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A Critical Study and Analysis of Sexual Harassment of Women in Work Place with reference to Politics

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ABSTRACT

This paper talks about the inappropriate behavior issue against women and the laws that Indian Government passed like Sexual Harassment Against Women in Workplace (Prevention, Prohibition and Redressal) Act, 2013. Scarcely an individual vibe that the Sexual Harassment of Women in politics (Prevention, Prohibition and Redressal) Act,2013 is been so imperative and ground-breaking to the working women and the workplace particularly in politics , finding a way or answer for rebuffing such sort of offenses. The aim of this research paper is to analyze the reason behind inappropriate behaviour against women in workplace. To separate the amplexness of Sexual Harassment of Women at politics (Prevention, Prohibition and Redressal) Act,2013 in controlling the sexual harassment and assaults against women in workplace in India. This exhibition began from the Vishaka rules. This Research is finished by doctrinal type,and uses auxiliary sources that are fundamental and essential for information analysis.The optional sources are gathered from on the Internet, articles, other research diaries, books and uncovered facts in light of the subject. The Research used rates for huge examination of the outcomes.At the moment that Women work they are seen as the change administrators for the overall population as the women are given more importance. The most outrageous inappropriate behavior issue occurs in politics. This development is seen in rural and concrete areas and transcends borders. It's been shown that these attacks represent a violation of ladies' civil and political rights and a threat to the physical and psychological state of women leaders in india. Moreover, there's no social control of guilty parties, reparation, or ethical or material compensation for the ladies WHO are affected. In India, gender-based harassment and violence may be a basic barrier to women's political participation. However, this development continues to be not self-addressed by government programs and isn't a part of the general public discourse and dialogue. In spite of the measures taken to market women's political participation, many utterly wholly totally different administrations are unable to substantiate girls the ability to occupy positions of responsibility whereas not being vulnerable or harried. The results of our analysis LED to a bill addressing this downside. afterward, Ecuador took this bill as

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associate example and replicated it during a legislative initiative. These results show the importance of analysis by organizations that represent girls in preventing unjust things and health issues.

Keywords: *sexual harassment, women, politics, law, India.*

I. INTRODUCTION

Sexual harassment leads to violation of women's right and dignity (Delaney et al.). it's its roots in structure and its attendant perception that men are unit superior to girls that some styles of violence against girls are unit acceptable (Kishe and Mtwewe). one of these is workplace molestation, that views varied styles of such harassment, as harmless and trivial. Often, it's exempt as 'natural' (Mhone) male behaviour or 'harmless flirtation' that ladies get pleasure from. Contrary to those perceptions, it causes serious injury and is in addition a sturdy manifestation of sex discrimination at the work. Not exclusively is it Associate in Nursing infringement of the fundamental rights of a woman, (Brown) at a lower place Article nineteen (1) (g) of the Constitution of the Republic of Asian country "to observe any profession or to hold out any occupation, trade or business"; it erodes equality and puts the dignity and conjointly the physical and psychological well-being of employees at risk. This results in poor productivity and a negative impact on lives and livelihoods. To a lot of compound the matter, established socio-cultural activity patterns (Lay and Celeste Lay), that manufacture a gender hierarchy, tend to place responsibility on the victim, thereby increasing distinction within the work and within the society at big. Though molestation at the work has assumed serious proportions, (Monroe) ladies do not report the return to the concerned authorities in most cases thanks to worry of revenge from the harasser, losing one's sustenance, being stigmatized, or losing experienced standing and personal name.

Across the globe currently, work molestation is a lot of and a lot of understood as a violation of girls' rights and a sort of violence against girls. (Lester) Indeed, the social construct of male privileges in society continues to be accustomed to justify violence against ladies among the private and public sphere. In essence, molestation could also be a mirror (Cunningham and Benavides-Espinoza) reflective male power over ladies that sustains paternal relations. in an exceedingly} very society where violence against ladies, every delicate and direct, (Zippel) is borne out of the paternal values, ladies are unit forced to adapt to ancient gender roles. These paternal values and attitudes of every ladies and men cause the simplest challenge in resolution and hindrance of molestation. work molestation, like various styles of violence, is not harmless. (Millett) It involves serious health, human, economic and social costs, that manifests

themselves among the general development indices of a nation. The molestation of women at work ,prevention and prohibition Act, 2013 was enacted to verify safe (Patai) in operation areas for women and to make sanctioning work environments that respect women's right to equality of standing and probability. a decent implementation of the (Valverde) Act will contribute to the conclusion of their right to gender equality, life and liberty, equality in in operation conditions everywhere. The sense of security at the work will improve women's participation in work, resulting in their economic authorisation and comprehensive growth.

