



Harassment of Women at Workplace : A Study

Dr. Maninder Kaur

Assistant professor, Business Administration, Department of Commerce,
RBS College, Agra, India

Article Info

Volume 4, Issue 3

Page Number : 250-263

Publication Issue :

May-June-2021

Article History

Accepted : 01 June 2021

Published : 15 June 2021

ABSTRACT

Whether at home or outside, women are exploited everywhere. Even after almost 75 years of independence, the patriarchal system dominates the thinking of the common man. The common man still hesitates to give independent rights to women. There are two reasons for this: one, a large sector of our society is in the clutches of the patriarchal system, and the second reason is that, because of increasing crimes against women, society is afraid to send the women out of the house. According to the changing times, the condition of women has improved, and nowadays the number of women working outside is very high. But even at work places, persons with patriarchal thinking do not desist from exploiting women. Women are looked down upon at the workplace and are not considered equal to men. They are made to work longer hours and are paid a comparatively lower wage than men. Nowadays, even though women come far away from home to work in administration, the commerce industry, shops, etc., but it is not easy for women to work at workplaces; they are harassed in many ways. Women at the workplace have to deal with various forms of harassment, including sexual harassment, apart from pay discrepancies, which take a toll on their health. Women at the workplace are not considered as intelligent as men, and a lack of respect for women is also seen. This type of feeling makes women physically and mentally ill. Discrimination against women at the workplace can take many forms, such as gender discrimination, unfair treatment, not believing that they can do better than their counterparts, etc., which all indicate harassment towards women. In this research paper, we will study in detail the difficulties women face at the workplace and how they are harassed.

Keywords: Harassment, Working women, Workplace, Wage, Patriarchal thinking.

Introduction - The primary issue with women's work is that it is not acknowledged. Women work to produce goods and provide services. Women work both inside and outside the house, but their labour is still not accounted for. Although women work to support their families, care for the young and elderly, and take

charge of the family's health, they do not always have a say in important decisions because, according to traditional thinking, they are not the family's primary source of income. When it is discovered that women work both inside the house caring for the family and working outside the home to provide for them, the traditional concept of the division of labour makes them more vulnerable. Despite this, women's work is still viewed as less important than men's. The economy does not account for the unpaid labour that women do in the home and providing for their families (Desai, 2015). New social norms were created as a result of industrialization and urbanisation, and people's way of life has altered. Due to severe societal conditions and financial hardship, women discovered that it was preferable to seek paid work outside the home. The proportion of women who abandon their homes for work has multiplied in recent years. Women were primarily employed in semi-valued jobs during the early era, such as those of attendants, cooks, domestic helpers, and agricultural workers. However, they are now increasingly being used in professional and specialised jobs as well as in services, businesses, shops, foundations, and offices. However, it is discovered that women are harassed in several ways and thus are troubled in the workplace as a method to demonstrate their position in society—a concept that is believed by patriarchy. From one perspective, this change improved women's status, while from another, it improved the country's condition. Working at home and at a job is not a simple task for women. Because of the societal, biological, and psychological circumstances, as well as the widespread illiteracy and ignorance, the issues and challenges have increased (Mir, 2003). While science and technology have made significant strides, women's conditions have largely remained unchanged over time. Women still confront a wide variety of issues at home. It is widely believed that the situation of women in this country is completely bleak. In addition to giving birth to children and being mothers and wives, women perform a variety of jobs that require them to put in additional time at the office. However, they are largely excluded from high-status jobs and places of authority. They perform a variety of odd jobs around the house, such as cooking, fixing, sewing, and washing, without being paid or shown any gratitude because those tasks are regarded as their jobs (Rai, 2002). There are numerous definitions of what constitutes work, lively discussions about this topic, and statistical data are provided for activities that are economically beneficial. According to the patriarchal viewpoint, work is economically productive; therefore, women's domestic work is not economically useful and is viewed as insignificant because it is only for the household's consumption (Sankaran, 2006).

When women accept paid work outside the house, they often encounter a variety of issues. Not only do they deal with pay disparities at work, but they also deal with a variety of forms of abuse, including sexual harassment, which increases their risk of developing health problems. Women frequently experience subtle but persistent harassment, and they are frequently viewed as being less intelligent than males. It demonstrates a lack of respect for women and indicates that they are not fairly treated. Women become physically and psychologically ill because of this feeling. Understanding prejudice against women and how it is perceived is crucial in this situation. It can take on many different forms, such as treating people unfairly because of their sexual orientation or not trusting in their ability to succeed on their own. Despite having different customs, socialisation and experiences, behaviour tendencies, and even inner lives, women from different

socioeconomic classes, educational backgrounds, and cultural backgrounds share one thing: how they are treated in the world simply for being women (Lott, 1990).

