2.1 Introduction

According to Scott and Wertheimer “Reviews of related literature may avoid unnecessary duplication and may help to make progress towards the solution of new problems.” Review of related literature is a vital aspect of research study. It is a serious step of research, which include a review of relevant literature more extensively. So, it is most essential for a research worker to be well informed about both the specific problem under investigation and related studies. The study of related literature gives an insight into the problem and help investigator to acquaint himself with techniques and methodology followed by earlier investigators to fine and answer to the problem under investigation. The present chapter is related to literature review in context with “Sexual Harassment of Women at Workplaces: A Study” This part is concerned with the review of literature directly related to the present study. The literature in any field forms the foundation upon which all future development including research will be carried out. The review of literature gives the clean picture of the problem to be solved as being a prerequisite to actual planning and conducting the study. The review of past investigation serves as a guide to the researchers as it avoids duplications in the field. The knowledge of what has already been done in the area of investigation regarding the methods used for data collections and results of their assessment keep a researcher systematic in his own endeavour. Research in any field implies a step ahead in exploration of the unknown. Any researcher to be able to take this step should be adequately prepared for it i.e. he or she must have ample knowledge about the domain of his research area. One such preparation is gathering of knowledge of much has already been done in the given field. A step towards unknown can only be taken after the review of literature and researches done in that area. Any research without such a review is likely to be a building without foundation. Thus, the review of related literature is an indispensable step in research.

Man is the only animal who does not have to begin a new in every generation but can take advantage of the knowledge, which have accumulated through the centuries. This fact is of particular importance in research, which operates as a continuous function of ever closer approximation of the truth. Mouly stated that “the investigator can be sure that his problem does not exist in vacuum and considerable work has already been done on problems which are directly related to his proposed investigation.” About the importance of review of related literature
Samuel has written the praiseworthy statement with a correct sense of mind that the importance of related literature cannot be denied in any research. Though it is time consuming, but it is fruitful phase of any scientific investigation. The main purpose is to systematically portray the relevant aspects of the study into a theoretical framework.

Review of related literature allows the researcher to acquaint himself with current knowledge in the field in which he is going to conduct his research. Besides this, it enables the researcher to define and delimit his problem. It helps the researcher in selecting those areas in which positive findings are very likely to result in a meaningful way. It also gives the researcher an understanding of the research methodology, way of study, knowledge about tools and instruments etc.

The present review is by no mean complete or exhaustive. It is an attempt to indicate the main trends of research in this specific area, which have a direct or indirect bearing on the present problem. In the present study, it is not possible on the part of investigator, due to lack of resources and time to get access into the entire field of published and unpublished researches in the fields, yet an attempt has been made to view a few such information of the problems at hand from different sources available.

2.2 Review of Literature

In order to seek some guidelines from the earlier studies in this specific area of research, some relevant and representative studies conducted in India and abroad are discussed in the next pages. These literature reviews of proposed research work are given below:

Allan and Madden (2012) used web-based survey data which were collected from 11,482 undergraduate students, aged 18 to 25 years 53 colleges and universities were visited. 300 students and staff at 18 of the campuses were interviewed. Alcohol consumption, humiliation and sex acts are hazing practices common among students.

A. Ramsaroop, S. BrijballParumasur (2007) aimed in the research study for investigating the prevalence and nature of sexual harassment and to assess the impact and effect of supervisory relations, level of interaction, appearance and personality and types of behaviour. Sexual Harassment can be divided into two types, namely quid pro quo and hostile environment sexual harassment. By quid pro quo type of sexual harassment we mean the supervisors or managers demands sexual favors in exchange of employment benefits. On the other hand, Hostile Environment sexual harassment than sexual blackmail. More controversy exists for
fighting case of sexual harassment. These exist great complexities in proving the sexual harassment case. To make a complaint of sexual harassment yields some employment action against the complainant. Sexual Harassment has now recognized as social problem. It is being found that every one in two women in being found that every subjected to some form of sexual harassment during her working academic life in united states. The management dealing with Sexual Harassment must give to employees. the environment of mutual respect that gives a secure and healthy environment. the stress must be given on standard code of conduct and efficient behaviour. Some measures are preventive measures for avoiding sexual harassment. On the other side comes reactive measures such as effective complaint their powers and control to demand sexual favour to involve in sexually challenged comments, gender related insults, sexual teasing or unwanted touching, to request sexual favors in exchange for benefits and to make sexual advances. The status of job also have altering effect on the perceptions of subject in relation with supervisory relation on the prevalence of sexual harassment. These staff perceived levels of interaction includes the second highest level of impact on the prevalence and nature of sexual 9.5% of the respondents agree that sex role stereotype exists in their workplace, 6.8% physical attractiveness is also a factor for the occurrence of sexual harassment and 14.9% said that they know that the sexual advances are done to the who are physically attractive.

Afroditi Pina, Theresa A. Ganon and Benjamin Saunders (2009) concluded that researchers has been attracted for their research taking sexual harassment as their area of research. Over the part few decades and this attraction towards the concept of sexual harassment has provided us knowledge about the concept. The related area for research is to know about the typologies of persons who sexually harass. The research in hand is mostly focused towards victims and not sexually harassers. It is important to know about them. It is also true that the offence of sexual harassment has more victims than any other offence of sexual nature.

Agyepon (2010) conducted the study on sexual harassment against female students in Ghanian secondary schools using a sample of 552 respondents. Among the research questionnaire two items were measured the knowledge level of sexual harassment of the students. According to the result attained 77.6 percent of the female students had good knowledge of sexual harassment of female in schools on the other hand 22.4 percent had only meager knowledge of the term. 57.7 percent of the participants claimed to have good knowledge about the issue while 42.3 percent said to have limited knowledge about sexual harassment.
together. The research study concluded that few of the female students were having knowledge about the sexual harassment and these might be easily targeted by the harassers. These female students must be provided with in depth knowledge about the issue to make them fit to deal with the problem.

Anagha Sarpotdar (2014) discussed that failure to comply with the directions of the apex court in Vishaka Judgement that the Union Government and the National Commission for Women formulated Bills on sexual harassment at workplace and for the same, the views and suggestions of the public were invited.

Anu Singh Lather, Shilpa Jain and Sona Vikas (2009), in a study of working women professionals in Delhi entitled “Women Empowerment in Urban India” said that over the last ten years new challenges for women empowerment and gender equality have emerged. Such challenge are to be combat HIV/AIDS, address the problem of trafficking in women and girls and utilizing the new information and communication technologies for supporting gender equality and women’s empowerment. By way of the present study, an attempt is done to measure the extent of working women in the National Capital Region (NCR) Delhi feel-they are empowered in educational attainment, health and well being, economic opportunity sexual harassment and abuse. Women’s Empowerment need, fearlessness (implying absence of crimes against women, freedom drudgery of labourious domestic chores, economic learning and productivity, ability to travel and control speed, authority to take decision, sharing power and property with male. It is the surprising thing that not only India, women empowerment in the central issue over all the globe. Since 1990s, women have been given importance as key agents of sustainable development and women’s equality and empowerment are the two terms that have been given attention to achieve sustainable development. We cannot talk for the women empowerment when women violent cases are on increase. A survey was conducted to assess the level of the women empowerment in the capital Delhi. This survey was conducted from Oct-2008, Feb. 2009). By the observations of the survey it cannot be denied that these has been an improvement in the condition of the women. it is found that the education level of the women are on an increase and there are at least graduate in education. According to the results of the data collected, the reason for the difference in empowerment at home could be that the women related with academic get more time, for looking their home and can take decisions related with household themselves. On the other hand the working women of private sectors dose not find much time for their homes.
As far as the decisions are concerned, these are taken by any other persons. The women working in the teaching fields have lot of self confidence because most of the time they deal with the people the time people who are less empowered than them like students. On the other side, women working in industries do not have such self confidence.

Andoh (2011) studied and found that about 74 percent of female employees and 42 percent of male employees in Ghana have experienced the various forms of sexual harassment at their workplace: unwanted repetition of proposals, unwanted sexual teasing, jokes, questions or remarks, pressure for dates, unwanted love letters, cards or telephonic calls, unwanted sexual looks, gestures, or pornographic materials, unwanted touching of body parts, sexual favours proposals e.g. Kisses etc. demand for sex in exchange for employment perks and incentives benefits.

Anthony Gray Dworkin, C. Allen Haney and Ruth Telschow (2006) revealed that as per the data provided from the National Institute of Education’s safe school Study Report recommendation that teachers in Urban Public Schools of America are sentimentally and bodily harassed and that conclusion is enhanced the level of stress connected with teaching. The present study which is part of bigger project find the connection between reported incidence of harassment by 291 urban public school teachers and stressors of task in the performance of teaching role. The reporting stress level and nature and degree of harassment varied by grade level directed and instructed. Generally, black and brown complexion teachers are less in numbers means are in minority. Therefore they reported incidence in less than white teachers on the other hand, elementary school teachers report their work more stressful. There is no proof of a specific causal ordering between fear of victimization stress.

Arul Aram and Jaya Menon (2005) dealt with different several aspects of work opportunities in the business of newspapers and television in India and the participating leadership role of women in several departments and ranks. The problems and issues confronted by them at the workplace, their status in the workplace and society their contributions, role of international and national woman journalists association. An important meaningful number of female journalists are successful in magazines as well; with its scope for analyzing events in depth issues like women abuse and exploitation, harassment of women at workplace and the trauma of HIV infected women, female infanticide in rural areas are important place
Ashgar Ali Mohamed, Farheen Baig, Sardar Baig, Adnan Trakic, Muzaffar Syah and Ahmad Tijani Surajudeen (2014) concluded that it is the liability of society to consider sexual harassment incidents in the schools, to consider sexual harassment incidents in the schools, or institutions of higher learning. This is very serious to deal due to its extent. It is reflected in the psychological effects on the harassed. It degrades the academic performance beside ill impacting the good health. It is very much important to observe the cooperation among various authorities in order to redress the problem of sexual harassment in the schools and higher education institutions. It is the duty of the school administration to look for the harasser not to get second opportunity to do the harassment to the victims again or to any other women. In Malaysia there are no legal policy and rules to deal with the sexual harassment of women at workplaces but some of the organizations have adopted of their own such rules. The sexual harassment complaints bureau of university of Malaya gives help to victims in fighting and dealing with cases of sexual harassment. Moreover it is also the duty of the schools and universities to provide for a safe and secure environment for the staff and students which is free from sexual harassment.

Aysan Sever (2002) discussed that the link between women abuse and homelessness. Further he discussed the stereotypes about homelessness and the governmental steps towards the homelessness.

Based on Belgian study by Bruynooghe, et al. (1995), as per the Belgian evaluation there were complaints in less than 20 percent of the Flemish companies and in 29 percent of the Walloon and Brussels companies, to a huge extent in large firms. The most general complaints was unwanted physical behaviour followed by verbal forms. The most of the married women were the victims aged between the age group 35 to 40 years. The victims were secretaries, sales women or office workers/clerical staff. The perpetrator on the other hand were generally married men lying between the age group 35 to 40 years. There were generally in half of the cases in higher rank positions chronological order. In companies in which more than 75 percent of employees are women employee, there no reporting of sexual harassment cases occurred. To large extent of cases covering 81 percent occurred in companies where the number of men and women are equal. The responses of the research study may be categorized into four that helps to explain different strategies the victim employees follow to stop the workplace violence. There is non-intervention responses where the responses of harassed person ignores the situation as if
nothing has happened. With personal responses the victims try to solve the problem themselves. A personal response may be contact the harasser to speak about the unwanted sexual behaviour or avoiding the places where there is possibility of harassment. One more informal responses are utilized to get the help of family members or friends and formal responses are to get the help of experts, professions, supervisors, confidential counselors or to make a formal complaint.