(A) Objectives:

1. To study about the sexual harassment of women in workplace (politics).
2. To analyse about the sexual harassment of women in work place (politics).
3. To understand about the harassment of women in the workplace (politics).
4. To know whether the people are aware of sexual harassment in politics.
5. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence in the workplace.

(B) Review of literature:

Sexual Harassment is a form of sex discrimination which is defined as an 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. (Suchland) According to The World Bank , 'sexual harassment is any unwelcome sexual advance, request for sexual favour or other verbal (Millett), non-verbal or physical conduct of a sexual nature which unreasonably interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive environment (Elman and Amy Elman, "Feminism and Legislative Redress: Sexual Harassment in Sweden and the United States") '. Noticeably, in both the definitions, the most critical aspect is the unwelcomed behaviour and hostile work environment that makes the impact of such actions on the recipient more severe (Lay and Celeste Lay) According to , sexual harassment constitutes gender based discrimination against women at workplace as well as gender based violence. (Suchland) To put simply, sexual harassment at workplace hampers women's constitutional and fundamental rights to equality ("New Ways of Working with Partners. Women's Forum in Bangladesh"; Aretxaga) , justice, and dignity. (Elman and Amy Elman, "Feminism and Legislative Redress:") According to Vishaka v. State of Rajasthan case, the different essentials of sexual harassment include physical contact involving unsolicited and obvious sexual offers, demand or request for sexual favours, (Patai) passing sexually coloured

comments, showing pornography against will and lastly, any other unwelcome physical, (Elman and Amy Elman, “Feminism and Legislative Redress: Sexual Harassment in Sweden and the United States”) verbal or non- verbal conduct of sexual nature In this context, physical violence includes physical contact and use of job related (Patai; Valverde; Cunningham and Benavides-Espinoza) threats to solicit sexual favours, (Roth) verbal conduct comprises of comments on women’s appearances, sexual advances, etc., and non- verbal conduct involves sexually suggestive gestures, whistling, etc.. define positions in flexible, nontraditional ways. research on women and politics has emerged over the past two decades. The boundaries between women and politics research and other disciplines increasingly have become blurred so that cross-disciplinary research has become more common. The cross-disciplinary flavor of much of women and politics... Sexual Harassment in the Press National Scandal, Pride, or Superiority? In 1991, the nomination of Clarence Thomas to the United States Supreme Court met an important obstacle when Anita Hill, (Nackenoff) a law professor and one of Thomas’s former employees, publicly...sexual harassment surveys. The Violence Against Women survey overcomes several (National Academies of Sciences, Engineering, and Medicine et al.) of these problems and provides reliable estimates of the prevalence of sexual harassment. According to the Violence Against Women survey, 54 percent of Canadian women experience sexual harassment over their lifetime by known men in general and twenty-three percent...the industrialized nations. In discussing this we are concerned not with women and men in biological terms, but rather with the social construction of women and men as genders. Thus, although the social and biological demands on women are different from those on men for example, in their functions as .Israel’s Sexual Harassment Law or Sexual harassment is a universal affliction, endured and resisted by women everywhere. Since the early 1970s, U.S. feminist legal scholarship and judicial decisions have been breaking new ground, developing legal strategies designed to confront sexual harassment.

(C) Hypothesis:

Null Hypothesis: There is no significant awareness among general people about sexual harassment of women in politics

Alternative Hypothesis: There is significant awareness among general people about of sexual harassment of women in politics

(D) Materials and methods:

The research is based on descriptive and empirical form in which it consists of survey, content analysis, qualitative and the results were analysed in the way of coding. and the current research

has undertaken random sampling with the total sample count 1828, the survey can be taken in all over india but this research made a sample survey in the chennai area only and the independent variables included in the research are age, gender, educational qualifications, occupation. and the dependent variable is that whether the sexual harassment is common in all works field and the sexual harassment of women politics are on rise in India here are many researches were done regarding this topic but the major result will be stating that there is no significant impact on the status of sexual harassment in the politics. But this paper tries to view from a different perspective compared with the other research to reveal the hidden truths regarding this issue.

