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Review Report On Women Persecution And Discrimination at Workplace

Shiny Sharma

Assistant Professor

Khalsa College(Asr) of Technology and Business Studies, Mohali

Abstract

Sometimes Persons in Authority Exploit at their power to Harass women. There are many women who have faced Sexual Persecution at some point of time, may be in the work place or on her way to workplace. They're strained to keep quiet because if they make a rattling noise about it they are matter to worse crimes like physical attack (grave, marital, molestation ,etc.) and Rape, Acidic Attack, etc Especially in India. Thus it's the employers' prime job and ours too, to build up supreme intolerance against sexual Persecution at workplace and in elsewhere respectively. We all know a women plays a magnificent & vital role in conventional Indian family unit. She is a responsible homemaker and a soft hearted diligent worker. She is also the 21st Century woman; self-regulating, convinced & making successful forward strides in many fields. One of the major causes which are highlighted in the present research paper include the Male dominated organizational setup i.e. much of the harassment which women face at the workplace isn't "sexual" in content or mean but the intention behind this is to show the superiority of male folk, substandard Occupation Designation where women usually less hierarchical power in an organizations. And who began to harass those women who are pretty sociable in nature and women with higher Studious profile and lesser job Chances when they began their journey to find a job in an organization it may be an Educational Institute or other Private or Government sector they are harassed and advanced by sexual favours by the person in charges and for that they are guaranteed to be offered a job and therefore all these situations leads to sexual harassment of women. The current Research recommends that the necessitate of hour is to take a close look over the issue and provide the preventive measures that could better assess the situation.

Key Words: Sexual Harassment, Crime Against Women, Gender Persecution.

Introduction:-

The deterioration of women and social dominance of Men still prevails in India. Women are viewed as burden, the Fragile gender and worthy of a lesser Social importance as compared to Man. Because of these factors besides myriad others, India has a very deprived Gender Inequality Index apart from overall Poor Human Development Index in 2013 UN Human Development Report.

According to a 1998 report by U.S. Department of Commerce, the chief barrier to female education in India is Insufficient school facilities such as sanitary facilities, Majority of Women are Employed in Informal Sectors and are Less Paid or Sometimes Unpaid, Shortage of female teachers and most Importantly Gender bias in curriculum. In curriculum women being depicted as fragile, helpless and gullible versus strong, daring, and intelligent men with high status jobs. Thus women are discriminated socially, economically and even legally in today's India. Some of the Types of Gender Persecution are discussed below:

I SEXUAL HARASSMENT:-

Sexual harassment at the workplace is extensive but no one talks about it. Sexual harassment can vary from offensive jokes and remarks to wrong touching and physical molestation. Sexual harassment in the workplace harms the target of maltreatment. 17% of working women in major cities of India have demitted it. However most the harassment was not physical but also mentally. A survey done by Oxfam India and the social and rural research institute in 2011-2012 showed that high incidence of sexual harassment taking place in both organized and unorganized sectors and women are facing incidents that are non physical. /Violence against women is a human rights violation- be it Domestic violence within homes or sexual Harassment at workplace. Sexual harassment often disclose an abuse of power within an organization, where members of one group of people yield greater power than others, generally women.

II CRIMES AGAINST WOMEN:

Even though women may be sufferers of general crimes such as burglary, massacre, etc. only the crimes engaged particularly against women are characterized as 'Crimes Against Women' against which several Laws in the IPC (IPC 376, 363-373, 304 B, 498-A, 354, etc.) and special and local laws ITPA 1956, DPA 961, SHW (PPR)2013) are laid down. reasons for Undefended are shown here:

- Social & work pressures
 - Due to lack of awareness of Laws.
 - Economic vulnerability (some women are sole earners of their family)

III GENDER PRESECUTION:

Gender Harassment has been treated as one phase of sexual harassment [2], but unlike sexual oppression or unwanted sexual attention, it "conveys unfriendliness devoid of any explicit sexual intention" [3]. Evidence has consistently shown that gender harassment occurs more often than attempts to garner sexual cooperation, and when sexualized forms of harassment do occur, they are nearly always coupled with in gender harassment. (4), Various research reports that examined women's versus men's sexual harassment experiences indicates (a) non-significant gender differences in frequency rates in some settings).(5),(b) Parallel factor structures for GH measures for both genders (6), and gender similarities in the fit of models examining the antecedents and consequences of harassment (7).

IV Problems Faced By Women At Workplace:

- **Unequal Pay:** It is another issue that women face at their workplace .even though, women prove to be more efficient than male employees most of the time, comparatively they are paid less.
- **Lack of Family Support:** Improper support by the family is another issue that are faced by working women. Even Though family resist women for working late in office which also impact on performance of women at workplace.
- **Poor Security:** This is another issue faced by women at workplace, mostly who are working in BPO's sector fall victim of various crimes at workplace .This is due to lack of Security provided to their employees.
- **In-Sufficient Maternity Leaves :** Most of the women face this issue which not only affect their performance but their personal lives.
- **Personal Space Issues:** When too much is expected from someone, it is bound to cause them mental health issues. Insomnia and Depression are two major issues faced by women.
- **Inadequate Sanitation Facilities** are also one of the problem faced by women.

V Constitutional Entitlement :

- Equality before the law for women (Article 14).
- The state not to discriminate against any citizen on grounds only of Religion , Caste, Sex, Place of Birth or any of them (Article 15).
- The State to make any special Provision in favour of women and children (Article 15 (3)).
- Equality of opportunity for all citizens in matters relating to employment or Appointment to any office under the state (Article 16).
- The State to direct its policy towards securing men and women equally the right to an adequate means of livelihood (Article 39(a)); and equal pay for equal work for both men and women (Article 39(d)).
- To promote justice, on a basis of equal opportunity and to provide free legal aid by suitable legislation or scheme or in any other way to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities (Article 39 (A)).
- The State to make Provision for Securing just and Humane conditions of work for maternity relief (Article 42).
- The State to promote with special care the educational and economic interest of the weaker section of the people and to protect them from social injustice and all forms of exploitation (Article 46).
- The State to raise the level of nutrition and the standard of living of its people (Article 47).
- To promote Harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of women (Article 51(a)(e)).
- Not less than one-third of the total number of seats to be filled by direct election in every Municipality to be reserved for women and such seats to be allotted by rotation to different constituencies in a Municipality (Article 243 t (3)).

vi Conclusion :

Whenever any law is drafted its always in its early years, prone to many flaws and loopholes. These are some suggestions offered by the First author by her own personal experiences to overcome the loopholes.

1. Extensive research and consideration on the issue to fill the legal loopholes.
2. Awareness on Sexual harassment has to be raised through Campaigns and presentations all over! the country. Special days must be allocated.
3. Quick track courts should be set up to try such cases faster to avoid further harassment to family? members especially the womans, children who face discrimination and abuse later in life.
4. Strict laws for ambiguity of the complaint and proceedings should be enforced.
5. Explicit shield of the sufferer and witnesses.

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