

**“Anguished Fables of Women at Workplace: A Critical Analysis”**

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**ABSTRACT**

*“Our lives begin to end the day we become silent about things that matter”- Martin Luther King Jr.<sup>1</sup>*

Sexual harassment at workplace is the result of the deeply cemented patriarchal society encouraging hegemonic practices. Gone are the days when women were merely home makers. With the inset of globalization and empowerment, women have started working in various fields and, thus, sexual harassment has become an apparatus of the workplace.

With large inflow of women in the conventional workforce of India, sexual harassment has presumed greater magnitudes. Freedom of women to enjoy their rights is anchored in the societal structures and power relations. Various legislations have been enacted for protection of women vis-à-vis the fundamental rights enshrined by the constitution of India such as right to equality, right against discrimination, right to life and dignity.

However, there is poor implementation of such laws and violation of the above guaranteed rights which in turn creates antagonistic work environments and does not hold the violators accountable due to which the women workers have some anguished fables of harassment.

The paper aims to draw some light on this poor implementation of laws. It highlights the need of the hour to protect women’s safety so that they can be instrumental in the progress of the country. Along with this, the paper also aims to shed some light on the various issues and cases prevalent in the society and how it is essential to change the perspective in which we look at them and methods to combat the same, striking the very root cause.

**INTRODUCTION**

Ladies who since old ages were embodied as images of SHAKTI importance power are deceived today from "belly to tomb". Inappropriate behavior that used to be a thin term managing penile infiltration has now increased a more extensive greatness covering different acts, for example, passing obscene comments, making commotions, unwanted signals and so on under its ambit.

Inappropriate behavior in working environment is an issue going to the bleeding edge with expanding number of cases each day, one happens to contemplate ,would we say we are actually a dynamic culture? When in the Vedic period (Rig VED) ladies were given equivalent rights as men, they were permitted to choose their accomplice through the strategy for swayamvar, so why now there is separation between both the sexes?

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<sup>1</sup> google quotes on sexual harassment

Lewd behavior at working environment not just makes opposing , dangerous workplace for ladies, yet additionally hampers their entitlement to live with nobility. The monetary reliance on work , weight of obeying bosses cause ladies to surrender to such improper conduct.

In the ongoing report of Crime in India 2016 by National Crime Records Bureau Ministry of Home Affairs, dominant part of bodies of evidence under wrongdoings against ladies were accounted for under 'Pitilessness by Husband or His Relatives' was 32.6% , 'Attack on Women with aim to outrage her Modesty' adding up to 25.0%, 'Capturing and Abduction of Women' (19.0%) and 'Assault' (11.5%). In Uttar Pradesh the quantity of instances of wrongdoings against ladies had all the earmarks of being 14.5% (49,262 out of 3,38,954 cases). In 2016, West Bengal (9.6%) (32,513 cases). Delhi Union State had the most noteworthy crime percentage (160.4) in contrast with the national normal pace of 55.2"<sup>2</sup>

## EVOLUTION

One of the chief worries of the ladies' development in the nation since the early80's was Sexual Harassment at the Workplace (SHW). During the 1980's, the congregate against mistreatment of Women (Mumbai) started an activity countering that the lewd behavior of ward-young men and emergency clinic staff out in the open and private medical clinics, nurture by the patients and their male family members, against the air-masters by their partners, associates and travelers. The quantity of females who made orderly move against SHW expanded as an ever increasing number of working ladies approached. In Goa, Baailancho Saad ('Women's Voice') accumulated popular assessment against the central priest, who badgering his secretary. The general population was prepared through exhibits, protests and rallies till the clergyman had to leave. An open intrigue case was recorded by a similar association in 1990, to get revisions the assault laws that characterized assault in the encompassed feeling of 'penile infiltration into the vagina'. Another fire lit in the ladies' gatherings as they approached on the side of another worry about different explicitly rough acts against ladies, including SHW<sup>3</sup>.