II. CASE LAW

1. Vishaka and others vs state of Rajasthan

(A) The facts of this case are given below

Bhanwari Devi who was a social activist/worker in one of the Rajasthan's village. She worked under a social development program at rural level which was about to stop child marriage in a village and this social program was administered/ initiated by the Rajasthan's state government. Bhanwari Devi endeavored to stop the marriage of the Ramkaran Gujjars (thakurs) daughter, who was merely less than one year old i.e. she was an infant only. As a part of her duty, Bhanwari Devi tried to terminate the marriage of her infant daughter. Even of her vain-full efforts to stop the marriage, it happened, but Bhanwari devi was not excused or pardoned for her's this fault. She was exposed to or put forward to social punishment or boycott. September 1992, she was been gang raped by Ramkaran Gujjar and his five friends in front of her husband. The male doctor at normal primary health center declined to survey her and the doctor at Jaipur only made confirmation of her age without any recommendation of her being raped in her medical report. At police station too she was been continually taunted by the women countable for the whole of the midnight. In past midnight she was been asked by the policeman to leave her lehnga as the evidence of that incident and go back to her village. After that, she was only left with the bloodstained dhoti of her husband to wrap her body, as a result of which they had to spend there whole night in that police station. The Trial Court made the discharge of the accused people for not being guilty. The High Court in his judgement propounded that –“ it was a case of gang rape which was conducted out of revengeful situation. All these statements and judgement, aroused women and NGOS to file petition (PIL) in the Supreme Court of India.

(B) Issues within the Indian post Vishakha case

Before Vishakha, the tongue of obscene conduct remained coded, imperceptible, and

insignificant in India. The sexual estimation of harassing was disabling and un-talked ~ Kapur (2009).

In the eighties there were tries by the women's get-together to test to the social impression of improper conduct as eve nudging. Patel while laying out the authentic background of the fight against salacious conduct communicated that since the mid eighties improper conduct at the workplace remained one of the central stresses of the women's advancement in India. We can see the issue ascending for a discussion in India as late as the eighties and grabbing power just in the nineties. This is consolidated by a report by Forum Against Oppression of Women. The report revealed, in the midst of the 1980s, attacker action by the Forum against the sexual aggravate ment of specialists out in the open and private mending focuses by prisoners

additionally, their male relatives, ward-youngsters and other mending office staff; of air-experts by their accomplices and explorers; of educators by their partners, principals and administration specialists; of PhD understudies by their assistants and so forth got a lukewarm response from the trade affiliations and horrible notoriety in the media. Clearly, around then the issue did not get importance and thought from the overall population.

One may state that discussion on improper conduct at workplace in both research and practice began commonly after the Vishakha rules (1997) appeared. Wrong conduct is an issue that, all things considered, stayed away room in India till about the eighties. The Saheli report (1998) said unseemly conduct was much of the time trivialized as eve goading and scarcely saw as an issue in the Indian culture. There was a general inclination to deplore it or neglect it. Radhika states till 1997 scurrilous conduct was managed as individual issue till the Supreme Court remembered it as a criminal offense and infringement on a woman's basic right of sexual direction value and the benefit to life and opportunity. ("VISHAKA AND OTHERS v. STATE OF RAJASTHAN")

Nature, degree and impact of unseemly conduct on ladies can be appreciated with the help of concentrates done after the Supreme Court of India issued the Vishakha judgment. The Yugantar report (2003) gives a learning into nature of scurrilous conduct looked by the working women. It is delineated as a moderate hurting process. It started from clear exercises through non-verbal correspondence and in the event that not stopped by, at that point went to the periods of obscene motions, physical contacts and enthusiasm for sexual favors. The assessment together done by Sophia College and India Center for Human Rights and Law (2003) introduced that licentious conduct was caused verbally through slang remarks, talking on sex, comments on dress and figure, mentioned to sit closer, welcome to join at a bar, lunch or dinner,

