



SEXUAL HARASSMENT OF WOMEN AT WORK PLACE

DR. SUNIL SHIVAJIRAO KAMBLE

Associate Professor

Siddharth college of Commerce & Economics,

Anand Bhavan Mumbai – 400001

(MS) INDIA

ABSTRACT

This research is based on the issue of sexual harassment of women in the workplace. It examines the incidence and degree of sexual harassment in organized and unorganized areas of employment as well as in urban and rural areas of the State of Maharashtra. Sexual harassment in the workplace is not just bullying and the victim's private problem; This is a problem that affects all employees and management in the workplace. Sexual harassment in the workplace involves a wide variety of behaviors ranging from flirting, verbal abuse to physical contact, and sexual progress. Women workers who face the highest risk of sexual harassment in the workplace are those working in care organizations, working night shifts, working alone, working as industrial and agricultural laborers, shop workers, and domestic workers. Sexual harassment in the workplace can be a display of force, threats, or abuse by superiors or co-workers. Controversial segregation of women in low-paying, low-quality, and uncertain jobs contributes to this problem. Furthermore, the understanding of what sexual harassment in the workplace is very diverse in different contexts and cultures. In general, the orientation of a culture of shared beliefs in subcultures helps to determine the limits of tolerant behavior. To the extent that society tolerates the sexual conduct of male members, the values of individuals in that society will evolve accordingly. Attitudes towards gender inequality are deeply rooted in many cultures, and sexual harassment of women in the workplace be a violent expression of cultural norms. Discrimination against women and sexism in the workplace perpetuate sexual harassment of women in the workplace.

Key Words: - Discrimination, a power display, intimidation or abuse, superior or co-workers.

DR. SUNIL SHIVAJIRAO KAMBLE

1P a g e



INTRODUCTION

The status of women in India was seen by the reformers of the 20th century as an indicator by which the modernization and transitional dimensions of a nation were measured. Nearly half of India's population is women. Many of them are employed in factories, mines, construction industries, agricultural enterprises, private institutions and government offices. They are found in both organized and unorganized areas of employment. Many of them are facing many problems. One of the most serious problems facing women in the workplace is sexual harassment in the workplace by co-workers, supervisors, managers, senior executives and chief employers. This problem has been serious since the 1970s and is affecting more and more establishments today. There are no official statistics on the incidence, extent, and consequences of sexual harassment of women in the workplace.

The present study is ongoing against the background of this situation. However, it is limited to the state of Maharashtra. The perception of sexual harassment may be different for different individuals. Some may take trivial and minor abuse very seriously and mark it as sexual harassment, while others may ignore serious abuse and take it lightly. Therefore, it was important for respondents to know the exact concept of sexual harassment. The Supreme Court, in its 1997 judgment first sought to give a legal definition of sexual harassment of women in the workplace. This definition is of course not the final work on the nature of sexual harassment.

Objectives of the Study: -

The present study is mainly to find out the nature, incidence, scope and consequences of sexual harassment of women in the workplace in the State of Maharashtra. The more specifically the main objectives of the study are:

- To study the nature, extent and incidence of sexual harassment of women at work-place.
- To identify the correlates of sexual harassment used against women.
- To examine the physical and psychological effects of sexual harassment on the personal and family life of the victims.
- To study the impact of sexual harassment on the work, productivity and morale of the working women.

- To examine the impact of sexual harassment of women on the work environment.

Research Methodology: -

The main source of data used for the study is secondary data. The present study is a conceptual survey with an exploratory and descriptive nature. This research follows an analytical research methodology based on quantitative data. Information related to the study has been collected from websites, journals, magazines, newspapers and books.

Functional definition of Sexual Harassment: -

The Supreme Court has defined sexual harassment at work place to include such unwelcome sexually determined behavior such as:

- (1) Physical Contact,
- (2) Demand Or Request For Sexual Favor,
- (3) Sexually Colored Remarks
- (4) Showing Pornography And
- (5) Any Other Unwelcome Physical, Verbal Or Non-Verbal Conduct Of A Sexual Nature.

Unwelcomes of the behavior is identified as a critical factor in sexual harassment. Thus, it is the impact of the behavior on the recipient, rather than the intent of the perpetrator, which is to be considered. In the backdrop of this situation that the respondents were asked to state their perception about the nature of sexual harassment. With the help of following points and as per the records received can be highlighted on the various types of sexual harassments: –

Code No.	Details
01	Physical Contact & Advances of Sexual Nature.
02	Request or demand for sexual favors.
03	Sexually colored remarks.
04	Showing Pornography
05	Unwelcome physical conduct of Sexual nature.
06	Unwelcome verbal or nonverbal conduct of sexual nature.

Nature of Sexual Harassment: -

Nature Code	Organized Sector	Unorganized Sector	Total
-------------	------------------	--------------------	-------

DR. SUNIL SHIVAJIRAO KAMBLE

3Page

01 (%)	200 (33.33%)	193 (32.17%)	393 (65.50%)
02 (%)	177 (29.50%)	170 (28.33%)	347 (57.83%)
03 (%)	144 (24.00%)	121 (20.17%)	265 (44.17%)
04 (%)	111 (18.50%)	90 (15.00%)	201 (33.50%)
05 (%)	133 (22.17%)	111 (18.50%)	244 (40.67%)
06 (%)	177 (29.50%)	134 (22.33%)	311 (51.83%)

