Abstract

The woman is one of the best creature of the God. It is the medium by which Almighty shower the quality to continue expansion of the worldly creature as humans. But to the unfortunate of the mankind, the male forget about this and keep on dominate the women with the influence of their own self egoistic approach. If we talk for the role of the women since her birth she has to perform several roles as per the need of the time and circumstances. But besides all these roles and hard work both at home and workplaces they are not respected properly for dignity they deserve. It is her competency to adjust both her family life and professional life that the kids are able to perform well in their studies and attain better future career.

The recent development in the field of industrial sector have prepared a ground for the women participation in nearly every spheres of workplaces. The women participation no doubt yield good results in the national economy. There is no difference between men and women in terms of their work efficiency. But still there have been practical and imbalanced conduct on part of employer and organization for women. The women are not less in any context than men. Some examples from Indian background are Sunita Williams, Kalpana Chawla, P.T. Usha, Saina Nehwal, Sania Mira, Madhuri Dixit, etc. These have earned name and fame in their respective fields. In a country like India, the society is male dominating. In various relationships with women, men remain at dominationg position. The will of women is compromised more or less in front of men. It will take some years but the situation can be controlled by the increase in rate of literacy and more work participation to respectable decision making position to be given to women. If we think of a world with no women at workplaces then it is not possible in this moderisation era. Women are nearly half of the society. These are to be honoured and these must be treated with dignity. The workplaces environment must also be easy for them. They must be provided with facilities they are entitled to. In India people expect much from women. They want to play in their life span. It starts from the role of daughter then sister then wife then mother. She sacrifices her life for her husband and offprings. The free movement of women are hampered due to fear of sexual harassment. Our courts from time to time directed to honour women.

The topic of the research study is selected after deep discussion with the experts and person of high knowhow about its concept. One of the main reason for the conduct of the research in this field is the connection of the subject matter of the study with the daily life.
means the women go out of their homes in order to earn breads but to their unfortunate face sexual harassment at their workplaces and this is faced by them with no fault of them. As to understand the term sexual harassment, it is unwelcome sexual advances, request for sexual favours or other verbal or physical conduct of sexual nature. Now what is sexual it is to be known as per definition it is a person or thing relating to sex. As for illustration a woman wearing lingerie for her husband, dressing in a sexual manner. Harassment means to trouble persistently. Sexual harassment of an working woman causes mental or bodily injury but also damage her reputation in the social set up. The society starts looking her with suspicious eyes instead of helping her against sexual harassment. The women are not safe at workplace. Some sort of insecurity for their safety remain there in their minds. The workplace of health and education sectors are also not untouched with this social curse. The Jawahar Lal Nehru University the renowned university of the country reported 25 cases of sexual harassment cases in 2013-14 as per the University Grants Commission.

After the guidelines given in Vishaka Case the much awaited law on sexual harassment has been implemented in the year 2013. There are much suitable provisions that are provided in the legislation at the workplace level to overcome and control the sexual harassment at workplaces. The duties and liabilities of the employers are fixed in the act. The important provisions are also contemplated in this thesis report. Besides, this other laws relevant provisions in force together with competent authorities to deal the cases of sexual harassment at work place and control environment are also given space in this presentation/thesis. Some of the vital popular sexual harassment cases are discussed in which there are involvement of /accusation for the celebrity name. For the control and prevention of sexual harassment of women at workplaces, strict laws are there. The need of the time is to execute these legal provision properly and with greater Caution. There are two types of legal research. One is doctrinal. Also known as traditional research. Other one is empirical research. Under first type of research i.e. Doctrinal, the sources of data are legal and appellate court decisions. It is no related with people but with documents. the scope is narrower and the field work is not needed for this type of research. The other type of research is empirical which is concerned with people and the sources of data are less. Scope for this type of research is wider. The field work is vital for this type of research. The empirical study is conducted with the collection of datas and information from population by first hand study.
There have been conducted various research studies for studying the occurrence of sexual harassment of working women at workplaces. Same of these studies conducted for that the age of working women has also impact on the occurrence of sexual harassment. Working women of age below 25 years faces more sexual harassment cases than others women. Likewise distance of the women’s homes from their place of work also have effect on the sexual harassment cases. The attitude of the working women towards sexual harassment in relation to their locality, age, workplace distances and the knowledge about sexual harassment. The sample scores are tabulated by the statistical methods like mean calculation method, standard deviation calculation method, variance calculation method, application of t-test, F-test and z-test at 0.05 level of significance. This is vital to study especially in health sector and education sector workplaces. The present research has its centre point on the working women of health sector and Education Sector workplaces whether of public or private nature. The focus is on the attitude of working women of these two sectors towards the sexual harassment and this is studied in relation to the locality of the workplaces. This means whether the workplace is of rural locality or urban locality. Other variable is the age of the working women working in the health sector and education sector workplaces. The respondents are divided into two categories. One with age more than 30 years and other with age less than 30 years. Likewise the attitude of working women of health and education sector towards sexual harassment is studied in relation to the workplace distance of the working women from their own places. For this again two categories of respondents are made. One is those having their workplace distance more than 10 kilometres and others with less than 10 kilometres as their workplace distance. Lastly, to know the attitude of working women of the health sector and education sector workplaces towards the knowledge about sexual harassment laws is the objective of the study in hand.

Before the starting of the research and the selection of the topic of the research, the researcher had gone through the various research study conducted both globally and locally. The available literary review have been conducted thoroughly in order to know at which scale the research in this title has been attained. The reason before the selection of this topic of research study is the common but efficient participants covering a huge population on the planet with a general disease suffering in the shape of workplace sexual harassment. The selection for the workplaces of health sector and education sector is their extreme public linkage. The study reveals such results which not only help the employers, and victims in their fight against the
sexual harassment in their places but it also help to the governmental authorities to understand what steps are to be taken to prevent and control the workplace sexual harassment. In the last conclusion drawn along with recommendations recommended are given.