## VISHAKHA AND OTHERS V. STATE OF RAJHISTHAN AND OTHERS

The most dubious, debatable and horrendous assault that occurred at the working environment was during the 1990s which included a Rajasthan state government worker. Where Bhanwari Devi attempted to deflect youngster marriage, playing out her obligations with most extreme ingenuity as a laborer of the Women Development Program. The outdated patriarchs who wereinfuriated by her 'guts'for showing her a thing or two, they

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<sup>2</sup> ncrb.gov.in

<sup>3</sup> Supremo Amicus V0lume 11 ISSN 2456-9704 sexual harassment

alternated and assaulted her over and again. After a very protracted mortifying fight in court in the Rajasthan High Court<sup>4</sup> the survivor didn't get equity and her attackers, "taught and upper standing princely men", were permitted to go free. This led to an open intrigue suit in the Supreme Court of India documented by a chafed ladies' privileges gathering, Vishaka.

A milestone judgment was passed by the Supreme Court in 1997 in issue identifying with the Vishaka case, which set down rules to be clung to by the foundations in managing grievances in regards to lewd behavior. The court requested that until the enactment is passed to manage this issue, these rules were to be actualized.

The Vishaka case is a milestone judgment of inappropriate behavior at working environment. Not on the grounds that it was assault on working ladies' principal option to work without dread and partiality or not on the grounds that it is an adventure of tremendous torment of a gullible working lady. Not on the grounds that a lady demonstrated commendable shock to battle against the male self image our shameless society. It is a milestone case in light of the fact that without precedent for history it was formally perceived at such an elevated level of requirement for laws for inappropriate behavior and setting down of rules of lewd behavior of working lady.

In accordance with this, the National Commission for Women (NCW) was mentioned by the Government of India to draft the enactment. Different concerns were raised with respect to the NCW draft. Because of these worries, eventually, a drafting council was set up to make a reestablished draft. Different ladies' associations are a piece of this board of trustees, including Majlis from Mumbai. At the end of the day, the draft was an aggregate exertion of different ladies' associations and ladies legal counselors related with worker's organizations in Mumbai. Be that as it may, to stress there was a specific concern, while working out the draft. The worry identified with the consideration of the sloppy division and for the fuse of arrangements.

### **SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION AND REDRESSAL ) BILL, 2004**

*"Sexual Harassment of Women at The Workplace (Prevention and Redressal) Bill, 2004"*<sup>5</sup> is a bill that is presented in the parliament of India. The essential goal of this bill is to forestall and change lewd behavior issues of ladies at the working environment. This bill was planned keeping with the standards of fairness, opportunity, life and freedom as cherished in the Constitution of India, and as maintained by the Supreme Court in Vishaka v. State of Rajasthan<sup>6</sup> and as referenced in the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) to which the Government of India is a

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<sup>4</sup> Combat Law, 2003

<sup>5</sup> <https://www.mondaq.com/india/employee-rights-labour-relations/876830/sexual-harassment-of-women-at-workplace-a-brief-analysis-of-the-posh-act-2013>

<sup>6</sup> 1997(7) SCC.323

signatory.

Notwithstanding all the endeavors, battles creation of enactments the usage took a back foot. There were enactments and disciplines yet no dread in the psyches of individuals. Different noted cases were accounted for with respect to inappropriate behavior at workplace. For example Tarun Tejpal was an and proofreader in-head of Tehelka magazine. Be that as it may, in November 2013 he was supposedly blamed for assaulting a youthful female staff member. This occasion occurred in the lift of a lodging during the magazine's yearly meeting, Thinkfest. He was accused of lewd behavior and assault for abusing his position.

AK Ganguly was a Supreme Court judge who was held at risk for explicitly irritating an intern. This was first detailed by the understudy through a blog composed by her. As consequence of this, the CJI chose to set up a board to decide the rightness of the previous assistant's allegations. A three-judge seat of the Supreme Court at that point arraigned Ganguly of submitting a "demonstration of unwanted conduct.

The scandalous Harvey Weinstein the American maker was blamed by more than 8 ladies for inappropriate behavior and non-consensual sex in the work place. These issues went to the cutting edge through the #MeToo development where ladies from varying backgrounds from the shopfloor to the most significant level of work approached to recount to their anecdotes about provocation.

