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Emperical study on female harassment at different workplaces in India

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Abstract

Sexual harassment has really become a matter of worry in today's world. The current report shows an in-depth analysis of sexual harassment of female at different workplaces. In India, in the seminal judgment of the Supreme Court in Vishaka v. State of Rajasthan, the basis for the Sexual Assault at Workplace Act was laid down in (1997). Sexual abuse resulted in a breach under Article 21 of the Constitution of the major human rights given to female, in particular the precise to freedom in Articles 14 & 15 of the Indian amendment and their right to live life with pride. The present research offers an intensive history on sexual abuse faced by women in their respective workplaces in India. Workplace sexual assault is common. Why are women supposed to sacrifice on their hard work, self-respect and opportunities in a generation where dignity and standards are yelled loud regardless of gender inequality. The cruel motives of male domination are frequently pressurized and suppressed by women. Sexual harassment has revealed a uniform rise from past era to the current situation which give rise to violation of basic liberties of female at work. About 70-80 percent of the group of working women have been confirmed to face sexual assault incidents, unwilling or powerless to ask for a strict legislation to curtail these actions. Even after being familiar with the policies and practices followed by an organisation to address the issue of sexual harassment females are not able to raise their voice against the harasser. Sexual harassment has really become a matter of worry today as the cases are increasing at a very high pace. The ultimate goal of the study is to highlight the types of sexual harassment faced by female at work, what females do when they were sexually harassed and what are the procedures and practices followed by the organisations to resolve the issue of sexual harassment.

Keywords: sexual harassment, female, workplace, practices, policy, harasser

Introduction

Women is a symbol of pride and dignity. She is worshipped as goddess, where women are given respect there is Godliness and where women are disrespected there is no Godliness. It's not like that only in Indian manuscripts women are worshipped, they were being worshipped almost in every ancient literature ^[1]. Either in India or Babylonia or Africa, no any place is left where they are not worshipped and we see the similarity in almost every literature, like in some places. Female are worshipped as Goddess Muse (The Goddess of Education) and in some places they are worshipped as Goddess Mawu (The Creator), while in some place's female are treated as Goddess Bast (The goddess of strength) similarly in some places they are regarded as Goddess of wisdom (Athena). This is just a glimpse, and when we go through the literature of these ancient place we found number of female goddess associated with some supernatural power and the most common thing is all these places, where women were worshipped, the civilization of those places were on its peak, but as the time passes these civilization were transformed into the heap of ruins, and the basic reason of this as mentioned in the immortal pages of history was, these civilization, in their proudness, started humiliating the females, they started sexual abusing and rest is the History. And as it said, History repeats itself, and over the centuries has been passed but still the cases of sexual harassment, sexual & racial discrepancy may be seen and even in the era of scientific advancement we see such malign. The concept of lewd behaviour at working environment is a proven wrong worldwide theme ^[2]. In spite of the expanding order of administrative & legislative acts planned for decreasing the issue, lewd behaviour towards female is considered as one of the most common types of work environment tormenting in organizations. No association can admit to be liberated from such inappropriate & malign behaviour, and the recurrence of such cases underlines the significance to do explore on the predominance, sources, impacts, and strategies that can help decrease the effects achieved by

the issue. Inappropriate behaviour is unsatisfactory conduct, and it is, accordingly, judicious for researchers and hierarchical pioneers of the organization (senior and middle line management) to comprehend the basic variables to ensure that such cases are no more prevailing in any society. [3]. Sexual assault is sexually inappropriate behaviour that abuses your privacy, makes you feel scared, smeared or disgraced, and creates an atmosphere of aggressive or disrespectful work. It is about how you feel rather than the harasser's intent. "Workplace" involves business trips, planned business activities, work-related summits outside the office - like meals, beers, golf, etc. [4]. We know that sexual harassment is a harsh crime from which every single female has been suffered in her life once, whether she is working or studying. The one who has faced this crime not able to raise their voice against the harasser due to fear of losing their image in the society.

