CHAPTER –5

CONCLUSION AND SUGGESTIONS

5.1 Conclusion

Sexual harassment at workplaces is like curse for the working women as it may be treated as an obstruction in the path of progress of women. Therefore it must be eradicated from the workplaces in order to provide pace to the women’s progress and improve their competencies and work efficiencies. Here it is to be concluded that the workplace sexual harassment is not good for the organization or workplace where it is in prevalence but it hinders ultimately the country’s economy. Dealing with the offenders strictly is the need of the time so that the disease of the sexual harassment at workplaces can be controlled. There is ample scope of improvement in the workplace environment so that no male employee would be at liberty dare to dream to harass sexually during the working hours. There must be employee friendly environment instead of employee derogatory environment. The recent world of rapid industrialization and development the role of participation of women in the professional field and areas cannot be ignored. The population of women covers nearly half of the total population in India. So it requires mass attention. The research study is conducted by taking samples from the two vital areas covering Health sector and education sector workplaces. The teachers are the backbone of any nation due to their connection with students which are treated as face of tomorrow. Likewise, the place of education must be free from all sorts of sexual harassment. There must not be any barrier among the teachers with regard to restriction on their liberty or free thinking. There are certain examples from the incidents of sexual harassment at renowned educational workplaces within the country. This is very much serious and also threat to the whole education system. The other female staff must also be given due attention so that no one can even think of doing sexual harassment to them. The other side of the research covers the women staff of different Health centres and Hospitals. This is the work area which is related to public dealing, it also to be given importance. There women employees present in large number. Te nurses are given the responsibility to take care of the patients and the injured. The physicians are considered next to Almighty. The presence of incidents of sexual harassment in these workplaces is not good for the society and nation also. This should be controlled and regulated by whatever means and tools. Before the doing of sexual harassment of women by the male co-employees, one has
to think that this may happen to their own-dear ones and how they will feel when this happens to them. The sexual harassment by any male is done under the presence of psychological element for doing the same. It means there must not be presence of guilty mental element in the minds of the wrong doer. The intent to do sexual harassment of any type is the prime thing for the doing of sexual harassment. Hence the person is himself have an option to do or not to do sexual harassment. The main prime thing is employers must not provide for the wrongdoers favourable conditions so that they would be successful in their aims. The motivational force for the female employees in order to enhance the rate of reporting the incidents of sexual harassment. The employers and the supervisors is under greater duty to provide for sexual harassment free atmosphere at the workplaces so that the real spirit of the work and the workers be maintained at the workplaces.

It is a bitter but essential to mention fact that there is in existence the evil of sexual harassment at workplaces. The women do the hard work in their different roles of performance in the field of household tasks and their professional place of working but even though they face inequality with men and also the male dominate their will and implement commands on them. Inspite of the hard work done by the working women no such reward is paid to them as they deserve. Moreover the partial behaviour towards them by the family members make them weaker internally also. As discussed earlier, the problem of sexual harassment is not new but it is originated in the past. The ancient literature reveals about the Goddesses Lakshmi, Saraswati alongwith the chapters of Ramayana and the Mahabharata in which there is mentioning of harassment of Sita and Draupadi. Another is the mentioning of gambling game of Pandavas and Kauravas in which Yudhishithra put her wife Draupadi, as a consideration for the game of gambling ultimately treated her wife Paanchali as property or article. It was Vedic Period when women were paid with respect and regard. They were having good position in the society with some important roles to play. But now-a-days there have been different scenario. This is proved by the datas and information received from the Governmental agency National Crime Records Bureau. The report of it tells for the total incidents of crime against women occurred in 2011 India wide were 2,28,650 incidents. In 2007 it were 1,85,312 in 2008 1,95,856, in 2009 there were 2,03,804 cases and in 2010 and 2011 the cases were 2,13,585 and 2,28,650 respectively. The judicial judgement in the case of Supreme Court entitled Apparel Export Promotion Council V.A.K. Chopra gave a message to the overall male employees to behave in a well manner to the
female employees of their workplaces. Otherwise if not follow these guidance will be seriously dealt with that can extend upto the loss of the job of the wrongdoer. Women covers nearly 50% of the society. There is requirement to pay honour and dignity to them for their hard work at workplaces where they earn their bread. They must be entitled and provided with the facilities and amenities. But to the unfortunate the conditions of women in India is very miserable. If we say that their position is manipulated in such a way to make them feel like slave then it is not wrong. The women is pressurized in a way to prepare themselves ready for all sorts of harassment and tortures. The incomplete participation of women in the fields of human resource hampers 50 percent of the resources under utilization. Fear of sexual harassment is a great obstruction for the free movement of the female. Further it is to be noticed what the Equal Opportunity Commission that defines sexual harassment as:

The definition as given by the Equal Opportunity Commission is to be paid attention. The sexual harassment in whatever form it is seen that has to be regulated and controlled. Efforts on part of the employers in limitation of the sexual harassment at workplaces should be present in every workplaces. The guidelines and active time to time suggestions of EOC must be followed.

The first types of circumstances are called Quid Pro Quo”. The second types is called ‘Hostile Work environment’. The third type is less clear and is more subjective in nature. There is not always clear distinction between ‘Quid Pro Quo’ and ‘Hostile Environment’. It can be possible that both these types may often occur together. As for illustration the work environment of employees and job conditions can be affected when there is in existence sexually hostile work environment. At the concurrent time, the supervisor who is doer of sexual harassment threaten the employee to go against her if she does not comply. The term sexual harassment is often called as ‘Eve Teasing’ in India and is described as: Unwelcome sexual gesture behaviour whether expressly or impliedly as sexually coloured remarks physical contact and advances showing pornography, etc.

There are many occurrences of sexual harassment cases but still there are less reporting of the incidences of sexual harassment. The imbalance authority of the women as compare to the harasser, less pay phobia, fear of losing self dependency and freedom, lack of awareness about sexual harassment and deficiency of what to do about sexual harassment. The thinking of the male employees must not be traditional and should be of such thoughts that men and women are
equal in status and competency. The women are in no way inferior to that of men. The efforts can be made by the organizing of special skits, conferences and seminars on the theme of “Equality Among Men and Women”. The societal background must be upgrade in a way that the root of social structure would be given the thinking that there is no difference in girl and boy. The girls or the females can also do the work more effectively and efficiently as the males or boys. So the thinking of the people should not be sex based rather it would be workbased. No dominance over females should be there in society as well as places of work. It must be concluded here that for the incidents of sexual harassment the back-behind force is the mental element of the male doer. The psychology of the male should be clean towards the co-female employees and there is feeling of family like members as sisters or mothers. The civilized society, we dream of, can be seen by making education rate 100 percent. There are educational institutions where efforts are made to create better career opportunities for the nationals. There prevalent of sexual harassment is not a good sign. Therefore, the Nations progress if dependent on the literacy rate then it is right to say that the presence of sexual harassment in these workplaces are obstacle to nations’ progress. The need of the time after the conduct of the research study is that change in the psychology of the male is required without which the existence of workplaces without sexual harassment is mere a dream. Also there are presence of appropriate strict provisions of law for the help of victims. But without the active engagement of the administrative incharge of the workplaces of education and health sector the avoidance and control of sexual harassment at workplaces is not possible. The strong will power to combat the sexual harassment at workplace is essential. The women are liberty to claim rights equal to those given to men. The women employees should be dare enough so as to provide for come forward to report the incident of sexual harassment and to initiate the other proceedings for the same as per legal provisions provided. This conduct of the women would surely lessen the cases of sexual harassment at workplaces and create a panic in the minds of male workers not to show sexual behaviour in order to do sexual harassment. The prime thing worthy to mention here is that the employer should be conscious and aware to follow the course of action when a complaint of sexual harassment comes before them rather to ignore it.

