

A Public Opinion on Hostile Work Environment for Women and its Legal Implications

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Abstract: *A hostile work environment is a widespread and harmful problem that impacts individuals in the workplace, producing an atmosphere of discomfort, fear, and discrimination. The issue of a hostile work environment for women is a critical concern that has garnered significant attention and awareness in recent times. The pervasive and insidious nature of a hostile work environment for women creates an atmosphere of pervasive discomfort, fear, and discrimination, significantly impacting their professional lives and overall well-being. It has gained significant attention and awareness in recent times, demanding urgent action to eradicate such harmful practices. The main objective of the research paper is to Investigate how the public perceives the severity of hostile work environments for women and to Understand the public's views on the effectiveness of current legal frameworks in addressing hostile work environments for women. The researcher has adopted the empirical research format and used the Convenience sampling method, with a sample size of 200. From the study, it was observed that women are still being discriminated against in many workplaces. Some of the main causes are male chauvinism, tolerance of women imposed by culture, due to lack of stringent laws. Here, women shall be made aware by lawyers and social activists and shall enact strict laws and legislations for the prevention of discrimination of women. If we analyze the country, there will be new laws and legislations for the protection of the rights of women. Women are not subordinate to men and they shall be treated equal to men in every aspect. I conclude the research by saying "Behind every man's success there is a woman".*

Keywords: Hostile environment, gender discrimination, male, female, Article 15, POSH.

I. INTRODUCTION

The issue of a hostile work environment for women is a critical concern that has garnered significant attention and awareness in recent times. The history of a hostile work environment for women is rooted in deep-seated social norms and gender biases. Throughout history, workplaces have favored men, relegating women to subordinate positions and denying them equal opportunities. Industrialization and two world wars brought women into the workforce, but traditional gender roles were reinforced after the war, limiting women's career advancement. The feminist movements of the 1960s and 1970s challenged these norms, fighting for equality in the workplace and leading to important legislative changes such as the US Civil Rights Act of 1964, lays the foundation for the fight against gender-based discrimination. The following decades saw increased awareness of the harmful effects of hostile work environments, a push for legal advancements and social change, and an emphasis on inclusion and respect in the workplace.

In India, addressing women-unfriendly work environments and promoting gender equality has been facilitated through key government initiatives. The Sexual Harassment of Women at Work (Prevention, Prohibition and Redressal) Act 2013 is an important step, requiring internal complaints committees of organizations to deal with complaints of harassment sex and ensure a safe working environment. The Maternity Benefits (Amendment) Act 2017 significantly extended maternity leave from 12 to 26 weeks, recognizing the importance of supporting working women during and after pregnancy. Additionally, the Equal Pay Act of 1976 was enacted to eliminate wage discrimination based on sex and maintain the principle of equal pay for equal work. These initiatives collectively reflect the Government of India's



commitment to promoting a fair, safe and supportive workplace for women, strengthening their rights and supporting quality of work life. better jobs, while emphasizing the need for continued effort and education to bring about lasting change.

Work environments hostile to women are influenced by a complex interaction of factors. Deep-seated social norms and cultural attitudes promote gender bias, perpetuating discriminatory practices in the workplace. Organizational culture and its enforcement mechanisms play an important role; Lack of awareness, weak policies or lax enforcement can create conditions for hostile behavior to develop. Power dynamics and hierarchical structures in organizations can exacerbate problems, especially when people in positions of power abuse their power or neglect to do so. Fear of retaliation, economic dependence, inadequate reporting mechanisms, and limited knowledge of legal rights pose barriers to incident reporting. Gender imbalances in leadership roles and unequal representation in decision-making processes perpetuate a culture that tolerates discrimination. Media representation and social stereotypes often reinforce toxic masculinity, which in turn normalizes harassment. Addressing this multifaceted challenge requires a comprehensive approach to transform the workplace culture into one that is truly inclusive, respectful and supportive for all.

In recent years, current trends regarding hostile work environments for women have highlighted a growing focus on creating safer and more inclusive workplaces. Diversity, Equity and Inclusion (DEI) initiatives have gained traction as organizations recognize the importance of cultivating a diverse workforce and ensuring fair treatment with all employees. In response to movements like #MeToo, awareness of sexual harassment and assault in the workplace has increased, leading companies to review and strengthen anti-harassment policies and training programs. Remote working and flexible arrangements have become more common, offering the potential to transition away from traditional office environments and the dynamics associated with them. Social media and online platforms provide spaces to raise awareness and amplify voices, holding individuals and organizations accountable for their actions. However, more needs to be done to close the gender gap in leadership positions, eliminate microaggressions and create a truly inclusive work culture that empowers women and men. giving them equal opportunities to grow and succeed. Social media and digital platforms have become powerful advocacy and awareness-raising tools, amplifying voices and encouraging dialogue about workplace harassment. However, addressing deeply ingrained social attitudes and achieving true gender equality remains an ongoing challenge, requiring continued efforts in education, policy reform and cultural transformation.