Women who are having trouble

The fact that women specifically suffer the bad impacts of differentiation and subordination in the present patriarchal system, which work against gender equity, is one of the first reasons why gender orientation relations are specifically taken into account and studied. The idea of patriarchy has been employed to explain how the biological notion of sex changed into the social phenomenon of gender. The system of masculine dominance and female subordination in the economy, society, and culture that has prevailed for a large portion of human history is known as patriarchy (Visvanathan, 1997). Women experience a variety of inequities at work, and they are also mistreated more frequently than men, which renders them defenceless. They are never given any sort of advantage if they ignore their superiors and higher authorities, and they are never given many options. In addition, there are many instances where women are denied promotions even though they are still in the majority in terms of qualifications because they are conditioned to think that they cannot advance in comparison to any male counterpart. At work, gender inequality is very evident. One problem is that women are frequently viewed as being less capable and inefficient than men. People frequently assume that a woman's success is the result of good luck or hard work. A man's is, however, due to his capacity (Landrine and A. Klonoff, 1997, p. 10).

Working women face a variety of problems that differ from woman to woman. Ladies may work for pay in their own right. For example, urban women, educated and uneducated women, single women and women with families, women in joint families or more distant families, women in traditional and modern families, and so forth, all have different problems. Indeed, working women's lives are impacted by a variety of factors, including the workplace environment, their mental states, how their family members behave, how they deal with their husbands' or other male family members' authority, how they manage their time, the type of work they do, when they work, how far their workplace is from their homes, and more. It is clear that if success for women is given the attention it deserves, progress for civilization in its entirety will follow. Every community's role for women is essential to the health of that culture. Despite playing a crucial role in development's social, cultural, economic, and political facets, women continue to face discrimination and subjugation (Thakur, 2004). In a village, women made unique contributions to agriculture, handicrafts, menial labour, and the marketing of these goods. Later, due to numerous technological changes, the structure of society changed, negatively impacting the work of women in the handicraft industries. These women were already handicapped due to a lack of training opportunities and restricted mobility (Lebra, Paulson, and Everett, 1984).

Workplace harassment of women

This definition of workplace sexual harassment of women is provided to help clarify the idea. Sexual harassment is defined as "requests for sexual favours, unwanted sexual advances, and other verbal or physical

behaviour of a sexual nature. Additionally, it can be stated that: (1) compliance with such behaviour is made either explicitly or implicitly as a term or condition of an individual's employment; (2) compliance with such conduct is used as the basis for employment decisions affecting an individual; or (3) such behaviour has the purpose or effect of reasonably interfering with the individual's work performance or creating an intimidating, hostile, or offensive working environment (T). The texts of some renowned authors, including Fitzgerald, Hulin, and Drasgow (1992), demonstrate that workplace sexual harassment is a problem for a society that has significant levels of victimisation of women. It can also be said that, despite rising awareness, workplace harassment is also on the rise. The UN Declaration on the Elimination of Discrimination Against Women of 1967 was only followed by CEDAW (the Convention on All Forms of Discrimination Against Women), which placed stress once more on equality of rights, respect, and human dignity. Women find it increasingly challenging to participate in all spheres of life equally with males, whether in social, economic, cultural, or political life. This hinders a nation in every manner possible and prevents it from developing. According to CEDAW's recommendation No. 12 from 1989, sexual harassment qualifies as a type of violence against women. Gender-based violence was later labelled as a form of sex discrimination by CEDAW through General Proposal No. 19 on Violence Against Women in 1992. This suggestion also pertains to the workplace: if a person is subjected to gender-specific violence, such as sexual harassment at work, the recommendation will be seriously harmed. The General Assembly Declaration on the Elimination of Violence Against Women states that this type of violence is the primary cause of the problem because it can be seen that women's rights and basic freedoms are violated (Declaration on the Elimination of Violence against Women). Internationally, sexual harassment at the workplace is now regarded as wrongdoing, and this is the result of a number of reasons. Gender equality and identity have been outlined in various texts, including the Preamble and Chapter of the United Nations. The Universal Declaration of Human Rights (UDHR) includes numerous references to gender equality. All of these documents, including the Universal Declaration of Human Rights as well as the constitutions of various nations, have stated that they favour gender-neutral individual equality and identity. In the social, cultural, political, and economic sectors of society today, women play significant roles. This change in emphasis towards sexual harassment is the result of humanistic and economic considerations, as it is understood that if women make up nearly half of a nation's population, the nation cannot advance until the other half of the population does so without hindrance. For this reason, it is crucial that women work, and it is even more crucial to give them a workplace that is free from hassles and secure from harassment. One of the contributing factors to poor health that arises from a hostile work environment is harassment. Another element that rises as a result of workplace insecurities is absenteeism. This won't have any beneficial effects; instead, it will only result in output loss and harm to the corporation (Srivastava, 2010). Still, it was noted that discrimination, which was a key tactic employed against women, is pervasively ingrained in India, appearing everywhere in society, workplaces, sociocultural conventions, and governmental policies, as well as within the family unit (Human Rights in India: Status Report 2012, Working Group on Human Rights in India and the UN). Working-place sexual harassment is against fundamental human rights. It is a type of violence that harms the victim's right to equitable opportunity while also being psychologically, physically, and morally wrong. The idea of "sexual harassment" predicted widespread prevalence in which women were tormented by sexual attention rather than flattered by it