pressurizing to satisfy clients, condition of extending the pay if the woman went out with the manager. A couple of women went up against non-verbal incitement, for instance, looking while some others stood up to excited goading, for instance, being given odd working hours, and a cumbersome circumstance. Barely any women felt that it was difficult to share the possibility of wrong conduct they experienced. The Sakshi audit (2001) and the Yugantar mull over showed that lewd behavior of women achieved loss of their proficiency, debilitated prosperity, dejection and suicides. The Yugantar consider moreover revealed, setbacks of improper conduct were scared of every male part around them, developed a tendency that their life was useless, were debilitated as their relatives endeavored to avoid them, the relatives looked descending on them and suspected their character. A critical number of the setbacks of wrong conduct were irritated to a degree that they were constantly considering leaving the movement. The family life of the women was moreover irritated and it transformed into a trigger for start of oppressive conduct at home in the marriage. Chevalwala in her article while enlisting the effects of lecherous conduct communicated, it could provoke brief or deferred weight and gloom for the person close by nonattendance of social assistance. She included, striking back including isolation and tormenting were ordinary where the individual contradicted wrong conduct. Another point of view about lecherous conduct at workplace uncovered by the assessments done in the post Vishakha stage was about its low reporting by women. Focuses by various women's affiliations and social affairs across over India done in the nineties and earlier decade showed obscene conduct happening at workplace went unreported due to various reasons. The Saheli diagram (1998) completed with sixty-five women surmised that regardless of the wide predominance of the issue, licentious conduct at workplace was not seen as a systemised sort of brutality. For most of women working in minimal private firms and generation lines it was difficult to make facilitate move due to business slightness. The repeat and earnestness of goading extended as the compensation levels lessened and that dominant part of the women had no way out yet to suffer trouble ment. Near revelations were noted by the report specifically Women Workers Inequalities at Work (1999). It gave a specific picture about the issue of word related security of women workers and laborers transversely more than three significant mechanical belts of India. It revealed, there was legislative issues of calm around the issue of salacious conduct which reflected in the less number of women reluctant to talk and report it. The issue was all things considered ignored by the organization as is exhibited by the nonattendance of progress part and the nonappearance of remedial movement in cases detailed. In spite of what may be normal, women were rebuked for raising their voice against the scurrilous conduct. Moves by Sanhita in Kolkata, Yugantar Education Society in Maharashtra

and multistate consider done by Sakshi reconfirmed that improper conduct of women at workplace was wild yet not uncovered due to fear of disgrace, loss of reputation and sweeping blaming and question in the dissents. ("Sex Discrimination in the Workplace")

Progressing examinations reconfirmed the nearness of inappropriate behavior and gave a chart of its inclination and predominance inside the private territory. Truth was rehashed by a UNDP report (2010) done at the completion of the decade. It revealed that India had a strong work improvement; trade affiliations did not take the issue of wrong conduct happening at workplaces genuinely. Comprehension was rising only step by step in the region, paying little mind to the creating number of women in the paid workforce. So likewise India beat the IPSOS – Reuters study (2010) done in 24 countries over the world with a part size of 12 thousand individuals. It showed up, workers in India were well while in transit to report sex-ual incitement at workplace with a pace of 26 %. The Workplace Sexual Harassment Survey (2010) finished by Center for Transforming India in the Information

Development with 600 women working in IT and BPO industry over all the genuine IT objectives of India exhibited that just about 88 percent of the women saw some sort of workplace lascivious conduct all through their work. Additionally there were poor care levels among female delegates on the issues and workplace licentious conduct. Larger piece of female specialists continued with their experience of anguish from the events of scurrilous exercises on account of fear of expert misuse. A CII analyze said that the trimming down pace of women in greater associations was higher and in authoritative positions the extent of women dwindled further. The examination attributed work environment as a mom jor obstruction for women looking for higher regulatory positions and selected sex inclination in enrollment, sex irregularity and unseemly conduct at work put as main problems impacting women. An article included that for every 500 instances of bullying, only 50 got point by point and only a solitary got enlisted as a FIR (Ghosh, Puri and Dewan, 2010). Thusly it very well may be contemplated that after the Vishakha guidelines seemed sexual bug ment continued being sweeping India in especially in the private division as communicated by Shukla, yet it remained the most under reported kind of sex segregation. (Magley)

(C) Employer compliance to vishakha case study

Notwithstanding the way that the Supreme Court Vishakha rules (1997) began a discussion in India on lecherous conduct and helped women by affirming their privilege to a protected work environment; considers done by affiliations across over India and media scope during the time revealed that organizations either ignored the standards or not think of them as significant.