**Barak (2005)** in the article entitled “Sexual Harassment on the Internet” deeply made examination of the theoretical sources with the purpose to review the available literature that is reference to sexual harassment in cyber space, to make analysis of the dynamics of online sexual harassment, to make review about available knowledge of the effects of sexual harassment on the Internet and to suggest for prevention of sexual harassment on the Internet. He discussed about the three kinds of sexual harassment gender harassment: Unwanted sexual attention and sexual coercion, which exist offline and also on the Internet. The author referred sexual harassment by e-mail as a common harassment of women in workplaces. The article discussed that active verbal sexual harassment specially seen in the form of sexual messages, actively started by a harasser toward a victim. Passive verbal sexual harassment on other side does not means one user communicating message to another. This article provide surety for the impacts of offline sexual harassment may also similar to that of offline. This is supported by various previous research conducted. He said that the severe work related and school related effects would also yield from online harassment. One of the suggestion of the author was that he put pressure that the potential victims and harassers usages and he also said that sexual harassment can be taught as a subject in schools for safe internet use.

**Banerjee (1993)** discussed that molestation and rape, sexual harassment and wife abuse, partiality for the girl child are all worldly phenomenon. India is also not at exception to it. Milieu has shift it to a play tool of men’s whims and fancies. Sexual abuse, rape and custodial rape, prostitution, dowry, eve teasing, domestic bias have high degree of happening in India. Sexual Harassment of women outside the house and at workplace is the major atrocities. When the victim woman complaints for it she is seen from suspicious eyes. No one believes her and cast questions on her character.

**Benokraitis (1977)** conducted research in the U.S. military on 20, 249 participants and found that more forms of behaviours other than were presumed were also seen as follows:

- Factual or attempted rape or incidence of sexual assault
• Persistent unwanted pressure for dates and sexual favours.
• Unwanted touching, pinching, cornering
• Unwanted sexually suggestive looks, gestures or body language,
• Teasing, whistling, calls, hooting, remarks, jokes
• Unwanted letters, phone, calls, material and show of sexual nature.

Vaanmuhil, a well known NGO of Tirunelveli District conducted survey among 1638 women workers showed that sexual harassment is common in their work places and the incidence such as touching physical on sentence parts of body of girls, hitting with purpose, insulting language about girls body, fondling with their organs, sexual advances, touching of hands of girls were common at sexual harassment during their night shifts and this extended forcibly making pressure for sex. Due to the reason of the doing of sexual harassment by their supervisors one out of five girls left the job. 17.78 percent reported the incidence of sexual verbal abuse and bad treatment against them 10.01 percent of the respondent faces physical assault such as pinching, beating, hitting on hand, dragging by hairs by their supervisors 58 women respondents told that they were not allowed to take leave during difficulties in menstruation.

Buluma Michael Edwin (2009) conducted research study on total of 41 male and 42 female teachers with variable selected of sexual harassment. About 19 of the male teachers (45.2%) had faced unwelcome sexual suggestions, comments and advances on the other side 24 (58.5 percent) out of 42 female teachers had faced the same. This had been in the form of either the teacher asked to have sexual affairs by colleagues or students that make sexual comments. This made the teacher uneasy. Disable teachers were constantly asked for sex favours from them. Out of these teachers one female teachers was hearing impaired and three others were having visual impairment. Teachers reported harassment by way telephonic calls. Nearly 35.7 percent of the male teachers showed that they had taken phone calls that were sexually insulting. On the other side 39 percent of the female teachers had faced the same. The findings indicated that 57.1 percent of female teachers had been harassed of sexual harassment as compared to 36.9 percent of their male counterparts who had faced the same. The female teachers were more influenced from jokes of sexual nature than male teachers. The percentage of affect of female was 54.8 while that of male teachers was 9.8. In special kind of schools, the female teachers (9.4 percent) said that the male teachers spoke sexual jokes. Teachers also incidented that they had faced the non spoken form of sexual harassment during their working hours within the school nearly, 51.2
percent of the male teachers had seen pictorial sexual gestures, female students touching their breasts or touching their body parts. The study recognized that there was in happening sexual harassment in special schools 32 teachers in school of learners with special needs, 37.5 percent, 7 male teacher and 5 female teacher had faced unwelcome sexual gestures.

C. Swarnalatha (2012) elaborated that the ethnic harassment and gender harassment were not qualified by race or gender. Moreover, the ethnic harassment and gender harassment independently predicted organizational commitment, job satisfaction and turnover intentions. Sexual harassment includes employee retaliation against, another worker. It can involve a supervisor and a staff member.

Carina Maris Amaka Okeke (2011) concluded that women undergraduates will report having experienced sexual harassment was determined by (a) actual exposure to potentially harassing behaviors by faculty and students (b) their academic performance and cultural gender stereotypes held by women undergraduates rather than age and institutional characteristics such as academic fields and faculty and student gender ratios. She discussed that sexual harassment of women at educational institutions are common throughout globe. It has been specifically dealt with special policies and mechanisms of enforcement in developed states of the world. The research study investigated the effects of sexual harassment on women undergraduates of public and private institutions of higher education in West African (Nigeria, Anambra) states. Culture act as an instrument that alters and manipulates each other. The people of Nigeria need to change and modify their culture in order to provide benefit to both men and women. Gender is a socially constructed attribute. The stereotypes present in the society of Nigeria create a picture of typical students in each academic field, a typical instructor and a typical administrator of an institution. The variation in the socialization of men and women in Nigeria especially in Anambra State inspired women to seek help and help givers, in spite of become self reliant or work independently or competitively.

Carole J. Peterson (2002) was of the opinion that upto 1995 there was no strict legal provisions for the prevention and control of sexual harassment in Hong Kong. But there was law when the offence of sexual harassment rose to criminal offence. As like the other laws, the sex discrimination ordinance does not prohibit sexual harassment in all ways. This ordinance applies only to certain specific spheres, basically in the fields of employment, education, housing and the provision of goods and services.
Chatterjee Chaitali (2001) explored attitude of society towards the supreme court judgement for sexual harassment at workplace and how the verdict help women in their workplace.

Chaudhari (2007) in order to know the experience of sexual harassment in the health sector research was conducted in 2005-2006 among 135 female health workers that includes doctors, nurses, health care takers, administrative and other non-medical staff working in public and two private hospitals in Kolkata, West Bengal. The 77 respondents reported 4 types of experiences who had faced 128 incidence of sexual harassment. They faced 41 incidents of verbal harassment, 45 of psychological harassment, 15 incidents of sexual gestures and exposure and 12 of unwanted touch. No one reported for the incident of rape, attempt to rape or forcibly sex but a number of these respondents knew the other female health workers who had faced these. As per the study the perpetrators included doctors, non-medical and administrative staff, and also outsiders other than the Hospital staff patients along with members of their families were also included among the perpetrators. The new comer junior physicians and nurses are also afraid of sexual harassment from this group. It was shown by the study that 10 respondents complained to their supervisors and 17 respondents complained to the management. The victims also shared their sexual harassment experience with other colleague and to change their dress habits. Out of the 17 respondents who complained to the management action was taken in 6 incidents where the perpetrators belonged to non-medical staff. The victim women were afraid for their jobs and were confused for lack of awareness for redressal procedures. Only 20 out of 135 were aware of the guidelines provided in Vishaka case for sexual harassment surprisingly none knew of the complaints committee for redressal of sexual harassment cases. He feels that execution of the supreme court guidelines on sexual harassment at the workplace. These guidelines remain not completed. The study of him conducted in various workplaces in West Bengal which sorts out that complaints Committee have not been formed in most of the organizations and many of these organizations are not amended their service rules as per the directions given by the Vishaka Guidelines.

Chesfeeda Akhtar (2013) discussed that the women are vulnerable to the sexual violence. The occupational status, marital status, educational and economic status does not matter. The high social economic status of the women is not an edge to protect a women from sexual harassment. The position in case given by qualitative method is much high in comparison
to quantitative method. The working women have to adjust themselves for sexual comments by their bosses, seniors. There is sexual pressure on them. Further discussed that there were mainly two types of sexual harassment that the reporting victim women had suffered from. The most commonly seen and observed some of the victims had been suffered from complex type of sexual harassment which is demand and request of sexual favors. The women are repeatedly punished without any fault of their. The perpetrator goes make finding faults in them in order to make pressure for sexual favors. All these abused women had suffered one to three times such incidents in their lifespan. Therefore, it can be finally said that the working women in offices have to endure sexual comments and demands by bosses and colleagues as the cost for survival. The students, women and girls are sexual prey to teachers in offices and educational institutions. Sexual pressure is invisible but pervasive.

Chinyere Stella Okunna’s (1992) in the research study entitled “Female Faculty in Journalism Education in Nigeria: Implications for the Status of Women in the Society” explained and discussed the training of journalists in Nigeria. In this study, the criticism has been done for the absence of women teachers in Nigerian Institutes of mass communication and schools of journalism. He further reveals about the dominated role of male.

CII (2005) in its research study explored that in companies women workforce are very less in number and percentage. Only 6% of the total employees in medium and large scale industries are women. The medium scale Industries have 18 percent and large scale industries have 4 percent of the women workforce. The study further reveals that there is gender bias in selection process, gender inequality and sexual harassment at the workplace. These are the main problems that affects women. 56% of companies that were faced with survey did not have any sexual harassment policies to deal with complaint of sexual harassment at workplaces.

Cortina (2004) in the study ‘Hispanic Perspectives on sexual harassment and social support’ with the aim to examine social support processes in the context of sexual harassment and Hispanic working women, 249 of them said about, sexual harassment at work. Out of these 34 percent women had no taken high school education, 55 percent of them had taken high school education but not taken college education. The left 11 percent had college or graduate degree. Nearly 60 percent of the respondents were younger than age 30 and 57 percent were single. 60 percent of the respondent samples were younger than 30 years of age. 68 percent of the harassed Hispanic women reported at least one friend support seek, 52 percent of the sample seek support
of family to some extent and 38 percent conversed with authorized personality of their organization. All these are not mutually exclusive because a slight more than $\frac{1}{2}$ of the women sought multiple sources support.

Corene de Wet (2010) found after the indepth interview with harassed education targeted bullying. He found that various participants reported verbal and non verbal sexual abuse like making of vulgar signs and she laughed at me, score at me. A number of respondents were victims of sentimental abuse. A HOD aged 58 years said that how grade 12 group of girls become successful in the formulation his life a hell with the aid of their non constructive negative acts. They regularly disrupt his lecturers, conversing with other or back talks or ignoring him. They continue to provoke him and to that extent making him loose his temper, disrupt teaching and instructing them to leave his classrooms. The participants received the threats of violence. Some respondents pretend these to be life threat. Some of the victims are felt guilt. The participant were in able to control their anger after being given harassment.

D. Smit and Vdu Plessis (2011) concluded that the power model remain in both field i.e. educational field and in the workplace. It must be given importance that school nourish the employees of future and also employers. If in education sector the educator abuse his power then the study have proved that the same abuse continue for the future. Cultural factors and the impact on the perceptions of sexual harassment required to be more researched in South Africa, more than other world. This is for the reason of the cosmopolitan characteristics of the nation. There is no need to communicate in eleven official languages but there is great difference in culture. These all provides obstacles to the efficient management of sexual harassment in education. In the absence of effective sexual harassment policy stating no tolerance for it, the problem of sexual harassment will not be uprooted. Females will continue to be the victims of their sexuality characteristics. Due to the reason that there is no presence of proper and reliable statistics the right extent of this disease has been not & estimated. Due to the media coverage and an UN report, the problem of the abuse of powers in school has been given a low in South Africa. The prevention sexual harassment in education should be taken as challenge. The concentration must be given on the effects of sexual harassment, the myths and the cultural role for perception of sexual harassment around sexual harassment instead of ignoring the liability for the requirement of educate learners.
David Honing (2010) concluded that Bethune – Cookman University’s handling of the incidents involving the four professors needed to be expedited for reasons of student health and safety. There is need to repair the climate of fear and threat which is responsible for the incidents of Sexual Harassment for several years.

David J. Angelone, Daman Mitchell and Kara Carola (2009) discussed that a computer program was created as a means to examine the possible influences that affect women’s tolerance of sexual harassment. Real world stimuli in form of sexually inappropriate massages were used to examine a typical intent experience faced by college students.

