

AWARENESS OF SEXUAL HARASSMENT AMONG THE WOMEN LABOURS IN DHARASURAM.

HANIPRIYA.S
MBA 1st year
Department of Management Studies
Periyar Maniammai Institute of Science &
Technology
Thanjavur- vallam.

DR. RAJANDRAN.KVR
Associate Professor
Department of Management Studies
Periyar Maniammai Institute of Science &
Technology
Thanjavur- vallam.

ABSTRACT:

In India there was lots woman facing many harassment. According to the survey of IPSOSS India got a second place, this clearly shows that the problems of woman in India. They were facing a problems such as Harassment at workplace, unwanted gesture, forcing to do certain things, physically and mentally abused and excreta and this research conducted at Dharasuram in Thanjavur district (Tamilnadu) with 75 woman respondents.

1. INTRODUCTION:

Across the globe sexual harassment is the major problem faced by the young girls. This paper explores sexual harassment faced by the women labours in the work place. Sexual harassment is unwanted and unwelcome behavior of sexual nature. The sexual harassment of women at work place act was introduced in 2013. Harassment in workplace is perceived to be normal and harmless practice by many women. This research gives depth view of the sexual harassment in work place of women. Most of the women don't complain because they fear of being blamed for provoking the incident or the loss of their reputation.

2. REVIEW OF LITERATURE:

- Atul Gupta (2018), stated that employees behaviour is the most important reason for sexual harassment and also destroy its workers mind and the organization also started to pay attention to the SH act. In this research paper uses

the data of National Commission for women in the year of 2018.

- Arvinkumar et al(2014) explained that sexual harassment is an in recognized problem because of human rights issues and it has been concluded that sexual harassment is still happening at workplace at vellore city. The sample size of the paper is 100 women workers.
- Rakesh Choudhary et al(2014) researched that the employee in the government organization where not aware about sexual harassment and two-third of them have no idea about the complaint cell office in the organization.
- Begum (2010) stated that the workers must be aware about labour rights and occupational safety. They must demand and acquire their rightful position in the labour market. The Research shows about sexual harassment happened in Bangladesh. The female workers in the garment

Siti Rapidah Omar(2015) stated that all the three predictors are the most important variables that may create challenges in the employment of the employees due to threat of sexual harassment.

3. RESEARCH METHODOLOGY:

Dharasuram region in Thanjavur District has selected for the research. Primary data were collected through questionnaires. Secondary data were collected from the various journals, websites, and books. The sample size was 75 through the questionnaire. The convenient sample technique was used. The ANOVA Single factor was used for Daa analysis.

3.1 HYPOTHESIS:

H0: There is no significant difference between awareness of sexual harassment among the woman labors.

H1: There is a significant difference between awareness of sexual harassment among the woman labors.

4. DATA ANALYSIS

TABLE 4.1 MEAN TABLE

VARIABLES	SD	D	N	A	S
Not safe	21	22	14	14	4
Laws are enough	12	21	24	11	7
Face sexual harassment	20	16	22	14	3
Humiliating treatment	12	20	17	18	8
Gender discrimination	12	23	11	18	11
Higher authority enforcement	7	21	21	18	8
Unwanted gestures	15	17	21	12	10
Work pressure	14	11	20	17	13
Sexually seductive comments	15	13	18	18	11
Dress code of women	11	21	17	15	11
Mean	13.9	18.5	18.5	15.5	8.6

The table 4.1 shows that the mean score 18.5 is higher on “Disagree” and “Neutral” and the mean score 8.6 is lower on “Strongly Agree”. It is clear that there is no awareness of sexual harassment among the woman labors.

TABLE 4.2: ANOVA TABLE

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	0	9	0	0	1	2.124029
Within Groups	1272	40	31.8			
Total	1272	49				

The table 4.2, since the P-value is greater than 0.05 and the F-value is less than F- critical value. The null hypothesis (H0) is accepted.

5. CONCLUSION:

The above study clearly shows that there is no awareness of sexual harassment among the women labors in Dharasuram. According to the study of this research many women’s involved in sexual harassment but they didn’t know about the awareness about this harassments. So government should take some steps for awareness among women labours.

