

# A Literature Review on Prevention of Sexual Harassment of Women at Workplace

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**Abstract:** *The universal problem of workplace sexual harassment of women necessitates thorough exploration and practical aids. To provide a detailed understanding of the concept of sexual harassment, this paper will concentrate on how it impacts women at workplace, the legal frameworks that are in place, and practices for both alleviating and avoiding it. The paper provides a literature review on prevention of sexual harassment of women at workplace. The aim of this paper is to find out the impact of sexual harassment on women and their workplace productivity. It was observed that women tend to face sexual harassment frequently and there is a lack of awareness about the complaint procedure. Study limitation is that very limited papers were reviewed for the purpose of this study.*

**Keywords:** Sexual Harassment, Women, Workplace, Harassment

## 1. Introduction

With the rapid change in the society due to globalization, women are not only the housekeeper but are also running the houses financially. This aspect also brings so many unacceptable problems that women face at the workplace. These unacceptable behaviours hinder the economic growth of a country as well as individual growth of women. Sexual harassment is one of those unacceptable behaviours which is considered to be the violation of women's right and it results into a hostile work environment which makes the participation of women in work difficult.

The constitution of India ensures the rights of every individual "to practice any profession, or to carry on any occupation, trade or business" under Article 19 (1) g. Having a public employment is a constitutional right of every woman and sexual harassment at the workplace denies this right, which forces to keep women away from such employment. It creates hazard to a women's safety at workplace. The right to personal freedom is also violated by the sexual harassment of women at the workplace according to article 21 of the Indian constitution that no individual shall be deprived of their personal freedom.

## 2. Research Methodology

Secondary data was collected for the purpose of this paper through the review of various research papers, thesis, books, journal articles etc.

## 3. Review of Literature

(Lakshminarayanan & Kosir, 2024) This study analysed secondary data on the prevalence of sexual harassment and gender - based violence against women within academia in India, and seeks to understand its contextual dynamics and dimensions within the context of the prevalence of overt and covert discrimination, sexual harassment, and violence within academia. The authors draw the conclusion that, despite numerous laws, constitutional protections, and official

directives, sexual harassment and violence against women persists among academic staff, professors, and students, endangering their ability to advance in their academic careers and assume leadership roles in society.

(Jumde & Kumar, 2023) Based on an empirical investigation of the sexual harassment - related disclosures made by corporations in their directors' annual reports, this research attempts to focus on compliance with securities legislation and workplace sexual harassment - related laws under Indian companies. The main conclusion of this study is that, in compliance with the POSH regulation, most of the sampled organisations have admitted having created a corporate - level policy. Companies reportedly established an Internal Complaints Committee to hear cases involving allegations of sexual misconduct at work and to handle complaints, as mandated by the POSH law.

(Jenner, Djermeester, & Oertelt-Prigione, 2022) The purpose of this study was to explore preventive options for sexual harassment in an academic medical context from the employees' perspective and to develop transferable strategies. Fifteen female doctors and fifteen female nurses participated in semi - structured interviews with the researchers. The participants outlined preventive measures at two levels: individual and institutional. Personal safety precautions and individual defence tactics against peers, superiors, and patients were among the options available to everyone. Organisational growth and leadership techniques, formal training alternatives, organised complaint and reporting procedures, guidelines, and workplace policies, and more were examples of institutional strategies. The current study emphasises how preventing sexual harassment depends on taking both systemic and individual - level actions to address both the organisational and personal aspects of sexual harassment.

(Ahuja & Padhy, 2021) The study is about the sexual harassment in form of cybercrime due to COVID - 19. The study explores how media reported cyber sexual harassment (CSH) during a 1 - year period after COVID - 19 in India. It

explores the dominant discourses evident in such media reports, such as the ways in which CSH is manifested, psychosocial factors behind the same, action taken (if any), and organizational practices. The present study involved content analysis of electronic print media content (newspapers and magazines) published in India, in the English language, between the period March 2020 and February 2021. A final pool of 24 articles was purposively arrived at through an Internet - based search, which was classified as news story, editorial, opinion piece, interview, column, and other. The study reiterates the need for clear and consistent communication on CSH, both in organizations and through the media. It is imperative not only to revive and modify the existing policies on CSH but also to implement them effectively. In the "new normal," organizations need to formulate responses that are multilevel, swift, and coordinated across stakeholders, policymakers, technology specialists, and social scientists.