Divanshu Gupta, Nivedita Raju, Shyama Nair, Isha Dave, Dhruv Malhotra, Disha Mehta, Vishaka (2013) in research paper of Gujarat National Law University entitled “A Research paper on the brief Critical Analysis of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” said that it is fact that for the first time under the sexual harassment Act, 2013, the sexual harassment at workplace is considered to be a human rights violation. Therefore elaborate guidelines were put into their place. As we know that sexual harassment at workplace was becoming intolerable and also out of control. The vary objective of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2012 (Act No. 14 of 2013) is to protect the women against the workplace sexual harassment and also to put in action a mechanism of redressal of the complaints received for sexual harassment. On the other side of this act, there is legal protection only for the women but not for men. There have been examples where workplaces engage women also first initiate and indulge in acts of sexual harassment. In Hyderabad 29% of the respondents said that they have been sexually harassed by their female bosses. No doubt the act of 2013, provides for a large number scope for false allegations/accusation. It has also been seen and pointed out that in light of the huge heap of complaints after the passing of this act, the employees full phobic and discouragement and hesitating from hiring women. Moreover this act is all only meant threats and determinants given by the employer to the employee and their co-relation with acts of sexual harassment. The act provides for the establishment of complaint committee for each of its branches where 10 or more employees are working by the employer. If there are two or more than two branches in the same city then also there is to establish separate complaints committee for each branches. There is a provision for sexual harassment of women at workplace and doesnot pay attention to the opposite gender. Efforts are being done to protect women from
sexual harassment at workplace but there is no recourse to lawful action for sexually harassed male. No doubt that there is less sexual harassment of men in comparison with women but even though that can’t be ignored. Section 3 of the act, deals with under the act, for the constitution of complaints committee by the District Office who can be the District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as per the notification by the appropriate government. If there is proved sexual harassment then the committee is authorized to take action against such employee guilty of doing sexual harassment in accordance with the specific service rules or to provide adequate compensative from the deduction of salary of the wrongdoer employee or to recover compensation as in case of Land Revenue. It can be said by studying the provisions given under the act that the provisions are more “service benefits yielding” for female employees in case just to report a complaint for unwelcome acts of senior level employees. They concluded that the victims of sexual harassment feel that delay in criminal justice system of delivery will harass double the victim due to delay in delivery system. It is prime worth to give information to the victim about resolution system. To provide for trained conciliators, settlement options by way of monetary compensation, not to disclose the name of aggrieved woman are some areas of improvement. The woman should also given equality with men in respect of giving reasonable opportunity. The laws related with sexual harassment are having some shortcomings in the powers and function of these non-judicially equipped bodies. Moreover there is pressure on the female victim like conciliation and punishment for false or malicious complaints. The total overview of the Sexual Harassment Act, 2013 is that it is not good in drafting, with sufficient foresight of the harsh effects of its implementation.

Dr. Mukesh Yadav (2007) discussed that employer or manager of a hospital must not remain silent whenever there comes any case of sexual harassment before him. There can be serious consequences like the situation can be much serious beyond controllable. Secondly, the sexual harassment if occur, due to lack of attention on part of the employer or manager. Both the above mentioned consequences have serious impact on the hospitals or institutions. The manager or administrator know about the harassment when employee complaints about another employee for sexual harassment. He himself hear or see something that includes sexual harassment. If any case of complaint of sexual harassment comes before manager or administrator he should first hear the victim carefully. He must not react rashly and also not to show any emotions. He must first ask the complainant specific questions and then also from against whom complaint is made.
Females employees should be made aware for their rights by showing the guidelines. If the administrator observe certain offensive behavior in any of the employee then all the employees must be informed of such behavior and the possible risks covered. The administrator should pass appropriate comment so that the same situation does not arise in future. Whenever it is seen by administrator certain behavior is sexual, it is his duty to prevent and stop the same. The acknowledgement of the administrator is sufficient in order to prevent the situation. He expressed that sexual harassment and nurses harassment in hospitals where female doctors are working, have become a common practice in India. No one of the female employees aware and even heard of a complaints committee for resolving their grievances and problems. In his research study he made analysis of the then united Kingdom and the India scenario in existence. After a chain of sex abuses scandals in United Kindom new guidelines fixed the sexual boundaries between doctors, nurses and patients for the first time. For Indian Hospitals, he defined sexual harassment as misconduct of professional nature. According to the Indian Medical council Act, 1956 or the state medical council act if any physician misuse his powers in order to develop adultery or special conduct, with a patient or trying to maintain unlawful association with a patient then the said physician would be liable for stringent punishment under disciplinary action. As per his opinion sexual harassment was such a criminal offence, which could damage human self respect and liberty. He pushed pressure for the employers not to remain silent when sexual harassment complaints came before them. He further gave suggestion for the employers to be alert to a harassment situation. For this he suggested circumstances when employee complaints for other employee, witnessing or overhearing harassment behaviours and hearing something which is related with sexual harassment. For these situation employers or the administrators must remain alert for sexual harassment.

Dr. Mukesh Yadav and Dr. Vinita Kushwaha (2007) discussed that the offence of adultery should be treated as breach of trust and be treated as civil offence as per recommendation made by the National Commission for Women (NCW). The then law minister, H.R. Bhardwaj, informed the Rajya Sabha on march 5, 2007 that the amendment in Law should be made only after arriving at national concensus. They opined that there is no need of section 497 I.P.C. and section 198 (1) to (5) Cr. P.C. because of the reason that the offence of adultery will come under the offence of rape. In this way, an individual who has sexual intercourse with a
woman to whom she is not lawfully married. These also seen in case of workplaces. The sexual
offence of adultery is discussed in the research paper.

**Dr. Richard Harris (2007)** resulted that across all measures, women are likely than men
to identify some behaviours as sexual harassment, with well over half of women in every
comparison responding that some or all of the behaviors warrant this clarification. He found that
the males of African, American respondents have the highest percentage reporting assault at
3.36% Next are the others (2.72%) followed by the **Hispanics** (2.44%) and white non-hispanic
respondents have the lowest incidence (1.77%). Female have higher rates than males for all race
and ethnic categories. When the other variables are controlled, the co-efficient for female is
negative (-0.20) and statistically significant at 0.04 level. This proves that if sexist context,
workplace harassment and individualized harassment did not occur women have a less
probability of reporting sexual assault than men in armed services.

**Deirdre McCann (2005)** in the condition of work and employment series No.2 under the
title “sexual harassment at work: National and International responses” shared that since more
than two decades the activity of sexual harassment has been lawfully restricted in some countries
have enacted legislation on the vital subject. The laws formed during the period is combating
sexual harassment in various countries. Sophistication of all the related lawful approaches took
place to tackle the problem of sexual harassment. The legal provisions explaining and including
definitions, procedures, liabilities, remedies and sanctions have designed in order to respond the
hike in awareness of the nature and extent of sexual harassment. It was in the mid of 1970s that
the sexual harassment was first addressed through law. That time it was recognized as a form of
sex discrimination under the Federal Civil Right Act. In many countries of the world, the courts
have divided into parts various definite acts of harassment as type of restricted conduct, such as
sexual assault or defamation, with clearly mention, **ongoing** sexual harassment. Sexual
harassment includes unwelcome sexually determined behaviour. It includes quid pro quo sexual
harassment. It takes place by the offering of some service benefits rise in pay incentives,
promotion in lieu of engaging in some form of sexual behaviour. It includes that sexually
harassing behaviour about the sex of the target, innuendos and also includes the display of the
sexually suggestive or explicit material. In **Israel**, some actions like repeated propositions and
references to sexuality includes under the term sexual harassment if the target person prove that
he or she is not engaged or interested. The New Zealand Employment Relations Act **explicitly**
prohibits sexual harassment by the non-employees like in case of German Protection of Employees Act. There are three questions which attracts most attention now-a-days are wheather men are recognized as victims of sexual harassment in the eye of law, whether same sex harassment is restricted and whether sexual harassment involving gays and lesbians is restricted. In countries where there are specific provisions for the sexual harassment the help of other crimes are taken to interpret some forms of sexual harassment like assault, indecent assault and sexual molestation. In India, the employers must prevent and deter for the happening of sexual harassment activity. On the other side Finland, the employers must ensure that the employees are not subjected to sexual harassment. The Scolden’s Equality Legislation has the provision for the annual report of Equal opportunity which in organization containing 10 or more employees so that action taken for sexual harassment prevention can be review. Sexual harassment is prohibited under various branches of the law but still there is need for specific legislations both civil and criminal nature so as to prevent and eliminate it.

Dinah J. Kipkebut (2010) in the research studied that older lady employees and found that the women administrators had higher degree of attachment to their universities than male and employees than are young. There are certain elements that were the commonly require for effective commitment. These are age, job security, training opportunities, distributive justice, decision making participation and career development.

Doniel Weight et al (2002) conducted study in East Scotland with 25 schools containing 8430 students aged 13 to 15 years. There was an intervention group and control group. In first group i.e. teacher led sex education group while second group constitute of mixture of teacher, old students and outside experts. The purpose of the program was to know that the sex education provided to the adolescents reduced the risk of unsafe sexual intercourse or not. The findings suggested there was no difference in outcomes between the two groups. It is vast reorganization that the sex education surely reduces sexual risk of unsafe sexual intercourse or not. The findings suggested there was no difference in outcomes between the two groups. It is vast recognition that the sex education surely reduces sexual risk in young aged personalities. But most of the randomly selected trial donot prove it to be right. The teacher led sex education surely improves the inventory of sexual relationships of young people but it is wrong to say that it influence sexual behaviour of them.
DVIRC (2002) in its study showed that women are major victims of violence at both the home and place of work. According to a research about 38 percent of the adult female population had faced one or more incidents of sexual violence up to the age of 15 years. Majority of the women a male perpetrated the violence (Domestic Violence and Incest the women’s efficiency to maintain health and skill to work either at home or workplaces.)

Edward Apodaca and Brian H. Kleiner (2001) were of the view that Sexual Harassment is one of the typical issue which is faced by the business men. In business environment there is existence of sexual harassment.

Ellen Wagner (1992) pointed out in, “A well-self reliant policy which is properly drafted with care can be valuable to an organization in at least three major ways: 1) as an tool for employee relations, 2) as basic education for both managers and employees on the subject of sexual harassment, and 3) as a way to bear minimum legal liability to the organization in hostile-environment sexual harassment cases…. This policy will prove for organization’s good-faith effort to provide a work environment free of harassment but, it also provides for a proper investigation that successfully ends illegal or inappropriate conduct, it provides a major offensive weapon in employer efforts to show that all reasonable steps were taken and that in an effective way.

Fazl, Fareha (2004) described that, “The unwanted and uninvited behaviour, words, gestures, threats or physical contact on a sexual basis that results in physical harm or causes the recipient to feel uncomfortable or threatened is said sexual harassment. The present study was undertaken at Zakir Husain College as a pilot project. The total sample consisted of 83 students selected by way of random sampling. There were 25 males and 58 females selected. A questionnaire that assessed the prevalence of safety and harassment in Zakir Husain College was provided to each respondent for response obtain. 29% of the girls reported that gender discrimination was present as opposed to 36% of the boys who reported the same. Girls also reported that boys were given more privileges and support as opposed to them. Girls had less decision-making powers about their personal and professional life. 79% of the girls reported presence of harassment in college, but only 48% of the boys believed this to be true. Female respondents gave the main cause for their fear and unsafe environment are effect of media, vacant surroundings, lack of security and lack of sex education as the main reasons for their feelings of fear and unsafety in college. The students were phobic towards outsiders the most,
followed by non-teaching staff, fellow students and the teaching staff. All kinds of suggestive gestures, verbal attacks, staring and actual physical abuse were seen at the college campus, and more so outside the campus area. 26% girls said that they had confidants with whom they could share their harassment episodes and 43% gave justified reasons for not reporting such incidents to anyone. Reasons for non-reporting were lack of adequate social support system, non-urgency of action and humiliation. The research study gave suggestions that media should avoid depicting hot and bold scenes with revealing attitudes. Also, sex education can be included as an integral part of the curriculum to increase awareness. Adequate security arrangements should be made on the campus especially for women.”

