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| Sr. No. | Seminar / Workshop / Conference / Refresher Course etc. | Level (International / National / State / University etc.) | Date/s | Theme / Title | Venue | Title of the Paper/ Poster presented (if any) | Title of the journal | Impact Factor | ISSN / ISBN No. |
|---------|---|--|---------------------------------|---|--|---|--|---------------|-----------------|
| 1 | Conference | International | 27 th January, 2018 | Commerce, Banking, Economics, Management, Law, Social Sciences and Environmental Concerns | SEMT's M. B. Harris College of Arts L.A.E. Kalsekar College | Forensic Accounting | An International Multidisciplinary Half Yearly Research Journal : Genius | 4.248 | 2279-0489 |
| 2 | Conference | National | 30 th January, 2018 | Recent Trends in Business and Finance | T.Z.A.S.P. Mandal's Pragati College of Arts and Commerce, Dombivli (E) | Forensic Accounting | Aarhat Multidisciplinary International Education Research Journal (AMIERJ) | 5.18 | 2279-5655 |
| 3 | Conference | National | 17 th February, 2018 | Sustaining Quality: NAAC New Guidelines, 20117 | Ramanand Arya D.A.V. College, Mumbai | Ethics in Research | Management Guru: Journal of Management Research | 2.70 | 2319-2429 |

Faculty Name: Dr. Jayant Apte

Sr. No. 1

Academic Year 2017 - 2018

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13

Forensic Accounting

DR. (CA) Ashwat R. Desai

Asso. Prof. Ghanshyamdas Saraf College, Malad (West), Mumbai.

Dr (CA) Jayant Apte

Vice Principal, Ghamshyamdas Saraf College, Malad (West), Mumbai.

Abstract

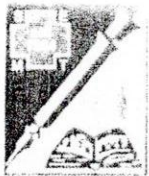
Forensic Accounting has risen to prominence because of increased financial frauds, popularly known as white collar crimes. **Forensic Accounting can be described as a specialized field of Accountancy which investigates fraud & analyses financial information to be used in legal proceedings.** Forensic Accounting uses Accounting, Auditing & Investigative skills to conduct investigation into theft & fraud.

Introduction

With the advent of computers, Internet, and complex accounting systems, employees now need only to make a telephone call, misdirect purchase invoices, bribe a supplier, manipulate a computer program, or simply push a key on the keyboard to misplace company's assets, because of which the size and number of frauds have increased tremendously.

It is the surging number of white-collar crimes that have paved the way for the development of Forensic Accounting. In the backdrop of highly competitive business environment, there has been a surge in commercial litigations. The complex nature of financial and accounting issues make the scenario more complicated. This has resulted in the greater demand of specialist financial skills in detecting and investigating fraudulent actions. The Enron and WorldCom debacles, as well as other accounting scandals has forced the accounting profession to undergo radical changes. Until recently, detecting fraud or white-collar crime was thought to be part of the conventional accounting function. Fraud was something the internal or external auditors were supposed to guard against through their periodic audits. However, there are disturbing facts and statistics of National and International corporate scandals. Embarrassing audit failures in the past couple of decades have led the experts in the field of accounting and auditing to think beyond their traditional roles.

The work of an auditor is no longer limited to ensure that financial statements are true and fair. The focus is now more on fraud risk, fraud detection, fraud prevention and investigation. This audit takes a more proactive, sceptical approach in examining the books of accounts. It makes no assumption of management integrity, show less concern for arithmetical accuracy, have nothing to do with Accounting or Assurance Standards but are keen in exposing any possibility of fraud.



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Vice Principal , Ghamshyamdass Saraf College, Malad (West), Mumbai 400064.

has participated and presented the paper entitled

Forensic Accounting

at the International Conference on Commerce, Banking, Economics, Management, Law, Social Sciences and Environmental Concerns held at SEMT's M B Harris College of Arts & A. E. Kalsekar College of Commerce and Management, Nallasopara (W) Dist. Palghar on Saturday 27th January 2018..

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(15) 145

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NATIONAL CONFERENCE
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DEPARTMENT OF ACCOUNTANCY
ON
"RECENT TRENDS IN BUSINESS & FINANCE"**

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Head, Department Of Accountancy

Thane Zilla Agri Shikshan Prasarak Mandal's

Pragati College Of Arts And Commerce, Dombivli, Dist. Thane.



FORENSIC ACCOUNTING

DR. (CA) Ashwat R Desai

Asso. Prof. Gianshyamdas Saraf College, Malad (West), Mumbai 400 064.

And

Dr (CA) Jayant Apte

*Vice Principal, Ghamshyamdas Saraf College, Malad (West),
Mumbai 400 064.*

ABSTRACT

Forensic Accounting has risen to prominence because of increased financial frauds, popularly known as white collar crimes. Forensic Accounting can be described as a specialized field of Accountancy which investigates fraud & analyses financial information to be used in legal proceedings. Forensic Accounting uses Accounting, Auditing & Investigative skills to conduct investigation into theft & fraud.

INTRODUCTION:

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The work of an auditor is no longer limited to ensure that financial statements are true and fair. The focus is now more on fraud risk, fraud detection, fraud prevention and investigation. This audit takes a more proactive, sceptical approach in examining the books of accounts. It makes no assumption of management integrity, show less concern for arithmetical accuracy, have nothing to do with Accounting or Assurance Standards but are keen in exposing any possibility of fraud.

• FORENSIC ACCOUNTING - HISTORICAL PERSPECTIVE

Maurice E. Peloubet coined the term 'Forensic Accounting' in 1946. Worldwide, we consider Sherlock Holmes to be the first forensic accountant. However, the contribution of some historic characters in India cannot be ignored. In India, Kautilya was the first person to mention the famous forty ways of embezzlement in his book Arthashastra during the ancient times.

• WHAT IS FRAUD?

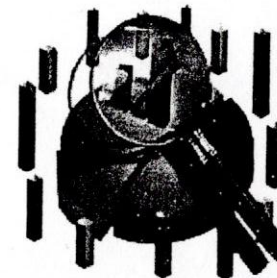
There are two principal methods of getting something from others illegally. Either you physically force someone to give you what you want (using a gun, knife, other weapon, or brute force, or you trick them out



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UGC Sponsored One-Day National Conference on
"RECENT TRENDS IN BUSINESS & FINANCE"
on Tuesday, January 30, 2018



Certificate

This is to certify that,

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of Ghanshyamdas Saraf College, Malad, Mumbai
has ~~participated / presented paper / presented paper in absentia~~ in UGC sponsored One-Day National Conference
on "Recent Trends in Business & Finance", organised by Department of Accountancy, Pragati College of
Arts & Commerce, Dombivli (E), Dist. Thane, Maharashtra, on Tuesday, 30th January, 2018.

