The thesis is titled “Workplace harassment and bullying: A critical study of the legislative measures”. It focuses on harassment and bullying at workplaces and is not a gender based research.

Chapter 1 deals with the concept of harassment and bullying at workplace. It is one of the most costly illnesses, if left untreated, it will have adverse ramifications on the health of the employees. The effects of harassment and bullying at workplace can lead to depression, which is as worse as any other disease like heart disease or diabetes or AIDS, as depression tends to affect the employees in their initial working years and it may last during their lifetime, if it is left untreated.

People with symptoms of harassment and bullying experience greater stigma for their illness as they are labeled as being ‘different’ in a negative way, which can result in outright discrimination. Harassment and bullying at workplace is often referred to as ‘silent killer’ and this silence is a major barrier to people receiving treatment. It is necessary to recognize and minimize harassment and bullying at workplace so as to minimize the harm done to productivity and for cost-effectiveness, as failure to receive treatment may lead to absenteeism and loss in productivity. The effects of harassment and bullying are vicious. Various types of harassment and bullying are discussed and its effects not only on the victims but the impact on the organizations are also discussed. There are certain acts, that do not result in harassment or bullying, they are just the corrective measures to improve the efficiency in an organization.

It also explains various terminologies used in place of harassment and bullying. The meaning and concept of harassment and bullying at workplaces is explained. The chapter also includes various human rights instruments which provide the bases for human dignity.

The problem of harassment and bullying is studied in comparison with various provisions of employment laws, labour laws and contract laws. The chapter also includes the research objective. The main aim of the research is to analyze the legislative measures which are relating to harassment and bullying at workplaces. Above all, the study is also for the purpose to
determine what leads to suicidal tendencies amongst the victims. To understand all this it is necessary to understand the work culture and the environment prevalent at workplaces.

It also includes the scope of work extending to questions relating to harassment and bullying at workplaces. It means that the study is focused on both men as well as women, as it is not a gender based problem. The research is conducted by covering a particular area comprising of corporate bodies, financial institutions, banks, firms, hospitals, schools, colleges etc.

At the end hypothesis of the research work are studied. These hypotheses are based on reviewed literature and the research is conducted on the basis of null hypotheses.

Chapter 2 deals with literature review. The scholarly articles written by various authors regarding harassment and bullying at workplaces is reviewed to understand the concept, nature and working of harassment and bullying at workplaces under various circumstances. Literature review forms the base of research. Literature review helps in evaluating the research work. It also revels the gaps if any that is existing in a literature and opens new doors for research.

Chapter 3 consists of research methodology used for research. The research methodology consists of various steps such as; literature review, random sampling of data, selection of sample size etc. The sources of data are primary and secondary. Primary source of data includes quantitative and qualitative methods and the secondary source of data includes the case studies.

It also consists of the area of research work that is the region of western Mumbai between Worli to Kandivali as this belt comprises of more than 5000 offices. Full precautions have been taken to ensure the confidentiality of the employees or workers.

Chapter 4 consists of various legislative measures to study harassment and bullying at workplaces. The legislative measures of India are compared with the legislative measures of the West. The West has already recognized harassment and bullying as ‘violence’ in workplaces. Various laws, guidelines and provisions have been adopted by West to protect their employees from harassment and bullying at workplaces. India is a member of United Nations Organization.
After taking into consideration the International Human Rights Convention and Universal Declaration of Human Rights, 1948, Part III and Part IV of the Constitution of India were drafted. Fundamental Rights are guaranteed to all the citizens of India by the Constitution, which are recognized as human rights. India is a sovereign State having provision in its Constitution to amend, sign international treaties and conventions and make new laws or amend the existing as per the same. Various international human rights conventions had taken place in United Nations Organizations. Indian Constitution guarantees gender equality to every citizen. Various laws are also enacted by the Parliament to protect fundamental rights. Violation of these rights causes civil as well as punitive actions. The Government has taken various welfare measures to protect the rights of the citizens, which includes both women and men. Particularly to protect various rights of the women, separate department as “Women and Child Development” was established in Centre in the year 1985 and thereafter the State. As per the obligations of the International Rights Conventions, various Commissions were established such as Human Rights Commission, National Commission for Women, and National Commission for Children. They are taking cognizance of human rights violation of working women at time to time. Majority of Commissions or Acts or Laws are made for women but for men, there are no specific legislation. Even men face compounded forms of discrimination at workplace because of certain factors such as their ethnicity, disability, socio-economic status, gender, ego, education etc. It also includes the case studies.

Chapter 5 includes data analysis, results and discussion. All the three hypotheses and their respective questions as per the questionnaire are tabulated and calculated to prove the authenticity of the hypotheses and the data so collected. A questionnaire was distributed to gather the information on harassment and bullying at workplaces. As such the nominal data so collected is transformed into numeric data. The result of data analysis has been shown through various tables, figures and charts. Chi-Square tests have been conducted to understand the cross tabulation of the data.

Chapter 6 consists of summary and conclusion. On the basis of data analysis, the conclusions are drawn. The chapter also includes various remedies so suggestion to curb the menace of harassment and bullying at workplaces. Protecting the employees from the clutches of
harassment and bullying has to be the utmost priority of every organization. The organizations should draft various guidelines at their organizational level to protect employees from harassment and bullying and many organizations have also adopted such guidelines. The effective guidelines that can be easily adopted by the organizations or the companies, which can in a big way help curb menace harassment and bullying at workplaces is discussed in this chapter.