(Saguy, 2003). In 1986, the US Supreme Court and a global organisation both viewed it as female segregation. For instance, the International Labour Organization (ILO) and the United Nations, through General Recommendation No. 19 (1992) of the CEDAW, embraced by the UN General Assembly in 1979, secured it as a form of sex-based discrimination (ILO, 2000).

Here are some points that can be used to discuss some of the particular duties of the state and how to hold it accountable. The state must ensure factors like non-discrimination and equality at work, as well as equitable wages and a decent standard of living for working women and their families. These are the circumstances in which the state is required to respect and safeguard the rights of women, as well as to provide favourable working conditions. The International Covenant on Economic, Social, and Cultural Rights (ICESCR), which among other things grants rights to women workers, is a document that should be held responsible. The overemphasis on the state-citizen axis needs to be reduced, while the worker-employer axis needs to be made once again visible in the discourse and action on worker's rights for fair globalisation. According to Francie Lund, "Employers and owners of capital should be made responsible for contributing to social benefits" (Lund, 2009, p.2). The states must uphold the fundamental rights of women workers as outlined in the ILO Declaration of Fundamental Principles and Rights at Work (1998). The state must effectively implement Articles 3 and 2(2), including Article 7, using the theory that substantive equality is threatened by women's work experience. The state must also recognise "unpaid care work" as work and provide women who provide unpaid care with the same benefits as other workers in a fair and nondiscriminatory manner (2). Based on the principles of availability, accessibility, and sufficiency, the state shall develop the infrastructure and human resources necessary for the creation of child care centres. The State must encourage the study of women's workplaces and, based on the creation of safety, health, and labour regulations and their oversight mechanisms, revoke any laws that forbid or place restrictions on a woman's ability to inherit, own, rent, or lease real estate, land, technology, and other assets and resources on an individual basis. Also stated here are a few of the state's fundamental duties. The state shall immediately pass legislation establishing a minimum wage that guarantees the worker and his or her family a reasonable standard of living. In order to create a plan for its phased implementation, the state should establish a child care policy in consultation with women from a variety of backgrounds. The state must uphold the basic rights of female workers as outlined in the ILO Conventions and the ILO Decent Work Agenda, including but not limited to the ILO Declaration of Fundamental Principles and Rights at Work (1998). The notion of substantive equality generated by women's work experience shall be used by the state in the effective implementation of Articles 3 and 2(2), among others, Article 7. The state must define "unpaid care work" as employment and accord women the same rights and benefits as those accorded to other workers who perform unpaid care work. To guarantee equality, non-discrimination, and protection from violence and sexual abuse in the workplace, the state must implement legislation. Additionally, it must extend to all female workers the maternity rights outlined in ICESCR Article 10(2), (Desai, 2015,p.25). The present makeup of the "work" in the CESC's instruments must be fully unpacked. The debate and the articles themselves do not adequately capture or include the range of experiences that women have in the workplace, despite the fact that paragraph 1 of Article 6 is wide and general enough to cover the variety of paid work. Particularly, the notion of "work" as it is currently defined

does not include the unpaid care work and household livelihood work performed by women (Desai, 2015, p. 27). According to Richard (1997), the study of gender discrimination has received the attention it deserves and has recently become a hot topic of conversation. In order to guarantee gender equality, it is imperative to offer everyone "Equality of Opportunity" and to treat men and women equally in both the political and economic spheres. According to statistics, gender discrimination is a serious problem that affects every level of society and every nation to varying degrees. It is present "in every region, at all economic developmental levels, in all political systems, and in a variety of religious, social, and cultural environments," to quote the statement.

