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Research Journal

Golden Research
Thoughts

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Short Profile

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Head of the Department at Department of
Sociology in Political Postgraduate
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Pradesh). She has Completed M.Phil. and Ph.D.

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gSvkj fcuk xteh.k fodkl dsdkbzHkh fodkl dk; Øe ek= , d Nykok gA orëku l e; ea vl æfBr {ks=kaea t gkW'kgjh efgykvka dks i fr'kr 17-5 gS ogha xteh.k {ks=kaea; g i fr'kr 67 gA

'kgjh efgyk; sarks fQj Hkh viuh l j {kk dks ydlj l tx gS i jUrqetnj ds: i eadke dj jgh ; s efgyk; aviuh t: jrka dh i fr'zdsfy; su tkusdrus tehnikja o Bcdnkjka dh gol dk f'kd kj curh gA 'kgjh efgyk; sarks fQj Hkh bu l kQ dh yMkbz yMua dks r\$ kj jgrh gS i jUrq; g xteh.k efgykvka dks vi eku dk dMok ?kW i hdj pq gsk tkuk i Mrk gS D; kAd og tkurh gS fd vxj blgkua bl vl; k; ds f[kykQ vkokt mBkbz rks mudh l kjh ftUnxh ujd cuk nh tk; schA mnkgj .kkfz vHkh gky gh ea i'pr cakj ds o/këku ftyeagbz , d >d>kj nssokyh ?kVuka tc , d vknokl h ; orh dksml dh etnijh dsnkjku gol dk f'kd kj cuk; k x; kA ; g Hkkjr dsfy; s'kez dh ckr gSfd cMh cMh feykj dkj [kkukj QSDV^a ka ea dke dj jgh bu cæl o ypkj efgykvka dks cMsj bz] l kgwvkjka tehnikja o uskvka vkfn dks i jkd k tkrk jgk gA vkt ea i z u mBkrh gWfd vkf[kj bu efgykvka dh l j {kk ds fy; sgeusD; k fd; kA

dk; ZLFky ij yfxd mRi hMu fuokj .k vf/kfu; e] 2013

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- ★ ge l Hkh thou& ki u dsfy, dkbz u dkbz dke djrs gA pksog dkbz QDVh dk; kzy; ; k vl; dkbz Lfkk gka dke djus okyh efgyk, a vksj i q 'k nksuka gh gksr gS l ekt' ea efgykvka dh cnyrh Hkfedk eamlgksa?kj dh vkfFkd 0; oLFkk ds i f jorZu ea vi uk egROI wKz; ksnku fn; k gS vud dkj .kka l s efgykvka dks dk; ZLFky ij yfxd mRi hMu >yuk i Mrk gA
- ★ orëku l e; ea gekjs ns k ea ykxw fl foy ; k vki jkf/kd dkumu dke ds Lfkk ij efgykvka dks yfxd 'kksk.k l s cpkus ds fy, i ; kAr l j {k.k ugha nrs gA bu i f jLFkfr; ka ea efgykvka ds vlunj ghu , oa vl j {kk dh Hkkouk vk tkrh gS vksj mlga l ekt' ea mfpr Lfkk ugha fey i krk gA

^dk; ZLFky ij yfxd mRi hMu fuokj .k vf/kfu; e] 2013**

blgh l c fopkjka ds l mHkZ ea fo'kk [kk uked , d xS l jdkjh l LFkk }kjk ekuuh; mPpre- U; k; y; ds l e{k dk; ZLFky ij efgykvka ds yfxd mRi hMu l s l EcfU/kr , d tufgr ; kfpdk nk; j dh xbz gA ekuuh; mPpre- U; k; y; }kjk dke ds Lfkk efgykvka ds yfxd 'kksk.k ij i kmh yxkus ds fy, fo'kk [kk cuke jkt Lfkk jkt; ds ekeys ea , d ekxhf' kZk tkjh dh xbz ft l eafun k fn; k x; k gS fd tc rd bl fo'k; ij vl; dkbz dkumu ugh cu tkrk] tc rd ; gh ekxhf' kZk gh dkumu dk dke djschA efgykvka dh l j {kk} e; kzk cuk, j [kus ds fy, vksj dk; ZLFky ij muds yfxd mRi hMu dks jkdus ds fy, ^dk; ZLFky ij yfxd mRi hMu fuokj .k vf/kfu; e] 2013** cuk; k x; k gA

