

## WORKPLACE HARRASMENT OF WOMEN

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### Abstract

Women in our society play a vital role in the development of our country. She is not only a homemaker, she is a person who is the backbone of the whole family. She performs all household functions and along with this she fulfills all the obligations in her office being the employee of the office. Our society is developing day by day but still the mindset of the society members have not broadened up. They still think that the women in just meant for household works. But still a few ratio of people help in the upliftment and development of a woman's future. A woman plays many roles in her life for instance she plays a role of a daughter, wife, mother, daughter-in-law and after performing all her roles perfectly, she also works as an employee. Our Constitution provides equal opportunities for women and had made no discrimination between men and women. If male members are given more priorities than females, then it is against Fundamental Rights and thus it is declared as violation of Article 14 of Constitution. Both men and woman are getting equal treatment but still there are few places where women is still seen with a bad eyes and they don't think women capable to work efficiently as compared to men . They appreciate women not only because they encourage their work but because they want favors from women.

Harassment at workplace has become a wide issue which is very common globally and which leads in degrading the society. Women have become so modern and energetic in the fields of jobs and business. Many women's have proved it that they are not less than men still women is been harassed. Women are also free to live her life without any discrimination and continue her life with dignity. Generally men believe that they are superior to women but they have no reason to prove it. We all agree on the contention that a man also plays a very important role in the family as he handles all the financial matter and also acts as a protector for the whole family.

We cannot deny with the fact that the man is the head of the family but still a man alone cannot handle all the responsibilities including his job, handling household activities, nourishing the child and taking care of his parents even, so we can say that a man is incomplete without his wife and he cannot manage everything alone. He also needs a house lady who can handle him and can even take care of his family.

Every man needs his wife to be educated so that she can be a good guide for their children. After struggling with the issues of her family and taunts of her in-laws, she move forward to build her future and make optimum utilization of her knowledge. As soon as she enters the workplace, she gets harassed. She is not just appreciated and given first priority because of her good work, sometimes she gets fast success because male members of the firm wants favors from her.

Workplace harassment is a direct torture on the females who works in the firm, factories or different organization. It is generally a common problem which majority of women faces, but they never report the matter in the Court of law or to the higher authorities due to various fears. Instances of fears can be losing their jobs, family and their goodwill in the society. Thus, there should be a safe and positive environment in the working area so that a woman should work efficiently and ultimately help in the instant development of the organization rather than having a fear to safe herself from the bad intentions of the few male members who thinks a girl just as a product.

**Key Words** – Workplace, Harassment, Sexual Harassment, Woman

### Introduction

Sexual harassment at a work place environment means the infringement of the ladies rights and she has the right to live her life. It also includes few acts which are not genuine, for instances physical contacts with the lady, a request or a demand for providing sexual favors, showing porn movies, saying something or acting in a way through which a lady becomes uncomfortable. A woman gets so uncomfortable with such unwelcome acts but still she do not take any action against the person who has a malicious intention because she need to save her job to earn her livelihood and to provide a good survival to her family and in result she has to survive in the negative environment.

Sexual harassment refers to the forceful pleasures demanded by male members from female employee which includes the mental and physical harassment of a female employee. It is illegal in the eyes of law which involves the exchange of sexual desires in return of job opportunities.

The employer offers a job and in return demands for a sexual pleasure and to please him which in result will lead to the upliftment of a woman. In past times, females were not employed as they were only meant to do their household work but now in the present era, women has become independent and has raised in every field for instance, a women has proved her talent in the fields of medical sciences, law, etc. She has proved that she is not less than a man. She started from riding an auto-rickshaw to flying a plane. Thus, the harassment of women at her workplace is termed as "WORKPLACE HARRASMENT OF WOMEN".

On one hand, a woman is been harassed by demanding sexual favors by her Bosses or her seniors and on the other hand she is given less remuneration for her work as compared to the male employees. There is a biasness done amongst the male and female employees regarding their salary which results to the gender inequality. A woman is been harassed at her workplace by listening to the various taunts, unpleasure acts, showing pornography, sending unpleasant mails and messages which makes the woman uncomfortable. It degrades the inner confidence of a woman and lowers down her strength and capabilities.

In the present era, many laws are been made for the protection of a woman at her workplace. It's the duty of an employer that a woman should get a safe working environment at her workplace and she should feel comfortable. Harassment directly have a negative impact on the woman's mental, physical and emotional health. After the enforcement of many laws for the protection of a woman, still she is been facing a number of issues at her workplace. This should be totally stopped and a man should think a woman as a respected personality that she handles both her household work and works in the office, rather than thinking her as a product.

### **Objectives**

Sexual Harassment at a work environment is thought about infringement of ladies entitlement to correspondence, life and freedom. Its objectives are:-

- To make working place safe for the women and there should be no threatens at her workplace, which affects the social and financial strength of the women.
- To explore the working number of ladies this results in the empowerment of women.
- To make her financially stable if she is comfortable with the working environment.
- To provide her a dignified life as she respects deserve for performing her functions of a home maker and a working lady.

### **Methodology**

I have performed my research through various methods:-

- Telephonic Interviews
- Surveys
- Observations
- Documents and records
- Case studies
- Reports of organization
- Reports of Non Government Organization

### **Definition Of Workplace Harassment**

**Workplace harassment** is termed as threatening or torturing an employee or a group of employee on the workplace. Harassment at workplace includes both mental and physical torture.