The Constitution of India (1950) established a legal framework for harassment and sexual harassment of women and gave special consideration to women so they could exercise their rights equally with men and wouldn't encounter any obstacles when seeking justice for themselves, which would then contribute to the growth of the country. The Indian Constitution guarantees equality to all people regardless of their race, religion, sex, or place of birth, and it seeks to give everyone the same chances for a free and equal development free from bias. Since women and children are the weaker group and are used as labour force, their work is not recognised, and they are thought to be paid poorly, which has instead become a practise, the Indian Constitution pledges to establishing a welfare state and defending their rights (Mir, 2002, p. 82). In the end, the Indian Constitution and foreign obligations served as the justification for India's sexual harassment laws. The Court cited Constitutional Articles 14, 15, 19, and 21 as being misused in cases of sexual assault or harassment. Article 14 was interpreted from the viewpoint that women have the right to work with sex equity and dignity, and that these rights are offered to provide security from workplace harassment. Using Article 15 for sexual harassment was seen as sex-based discrimination. Because of male dominance and the encouragement of women to accept lower pay, including through workplace harassment, Article 19 (1) (g), which guarantees equal opportunity for all individuals to work freely, is violated. As stated by Article 21, which extends the right to exist with dignity and in a state of personal liberty and freedom under all conditions, When read in conjunction with Article 19(1)(g), which guarantees everyone an equal chance at work, it becomes clear that no one should be denied their right to life or freedom while at work. The Constitution's Article 42, which deals with establishing just and compassionate workplaces, created a framework for upcoming actions to create clear-cut legitimate arrangements against workplace sexual harassment. With its support for CEDAW, the Supreme Court highlighted the legitimate commitments made by a portion of India to keep women's rights in compliance. Tradition was crucial to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). CEDAW, adopted by the UN General Assembly in 1979, establishes a motivation for member states to engage in activity to end such segregation through some action and measures, including establishing enactments denying all discrimination against women. It defines discrimination against women as any distinction, exclusion, or restriction made on the basis of sex. General Recommendation Number 19 of CEDAW describes and condemns sexual harassment of women at work and asserts that the presence of such violence in the workplace can harm employment equity. Although the universal commitments were truly authoritative and obligatory, it is still essential to establish rules so that member states adhere to and uphold them. Thus, these international duties gained significance

and were used as catalysts by the Supreme Court to create the Vishakha Guidelines, which will be covered in more detail later.

One of the prominent case studies will be discussed here in connection to the aforementioned. Despite having a high profile, celebrity status, and being named by Business Week as one of the fifty most powerful people in India, Tarun Tejpal became well-known for sexual assault in November 2013. This case gained attention after a young journalist's email alleging sexual assault made its way around. This event happened twice in the elevator. The young journalist was a classmate of Tarun Tejpal's daughter as well as the daughter of a coworker. Her next move was to file a complaint with the managing director and request that a group be formed in accordance with the Vishaka Guidelines. Tarun Tejpal sent a written apology, which was an unqualified apology acknowledging that he had forced himself on her and that he had betrayed their long-standing bond of mutual respect and confidence. The reason Tejpal's apology letter was rejected by the victim was that he attempted to play with words and lacked judgement, rather than a lack of ethics or morality. The victim requested the formation of a committee in accordance with the Vishaka Guidelines after rejecting the letter of apology. The sufferer has already left her position at work. In these kinds of harassment cases, the victim is held accountable (Bhatnagar, 2015). For better comprehension, a few instances of workplace harassment of women are discussed below.