In the UK, US, Canada, China and India, efforts to combat hostile work environments and promote gender equality highlight a variety of approaches. In the UK and US, strong legal frameworks such as the Equality Act 2010 and the Civil Rights Act 1964 respectively highlight the importance of equality in the workplace. Both countries prioritize diversity and inclusion, calling on businesses to uphold gender equality and equal opportunity. Canada, guided by laws such as the Canadian Human Rights Act, emphasizes inclusivity and challenges traditional gender roles. China, despite having laws like the Employment Promotion Law, still faces different workplace practices related to gender equality. In India, the Sexual Harassment of Women at Workplace Act, 2013 marks an important milestone, but deep-seated social norms pose ongoing obstacles to achieving gender equality. and eliminate harassment and hostile work environments. The main aim of this research paper is to Investigate how the public perceives the severity of hostile work environments for women.

OBJECTIVES

- To Determine the level of awareness among the public regarding hostile work environments for women.
- To Investigate how the public perceives the severity of hostile work environments for women.
- To Understand the public's views on the effectiveness of current legal frameworks in addressing hostile work environments for women.
- To study the impact of Hostile work environment against women.



II. REVIEW OF LITERATURE

[\(Mehra 1997\)](#) Women are often overlooked as important contributors to economic development in development strategies and programmes. This is mirrored in the fact that women's reproductive roles receive more funding than their productive roles, primarily in population initiatives. Nonetheless, women in developing countries labour and earn money in economically useful jobs. They primarily work in agriculture, the informal economy, and, increasingly, in formal wage jobs. However, their incomes are typically poor. In contrast, certain nonprofit organisations, such as the Self-Employed Women's Association in India, have been successful in improving women's economic position over the last two decades because they began with the concept that women are essential to economic development. [\(Dollar and Gatti 1999\)](#) Women in undeveloped countries have a lower standing than women in industrialised countries. Increases in per capita income relate to gains in various metrics of gender equality, implying that market failures may exist in underdeveloped nations that impede investment in females, but that these are often overcome as development progresses. Religious preference, regional considerations, and civil freedom can all play a role in explaining gender disparities in education and health. These consistent gender differences suggest that a low investment in women is not an efficient economic decision, and we can prove that gender inequality in education is detrimental to economic progress. As a result, communities that decide not to invest in girls suffer from slower growth and lower revenue. [\(Pokharel 2008\)](#) In a male-dominated society, the study examines women's perceptions of discrimination in a variety of areas. The research was intended as a descriptive study with a sample survey as the basis. This study enlisted the participation of 200 women who were chosen at random. Women are discriminated against in many ways, according to the conclusions of the study. Discrimination against women exists at both the societal and household levels, and women are aware of it. In comparison to the home level, they perceive more prejudice at the social level. In terms of mobility, property, career, and education, married women report higher prejudice. Unmarried women, on the other hand, report more prejudice in terms of mobility and behaviour. They believe that prejudice is mostly caused by gender and customary norms. [\(Channar, Abbassi, and Ujan 2011\)](#) This research article looks into the subject of gender discrimination in the workplace and how it affects employee satisfaction, motivation, commitment, and excitement, as well as stress levels. 526 males and females from lower, middle, and higher category employees of public and private health and education departments in Hyderabad and Jamshoro districts completed a closed-ended questionnaire. The independent samples t test was used to assess gender discrimination in the workplace. In private organisations, females were discriminated against more than males, according to the findings. As a result, the findings demonstrate that in the private sector, females are discriminated against more than males than in the public sector. The Pearson product moment correlation co-efficient was used to examine the influence of gender discrimination on contentment and motivation, commitment and excitement, and stress level. The findings reveal that gender discrimination reduces employee happiness, motivation, dedication, and excitement while also increasing stress levels. [\(Hazarika 2011\)](#) Women's empowerment is a contentious issue. They used to be treated on the same footing with males. During the post-Vedic and epic periods, however, they experienced certain challenges. They were frequently regarded as slaves. Their status has slowly and gradually changed since the early twentieth century (national movement). In this regard, we have mentioned the British people's name. Following India's independence, constitutional writers and national leaders pushed for equal social status for women and men. Women have acquired respectable positions in many spheres of life nowadays. Yet, they have not entirely free certain discrimination and harassment of the society. A few women have been able to establish their potential. As a result, everyone should take care to promote women's status. [\(Khandaker, Rahman, and Nobuhiro 2013\)](#) The goal of this study is to see if there is any gender bias in health care spending for children in Bangladeshi households. Gender discrimination is the primary focus of the investigation. As a result, we have also attempted to identify the core causes of the prevalent gender gap that exists in Bangladeshi society. To perform the study, a linear regression model with the spent on healthcare for individual children as a dependent variable and gender as the variable of interest was used as the model specification. Female children's health-care spending is much lower than male children's, according to the report. It has been established that socio-cultural norms, religious beliefs, patriarchal family structures, and male counterparts' control of