The Title of the Paper is Forensic Accounting

Pohane

DR. (MRS.) JYOTI POHANE
Convener

Mahajan

DR. A. P. MAHAJAN
Principal &
Chairperson of the Conference

Management Guru: Journal of Management Research

ISSN 2319-2429

Vol. VI | Issue No. 2 | Monthly Journal | March 2018 | Thane

GC Listed Journal Under the category- "Social Sciences All" Sl.No : 616 Journal No. 45007



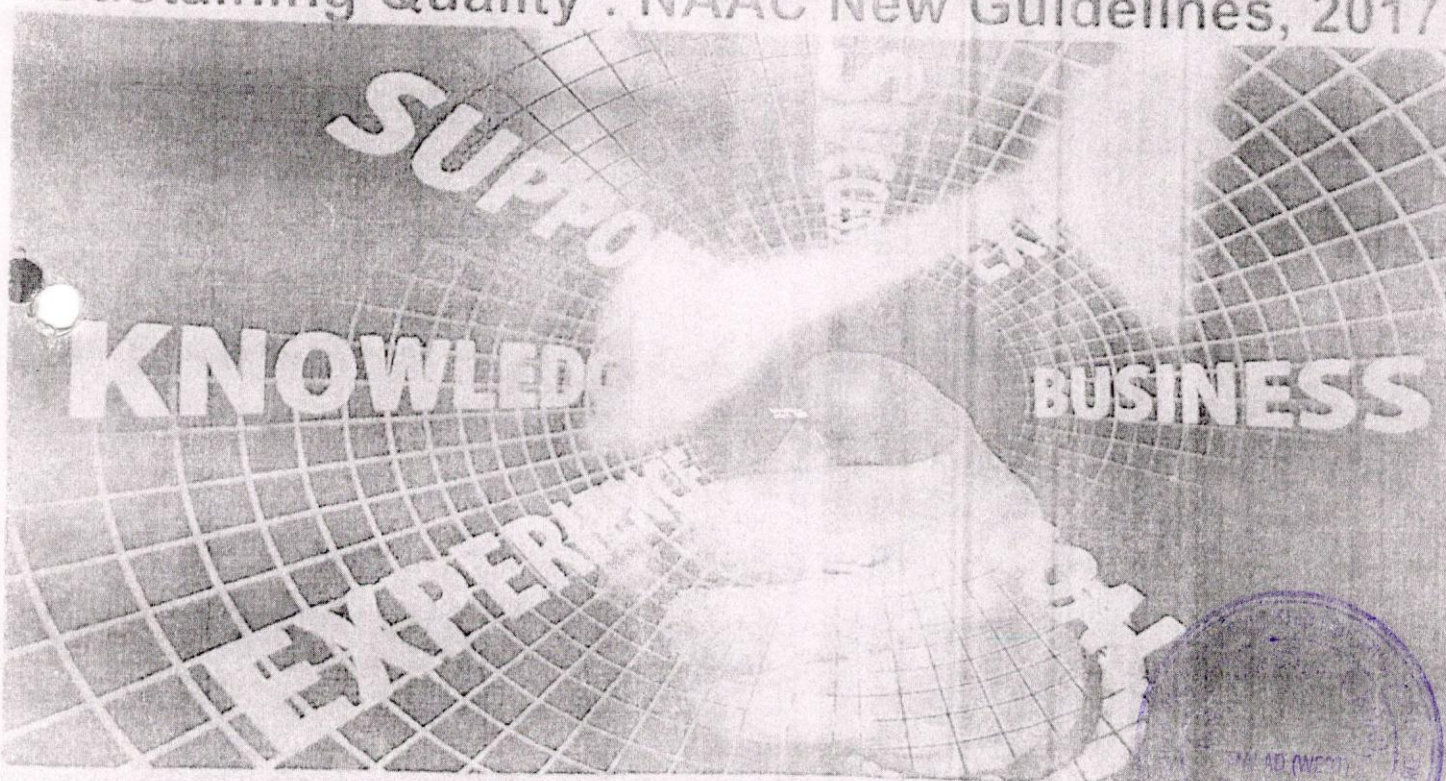
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One Day National Interdisciplinary Conference on
Sustaining Quality : NAAC New Guidelines, 2017



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Saturday, 17th February, 2018





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This is to certify that Prof./Dr./Ms./Mr. Jayant Apte
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New Guidelines, 2017," organised by Ramanand Arya D.A.V. College, Mumbai, on 17th February 2018
and presented a research paper entitled Ethics in Research.

Prin. Dr. Ajay M. Bhamare
Conference Chairperson

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|---------|---|---|----------------------------------|---|---|---|---|---------------|-----------------|
| 1 | Conference | National | 23 rd September, 2017 | Globalization : New Horizons and Perspectives | Karnataka Sangh's Manjunatha College of Commerce Thakurli (E) | Globalization : New Horizons and Perspectives on Indian Economy | Globalization New Horizon and Perspectives with Special Reference to International Tourism Industry | 2.70 | 2319-2429 |

Faculty Name: Dr. Shripad Joshi

Sr. No. 2

Academic Year 2017 - 2018

One Day Multi-disciplinary National Conference on
“Globalization: New Horizons and Perspectives”
23rd September, 2017

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Website : www.mngtguru.com, www.sharayuprakashan.com

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| 36 | The Impact of Globalization on English Language Teaching in India Dr.Anjali Verma & Dr.Mousumi Manna | 236 |
| 37 | Globalization : New Horizon and Perspectives with Special Reference to International Tourism Industry Dr.Shripad Joshi & Neelam Patil | 240 |
| 38 | A Study on Difference between Traditional Banking and Modern Banking Pratiksha Prakash Mandavkar & Tanvi Gavand | 246 |
| 39 | A Study on Customer Relationship Management Strategies of Banks W.R.T. State Bank of India Dr. Shraddha Mayuresh Bhome & Vrushali Ravindra Alve | 250 |
| 40 | A Study on Impact of Globalisation in Developing Countries. Dr. Shraddha Mayuresh Bhome & Ekta Odhavji Bhanushali | 254 |



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from Sara F College / University participated as a Keynote Speaker/

Resource Person/Delegate/ Paper Presenter (Title of paper: Globalization New Horizon & Perspectives

with special reference to International tourism industry on Saturday, 23 September, 2017.