There are several reasons for the growth of sexual harassment. Some of them are attitude of male, women work environment, ending social position, view of society for sexual behaviour, effects of T.V. channels, less participation of women in politics, jobs in which there are less
women workers, western influence, less impact of religious institutions on society and sometimes sexual diseases. There is great probability of occurrence of sexual harassment cases in jobs where number of female workers are less than male workers at workplaces. There are several reasons for the growth of sexual harassment. Some of them are attitude of male, women work environment, ending social position, view of society for sexual behaviour, effects of T.V. channels, less participation of women in politics, jobs in which there are less women workers, western influence, less impact of religious institutions on society and sometimes sexual diseases.

Harassment of sexual nature has far reaching effects. Effects on the psyche and health of the woman. It also affects the employer adversely. Men are of thinking about the women that the prime function of women to perform is that of sex object or reproduction purpose. The laws related with SH are sufficient but need to be implemented with strict will power on part of administrative agencies. Therefore various provisions of the laws made for protection of women are discussed. The Constitutional Law of India, Indian Penal Code,1860, Code of Criminal procedure,1973, Indian Evidence Act,1872, Equal Remuneration Act, 1976, the Maternity Benefit Act, 1961, the National Commission for Women Act, 1990, the Immoral Traffic (Prevention) Act, 1956, the Factories Act, 1948, the Indecent Representation of Woman (Prohibition) Act, 1987, Protection of Human Rights Act, 1993, the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act 1956, Rulings under Vishaka Case, Sexual Harassment Act, 2013, Construction Workers Act, 2003, Law of Torts and the last the Industrial Disputes Act, 1947 are those laws. Within all these the legislation on sexual harassment implemented in 2013 is of great importance for the topic of this research study. Before coming into existence the Sexual Harassment Act, 2013 the Supreme Court directs for the inbetween arrangement for sexual harassment prevention and control of the workplaces in the shape of the Vishaka’s Case Guidelines. Under these guidelines all employers or the persons who are incharge of workplace should take sufficient steps to improve and prevent the sexual harassment cases at the workplaces of public and private nature. They must prohibit for sexual harassment like physical contact and advances, sexually coloured remarks, etc. The workers working at workplaces must be provided with appropriate basic primary amenities and facilities which are essentials for the just disposal of their work and there must not be such type of sexual harassment as hostile work environment. At workplaces there must be clear cut prohibition of sexual harassment at the workplaces as per the guidelines of the Supreme Court in Vishaka case. Before
the Sexual Harassment Act of 2013 the temporal in between arrangement given in the case of Vishaka was given by the Honorable Supreme Court. The obligations on part of the employer is settled and the employers are now at duty to abide by the guidelines provided. The employers should start the legal proceedings against the accused of workplace sexual harassment as per the I.P.C. provisions and any other legal provisions of other law. There is efficient provision under the Sexual Harassment of Women at Workplaces (Prevention, Protection and Redressal) Act, 2013. There is liability on part of district officer to give information to local complaints committee in order to receive sexual harassment complaints from the workplaces where there is no internal complaints committee. There is provision to file written complaints against the harasser or the employer himself within a period of 3 months from the date of incident of sexual harassment and where there are occurances of sexual harassment in series written complaint can be made within 3 months from the last incident of sexual harassment. Both the committees are having the same powers as that of Code of Civil Procedure, 1908 in respect of trial of suit as that of summoning, and enforcing the attendance of any person on oath or the discovery and production of documents or any other matters which may be prescribed. The limit of completion of enquiry is 90 days.

There is punishment provisions for the false complaint of sexual harassment if there is complaint filed on the ground of malicious intent and knowledge of false facts by the sufferer woman but this is only after the inquiry. The present research study is vital for finding out the extent to which problem of sexual harassment is spread in the educational work places and health sector work places to raise awareness among women employees working in the health sector workplaces and educational institutions. There have been various reported cases of of sexual harassment within and outside the country. But it has also been reported that the victims of sexual harassment had compromised to more or less extent with the doer when the court or administrative/department proceedings initiated against the victim. There is 1,32,939 cases of sexual offences in India in 2014 as per the National Crime Records Bureau. This comprised 26.7 percent of the offences. It constitute 4.7 percent to I.P.C. Crime and 22.2 as rate of Crime. 95.2 per cent was the rate of chargesheeting and conviction rate was 27 percent. The biological structure of the doer along with mental element for lust force these male employees to harass the female co-workers. But the flexible conduct of the employers after the occurrence of sexual
harassment in their dealing with the complaint cases is also responsible for sexual harassment of women at workplaces.