Objectives of Research

The objectives of this research are

1. To find out the types of sexual harassment at workplace.
2. To understand what females did when they were sexually harassed at work.
3. To understand the practices and procedures followed by organisations to redress and resolve complaints of sexual harassment.

Methodology

The current study "Female Harassment at Different Workplaces" is based on primary data collected through survey done by questionnaire. The study was conducted through a survey of females working in different cities of India. In this the research paper Convenience Sampling Technique is used and with convenience sampling, the sample is made up of individual participants who are easy to

accessible. Female responses were sampled using convenience method and survey is done through questionnaire where females were asked questions related to sexual harassment at workplace. Data was collected through online distribution of questionnaires which were sent to 200 prospects to satisfy the targeted respondents' feedback. Data Analysis was conducted using SPSS v 13 Software in which frequency tables and Chi-square test are used as tools for analysis to produce frequency tables and represent the data.

Results

The graph shown below represents the data related to the types of sexual harassment experienced by female at workplace. The statistics collected shows that female is directly exposed to this crime in a corporation. Female faced different types of sexual harassment, it may be undesirable touching, sexual stabbing or violation, verbal remarks, signs of a sexual nature, lustful staring, messages of sensual nature sent via email or on social media, offensive pictures in the office, sexual coercion, persistence and unwanted invitation of sexual nature and stalking online or physically. Also female at any position whether she is at lower position or at upper position in the company has experienced the sexual harassment once in her life which caused violation of their basic liberties at office. Fig. 1 shown below represents different types of sexual harassment faced by working female at different position in an organization. This indicated from the below given different types of sexual harassment unwanted touching is having the higher ratio then other types of sexual harassment. It can be indicated that the numbers are increasing in the case of unwanted touching with working female followed by sexual assault, verbal remarks, lustful staring, obscene images, messages of sexual nature and sexual coercion. The result indicates that out of all these unwanted touching is the main kind of sexual harassment faced by female at workplace.

