

Women workforce and Sexual harassment: Assessment and redressal of their victimization.

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Abstract:

Due to the processes of industrialization, modernization, and globalization, society has experienced an increasing flow of women in the workforce across the globe. Apart from the other issues like role conflict, balancing family and work demands; a woman has been the victim of many atrocities at the workplace where sexual harassment is of special attention. Sexual harassment is not considered a serious issue as it is seldom reported. But sexual harassment is a chronic stressor as various studies reveal that it is a serious issue that puts the victim under severe mental stress and hinders workplace activities. It not only creates severe stress among the victim but also affects their productive capacity. Due to the stigma attached, it is a less reported phenomenon which on one hand makes it unrecognized and on the other hand affects the victim more by creating a stressful environment at the workplace. Though there are various legislative measures to eradicate the issue, the ignorance on the part of the victim makes the legislative measure ineffective. With this backdrop, the paper seeks to study the issue of sexual harassment and its impact on the victim. Based on both primary as well as secondary data, the paper finds sexual harassment as one of the major factors responsible for the stressful work environment among women in the workplace. The Paper concludes that mere legislative measures are not going to eradicate the issue. There is a serious need for public sensitization and need to increase in awareness of sexual harassment laws for women at workplaces.

Keywords: Sexual harassment, stress, stigma, legislative measures, etc.

Introduction:

Until the processes like modernization and industrialization made their ground in the world, women had restricted entry into the workforce due to various cultural, religious, and educational traditions. In traditional society, women were considered as the preserver of modesty, chastity, and it was considered better to make them stay home and look after the family and household chores. With time and during the 20th century, the perception of people towards women's participation in the workforce changed and the increasing flow of women participation in the workforce was experienced (Gupta, 2013: 1-2). With the advent of industrialization and mechanical means, women became an important feature of the labor market and our society experienced an increasing change in the character of work that women are assigned (Asmat and Mehboob, 2016: 2). Now their work was not restricted to home but started to perform a dual role i.e. both the household chores as well as the work at the workplace. Catering to the demands of both, she started balancing

both by working 24 hours a day. Performing a dual role and balancing the two has negatively affected women's mental peace and wellbeing. Despite her efforts to meet the demands of the family as well as her workplace, her work is seldom acknowledged. Women could do both the jobs efficiently when they get support from both the family and workplace otherwise it may lead to malfunctioning where either the family members become dissatisfied with her or she has to face humiliation at the workplace by the boss or supervisor. Apart from this women also experience huge discrimination at work where the wage gap, glass ceiling are common and most of the women are seen working in pink-collar jobs like nursing, teaching, secretaries, etc. (Gupta, 2013:1-4). They are mostly seen limited to the low-income jobs and very few enter the high paying jobs.

As the number of women working outside increased, they got exposed to the outer world crimes and there is an increasing trend of sexual crimes (sexual harassment, molestation, kidnapping, abduction, and rape, etc) against such women. (Tripathy,1998: 279-297). Sexual harassment, specifically is the wide spread and silent issue that women face at workplace. Sexual harassment is sometimes seen as a tool used by men to maintain their dominance over women. Recognizing the invisible nature of power structures that marginalize women at the workplace, the Supreme Court in the landmark Vishaka versus High court of Rajasthan (1997) judgment, identified sexual harassment as violative of the women's right to equality in the workplace and enlarged the ambit of its definition (Gupta, 2013:14). Sexual harassment at work is increasingly recognized as a stressor with serious consequences for employees as well as organizations (Schneider et al, 1997: 1).

Sexual harassment: Definitions:

Sexual harassment is defined differently by different countries, communities, and organizations. For instance, International Labour Organization defines it as, *"a violation of fundamental rights of workers, declaring it a problem of safety and health, a problem of discrimination, an unacceptable working condition and a form of violence, usually against women workers"* (Chaudhary, 2011:2).

The US EEOC (Equal Employment Opportunity Commission) 2012 defines it as, *"unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's work performance or creates an intimidating, hostile, or offensive work environment...the harasser's conduct must be unwelcome"* (Maass et al, 2013:342).

The Supreme Court of India defines sexual harassment as, *"a form of sex discrimination projected through unwelcome sexual advances, request for sexual favors and other verbal or physical conduct with sexual overtones, whether directly or by implication, particularly submission to or rejection of such conduct by the female employee was capable of being used for effecting the employment of the female employee and unreasonably interfering with her work performance and had the effect of creating an intimidating or hostile working environment for her"* (Kumar, 2016: 2).