Articles by Radhika (1999) , Pinglay (2012) , Deshpande (2012, 2013) give bits of knowledge into long drawn clashes of a couple of used women who tested lascivious conduct, tested the business for not complying with the genuine game plans on wrong conduct and thusly were ended from their occupations for doing as such (Taneja)

These articles high-light and stress reiterated resistance of the genuine arrangements on unseemly conduct by the organizations and revictimization of the women by the organizations. Poor and faulty execution of the Vishakha rules. They attest that the issue of improper conduct has, all things considered, been concealed away from plain see in India. Assist they revealed that considering the social taboos still associated with wrong conduct and the long pendency in courts; these courses of action were never been adequately brought. These articles reveal that general care among Indian associations about the necessity for an inside and out described instrument to deal with wrong conduct at the workplace is shockingly poor. Report by the Joint Parliamentary Committee (2011) that investigated the Sexual Harassment Bill, 2010 illustrated the issue fittingly. It said there without a set down central component was no database available with the Ministry of Women and Child Development (MWCD) concerning the amount of disputes of improper conduct, their assurance and move made especially concerning the private section. The Committee assumed that so far Supreme Court principles remained on paper in a lot of workplaces. Also taking cognisance of this condition the Supreme Court of India facilitated in *Medha Kotwal versus Association of India* (2012) composed that since enactment on lustful conduct at workplace was not set up and various women were endeavoring to have their key rights security execution of the Vishakha standards required certifiable thought.

It was essentially after Vishakha heading and coming about protection from them that the GOI and the National Commission for Women brought out draft Bills on lewd behavior at working environment and place them in the general population for a discussion and information. Sixteen extended lengths of bolstered attempts by the women's advancement realized foundation and prerequisite of an enactment in December 2013. The 2013 Act is a codification of the Supreme Court Vishakha headings concerning inappropriate behavior at work environment. It sees that every woman has a benefit to work with deference and lewd behavior as infringement of significant benefits of working women.

(D) Judgement of case

The judgment of Vishakha's case was conveyed by Chief Justice J.S Verma as a representative of Justice Sujata Manihar and Justice B.N Kripal on account of writ petition which was filed by Vishakha the victim of this case. The court observed that the fundamental rights under Article

14[2], 19[3] (1) (g) and 21[4] of the Constitution of India that, every profession, trade or occupation should provide a safe working environment to the employees. It hampered the right to life and the right to live a dignified life. The basic requirement was that there should be the availability of safe working environment at workplace.

The Supreme Court held that, women have fundamental right towards the freedom of sexual harassment at workplace. It also put forward various important guidelines for the employees to follow them and avoid sexual harassment of women at workplace. The court also suggested to have proper techniques for the implementation of cases where there is sexual harassment at workplace. The main aim/objective of the Supreme Court was to ensure gender equality among people and also to ensure that there should be no discrimination towards women at their workplace.

After this case, the Supreme Court made the term Sexual harassment well defined, accordingly any physical touch or conduct, showing of pornography, any unpleasant taunt or misbehavior, or any sexual desire towards women, sexual favor will come under the ambit of sexual harassment.

(E) Comparison with Europe

123 women from 45 European countries. 81 of these women were members of parliament (MP) and 42 were members of the parliamentary staff. The acts of sexism, abuse and violence against women are indeed to be found in parliaments in Europe. The extent and nature of these acts, which are violations of fundamental rights, need to be addressed by parliaments and require action to be taken. 85.2 percent of female MPs who took part in the study said that they had suffered psychological violence in the course of their term of office. 46.9 per cent had received death threats or threats of rape or beating. 58.2 per cent had been the target of online sexist attacks on social networks. 67.9 per cent had been the target of comments relating to their physical appearance or based on gender stereotypes. 24.7 per cent had suffered sexual violence. 14.8 per cent had suffered physical violence. Female MPs under the age of 40 were more frequently subject to psychological and sexual harassment. Female MPs active in the fight against gender inequality and violence against women were often singled out for attack.