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Shripad Joshi

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|---------|---|---|---------------------------------|---|--|---|---|---------------|-----------------|
| 1 | Conference | National | 28 th February, 2018 | Opportunities and Challenges in Service Sector in Global Era" | Seva Mandal Education Society's Smt. Maniben M. P. Shah Women's College of Arts and Commerce | Tourism and Hospitality Sector in India: The Road Ahead | International Multi-Disciplinary quarterly research journal | 5.2 | 2277-5730 |

Faculty Name: Dr. Shagun Srivastava

Sr. No. _____

3

Academic Year 2017 - 2018

22. Tourism and Hospitality Sector in India - The Road Ahead

Dr.Shagun Srivastava

Associate Professor, Dept. of Economics, Ghanshyamdas Saraf College of Commerce and Arts.

Abstract

The tourism and hospitality sector is a major contributor to the Indian economy. The tourism industry in India has a share of 0.52% of world tourism and the receipts as 0.89% of the world receipts. This sector's direct contribution to GDP is expected to grow by 7.9 per cent per annum during 2016-26. Tourism in India is the third largest foreign exchange earner for the country. During 2006-16, the direct contribution of tourism and hospitality to GDP was expected to register growth at a CAGR of 11.3 per cent. Its contribution to employment is expected to rise by 2.0 per cent per annum to 46.42 million jobs by 2026. The Indian government has realised the country's potential in the tourism industry and has taken several steps to make India a global tourism hub.

In the Union Budget 2017-18, the Government of India announced some initiatives to give a boost to the tourism and hospitality sector such as setting up of five special tourism zones, special pilgrimage or tourism trains and worldwide launch of Incredible India campaign among others. On tourism and related infrastructure front, the Budget saw several announcements for railways, aviation, road and coastal connectivity. The tourism sector in India has various emerging segments viz Rural Tourism, Adventure Tourism, Pilgrimage Tourism, Eco Tourism, Luxury Tourism, Heritage Tourism, Medical Tourism. India has immense growth opportunities to be exploited in the near future with respect to Medical tourism, Cruise tourism, Rural tourism and Eco tourism. This sector has a direct, indirect and induces impact on the economy in terms of GDP and employment growth. Despite the industry's immense contribution to socio-economic developments as are obvious, there still are major challenges that confront the Hospitality and tourism industry.





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CERTIFICATE

Awarded to Mr./Ms./Dr. Shagun Srivastava
of Ghanshyamdas Saraf College for
attending / presenting paper on Tourism and Hospitality Sector in India -
The Road Ahead at the International Conference on
"Opportunities & Challenges in Service Sector in Global Era" held on 28th February 2018.

Mrs. Renuka Prajapati
Vice-Principal, HOD-ECO
Convener

Dr. Daksha Dave
Asso. Prof. Economics
Convener

Dr. Jitendra Aherkar
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B.L. Amlani College of Com & Eco.

Dr. Leena Raje
Principal
Smt. M M P Shah College

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|---------|---|--|---------------------------------|--|---|--|--|---------------|-----------------|
| 1 | Conference | International | 17 th February, 2018 | ScholQuest, USA and Skill Development and Vocational Training Institute of India | Shri M. D. Shah Mahila College of Arts and Commerce Malad (W) | Business Application of Operation Research in Decision Making | Review of Research | 5.2331 (UIF) | 2249-894X |
| 2 | Seminar | National | 3 rd February, 2018 | Innovative Practices and Emerging Trends: Quality Research in Higher Education | N.S.S. College of Commerce and Economics, Mumbai | Generating functions for classical Jacobi Polynomial by lie group theory | Scholarly Research Journal for Interdisciplinary Studies | 6.177 | 2278-8808 |

Faculty Name: Dr. Seema Agarwal

Sr. No. 4

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REVIEW OF RESEARCH

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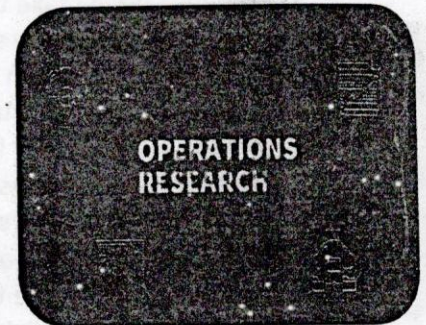
BUSINESS APPLICATION OF OPERATION RESEARCH IN DECISION MAKING

Dr. Seema Agarwal

Asst. Prof. Ghanshyamdas Saraf College.

ABSTRACT:

Operations Research is a bouquet of mathematical techniques that have evolved over the last six decades to improve the process of business decision making. Operations Research offers tools to optimize and find the best solutions to myriad decisions that managers have to take in their day to day operations or while carrying out strategic planning. Today, with the advent of operations research software, these tools can be applied by managers even without any knowledge of the mathematical techniques that underlie the solution procedures. Operations managers are not expected to be experts in any decision science tools; however, he or she must have fundamental knowledge of such tools to acquire right resources and to make the most economically sounding decisions for the company as a whole. The objective of this paper is to discuss the principles and ideas of Operations Research which are very helpful in a dynamics, complex and competitive business environment. The present paper is an attempt to highlight the significance of operation research, different techniques used and its application in business and industry. To achieve the aim of the paper this paper examines the nature of the Operation Research techniques available for managers and the various areas of operation they can be applied to improve the operational efficiency of the organisation.



KEYWORDS: Business, Managers, Operation Research (OR), Decision, Decision Making.

1) INTRODUCTION:

Operation Research (OR) is an experimental and applied science devoted to observe, understand and predict the behavior of purposeful, men, machine, system and OR workers are actively engaged in applying this knowledge to practical problem in business, government and society (-operation Research Society, USA).