Further, some social scientists have also defined sexual harassment where the definition of Fitzgerald et al is of primary importance. The definition is comprised of three levels and includes:

1. *Gender Harassment*: it includes generalized sexist remarks and behaviors not necessarily designed to elicit sexual cooperation but to communicate insulting, degrading, or sexist attitudes about women.
2. *Unwanted Sexual attention*: it comprises of unwanted and offensive sexual advances like attempts to touch, kiss, or grab, or actual sexual assault.
3. *Sexual coercion*: it includes coercion of sexual activity or other sexual behavior by the threat of punishment. Or solicitation of sexual activities or other sexual behavior such as dating by the promise of reward. (Lenhart, 2004).

Impact of sexual harassment:

The preceding definitions also highlighted that sexual harassment is the behavior that influences the victim's work performance, creates a hostile environment, safety issues, and affecting the health of the victim. Further, I will be highlighting the studies that have focused on the effect of sexual harassment on the victim. Various studies have highlighted some of the effects of sexual harassment on the victims like that of Mushtaq et al (2015) where they found a positive relationship between sexual harassment and depression, anxiety, and stress among nurses in public hospitals. (Mushtaq et al, 2015:677). According to WHO, a woman who has been sexually harassed is 3 times more likely to suffer from depression, 6 times more likely to suffer from PTSD, 13 times more likely to abuse alcohol, 26 times more likely to abuse drugs, 4 times more likely to contemplate suicide (Rajoura et al, 2012:51).

Dr. Helen Wilson who is a licensed clinical psychologist with expertise on effects of trauma says, "*Among women who experience a sexual assault, 90 percent who experience sexual violence in the immediate aftermath exhibit symptoms of acute stress.*"¹

Sexual harassment even at relatively low frequencies exerts a significant negative impact on the psychological well-being of the victim. Moreover, self-reported sexual harassment experiences lead to further mental stress among the victims (Schneider et al, 1997: 412-413).

Sexual harassment can have negative effects on both the physical as well as mental health of victims. Among physical issues, most prominent are headache, nausea, shortness of breath, fatigue, gastrointestinal issues, sleeplessness, loss of appetite and weight, and common mental issues are depression, anxiety, anger, and burnout related symptoms like emotional exhaustion (Maass et al, 2013:346).

Dr. Nekeshia Hammond, a licensed psychologist says, "*Sometimes sexual harassment registers as a trauma, and it's difficult for the [patient] to deal with it, so what happens is the body starts to become overwhelmed. We call it somatizing: the mental health becomes so overwhelming one can't process it to the point of saying*

¹<https://www.nbcnews.com/better/health/hidden-health-effects-sexual-harassment-ncna810416> assessed on 28-05-2019.

'I have been traumatized' or 'I am depressed.' Essentially, it's a kind of denial that when experienced for a long state can turn into physical symptoms.'

Sometimes, a victim herself is not well aware of the fact that she is victimized and is experiencing physical or mental issues because of the problem that she is facing. When the victim ignores the issue, it overburdens her and sometimes the victim starts self-blaming for experiencing sexual harassment. She starts searching for the faults within herself that somewhere she is wrong that she has experienced such kind of behavior at the hands of the perpetrator and does not consider the perpetrator a culprit. Many studies reveal that women victims tolerate and ignore such issues because of the stigmatization which makes them the passive victims of the menace.

Legislative measures:

Various legislative measures are enacted to protect women from various sexual crimes like the Indian Penal Code (IPC), Section 294 deals with obscene acts and songs, etc. Section 292 IPC deals with the restriction of the sale of obscene literature which may spoil the young generation. Section 354 deals with the persons who outrage the modesty of a woman by the use of criminal force and when he commits rape, section 376 is applied. In the case of only insulting the modesty of women through gestures and postures section, 509 comes to the rescue (Tripathy, 1998:295-96).

Various articles seek to protect women's rights in the constitution like Article 14 which declares equality before the law, Article 15 which prohibits any kind of discrimination against any person on the grounds of sex, religion, caste or creed, etc. Article 16 which provides equality of opportunities to all, Article 19 protects certain rights like freedom of speech, to practice any profession, etc. Under Article 21, all persons are entitled to "life and liberty." And Article 42 provides the provisions for just and humane conditions of work and maternity relief.