The perpetrators of harassment and violence were both political opponents and colleagues from the women's own party, or ordinary citizens. The study also shows that there is an alarming amount of sexual and psychological harassment/bullying targeting female parliamentary staff in Europe. 40.5 percent of those interviewed said that they had suffered acts of sexual harassment in their work. In 69.2 percent of cases, the perpetrators were male MPs. 50 percent

had received comments of a sexual nature. In 61.5 percent of cases, such comments had come from a male MP. 19.5 per cent of those interviewed had also suffered psychological harassment/bullying in their work in parliament from MPs and colleagues in the parliamentary staff, mostly from men but also from women. There was a very low level of reporting of those acts. 23.5 per cent of female MPs and 6 per cent of female members of parliamentary staff who had been sexually harassed had reported the incident. 50 per cent of women MPs who had received threats of physical violence had reported the incidents to the police, the security department in the parliament or another department. At present no service or mechanism in their parliament to which they could turn in the event of harassment or violence. Sexism, harassment and violence against women in parliaments have negative effects on the physical and psychological health of the people concerned. They also impact the quality and effectiveness of parliamentary work and, consequently, public policies. As such, sexism, harassment and violence against women in parliaments prevent parliaments from being places which are inclusive and representative of society as a whole. Parliaments must find comprehensive solutions to prevent and combat sexism and violence against women in parliaments, including measures to encourage such acts to be reported.

III. DATA AND ANALYSIS

1. Frequency Table:

TABLE: 1

Educational Qualifications:

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
10th pass	182	10.0	10.0	10.0
higher secondary	494	27.0	27.0	37.0
post graduate	354	19.4	19.4	56.3
graduate	697	38.1	38.1	94.5
illiterate	101	5.5	5.5	100.0
Total	1828	100.0	100.0	

Inference:

Table 3 shows the educational qualifications of respondents , 10.0% is 10th to pass, 27.0% is higher secondary, 19.4% is postgraduate, 38.1% is graduate , and 5.5% is illiterate. Therefore the total response is 1828.

Table: 2

Occupation:

Occupation

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid public sector	269	14.7	14.7	14.7
private sector	515	28.2	28.2	42.9
self employed	528	28.9	28.9	71.8
unemployed	462	25.3	25.3	97.0
studying	54	3.0	3.0	100.0
Total	1828	100.0	100.0	

Inference:

Table 4 shows the occupation range of respondents , 14.7% are from public sector , 28.2% are from the private sector, 28.9% are self employed, 25.3% are unemployed and 3.0 % are studying.therefore the total respondents are 1828.

TABLE:3

Occupation:

Crosstab Analysis Between Occupation Nd Sexual Harassment In Work Place Is Common In All Fields Of Employment

Crosstab:

Count

	Sexual harassment at workplace is common in all fields of
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	employment.					Total
	agree	strongly agree	neutral	disagree	strongly disagree	
Occupation public sector	76	51	91	28	23	269
private sector	155	65	152	100	43	515
self employed	174	76	150	76	52	528
unemployed	119	81	128	78	56	462
studying	12	14	16	9	3	54
Total	536	287	537	291	177	1828

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	33.285 ^a	16	.007
Likelihood Ratio	33.290	16	.007
Linear-by-Linear Association	1.881	1	.170
N of Valid Cases	1828		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.23.

Inference:

The cross tab between the occupation and sexual harassment of women in politics is greater than 0.05 so that the null hypothesis is accepted and the alternative hypothesis is rejected, (i.e) there is no significant awareness among the general people about the sexual harassment of women in politics is proved.

Table: 4

Crosstab Analysis Between Occupation And Sexual Harassment Of Women In Politics Are On Rise In India

Occupation:**Crosstab**

Count

	Sexual harassment against women politicians are on the rise in India.					Total
	agree	strongly agree	neutral	disagree	strongly disagree	
Occupation public sector	45	45	61	94	24	269
private sector	163	73	157	67	55	515
self employed	183	46	161	83	55	528
unemployed	119	53	173	90	27	462
studying	14	7	24	5	4	54
Total	524	224	576	339	165	1828

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	110.291 ^a	16	.000
Likelihood Ratio	106.625	16	.000
Linear-by-Linear Association	5.539	1	.019
N of Valid Cases	1828		

Inference: The cross tab between the occupation and sexual harassment of women in politics is less than 0.05 so that the null hypothesis is rejected and the alternative hypothesis is accepted, (i.e) there significant awareness among the general people about the sexual harassment of women in politics is proved.