female counterparts all contribute to regular kinds of discrimination against women. [\(Delavande and Zafar 2013\)](#) Gender inequality is well-documented in South Asia. Gender is, however, merely one of a person's numerous identities. This research examines how gender discrimination is influenced by the social identities of the parties involved. We use an experimental approach to identify gender discrimination by randomly pairing 2,836 male and female students pursuing bachelor's-equivalent degrees in three types of institutions—Madrassas (religious seminaries), Islamic universities, and liberal universities—that represent distinct identities within Pakistani society. Our key result is that gender discrimination is not universal in severity or character across educated Pakistani society, and that it changes depending on the social identities of the two individuals involved. While there is no evidence that males of higher socioeconomic position discriminate against women, men of lower socioeconomic status and higher religiosity do, but only against women of lower socioeconomic status who are closest in social distance to them. Furthermore, this prejudice is mostly dependent on personal preference. Our findings show that social programmes targeted at empowering women should take gender and social identity into account. [\(Sundaram and Leclerc 2014\)](#) Women's empowerment, prosperity, progress, and welfare are all dependent on education. Women are discriminated against from conception to death. Inequality and vulnerability of women continue to exist in all sectors, and women oppressed in all realms of life require empowerment in all areas. The purpose of this article is to raise awareness among women about various forms of empowerment and to determine the influence of education on women's overall empowerment in Madurai. A total of 455 women between the ages of 20 and 50 were chosen for the study. The study's findings suggest that education has a vital role in women's empowerment, and it concludes that if women's empowerment is to be achieved, education must be improved. It can only be accomplished through the channel of education. As a result, increasing the level of education among women is critical. [\(Shastri 2014\)](#) Men and women are two cart wheels. Discrimination against women has been in our country for centuries and continues to exist in many forms now. Discrimination is usually impacted by cultural norms and traditions, religion, geography, and other factors. Both biologically and sociologically, different responsibilities are allocated. Physically, a woman's function is to care for the home, children, family, and relatives, whereas men are designed to earn money, to work hard, and to struggle. All of this thinking, however, made our ladies weaker and deprived them of fundamental necessities. Human rights are equal for both. In this male-dominated society, women face discrimination. As a result, most women are unaware of their own rights and liberties. In this so-called "society," they are not free. As a result, prejudice not only harmed women's futures, but also hampered the prosperity of the country. [\(Chhanda 2018\)](#) Women's empowerment is defined as the process of improving the economic, social, and political position of traditionally underprivileged women in society. It refers to the process of protecting kids from all types of violence. Women's empowerment entails creating a culture and political climate in which women can live without fear of oppression, exploitation, apprehension, discrimination, or the general sense of persecution that comes with being a woman in a historically male-dominated organisation. Women account for about half of the world's population, yet India has a lopsided sex ratio, with females having a lower population than males. In terms of their social standing, they are not treated equally to males in all places. Women in Western nations enjoy equal rights and status to males in all aspects of life. However, gender inequalities and prejudice still exist in India today. As a result, the focus of this thesis will be on the role of women in Indian society. [\(Kurzman et al. 2019\)](#) Women's perceptions of gender equality do not always correspond to worldwide gender disparity indexes. Women in nations ranked gender-unequal on global criteria including education, health, labor-force participation, and political representation did not consistently describe their lives as less in their control or less satisfying than males did in polls spanning 150 countries. These civilizations' women were just as likely as index-equal societies' women to say they had equal rights with males. Although attitudes toward gender issues may have begun to converge in recent years, they did not reflect the same latent concept as in index-equal cultures. These findings highlight a long-standing conflict between universal gender equality requirements and a focus on subjective interpretations of women's interests. [\(Kleyman and Hazel 2019\)](#) Despite progress toward justice and equality in some regions and countries, patriarchal hetero orthodoxy and the resulting inequality, discrimination, oppression, and violence continue to limit people all throughout the world. Progress toward equality for women in the United States has frequently been met with



opposition, halting and/or reversing any gains. The LGBTQ community is no exception. We highlight some of the recent trends and research describing the situation of women and LGBTQ people in this introduction to the second of three issues focused on social disparities, setting the stage for the articles in this issue. Many of the injustices that disrupt or hinder women and LGBTQ people in society are examined in this issue's research, as well as potential remedies incorporating community interventions, legislative change, and political lobbying. (Belingheri et al. 2019) Gender equality is a fundamental issue that puts women at a disadvantage, stifling economic development and societal progress. Gender-related issues have been the subject of substantial research over the last two decades, with both origins and outcomes studied. Existing literature reviews, on the other hand, fail to provide a full and clear picture of what has been investigated thus far, which could help scholars plan future research. Our paper provides a scoping assessment of a major amount of the research on gender equality and associated issues that has been published in the last 22 years, with a particular focus on business and economics studies. (Singh and Singh 2020) Women have been granted a secondary place in a patriarchal culture, which is evident in the economic, social, and political arenas. Women's equality and empowerment, on the other hand, has long been a top concern for stakeholders and has received special attention. The report examines India's position among other countries and attempts to determine its readiness to fulfil the United Nations' Sustainable Development Goal -5. The study builds its thesis using secondary sources such as reviews of current research from journals, books, reports from various NGOs, government and international organisations, and websites. The report analyses the many models and characteristics of women empowerment in India. The article examines constitutional safeguards, as well as government plans and programmes and their implementation, as well as indices of women's empowerment. However, when compared to other countries, the country ranks low. To accomplish SDG-5 by 2030, programmes must be reevaluated and modified. (Udoh, Folarin, and Isumonah 2020) The purpose of this article is to determine the role of religion and culture in achieving women's property rights in Nigeria. It opens by stating that in Nigeria, preserving women's property rights is a critical step toward reaching the 5th Sustainable Development Goal of gender equality. Several variables, such as customs, established traditions, and religious rules that affect behavioural patterns in that culture, influence the promotion and protection of these rights in any society. Women are culturally seen as inferior to men, according to the report, and a male-child is often praised and given larger parts of property. Both Islam and Christianity, on the other hand, do not neglect the woman's property rights. The authors argue that the current prejudice against women is based on a misguided exploitation of women's poor educational standing in Nigeria, rather than religion. (Mustofia 2021) In Carolyn Cooke's short tale Bob Darling, the primary female character, Carla, experiences gender prejudice and probes the relationship between gender and social class. The descriptive qualitative approach was utilised in this study to apply Mansour Fakhir's idea of gender discrimination and Kimberlé Crenshaw's concept of intersectionality to the linkage of several aspects, such as gender and class, in discrimination. This research will look at how the primary female character in a patriarchal culture is portrayed in the story. It also demonstrates how social segregation exacerbates gender discrimination. When a woman is from a lower social class, she has less influence and authority, which leads to more discrimination against her. Finally, in patriarchal cultures, discrimination against women is influenced not just by their gender, but also by their socioeconomic standing. (Lindemann and Stolz 2021) Although social scientists have increasingly focused their attention on the hijab, the discrimination faced by hijabis has received scant attention. Data is difficult to come by, in part because most surveys do not include questions about this practise, and victims are difficult to approach. Field specialists, such as active actors in governmental racism-prevention institutions and Muslim organisations, can provide valuable insights on discriminating processes. I respond to the following question based on an examination of semi-structured interviews: How do government and non-government specialists in Switzerland define prejudice against hijabis? The findings show that the hijab is the most crucial signal leading to discrimination, according to the experts interviewed. Discrimination against hijabis takes many forms and impacts a wide range of life domains and profiles; discrimination leads to the division of hijabis' social space; many women are afraid to report discrimination to governmental authorities for various reasons. (Rex, Hasan, and Ntandane 2021) Discrimination [which can take many forms, including racial discrimination, gender discrimination, residential segregation, victimisation, disability