OR is a scientific knowledge through interdisciplinary team effort for the purpose of determining the best utilization of limited resources (-H.A. Taha)

Operation Research provides a facility to decision maker to evaluate the given problems, identify the alternative solutions, recognize the constraints and then assist the decision maker to have the best possible solution available, which known as optimal solution, OR also provides the quantitative and qualitative aid to the problem, so that is will become easier for decision maker to predict the future outcomes of the solution. The uncertainty of future and complexities of present scenarios increases the responsibilities of decision



CERTIFICATE

OF RECOGNITION

This certificate is presented to:

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Seema Agarwal

For Presenting Research Paper Titled *Business application of operation research in decision making*

Way Forward for 21st century International Conference,
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In Association with Shri. M.D. Shah Mahila College, Mumbai on 17th February 2018

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Dr. Deepa Sharma

Dr. Deepa Sharma
Principal,
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Dr. Sudha Subramanian

Dr. Sudha Subramanian
SDVTII, Mumbai



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INTERDISCIPLINARY STUDIES**



**UGC Proposed Third National Seminar on
"Innovative Practices and Emerging Trends: Quality
Research in Higher Education"**
held on Saturday, 3rd February 2018

EDITOR

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- 15 **ROLE OF INFORMATION AND COMMUNICATION TECHNOLOGY IN POLICE INVESTIGATION IN INDIA**
Ms. Deepashri Jayant Hadphadkar (103-108)
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Nandure Vijay Laxmanrao (168-174)
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Prof. Nital Kothari (179-183)
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Prof. Ashutosh Saxena (184-188)
- 27 **MULTIPLE REGRESSION OF HUMAN ANTHROPOMETRY**
Vinay Pandit (189-192)
- 28 **MODERNIZATION OF ONLINE EDUCATION AND NPTEL**
Kirtikumar R. Pimpliskar (193-196)
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CERTIFICATE

This is to certify that, Mr./Ms. Dr. Seema Agarwal,
of Ghanshyamas Saraf College, Malad (w) Mumbai —

participated in the **Third National Seminar on "Innovative Practices and Emerging Trends: Quality Research in Higher Education"** held on **Saturday, 3rd February 2018** (9.00 a.m. to 5.00 p.m.) organized by Internal Quality Assurance Cell (IQAC) of N.S.S. College of Commerce and Economics, Mumbai and presented a paper on the topic "Generating Functions for Classical Jacobi Polynomial by Lie Group theory."


MRS. AMITHA RAO
IQAC - COORDINATOR
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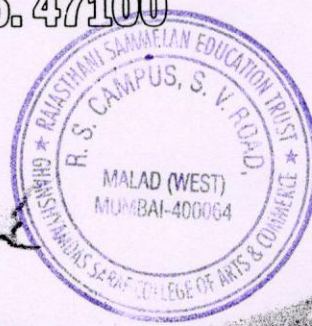
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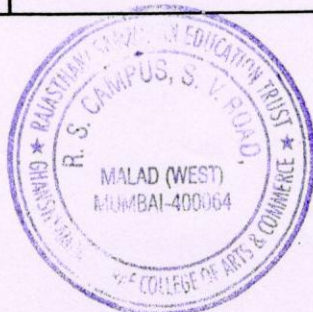


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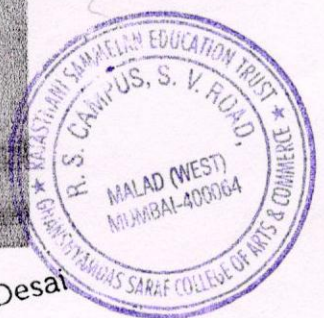
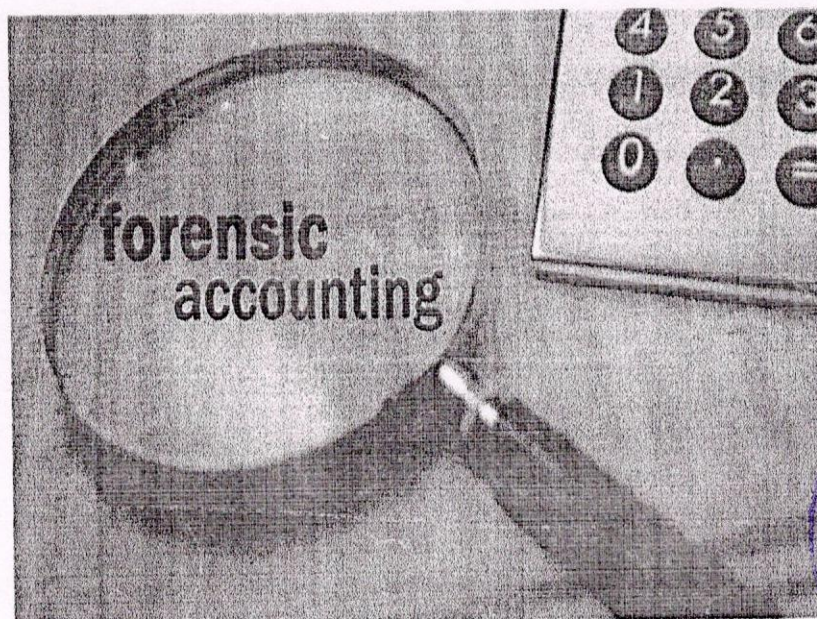
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FORENSIC ACCOUNTING



Dr. Ashwat R. Desai

Dr. Ashwat R. Desai

Ghanshyamdas Saraf College, Malad (W), Mumbai

ABSTRACT:- Forensic accounting includes the use of accounting, auditing, and investigative skills to assist in legal matters. It consists of two major components: litigation services that recognize the role of an accountant as an

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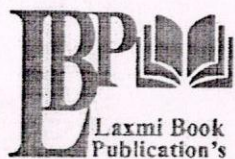
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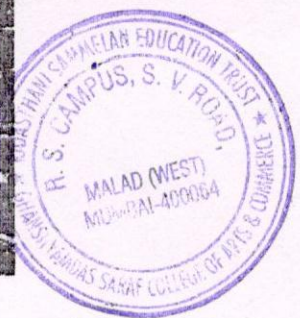
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INTERNAL AUDIT SYSTEM IN ARTS, SCIENCE AND COMMERCE COLLEGES AFFILIATED TO UNIVERSITY OF MUMBAI



Dr. Ashwat R. Desai

Dr. Ashwat R. Desai

Ghanshyamdas Saraf College, Malad (W), Mumbai.

