AN ABSTRACT ON THE THESIS

“Sexual Harassment In The Workplace: A Comparative Analysis Of State Bureaucracy And The IT Sector”

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Sexual harassment at the workplace is a hard reality, but a systematic study on it, is often lacking. In this regard, bureaucracy and Information Technology are the two major areas, which need academic analysis.

A Survey of the existing literature shows that most of the studies in the field have not focused on the bureaucracy or the Information Technology. None have provided a comparative analysis between the two Services. Moreover, they have also not taken note of the differences of sexual harassment in the workplace in Kolkata, Delhi and Bengaluru. The present research work addresses this research gap and studies the relevance of socio-economic factors, impacting the sexual harassment in the workplace. It also tries to analyze the levels, forms of sexual harassment faced by the respondents, the gender and position of the harasser and the level of filing complaints by the victims. Moreover, the reasons behind the silence of the victims regarding filing complaints, have also been analyzed.

The researcher has conducted field studies in the three cities of Kolkata, Delhi (National Capital Region) and Bengaluru. On the basis of structured interviews and informal interactions with the respondents at all levels, it has been found that the level of sexual harassment in the Information Technology sector, is higher than that of bureaucracy. Comparatively, among the three cities, the level of sexual harassment is highest in Delhi, followed by Bengaluru and then by Kolkata. This has been confirmed by the registered crimes against women in the National Crime Record Bureau (NCRB) Report, 2012.
Respondents who had faced sexual harassment in the workplace, mostly faced it from the male superiors, whether in the Information Technology sector or among the bureaucracy. The sexual harassment is subtler in bureaucracy. According to the Survey, women are being sexually harassed by men. Sexual harassment at workplace is a manifestation of power relations. Young women are harassed more than older women. Unmarried women are the ones, who are harassed more both in bureaucracy and the Information Technology sectors. Women are silent when it comes to complaining.