SUMMARY AND CONCLUSION

Sexual harassment at workplace has become a reality in the lives of working women. It is an extension of violence in everyday life and is discriminatory, exploitative, thriving in atmosphere of threat, terror and reprisal. The reason for selecting sexual harassment of women at workplace as a topic of research was that very limited research has been done in this area in Indian context. Whatever research has been done is limited to few exploratory studies done by NGOs. Further, these studies have not used any theoretical framework to highlight the causes and precipitatory factors for the existence of this problem. The purpose of the present study was to know the extent of the problem of sexual harassment of women at workplace in the society.

The present study was done at Chandigarh and a purposive sample of 200 respondents was collected. For the purpose of quantitative data, the women working in the private sector were interviewed, as literature clearly points out that the chances of sexual harassment are likely to be more in the private sector because of less legislative enforcement. In the present study, women working in varied occupations namely Doctors, Nurses, Administrative Staff, Receptionists, Actresses, Waitresses, Journalists, Sweepers and Construction Workers etc. were focus of analysis. Additionally, qualitative data in the form of 10 case studies of women working in both Private and Government sector were undertaken. In order to understand the problem of sexual harassment of women at workplace in a broader perspective, ten case studies were undertaken. For purpose of collecting cases snowballing
technique was used. Thus, in the present study both quantitative and qualitative data were studied.

The present study was undertaken with following objectives namely,

- To find out the profile of the respondents, their work environment and their relationship with male colleagues, superordinates and subordinates.

- To find out the incidence of the problem i.e. to what an extent sexual harassment is prevalent among women at work place.

- To explore working women’s perception about sexual harassment, whether their understanding of sexual harassment coincides with Supreme Court’s definition.

- To find out the main precipitating factors responsible for the problem of sexual harassment.

- To uncover and explore the main factors that would affect women’s decisions for lodging a complaint in case of sexual harassment e.g. women who are needy or single would hesitate to lodge a complaint.

- To find out the coping mechanisms used by women at workplace to handle the problem of sexual harassment.

Results have been presented in six chapters. The first chapter of the study highlighted the problem of sexual harassment of women at workplace in India and abroad through extensive review of literature. In the present study the Supreme Court’s definition of sexual harassment at workplace has been used. Further, methodology adopted by the researcher for the purpose of data collection has been elaborated. The purposive sample of 200 respondents was drawn belonging to different age groups.
The second chapter dealt with the demographic, socio economic and family background of the respondents. Majority of the respondents i.e. 58.5 percent were in the age of 25-35 years. 17.5 percent of the respondents belonged to less than 25 years, 22.5 percent of the respondents were in the age group of 35-45 years and 1.5 percent respondents were above 45 years. In the present study, majority of the respondents i.e. 47.0 percent were married. 38.0 percent were unmarried and 15.0 percent respondents were once married but at the time of study were single that included widows, separated or divorced. Among the married respondents there were 64.5 percent of the respondents who had up to two children and 27.4 percent of the respondents had up to four children. 8.1 percent of the respondents were without children. Further, 18.4 percent of the respondents had only male children. 11.4 percent had female children only, whereas, 70.2 percent of the respondents were blessed with both male and female children.

Caste system is one of the basic pillars of Indian Social Structure. In the present study, majority of the respondents i.e. 56.5 percent belonged to upper caste. 24.5 percent respondents belonged to middle caste and 19.0 percent respondents belonged to low caste. Religious background of the respondents indicated that majority of the respondents were Hindus i.e. 75.0 percent, followed by Sikh i.e. 22.5 percent, 1.5 percent respondents were Christian and only 1.0 percent were Muslim. Out of 200 respondents, 19.0 percent respondents were illiterate. 12.5 percent respondents studied upto high school, 33.5 percent respondents were graduate and 35.0 percent respondents were post graduate and above. Thus, majority of the respondents in the present study were found to be educated. There were 46.5 percent of the respondents who were working in the middle level of occupations. 33.0 percent of the respondents were in the upper level of occupation. 20.5 percent of the respondents were engaged in occupations of lower type. In the present study, 60.0 percent of the respondents had permanent job and 40.0 percent were engaged in part time job. There were 20.5 percent respondents who were in low income group i.e. below Rs.5000.
There were 34.0 percent respondents belonging to high income group i.e. above Rs.20,000. 45.5 percent respondents were in medium income group i.e. between Rs.5000-Rs.20000.