The following conclusions are drawn from the research study done:

In objective 1 hypothesis H01 selected for health sector workplaces for the present study is selected for question no. 11, 16, 19, 20, 21, 22, 35 and 36 as the value of $H_{Ct}$ is less than $H_{Ot}$ and the hypothesis H01 is rejected for question no. 2, 3, 4, 5, 6, 10, 12, 14, 15, 17, 18, 24, 25, 26, 28, 29 and 34 due to more value obtain for $H_{Ct}$ than $H_{Ot}$. On other side in education sector workplaces of rural and urban locality, the hypothesis H02 is selected for question no. 10, 16, 17, 19, 21, 22, 26, 28 and 36 for the reason that $E_{Ct}$< $E_{Ot}$ and for questions 2, 3, 4, 5, 6, 11, 12, 14, 15, 18, 20, 24, 25, 29, 34 and 35 the hypothesis H02 is rejected as the results say for achievement of more value of $E_{Ct}$ than $E_{Ot}$. For hypothesis H03 selected for objective 2 in this research study there is acceptance for H03 for question 46 and rejection for H03 in question 23, 37, 44, 45, 48 and 49 because of the reason of lesser and greater value receive respectively for $H_{Ct}$ than $H_{Ot}$. In education sector workplaces, the hypothesis H04 is accepted for question 23, 44 and 49 for receiving less value of $E_{Ct}$ than $E_{Ot}$ H04 is rejected for question 37, 45, 46 and 48 for greater value obtain for $E_{Ct}$ than $E_{Ot}$. The hypothesis H05 selected in objective 3 for health sector workplaces there the value of $H_{Ct}$ is more than $H_{Ot}$ for all the questions i.e. Q.1, 8, 9, 38 and 47. Hence the hypothesis H05 is rejected for this. There is no acceptance of H05 for any of questions. While on other side hypothesis H06 for education sector workplaces is accepted for Q 38 and Q47 as $E_{Ct}$< $E_{Ot}$. H06 is rejected for Q1, Q-8 and Q-9 due to more value of $E_{Ct}$ receive than value of $E_{Ot}$.In the last objective 4, the result arrive reveals for acceptance of hypothesis H07 for less questions 13, 30, 40, 43 and 50 because of the less calculated table value obtain than observed table value. $H_{Ct}$< $H_{Ot}$. The hypothesis H07 is rejected for reason of more value receive for calculated $t$-value than observed $t$-value in Q-7, Q-32, Q-33, Q-39, Q-41 and Q-42 respectively.The $H_{Ct}$ has highest value obtain for question 28 in health sector with value of $H_{Ct}$ as 17.62 in objective 1 and it is least with $H_{Ct}$ 24for question 19 for objective 1 in health sector workplaces. The value of $E_{Ct}$ obtain is 8.76 which is highest for question 14 of objective 1 in education sector workplaces and lowest value receive in question 19 with $E_{Ct}$ as.51 of education sector. For objective 2 the highest $H_{Ct}$ value obtain is 17.80 for question 44 and it is lowest for Q.46 with $H_{Ct}$ value 1.44 in health sector workplaces with $E_{Ct}$ value 15.39 for question 45 and $E_{Ct}$ value .82 for question 44. The value for $H_{Ct}$ is receive is 11.20 which is highest value within
the health sector workplaces for question 47 whereas the lowest value of $H_{C1}$ receive for question 9 is 4.29 for objective 3. On the other side, within the education sector workplaces the $E_{C1}$ value is highest with 5.57 value for question 1 and lowest for question 38 with value of $E_{C1}$ as 0.32 for education workplaces.