### **Aggrieved Person**

A woman irrespective of any age, caste, married or not, employee of an organization or an outsider if harassed becomes a victim or an aggrieved person.

### **Types of Workplace Harrasment**

#### **Discriminatory Harassment**

It includes harassment due to racism, age based discrimination, gender harassment, religious based harassment, disability based harassment, sexual based harassment, etc.

#### **Personal Harassment**

It is a type of harassment which does not depend on a particular caste, creed, age, religion. It includes comments which are not appropriate, taunts which makes the women uncomfortable, Malicious remarks, humiliation, etc.

#### **Phsical Harrasment**

It is a type of harassment which involves physical violence, attacks or threats. It may also lead to assault in serious cases. It is also termed as workplace violence. For instance, kicking, hitting, threat to hit him comes under the head of physical harassment.

#### **Power Harassment**

It is characterized by a power disparity between the harasser and the harassed. It includes extreme demands which an individual cannot fulfill.

### **Psychological Harassment**

It has a negative impact on a person's psychological well being. It lowers strength and confidence of an individual. It affects a person's physical health, social and works. It includes saying wrong terminologies about the person.

### **Cyberbullying**

In this they share humiliating things about the victim by mass emails or chats. It includes rumors about the women and spread it on social media.

### **Retaliation**

Retaliation harassment occurs when a person harasses someone else to get revenge and to prevent the victim from behaving in such a way again. For instance an employee complains about the other employee to lower down his image in the office.

### **Sexual Harassment**

It includes unwanted sexual favors demanded by the employers from the employee. For example sharing sexual photos, inappropriate sexual gestures, entering in someone's personal life, bad jokes and taunts which makes the girl comfortable.

### **Quid Pro Quo Sexual Harassment**

It is a type of exchange based sexual harassment. If a job is been offered to a woman, in return she is been ask to provide some sexual pleasures to her Boss and please him. For instance, It can be asked if the employer give a job offer or a promotion to a woman employees, in return he asks for some sexual favors.

### **Third Party Harassment**

It is a type of workplace harassment which is done by a third party i.e. someone who is outside of the organization.

### **Verbal Harassment**

It includes things like insulting or saying bad words to an individual, making her uncomfortable either in public/ private.

Harassment is illicit just on the off chance that it depends on some ensured normal for the representative, for example, his or her age, race, national root, sex, religion or incapacity. What's more, badgering must be serious or unavoidable keeping in mind the end goal to damage the law.

### **Case Analysis- Vishaka And Others V/S State Of Rajasthan**

#### **(Bhanwari Devi Case)**

**Vishaka and others V State of Rajasthan** was a 1997 Indian Supreme Court where Vishaka and other women's groups filed Public Interest Litigation (PIL) against the State of Rajasthan and the Central Government of India to enforce fundamental rights of working women under Article 14, 19 and 21 of the Constitution of India. The petition was filed after Bhanwari Devi, a social worker in Rajasthan was brutally gang raped for stopping a child marriage.

### **Conclusions and Suggestions**

According to me, workplace harassment has become a very serious problem; still women are not making complaint regarding harassment. I think they should not take this problem so lightly. The few tricks to handle it are as follows:-

- A woman should not ignore the harassment she faces. She should be so strong and fight back.
- She should keep records of time and duration of phone calls, messages, emails, CCTV footage in which she gets such messages which makes her uncomfortable.
- The woman should report the complaint against the person who harasses her. She should not take her complaint back in fear of losing her job or goodwill. Her family members should also cooperate rather than asking her to be quiet regarding the harassment faced by her.
- A woman should resort to law if she feels that the investigation was not fair. If she thinks that injustice happened with her, then she can also move to the higher authority for redressing her grievance.
- No problem last for a lifetime. This is a crucial stage which a woman must face with full confidence and she must take care of her physical and mental health.
- If we feel that we cannot handle all this alone, then take help from your family members and fight for justice. You should not run with the problems, because switching to another job is not the solution. Harassment is a common issue and its spread all over.
- We should say a big "NO TO SEXUAL HARASSMENT".

One of every five ladies approx is been sexually harassed in the working environment. But still they do not report the harassment in fear of losing their job, or in fear that there will be a scar on their image. Majority of the family members even after knowing

their problem just pretend to support her. They merely advised to either switch the job or either ignore all this and just focus on their work. But no one help them to find the solution.

It's not easy to leave a job of Rs. 1 lakh per month, but according to my opinion she should take strict action against the person who harassed her and fight for justice because money is just a medium of survival and its definitely not big than our self respect.

It's not a crime against one individual; it's a crime against humanity. If today a girl who is a victim will not complain, then it will become a habit of the accused to molest every girl in the workplace, because he is aware that no one will report against her. It is a request to all women to raise your voice if you are facing any such harassment, because nothing can be bigger than our SELF RESPECT.

To conclude workplace harassment is an old phenomenon. Being a woman you are been given opportunities to fight for the wrong that happened to you and get a chance to give your contribution in Stopping Workplace Harassment and help in the development of our society providing a safe environment at the workplace.

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