## CONTENTS

DECLARATION ii  
CERTIFICATE ii  
ACKNOWLEDGMENT iii  
KEY TO ABBREVIATIONS iv  
TABLE OF CASES v  
LIST OF TABLES vii  
LIST OF REPORTS viii

### CHAPTER - I  INTRODUCTION

1.1. Identification of problems 3  
1.2. Concept and definition 16  
1.3. Sex discrimination and sexual harassment in workplaces 23  
1.4. International perspective 28  
1.5. Review of Research 45  
1.6. Limitation of Study 54  
1.7. Methodology 55

### CHAPTER-II  GENDER EQUITY: CONSTITUTIONAL & LEGAL OBLIGATIONS

2.1. Constitutional Obligations 71  
2.2. Legal Obligations 77

### CHAPTER-III  SEXUAL HARASSMENT IN WORKPLACES AND VIOLATION OF HUMAN RIGHTS

Categories of sexual harassment 96  
Quid pro quo 97  
Hostile environment 98  
3.1. Human Rights Violation 101  
3.2. The India Scenario 110
## CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>DECLARATION</td>
<td>ii</td>
</tr>
<tr>
<td>CERTIFICATE</td>
<td>ii</td>
</tr>
<tr>
<td>ACKNOWLEDGMENT</td>
<td>iii</td>
</tr>
<tr>
<td>KEY TO ABBREVIATIONS</td>
<td>iv</td>
</tr>
<tr>
<td>TABLE OF CASES</td>
<td>v</td>
</tr>
<tr>
<td>LIST OF TABLES</td>
<td>vii</td>
</tr>
<tr>
<td>LIST OF REPORTS</td>
<td>viii</td>
</tr>
</tbody>
</table>

### CHAPTER - I  INTRODUCTION

1.1. Identification of problems                                           3
1.2. Concept and definition                                               16
1.3 Sex discrimination and sexual harassment in workplaces                23
1.4 International perspective                                            28
1.5. Review of Research                                                  45
1.6. Limitation of Study                                                 54
1.7. Methodology                                                         55

### CHAPTER-II  GENDER EQUITY: CONSTITUTIONAL AS LEGAL OBLIGATIONS

2.1. Constitutional Obligations                                           71
2.2. Legal Obligations                                                   77

### CHAPTER-III  SEXUAL HARASSMENT IN WORKPLACES AND VIOLATION OF HUMAN RIGHTS

Categories of sexual harassment                                           96
Quid pro quo                                                              97
Hostile environment                                                       98
3.1. Human Rights Violation                                               101
3.2. The India Scenario                                                   110