ABSTRACT:- Internal Audit is a review of the operations and records, sometimes continuously undertaken, within an institution, by specially assigned staff. Internal audit is a thorough examination of the accounting transactions as well

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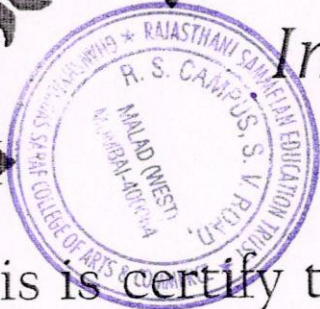


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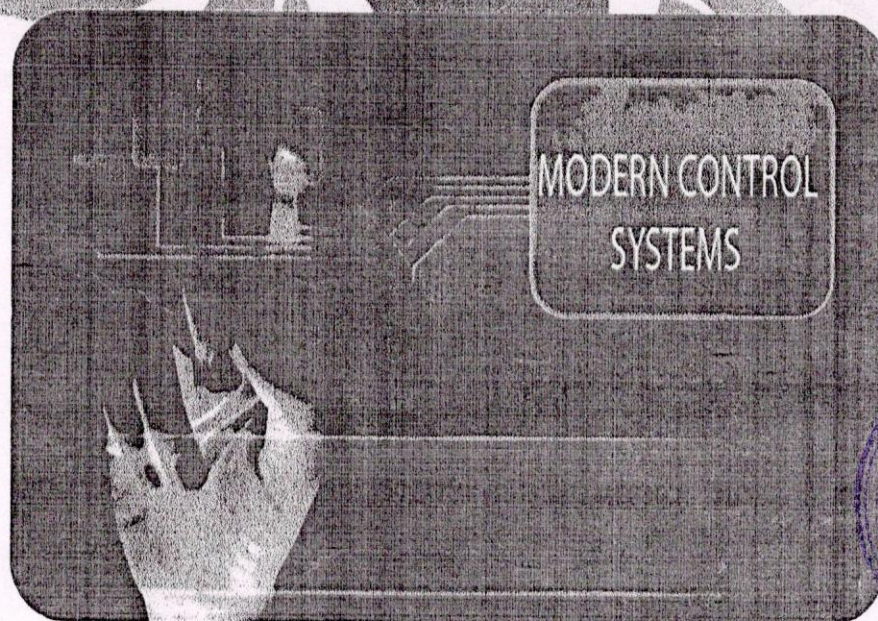
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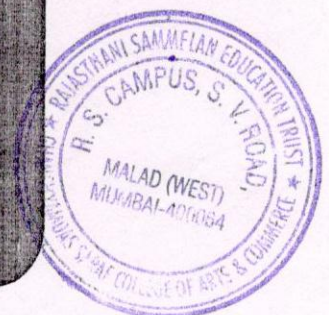
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INTERNAL CHECK AND CONTROL SYSTEMS IN ARTS, SCIENCE AND COMMERCE COLLEGES AFFILIATED TO UNIVERSITY OF MUMBAI



2017-18



Dr. Ashwat R. Desai

Dr. Ashwat R. Desai

Chanshyamdas Saraf College, Malad (W), Mumbai

ABSTRACT: Internal check and control system of institution checks on the day-to-day transactions and operate for internal control system. The system, whereby the work of one person is proved independent of another.

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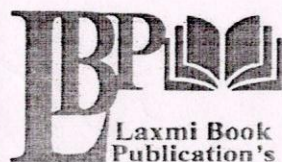
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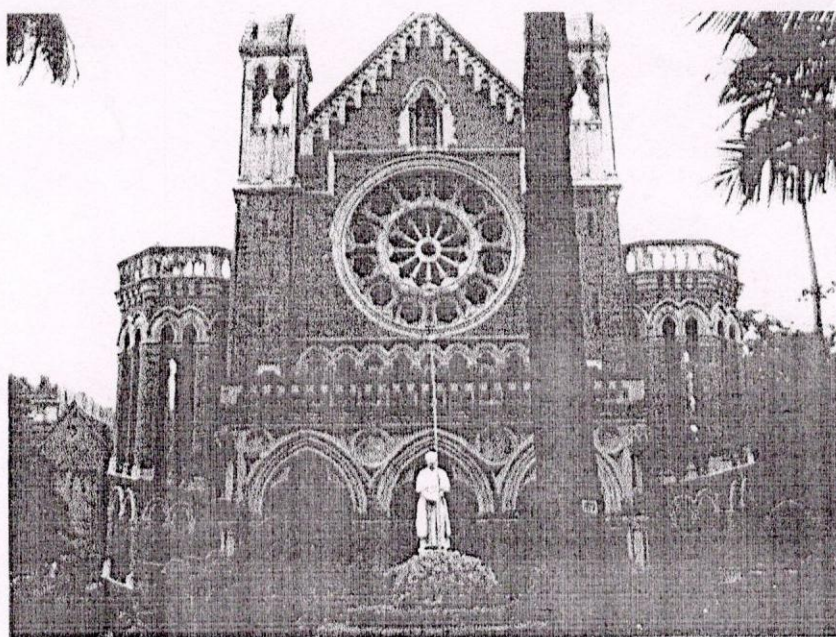
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UNIVERSITY OF MUMBAI- A STUDY



Dr. Ashwat R. Desai

Dr. Ashwat R. Desai

Ghanshyamdas Saraf College, Malad (W), Mumbai.

ABSTRACT:- The present paper is an attempt to study the geographic, demographic and educational scenario of the entire domain of University of Mumbai. It attempts to showcase the educational setting of the different zones

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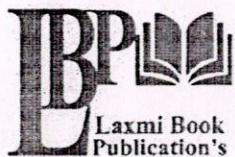
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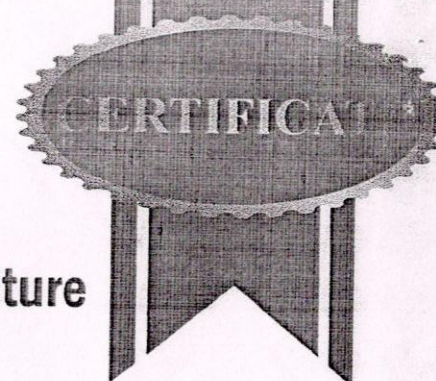
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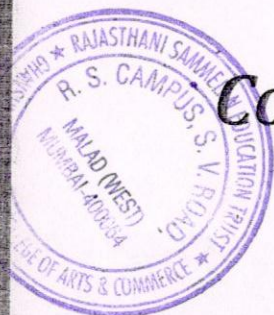
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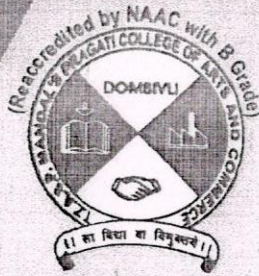
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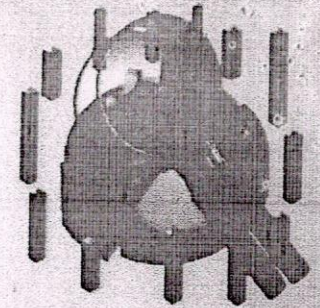