Several instances of workplace abuse against women

The cases of harassment and sexual harassment of women are presented here so that readers will have a better grasp of the ways in which these laws are allegedly broken. *Lena Khan v. Government of India in Air India* According to regulations, flight hostesses must retire at the age of 35, but with an extension, this age can be raised to 45. However, it has been observed that people outside of India continue to work in this capacity after the age of 45. This specific action was contested as a breach of Article 14 in this situation. In its ruling, the Supreme Court ruled that this form of prejudice is not acceptable (AIR 1987 SC 1575). In a different case involving *Air India v. Nargesh Mishra*, the court found that the conditions of pregnancy service termination were wholly irrational and could not be permitted because they were in violation of Article 14 of the Indian Constitution. Since this would directly interfere with someone's life and restrict a natural process, it cannot be the procedure that after receiving service from her for years, her service would be ended when she becomes pregnant. Any interference in this matter would be wrong (AIR 1981 SC 1829). This was a unique circumstance that calls for debate. In the case *State of Kerala v. K. Kunihipacky*, it was determined that a male lecturer claimed that a female lecturer was given preference in this college because she was junior to him in position but still received a promotion before him to the position of professor in the same department. This was contested by the male professor under Article 16. The state argued that science preference for women in women's colleges was practised as a tradition and that it was advantageous that a female teacher be given preference. Women's colleges used to primarily appoint women lecturers and professors, and women's colleges used to give preferences to women. While the court ruled in favour of women and gave them preference for admission to women's colleges, it also came to the conclusion that gender inequality and seniority-based promotion cannot be ignored. The court ordered the state to

reconsider promotions based on those two criteria when the opponent provided evidence to support his promotion. Even though the court ruled that women should be given priority in women's colleges, it also stated that once a male teacher is appointed, seniority should be kept and appointments should be made on the same basis. This instance is noteworthy because it prioritised the social preferences that were already in place (AIR 1965, Ker. 108). Another case that elaborates on discrimination in government employment is *C.B. Muthamma v. Union of India*, where the Apex Court ruled that, in accordance with the service rule, a female employee must obtain written confirmation from the government that she is not married or that her marriage has not yet been solemnised. If she is married or plans to get married, her appointment may be refused on the grounds that she is a woman. However, a guy who is married has no such obligations, which results in discriminatory policies. The decision that men and women are equal in all positions and situations cannot be universalized; a misconception cannot be created, and in the case of a few specific occupations, a practical standpoint is required. It has also been said that the law of equality must apply where the differentiation can be seen (AIR 1979 SC, 1868). The examples presented here demonstrate the variety of workplace harassment experienced by women. Some of the court's decisions have altered some preconceptions, and while some women received just treatment, others did not. These instances demonstrated how certain cases are handled and progressed, as well as how the Indian Constitution protected some women's rights when it was properly put into practise.

The Statute of 2013 against sexual harassment of women at work (prevention, prohibition, and redress)

This Act recognises that everyone's rights to life, liberty, and gender equality are crucial and that if these are not properly implemented, a hostile work environment will result, leaving women feeling insecure. It also did not encourage women to participate in the workforce, which has a negative impact on the growth of the economy. Since sexual abuse violates women's rights to "life and liberty" and "gender equality," it is recognised as such by the Act. Students in educational institutions, medical patients, clients, employees, and customers are all affected by this. This Act gives the boss accountability when the employer must set up an internal complaints committee (ICC). A woman from a high position in the business is expected to serve as the presiding officer. There will also be two other committee members who work for the organisation. These two members must be knowledgeable about the law as well as women's liberties. There will be an additional person who is from an NGO and who should be knowledgeable about matters pertaining to sexual harassment of women at the workplace. The committee members will serve three-year terms and receive compensation as foreign members. Speaking of the Internal Complaints Committee, it has the same authority as a civil court, including the ability to issue a subpoena, compel someone to appear, and question them under oath. The investigation into any complaint must be completed within three months, and the committee's findings must result in recommendations that the employer must implement within six days. Provisions are also in place to deal with false complaints. It is imperative that the employer establish a complaints committee; otherwise, the employer risks receiving a sizable punishment. Employers have a duty and responsibility to ensure that all employees are aware of sexual harassment in the workplace and how to handle it if it does occur. The government's strong declaration that sexual harassment at work will not be allowed makes a strong statement (Shukla and Phookan, 2015, p. 357).