Fuller (2008) described that the violence against the women has been enhanced and converted into xenophobic violence that spread across the South Africa at the initial stage of 2008 year. More than 50 percent have died, hundreds were injured men rape South African women as a tool to control and punish them in a measure to stop their intention to choose foreigner as their men. These women all are experienced physical assaults too.

Gabriela Topa Contisano, J.F. Moral Dominguez and Marco Depolo (2008) resulted that the strong relation of organizational characteristics and work environment with Sexual Harassment cannot be ignored and it should be taken into account that these variables provide organizations with a more direct intervention mechanism for prevention. He concluded that the effects on social relations and on mental and physical goodness have high effect sizes. But this presumptions is not fit for anxiety or stress. On other hand the effects at the level of organization such as job release intention or performance have a more complex structure that was presumed. On other way, a smaller impact size was seen for job release intention or performance one of the higher size effect was observed for performance. Effect size for satisfaction of work and commitment towards organization were moderate. These provided for the finding that the impact of Sexual Harassment on the results is not directly involved but mediated by other factors.

Garbin CA, Zina LG, Garbin AJ, Moimaz SA (2010) in their study, prepared questionnaire constituting 18 item to 254 dental students with completion rate of 82 percent. As per result arrived, 15 percent of the pupils reported that they were sexually harassed by a patient, by a patient’s relative or by a professor. Male students had 3 times more probability of being sexually harassed than female students [OR = 2.910 (1.113 – 7.611)] 25.4 percent of the students reported to face sexual harassment at the school environment. Sexual harassment can happen in a
dental school. There is requirement for sexual harassment education programs for students and university staff. During the graduation study course knowledge of sexual harassment can be better for responding sexual harassment during their practice.

Gaynor (1997) found that conditions of living are main factor that impact and affect women teachers posting in rural locality. Moreover other than this responsibilities of household works, male dominance in schools, the degrading position of teaching profession, sexual harassment at workplaces, exploitation on part of administrative practices, rules and regulations are the factors that increase the problems face by the women teachers in developing countries.


Ghatnekar (1997) opined that the Indian films of current scenario have unsuccessful to project and show right picture of women. The cinemas has polluted the minds of youth to involve in anti social acts, sexual violence and crime in society.

Gundale Maroti Prahladrao (2014) revealed in his study that sexual harassment is a serious problem at all educational level. Vocational schools colleges and universities are the suffered areas of occurrence of sexual harassment. Sexual harassment can be requests for sexual favors or unwelcome sexual behaviour which is bad much that it make feel uneasy. It is form of harassment daily life and form an atmosphere of threat and terror.

Happy Mickson Kayun (2009) concluded that there is no doubt, that the students, employers and a comparison with the courses offered in the region that human resources management should also be offered to the public administration should also be offered to the public administration students. It has been found in study that there is minimum interaction between the academicians in the programme and the practitioners. It is necessary to re-introduce of the attachment/internship programme for the smooth transition from classroom to workplace. The graduates shows that there were no serious problems with the teaching methods. He concluded that although the respondents provided on knowhow of sexual harassment that was close to the globally acceptable definition. Still it is more important that all the concerned college documents should have a clear definition of the term sexual harassment. As per the above point is concern the university of Malawi is lag behind in developing a sexual harassment policy. The
structure of the college disciplinary committees have proved ineffective for a equal balanced male and female intake led to the institution at very pity position. The disciplinary committee remained fails in dealing of issues of sexual harassment. There is lack of basic training for sexual harassment.

Jason N. Houle and Amy Blackstone (2011) described that, “Sexual harassment has been theorized as a stressor with consequences for the physical and mental health of its targets. The social scientists have written a negative linkage between sexual harassment and mental health, few studies have investigated the linkage between sexual harassment and depressive symptoms. The survey data from the Youth Development Study, together with in-depth interviews, this article draws on Louise Fitzgerald’s theoretical framework, stress theory, and the life course perspective to assess the impact of sexual harassment on depressive affect during the early occupational career. In support of Fitzgerald’s model, findings of the study confirm that sexual harassment is a stressor that is linked with increased depressive symptoms. Quantitative results prove that women and men who experience more frequent sexual harassment at work have significantly higher levels of depressed mood than non harassed workers, even after controlling for prior harassment and depressive symptoms. The authors find evidence that sexual harassment early in the career has long-lasting effects on depressive symptoms in age of adult. Interviews with a subset of survey respondents point to a variety of coping strategies and reveal further links between harassment and other aspects of mental health, such as anger and self-doubt.”

Jeanne Madison and Victor Minichiello (2004) observed that Education must be done in health programs for health professionals throughout the Australia. It should be given in individuals too. He viewed in discussion that many roles and behaviours are responded to be harassing behaviour few of these roles and behaviours are connected to nursing and society. Nurses may have transform from the myth of handmaiden, sex goddess and mother but seems to be in the process of reconstructing them – selves. These nurses are not only talking about a high effect and experience but despite this they are struggling with words, embarrassment and fear. Their employers seem to be less supportive about harassment. The nurses remain less reporting to the incidence of sexual harassment. Their education must be nourished with health programs open discussion can be helpful. The discussion must cover basic level of information about
harassment at the initial level and further with social, cultural and interactional issues. It is worthy to conduct research and publication which must be financial supported also.

**Jesudasan (2008)** expressed that violence is interpreted as physical assault or the use of weapons like bombs and guns. But the workplace violence has a broad field for it like bullying, oppression, discrimination to acts which abused a person, threatened, intimidated or assaulted and to gossip and spread rumours behind someone’s back. In workplace violence, threatening conduct also include which involve shaking fists, glomming doors, destroying property or throwing objects. It also include verbal or written threats, harassment, behaviour that demean, embarrasses or humiliates person, swearing, to make insult or use of condescending language. Beside it the physical attacks.

**Jigu Katsande (2008)** found that female trainee teachers report that the sexual harassment is in existence. It is not reported officially. The attitude of the college authorities was of such a type that it seem to condone the sexual harassment. Only a few cases were reported in teacher training college due to the investigation process of the college not to investigate till some solid proof of sexual harassment occurrence came before it. Female trainee teachers are having knowhow about their rights and remedies available to them but are not willing to follow the course for cases of sexual harassment. They are phobic to publicity, long difficult procedures, invitation to trouble makers, and they have knowledge that the college authorities also know about this problem. Female training teachers face sexual harassment during teacher practice as well as during period of examinations. To assess their teaching skill college lecturers visit them. The teacher training college do not have sexual harassment policies and procedures. They are rely upon the public service regulation 2000, under which procedures are typical and fatal when compensation for sexual harassment is demanded.

**Julian Barling and Inez Dekkar E. Kelvin Kelloway, Clive Fullagar, Desorah Johnson (1996)** concluded that the sexual harassment conduct has direct influence on several outcomes. The female employees respond more negatively than male. The efficiency of the employee becomes were of the view that the status of women in India, is respectable and this is both in historical and social context. Even though they are struggling for their rights and identity. They were afraid for their individuality. Constitution guarantees us right to equality and not to be discriminated and exploited. But their harassment is on hike. The incidence of women harassment, molestation and ill treatment of women are on increase. It is a time when women
must be given respectable position in the society. In modern society, it is very much essential for the women to get educated to solve women problems. Women can protest for their rights and education. The victims of sexual harassment must be given relief by the court of justice by.

Kamal Kenny, Dr. Asnarulkhadi Abu Samah and Mr. Benjamin Chan Yin Fah (2011) concluded that there is still many men who are not able to understand what sexual harassment is. This is clear from the fact that there is absence of any law for sexual harassment in Malaysia. Most of the workplace organizations do not accept report made on sexual harassment seriously. There is general lack of knowledge about the term sexual harassment. The problem of sexual harassment should be treated as social problem rather individual problem. Among meaning and interpretation for the term sex based and sexual harassment. These must start health programs in health professionals and that in throughout the individual workplaces. In the initial stage, there must impart knowledge about harassment and in the after stage, the more complex social, cultural and interactional issues that are identified. The work of research and publication must be supported.

Khushi Mehta (2010) in his research study found that sexual harassment and the lack of a safe and secure work environment for women is the major issue persistent in the workplaces of the nation. The safe and secure environment of work and proactive support from the family, corporate, government and other societal agencies will address the problem. The efforts and will-power to fight the situation empower the women them-selves.

Kisa and Dziegielewski (2002) in their study “Sexual Harassment and its consequences : A study within Turkish Hospitals” conducted among nurses of Turkey analysed the productivity of worker in any type of health care facility was done in the study. The study was conducted by selecting nurses of two hospitals 251 respondents were in total out of which 157 said that they had been subjected to sexual harassment in their workplace. There is harassment of such a degree that it affects the productivity of the workers. Many respondents gave their opinion that the sexual harassment is a problem in the country of Turkey and it should be given concentration, should not be ignored.

Kimberly T. Schneider, Suzanne Swan and Louise F. Fitzgerald (1997) in “Job Related and Psychological Effects of Sexual Harassment in Workplace : Empirical Evidence from Two Organizations”, said that the provisions of previous evidence regarding the outcomes of sexual harassment in the workplace has come mainly from self-selected samples or analogical
studies or those using inadequate measures. The sexual harassment experiences, copying responses and job related and psychological outcomes of 447 females private sector employees and 300 female university employees were examined. Sexual harassment in the workplace is increasingly identified as a stress or with serious related results for employees and the organizations in similar way. The guidelines of the Equal Employment Opportunity Commission (EEOC, 1980) provide a pace for the research work on the topic of Sexual Harassment. An U.S. Merit System Protection Board (1987) research study of the Federal Employees reveals that majority of women were subject to the higher and continue ongoing structure of stress as 45% of the employees experience sexual teasing and jokes and it was reported that it was not only one time occurrence where as 54% of the employees were got pressure for sexual favors for more than once. For majority of the women that sexual harassment kept on for more than a week and sometimes last as long as 6 months. The study of sexual harassment with relation to workplace stress should include measures of broad range of attitudinal and behavioural aspects and consequences which are known as organizational withdrawal. In sample, 300 of the 447 respondents nearly 68% reveals that they had experienced at least one sexually harassing behaviour at that organization during the last 24 months. In other sample 189 of the 300 female university employee indicated 63% agreed that they had experienced at least one. Have you been sexually harassed by a male supervisor or co-worker at this organization with the last 24 months? To this question, 40.9% of those who had said to experience one harassing behaviour and agreed by saying ‘yes’ this question 33% of the women had talked for their sexual harassment with their supervisor and 14% had made a formal complaint.

Kaye and Merker (1994) in “Sexual Harassment of Critical care nurses: a costly workplace Issue” specified the extent of sexual harassment problems and incidents which are experienced by the 188 nurses working in critical care areas. As for result obtained 46 percent of the respondents faced sexual harassment. There experienced different types of sexual harassment like 56 percent experienced offensive sexual remarks, 53 percent unwanted physical contact, 27 percent unwanted non verbal attention, 16 percent requests for dates and 9 percent experienced sexual propositions. One woman experienced sexual assault. The harassers who harassed the women were physicians that constitute 82 percent co-workers that were 20 percent or immediate supervisor constitute 7 percent 69 percent of the incidents of sexual harassment remained unreported. This research study suggested the medical sector area i.e. Hospitals to draft
sexual harassment policies for employees and show that training for sexual harassment policies in existence and procedures are required to give critical care nurses a safe and healthy work atmosphere.

Kim and Kim et.al. (2007) exhibited a study on service sectors’ working women and other sectors’ working women in Korea. They made comparison of them with the men working in the service sector as well. The result found shows for the existence of higher degree of, job stress in the employees of service sector than professional and other workers. Their scores were similar to that of blue collar workers. Job stress of women showed increasing tendency for those who face sexual harassment and feel pressure of work at home.