Apart from these articles, we have several Acts that seek to prevent women from any kind of disparities like Factories Act 1947, Maternity Benefit Act 1961, Dowry Prohibition Act 1961, The Equal Remuneration Act of 1976, and National Policy for the Empowerment of Women 2001, etc. (Asmat and Mehboob, 2016: 36-43). But the main Act that deals particularly with the sexual harassment of working women is the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Under this act, each workplace is to constitute an internal committee (in each workplace) and a Local Committee (at District level) where the aggrieved woman (the victim of sexual harassment) can report the incident and the committee will do the inquiry and redress it. The Act lays down the number of members that the committee will constitute. It also provides the procedure that the aggrieved woman should follow to seek justice. It also explains the duties of the employer before and after the matter has been reported by the victim.

Objectives:

The study aims to highlight the impact of sexual harassment on the victims.

Below are the key objectives of this study:

- This study seeks to explore the experiences of sexual harassment among working women.
- To examine how the victim responds to the experience.
- To analyze the impact of sexual harassment on the victim.
- How far the legislative measures have proved useful for the victims.
- To suggest some measures to tackle the issue at the workplace.

Methodology:

The study is based on both primary as well as secondary sources. The secondary sources highlighted women as the main victim of sexual atrocities so sexual harassment among women working in different sectors was chosen as the main focus of the study. Through the snowball sampling, the cases were identified and interviewed. Ten case studies were chosen for the paper and through the detailed interview, the impact of the sexual harassment on their health and work was analyzed. Secondary sources include books, journals, newspaper articles, etc.

The gist of the cases discussed below:

Sexual harassment is found to be prevalent everywhere and in every field in one or the other form and it is because of the non-reporting of the cases that the number remains low on records.

Table 1 Gist of the profile of the cases discussed below

The field of work of the victims	Three from the nursing profession. Two from the higher education department working as contractual lecturers. One working as a junior Assistant in PDD. One teacher working in a private school. One from the banking field and working as a banking associate.
Marital status of the victims	Five among the eight were unmarried and the remaining three were married.
Residence	Six victims were from the Urban area and two from the rural area working in Srinagar.
Age group	Six victims are above 30 years of age and

	two are below thirty.
Educational Status	Five among eight victims were Masters in their field and the remaining three are 12th+ Diploma.

Source: Field Study

Case Studies:

Case one:

A woman of 44 years of age from Nishat is currently working in Lal Ded hospital Srinagar as a senior nurse. She is married has two children (son and a daughter). She is having a nuclear family and does not have any maid to do household chores. Her educational qualification is 12th plus Diploma in Nursing. She is having a total of 24 years of experience in the field and 15 years of experience in Lal Ded hospital. She finds her job hectic not because of an overburden of work but because of the public dealing wherein she has to address people of different backgrounds. According to her, she has experienced gender harassment hundreds of times in her job where she was called 'weaker and unable to perform her duties properly'. She said, *"women are often compared with a man saying that man are better workers than a woman, woman only knows how to cook, wash clothes and look after their children. It is often said that when women come outside their home they because of their low mental capability are not able to do justice to the job and thus cannot make a happy home as well. They are often blamed for their children's faults and misbehavior."* She shared one of the experience saying, *"that day my daughter was ill and I had to take care of her and I was a bit late and missed the initial phase of daily rounds. One of the doctors said she should not have worked outside when she cannot balance the two roles. It was better to look after her children and cook food at home. It was more than a big slap for me when everyone was watching me nodding their heads and applauding what the doctor was saying. It was a humiliation. I was always on time and always tried to look after the patients like my own family but sometimes are crucial and people around should understand the same but they don't. They only see our flaws and not what we do for them and the patients. It did affect me mentally, for several days I had a headache and could not sleep as I was having the whole scenario in the back of my mind and I used to ask myself where was I wrong? Did I not work hard to make my place? And still, I am not accepted and my work is not entertained at all and even a single mistake is highlighted as if they don't make mistakes because being a man their flaws are not highlighted."* On asking how she responded to the humiliation she said, *"I didn't respond as everyone was sure to support the harasser as everyone was applauding him and no one would have supported me so it was useless to say anything."* There is no complaint committee in the hospital. She even is not aware of the fact that the situation that she was in constitutes sexual harassment and can be addressed and the perpetrator can be punished under the law.

