

**SEXUAL HARASSMENT OF WOMEN AT
WORKPLACE IN SIKKIM- A HUMAN RIGHTS
PERSPECTIVE (2000-2015).**

(ABSTRACT)

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(ABSTRACT)

The institutions that govern India's economy, politics, religion, society, and culture are predominantly under the hands of men. Through different discriminatory practices and institutions, particularly for women, this control over livelihood decisions and sexuality has also existed and developed throughout generations. Since the beginning of time in India, patriarchal rules, social stigmas, and religious beliefs have ruled women, and Sikkim is not far behind. In this tiny Himalayan state, women are also fighting against injustices, humiliations, inequalities, indignities, and prejudice. Women's lives in general have improved as a result of the many reformists' efforts to elevate women's place in society. They had formal education and made up a sizable portion of the labor market, particularly in agriculture. More women began seeking jobs to augment their families' income as the cost of living rose. But discrimination against women persisted both at home and at work; companies behave in a biased manner towards women when it comes to giving security, equal opportunities, promotions, equal pay, and other social benefits. Women are also subjected to sexual harassment, eve-teasing, and molestation at work by acquaintances, coworkers, and bosses. Worldwide, numerous forms of harassment and oppression affect women and girls, including dowry murder, rape, domestic violence, female feticide, acid attacks, etc. Numerous sociopolitical and legal changes haven't been able to improve women's status, and exploitation of some kind is still on the rise. A working-class woman is more vulnerable to sexual assault and criminal exploitation. The persistent problem of violence against women in all spheres of their lives reflects the ingrained issues that are pervasive in society. Her obligations have doubled in this time since women's employment rates are rising. Women have made significant progress in juggling work and playing several roles in the domestic household. Therefore, it is critical to stop crimes against women immediately. Patriarchal standards and societal stigmas continue to control a woman's life despite strict

legislation. Therefore, many forms of sexual harassment will be reviewed, various legal provisions will be examined, and what steps the government of Sikkim has taken to address this problem will be assessed through this study.