The data indicated that out of 200 cases, 146 respondents were living in the joint family and 54 respondents belonged to the nuclear family. In the present study, majority of the respondents i.e. 85.5 percent belonged to small family size, 12.0 percent had large family size and 5 respondents were staying alone. Majority of the respondents had educated head of the family i.e. 64.6 percent were Graduate and above, 8.2 percent studied upto high school. 27.2 percent were illiterate. With regard to economic status of the family of the respondents it was found that 46.3 percent belonged to the upper income group, 18.9 percent of respondents' family belonged to the middle income group and 22.0 percent belonged to the low income group. There were however, 12.8 percent of respondents whose head of the family were not working, thus had no income.

The third chapter dealt with the working environment of the respondents and their relationship with male colleagues, superordinates and subordinates at workplace. Data indicated that 51.5 percent of the respondents started working at the age of 20-25 years. 33.0 percent started working when they reached the age of 25-35 years and 15.5 percent started working very early i.e. before they attained the age of 20 years. In order to get the job, 56.5 percent respondents adapted the formal channels i.e. advertisement and 43.5 percent respondents used informal contacts i.e. personal contacts. In the present study, 41.5 percent of the respondents admitted that they started working because of the economic necessity. 26.5 percent respondents mentioned that they started working for fun sake, time pass. 20.0 percent of the respondents reported economic independence as the main reason and 12.0 percent of the respondents reported that they started working for their personal growth.
Regarding attractive features of the job, there were 41.5 percent of the respondents who found their job good as it fulfilled their requirements. There were 30.5 percent of the respondents who reported good atmosphere at workplace. 16.5 percent of the respondents could not report any attractive features of the job, 7.0 percent gave importance to less working hours and only 4.5 percent of the respondents reported that their workplace was in close proximity to their residence.

In the present study, 22.0 percent of the respondents got formal training at workplace, out of which 15 respondents were trained by male instructor and 25 respondents were trained by both male and female instructors. Only 4 respondents were trained by female instructors. There were 6 respondents who faced sexual harassment by the male instructors.

Regarding work hours of the respondents there were 23.5 percent respondents who were working in the shift duties; out of which 35 respondents were working frequently in the shift duties and 12 respondents were working rarely in the shift duties. With regard to travelling, only 18.5 percent of the respondents admitted that they were travelling for their work assignments. Out of which 26 respondents travelled rarely, 6 respondents travelled sometimes and 5 respondents travelled frequently for their office work. Results indicated that women were working in shift duties as well as travelling for their job requirements even though their number was very small.

In this chapter the relationship of women with males at workplace was also assessed. Analysis of data revealed that all the respondents had male subordinates, colleagues and superordinates. However, there were 7 respondents who did not have their male subordinates. An attempt was made to evaluate the relationship of working women with their male superordinates, colleagues and subordinates. It was found the respondents who had more uncordial relations with their colleagues, superordinates and subordinates were married and young i.e. 25-35 years age group. Further, it was found that the women belonging to upper castes, Hindu group had more uncordial
relations with males at workplace as compared to other caste and religious groups.

Difference regarding relationships with males at workplace could be seen between illiterate and literate respondents also. The respondents who were highly qualified i.e. Post Graduate and above faced more uncordial relations with males at workplace as compared to illiterate respondents. The respondents working in the middle occupational category like Clerical jobs, Actresses, Nurses etc. faced more uncordial relations at workplace irrespective of their status i.e. colleagues, subordinates or superordinates.