Case two:

A woman from Shopian, 29 years of age working as a contractual lecturer in College. She has done M.A English and M.Phil. She is currently having 4 years of experience in the field. She is unmarried having two brothers and parents in her family. She shared her experience of sexual harassment at the workplace. She said, *“Initially I was not that friendly but when other colleagues called me mean, unsocial and traditional I started to talk to people especially male faculty. It becomes difficult when you have such a kind of environment around where everyone is so frank with other person and when you don’t talk to them, you appear egoistic and rude. So, I started to talk, be friendly and smile to look more social than before.”* She said, *“I had one of my colleagues working in that very college who was initially nice and used to talk to me and the conversation was mostly related to our work and teaching. But later he tried to be more close as a friend which I was not sure what he wanted but I didn’t take it otherwise as I knew if I do I would be called an overthinking stupid person and having the wrong mentality so I thought it is common nowadays to be friendly with male colleagues as everyone used to crack jokes and all. In that very situation, to be away or reserved appears rude. But one’s smile is also taken wrong and later you feel it is better to be reserved than to talk friendly with the people around you. He, one day commented on my dress and said I have a good sense of clothing and I wear decent clothes. I found it okay to comment that way but days passed and he started commenting like you look fat in this one the blue one was good and you looked slim in that very dress. I gazed at him just to let him know that you are crossing your limits. But that gaze was not enough and he started asking me what happened why I am not talking to him since that very day. When I asked him to be away in front of everyone he started blaming me by telling others that I was very good to him, I used to call him, text him and was trying to be extra friendly but now when I approached her in front of you she is behaving very innocent as if she was never interested in me. He called me diplomat and hypocrite. It was harassment, it created stress. I was not sure what I did that made him say like this. But I knew whatever I say was not going to make any sense as nobody would believe me. And that silence was also not the solution that I now understand as they started talking to each other in sign language by pointing towards me. It was a humiliation, I wanted to leave the job but as our contract was going to end in March which was only a few days away I somehow managed those days there. It was torture, mental frustration to be in that very environment those days.”* There is no complaint committee in the college.

Case three:

A woman of 35 years of age is currently working as a banking associate in J&K bank. She is unmarried and lives around Rawalpura. She is having graduation and MCA as her qualification and has one year of experience in the field. She shared her experience of sexual harassment at the workplace. She says, *“She has one male colleague in the bank who often irritates her with the gaze and inappropriate gestures.”* She initially was not knowing about that person and was good with everyone. But when he behaved inappropriately she maintained distance with him and did not even talk to him unless necessary. She says, *“He tries to be very*

friendly but I often doubt his intentions so I try to ignore him. His upward downward looks irritate me and I get uncomfortable whenever he is near me. He often tries to touch by leaning down and looking at the computer screen sometimes. I try to get away to make him understand that the behavior is not welcome but he continues with the behavior. When I leave the bank, I feel happy to be home but in the morning even the thought of being there and again facing the issue creates stress. I feel like not having anything in the morning, I go empty stomach because of the mental stress. I often think of transfer but have to wait one more year for probation to complete. After the probation is over I can move to another branch and hopefully, I don't have to experience such kind of behavior in the future." There exists no complaint committee in the bank. She said she ignores the behavior which is not helping but she cannot retaliate in the situation where she is working under him.

Case four:

A woman, 32 years of age from Natipora, working as junior assistant in the Power Development Department. She is unmarried her qualification is M.A in statistics. She is currently having her first year of experience in the field. She says she is facing sexual harassment in the workplace and the perpetrator being the Superintendent Engineer under whom she works. She says, "He often calls me to his chamber by making silly excuses and watches me up and down in an inappropriate manner. I was not wearing an abaya initially but got two abayas for office after experiencing the gaze. I don't wear them at other places but only in office to avoid the inappropriate gazing from him. But the abaya could not do the needful, he still comments on my looks and says I look pretty whether I wear an abaya or not. I cannot confront him so I try to ignore him and his behavior but it creates mental stress. I realize I have lost some weight during that very period. I don't know what to do. He is married and has three kids. I don't know why he behaves so cheap and how to make him understand I don't like his behavior. My colleagues also make fun of me when I tell them about the issue. They don't understand the severity of the issue." There is no complaint committee in the department even if it was there I would not have reported the issue as people will consider me at fault and my job will be at stake."