yfxd mRi hMu D; k gS

- ★ 'kkj hfj d Li 'kz vksj psVk; } vFkok
- ★ ; ksu Lohdfr dh ekkk vFkok vug ksk vFkok
- ★ dke jAr tr fVli f.k; kldjuk] vFkok
- ★ fd l h dkekRstd l kexh dk i n'kz vFkok
- ★ ; ksu l EcfU/kr dkbz vl; v'kkkkuh; 'kkj hfj d] ekS [kd ; k l kdsrd vkpj .k

i f j Hkk'kk, W

^0; fFkr efgyk l &

- ★ dk; ZLFky ds l EclU/k eafdl h vk; qdh efgyk] pks fu; kstr gks ; k ugha vfHki r gS tks i R; Rrjnkrk }kjk yfxd mRi hMu ds fd l h dk; Z ds v/khu j [ks tkus dk vfHkdFku djrh gA
- ★ fuokl Lfky ; k xig ds l EclU/k eafdl h vk; qdh efgyk vfHki r gS tks, d sfuokl Lfky xig ea fu; kstr dh x; h gA

^?kjsywdk; zd=h** l s&

, d h efgyk vfHki r gS tks; k rks i R; {kr%; k fd l h vfHkdrkz ds ek/; e l s vLFkk; h ; k Lfkk; h] vAdkfyd ; k i wkZdkfyd vk/kkj ij i kfJfed ds fy,] pksudnh eagks; k oLrqeagk\$ xigLFkh eaxigLFkh dk; Zdjus ds fy, fu; kstr gks fdUrqbl eafu; kst d dsi fjokj dk dkbz l nL; l fEefyr ugh gA

i fj Hkk'kk, W

^dk; LFky ea l fefyr gS&**

- ★ dkbZ foHkkx] l xBu] mi Øe] l l Fkku] m | e] l l Fkku] dk; kzy;
- ★ l jdkjh dEiuh ; k fuxe ; k l jdkjh l febr }kjk LFkfi r] LokfeRok/khu] fu; U=.kk/khu
- ★ dkbZ futh {ks= dk l xBu ; k futh ifj; kstuk] mi Øe] m | e] l l Fkku] l l Fkku] l k kbVh] U; kl] xS&l jdkjh l xBu] bdkbZ ; k l ok inkrk tks okf.kT; d] 0; ol kf; d] l j {kf.kd eukjatukRed] vks] kSxd] LokLF; l okvka ; k forrh; fØ; kdyki ka dks dj jgk gS ft l ea mRi knu] vki fr] foØ;] forj.k ; k l ok l fefyr gA
- ★ vLirky vks ifjppkz xg] dkbZ ØhMk l l Fkku] LFky ; k xg A

vkUrfjd i fjokn l febr dk xBu

dk; ZLFky dk gj fu; kst d] fyf[kr ea vkn'sk }kjk l febr dk xBu djsk vks tggWdk; ZLFky ds dk; kzy; dh bdkb; kwofoHku LFkyka ij flFkr gS ogkW Hkh vkUrfjd l febr dk xBu fd; k tk; sxA vkUrfjd l febr ds fuEu l nL; gkax tks fu; kst d }kjk pps tk; sxA

- ★ i hBkl hu vf/kdkjh] ofj'B Lrj dh efgyk vf/kdkjh gksxA
- ★ de l sde nks depkjh tks efgykvka dsekeyka dsfy, ifrc) gS vks ft l ga l keft d dk; Zea vutko gS; k fof/kd Kku gA
- ★ xS l jdkjh l xBu ka ea l s , d l nL;] tks efgykvka dsekeyka dsfy, ifrc) gS; k yfxd mRi hMu l sl Ecl/kh ekeyka l si fjpr 0; fDr gkA