The Protection of Women against Sexual Harassment at Workplace Bill (2010) was the main endeavor to make enactment to control this wrongdoing. It gives objection and redressal components as Local Complaints Committees (LCC) in each sub-area and regions. The enquiry of the boards gets finished inside 90 days and the area official needs to do the suggestions made by it inside 60 days. On the off chance that there is any infringement with respect to charge fine of Rs 50,000 will be forced. The hierarchical framework for the whines to be done under this go about as though there is any frequency the grievance goes under Internal Complaints. Board of trustees or Local Complaints Committee and toward the end manager is required to follow up on the choice given by the advisory group under 60 days and if the respondent is unsatisfied with the choice of the council he can bid against it inside 90 days of the date of proposal.<sup>7</sup>

## **DIFFERENT LANDMARK JUDGEMENTS**

### **1. Attire Export Promotion Council v. Chopra**

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<sup>7</sup> Manu Balachandran & Madhura Karnik, INDIA'S LONG HISTORY WITH SEXUAL HARASSMENT AT WORKPLACES, available at: <https://qz.com/931653/indias-long-history-with-sexual-harassment-at-workplaces/>

On account of Apparel Export Promotion Council v. Chopra , it was given accentuation on that the lewd behavior depends on sexual orientation segregation where International Labor organization was cited for the equivalent. In 2007, In Parliament the Sexual Harassment at Workplace Bill was proposed.

## 2. **Grewal v. Vimmi Joshi**<sup>8</sup>

"Grewal v Vimmi Joshi " ,while conveying the decisions identified with lewd behavior accentuation on arrangement of the bill were laid. Anyway none of them strongly requested a bill to be passed, in this manner deliberately ignoring the issue. It was there following 16 years that a bill was passed identifying with inappropriate behavior in India. one would in this way normally anticipate that the bill should be profoundly thorough and liberated from deficiencies. Anyway that was not the situation to be. The bill blamed on certain fundamental arrangements, yet in addition neglected to assess certain sacred hypotheses identifying with the part of sexual viciousness.

## 3. **Medha Kotwal Lele v Union of India**<sup>9</sup>

On account of "Medha Kotwal Lele v Union of india" was featured that the rules in Vishaka are followed in break. The ladies laborers are exposed to provocation through legitimate and particular techniques and they are made to endure affront and outrage. It was pointed law that India is the biggest popular government on the planet and the current laws, if vital be overhauled and proper new laws be instituted by Parliament and state lawmaking bodies to secure ladies any type of obscenity, outrage and insolence at all spots, regardless of whether homes or outside and forestall all types of viciousness. Empty talk, empty explanations, latent and insufficient laws with messy authorization are insufficient for valid and certified upliftment of ladies.

1. **Male Dominance** : The definitive men for example men in power, causing sexual favors towards female subordinates by this one to can normally comprehend that this sort of male conduct is just about the sex to which we call mainstream recognition. In any case, the genuine issue isn't sex; it's sexism at work. The truth of the matter is most badgering isn't tied in with fulfilling sexual wants yet it's tied in with securing work particularly the most preferred professions. A significant part of the badgering ladies face at the work environment isn't "sexual" in substance or structure yet the thought process behind this is to show the control of male society. What's more, this sort of conduct decide the sex distinction and to guarantee function as a space of manly dominance.

2. **Inferior Job Position**: Women for the most part use less various leveled power in associations, and men have progressively, lewd behavior fills in as one technique for the

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<sup>8</sup> (1999) 1 SCC 759

<sup>9</sup> (2009) 2 SCC 210

amazing stating authority over the weak. This proposal is bolstered by discoveries that ladies are bound to be bugged when they move into more elevated levels in associations or into non-conventional zones. The people with less force will in general be progressively mindful to the people with more force than the opposite. This obviously shows the people with mediocre occupation position in an association or in establishment are more inclined to lewd behavior than an individual in power.<sup>10</sup>

**3. Aggressive Masculine Trait of Male Gender:** Different inquires about uncover that harassers are found in a wide range of occupations at all hierarchical levels, inside and outside home and even among the school educators. The inappropriate behavior is supposed to be a result of extraordinary seriousness and worries with self image or there is consistently a dread of losing position of intensity or predominance among men. They would prefer not to seem frail or less manly according to other men. So as to show their strength they take part in hassling the ladies partners. So this turns out to be clear here that the manly forcefulness causes the inappropriate behavior of ladies.<sup>11</sup>

**4. Misperception about the Friendly Nature of Women:** It is recognizable that men in an association started to annoy their ladies partners who are very amicable in nature. They see that these ladies are calm in nature and on the off chance that we look for sexual favors from them they will acknowledge. Yet, that was not what ladies herself showed her expectation to be. What's more, this at last prompts the way that the ladies are being seen as of having a sexual enthusiasm by being well disposed. This well disposed nature lady with their men associates in an association or when all is said in done social arrangement turns into the reason for inappropriate behavior.