Case five:

A woman of 25 years of age has worked as a teacher in a school. She lives in Mehjoor Nagar. She is an M.A in Education. She is having one plus year of experience in the field. She shared her experience of sexual harassment in the educational institute where she worked previously. She says, "I left the job after the incident. It was mental torture to be in that very situation". She narrates, "Our school principal was cheap and had bizarre behavior. He was good initially but later after a month or so he started making comments on my dress and my looks which was very irritating but I used to ignore it. He, again and again, tried to penetrate my personal space I always ignored thinking the behavior will stop at some time. On one day, there was strike in the city and I called school authorities to enquire if we have to come and I was asked to come. I called another girl working in the same school but she did not receive it. When I reached the school I found

no one in the school. I thought to call the clerk again to ask him why he asked me to come if the school was not open. And in the meantime, I heard the same person saying hello! I greeted and he started coming closer and I stepped back when he was still approaching and tried to grab me. I got frightened and ran away from school and never looked back. Though they called me so many times. It was havoc. I could not sleep for so many days. I could not think of joining some other school. I still think about it and start feeling shattered. It was the most dreadful incident that I have come across." She is not aware of the complaint committee and its functioning and also she said she won't have reported because of the traditional society which blames the victim and not the perpetrator.

Case Six:

A 52 year old woman residing in Srinagar and basically from Islamabad is married and has three children. She is 12th pass and has a Diploma in nursing. Presently working in Rainawari hospital as a health worker. She has a total 30 years of experience in the field out of which 8 years in Rainawari. She shared her experience of sexual harassment from patient attendants. She said, *"There was one patient in the hospital whose condition got worst. On the same day in the afternoon, I gave him an injection that the doctor had suggested. After an hour or so his condition got worst and his attendants started blaming me for the very condition. They even said the women should not do such work and should be home and serve their family and look after the cattle etc. At home, you have to do what your mental abilities are apt for. Don't know how you get the work. They even said we get in contact with our seniors to get this job. It was humiliation. It was a kind of situation where you cannot say I was not wrong I did what the doctor asked me to do. If you have to blame anyone, blame the male doctor who advised this injection. But I did not blame the doctor as it could have led to further consequences. To avoid that I kept quiet and listened to his comments patiently. But what he said struck me and affected me badly. After the incident, I took three days to leave to settle down a bit"*. There exists no complaint committee in the hospital. Even if there was she is not aware of the harassment Act and the redressal mechanism.

Case Seven:

A woman 35 years of age from Harwan is 12th pass and a Diploma in nursing. She is currently working in SMHS hospital as a health worker. She is unmarried living with a joint family. She has 9 years of experience in the field. She shares her experience of sexual harassment in the hospital where she was degraded by the patient's male attendants. She said, *"On one day, one of the attendants started flirting with me. I did not pay attention to that very guy. Later on, the same day when I was talking to the resident doctor generally and seeing that the same person started commenting on me saying you are having a loose character, you are flirting with other male doctors. It was humiliating and I felt ashamed in front of the doctor and others. I could not utter a word. Though the doctor asked him to mind his language and respect the woman, in general, he kept on blaming which was disheartening. I could not face the doctor after that incident."* When I asked the

doctor for such behavior she said, *it was probably because I did not give him attention and he felt to get revenge for the insult that he faced. I did not respond just because there was no sense in responding to the person having such kind of upbringing.*"

There is no complaint committee in the hospital.

Case Eight:

A woman of 38 years of age is from Khanyar. She is married and currently working as contractual lecturer in a college. She is done Master's in Political Science and has 5 years of experience in the field. She shared her experience of sexual harassment in the college. She said, *"I experienced some comments from the male colleague which were degrading and I felt humiliated and I cannot not forget the whole situation even today. I was eight months pregnant so I was not able to walk properly. The male colleague at that time who already had some issues with me started talking to other male colleagues (which he was pointing towards me), 'it is very painful to see a woman working in this situation. I wonder what makes a woman do a job in this condition, it was better for a woman to stay home and do some household chores. Why are they overburdening themselves as well as their family? Women do not come to the workplace to earn. They don't need that they just want to run away from their duties which are to take care of their in-laws. Even if it makes them vulnerable to other crimes and serves non-mahram (non-family member), they will bear that but not the service of their in-laws. The time has changed we don't find now the bahaya (modest) woman who used to be inside their home in this condition. They like to flaunt their baby bump before everyone without any modesty'. I resigned from that place and stayed home for a year and a half to take care of my child as well but that incident was haunting me inside and I felt guilty of getting out and work".* The college does not have any complaint committee. She even is not aware that this is a form of sexual harassment that is illegal and the perpetrator can be punished under the law.