Kitissa (2001) in the study concluded that lack of safety living conditions, many requirements of women, the male orientations of schooling nature degradation of the profession of teaching and sexual harassment are some of the main impediments to the women teachers deployment is rural areas schools.

Laabs (1995) found that 74 percent told that sexual harassment is a chronic problem in the business workplaces today. 61 percent of the respondents told that there is nothing satisfactory on part of management to resolve the problem of sexual harassment. The 90 percent of the respondents to the research survey do not know about a common definition of sexual harassment.

Lee, Song and Kim (2011) studied the experiences and perceptions of sexual harassment among Korean nursing students during clinical practice. The results found that 17.9 percent (that constitutes 97 students) of the participants had experienced sexual harassment and 75.5 percent (409 students of nursing) participants had not experienced sexual harassment. The nursing students did not have inddepth knowledge of the sexual harassment. 6.6 percent did not know surely and exactly where other what they experienced was sexual harassment or not.

Lilia M. Cortina and Jennifer L. Berdahl (2009) in chapter 25 entitled “Sexual Harassment in Organizations: A Decade of Research in Review” in the book “The Sage Handbook of Organizational Behaviour” said that there are two main approaches for defining sexual harassment. One approach is from a legal perspective while other is from a social-psychological perspective. In the general context the definitions under the social – psychological perspectives are broader than under legal one. In the year 1980, the 45 Equal Employment Opportunity Commission (EEOC) had provided with the charge of enforcing federal sex
discrimination law. The US EEOC provided the definition as “Unwelcome Sexual Advances, requests for sexual favors and other verbal and physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual’s employment, unreasonably interferes with an individual’s work performance, or creates an intimidating, hostile or offensive work environment.” This comes under the Legal definition. On the other side till 1980 sexual harassment conduct was divided into 5 categories: Generalized sexist remarks or behaviour, inappropriate and offensive (but essentially sanction free) sexual advances, solicitation of sexual activity by promise or rewards, coercion of sexual activity by threat of punishment and sexual assaults. There has been found by researchers that when men are harassed it doesn’t involve strict following of penal provision. Example is the passing of remark by the women at home to men challenging his masculinity. The authors have also discussed about the occurrence of the sexual harassment and to find out the reason why it occur? Under the four headings, the nature perspective, the power perspective and the last the nature x power perspective comes the physical design of human beings that the sexual usages. Within due to biological reasons. Within the nurture perspective falls the cognitive design or the mental attitudes towards the women that are of negative nature. The power perspective as the third one include the structural design as the authorization given to one makes him in the level to sexually coerce and enables him to dominate the other. The fourth and the last is the Nature power perspective. This is the social identity perspective which is the combination of nature and power perspectives according to which sexual harassment is a mechanism for punishing those who pressurize or threat a harasser’s gender identity and the positive sign gain arrived from it. Now the question arises for the category of the people who are harassed. We know that most of sexual harassed persons are women generally and the perpetrators are men. Also it is seen than supervisors or bosses are generally involved in the last hostile work environment. The research is paying less attention to issue of race and ethnicity. Less in numbers (minority) of women economic vulnerability stereotypes raises the probability of sexual harassment of the ethnic minority women. For eliminating the sexual harassment most of the organizations of the U.S. and also smaller units have sexual harassment policies for the prohibition of sexual harassment and also prescribing reporting procedures. The procedures for the sexual harassment are formal, requiring the aggrieved to file complaint that must be signed, then there serve a notice to the harasser and after that initiate the investigation. Along with the procedural mechanism, there is
also training for the employees and the supervisors, managers, complaint handlers or the guilty employees for sexual harassment.

Luke (2001) found in his study that even though there is presence of laws for sexual discrimination in U.S.A. and U.K. in the year 1972 and in Australia in 1984 the rate of increase for women’s participation academic career ladders in those countries are slow.

M. Pallavi Jane Pereira and Edmundo J. Rodrigues (2014) observed that we have all become extremely immune to the pervasive harm of sexual harassment and its unconstitutional character. She elaborates that the authorities to somehow misuse the power in order to harass women. There are women in high numbers that have been harassed or faces sexual harassment. They are pressurized not to open their mouth otherwise be ready to face grievous hurt, indecent etc. Rape attacks are seen in India timely basis. Therefore it is the prime responsibility of employers as well as all to provide zero tolerance against the sexual harassment cases. All are not ignorant in the traditional families the significant role women have played. The women of 21st century are confident, independent and successful too. But in spite of this there are in happening so many offences, unequal treatment of women and hostile environment at workplaces. All this gave suspicious look to the attitude of India in providing women with freedom of equality and protecting her fundamental rights.

Manikamma Nagindrappa and Radhika M.K. (2013) concluded that it is high time now that women should get a respectable and dignified position in Indian Modern society. Crimes against the women should be made punishable.

Marisela Huerta, LiliaM, Cortina, Joyce S. Pang, Gynthia, M. Torges and Vicki J. Magley (2006) concluded that sexual harassment remain a complex problem in academic sector. It affects adversely the life of college women. Moreover the loss caused on the mental health is also not less there is need to aware about sexual harassment.

Malathi (2002) in the research work on “Sexual Harassment of Women in the Workplace at Export Garment Company’s by the use of sampling method from a sample population of 500 respondents. A well shaped questionnaire for the collection of data. The researcher quoted that both types of sexual harassment i.e. Quid Pro Quo observed 96.7 percent and hostile work environment sexual harassment 90 percent. It was observed by the majority of the participants in this study. The main forms of sexual harassment verbal (100 percent), visual (80 percent) and physical (93.3 percent) were common. Different steps were suggested for the
lessening of sexual harassment in magnitude 83.3 percent of the respondents stated the seniors male were the harasses 80 percent sought for complaint redressal tools for their company.

Malhotra M. (2004) revealed that Pakistani Women are regularly harassed at their workplaces or other public places. After this these women donot report the incidents for fear of stopping their movements. Women also are phobic to retaliation and uncooperation of law enforcement officials. The criminal law of Pakistan i.e. the Pakistan Penal Code prescribes for punishment for sexual harassment crimes but often the policemen turned their neck when any victim woman of sexual harassment approaches them. During the Taliban Regime the Afghani women experienced assault on their human rights.

Mehdudia (2008) figured out the result of a survey about working women’s feeling of safety at night. The result found that 53 percent of working women feel insecure during night shifts in all major area of work throughout the country, in hospitality, nursing homes, civil aviation and garment. 48 percent of the women working in small scale firms are extremely stressed for their movement out of homes. 53 percent of women in nursing home feel insecure 45 percent in leather industry and 34 percent in garment industry. Delhi list is on the top with 65 percent, Bangalore with 56 percent, Hyderabad with 35 percent, Chennai with 28 percent and Mumbai with 26 percent for women unsafe feeling for night shifts.

Misra Preeti and Pandey Pradeep Kumar (2007) found that the existing laws for prevention and protection of sexual harassment in India is not compatible with the fundamental rights of women working at workplaces assured by the constitutional provisions and the respective state is having obligation to take appropriate legislative administrative and any other steps to safeguards the fundamental rights of women. The problem of sexual harassment is not in the interest of working women but against them. Due to this the organizations must do efforts in order to sort out the problem of sexual harassment at workplace.

Nithya N.R. (2013) found that centuries have come and centuries have gone but the plight of women is not likely to change. Women should be equal partners not only at the public places but should have adequate control of their even sources.

Padma Devastali and Sangeeta Rege (2013) explored that women health workers across all levels reported various other issues that they face within the system which we have labeled as “abuse of power”. He concluded that it is important that it comes to knowledge of all of us that under the heading abuse of power the working women feels some other problems also
at their work system. Some of them are partially faced by them while allocation of duties. Moreover they have been provided with tasks meant for others to be performed. There is no transparent mechanism for the working women about who will perform which kind of duty. All of them faced lack of staff and the seniors donot raise this deficiency and fulfill the staff in less. This is also seems to be a violence against them. The worker staff faced unsafe work conditions and the cleaning material was not available for them. They were given with acid to clean purpose rather than bleaching powder which is safe. The acid causes vomiting and during the use of the acid no hand gloves given to them. Moreover in case of accidents no compensation is provided to them.

Panda (2006) discussed that sexual harassment at workplace is an expansion phase of everyday violence. It is discriminatory, exploitative, thriving in threat, terror and reprisal environment. Many problems are face by working women, one of them specifically is sexual harassment. As per a report approximate 60% of working women have faced sexual harassment during their work life.

Paula McDonald (2012) opined that the structure reforms and Legal policy have achieve some progress in the awakening of the problem of sexual harassment Besides there is further scope for the workplaces’ efforts to prevent and take effective action against sexual harassment.

Pamela Bhagat (2004) in the study revealed that the sexual harassment is a part of the culture of work in Indian media organizations. The women do not know how to do and for many other reasons do not do anything about sexual harassment. As per study only 15.2 percent of women harassed by sexual harassment file formal complaint against the act done.

Pennington Darby, Bauman, Plichta and Schnuth (2000) executed a research study “Sexual Harassment in dentistry experiences of Virginia dental hygienists”. The objective of the study was to know if dental hygienists in the common wealth of Virginia felt sexual harassment while working in oral health care settings. Other purpose was to know if dental hygienists felt sexual harassment, to what extent they felt prepared to respond to unwanted sexual behaviours, did dentist hygienists felt sexual harassment as a problem in the oral health care environment and was attrition from their employment associated with sexual harassment. In this research study a questionnaire, sexual harassment in the Dental Hygiene Profession was used which was prepared by the author. The findings says that the 54 percent of the responding dental hygienists faced sexual harassment. The 50 percent of the respondents faced sexual harassment 4
or 5 years ago while 23 percent of these faced two or three years ago and 28 percent of the respondents faced sexual harassment within the last year. These are mutually exclusive categories. The perpetrators of the sexual harassment were found 73 percent as male dentists or 45 percent as male clients. Below 10 percent were harassed by women 70 percent of the respondents showed that the making of formal complaints of the sexual harassment as a good mechanism for management of the workplace sexual harassment. But unfortunately less than 1 percent did so 90 percent of all the dental hygienists did not imparted training to fight and manage against sexual harassment 85 percent a huge majority would like the Association of American Dental Hygienists to formulate efficient guidelines and policies. 99 percent women married with a mean age of 40 years. The present study suggested that the information for fighting and combating against sexual harassment to be provided into the dental hygiene curricula. This curriculum should also provided for identifying the sexual harassment incidents, strategies for regulating and controlling the incidence of sexual harassment, the right provided to the employees by law and the process for filing of complaints.

Phoebe Morgan and James E. Gruber (2009) in the book “In the company of Men: Male in Sexual Harassment Violence Against Women at Work and in Schools” explained that the efforts to make laws related to sexual harassment are more acceptable politically in recent times. The business organizations have explored of sexual harassment as a form of general workplace and class-rooms instead of discrimination.

The sexual harassment includes in it unwelcome sexual advances. The sexual harassment is also discussed as request for sexual favours. It has to be interperate as a severe and vastly spread disease as it has is its roots at workplaces in abundance and no effective cure is done on part of management.