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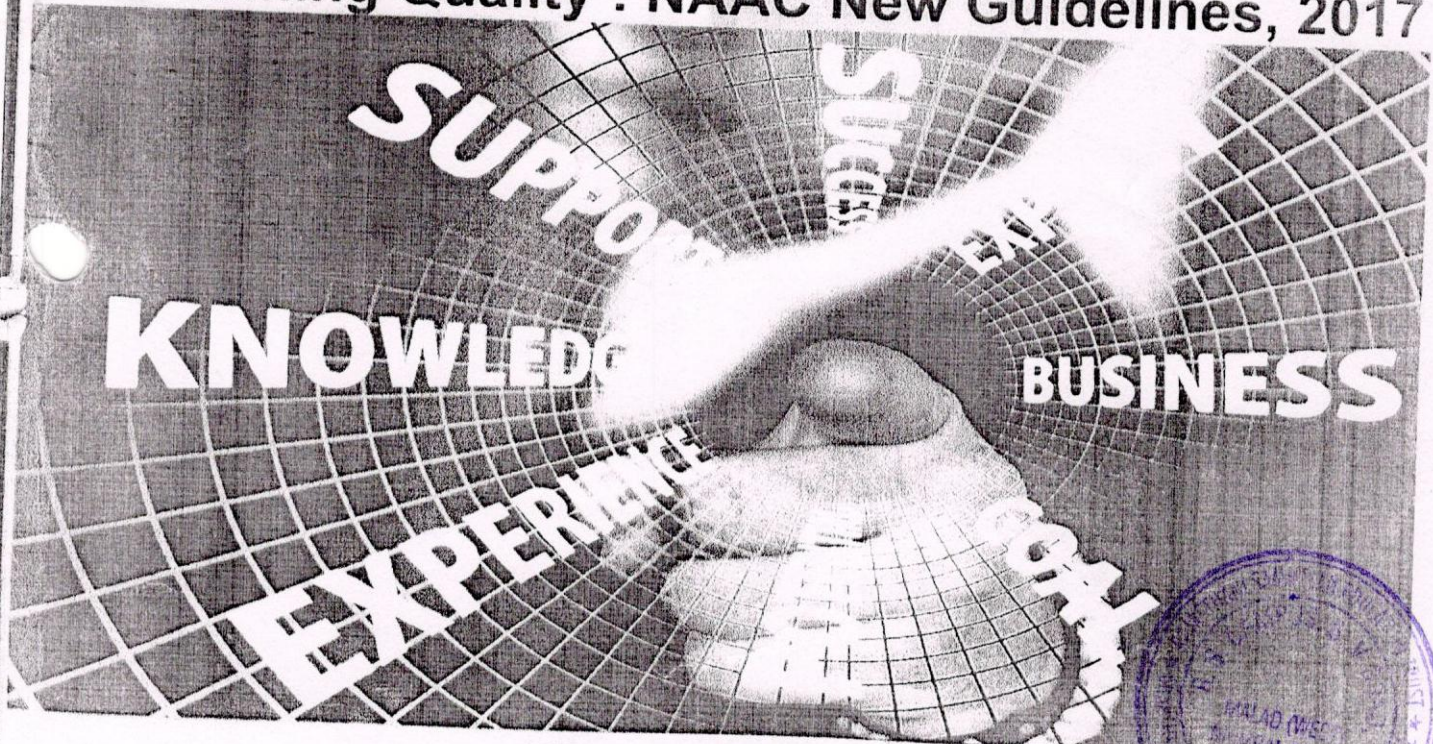
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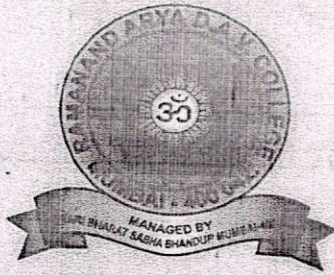


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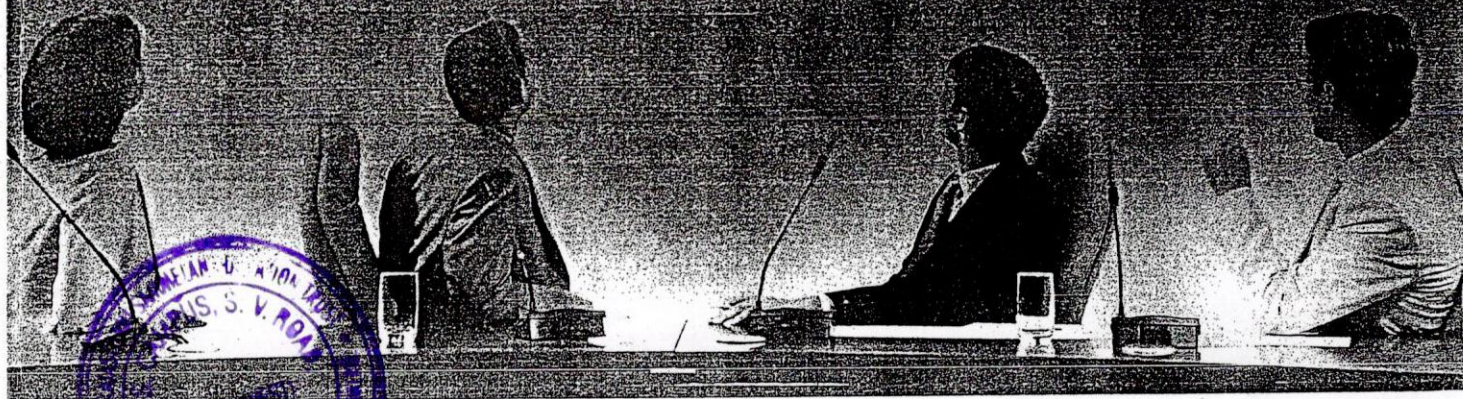
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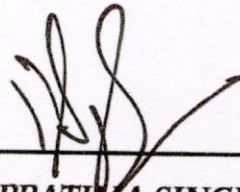



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Abstract: - Social media have changed the traditional way of communication from written to cooperative. The new generation is engaged more on social media than anything else. Librarians need to upgrade themselves with this changing scenario. This paper shows how social media can be used by libraries. SM can help libraries to maximize their services and to reach maximum users with ease. Services can be innovative to reach users instead of users coming to the library. There is a need to take keen interest and update skills. In India there are some challenges to overcome for smooth functioning with the help of social media, and these are outlined in the paper.