**Higher Academic Profile and Lesser Job opportunity:** In our current day society we know about the way that there are an enormous number of ladies populace who are with higher scholastic degrees rendering for work yet the accessible employment position are lesser than these exceptionally taught young ladies. At the point when these skilled and proficient ladies started their excursion to get a new line of work in an association may it be an instructive establishment or other private or government part they are pestered and progressed by sexual favors by the individual in charges and for that they are guaranteed to be extended to an employment opportunity. This conduct of male segments of an association who are in higher positions prompts a result of 'Renumeration' (This for That). Last when these young ladies are connected to a specific activity position in an association they are regularly requested sexual proposals for advancement, pay increment and different states of business. Most likely this is clearly the situation of our current society and this gets one of the essential reasons for lewd behavior of youthful taught ladies.

## **II. INTERNATIONAL LEGISLATIVE FRAMEWORKS**

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<sup>10</sup> S. G. Baugh, "On the Persistence Of Sexual Harassment in the Workplace", *Journal Of Business Ethics*, Vol. 16, No. 9, Women in Corporate Management, pp.899-908, 1997.

<sup>11</sup> J. I. Kalyar, "Sexual Harassment Against Women in India: An Overview", *International Multidisciplinary Research Journal*, Vol.2, Issue II, 2015.

- India's commitment in the different global discussions and the order of the worldwide settlements on the human privileges of ladies is a statement of the pledge to guarantee respect and equity of ladies in all areas of life as plainly expected in the Indian Constitution.
- The accompanying measures and frameworks on advancing uniformity and tending to lewd behavior:
- Universal Declaration of Human Rights, 1948: Equality in nobility, rights and opportunities and equivalent insurance against any separation are cherished in Articles 1, 2 and 7.<sup>12</sup>

ILO Discrimination (Employment and occupation) Convention, 1958, centered to secure segregation in occupation and work on the grounds of sex, race, shading, religion, political sentiment, national or social birthplace. In 2003 a general perception was made by ILO Committee of Experts, on the Application of Conventions and Recommendations (CEACR) featured that inappropriate behavior is a type of sex separation and inside the prerequisites of Convention No. 111 it ought to be tended to. In the perspective on the results and genuine resonations of lewd behavior, the CEACR has attempt to convince governments to take reasonable measures to preclude inappropriate behavior in business and occupation and has given constituents of a meaning of lewd behavior<sup>13</sup>

- International Covenant on Economic, Social and Cultural Rights, 1966: urges all states to ensure rights articulated in it without segregation of any sort. It guarantees that state must give equivalent chances to people in all the circles whether it is financial, social and social rights. The option to reasonable states of work is revered in Article 7'
- United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979: State gatherings to the International Covenants on Human Rights have the commitment to guarantee the equivalent privileges of people to appreciate all financial, social, social, common and political rights. There are likewise goals, statements and suggestions received by the UN and the particular offices advancing correspondence of privileges of people.<sup>14</sup>
- ILO Indigenous and Tribal Peoples Convention, 1989: Governments will, inside the system of national laws and guidelines, and in co- activity with people groups concerned, embrace uncommon measures to guarantee that

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<sup>12</sup> UN General Assembly, Universal Declaration of Human Rights, 10 December 1948, 217 A (III)

<sup>13</sup> International Labour Organization (ILO), Discrimination (Employment and Occupation) Convention, C111, 25 June 1958, C111

<sup>14</sup> UN General Assembly, International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights and Optional Protocol to the International Covenant on Civil and Political Rights, 16 December 1966, A/RES/2200

laborers appreciate equivalent chances and equivalent treatment in work for people, and insurance from inappropriate behavior (Article 2o.1-3 (d))<sup>15</sup>