Additionally, an attempt was also made to discuss the kind of treatment women get at workplace by their male colleagues, superordinates and subordinates. 72.5 percent respondents felt, they were not treated as superordinates at workplace by male subordinates. Majority of women also opined that they were not treated as more intelligent to males at workplace, whether it is colleagues, superordinates or subordinates. Majority of the respondents felt that they were treated inferior to males at workplace. They were also considered to be poor performers by males at workplace. Half of the respondents advocated that their superordinates and colleagues doubted their capabilities to perform their duties of their own; 82.9 percent reported that their subordinates showed no respect to them and held the view that females could never perform their duties of their own. 62.0 percent women reported that they were treated as show piece and women of easy moral by their male subordinates. Further, 82.9 percent women reported that their subordinates made them feel that working women get promotion because of their fair sex status.

There were two main objectives of the present study i.e. to find out the incidence of the problem of sexual harassment of women at workplace and to explore working women’s perception about sexual harassment which had been discussed in the fourth chapter. Results indicated that 27.0 percent respondents were sexually harassed by male colleagues, 34.0 percent were
sexually harassed by male superordinates and 10.0 percent were sexually harassed by their male subordinates. Out of these harassed respondents 4 respondents were sexually harassed by male colleagues, superordinates as well as by subordinates.

Out of 54 respondents, who faced sexual harassment by the male colleagues, majority of the respondents i.e. 66.6 percent were of 25-35 years age group and were married i.e. 57.4 percent. Majority of respondents who faced harassment at workplace were educated i.e. 29.6 percent and 38.9 percent belonged to middle level occupations. Out of 68 respondents who faced sexual harassment by male superordinates, majority of the respondents i.e. 52.9 percent were of 25-35 years age group and were married i.e. 60.3 percent. Majority of the respondents were educated i.e. 36.8 percent and 42.6 percent worked in occupations of upper level. Out of 20 respondents who faced sexual harassment by male subordinates, majority of the respondents i.e. 75.0 percent were of 25-35 years age, were single i.e. 60.0 percent, were educated i.e. 50.0 percent and belonged to middle occupational category.

To explore working women’s perception about definition of the Supreme Court on sexual harassment different components of the definition were spread in the form of 17 statements. There are five main components i.e. unwelcome remarks, verbal and non-verbal conduct of sexual nature, sexually visual material, unwelcome demands and physical contacts in the definition of sexual harassment at workplace given by the Supreme Court of India.

First component i.e. unwelcome remarks constituted three statements:

- When a man passes sexually explicit remarks or comment to a woman at workplace.
- When a man cracks jokes with sexual connotations to a woman at workplace.
• When a man passes sexiest remarks on a woman at workplace.

The respondents’ perception was recorded by comprising all the three statements. Out of 200 respondents, 11 respondents strongly disagreed with unwelcome remarks at workplace. 39 respondents disagreed with the statement, 37 respondents were undecided about the statement, 76 respondents agreed with the statement and 37 respondents strongly agreed that unwelcome remarks at workplace constitute sexual harassment.

Second component i.e. Verbal and non-verbal conduct of sexual nature constituted three statements:

• When a man at workplace stares at a woman to make her feel uncomfortable.
• When a man makes offensive gestures in front of a woman at workplace.
• When a man makes kissing sounds to a woman at workplace.

Respondents’ views were recorded by comprising all the three statements. Out of 200 respondents, only 1 respondent strongly disagreed with the statement. Whereas 26 respondents disagreed, 27 respondents gave undecided response, 96 respondents agreed and 40 respondents strongly agreed that verbal and non-verbal conduct of sexual nature at workplace is sexual harassment.

Third component i.e. sexually suggestive visual material constituted three statements:

• When a man shows sexually explicit books / magazines / printed matter to a woman at workplace.
• When a man shows sexually explicit cartoons / poster / calendars to a female worker at workplace.
• When a man shows pornographic e-mails / sms / screen savers to a female worker at workplace.

Respondents’ views were recorded by comprising all the three statements. Out of 200 respondents, only 1 respondent strongly disagreed with sexually visual material at workplace. 10 respondents disagreed, 39 respondents gave undecided response, 124 respondents agreed and 26 respondents strongly agreed with the statement.

Fourth component i.e. unwelcome demands or requests constituted four statements:

• When a man demands or requests for sexual favours in return of payment of wages from a female employee at workplace.

