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A REVIEW ON THE PROVISIONS PERTAINING TO SEXUAL HARASSMENT UNDER THE EMPLOYMENT ACT 1955

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ABSTRACT

Sexual harassment in the workplace is an apparent problem that has a substantial influence on people in the worldwide labour market. Sexual harassment includes a wide range of behaviours, including but not limited to unwelcome sexual approaches, solicitation of sexual favours, and a variety of verbal or physical expressions of sexually charged behaviour. Employment Act 1955 has been amended to tackle the issue of sexual harassment, and it has been amended several times to strengthen the law to combat this issue. However, the question whether the amendments made to Employment Act 1955 were good enough to settle the issue. There might be more action and changes needed to be done to strengthen the Employment Act 1955 in order to help both employers and employees in reducing the case of sexual harassment in workplace. The sexual harassment provision in the Employment Act 1955 needs to be objectively reviewed as to the right of the complainant and also the justice that follow through investigation towards the complaint. This is important as Employment Act 1955 is the one of the statutes that regulates relationship between employer and employee, with addition to its function to protect the employee.

Keywords: *Employment Act 1955, sexual harassment, employer, employee, Employment (Amendment) Act 2022*

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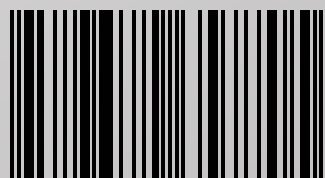
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