Keywords: C Social Media, Libraries, Skills, Services

1. Introduction

Communication has become faster in modern days than traditional means. Sending a message to a person staying far away used to take some days to reach but due to information and communication technology the message gets delivered within seconds. Technology supports not only text but all kind of media messages. With the advancement of technology the communication is not limited only among sender and receiver but has started including the groups, same minded persons, relatives and even unknown persons. It has started co-operative communication. Web 2.0 has changed the concept of communication by introducing tools. Web 2.0

provided tools to communicate, share and transfer information with fastest mode.

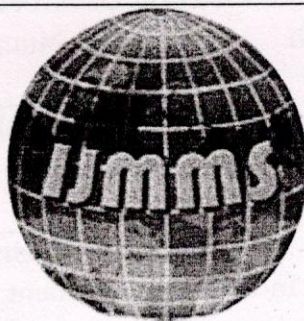
Social media is getting momentum in this process. The new generation is engaged more on social media than anything else. Social media is comprised of two distinct words; media and social: media is an instrument of correspondence, yet with a social viewpoint to it. It doesn't just give information, additionally gives a discussion to people to connect with each other. As characterized by Bryer and Zavatarro (2011), "Social media are technologies that facilitate social interaction, make

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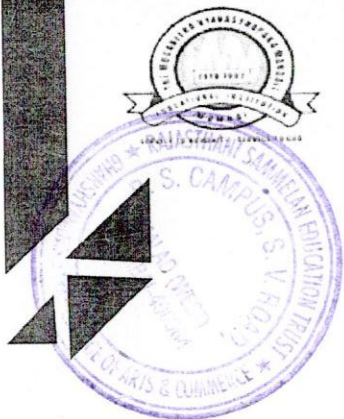
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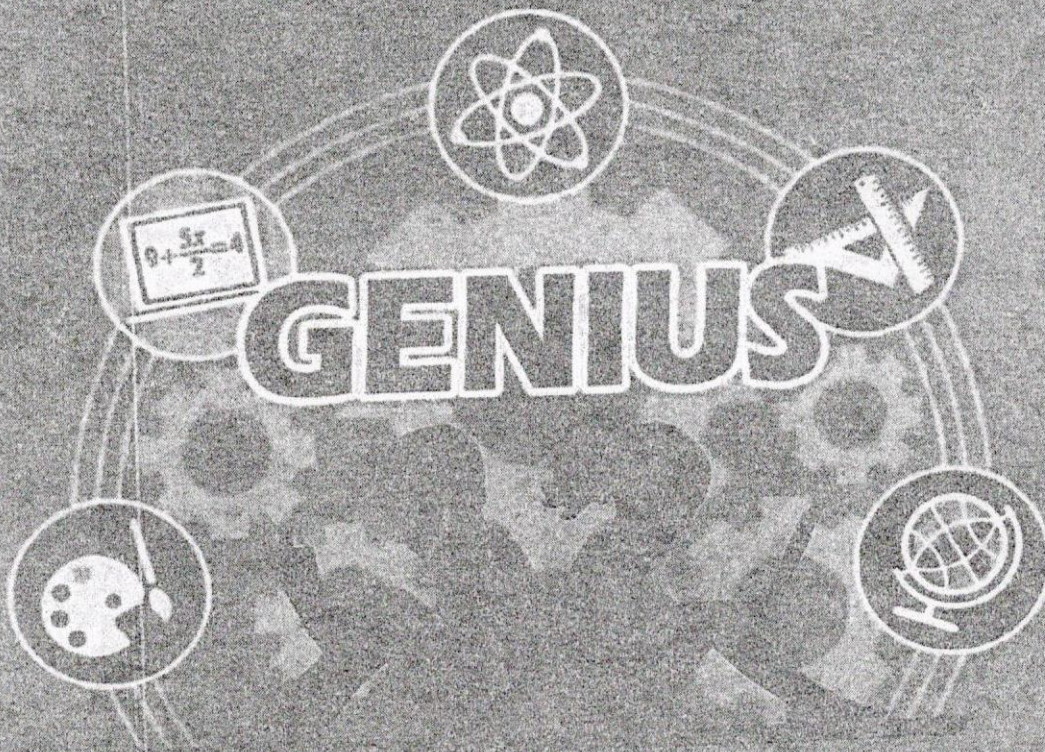
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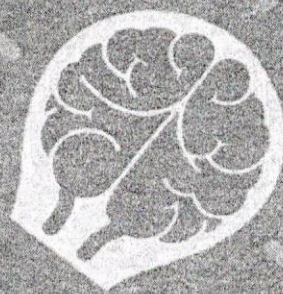


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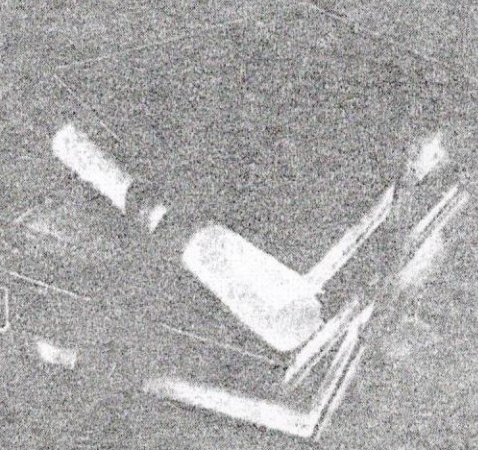


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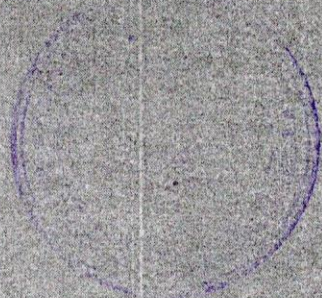
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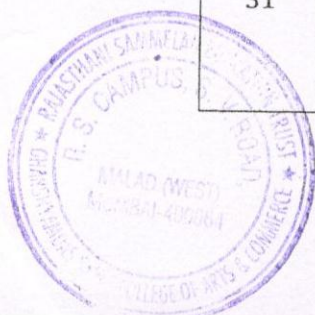
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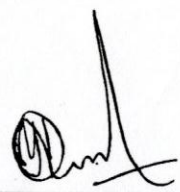
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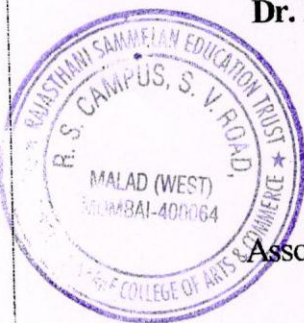
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INDUSTRIAL RELATIONS: A SARVODAYA (THE WELFARE OF ALL) APPROACH

Prof. Nilesh Bharat Gadoya, Ghanshyamdas Saraf College of Arts & Commerce

Abstract

For the purpose of applicability of various laws pertaining to Human Resource Management, there has to be applicability of moral laws. From Ruskin's works on 'Unto This Last', more emphasis has been given on morality. The work of Ruskin has been described by Mahatma Gandhi as Sarvodaya. The present research paper emphasis on the applicability of these principles of Ruskin in current labour laws. The labour laws should not act as hinderance but in fact when applied in true letter and spirit or when it is backed by morality, it can fetch positive results. These shall lead to Welfare of All in true sense.