- 'ILO Decent Work for Domestic Workers Convention, 2011: Under this show it was guaranteed that every part will take defensive measures for residential laborers against all types of misuse, brutality and provocation (Article 5)<sup>16</sup>
- ILO Resolution on Equal opportunities and Equal Treatment for Men and Women in Employment, ILC, 71st Session, 1985 prescribed that measures be taken to stretch out social insurance to ladies and men concerning conceptive perils and lewd behaviour.
- UN Declaration on the Elimination of Violence against Women, 1993: The statement on the end of viciousness against ladies is the primary global human rights instrument to only arrangement with the issue of brutality against ladies. It asserts that viciousness against ladies disregards, hinders or invalidates ladies' human rights and their activity of principal opportunities. Viciousness against ladies would envelop however not be restricted to physical, sexual and mental savagery happening in the family, happening inside the general network, executed or overlooked by the state any place it happens.
- The Beijing Platform of Action drawn at the United Nations' Women's Conference in Beijing in 1995 called to propel ladies' privileges and to take out brutality against ladies including lewd behavior at work.
- 'ILO HIV and AIDS Recommendation, 2010 : Measures ought to be taken in or through the working environment to diminish the transmission of HIV and reduce its effect by: guaranteeing activities to forestall and restrict viciousness and provocation in the work environment (Article 14 (c))

## **II.2. CONSTITUTION OF INDIA**

The essential goal of the Constitution of India is to secure every one of its residents with Justice, Liberty, Equality, Fraternity and Dignity as it is set down in the Preamble to the Constitution of India.

Central rights supplied in the Constitution

- Article 14: Right to Equality through correspondence under the watchful eye of law and through equivalent assurance of laws . The idea of uniformity doesn't mean outright fairness among people . It is an idea of

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<sup>15</sup> InternatiOnal LabOur OrganizatiOn (ILO), IndigenOus and Tribal PeOples COnventiOn, C169, 27 June1989, C169

<sup>16</sup> InternatiOnal LabOur OrganizatiOn (ILO), COnventiOn COncerning Decent WOrk fOr D0mestic WOrkers, 16 June 2011, PRN0.15A



inferring accomplish of any exceptional benefit by Constitutional Law of India by reason of birth, belief or like in the kindness of any individual and furthermore the equivalent subject everything being equal and classes to the normal law of land.

- Article 15: It sets out that there will be no limitations based on any biased grounds that is station, religion, sex, race, financial, political and social grounds so as to get to the open offices, shops, inn, cafés and different spots.
- Article 19 (1) (g): Guarantees that all residents reserve the option to rehearse any calling, or to continue any occupation, exchange or business. Anyway the option to continue exchange or calling or business isn't inadequate. It very well may be limited and controlled by the authority of law.
- 'Article 21: Enshrines the privilege to life and individual freedom.'<sup>17</sup>

#### Significant Constitutional arrangements

- Article 51: The state will attempt to cultivate regard for worldwide law and settlement commitments.
- Article 253: Any choice settled on at global gatherings and worldwide understandings for executing any bargain, show or understanding for the entire or part of region of India, the Parliament has the ability to offer impact to it.

### II.3. LEGISLATIVE TIMELINE OF POSH ACT & POSH RULES

2007	Union Cabinet approved the Draft Protection of Women against Sexual Harassment at Workplace Bill
2010	In Lok Sabha 2007 Bill was established
2012	The Bill was revised and re constituted in the Lok Sabha
September 03,2012	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill,2012
February 26,2013	Rajya Sabha approved the Bill on The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill,2012
April23, 2013	After receiving the President’s assent for The PoSH Act and later was published in the Gazette of India as Act No. 14 in 2013

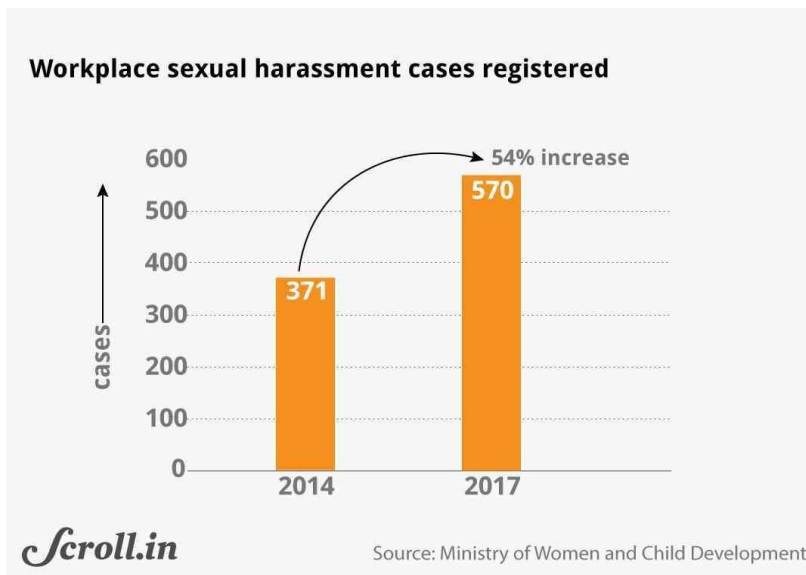
<sup>17</sup> [www.legislative.gov.in](http://www.legislative.gov.in)