discrimination, and so on] is an evident feature of human civilization. Discrimination existed during the slave era, in feudal society, and in our current capitalist society. But, one could wonder, is there prejudice within the religious spectrum, inside religious institutions such as churches, mosques, and temples? Or, more specifically, does gender discrimination exist in religions? Are women granted the same religious rights as men? Are they subjected to any unequal treatment? Are women treated as "second class citizens" in various religious institutions and organisations? Secondary data would be utilised to try to address these issues, exposing regions in Christianity, Islam, Hinduism, and Buddhism where women are disproportionately discriminated against. The primary goal of uncovering "religious discrimination" against women is to solve the problem, and this study offers some potential solutions. [\(de la Torre-Pérez et al. 2022\)](#) Gender discrimination (GD) has been related to mental health issues on numerous occasions. Because of the diversity in how GD is defined, there has been some variation in GD analysis. This could have an impact on research on the link between GD and health outcomes. Pubmed, CINAHL, and PsycINFO each have three search techniques. The first technique yielded mostly female results, whereas the second targeted males. The final strategy was on locating GD surveys. The main variables collected were the prevalence of GD, determinants and effects linked with GD perception, and forms of prejudice. Only 84 studies out of 925 were eventually included. There were 60 GD questionnaires found. The prevalence of GD ranged from 3.4 to 67 percent. The most common characteristics linked to GD were female gender and being younger. The most common outcome was a decline in mental health. A two-component GD definition can improve measurement order and precision, as well as response rates and reported GD. [\(Schneider et al. 2022\)](#) The authors describe a number of frequent forms of perceived discrimination, including verbal microaggressions and stereotyping, social exclusion and othering, and discrimination based on religious holidays and symbols. The authors also discovered that Christians associate perceived discrimination with personal piety or taking a moral stance in the workplace, whereas Muslims, Jews, and nonreligious people associate discrimination with group-based stereotypes and describe a sense of being religiously foreign or other. This study demonstrates the importance of researching groups alongside one another in order to get the complete picture of religious discrimination in the workplace, and it points the way toward more sociological research into how both majority and minority groups experience discrimination.

HYPOTHESIS:-

H0:-There is no significant knowledge on Hostile work environments.

Ha:- There is significant knowledge on Hostile work environments.

III. METHODOLOGY

The study is **Non-Doctrinal and Empirical in nature**. **Descriptive research** is used to study the perspective of the research. Questionnaires were used and sent to people via google forms and the **sample size is 200**. **Convenience sampling method** is being adopted in the study to collect the data. Samples were collected from General public specifically from the Chennai region. The Independent variables are Gender, Age, Educational Qualification, Marital Status, Occupation. The researcher used complex chart to analyse the data collected. The Dependent variables are: Awareness levels of respondents relating to hostile environment, how do they perceive hostile work environments, what behaviors contribute to hostile work environments, are the frameworks effective in addressing the problem, what improvements shall be made when it comes to addressing the issue.