1. There is no significant difference among the working women in relation to their locality regarding attitude about sexual harassment.
2. There is no significant difference among the working women in relation to their locality regarding attitude about sexual harassment in education sector.
3. There is no significant difference among the working women regarding sexual harassment in relation to their age in health sector jobs.
4. There is no significant difference among the working women regarding sexual harassment in relation to their age in education sector jobs.
5. There is no significant difference among the working women regarding sexual harassment in relation to their workplace distance in health sector jobs.
6. There is no significant difference among the working women regarding sexual harassment in relation to their workplace distance in education sector jobs.
7. There is no significant difference between the working women in health sector and education sector regarding knowledge about sexual harassment.

The employer or the manager of any workplace of health sector is under duty not to be remain silent in case of sexual harassment whenever it comes to the knowledge of him. The situation must not be uncontrollable. The sexual harassment if happens due to the lack of attention on part of the employer or manager. All this have negative impacts on the institutions and hospitals. [Dr. Mukesh Yadav, (2007)] some behaviour must be identified by women as sexual harassment. Nearly 50 percent of the behaviour warrant clarification. Sex education definitely lessen the sexual risk in young aged personalities. The teacher led sex education definitely improves the inventory of sexual relationship of young people but it is not so that it effects sexual behaviour of them. [Doniel Weight (2002)] The Sexual Harassment behaviour has direct effect on several outcomes. The response of the female workers are more negative than male workers. Women position is respectable in India and it is revealed from historical and social context. After this, they are fighting for their rights and identity. The right to equality is
provided in the constitution. Also right against discrimination and exploitation is provided. Women is at liberty to protest for their rights and education.

No body reported the incidence of sexual harassment, rape and forcibly sex. The fact is that there is knowledge in other, respondents about the occurrences of the cases of sexual harassment to the specific female. But still no one came forward for the reporting purpose. There comes interesting facts that the perpetrators were doctors, non-medical and staff related to administrative works. Outsiders other than the Hospital staff also involved in this. In health sector workplaces, nurses along with newly come junior physicians are also phobic to this group for sexual harassment [Chaudhari (2007)]. Women are prone to sexual harassment the professional status of women their marital status, education and economic conditions have no importance. The socio-economic status of women do not act as safeguard to protect against sexual harassment. The working women have to prepare themselves for sexual comments by their bosses or seniors. The women are target but without any mistake of their. For survival at the work environment women has to prepare themselves for sexual commands and demands by bosses. [Chesfeeda Akhtar (2013)]. The main reason that affect women teachers posting in rural workplaces is their living conditions. The other factors affecting are household responsibilities the male dominance environment in schools, the lower degrading of teaching profession, sexual harassment at workplaces, discrimination of administrative nature, rules and regulations are some reasons for the enhancement of problems of women teachers in developing countries [Gaynor (1917)]. The sufferers of sexual harassment feel that there is consumption of much time in the justice delivery system which cause double harassment to the victims of sexual harassment. While on the other hand Anagha Sarpotdar discussed about the failure to implement the directions given by the Supreme Court in Vishaka Case. [Divanshu Gupta and other co-authors (2013)] In Hongkong till 1995, there was no specific strict law for dealing with sexual harassment until it became the criminal offence [Carole J. Peterson (2002)]. There is ignorance on part of men in Malaysia for sexual harassment [Kamal Kenny and other co-authors (2011)]. Sexual harassment occurrences are known but no response in order to control them is observed. There observed significant relationship between demographic factors and workplace harassment. Nurses must be motivated to file complaint by the hospitals [S. Preetam Sridhar and Dr. Vijila Kennedy (2012)]. If there is abuse of power by the educator in education sector then the same abuse continue for the future. The prevention of sexual harassment should be taken as challenge
Due to hike in price, it is very problematic to live and survive. For the supporting of families, the women particularly in lower and middle society have to indulge in the workplaces for earning salaries. It is also seen in high society that to attain higher status in society higher income groups also seek jobs. Though there are ill work conditions at workplaces but one has to work in these circumstances.