It was due to certain guidelines which makes the reporting of unwelcome, sexual attention, liable employers responsible for preventing sexual harassment and make retaliation against victims and their witnesses actionable as per law. Approaches of sexual harassment may vary but prohibitions are there to eliminate the sexual harassment in all the countries. In the year 1976, the European Union addressed the problem of sexual harassment. But after 2002, there is requirement for the membership of EU to adopt a declaration that sexual harassment violates “Equal treatment for men and women as regard access to employment, vocational training and promotion and working conditions”. There is negative impacts of sexual harassment on the
mental and physical health of women workers. The aggrieved person who have been sexually harassed bear poorer health in comparison to those not faced sexual harassment. Interviews with to domestic workers yield that 13 out of them said that they had been repeatedly raped by their employers and the rest hat received demands of sex on a daily basis and were offered money to perform sexual favors. There had been in the early 1980s when the writing of sexual harassment of college women were started by the scholars. But the high scholars schools girls are not paid attention up to the early 1990s. Rigid sexual remarks, stereotypes comments about women’s competence and absence gestures are examples of sexual harassment. Unwanted sexual attention includes teaching, stroking or fondling, asking to someone personal questions of sexual nature or requests for sex in repetition. Sexual coercion includes sexual bribery and sexual assault. It is also a fact that Lesbian and bisexual girls experience much higher levels of sexual harassment than heterosexual girls. Swedish girls experienced less instances of both verbal and physical contact harassment from their peers in comparison to their American counterparts. It is also seen that American students who typically viewed sexually harassment as horseplay whereas Swedish adolescents felt specific incidents of harassment as problematic. The research on sexual harassment in secondary schools clarify two points that harassment causes less to students’ physical and mental health as well as attachment of school and satisfaction so as to academic achievement. This loss is greater in intensity to those girls who are facing threatening and upsetting sexual harassment. In Netherland girls had more psychosomatic problems like headaches, sleeplessness and poor self-esteem than boys due to the sexual harassment. Sexual minority students also suffer greater harm also than their victimization rate is higher. The term “Sexual bullying” has came into existence recently that has muddled the definition of sexual harassment and bullying. The most vulnerable among the working women and the girls are sweatshop workers, migrant workers, undocumented workers, military cadets, foreign exchange students and young girls continue to face sexual harassment.

Pina A and Gannen, T.A. (2009) reviewed the negative effects of sexual harassment on the victims. He also worked on the responses of the victims regarding sexual harassment experiences and about the correlation between work and stress. He found that it is vital for the understanding of sexual harassment and its effects that we must understand the etiological process of sexual harassment in its full structure. Till today, it is not clear, about the full array of complex factors driving both sexual harassment and responses for this harassment. The study of
the researchers investigated and focused on gender ratio, power differentials in detail. The researcher suggested for further research to investigate in full the phenomenon by using sophisticated methods to detect the full range of factors and other feedback mechanisms that exist between ante-cadent, perceptions and effects of sexual harassment.

**Rajesh Kumar (2011)** in research paper entitled “Law Relating to Sexual Harassment at Workplace in India – A Critical Study Published in International refereed Research Journal (Nov, 2011) Vol.-III, Issue-26 (ISSN – 0975-3486. RNI RAJBIL, 2009-30097)” discussed that Sexual Harassment is intimidation, bullying or coercions of a sexual nature or the unwell or inappropriate promise of reward in exchange of sexual favor. Women experience and feel a range of sexual conduct that includes exist with the objective to protect the women from certain categories of sexual harassment. Due to lack of specific law, the Indian Judiciary, mainly depends upon section 354 IPC which is for assault or criminal force to woman with intent to outrage her modesty and section 509 IPC which is meant under the heading word, gesture or act intended to insult the modesty of a woman. In the case entitled Vishaka v/s of Rajasthan, the Supreme Court said for clearing its guidelines on sexual harassment that the complaint for sexual harassment by the Department Complaint Committee shall be treated as Inquiry report against the accused person. In this case, the court observed that each attempt/act of the wrongdoer of sexual harassment results in the infringement of fundamental right of gender equality contained in Article 11, and Article 21. Women feel disgusting and offensive in many ways and there are several examples of sexual harassment of sat work-place but unfortunately all this are not included in Indian Legal Provisions. These includes gender harassment, unusual sexual harassment attention and sexual coercion. Women must be given strength by the organizations to fight against violence, exploitation and harassment both intrinsic and extrinsic the workplace.

**Noopura Sundresh and Dr. K. Hemalatha (2013)** in “Theoretical Orientation to Sexual Harassment at workplace” described that sexual harassment has been given massive attention by the researchers and organizations. There had been various theories and models of sexual harassment in the literature of the 1980s and 1990s. But there are very simple one view is that the power as a predictor of sexual harassment. The organizational model of sexual harassment advocates for the structural and environmental conditions that are found in the workplace will provide platform for harassment. Other view says about attitude towards women as a predictor of sexual harassment. Men are more economical, physical and political superior to women. they
have dominant attitude towards women due to the above said superiority. Hence there are more likely to be perpetrators. The third one comes that gender job as a predictor of sexual harassment. The research says that the women involve in traditionally male dominated careers or the nature of blue collar jobs are more prone to sexual harassment than any other jobs. Women experience need more sexual harassment in workplace where men perceive the social norms as permitting such behaviour of sexual harassment. There is other model called Four Factor Model. Some motivation force like physical attraction of opposite sex, power and control needs, overcoming internal resistive forces like organizational procedure for holding sexual harassment complaints, professionalism, gender ratio privacy at workplace and social cultural variables like sexist attitudes, possible outcomes for the victim. Another model is the Chapell – di Martino. This model has its base on the interaction between individual and organizational factors leading to workplace harassment which includes physical, psychological, sexual harassment. The characteristics of both the perpetrators and the victim play an vital role in the determination of harassment situations. Sexual harassment are more likely to occur in organizations where there are difference in power between men and women. The Quid Pro Quo form of sexual harassment is most likely to occur in organizational culture with high degree of difference of power. Where there is traditional attitudes towards the female employees in the minds of immediate supervisors and male co-employees there is likely to happening sexual harassment because there is existence of all the power in the supervisor and the subordinate is only command following and not reporting to the higher bosses for the sexual harassment caused to them.

O’Donohue and O’Hare (1998) found the element of organization risk for sexual harassment are that lack of know how about the redressal procedures for sexual harassment, unprofessional atmosphere and the existence of sexist attitudes in the workplace. In work environment where males believes about women in sexist way or believe that women have less rights and capable than men it may be that their rights are disregarded. Likewise the unprofessional atmosphere has feeling of disrespectful atmosphere which facilitate sexual harassment.

Padma (2004) in her study explored that India has 397 million workforce out of which 123.9 million works in rural locality work areas and the left in urban locality work areas. Only 7 percent of the nation’s workforce work in organized sector workplaces. This includes regular salaried workforce 93 percent of the workers work in unorganized sector workplaces. In 1981 the
women participation rate was 19.7 percent which raised to 25.7 percent in 2001. In rural areas it raised from 23.1 percent to 31 percent and in urban locality it raised from 8.3 percent to 11.6 percent. The women are compelled to take jobs at very meager wages and no sense of social security. There has seen increase in the retail trade, novels and restaurants in the last 10 years. From 1994 to 2000 there have been raise of 2 lacs 78 thousands women workers in small hotels and restaurants. The low wage jobs with long working hours without any benefits of service and face sexual harassment.

Punshi (1993) explained that no doubt that woman is a unique significant creature who possess power of tolerance, she is protector and provider also. She embodies love and affection in her. She have the quality of integrity and understanding. She possession all these qualities that within one creature. But to the unfortunate they work in low salary, with no care and future proper prospects of pension in their old age. In Soviet Union and in countries of customary laws the sexual harassment of women at work is one of problem for women’s right of equal opportunities. In Jordan the data reported that 1/3rd of the murders are family murders of women. In former Yugoslavia, it was reported that about 40,000 muslim women were raped by serbs and croats. In Pakistan, two hospitals of Rawalpindi and Islamabad have treated 794 cases of young women burned with kerosene oil stove. In Bangladesh men threw acid in lieu of rejection of the sexual relationship by the women. Only 44 countries have domestic violence laws, 17 countries for marital rape as criminal offence and 27 have passed laws on sexual harassment.

The research study concluded that married women are dominating in the field of employment both in organised and unorganised sectors as well as in urban and rural areas. About 1/5th of the working women were not educated and were equally presented in organised and unorganised sectors of employment. Though more and more highly educational qualified women are entering in the field of employment they are mostly engaged in lower levels. Illiterate women and women with moderate education are engaged in lower status jobs as construction labour, farm labour, maid-servants and class IV employees. About one-third of the women are working at unsafe and unsecure places and are prone to sexual harassment. A very large majority of respondents had a very narrows knowing of sexual harassment i.e. sexual assault. As a result, when other forms of sexual harassment are used by the perpetrators, these women know that they were subjected to sexual harassment at organized sector a very later stage. The incidence of sexual harassment at work place is 17 percent and 20 percent in unorganised sector.
workplaces, which seems to be very high. The general contention that illiterate women and women with less education run a higher risk of sexual harassment at work place as compared with women with higher educational achievements is neglected by the findings of this study as even highly educated women were also harassed sexually at work place in sufficiently large numbers. The incidence of sexual harassment at work place is higher in married women as compared to unmarried, divorced and widows. The general perception is that women employed in construction work, factories, agricultural farms and as maid-servants are at higher risk of sexual harassment as compared to those working in offices, industrial houses, schools and colleges is not supported by the results of the present study. The incidence and extent of sexual harassment is equally noticed in all establishments irrespective of their nature. There was involvement in the cases of sexual harassment the employers, managers, supervisors and co-workers found of women at work place in varying degree but co-workers and supervisors are identified as principal perpetrators of sexual harassment in majority of the incidents. The sexual harassment of women at work place is observed as a slow poising process. It starts from simple actions through body language and if not stop at that point reaches to the stages of sexual advances, physical contacts and demand for sexual favours. Negligence or tolerance of the perpetrator move forward if first attempt is deal with negligence or tolerance to go ahead till he reaches the target. Mostly only 31% of the 600 respondents resisted the act of sexual harassment cause to them but their resistance was not effective and tough i.e. getting angry, giving warning and neglecting. In normal conditions when harassment is done to any women the present on the spot intervene and rescue her. However, the finding of this study have negated this understanding partially as in majority of the cases (58%) no one present on the spot came forward to help women who were being sexually harassed. And when the evidence stage against the perpetrators came, a majority of those who intervened (51%) refused to give evidence against them. This trend was observed more in organised sector and urban areas as compared with unorganised sector and rural areas. Other problem is that a large number of cases of sexual harassment of women at work places remain unreported because as the victims are afraid threats from perpetrators and possibility of defamation. This is evident from the fact that about 35 percent of the victims covered by the study did not report the incidents to anyone, even to their friends, family members or relatives. Normally, if any woman is sexually harassed at work place she would immediately lodge a complaint with
higher authorities. The findings of the study, however, revealed that only 41 percent of the victims became complainant for harassment cases and remaining 59 percent did not complaint. A number of factors for not lodging a complaint were reported; There were feeling of humiliation, fear of doubting the character and possibilities of difficulties in arranging marriage in cases of unmarried women. In this research across 91 cases of victims were confronted who filed complaints of harassment with the employers. However, the employers were not found to be very serious about these complaints. The complaints of 22 percent of the victims were fully ignored and no step against the perpetrators was taken. There was only one complaint out of 91 was referred to Complaints Committee for investigation. In about 62 percent of the complaints only strong warning was given to the perpetrators. It is thus very clear that the employers do not appear to be serious on the problem of sexual harassment of women at work place. 14 percent respondents from organised and 3 percent from unorganised sector had the knowledge of Supreme Court directives for formulation of a Complaints Committee in every establishment where women are employed. Thus, about 83 percent of the women workers were totally ignorant of the directives given of the Supreme Court of India. The Complaints Committee were not acting wisely which were formed after SC directions about 83 percent of the women engaged in those establishments were not satisfied with the working of these committees. The practical real working of these committees were not seen and such were only in records of documents The committees were dominated by males and these followed partialism. It was also noticed that the complaints were not promptly attended to. The study team, examined the physical, psychological, economic and social impact of sexual harassment of women at work place on personal, family and social life of the respondents. The research study pointed further that 64 percent of the respondents were found to be scares of every male member around them, 68 percent created a feeling for their life as meaningless and 31 percent had feeling of taking revenge in them. In about 42 percent of the cases the victims was adversely affected in society as due to change in the behaviour and attitude of their friends and relatives towards them. The victims were looked at with suspicion by their family member. At the place of work, they lacked concentrate on the job and as a result their work efficiency was lessened. The effect of all these was that the victims of sexual harassment continuously thought of relieving from their job. The study team interviewed 100 employers (50 each from organised and unorganised sector) with a view to know their efforts in preventing sexual harassment of
women at work places. As a result about 50 percent of the employers had no knowledge of Supreme Court guide-lines for preventing sexual harassment at work place. Only about 1/4\textsuperscript{th} of them constituted Complaint Committees as per directives of the Supreme Court, out of these 14 committees only 10 committees received 65 complaints out of which about 34 percent were disposed off by giving warning and 40 percent by giving mild punishments in the perpetrators. Strict action was taken only in 5 percent of the cases and no action was reported in 23 percent of the cases. Thus, the functioning of the Complaints Committees wherever they were formed was not satisfactory. The role of Non Governmental Organizations and Social activists was also observed by the study team by contracting 100 of them. In the area of sexual harassment of women at work place, the NGOs and Social activists have shown marginal participation in the State of Maharashtra. Only 34% of the NGOs and Social Activists contacted have taken the cognizance of the problem of sexual harassment of women at work place since long whereas 27 percent have done so very recently. It shows that NGOs and Social Activists are not very serious on this problem of sexual harassment. About 57 percent of them treat this as a minor social problem. Those NGOs and Social Activists in Maharashtra who had taken the problem of sexual harassment more seriously organized orientation programmes for creating awareness about sexual harassment at work place and its consequence on the victims, the perpetrators and the work environment for both employers and employees. They also provided immediate social and psychological support to victims.