• When a man demands for sexual favours from a female employee at workplace and makes it a condition for employment.

• When a man demands for sexual favours from a female employee at workplace and makes it a condition for increment.

• When a man demands for sexual favours from a female employee at workplace and makes it a condition for promotion.

Respondents’ views were recorded by comprising all the four statements. Out of 200 respondents, there were no respondents who strongly disagreed and disagreed with the above statements. Only 2 respondents gave undecided response, 7 respondents agreed with the statement and 191 respondents strongly agreed with unwelcome demands at workplace as sexual harassment.

Fifth component i.e. Physical contacts constituted four statements:

• When a man brushes against a female employee at workplace.
• When a man pinches a female employee at workplace.
• When a man touches a female employee at workplace.
• When a man grabs a female employee at workplace.

Respondents’ views were recorded by comprising all the four statements. Out of 200 respondents, there were no respondents who strongly disagreed or disagreed with all the statements related to physical contacts. Only 2 respondents gave undecided response, 8 respondents agreed with the statement and 190 respondents strongly agreed with physical contacts as sexual harassment at workplace. Results show that respondents’ perception about sexual harassment coincided with the Supreme Court’s definition.

The fourth chapter also highlighted the problems, reasons, action, measures etc. for sexual harassment. The respondents were further asked to specify harassment of other female workers at workplace. 146 respondents reported that they were witness to harassment of other female workers at their workplace. Additionally, reactions of the respondents to sexual harassment of other females at workplace were assessed. Out of 146 respondents, 39.7 percent mentioned that they motivated the victim to take action against the perpetrator. 31.5 percent respondents remained mute spectators and 28.8 percent sympathized with the victim.

Majority of the respondents i.e. 67.5 percent favoured active action like complaining to higher authorities, going to NGO’s, filing police complaint etc. by the victims and 32.5 percent favoured passive actions like ignoring the problem, leaving the job etc. by the victims. Further, the respondents were asked about the type of punishment to be given to the perpetrator. Results showed that 34.5 percent respondents favoured police action against the perpetrator, 31.5 percent favoured public humiliation for the culprit; 23.5 percent favoured physical punishment; 10.5 percent mentioned suspension of the perpetrators from the workplace.
In the present study, an attempt was made to identify the characteristics of the victims. In this regard respondents were asked to specify the women who are more prone to sexual harassment at workplace. 25.5 percent blamed sexualized workplace environment as the main cause of sexual harassment of women. There were 23.0 percent respondents who mentioned economic vulnerability of the victim as the main cause of sexual harassment. There were 22.5 percent of the respondents who reported weak personality of the victims as a responsible factor for their sexual harassment, 11.5 percent blamed physical attributes of the victim, 9.0 percent blamed weak family background of the victim and 8.5 percent respondents referred high qualification of women as a main cause of harassment against her.

Respondents were also questioned regarding reasons for existence of sexual harassment in the society. Out of 200 respondents, 31.5 percent blamed underreporting of the cases as the main reason for perpetuation of sexual harassment. There were 26.0 percent respondents who mentioned social stigma against the victim in the society as the main reason for existence of the problem. There were 23.5 percent respondents who blamed weak legal system, 10.0 percent respondents blamed both social stigma and poor legislations as reasons for the existence of sexual harassment in the society. There were 9.0 percent respondents who highlighted the negative role of media in perpetuation of the problem of sexual harassment.

Results of the present study indicated that out of 200 respondents, majority of the respondents i.e. 69.0 percent admitted that they faced sexual harassment at their workplace during their working tenure. There were 12.0 percent respondents who faced discrimination on gender basis, there were 9.0 percent respondents who faced problem of work environment, 5.0 percent respondents faced economic problem and other 5.0 percent faced problem of overtime at workplace.