IV. ANALYSIS

Figure 1:-

Clustered Bar Percent of Are you aware of the concept of a hostile work environment, particularly in relation to women? by Age

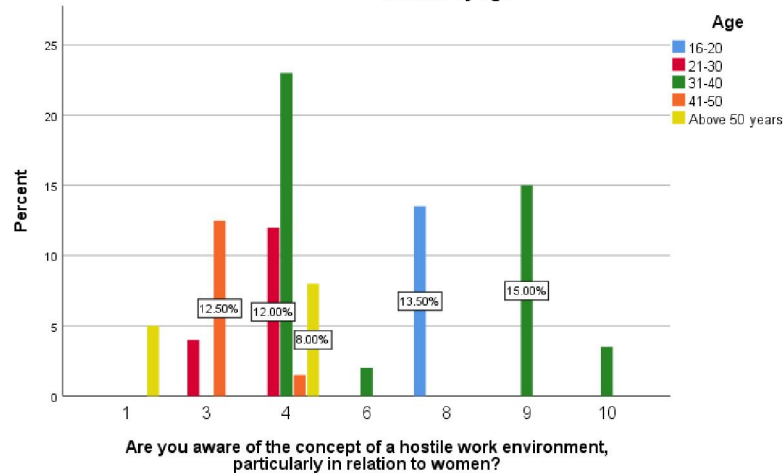


Figure 1 is an complex chart on Are you aware about hostile work environment by Age.

Figure 2:-

Clustered Bar Percent of On a scale of 1 to 10, how severe do you perceive hostile work environments affecting women in various workplaces? by Gender

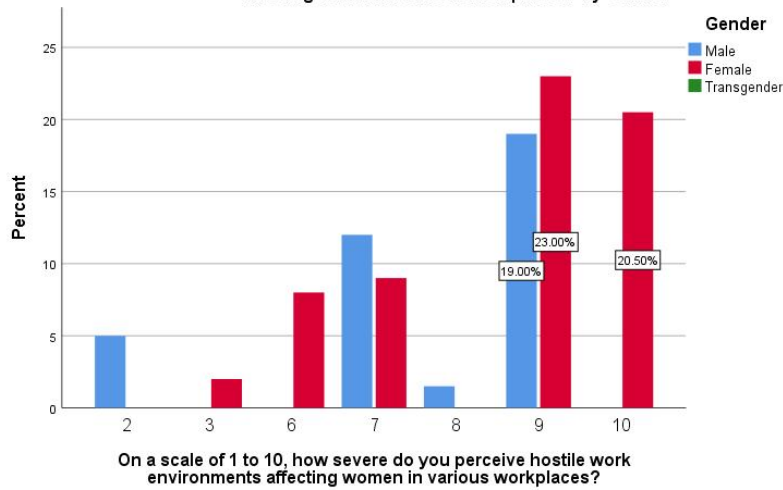


Figure 2 is an complex chart on how severe are hostile work environment by Gender.



Figure 3:-

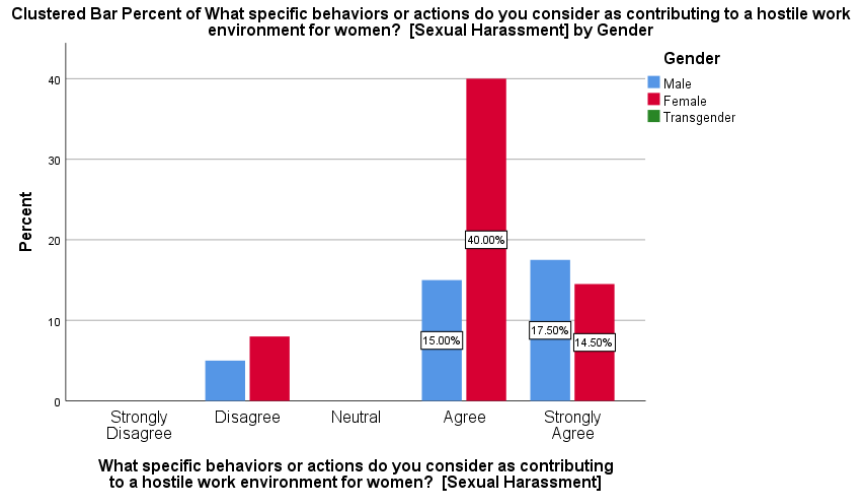


Figure 3 is an complex chart on whether sexual harassment contributes hostile work environment by Gender.

Figure 4:-

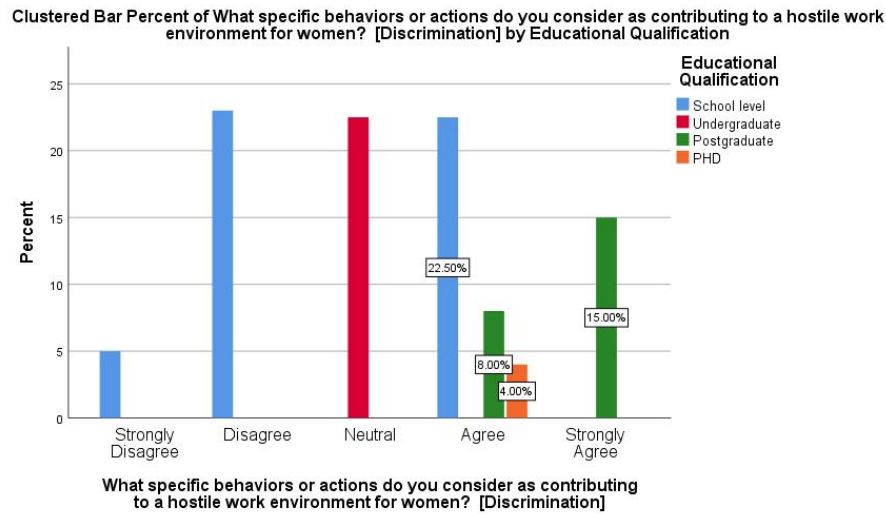


Figure 4 is an complex chart on whether discrimination contributes to hostile work environment by Educational Qualifications.