Naina Kapoor (2008) in “Sexual Harassment and Law Reforms in India” was of the view that between 1980-89 almost every issue concerning view women violence resulted in a legislative reform. The expert paper explores the opportunity based on a platform that provide basis for the law reform in response to sexual harassment in India. There was a time when there women was not strong enough that they control or regulates the legislative procedures for the formulation of law affecting and influencing them. The Code of Indian Penal was of its origin in the year 1960 and it was nearly 123 years passed when any attempt was made to amend the law of rape for the protection of women. The reformation of laws made for the violence against women was done in the 1980s. It is of no surprise that the non-successful in the adoption of clearly defined and realistic goals after the women’s experience of sexual violence led to other few years. It was in the year 2000 when the Law Commission of India directed to suggest amendment to the then existing law of rape. Consent of women is sufficient for defence in order
to defeat the complaint of the victim. Another important legal framework for women came in the year 2005 by the existence of the protection of women from Domestic Violence Act. Under the act, physical violence covers beating, pushing, shoving and inflicting pain while sexual violence includes forced sex, forced exposure to pornographic material or any sexual act with minors. The act in fact is a relief for 70% of women living in non-urban sectors especially in 3 millions pending cases before the district apex court. In the year 1992, a significant change occurred when Public Interest Litigation was filed by the women’s group when a Sathin (village level change agent) was gangraped by 5 upper caste men. The Court define the term sexual harassment in vast canvas of inappropriate sexual conduct whereas the employer means all “responsible persons” and employee means any woman worker whether salaried or voluntary. It was outcome of the Vishaka Guidelines that the first time the Supreme Court recognized the need to alter systematic violence against women. After the judgement, liability for sexual harassment was no longer limited to the perpetrator but also institutions. It is the responsibility of the employers to ensure healthy and safeguard environment at workplace. Vishaka provided a very clear picture for legislation and provide clearly for the control of sexual harassment of women at workplace. Under the present labour laws, state is liable for injuries at workplace for which compensation is payable but other type of injuries that the woman face most i.e. sexual harassment has no redress and attract no attention. In Vishaka Case, the court attempted to explain sexual harassment is the sexual conduct including unwelcome physical conduct, and advances a demand or request of sexual favours sexually coloured remarks showing pornography and other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Omale (2000) figured out that sexual harassment guidelines do not exist or not properly implemented in developing countries specially in workplaces and schools. She pressurizes that sexual harassment rules must be implemented in education sector also.

Ramakrishnan (2008) discussed that we talk for freedom and women education and daily in part of the globe women are treated with brutality. The incidence of women rape and mutilation are seen. The inequality among women’s rights are differ from area to area. This is just as we see inequality in wealth. The most fundamental right for women-right not to be violated sexually or otherwise are violated. Many other violations against women are too committed.
Rahman (2005) revealed that in Bangladesh it is the most heinous act to throw acid on face and body of a person. It shows both physical and mental spots that will go with person throughout his life. Majority of the victims women are those who have not accepted the proposals for sexual relationships or marriage and victims always remain in pain perpetrators always are men.

Rebecca S. Merkin (2008) in “The Impact of Sexual Harassment on Turnover Intentions, Absenteeism and Job Satisfaction: Findings from Argentina, Brazil and Chile” discussed that there are many research which discuss the sexual harassment in the U.S. workplace. This was carried out because the sexual harassment negatively affects the employees personal level there is adverse effects of the sexual harassment negatively affects the employees personal live. There is adverse effects of the Sexual Harassment on the turnover of the organization. It costs huge amount each year in absenteeism, low productivity and employee turnover. There are proofs that suggested that sexual harassment is positively connected with turnover intentions. Turnover is one of the most indicative behaviour of variables in depicting organizational deterioration. Sexual harassment causes absenteeism due to stress. Sexual Harassment in the workplace has been identified as a form of emotional stress. The stress not only provide loss for the employee in individual capacity but also to the organization. The employees due to the stress change their jobs. Sexual Harassment and Absences due to illness. There is negative impact of the body of a harassed women in compare to those who have not who have not been harassed. Besides turnover, behaviour like lateness, absenteeism, neglectfulness and escapist drinking have been found to be consequences of sexual harassment. Sexual Harassment and Absenteeism due to Low Job Satisfaction Sexual Harassment adversely impacts employees job satisfaction. According to one study men who are sexually harassed are less satisfied with their jobs if we compare them with women. There are female lawyers in a study, indicated lower level job satisfaction. We can say here that both men and women facing sexual harassment experience low job satisfaction. The organizational cultures that provides challenging jobs eliminate employees absenteeism and intention to withdraw from the occupation, job and the organization. Moreover the organizational work environment respond to sexually harassing incidents influence employees’ decision to remain continue with their work place or not. Job satisfaction is not contemplate by workers who are trying to keep their job and just striving to remain doing that. In Latin American countries the employees adopt to leave the
job rather than to contest against the harasser. The study indicate that the cultural factors, in fact influence organizational consequential reactions to sexual harassment in Latin America in comparison to those in United States. The researchers of future should use other cultures to identify in relation to the issue of turnover, absenteeism and job satisfaction is in existence.

Rakesh Kumar (2004) discussed that such offences are more heinous and cruel in nature which shakes the whole life or character of the victim. He discussed about the offences excluding those that outrage the modesty of a women by words, signs, etc. The author concluded the offence like sexual harassment is very serious and horrible one. This crime gives so many societal spot on the victim and also on her reputation and mind. The cases of this type must be dealt with more caution.

Rekha V. Burkule (2010) found the issue like absence of good working conditions, low salary and perks and no proper infrastructure. There is harassment discrimination and exploitation of these women teachers working in colleges of public nature private nature or government aided. There is requirement to strengthen the women teachers by the help of laws, by giving rank promotions and other service benefits of jobs.

Roopa Vijay Wargiya (2011) in research paper entitled “Sexual Harassment of women at workplace in India : Law and its applicability discussed that the different types of offences are increasing in the society. In prior time there were very few offences and women were not much involved in offences such as murders, kidnaps, etc. But as the society is developing very fast so the nature and types of crime are also increasing. In Indian society women were relegated to household duties only but with changing times, women starting outside with the aim of becoming financially independent. A women is regarded as the most vital creation of God. There is an old saying that where a woman is worshipped, God resides there but as we see, the conditions of the women are not upto mark and satisfactory in comparison with the work given to and done by women. The women are having various work to perform as giving birth to the off springs, the role of mother, wife, sister etc. Today at every level of work, there is prevalence of the sexual harassment of women. Although, this is against the dignity of women at workplace. This act says that no woman shall be subject to harassment at any workplace. On the otherside under the guidelines of Vishaka Case : Gender Equality includes protection from sexual harassment and right to work with dignity as per our constitution, safe working environment is a basic right of working women. The working women shall not be sexually law for sexual
harassment is very strong and strict, even the condition of the women facing sexual harassment do not improve. Recently there is legislative enactment or the sexual harassment in the name. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The introductory phrase i.e. preamble of the act, clearly mention that the aim of the act is to prevent women from such harassment which harassed by the male employees also the other fundamental right of the working women is to work with full dignity and the right to work as an inseparable right of them. The Vishaka Guidelines also recommended for the Complaints Committee at all workplace which is to be headed by a women employee. The Constitutional Law of India under Article 14 provides for the Right to Equality which means men and women are equal in the eyes of law and both should treated alike Article 15 says that there shall not be discriminate on the basis of sex at every level. There are laws for the prevention and control of working women sexual harassment at workplace and to compensate the aggrieved. But these are not effective implementation. The recent cases of the Tarun Tezpal and Justice A.K. Ganguli’s are some examples to show the current status of sexual harassment in the literate classes of people.

Rosemary Iconis (2006) discussed in his research study the procedures formed at the City of University of New York to execute their policy against sexual harassment and the measures taken to train the University community on the sexual harassment topic. The City University of New York or other college or University is vital to formulate sexual harassment policies and procedures in which the all college community is educated about the fighting against the sexual harassment. By sexual harassment policies and procedures explicitly and creating awareness throughout the campus, the college or university may create panic for harassers from harassing. Professional behaviour should be enriched by the supervisors and the acceptable and non-acceptable behaviour should be clearly mentioned and implemented. The college or university should be of such atmosphere of learning and the faculty can without fear share knowledge without fear of harassment.

Romila Chitturi (2010) in her research study revealed that to live in this modern era is difficult due to costly articles and increase in prices of these items. This is also one of the reasons for the women to involve or participate in jobs. For supporting their families it is specifically seen in middle and lower income groups. For higher status in the society, women of higher income groups also seek for jobs. Women also do so in order to be best suitable for their
marriages. There is stress on their minds to adjust their work life with that of family life. The working women may be faced ill treatment at their workplaces, made victims of sexual harassment or face problems for overtime or night shifts of work which lacks security of them. In these cases their work profile becomes a bondage.

Rufus and Dr. Beulah (2009) in research paper entitled “A Noiseless Crime Sexual Harassment against women Employees at Private Hospital in Tirunelveli city – an Empirical Analysis” said that it is the duty of the Employers to provide the work environment free from sexual harassment. It is found that the women up to the age of 25 years are more victims of sexual harassment of workplace than those women who are greater in age of 25 years are more victims of sexual harassment of workplace than those who are greater in age than 25 years. According to Shekhar the majority of Sexual Harassment of workplace than of women is done by victims’ co-workers nearly 41% but of these 34% are done by supervisors, managers, bosses and majority of the harassers belongs to the age group 36-50 years old (nearly 47%). Almost all the sexual harassment of the women occurs inside the harassment of the women occurs in the workplace. A Ph.D. Research Scholar Medha Kotwal complaints by way of petition against her guide who is a senior professor of Lucknow university according to the news published in the present study, interviewed from women’s hostels hospitals, near to bus-stands residential house the respondents along with their. The facts of the research study says that women working in hospitals were sexually harassed at their workplace 53.75% of the respondents were sexually harassed within 1 year of their joining 27.5% of the respondents were sexually face to face harassed 6-10 times whereas 18.75% faced Sexual Harassment 2-5 times 10% respondents faced so many times. The women working at private hospitals faced Sexual Harassment within and outside the work premises 62.5% and 3.75% respectively. As provided by the Apex Court, under Vishaka Guidelines (1997) sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as # physical contact and advance # a demand or sexual favors # Sexually coloured remarks # showing pornography # any other unwelcome physicals, verbal # or on-verbal conduct of sexual nature. In addition to the SC guidelines on sexual guidelines on sexual harassment, the aggrieved can lodge complaint against the accused under section 209 IPC, 354 IPC; 509 I.P.C. Civil suit can be field under the Law of Torts. Under the Indecent Representation of women (Prohibition) Act, 1987 if a person harasses other with a book, photograph, painting, films, pamphlets, packages etc. containing indecent representation of
women than the doer are liable for sentence of minimum 2 years. According to the Human Rights Act, 1993 human Right means the rights relating to life, liberty, equality and dignity of the individual guaranteed by the constitution or embodied in International covenant and enforceable by courts in India. It is essential for employees in workplaces as well as other responsible persons or institutions to follow certain guidelines in order to ensure the prevention of sexual harassment of women so as to live with dignity is human Right guaranteed by the Law of land i.e. constitution Employed must follow certain codes of conduct so as to deal with sexual harassment of working women at workplace.