Major findings of the Study:

Table 2 Findings of the paper

Forms of Sexual harassment	1. Gender harassment: 02 2. Unwanted Sexual attention: 05 3. Sexual coercion: 01
Perpetrators	Seniors, Colleagues, and attendants (in the nursing profession). Mostly men are the perpetrators whether having a senior position or equal.

The response of the victim	Silent, ignoring the person and the reasons cited are I won't be believed, supported, I would be blamed for initiating, and I was to face the repercussions. Moreover, the victim working in the private sector and also on a contractual basis left the job.
Impact of the harassment on the Victim	Sleeplessness, stress, headache, fatigue, and loss of weight.
Legislative measures at the workplace	No complaint committee was found working at ground level.

Source: Field Study

Discussion and Conclusion:

In the above-discussed cases, what we could deduce is that sexual harassment is prevalent everywhere and because of the non-reporting of the cases the issue is not considered of much importance and also not prevalent. Moreover, the culture of silence makes the issue more severe when the victim is not able to talk about it or share what she is going through. It all affects her inner self, her performance, confidence, and more importantly her mental wellbeing. She is not able to eat properly, not able to concentrate on her work but always thinking about what shall she do to protect herself from the untoward incident and in the process, her mental abilities are affected by the hostile environment that sexual harassment provides. Women in the above cases were seen being misinterpreted for being good to male members of the workplace. She, to adjust to the present environment, tries to be friendly with the people but she is taken wrong and sometimes blamed for initially being interested in the person and later refusing such thing. The woman initially is not sure how to respond to any such behavior. If she reacts promptly people call her rude or narrow-minded and if she remains silent, that too gives wrong signal to the perpetrators and when she retaliates after realizing the wrong intentions, she is taken as initially interested and then refusing. Also in two of the cases, we saw the male counterparts cannot take 'No' as the response from the women. If she does so she is insulted in front of other colleagues to get revenge for the insult. Moreover, if she confronts the act it is going to have repercussions in terms of loss of work or something worse than that. She is blamed for everything. She, thus tries to be silent, which is not the solution. Her silence is taken as her acceptance of the fault. And the whole situation whether to talk, ignore, respond, or be silent affects her badly.

Sexual harassment is not attached to the age or marital status of the victim as in the above cases we saw most of the cases were above 30 years of age and married. Moreover, some people consider it a problem with those girls who wear loud make-up or wear some tight-fitting clothes but it is the problem of a general common woman who does not even know what wrong she did that made a manharass her. But in the findings, I found that the dress a girl wears does not make much difference on the victim as seen in some of the cases the abaya

(veil) did not protect them from getting sexually harassed. Furthermore, ones looks i.e., being beautiful and smart adds to sexual harassment. A woman being victimized often doubts herself for the action and thinks maybe she did something wrong that initiated the action.

Moreover, the complaint committee as prescribed by the Act is not present in any of the workplaces and the reason is the low reporting of the cases. The action is not reported and many of the victims feel it could have repercussions on her later life and she may be blamed for the action which could lead to further insult. The culture of silence makes them tolerate a hostile environment without any reaction. It creates stress, anxiety, torture, and mental exhaustion.

Suggestions:

To tackle the situation and to make the work environment friendlier for the women workers, it is important to provide them with security not only in terms of having a body to have an eye on such issue but also to make the workers more respectful towards women. Some seminars, discussions, lectures should be included in the workplace from time to time to discuss the contribution of women in society and to respect them to make progress. There is a need for gender sensitization where both the male as well as female are made to understand and respect the sensitivities of other people which includes both strengths and weaknesses. It will help in mutual respect and understanding to achieve a common goal. Moreover, the womenfolk are to be educated about what constitutes sexual harassment, its forms, and its impact on the victim, and also the various legislative measures enacted to combat the issue. So that they come forward and speak about the issue. Mere legislative measures will not do anything unless women are made aware about such measures.

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