Figure 5:-

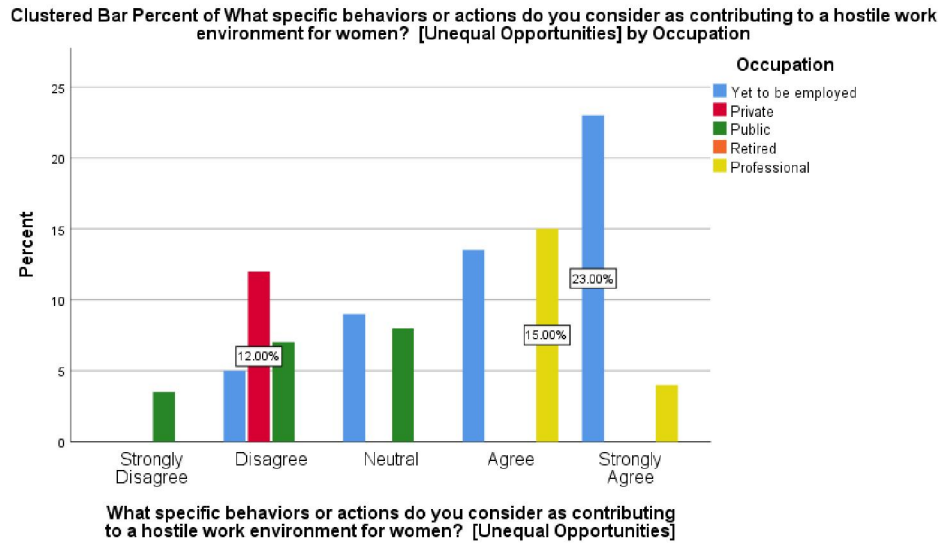


Figure 5 is a complex chart on whether unequal opportunities contributes to hostile work environments by Occupation.

Figure 6:-

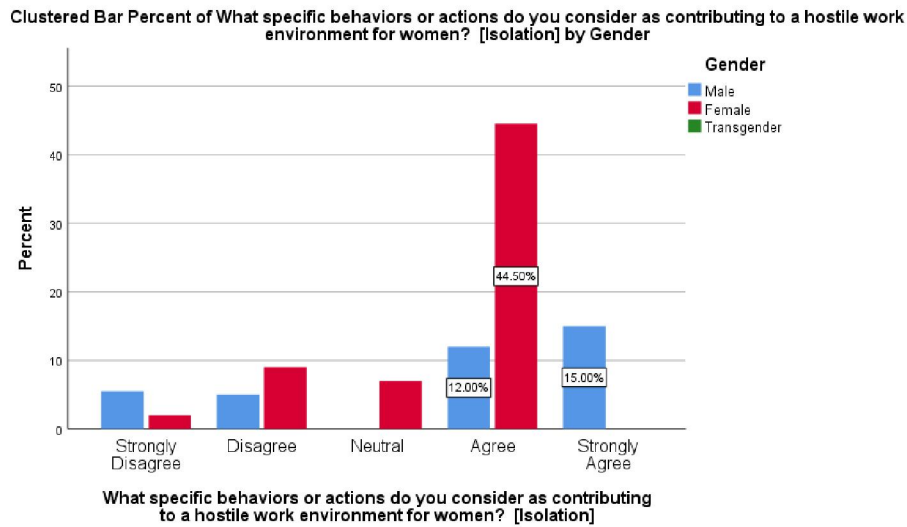


Figure 6 is an complex chart on whether isolation contributes to hostile work environment by Gender.



Figure 7:-

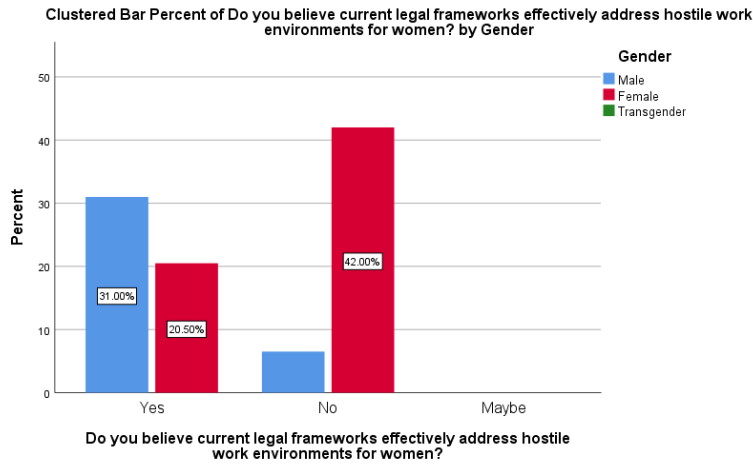


Figure 7 is a complex chart on Do you believe current legal frameworks effective in addressing hostile work environment by Gender.

