

SEXUAL HARASSMENT AT WORKPLACE: PRESENT DILEMMAS AND FUTURE RECOURSES – AN INDIAN PERSPECTIVE

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BACKGROUND

Through the present paper we have sought to analyse the position of laws relating to sexual harassment at workplaces in India by chalking out the way followed through historical monologues and how the obsolete laws have lost their relevance and require a fresh infusion of life to save the growing atrocities in workplace.

METHODOLOGY

The Methodology used can generally said to be descriptive and statistical and has been implemented with the help of primary sources like various books, journals, data bases and further reliance has been made to secondary sources available on the internet.

RESULTS

The paper aims to be an eye opener to the Indian Corporates and seeks to mainly protect the interests of all employees and subordinates by seeking to establish an effective grievance mechanism system in all Corporates and by also assuring adequate monetary compensation and psychological and privacy protection to the traumatized victim.

CONCLUSIONS

The paper has analysed the various legislative and judicial procedures and pointed out as to how Indian laws still stand at ground zero when it comes to protection of victims of sexual harassment at workplace. Further, the paper by analyzing laws as they exist across the world has tried to take an hourglass view and point out as to what are the changes that are desired in the long run for complete protection of all employees in Corporate houses and how the Public Private and Government domain needs to co-ordinate in order to effectuate a steady social order.