5.2 Recommendations

- The worker should be made aware and educated in their workplaces about their rights especially against sexual harassment.
- The women must be given information and knowledge about their rights to fight against sexual harassment.
- Women employees should act in a generous but no one would be allowed by them to take benefit of their wise behaviour.
- Women should act on the learning. “Prevention is better than its cure.”
- At the first instance when the women feel of sexual harassment she must complaint to the concerned authority within time.
- ‘Sex Education’ should be included as one main subject in the syllabus higher classes. It makes the student know the effects of sexual harassment on the working women and the society.
- Periodic debates on sexual harassment at workplace should be organized in health and educational workplaces to make the students know about this term.
- The workers should be informed about the Indian laws to protect them against sexual harassment.
- Many women do not want to take their sexual harassment case to the court side. Those victims women ordinarily do not want the approval of court for their case of sexual harassment. They are phobic to disclose of their identity. They are to be encouraged by not disclosing their names and making the procedures starting from filing of complaint to the police station to the judicial procedures more simpler.
- The National Commission for Women should review the laws related with sexual harassment. But its decision cannot be implemented like those of judicial courts.
- Even though the commission can neither render a decision like a court nor can its decisions be enforced like judgments yet it would not be enforced like judgements yet it
would not be correct to say that the National Human Rights Commission is a weak or important body. It is constituted by areas experts like former Chief Justice of India and Judges of Supreme Court and Chief Justices of High courts, its recommendation should be given implementation. It is a statutory autonomous body which is formed out of Act of Parliament.

- There should be established a special government agency which only address this issue of workplace sexual harassment.
- The employer must be accountable towards their duty to provide safe and secure environment of work at workplaces.
- The employers should formulate clear service rules so that the women employees cannot be harassed sexually for promotions, transfers etc. by their seniors.
- The equality between men and women should be maintained. This needs the participation of society so as to provide equality for men & women. The society must collectively view the importance of equality. The efforts must be done by the people living in the society so as to provide equal opportunity and protection for women on the same platform as for men.
- The health workplaces and educational institutions having the organized trade union, there should be one of the demand on part of employer to incorporate the problem of sexual harassment in the list of collective agreement.
- The women are to be provided satisfactory position in the executive of trade union so as to provide balanced representation.
- The Code of Conduct should also be added in the list of collective agreement.
- There should be pasted the rights of working women provided to them on legal basis on the walls of these two categories of workplaces to low down the incidents of sexual harassment.
- Regular diagnosis of the work environment be done so as to check the prevalence of sexual harassment at workplaces by the inbuilt units meant for the overcome of occurrences of sexual harassment.
- Zero tolerance against the workplace sexual harassment by the employers should be followed.
• There can be cross-disciplinary approach to know about whether there are differences between firm and public and private sectors so that knowledge understanding can improved.

• There is a great distance in the state policy and its implementation. This should be the part of research work so that the policies can be executed with greater effectiveness at national level.

• There should be some ideal dress code for the women employee which must be undisputed. The dresses of the women must not be sexual invoking.

• It has been explored that employees with a disability are having greater experience of sexual harassment than those without any disability. The researcher should add this aspect too.

• It is difficult for every organization to have feedback of the state policies and guidelines to tackle the problem of sexual harassment without ample research scale of the victims of sexual harassment. This can be done if any agency like electronic media conduct empirical research on major basis for sexual harassment at job places.

• There is a need to have research study on sexual Harassment of women at work place in all other countries of the world. The countries that donot have sufficient resources should be provided with assistance so that research work can be conducted in those countries on sexual harassment in order to eliminate this evil. Cross cultural research would be valuable in exploring the intervention issues.

• If employers conduct signifies no interest or negligence on part with their dealing with sexual harassment in incidents these must be severely punished as per law.

• The laws are appropriate, it must be properly enacted practically on the field by the authorities concerned.

• The movement of police control room vehicles within and around the workplaces will create panic in the minds of doer of sexual harassment.

• The employers of workplaces must not be flexible while dealing with cases of sexual harassment. They should follow and go for taking the assistance of enforcement agencies to register cases against the harassers rather to give only warning with mild words “Not to do this again.”
• The research study can be conducted on bigger sample size than the present study in order to get more accuracy in terms of results receive from responses.

• This research is conducted by the application of mean method, standard deviation calculation method, t-test, f-test and z-test. The further research is suggested for the application and utilization of ANOVA method.