December 09, 2013	December 09, 2013 was notified by The Indian Ministry of Women and Child as the effective date for the PoSH Act and the PoSH Rules
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**Table 1<sup>18</sup>**

**INCREASE IN CASES REGISTERED IN THE WORKPLACE**

As indicated by information distributed by the Ministry of Women and Child Development, the quantity of instances of inappropriate behavior in the work environment enlisted in India bounced 54% from 371 cases in 2014 to 570 of every 2017. As indicated by the service, 533 cases have just been accounted for in the initial seven months of 2018.



**CONCLUSION AND SUGGESTION**

In any dynamic culture, it is the essential right of people to have the opportunity to accompany their lives with balance, liberated from mental or physical agony. To warrant this, offenders must compensation for their unpremeditated lewd comments. Continuous events at both national and global level, have brought the crucial issue of Sexual Harassment at workplace to the bleeding edge. Wrong conduct at the workplace is a general issue. Regardless of the way that the occasion of unwelcoming conduct at the workplace is sweeping in India and elsewhere, this is the primary event when it has been perceived as an infringement of the key benefits of a woman, under Article 19(1)(g) of the Constitution of India to rehearse any occupation, trade or business.

Inappropriate behavior of working environment is a genuine issue that makes ladies'

<sup>18</sup> Uidai.gov.in

association in works dangerous and disrupts their entitlement to work with poise. It is infringement of ladies' entitlement to sex uniformity, life and freedom. It demoralizes ladies' investment in fill in as it makes uncertain and threatening workplace, coming about unfavorably in the financial condition and the objective of comprehensive development. Lewd behavior is a significant issue in working environment and it has become one that gets a great deal of negative consideration. Be that as it may, India is late participant in formalizing inappropriate behavior at working environment as corrective offense discipline with detainment and punishment. The unforgiving truth of lewd behavior at work environment is that there is a whole other world to stress over under announcing than individuals abusing the law. With the appearance of present enactment, a change in perspective can be seen in the manner in which managers are made at risk for break of law by its bosses. By the by while the Government of India has been finding a way to screen usage of 2013 Act in Government workplaces, there is nonattendance of system to check execution in the private segment.

As of late, the issue of Sexual Harassment at the workplace has acknowledged legitimate degrees, with a temporary rising in the quantity of cases. limit of instances of lewd behavior in the working environment are sustained by men against ladies according to the insights, no lady or man ought to need to endure such direct as it hampers the regard as well as respect of the person in question, and effectsly affects people, undertakings and society. Understanding the need to stifle such direct, numerous nations in Asia have made lawful move to preclude inappropriate behavior at the working environment. India has additionally taken striking measures by favoring the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Certain basic estimates that can be received to flatten the issue of lewd behavior is by bringing issues to light about the issue and causing individuals to comprehend the importance of inappropriate behavior, guaranteeing that the work environment arrangement is set up and having clear badgering announcing systems in the association is fundamental to battle the issue. Each association ought to have a committed individual to survey any charges and manage concerns right away. There ought to be a **zero tolerance policy** at work environments .

Be that as it may, there was no household law to manage this issue aside from a couple of responsible arrangements of the Indian Penal Code and the Supreme Court Guidelines on account of Vishaka v/s State of Rajasthan. The Act had in its experience from the well known Vishaka Case which set out the "Implicit rules for Workplace" to uphold the major privileges of working men under Articles 14,19 and 21 of the Constitution of India. In this judgment, the Supreme Court featured the rebelliousness and non-adherence to the Vishaka rules in work environments in India and asked the need of requirement for authoritative authorization toward this path. Codification was a much anticipated turn of events and critical advance towards making mindfulness on the issue of working environment lewd

behavior and guaranteeing ladies a protected and solid condition.

## REFERENCE MATERIAL

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11. CEDAW GUIDELINES

12. SURVEY REPORTS