

ABSTRACT

PROTECTION OF WOMEN AGAINST SEXUAL HARASSMENT AT WORKPLACE: INDIAN SCENARIO

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Sexual harassment, rape, acid attacks etc. are the crime against women which are increasing rapidly. Such crimes and violence against women negatively impact society, hamper gender equality and constricts the social and economic development of the nation. Sexual harassment of women at workplace results in violation of fundamental rights of a women provided under the Indian Constitution i.e. Right to equality under the Article 14 and 15 and right to practice any profession, or to carry on any occupation, trade or business under the Article 19 (g) and right to life and to live with dignity under Article 21. The protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). The problem of sexual harassment at work place is a major occupational hazard affecting women all over the world. Most of the women are not aware about their rights. The Sexual Harassment of Women at Workplace Act, 2013 was passed in India which came into force from December 9, 2013. The legislation is passed but it however, requires the support and commitment of all citizens for its successful and effective implementation in preventing sexual harassment at work place. This paper is an attempt to highlight the rights of women and analyse provisions of Sexual Harassment of Women at Workplace Act, 2013 by adding suggestions.

Keywords- Sexual Harassment, Fundamental Right, Sexual Harassment of Women at Workplace Act, 2013.