• There should be Alert Alarms at the workplaces which are meant for the women employees facing any sort of sexual harassment. The women employee must press the button of the alarm in order to show the protest against it and to act as warning measure in the workplaces so that no one else will do the harassment.

• There should be mandatory showing of telefilm in which sexual harassment of women employees is provided. The women employees must be shown in the telefilm as the spectators’ sisters and mothers in order to give them a lesson that the sexual harassment must be done to anybody because that can be your family members also.

• There should be conducted regularly on timely basis the family meetings of all the male and female employees working in the workplaces so that there remain a check on the male members by way of their wives in presence of the female employees of workplaces.

• The directory of the employees along with their other cell phones use by their family members be maintained so that there is lesser risk of telephonic passing of sexual comments by various messenger. This will provide for the better opportunities to identify the doer of the act of sexual harassment.

• Regular visit of the Superintendent of Police or the concerned Police Station House Officer in the jurisdiction of whom the workplaces is established will prove beneficial so as to create panic among the male employees to conduct sexual harassment. This can also be done by an invitation from the employer or in charge of workplaces to the police officers at least once in a month to visit the workplaces.

• It should be a good measure that the transportation vehicle from workplaces to their places of employees must be engaged in order to lessen the risk of workplaces sexual harassment and this can be made a rule for the female employees.

• The premises of the workplaces should be of type that there must be properly visibility and there should not be any isolated places because that can act as convenient place for sexual harassment.
• There shall be compulsory attachment of half monthly salary of the male employee involved in sexual harassment incident for first time and full month salary for the second time. The monetary loss phobia will surely lessen the risk of sexual harassment.

• The daily basis visit of the police personnel at workplaces will also lower the chances of sexual harassment.

• There should be idle formal uniform for the female employees at workplaces so that there remain no possibilities of the sexual harassment behavior from any side.

• The false and frivolous complaints should be dealt with strictness. The women employees filing complaints with malafide intention must be boycotted workplaces beside following other legal action.

5.3 Significance of the study
The outputs of the research is helpful for the employers, management committees and specifically the sexual harassment redressal units for workplace sexual harassment to know the attitude of the working women working in schools, colleges, universities, hospitals, dispensaries of public and private nature about sexual harassment and their knowhow about selected variables. Besides the above this is helpful for the administrative governmental agencies to know about the position of working women of these two prime work sectors in term of their knowledge of legal provisions available to the women victims of sexual harassment and to decide how much and in what way steps and measures from these administrative authorities are require to make these working women aware about the rights and reliefs provided to them by way of legislation. Moreover, the employers whether in capacity of manager, management committee or supervisors are also to gain improvement and preventive measures from the results arrive of this study. This study guides them in their working of complaints committee formulated for the prevention and control of sexual harassment at their workplaces. The victims or the working women are presented with the available relevant legal provisions and lawful authorities for the control, regulation and punishment of sexual harassment at workplaces. The outcomes arrived from the research study is helpful to understand the degree of sexual harassment in the health sector jobs and education sector jobs. It also helps to know about the factor causing the problem to persist and the effects of different variables taken on the working women sexual harassment. The research study proves beneficial for knowing the concept of sexual harassment wholly. Moreover the study conducted yield opinions of the respondents who remain associated with the concept
more or less, that will make convenient platforms for the sound and effective laws of sexual harassment of working women of health and educational sectors.

5.4 Limitations and Future Scope

The research study has its scope in the fields of Health and Education sectors. The Sexual Harassment of working women is studied in relation to different variables. The study is mostly conducted in the district of Haryana especially in district Sirsa. The research study further can be carried out in other sectors’ workplaces also and in other districts of Haryana as well in any other state by taking more other independent variables as salary, years of job service, literacy level, husband’s occupation and so on.

The sexual harassment of women is studied and the sexual harassment of may also be studied. The open end questionnaire and the conduct of interviews can be administered to the respondents. The other statistical method ANOVA, etc. may be used further.
List of Cases

Deepa v. S.I. of Police, 1986 Cr. L.J. 1120 (Kerala).
Randhir Singh v. Union of India, AIR 1982 SC 877, 881.