Figure 8:-

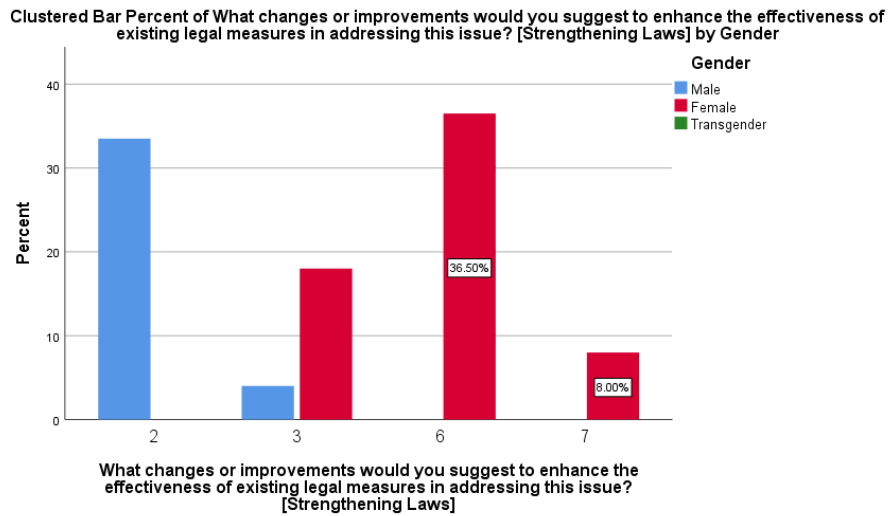


Figure 8 is an complex chart on whether strengthening laws would enhance the effectiveness of existing legal measures by Gender.



Figure 9:-

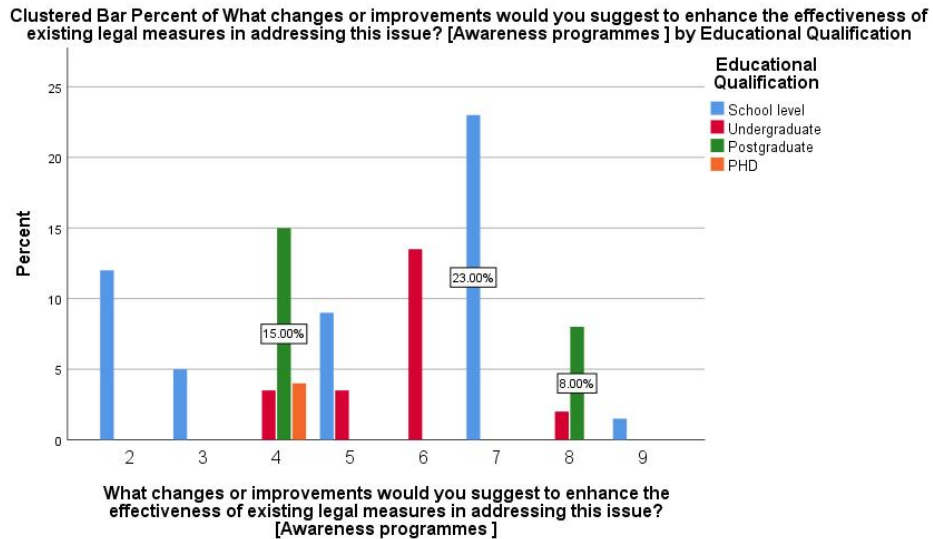


Figure 9 is an complex chart on whether awareness programmes would enhance the effectiveness of existing legal measures by Educational Qualifications.

Figure 10:-

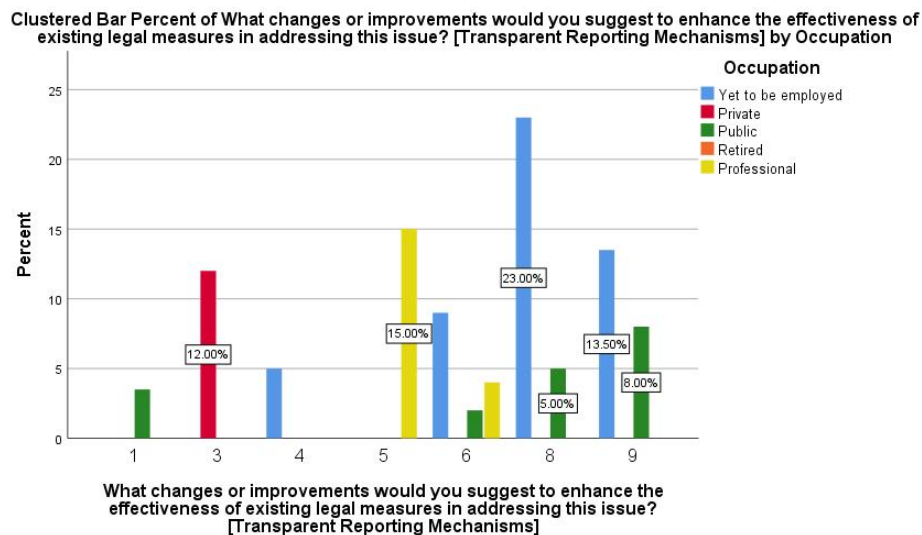


Figure 10 is an complex chart on whether transparent reporting mechanisms would enhance effectiveness of existing legal measures by Occupation.