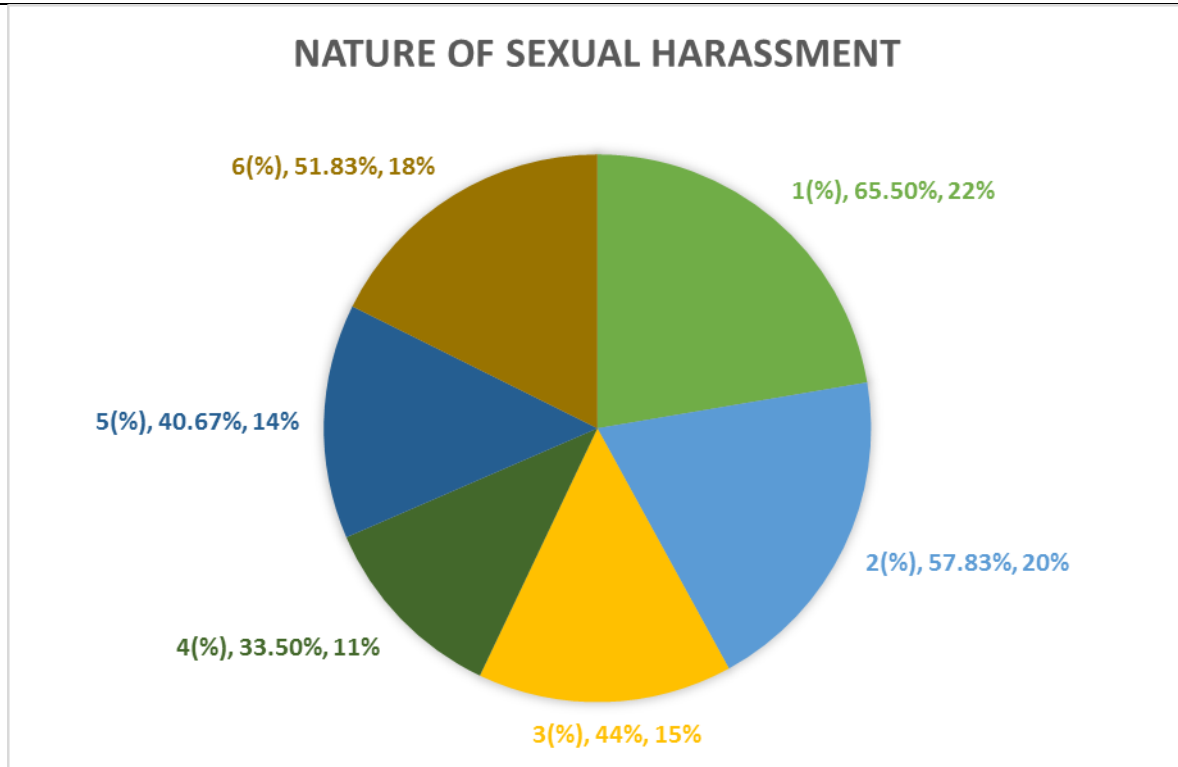


Fig: - woman sexual harassment in % in organized and unorganized sectors

Data analysis showed that 66 percent of sexual harassment occurs in physical contact and sexual nature; This is happening in the organized and unorganized sector which could not be avoided by male co-workers and masters and it was difficult for female workers to identify the motives of co-workers and accuse them of harassment.

About 58 percent (30 percent from the organized sector and 28 percent from the unorganized sector) male demand or request for sexual harassment which is indicated through the received data from the received information. When men and women work together on this time, on the side of men, he feels, it is natural and whether women want to tolerate it or not. Others don't take it seriously that this is a common thing in the modern lifestyle and it happens everywhere, not just in the workplace. About 19 percent organized sector data indicates that the pornography to be sexual harassment, and about 15 percent in the unorganized sector

accounted for 34 percent of the total. The rest of the respondents did not view the display of pornography as sexual harassment and claimed that no one could force women to look at pictures with sex seats. Showing pornography was also treated as sexual harassment by nearly 19 percent male from organized sector and about 15 percent male from unorganized sector which total of about 34 percent male are showing purposefully pornography to the female to take her disadvantage at her work place.

Some men are ignorant who are ignorant to pornography and therefore they cannot indulge in this matter. The unwanted physical behavior of a sexual nature was reported to be a perception of sexual harassment among 41 percent male, distributed as 22 percent and 19 percent in the organized and unorganized sector, respectively.

The rest of the males did not recognize such behavior and therefore preferred to away from such matters. It was also noticed that women in urban areas are clear and bold in expressing their views on this issue. About 52 percent of the total persons considered sexual harassment to be an unwanted verbal or non-verbal behavior of a sexual nature.

About 30 percent of persons were from the organized sector and the remaining 22 percent were from the unorganized sector. The remaining 48 percent of the people did not understand that sexual harassment is due to a personality disorder in some individuals and that sexual harassment may have no motive for their behavior. In conclusion, most male people describe sexual harassment as (a) physical contact and sexual harassment, (b) solicitation or request for sexual favors, (c) explicit sexual comments, (d) showing obscenity, (e) unwanted physical behavior, and (f) Sexual abuse. Unwanted verbal or non-verbal behavior of nature. Respondents' perceptions match the legal definition of sexual harassment.

REFERENCES

1. Aggarwal A.P. : Sexual Harassment in the work Place (1987)
2. Bharnett, Edith : Sexual Harassment –a Continuous Source of Litigation in The Work Place (1989)
3. Bannett Alexander : Hostile Environment Sexual harassment (1991)
4. Beyson Cherye : The Internal Sexual Harassment Investigation (1990)
5. Clark, Charles S. : Sexual harassment Policies (1991)
6. Counell, Dana S. : Effective sexual harassment Policies (1991)
7. Ehrenreich, Hansis : The Ideology of Reasonableness in sexual harassment Law (1990)