LFkkuh; i fjokn l febr dk xBu

ftykf/kdkjh dh vf/kl puk &

l eipr l jdkj ftyk eftLVV ; k dyDV; k mi & dyDVj dksbl vf/kfu; e ds v/khu 'kfDr; ka dk iz ks djus; k dfr; ka dk fuozu djus dsfy, i R; sd ftyk dsfy, ftykf/kdkjh ds: i ea vf/kl ipr dj l dsxA

i fjokn & yfxd mRi hMu dk i fjokn &

- ★ dkbZ0; fFkr efgyk dk; LFky ij yfxd mRi hMu dk i fjokn fyf[kr ea ?kVuk dh rkjh[k l s rhu

ekl dh vof/k ds vUrxr vks ?kVuk dh rkjh[k ds rhu ekl dh vof/k ds Hkrj vkUrfjd l febr dks ; fn bl i zdkj xBr gS; k LFkkuh; l febr dks ; fn og bl i zdkj xBr ugha gS dj l dsxA

tggW0; fFkr efgyk 'kkjhfd ; k ekuf l d v{kerk ; k eR; qdsdkj .k ; k vU; Fk i fjokn dj usea vl eFkz gS ogkW ml dk fof/kd mRrjkf/kdkjh ; k , s k vU; 0; fDr] tS k fd fofgr fd; k tk,] bl /kkj ds v/khu i fjokn dj l dsxA

i fjokn dh tkp

- ★ tkp dsyEcr jgus dsn'sku dk; bkghA
 - ★ tkp dsyEcr jgus dsn'sku] 0; fFkr efgyk }kjk fd, x, fyf[kr vuj'sk ij vkUrfjd l febr] ; FkflFkr fu; kst d l s
 - ★ 0; fFkr efgyk vks i R; Rrjnkrk dksfd l h vU; dk; ZLFky ij vkUrfjd djuk] ; k
 - ★ rhu ekl dh vof/k rd 0; fFkr efgyk dks vodk'k i nku djuk] ; k
 - ★ 0; fFkr efgyk dks, s k vU; vu'p'sk i nku djus dsfy,] tS kfd fofgr fd; k tk,] fl Qkfj'k dj l dsxA
 - ★ bl /kkj ds v/khu 0; fFkr efgyk, dks i nRr vodk'k ml vodk'k ds vrfjDr gksk] ft l dsfy, og vU; Fk gdnkj gksxA
- mi /kkj k ¼1½ ds v/khu vkUrfjd l febr ; k LFkkuh; l febr] ; FkflFkr dh fl Qkfj'k i j fu; kst d mi /kkj k ¼1½ ds v/khu dh xbZ fl Qkfj'ka dks fØ; klor djsk vks , s s fØ; klu; u dh fj i kZ vkUrfjd l febr ; k LFkkuh; l febr] ; FkflFkr] dksHkst sxA

yfxd mRi hMu l Ecl/kh u, s dkuuh i ko/kku

- ★ /kkj k & 326 ¼d½, fl M geyk & de l sde 10 o'kz dk dkjkokl vks t'p'k l s nf.Mr fd; k tk l drk gA ; g l tk vkthou dkjkokl ea Hkh i fjofr'z gks l drh gA ; g efgyk , oa i q 'k nkuakadsfy, dkuuh : i l seku; gA
- ★ /kkj k & 354 ¼d½ yfxd mRi hMu & de l sde 03 o'kz dh l tk vks t'p'k l s nf.Mr fd; k tk l drk gA
- ★ /kkj k & 354 ¼k½ efgyk dks fuoL= djus dh dks'k'k & 03 o'kz l s07 o'kz rd dsdkjkokl vks t'p'k l s nf.Mr fd; k tk l drk gA