V. RESULTS

It is clear from **Figure 1**, 15% respondents of age group 31-40 rate 9, that they are aware about hostile work environment. It is clear from **Figure 2**, 20% of Females rate 10, that hostile workplaces are severe in nature. It is clear from **Figure 3**, 14.5% of women strongly agree that sexual harassment is the main contributor to hostile work



environment. It is clear from **Figure 4**, 15% respondents who are in PG or studied PG, state discrimination is an contributing factor to hostile work environment. It is clear from **Figure 5**, 23% of the respondents who are yet to be employed and 15% of respondents Professional strongly agree that unequal opportunities contribute to hostile work environment for women. It is clear from **Figure 6**, 15% males strongly agree and 44% of females agree that isolation is a contributing factor for a hostile work environment. It is clear from **Figure 7**, 42% of respondents who are Female say No. It is clear from **Figure 8**, 36% of respondents who are Female rate 6 of 10. It is clear from **Figure 9**, respondents who are in School level state that awareness programmes will be effective in addressing the issue accordingly. It is clear from **Figure 10**, 8% respondents who are in Public sector rate that Transparent reporting Mechanism would suggest to enhance the effectiveness of existing legal measures.

VI. DISCUSSIONS

It is clear from **Figure 1**, 15% respondents of age group 31-40 rate 9, that they are aware about hostile work environment. It maybe due to the fact that they are employed in an workplace, and are women who may face certain issues with the other employees or even the employer himself. It is clear from **Figure 2**, 20% of Females rate 10, that hostile workplaces are severe in nature. It maybe due to the fact that they are the ones facing a lot of disputes such as harassment, discrimination in such workplaces and have addressed some to the employer, but most had kept it within themselves. It is clear from **Figure 3**, 14.5% of women strongly agree that sexual harassment is the main contributor to hostile work environment. It maybe due to the fact that they are facing such harassment in the workplace and are also have seen many complaints regarding the same in their workplace. It is clear from **Figure 4**, 15% respondents who are in PG or studied PG, state discrimination is an contributing factor to hostile work environment. It maybe due to the fact that the respondents are working in an environment where there are co workers or even the employer being discriminative at certain circumstances and may face discrimination based on any factors. It is clear from **Figure 5**, 23% of the respondents who are yet to be employed and 15% of respondents Professional strongly agree that unequal opportunities contribute to hostile work environment for women. It maybe due to the fact that they lack opportunities in employment and feel that the main factor is unequal opportunities and professionals rate, because reaching highest positions, is based only on discrimination and unequal opportunities. It is clear from **Figure 6**, 15% males strongly agree and 44% of females agree that isolation is a contributing factor for a hostile work environment. It maybe due to the fact that there is no friendly bosses and co-workers in the place of employment. Moreover, they feel isolated due to their personal commitments as well. It is clear from **Figure 7**, 42% of respondents who are Female say No. It maybe due to the fact that they feel that the current legislation is not effective, as the members of the Internal Complaint Committee members may also make hostile environment for women which causes fears to file complaint as well. It is clear from **Figure 8**, 36% of respondents who are Female rate 6 of 10. It maybe due to the fact that there is a need to polish the existing legal framework, making it gender neutral and also more stringent to the persons doing such acts. It is clear from **Figure 9**, respondents who are in School level state that awareness programmes will be effective in addressing the issue accordingly. It maybe due to the fact that the school children themselves lack awareness in certain disputes like these and such awareness programmes would create a major awareness and also would further make them report such offenses as well. It is clear from **Figure 10**, 8% respondents who are in Public sector rate that Transparent reporting Mechanism would suggest to enhance the effectiveness of existing legal measures. It maybe due to the fact that the head of such committees commit such offences that in turn induces fear amongst women working, so the reporting mechanisms should be much more transparent that shall make each and every person doing such an act liable for the same.

VII. LIMITATIONS

There were certain limitations for the researcher while conducting the study. Crimes against women is a very vast topic and questions were quite complicated for the respondents to answer to. There may be errors which might have taken



place. There are limitations to conducting a thorough analysis of the result. Also, due to certain human errors the results may be biased because interviewing the respondents is varied based on many other factors.

VII. SUGGESTIONS

Based on the charts analyzed and research performed, the researcher suggests that women have to overcome the fear of male chauvinism and lawyers have to create more awareness with respect to laws which favor women and which may uplift women. Women have to be fearless and be daring to do anything with respect to any field which they are in. Women have to be given political representation to create more laws and legislations for the same. There shall be better laws and legislations which need to be created for the upliftment of women. The said laws has to be gender neutral as it may cause issues due to fake feminism which causes trouble in the society.

VIII. CONCLUSION

The issue of a hostile work environment for women is a key concern that has received substantial attention and awareness in recent times. The main objective of the research is to find out possible solutions in order to prevent the hostile environment in places of employment and to find the main cause for Hostile environment in India. The study reveals that women are still being discriminated against in many workplaces. Some of the main causes are male chauvinism, tolerance of women imposed by culture, due to lack of stringent laws. Here, women shall be made aware by lawyers and social activists and shall enact strict laws and legislations for the prevention of discrimination of women. If we analyse the country, there will be new laws and legislations for the protection of the rights of women. Women are not subordinate to men and they shall be treated equal to men in every aspect. I conclude the research by saying "Behind every man's success there is a woman".