Comparing and contrasting the traits of the harasser and the Victim

Here, it would be pertinent to talk about some of the traits of the harasser and the target. Numerous studies and court cases have established that males are almost always the harassers and that they typically target women, who then become the victims. Men are taught to be the exact opposite: active, aggressive, and confident, while women are taught to be timid from an early age, obedient, and inert in comparison to men. In any company, men are expected to hold the top positions, and women are expected to follow them, even if they are well qualified to hold a higher position. For this reason, women sometimes feel obligated to work beneath men. The patriarchal social structures manipulate women's minds, teaching them to submit to males (Gutek et al., 1993). When it comes to victim harassment, women are more likely than men to experience it. Men being harassed is something that is supposed to be out of the ordinary, so when a man experiences harassment, it surprises everyone, both inside and outside the organisation. Here, gender discrimination is more pronounced, and society makes this distinction between men and women (Pina and Gannon, 2012). Even the perspectives of men and women have changed as a result of society. While men view talking to or engaging with men as sexy and overly friendly, women see it as normal and friendly. The changes brought about by society affect each gender differently, but prejudice is still very evident and pronounced (Lindgren, Shoda, and George, 2007). Even in their complicity, women understand that they must enable men to take advantage of them because sexual harassment is unavoidable. Although they feel bad about it, this way of thinking encourages them to tolerate workplace harassment (Gutek and Dunwoody, 1987). Though age is a factor that matters for the victim being harassed, many eminent academics have found that women experience a lot of harassment at work regardless of their position or age. According to Gutek (1985), pestering of women is most prevalent when they are young. Other women also experience harassment, but to a lesser extent than the younger women. Another significant factor for women is their marital status because, according to Gutek and Nakamura (1982), those who are married or are widows are less likely to experience harassment than those who are single, divorced, or separated. Physical attractiveness is another important component in this, as researchers have discovered that women who are more physically appealing to men than other women experience harassment more frequently (Gutek and Nakamura, 1982). Women are susceptible to control when they are in positions that belong to men, which is one of the reasons why they are harassed at work because they are not viewed as effective employees. Men tend to have more power than women in the same role in organisations where they work, despite the fact that they are supposed to receive equal pay and benefits. It conveys a feeling of disrespect for the female employees and undersells them in an effort to exert control over them (Lafontaine and Tredeau, 1986). Women generally respond mildly to these situations because victims frequently exhibit timid behaviour, reporting or disregarding the situation out of fear of being fired from their jobs and subjected to increased harassment. In general, women were found to be overlooking the situation of harassment while attempting to adjust and deal with the situation on their own. Women even create strategies on their own to try to tackle situations that result in harassment or incidences of harassment. Because they feel embarrassed and believe that they are to blame for the situation, victims of workplace harassment who put the blame on themselves withhold information about their experiences from

others (Culbertson et al., 1992). Thus, these traits are formed within the victims as a result of the numerous situations that influence how they respond.

Defining and describing sexual harassment

Harassment is any vocal or physical behaviour that unreasonably interferes with work or creates a tense, hostile, or unsafe work environment. It can take many different forms, such as sexual harassment or bullying.

Physical and vocal abuse, as well as behaviour intended to confine, humiliate, or prevent participation in routine activities for a person or group, are all examples of intimidation. A person's efficacy at work or on a personal level may be intentionally insulted. Other behaviours that may constitute intimidation include making intimidating or disparaging comments via email, letter, or verbal interaction, choosing to deface religious symbols as well as the national anthem, and making harmful and unconfirmed accusations of wrongdoing, such as harassing coworkers.

Sexual harassment is any sexual behaviour that is unwanted, hostile, or degrading to the people who are subjected to it. It can also create a dangerous work environment that makes it difficult to function. Rape, demands for sexual favours, requests for sexual favours in exchange for work security or a promotion to a better position, unwanted physical contact, the display of sexual imagery, sexually suggestive actions, or hostile sexual comments are all considered forms of sexual harassment. People of the same sex or those of different genders may engage in sexual harassment. While typically it contains a behaviour example that can be applied to a group or a specific person, The most overt form of sexual harassment in the workplace is the demand or promise for immediate or certain sexual favours in exchange for favourable treatment. A wide range of inappropriate behaviours are prohibited, such as repeatedly using sexually explicit language or making offensive allusions; displaying pornographic materials in the workplace; using profane language or jokes; making comments about someone's appearance; repeatedly inviting someone after they've declined the invitation; and considering someone else's sexual orientation as a factor. Sexual harassment is particularly reprehensible when it is connected—directly or indirectly—to various threats or promises made about future job opportunities. This occurs when a senior person takes advantage of a junior or subordinate person's position. If such a situation occurs at work, it needs to be addressed seriously (Harassment, policy on harassment, International Monetary Fund).