S. Degue (2014) described that sexual violence is a serious and complex public health problem and the prevention strategies should be based on the available evidence with emphasis on rigorous evaluation that measures change in behavior. He discussed that sexual violence is a serious public health problem affecting the health and good being of several of persons each year in United states. The draft document for describing the best practices in developing, selecting and implementing preventive strategies with the greater probability of sexual violence changing in communities.

S. Preetham Sridhar and Dr. Vijila Kennedy (2012) concluded that harassment of female nurses is a serious problem that needs to be given attention on immediate basis. The bad impact of the sexual harassment is known but there is inactiveness for all those impacts. This article tries to find out the elements that influenced harassment in workplaces. The study conducted by utilizing population of women nurses of hospitals located at Coimbatore city. Primary data was collected by tool of questionnaire. The result concluded for hypothesis selected that there is no significant relationship between demographic factors and workplace harassment experiences. The hypothesis accepted for isolation, insulting, comments threat and verbal abuse and hypothesis rejected for case of criticism. There is meaningful relationship between demographic factors and workplace harassment experience for case of criticism. Hospitals must encourage nurses to file formal complaint about their harassment experiences in the workplaces. Unless the hospital management give care to the complaints, the filing rate of complaints remain slow. The women nurses should not be work alone during their duty hours. Hospital administration should be conscious that no nurses are allowed to work alone in case of emergency workplace harassment is an issue related with gender and human right. It abridges the
women right to work in safe and healthy environment. There are various legal provisions provided for it but the problem still exists. It affects not only the victims but also the hospitals.

**Sapana Pradhan –Malla (2005)** evaluated that concern with sexual harassment is relatively recent in South Asia, but increasingly it is being recognized as a violation of human rights and an affrent to the dignity. She elaborated that the enterprises now included the provisions to sort out the sexual harassment in the workplaces due to advocacy and recommendations by the judicial decisions in South Asia on regular basis. Many of the organizations now formulated grievances committees and invited various women organization now formulated grievances committees and invited various women organization as a member of such committees. In Vishaka v/s State of Rajasthan, the significance of the supreme court ruling was that CEDAW although not straightly part of domestic law provide base for India to shape National laws. Article 51 (c) of the constitution enables parliament to implement laws for the execution of International convention. Power also extends to protect the working women from sexual harassment and to justify and give meaning to their fundamental rights.

**Salve (2005)** found that more than 90 percent of the total workforce is working in the informal workplaces or unorganized sector workplaces. For example, migrant labour and other workforce. Migrant workers, who are not members of any trade unions or labour organization are not protected by the government or the trade unions. These workers are illiterate and hence do not have sufficient knowhow and understanding. These do not includes in the main stream of society and are from backward persons. They do not receive minimum wages Act. The uniform standards of labour should be executed in rural and urban workplaces of India for unorganized sector. The need of the workforce is to secure them by International standards of labour.

**Srivastava (2004)** in the article “Sexual Harassment of Women at Workplace: Law and Policy” found that there had been rapidly and regular increase in the sexual harassment cases reporting from 1995 to 2000. It was 4756 in 1995 while in 2000 it raised to 11,024. There might be equally unreported number of cases. Further it was observed that NCW report that 40 percent of the victim avoid the provocation while 3.54 percent to their supervisors, 7.8 percent to their colleague, 1.4 percent to the police, 10 percent fight and raise voice against such conduct and a percent warned the doer. The main cause of non reporting were fear of job losing, less-promotion or no promotion, fear of victimization fear of neglect by their family and others. There must be need for maintaining dignity of women, great job participation for women and
arrangement for social and economic justice. There suggested in order to prevent sexual harassment at workplace the action can be taken by non-government organization and the employer, trade unions, state agency like police, voluntary organizations and media must be assigned duties for the same. In popular Newspaper ‘The Hindu’.

Steven V. Cates and Lynn Machin (2012) described “The State of Sexual Harassment in America: What is the State of Sexual Harassment in the Workplace Today?” published in the Journal of Global Business Management, Vol. 8. Number 1, Feb. 12 that the employees in the workplace are protected by federal laws by declaring sexual harassment as unlawful. The outcomes of the present research quotes that in U.S. workplaces sexual harassment is still in existence although attempt have been done to uproot it. The research provided a deep view into sexual harassment and its role in today’s workplaces. Unwelcome, verbal, visual, or physical conduct of a sexual nature that is severe or pervasive and affects working conditions or creates a hostile work environment is defined as Sexual Harassment. Sexual Harassment include verbal, visual or physical conducts. Verbal or written conduct includes comments about attire, personality or physical appearance, sexual jokes, requesting sexual favors, etc. Sexually explicit drawings, pictures, posters, e-mails and any other images that show unwanted sexual fixations. There is not in a sexual manner but it is included in sexual harassment. Sexual Harassment can be considered if comes in the category of severe or pervasive in nature. If an employee if a male or female is suffered from sexual harassment they should as soon as possible report it to their supervisors. An employer is authorized to prevent sexual harassment at workplace by directly clearly saying their employees that sexual harassment will not be tolerated. As there are basically two types of sexual harassment. Quid Pro Quo: Sexual harassment includes the non-giving or cutting of service benefits like promotion, increment, shift or work assignment and any other condition of employment. Another type of Sexual Harassment is Hostile Environment. In this type, if the aggrieved person of sexual harassment try to stop sexual harassment, they are to suffer service termination employment refusal or demotion. All sexual harassments are not illegal. Only those are considered illegal that affects the workplace or which provided base for an adverse employment decision such as demotion from the present designation. Now a days managers must aware about the training of employees about sexual harassment in the workplace and legal remedies and course provided. If this is done then we can say that the managers moving forward for the prevention of the workplace Sexual Harassment. It is also worthful that
the manager must know about the laws related to sexual harassment that will help in controlling and stopping of sexual harassment of working women. The Equal Employment Opportunity Commission (EEOC) is a federal agency that controls and regulates various infractions and one of them is sexual harassment in the workplace. There is **rise** in sexual harassment claim recently which is also admitted by 25% of the organizations.

**Syed Nadeen Abbas Haider and Arif Vaseer (2013)** concluded that sexual harassment towards the women teachers is increasing in respect of murmuring unethical clichés and singing filthy songs. But it is true that the factual sexual harassment of teachers is rarely observed in Pakistan. These female teachers are very full of energy and inclined towards their profession. But with the passing of time they feel the increase in sexual advances from students and teachers. As for this, they minimize their interaction with the males. Due to this reason, their job concentration decreases with the increase in sexual harassment. Lastly, these female employees find a matching husband and after marriage they spend their whole life as a household lady in almost majority of the cases. Because the culture of Pakistan is not of such a kind that it tolerate working women. It is suggested that females should work as teachers and other work that are acceptable culturally. This allow them to play their role in society. In the coming future these women can also help their husband in earning good excellent living bread. The problem is that how can the female teachers fight against sexual harassment. The solution to this problem is that they should be aware about the growing of sexual harassment in Pakistan. But in fact, sexual abuse is not. Therefore, it is safer for the female teachers to continue with the jobs they are doing. This will also help them to make their societal identification.

**Veena Gopal Krishnan and Vikram Shroff (2014)** analysed that while the law on sexual harassment is a gradual development for providing working women a healthy environment at workplace. It is seen from the suspicious eye as a measure taken by the law makers with loopholes and ambiguity. She analyzed that the law also shower an obligation upon the employer to resolve the grievances in workplaces for sexual harassment that too within a limited time. But this cannot be possible due to non cooperation of the employees or witnesses involved in the offence. One more thing is the competency in case of false or malicious complaint. This provision create panic and phobia for the victims to report the incidence of sexual harassment. This may defeat the **vary** objective of the sexual harassment legislation. The sexual harassment act only meant for the **addressal** of protection of female employees. Male
employees cannot claim protection or relief under this law other legislation Indian Penal Code was amended in April 2013 under which section 354-A provides for the acts which constitutes the offence of sexual harassment. It includes the physical contact and advances involving unwelcome and explicit overtures, a demand or request for sexual favors, showing pornography against the will of the woman and making sexually coloured remarks.

Verma (1997) stated about the vast sociological change has taken place. Even Indian women has no individuality sense and she works only for her domestic household. Indian society is always made dominated society. Working woman is divided between work she is performing and her home. Her days start in the morning in earlier phase. She has many responsibilities and that too before going to her workplaces. She faces various types of exploitation only due to her feminity. Other problem which a woman faces is too high ego of her husband.

Veer (2004) explained that for offenders and elements that are anti-social, women are on easy targets he went through all the areas and aspects of offences against women. The women concerned offences include molestation, sexual abuse, forced labour, victimization, physical and mental torture and other sorts of exploitation. This can be said that the women experience all tortures and violence.

Vijaya (2004) in the research study conducted among 100 victims of sexual harassment in city of Chennai found that victims of sexual harassment are between women age group 21 years to 25 years constituting 50 percent of the sample selected. These victims are single and unmarried (80 percent), qualified SSLC and above (78 percent) and 80 percent come from city background. Other than age, education and marital status appearance and dressing habits together with social nature of the sexual harassment victims are assisting factors for sexual harassment to occur. The women of wheatish colour (64 percent), simple outlook (80 percent) are subject to sexual harassment. It is also found that 82 percent of the women who wears sarees are more prone to sexual harassment. It is also resulted that women using flowers one continuous basis (88 percent) and moderate make up (68 percent) are prone to sexual harassment. Women who make friends comfortably (70 percent) and one who move with male co workers (86 percents) become easily target of sexual harassment.

Williams (1996) in “Violence and sexual harassment; Impact on registered nurses in the workplace” found the existence and effect of sexual harassment and violence faced by 1130 registered nurses in their workplace in Illinois. According to the study it was found that 57
percent reported experience of sexual harassment. Moreover a correlative relationship was found between sexual harassment and job satisfaction levels. Results said that there was a requirement of an active role by the nurses to develop sexual harassment free workplace environment.

William L. Parish, Aniruddha Das and Edward O. Laumann (2006) summarised that the emphasis placed by much of the extent theoretical literature on the vulnerability of lower status females to aggression by powerful males needs to be reevaluated. He utilized data from the health and family life survey of china in order to analyse the prevalence of sexual harassment in China in 2000. It was for the first time used to study general population sample to examine all types of harassment in Asian country. The number of participants were 3821 participants and were nationally taken apart from Hong-Kong and Tibet from the China’s adult population aged 20-64. Overall, 12.5 percent of all the women and 15.1 percent of women of urban livings reported form of harassment in the past year. The women aged 20-45. Mostly said that sex-harassment was not from supervisors or seniors. The percentage is 1.4 and from co-workers it is 7 percent, strangers it is 4.6 percent, dates and boyfriends 3.6 percent and others it is 2.6 percent.

Asper Report, Employment Discrimination and Sexual Harassment in Poland (2002) the women of Poland experienced both type of sexual harassment Quid Pro Quo and hostile work environment in workplace of Poland. Sexual harassment is a new legal and social concept. As per survey, 25 percent of women reported to experience unwelcome sexual advances in the works place from colleagues and 18 percent of women reported to experience unwelcome sexual advances from a colleague and 11 percent of women reported to experience such sexual advances from a teacher. Over 50 percent of the 50 percent of the respondents below age of 65 years believe problems arises in the workplaces when male member misuses his powers and female agrees to follow command because she is phobic. It is well settled experience in the workplaces to glare at the workplaces employees who are females.