Table: 5

Educational Qualification:

Crosstab Analysis Between Educational Qualifications And Sexual Harassment In Work Place Is Common In All Fields Of Employment

Crosstab

Count

		Sexual harassment at workplace is common in all fields of employment.					Total
		agree	strongly agree	neutral	disagree	strongly disagree	
Educational	10th pass	55	15	45	32	35	182
	higher	137	61	172	76	48	494

Qualification	secondary						
	post graduate	134	69	64	50	37	354
	graduate	177	106	244	126	44	697
	illiterate	33	36	12	7	13	101
Total		536	287	537	291	177	1828

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	126.855 ^a	16	.000
Likelihood Ratio	124.286	16	.000
Linear-by-Linear Association	6.311	1	.012
N of Valid Cases	1828		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 9.78.

Inference: The cross tab between the education qualification and the sexual harassment of women in politics is less than 0.05 so that null hypothesis is rejected and the alternative hypothesis is accepted. (i.e) there is significant awareness among the general people about sexual harassment of women in politics is proved.

Table: 6

Crosstab Analysis Between Educational Qualifications And Sexual Harassment Of Women In Politics Are On Rise In India

Crosstab

Count

		Sexual harassment against women politicians are on the rise in India.					Total
		agree	strongly agree	neutral	disagree	strongly disagree	
Educational Qualification	10th pass	62	37	39	29	15	182
	higher secondary	111	37	199	110	37	494
	post graduate	90	47	92	76	49	354
	graduate	209	95	229	107	57	697
	illiterate	52	8	17	17	7	101
Total		524	224	576	339	165	1828

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	100.511 ^a	16	.000
Likelihood Ratio	97.727	16	.000
Linear-by-Linear Association	6.575	1	.010
N of Valid Cases	1828		

- a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 9.12.

Inference: The cross tab between the education qualification and the sexual harassment of women in politics is less than 0.05 so that null hypothesis is rejected and the alternative hypothesis is accepted. (i.e) there is significant awareness among the general people about sexual harassment of women in politics is proved.

IV. RESULT AND DISCUSSION

One may state that the Vishakha judgment was a consequence of the ladies' lobbyist approach to manage human rights that associated women's rights and human rights. Sood (2006) drew out that the Vishakha judgment addressed a quantum hop forward for sexual direction value, just as for the headway of Indian law on International law. It obliged the Indian government to perceive the issue as a kind of fierceness against women. The choice saw usage of universal law to extend the degree of existing built up confirmations, and besides to fill the gaps any place gaps existed with the true objective of augmentations of human rights. Vishakha was a point of intrigue case as it set out another way. It was not arranged distinctly to oversee inappropriate behavior since it opened new vistas in the field of between national law winding up some segment of national law. Through its incorporated use of CEDAW, Vishakha developed a strong perspective for the quick utilization of universal customs in future cases. Sood (2006) advance clarified that Vishakha being an open interest suit that rose up out of individual experience of a woman master was engaged towards connecting with working women. The all inclusive community interest solicitation of used her experience as a solid representation of fundamental rights infringement, and after that showed an example of abuse by giving instances of five different women who experienced sexual strike while doing general prosperity or social work. The Vishakha judgment was instrumental in removing a way which made various stakes for various social occasions and it kept on remaining in the overall public space. It was seen that as such it was used as a piece of the different decisions on the issues of infringement of human rights at work as needs be leaving an extraordinary legacy. The judgment kept up idea of equalization was generously more than treating all individuals comparably. It verbalized that value among individuals in the certified sentiment of the term could be recognized by trying concentrated undertakings towards correction of successfully existing power unbalanced qualities in the overall population.

V. CONCLUSION

The order of the 2013 Act is a huge advance forward to shield ladies from lewd behavior just as to give redressal gathering to the victims. Though the Act in claim loopholes, it has achieved a change in perspective in the work culture. The act has made a sound and safe condition for women. The businesses by holding fast to the Sexual provocation Act And by sanctioning an arrangement for their Organisation, can bring a colossal change for the ladies in work environment. This progressively broad point of view of correspondence is the inside standard and the target in the fight for affirmation of the human privileges of ladies. This demonstrates that the Sexual ladies at working environment Act, 2013 has fundamentally diminished the badgering of ladies at the working environments.

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