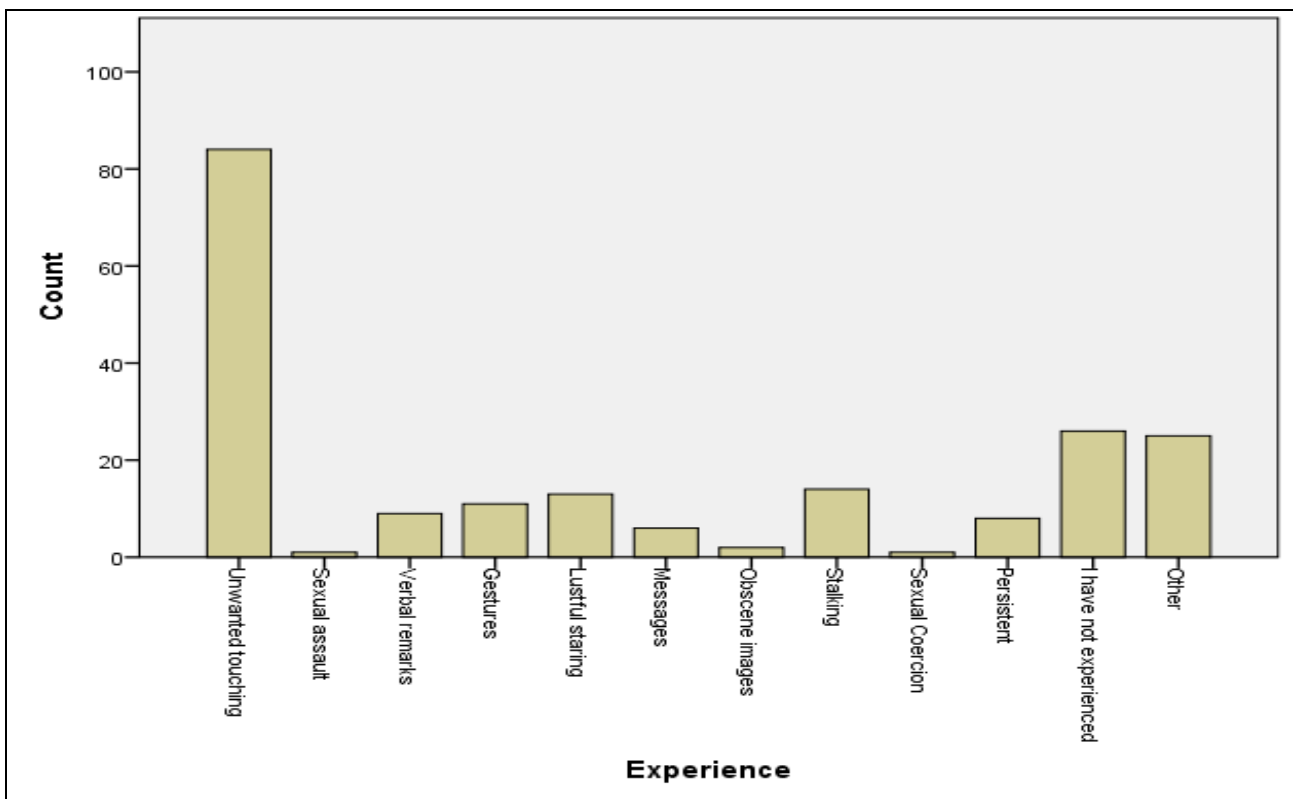


Fig 1: Kinds of Sexual harassment faced by female at workplace

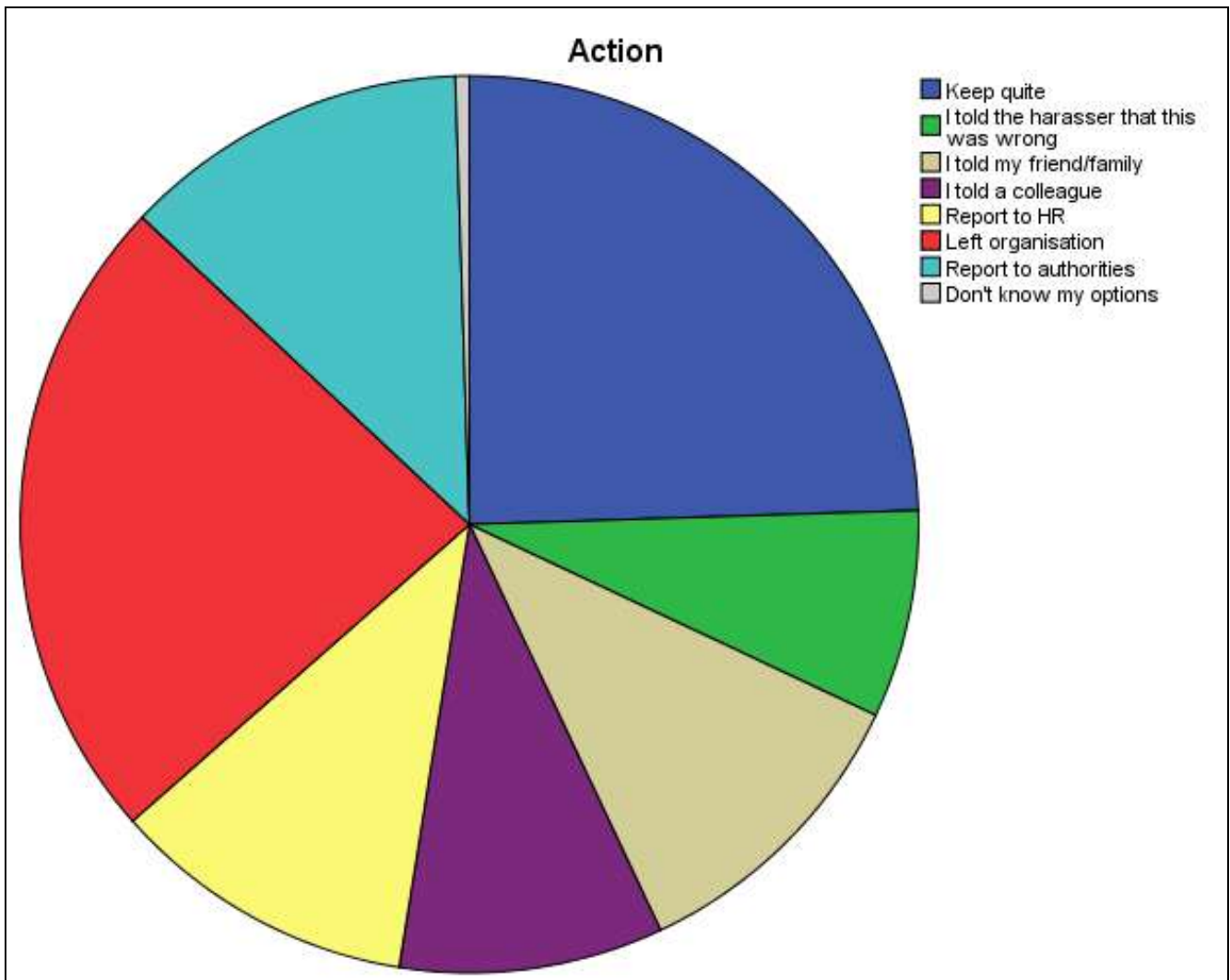


Fig 2: Graph showing the data about what females did when they were sexually harassed at work

The above given Fig. 2 represent data related to step taken by females when they were sexually harassed. This indicates that 24.5% of the total respondents keep quite they didn't take any action against the harasser, 7.5% of the total respondents told the harasser that this was wrong, 11% of the total respondents told to their friends/family, 9.5% of the total respondents told to their colleague, 11% of the total respondents report to HR, 23.5% of the total respondents left the organisation, 12.5% of the total respondents report

to authorities, 0.5% of the total respondents do not know their options. The result indicates that respondents take action against the harasser but most of them keep quite or left the organisation. This means that females are still not able to raise their voice against the harasser. They did not feel safe to raise the issue due to fear of losing their image in society or her career may be impacted or she will be blamed or organization is not going to take any action.