(Boyer, 2021) The study highlights that due to the global rise of the #MeToo movement and the Everyday Sexism project, the issue of sexual harassment has attracted the attention of policymakers at the highest levels, leading, in the UK, to a Parliamentary Inquiry in 2018 on sexual harassment in public places, and a briefing paper on sexual harassment in higher education from the House of Commons in 2018. All of these highlight the urgent need for both deeper understanding and cultural change on this issue. The paper argues that sexual harassment can be approached through three conceptual lenses: the relational emergence of bodies; the politics of everyday spatial practice; and the ways affects and the atmospheres they generate shape spatial experience

(Cortina & Areguin, 2021) The paper tries to focus on questions such as: what is sexual harassment, both behaviourally and legally? How common is this conduct in work organizations, and what are its consequences? What features of the social/organizational context raise the risk for sexual harassment? What are some promising solutions to this pervasive problem? And finally, what are important directions for this area of research moving forward? The paper further gives the description of sexual harassment, its impact on men and women both, reasons for sexual harassment, possible solutions and future scenario regarding the same.

(Sarpotdar, 2020) One of the major milestones of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is to provide a special redress mechanism for complaints in the unorganised sector. Section 7 of this act mandates the constitution of local committees by the state government. However, there remains a lack of data when it comes to understanding the functioning of the local committees. This paper examines the functioning of the local committees in general, based on the experiences of the author as an acting chairperson of the Mumbai city district local committee. The paper further looks into the legal aspect of the prevention of sexual harassment.

(Ramakrishnan, 2019) The present paper looks into the details related to sexual harassment at the workplace. It analyses the meaning of sexual harassment and various behaviours which comes under the same. Further the paper investigated the general impact and consequences of such harassment on

organization, individual as well as emotional, psychological, and physical impact on the victim. The legal aspect is also covered in the study which shows the legal consequences and remedies to deal with sexual harassment at the workplace. As concluded that it is the right time to create the awareness about Supreme Court guidelines and monitoring duty are very essential to investigate in public and private sectors. Rigid sentence and quick redressal should be concealed. The women those who are victims should be delivered with essential services like social, medical, material, psychological, financial, and legal assistance as a form of victim assistance.

(Chadha, 2018) The study highlights the case of Vishaka v. State of Rajasthan and guidelines framed by Supreme Court then received a legal shape in the form of Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. The study mainly talks about legislative measures related to sexual harassment. In recent times, even after having reliefs in cases of sexual harassment to the victim by law, the number of crimes against women is not reducing and this a matter of concern. To control these crimes, the author suggests that the faulty clauses in the present Act and regulations need to be considered and amended accordingly.

(Sharma, 2018) The Sexual Harassment of women at workplace (Prevention, Prohibition, and Redressal) Act, 2013 is framed on the Vishakha Guidelines which have filled in as the case law to check examples of lewd behaviour at the work environment. The key goal of the Act is to guarantee that women feel harmless at the work environment and to sustain the development of an all - encompassing work system. This paper centres upon the present condition of execution of the provisions of the law to check the cases of lewd behaviour at the working environment. The point is to perceive the effect of the Act on the workforces, the consistence of the provisions of the Act by attempted the means to establish Internal Complaints Committees (ICCs) which is mandated by the Act and to ascertain whether the embodiment of the resolution has been panted with twofold methodology.

(Aulakh, 2017) The paper highlights that Sexual Harassment is not confined to just being a crime rather it is an extreme violence of women's right to live a dignified life, freedom, and security. The first section of research paper consists of overview of Legal, Constitutional, and online initiatives taken by Government in India to support women to stand for the cause of ending sexual harassment at workplace. Women must feel free to be what they are, more conscious, swift, rejuvenated and interested in the affairs of society, as they constitute approximately half of humanity. The second section highlights the numerous online campaigns initiated at global level and utilized by Indian women at the local level to raise voice. The third section of the study also reflects the travesties in accomplishing these efforts and imperative measures, which are substantial to incorporate in order to get the most out of these practices in the present scenario.

#### **4. Results and Discussions**

It was observed through the reviewed literature that sexual harassment at the workplace is present in various organizations and even after providing the legal assistance

and remedies, women tend to ignore it till they cannot bear it. It has been observed that there is a compliance for every organization who has more than 10 employees, to have The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in place.

Most of the employees are not aware about the Act and the compliant procedure. It is the duty and responsibility of organization to spread awareness to control sexual harassment and empower women to speak up about it.

## 5. Conclusion

With the fast change in the role of women from housewives to the corporate world, there is a need for a safe environment where they can work without a risk of their safety. In an advanced society, such unacceptable actions have a greater impact on physical and mental health of an individual. Employment is a right of every woman and this right is somewhere ignored in the sexual harassment, which forces women to avoid working. By ensuring a culture of awareness and respect, organizations can create a healthy environment in the workplace. It can be facilitated by providing proper training to the employees, having robust policies, and keeping a check on it every few months.

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