- ★ /kkjk&354 ¼x½ rkd&>kkW djuk&, d k vijk/k djusij de l sde tk l drk gA yfdu ; fn , d k gh vijk/k nkskjk djusdjusdk nsk fl) gksxk rks de l sde 03 o'kz vksj 07 o'kz ds dkjkokl vksj tækusl snf.Mr fd; k tk l drk gA
- ★ /kkjk&354 ¼k½ ihNk djuk&; fn dkbz 0; fDr fdl h efgyk dh bPNk ds fo:) b&esy] eksckby] byDVkfud ek/; e vkfn l si hNk djus dk vijk/k djsx rksml si Fke nsk fl) gksusij 03 o'kz dk dkjkokl vksj tækus gks l drk gA ijUrq nkskjk nsk fl) gksusij 05 o'k ds dkjkokl vksj tækusl snf.Mr fd; k tk l drk gA

ihfMr efgyk D; k dja

- ★ ihfMr efgyk [kn ; k ml ds fjLrskj yfxd mRihMu dh f'kdk; r i fyl Fkus ea ntZ dj l drs gA ihfMr efgyk dh igpku xDr j [kh tk; xhA
- ★ ; fn i fyl fjikZ fy [kus l s budkj dj ns rks i fyl v/kh{k d] eftLVV] dyDVj] fo/kk; d ; k ea=h dks i = fy [kdj f'kdk; r ntZ djkbz tk l drh gA
- ★ fdl h l ekt l dh l Fkk ; k l ekpkj i = dks i = fy [kdj , d h ?kVuk dh tkudkj nh tk l drh gA
- ★ yfxd mRihMu dh ?kVuk ds ckn efgyk dh tkW MkDVj l sdjokdj fjikZysyuh pkfg, A
- ★ fjikZ ds ckn tkW dk ijk dke i fyl djsx vksj l jdkjh odhy ekeysdh i j oh djsxkA
- ★ efgyk pkgsrksog vyxx l sodhy dj l drh gS tksl jdkjh odhy dh enn djsxkA
- ★ yfxd mRihMu dh ?kVuk Nq kus ds ctk; s ml dh f'kdk; r t: j dj rkd vijk/kh dks l tk fey l dA

^D; k og ifrek gSm l fodkl dh tgmWukjh dh vflerk djgrh gS ?kj dh oksnoh tc , d dksusea vkW wcgkrh gA**

vkt ; gh l e; gSfd gea l j {kk dh nf'V l s mi f{kr bu efgykva ds vPNs Hkfo'; ds fy; s l dkjRed dne mBk; stkusdh vko' ; drk gSft l ds fy; sdN fuEufyf [kr l æko mi f{kr g&

- 1-fdl h Hkh cMh QDVh vFkok dEi uh ea de l s de , d efgyk i z kkl fud vf/kdkjh dksrSkr fd; k tkuk pkfg, stksefgykvad h l eL; kvkadks l u l dA 2-18 o'kz l sde mez dh cfydkvka ds dke djus ij jkd yxuh pkfg, A
- 3-gj QDVh ea, d efgyk MkDVj dh fu; fDr Hkh dh tkuh pkfg, rkd fdl h Hkh vfi; ?kVuk dk irk vkl kuh l syxk; k tk l dA
- 4-jkT; l jdkj viusdN fo'ksk vf/kdkjh fu; fDr djs tksl e; l e; ij bu efgykval sckrphr dj l dA
- 5-efgykvka ea Hkh tkx: drk dk l pkj fd; k tkuk vko' ; d gA
- 6-vl æfBr {ks=kadsdk; j r efgykvadks i ; k l r vkRe j {kk i f' k{k. k fn; k tkuk Hkh vi f{kr gA

vr%fu'd'kzLo: i ; g dgk tk l drk gSfd efgykva dh l j {kk dh vksj ; g i gyk dne gS vksj geavHkh , d sdbzi z kd uh; dne mBkuk ckdh gA ; fn , d efgyk l j f{kr gksx rks , d ijk i fjokj l j f{kr gkskA , d i j si fjokj dks vPNh f' k{k i k l r gks l dsx tksn s k ds fodkl eal j guh; ; k nku nsxkA

l UnHkZ l ph

1. [https://en.wikipedia.org/wiki/The_Sexual_Harassment_of_Women_at_Workplace_\(Prevention,_Prohibition_and_Redressal\)_Act,_2013](https://en.wikipedia.org/wiki/The_Sexual_Harassment_of_Women_at_Workplace_(Prevention,_Prohibition_and_Redressal)_Act,_2013)



t; fdju ofj "B i oDrk] foHkxk/; {k } l ekt'kkL= foHkx] jkt dh; LukdkRrj egkfo/kky;] Njkj vyhx<} ¼mRrj i ns k½

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