INTRODUCTION

There has been enactment of various laws related to labour in our nation and worldwide. The laws that are enacted are in some or the other ways result of exploitation, discrimination, detention of rights, bonded labour, forced labour, child labour, sexual harassment of women at work place, lack of safety, disputes, social security concerns etc. These led to enactment of various laws. Various laws enacted in India are:

- Employees Compensation Act, 1923
- Trade Union Act, 1926
- Payment of Wages Act, 1936
- Industrial Dispute Act, 1947
- Factories Act, 1948
- Minimum Wages Act, 1948
- Employee State Insurance Act, 1948
- Employees Provident Fund Act, 1952
- Payment of Gratuity Act, 1972
- Child & Adolescent Labour (Prohibition and Regulation) Act, 1986
- Unorganised Workers Social Security Act, 2008
- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

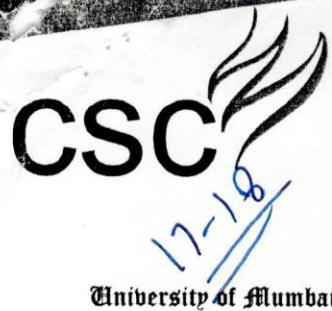
These laws strengthen the Industrial Relations. Industrial relations deal with the relationship between labour and management, and their organisation. R A Lester explains the concept of Industrial Relations as :

It involves attempt to workable solutions between conflicting objectives and values,- between incentive and economic security, between discipline and industrial democracy,

between authority and freedom and between bargaining and cooperation There are various approaches to Industrial Relations. The paper particularly focuses on Sarvodaya Approach to Industrial Relations. The word and concept has been emerged from Mahatma Gandhi's book 'Ruskin's Unto This Last - A paraphrase' The book was not translated but was paraphrased in Gujarati in 1908 and later in English by ValjiGovind Desai in 1951. Even the title was not translated and was paraphrased as Sarvodaya (The welfare of All). Unto This Last is an essay and book on economy by John Ruskin which was first published in December 1860 in monthly journal Cornhill Magazine as a series of articles. In this research paper, paraphrase has been seen from the angle of Industrial Relations whereby it originally meant from economic perspective. But in fact when thought in dept both the perspective i.e. Economic as well as Industrial Relations coincide. As stated earlier that various laws are enacted but John Ruskin contends in Unto This Last that men can be happy only if they obey the moral law. Thus in the present age of rapid industrialisation, with various laws in letter but can truly be followed in spirit by the Sarvodaya Approach.

OBJECTIVE

- 1) To understand the essence of Sarvodaya Approach in current scenario
- 2) To study the applicability of Sarvodaya Approach in Industrial Relations
- 3) To view Sarvodaya Approach as a spirit behind letter i.e. the applicability of various laws from the point of Sarvodaya Approach
- 4) To analyse the impact that Sarvodaya approach can have on Human Resource Management.



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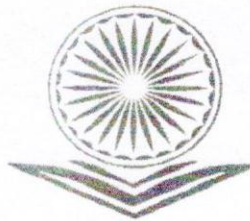
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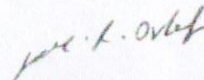
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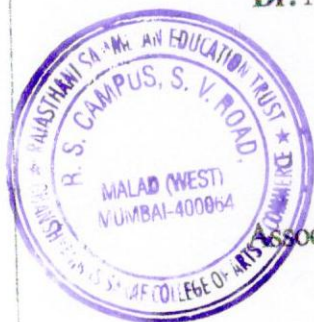
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GENDER SENSITIVITY AND SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE

Prof. Deepika Udyawar, Ghanshyamdas Saraf College of Arts and Commerce

ABSTRACT

Enabling a safe, secure and inclusive work environment for women is a collective responsibility not just of the employer, but every employee in the organization by understanding Gender sensitivity. The workplace culture in India is evolving in many ways. In order to prevent workplace sexual harassment from becoming the norm, it is important to understand what amount to sexual harassment as well as Redressal available under law to prevent/deal with issues of workplace sexual harassment with the laws provided under 'The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013'.

further into a situation of inequality and discrimination against women.

BACKGROUND

Position of women

In free India where democracy with universal adult suffrage has been adopted as the system of governance and the Constitution guarantees fundamental rights, including the right to equality and right against discrimination, then certainly it is a very sad state of affairs. It amounts to denying justice to almost half of the population.

If violence is committed against women in most cruel manner and they are physically and mentally harassed by their own relatives, then how can such women, who remain constantly under fear, enjoy the fruit of independence? Our people do not bother about constantly declining sex-ratio and kill females even before they are born. This trend has already endangered the society as to continue human race the availability of both men and women in right proportion is sine qua non (without which nothing).

A woman is treated as inferior creature and denied adequate opportunity to educate and develop her personality. Violence and fear of violence, especially sexual violence, prevent women from freely moving and participating in various public activities. The incidents of crime against women in the last few decades reveal despite large number of laws enacted by the state, women are not safe even in their own houses. It seems that rather than progressing towards justice and equality, we have lapsed

INTRODUCTION

Discrimination at workplace

Women, who constitute almost half of the world population, have always been discriminated in one way or the other. They have been subjected to inequality and humiliation in the matter relating to their career and dignity. They were treated weak and hence required to remain within the four walls of their parental or matrimonial home to attend household chores. Even today, in certain Indian communities there is reluctance in allowing women to work outside.

As circumstances changed with the time, putting women on work outside their homes was felt necessary to supplement the family's income. With the concept of justice, equality and liberty coming to forefront, women who were fortunate enough to have got higher education, acquired higher status and large number of women got employed at various public as well as private sectors. Despite of trying to maintain the equality, women still fall into the pit of discrimination at their workplace like when a woman is rejected for employment because of her gender, when a woman loses a promotion to a less-qualified male employee, or when a woman is harmed in any way because of her gender.

Sexual harassment at workplace

Sexual harassment at workplace emerging from gender discriminatory attitudes is a complex interplay of gender, power and sexuality (Pillai



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