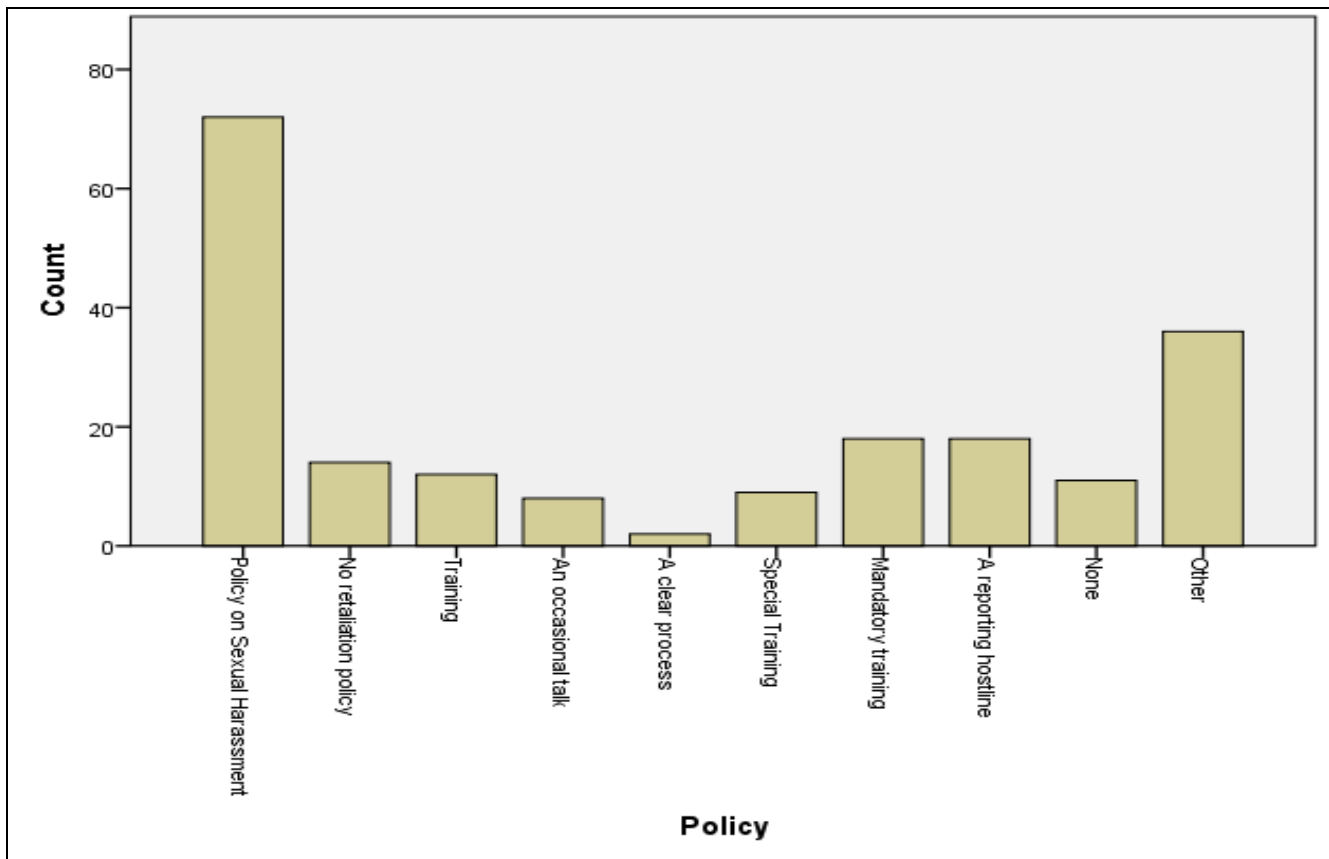


Fig 3: Graph showing the data about working females knowing policy address by their organisation

The above given Fig. 3 shows the data about working females knowing policy address by their organisation. It also shows data related to different practices and procedures followed by the organizations to resolve and readdress the issue or complaints of sexual harassment. It is revealed that females working at different position in an organisation are aware about the practices followed by their organisation. It also revealed that there are different practices and procedures followed by an organization, it may be a procedure to report sexual harassment, no-retaliation procedure, guidance on sexual harassment, an infrequent discussion on sexual harassment, a procedure to account sexual harassment, a reporting hotline and mandatory training during orientation or onboarding.

From the above data it is analysed that the cases of sexual harassment are growing regularly. It shows that besides having policy to address the issues which are already discussed above are being implemented without taking into consideration females are not able to raise their voice against this issue. Even if they raise their voice against the harasser then also no step is taken. Besides having social, legal and constitutional laws this crime is growing at a very higher pace.

Recommendations

Few recommendations to prevent of this crime in organizations are:

1. Corporations should give training to their employees about this crime and raise awareness against the issue.
2. Organisations should include staff well-being in conferences.
3. Organisation should take immediate actions against the harasser.
4. Utmost job opening and sponsorship should be given to

females.

5. Organisations should ensure that there should be no gender-based violence in the workplace.
6. All the organizations should have zero tolerance policy.
7. Organizations should rescript the policy on a frequent basis to ensure its effectiveness in the organisation.
8. Government and private sectors both should arrange and organizes some awareness programmes for females to make them familiar with their rights.

Conclusion

In India Sexual harassment at work is still growing at a higher pace today. This study shown that this activity is a crime which is rising like radical threat and gives more worry to the consultants. The current research also shows the different types of sexual harassment which women faced at workplace that has given impulsive increase in the cases of sexual harassment in India. The present study also analysis the data collected through a survey done by questionnaire where females holding different current positions in an organization were asked about several questions based on sexual harassment they faced in an organisation, steps taken by them when they were sexually harassed and practices and procedures followed by the organisation to resolve the issue of sexual harassment. Also, from the previous study it has been analysed that this crime has been increasing at higher pace from past era to present time with 29.20% of the cases registered in 2015 which affected the basic rights of women. At last, it is concluded that the activity of sexual harassment at work in India is growing tremendously and there is a need to provide a procedure that could better cease the situation and condense down the number of cases.

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