The sexually harassed respondents i.e. 138 were further questioned about how they solved their problem. 31.8 percent respondents shared their
problem with friends and office staff, 27.7 percent complained to the higher authorities, 21.7 percent respondents shared their problem with family members and 18.8 percent ignored the problem. It is interesting to mention that when sexual harassment was done by a male colleague, majority i.e. 55.0 percent respondents blamed both males and females. On the other hand, if sexual harassment occurred through a male superordinate, majority of the respondents i.e. 87.5 percent blamed males only. Similarly, if sexual harassment occurred through a male subordinate, majority i.e. 84.0 percent respondents blamed males only.

To get rid of the problem of sexual harassment at workplace, majority of the respondents i.e. 31.0 percent advocated stringent laws and resocialization of women into aggressive personalities to handle the situation. There were 23.0 percent respondents who favoured stringent law. 21.5 percent respondents wanted changed role for women and 19.0 percent favoured support of family and friends. There were, however, respondents who wanted for proper socialization of men in order to end the problem of sexual harassment.

In the present study in addition to taking quantitative data of 200 working women, qualitative data in the form of 10 case studies of women was also undertaken with an objective to highlight subtle form of violence women faced and to highlight their coping mechanism. The fifth chapter covered all the 10 case studies and the analysis of these case studies. Analysis of case studies showed that out of 10 cases there were six cases that were above 40 years of age and remaining four cases were in the age group of 20-35 years. Analysis of qualitative data indicated that only one case was unmarried. Three cases were widow and remaining six cases were married. Three cases belonged to Jat caste, two cases were Khatri, one case belonged to Brahmin caste, one case belonged to Baniya caste, one case was a Rajput and two cases belonged to Scheduled caste. Seven cases were Hindus and there were three cases that belonged to Sikh religion.
Two cases had never been to school, one case was Matriculate, one case was a Post Graduate and had diploma in Library Science and Office Management. One case did diploma in Air Hostess Academy and was a Graduate. One case did course in Nursing and was a Ph.D. holder. One case did BCA and one case was a Graduate and cleared the Bank Clerical Entrance Test. Spouses of all married cases were educated, one unmarried case also had educated parents, three widow cases were living with their children and their children were still studying. Out of 10 cases, eight cases were brought up in nuclear families and out of eight cases; two cases joined the joint families after their marriage. Two cases were brought up in joint families and they set up nuclear families after marriage. In the quantitative data also more respondents were living in the nuclear families. Five cases were working in the Government Sector and other five cases were working in the Private sector. Three cases were earning less than Rs.5,000/- per month, five cases were earning between Rs.10,000/- to Rs.15,000/- per month. Two cases were earning above Rs.15,000/- per month.

Analysis of qualitative data showed that two cases started working at the age of 18 years. Six cases started working between the age group of 20-25 years and two cases started working at the age of 14 years. Four cases were working at odd hours. Out of four cases three cases were working in Private sector and one case was working in Government sector. All the ten cases were also analyzed on the basis of their age at which they faced sexual harassment. Four cases faced sexual harassment at the age of 20-25 years. Three cases faced sexual harassment at the age of 40 years and above. One case faced sexual harassment at the age of 31 years and one at the age of 37 years. It clearly presented that women of all ages faced sexual harassment but majority were middle aged women. Out of ten cases, only one case faced sexual harassment from her colleague, remaining nine cases faced sexual harassment from their superordinates.
In the present study, an attempt was also made to know the characteristics of the harasser through qualitative data. There were three cases whose harassers were between the age group of 30-40 years. One case's harasser was 45 years old. Three cases harassers were of 50 years age and there was one case whose harasser was 55 years old. One case’s harasser was 64 years old. Results indicated that harassers of the victims ranged from 30 to 64 years age group. All of them were married and had children.

Out of 10 cases, four cases faced sexual explicit remarks from the harassers. One case faced non verbal conduct of sexual nature. Two cases were demanded for sexual favours. One case was asked for sexual favours in return of wages. Two cases were physically molested. The women who were illiterate and were engaged in lowly paid occupations were physically molested. There were three cases who faced sexual harassment for approximately 1 year and four cases faced sexual harassment approximately upto six months. There were three cases who faced sexual harassment for many years.