Instances of harassment

There are various types of sexual harassment, including physical, vocal, and nonverbal. Where physical refers to touching, unwelcome physical contact, harassing emails, and other sexually suggestive behaviors. While some sexual jokes, persistent sex questions, comments about a person's body or physical characteristics, and requests for sexual favours are instances of verbal abuse, Nonverbal communication techniques include using intimidating images or sexual imagery in photos.

Empowering female employees

India chooses to implement numerous protections for women's wellbeing, protection, and the provision of constitutional rights. Numerous publications, journals, and article reports mention the fact that women experience a variety of issues at work, including tension, discrimination, sexual harassment, and security-related issues (Martin, 1989). Women are considered to be domestic workers and sexual objects, and as a result of the establishment of patriarchy and the social standards that follow it, they are subjected to exploitation and torment (Dube, 2001). Women's advancement in the contemporary era has been demonstrated, and in the current environment, women earning money or receiving a salary has become a reality (Andal, 2002). Every level of economic and social standing has a gender gap that has been verified, and ownership and property rights prevent women from being empowered (Andal, 2002). After gaining independence, the development of women was one of the main topics of debate. In recent years, the policy approach has changed; the term "welfare" was used in the 1970s, "development" in the 1980s, and "empowerment" in the 1990s. Women should now participate in policy formation and policymaking. Women serve important roles both inside and outside of the home. They perform tedious, time-consuming tasks, and in rural areas, they even assist the men in the farming community. Many women even take on low-wage jobs to help support their families, and in rural areas, many women work long hours doing animal husbandry or forest labour. (FAO 1983) states that women make up more than 40% of the agricultural labour population in 52, or 63.4%, of its member countries. In order for women to work effectively in any organisation, certain conditions must be met, including a place where they can feel safe; however, if any woman experiences physical or emotional burdens but her male coworkers or colleagues do not, it is reasonable to assume that additional conditions are required at the workplace. so that all women can labour comfortably and without any doubt.

Conclusion

In addition to subjecting women to inequity at work, harassment prevents an organisation from improving because it causes it to struggle to deal with it, which has a negative impact on the nation's economy. As a result, harassment must be seen as unfair and its elimination from all organisations must be emphasised. Another significant issue in this work that deserves special attention is the lack of recognition or undervaluation of women in comparison to males. Women employees are found to not receive equal pay, and other forms of discrimination continue to be common. Women typically put in long hours to finish all kinds of tasks, whether they are at home or at their jobs, and as a result, they sacrifice their sleep, amusement, and other interests as well as their health and nutrition, which has a negative physical and psychological impact. However, they continue to experience discriminatory treatment, and women are still not valued equally in the workplace. Women who continue to live in a society where this mentality is prevalent begin to think that they will always have to cope with the fact that they will not be treated equally and will have to put up with all the abuse and harassment they are subjected to. A woman almost never has a completely free mind to focus on her job because she is constantly under pressure to deal with circumstances, no matter where she goes or works. Women's workplace harassment was initially not seen as a problem or something to talk about,

but later it was recognised as a trivial and unfair issue, which became one of the main topics of conversation. As the significance of this problem increased, numerous legal provisions were made to protect women from discrimination. However, it was subsequently discovered that women were still having problems as a result of laws not being implemented and women not being reported. Recent events brought new awareness and altered the situation, and as a result, laws providing security for women went into effect. Men and women are treated differently by society; this social structure needs to change, and contemporary welfare thought should be chosen instead of the traditional way of thinking. Men perceive it as a danger when women take the place that the patriarchy taught them outside the home, and they feel the need to reclaim it by using various tools that will make women feel weak and exposed. If there were no gender bias in the public sphere and in workplace settings, it would be legitimate. The chapter comes to the conclusion that the mental makeup of the male practitioner is what causes instances of improper behaviour or harassment at work. Males should have pure thoughts about their feminine counterparts from the very beginning. Society is significant in this context because it can impart new ways of thinking. Education is also essential in this situation because it is the most powerful tool for changing people's mindsets and getting them to think positively, which will be good for the country as a whole. A country's advancement is directly impacted by workplace harassment, which is not a good indication because it affects both women and men. Without a shift in people's perspectives, progress would be very slow. Additionally, strict enforcement of laws protecting victims is essential because it will not only advance justice but also give women the confidence to report cases that they are hesitant to do because of the drawn-out legal procedures and their fear of punishment.

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