than all labyrinthine legalize. Some activists raise their voice against criminalization of sexual conduct as they view this issue has everything to do with human rights and constitutional rights to equality but the view of the Apex Court in this regard is very right. The Apex Court has ruled that as a criminal offence it infringes on woman's fundamental right of gender equality and the right to life and liberty.

Another aspect to be considered is that the implementation of the guidelines when future law would be made. The fear is all about the implementation of the guidelines in the unorganized sector. How far the labour unions would take the issues is another problem because women generally do not participate in the Union very actively.

Whatever may be the laws alone cannot bring about a social transformation unless there is social awareness followed by resolute action. Law can at the most be used as a catalyst to realize basic human rights of women. Once man learns to respect woman and consider her as a human being giving her support needed then there will be no complain at all. But before it the morality in a man should wake up. Law can only be an agent in changing society.