Married respondents were sharing their problem with their husbands' right from the beginning. Only one married case shared her problem with her friend from the first day. One case being unmarried, shared her problem with her parents and one case shared her problem with her colleague. Two cases did not share their problem with anybody as they were illiterate, were engaged in lowly paid occupations and were widow. There were two cases who complained to higher authorities at the workplace and got the justice. There were two cases who lodged a formal complaint against the perpetrator and were fighting case at the time of recording of case histories. There was only one case who first complained to higher authorities, when did not get justice, went to legal way and won the case. One of the colleagues of a case complained to higher authorities and she got justice. There were three cases
who could not take any action against the perpetrator. Among these three cases, two cases were illiterate and were not aware of their rights.

The qualitative analysis showed that there were only two cases who got help from their colleagues and subordinates. Remaining eight cases did not get help from other colleagues and subordinates to handle the situation. Women workers were too scared to support the victims openly. All the cases admitted that they were afraid of stigma and retaliation. The period of trauma was very painful for all the victims. Facing the same person daily at workplace added to more disturbances for the victims. They could not concentrate on their work. Further, none of the culprit felt even sorry or guilty about his behaviour. They rather left an impression of vindictiveness. All the ten cases faced both physical and psychological effects due to sexual harassment at work place.

**MAIN FINDINGS**

**Incidence:**

Out of 200 respondents, there were 54 women who admitted that they witnessed sexual harassment of other female workers at their workplace. There were 69.0 percent respondents in the present study who experienced sexual harassment themselves. Such findings help us to conclude that the problem of sexual harassment against women is quite prevalent in the private sector. Findings coincide with the results of ILO, (2001): Kumar, (2007) who advocated that sexual harassment is widespread.

**Work Relations:**

It was found that majority of the working women had uncordial relations with their male coworkers. Women were poorly treated mainly by their subordinates. Both educated and illiterate women had uncordial relations at
workplace but illiterate women were hesitant to report uncordial relations because of lack of support and fear of the loosing job.

Age:

In the present study, it was found that young women i.e. between the age of 25-35 years faced more sexual harassment at workplace because younger women are new in profession, holds low occupational level, usually unmarried, thus constituting a less powerful group. The findings of the present study coincide with the findings of Fuentes et al., (1988); Merit Systems Study, (1981); U. S. Merit Systems Protection Board, (1988). However, the qualitative analysis show that even aged women faced sexual harassment at workplace.

Marital Status:

It was found that married women faced more sexual harassment at workplace in comparison to unmarried, divorced, widow or separated women. It was because married women are more vocal about their problems at workplace as they have support of their families and were not sole earning members of their families. Such findings negate the findings of Chappell and Maritino, (2000); Fuentes, (1988); Merit Systems Study, (1981); U. S. Merit Systems Protection Board (1988). Whereas, qualitative data of the study presented that women of all marital status were sexually harassed at workplace.

Education:

Women with higher education were found to be more prone to sexual harassment at workplace in the present study. It is argued that the educated women have more awareness thus they are more sensitive to sexual harassment behaviours and protective of their rights. Results of qualitative analysis also presented the same picture. Such findings coincides with the
findings of Decoster et al., (1999); Fain and Anderton, (1987); Merit Systems Study, (1981). Whereas qualitative data of the study presented that women of all marital status were sexually harassed at workplace.

**Occupation:**

The present study depicted that women working in middle level occupations faced more sexual harassment at workplace by male colleagues and subordinates because they would hesitate to harass the women of upper occupational level. Whereas, women working in upper level occupations faced more sexual harassment by male superordinates because they hold the power at workplace. Other researches also mentioned that women of middle level occupations faced more sexual harassment at workplace. (Chappell and Maritino, 2000; Malla, 2000; Zaitun, 2001). However, qualitative analysis showed that women of all occupations faced sexual harassment but majority of them were of middle level occupations.

**Harassment by whom?**

Majority of the respondents in the present study were sexually harassed by their superordinates as they were in powerful position at workplace. The qualitative analysis of the study also gave the same findings. Different researchers gave the similar results. Brackenridge and Fasting, (2005); Coleus, (1986); Fitzerald et. al., (1988); Lindsey, (1977); Varro, (1980); Worsfold and McCann, (2000); Zaitun, (2001).