6. REFERENCES:

1. Chai R. Feldblum and Victoria A. Lipnic, Select Task Force on the Study of Harassment in the Workplace (EEOC, June 2016).
2. Bernadette Marie Calafell, “Did It Happen Because of Your Race or Sex?": University Sexual Harassment Policies and the Move Against Intersectionality,” *Frontiers: A Journal of Women Studies*, vol. 35, no. 3 (2014): p. 84.
3. Debbie S. Dougherty, “The Omissions That Make So Many Sexual Harassment Policies Ineffective,” *HBR*, May 31, 2017.
4. Victor E. Sojo E. Genat, “Harmful Workplace Experiences and Women’s Occupational Well-Being: A Meta-Analysis,” *Psychology of Women Quarterly*, vol. 40, no. 1 (2016): p. 10-40.

5. Brian K. Richardson and Juandalynn Taylor, "Sexual Harassment at the Intersection of Race and Gender: A Theoretical Model of the Sexual Harassment Experiences of Women of Color," *Western Journal of Communication*, vol. 73, no. 3 (July-Sept 2009): p. 248-272.
6. Grant E. Buckner, Hugh D. Hindman, Timothy J. Huelsman, and Jacqueline Z. Bergman, "Managing Workplace Sexual Harassment: The Role of Manager Training," *Employee Responsibilities and Rights Journal*, vol. 26 (2014): p. 257-278.
7. Dougherty; Ganga Vijayasiri, "Reporting Sexual Harassment: The Importance of Organizational Culture and Trust," *Gender Issues*, vol. 25 (2008): p. 43-61.
8. Chelsea R. Willness, Piers Steel, and Kibeom Lee, "A Meta-Analysis of the Antecedents and Consequences of Workplace Sexual Harassment," *Personnel Psychology*, vol. 60 (2007).
9. Victor E. Sojo, Robert E. Wood, and Anna E. Genat, "Harmful Workplace Experiences and Women's Occupational Well-Being: A Meta-Analysis," *Psychology of Women Quarterly*, vol. 40, no. 1 (2016): p. 10-40.
10. NiCole T. Buchanan, Isis H. Settles, Angela T. Hall, and Rachel C. O'Connor, "A Review of Organizational Strategies for Reducing Sexual Harassment: Insights from the U.S. Military," *Journal of Social Issues*, vol. 70, no. 4 (2014): p. 687-702.
11. Atul Gupta, Disha Bhomawat (2018), "Sexual harassment at the workplace"
12. Heather McLaughlin, Christopher Uggen, and Amy Blackstone, "The Economic and Career Effects of Sexual Harassment on Working Women," *Gender & Society*, vol. 31, no. 3 (2017): p.333-358.
13. F. Begum, R.N. Ali, M.A. Hossain (2010) "Harassment of women garment in Bangladesh", ISSN 1810-3030.
14. Jillian M. Collins and Larry S. Perlman, "Me Too, But Now What? What Board Members Need to Know About Workplace Sexual Harassment," *The National Law Review*, November 9, 2017.
15. Marcia J. Simmering, J. Bryan Fuller, Laura E. Marler, Susie S. Cox, and Rebecca J. Bennett, "Tactile Interaction Norms and Positive Workplace Touch," *Journal of Managerial Issues* (2013): p. 132-153.
16. Mr. M Arvin Kumar, M. Pavan K Mukherjee (2010), "A Study on Sexual Harassment Among Women Workers At Work Place In Velore City" ISSN NO- 2249555X
17. Lindsey Joyce Chamberlain, Martha Crowley, Daniel Tope, and Randy Hodson, "Sexual Harassment in Organizational Context," *Work and Occupations*, vol. 35, no. 3 (August 2008).
18. Siti Rapidah Omar Ali, Zainuddin Zakaria, Suzila Mat Salleh (2015), "The Effect Of Sexual Harassment in Workplace in Terengganu, Malasiya", issn 203-2117
19. Rakesh Choudry, Manish Kaithwas (2014), "Awareness Level Among Working Women Regarding Sexual Harassment" Research Gate Publication".
20. Katherine Giscombe, "Sexual Harassment and Women of Color," *Catalyzing*, February 13, 2018. 1 (2012): p. 1-9.