

PREFACE

A woman is a beautiful gender created with patience and elegance to spread love, peace and balance in the society. The status of women is always a matter of concern and even the Indian society is not an exception to it. Every civilized Nation has recognized the evil of Sexual violence against women. The fast-diminishing moral values and misconception of self -centralization among the people, has resulted in making women a soft target for abuse, humiliation and torture. Almost every working woman at any time of their working life has witnessed and experienced such disadvantage which has caused mental stigma, moral degrade and physical abnormality to this gender. Women are sensitive in regard to their physical appearance and biological construction which, however is perceived differently by men and hence they target women as product of pleasure.

The constitution of India has recognized Right to employment as a fundamental right as well as right to live with human dignity is an inherent right of every individual. Right to life not only means animal exitance rather it means life with dignity and respect. The virtue of right to live with dignity, equality and respect has been nullified by the phenomenon of Sexual Harassment. The researcher wanted to highlight the various constitutional provisions which has been provided by the framers and realized by legislative propaganda but yet to be established and enjoyed by those for whom it was meant to be. The detail study on rights of women in the preview of constitution and various international and national efforts to this extent has been described by the scholar to specify its utility and advantage.

The countries like USA, UK and Canada have already recognized this evil and designed stringent laws for curbing it. However, In India this wrong has very recent origin and only after the significant pronouncement of Vishaka V. State of Rajasthan the legislative and legal fraternity has referred it for issuing guidelines that has to be observed by private and public establishments, both organized and unorganized. In India, with public opinion gaining momentum, Sexual Harassment of working women

was sought to be curbed by the Sexual Harassment of Women at workplace. (Prevention, Prohibition and Redressal) Act, 2013, which was brought in after the outrage of Delhi Gang Rape case. The researcher has done her best effort to reach to as many working women as possible to examine the level of awareness in the subject. The study was conducted among literate working women in the district of Kamrup Metropolitan where questions on social attitude, resistance of women and existing stereotypical notions were raised. The detail discussion on Sexual Harassment Act has been done in this work and provisions are explained in detail by the researcher to make it easy and understandable by general people.

This work primarily focuses on implementation of various provisions included in the Sexual Harassment Act, as directed by the Apex Court of the country on Sexual Harassment which has to be observed by all the organizations at their own level. The Researcher has also examined various case laws relating to Sexual Abuse and its pronouncements so as to find out the sincerity and dedication of legal fraternity in resolving the demeaning offences of Sexual nature. This endeavor is entitled to throw some light in the working of different statutory and executive bodies with respect to execution of different policy programs for overall upliftment and empowerment of women in general.

This is a sincere attempt of the Scholar to deal with the multifaceted issue of Sexual Harassment within the legal periphery.



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