**Harasser’s characteristics:**

Quantitative data of the study indicated that harassers were mainly married, older in age, working in high positions and were with misogynistic attitude. Such findings coincide with the findings of Merit Systems Study,
Perception of sexual harassment:

The present study indicated that majority of the respondents did not consider unwelcome remarks, verbal and non-verbal conduct of sexual nature and sexually visual material as sexual harassment. They considered it to be daily affair for them. Whereas, unwelcome demands and physical contacts were considered as sexual harassment by the respondents. They took it as the severe form of sexual harassment.

Coping Mechanism:

Majority of the respondents either ignored the problem or shared with family members or colleagues. Very few respondents complained against the perpetrators. Case analysis presented that all the married cases had support of their family. Illiterate women lacked proper guidance, they preferred to ignore the problem. Further, the fear of retaliation made them to suffer. It has been found in the present study that majority of the respondents' perception of sexual harassment coincides with Supreme Court's definition, yet awareness with regard to legislation was minimal. In India, legislative process is slow and expensive, therefore very few women opt for legal battle against their perpetrators to end their victimization. Findings coincide with results of ILO, (1997); Wijayatilake & Zackariya, (2000); Jayashree, (1999); Chaudhury, (2007).

Complain:

Majority of the respondents advocated that active action must be taken against the perpetrators. However, among the sexually harassed respondents
there were only 27.7 percent respondents who themselves complained to higher authorities. Such results show that women who are the victims of harassment want to take strong action against their perpetrators but due to societal pressures, meekly suffer from humiliation in isolation. Case analysis also presents that victims first tried to solve the problem on their own and took action when the situation became unbearable. The findings coincide with the results of Grubber & Smith, (1995); Keashly et al., (1994) who reported that victims most often managed their experiences by trying to avoid and ignore the offensive behaviours.

LIMITATIONS OF THE STUDY:

- The present study was exploratory in nature, therefore, no hypotheses could be made and generalizations be drawn.
- In the present study, the purposive sample was used. Therefore, no test of significance could be applied.
- In the present study, the unit of analysis were women working in the private sector. In case studies also women who were victims of sexual harassment were interviewed. However, the perpetrators were ignored. Thus, study presents one sided story.

SUGGESTIONS FOR FUTURE RESEARCH:

- Comparative and evaluative studies can be done in Government and Private sector.
- The research can be done in highly sexualized workplaces i.e. where number of men is more like Armed Forces, Police etc. In such workplaces sexual harassment is a frequently occurring phenomenon.
• To know the other side of the story the research can be done on the other forms of sexual harassment i.e. same sex harassment as well as female to male harassment.

CONCLUSION:

The phrase sexual harassment was first used in the decades of seventies. In India, it was the ruling of the Supreme Court (1997) in the famous Vishaka Case that brought the problem of sexual harassment at workplace to the public consciousness. The present study helps us to conclude that problem of sexual harassment at workplace is quite rampant in the Private sector. Women have awareness about sexual harassment, they are in agreement with definition of the Supreme Court. They perceive that they are being harassed. They advocate strict action against the perpetrators but themselves succumb to the pressures of the society and do not report their own harassment because they fear retaliation by the harasser, it can jeopardize her position and possibility for advancement. In the present study, it was observed that women were not treated at par with men at workplace. They were first treated as women, then as a worker. Men have traditionally held the organizational power inherent in management and supervisory positions, whereas women are likely to be employed in subordinate positions. Men are naturally reluctant to relinquish this superior position of privilege. Furthermore, men are socialized into roles of sexual assertion, leadership, persistence, whereas women are socialized to be passive, submissive and sexual gatekeepers. In our society men are often stereotyped as being receptive to and welcoming of the sexual advances of women. In contrast, women stereotypically are not as receptive to and welcoming of the sexual advances of men. The present study supports the influence of workplace power and gender relations for the existence and perpetuation of sexual harassment at workplace.
Need of the hour is strong implementation of the laws and women to become bold so, that this problem does not go unreported.