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# **A STUDY ON SEXUAL HARASSMENT AGAINST WOMEN AT WORKPLACE IN IT INDUSTRIES IN INDIA**

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MATHANISHA N, HARINI C & OVIYA R

## **ABSTRACT:**

*Sexual harassment remains a critical concern with profound implications for workplace dynamics, personal well-being, and societal progress. This abstract delves into the nuanced facets of sexual harassment, including its origins, manifestations, and the power dynamics that perpetuate it. Government initiatives related to sexual harassment vary by country and region. Several factors can significantly affect the topics of sexual harassment. The independent variables are age, gender, area of residence, occupation, educational qualifications. A total 212 samples methods. These factors can vary by culture, society, legal frameworks and historical context. Here are some key factors that influence the issue of sexual harassment. Addressing sexual harassment requires understanding these complex and interconnected factors and implanting a comprehensive approach that considers legal, cultural educational and societal changes. current trends related to sexual harassment and sexual assault include ongoing efforts to raise awareness, promote education, and create safer environments. Here are some trends and developments in the area, Me Too Movement, Increased Awareness and reporting one of the notable trends has been the increased awareness and willingness to report incidents of sexual harassment.*

**KEYWORDS:** Anti-harassment laws, corporate responses, sexual harassment, personal well-being.

## **INTRODUCTION:**

Sexual harassment is a pervasive and deeply concerning issue that affects individuals in various settings, including workplaces, educational institutions, public spaces, and even online platforms. It encompasses unwelcome behaviors of a sexual nature that create a hostile, intimidating, or uncomfortable environment for the victim. This form of harassment can have severe

psychological, emotional, and professional consequences for the individuals experiencing it. It is important to understand the different aspects of sexual harassment, its impacts, and the steps that can be taken to prevent and address it. Sexual harassment is broadly defined as any unwelcome behavior of a sexual nature that is unwanted and offensive to the recipient. It can include various forms, such as verbal comments, gestures, visual displays, physical advances, or requests for sexual favors. These behaviors can create an intimidating, hostile, or offensive environment, interfering with an individual's ability to work, learn, or function effectively. Many countries have recognized the severity of sexual harassment and have enacted laws and regulations to address it. These legal frameworks vary but generally define sexual harassment, establish procedures for reporting and investigating complaints, and outline potential consequences for perpetrators. However, challenges persist in effectively implementing and enforcing these laws. Victims might fear retaliation, disbelief, or the potential damage to their reputation, making them reluctant to report incidents. Additionally, some cases might involve complex power dynamics or occur in environments where reporting mechanisms are inadequate or biased. It's important to recognize that sexual harassment intersects with other forms of discrimination, such as race, ethnicity, disability, and sexual orientation. Marginalized groups can experience compounded effects of harassment due to multiple identity factors. Addressing sexual harassment effectively requires an understanding of these intersecting dynamics and the creation of inclusive solutions that consider diverse perspectives. Instances of sexual harassment within organizations can have severe repercussions on their reputation. News of harassment scandals can lead to negative publicity, loss of credibility, and decreased employee morale. Companies and institutions are increasingly held accountable for their response to such incidents and their commitment to creating safe environments. Addressing sexual harassment requires not only legal and organizational changes but also shifts in societal attitudes.

## **OBJECTIVES:**

- To analyze the correlation between leadership styles within IT organizations and the prevalence of sexual harassment, exploring whether certain styles contribute to a safer workplace environment
- To evaluate the existence and effectiveness of workplace diversity initiatives in IT industries in India and their role in mitigating sexual harassment.

- To examine the relationship between employees' participation in diversity programs and their perceptions of workplace inclusivity and safety.

## LITERATURE REVIEW:

**Munir Moosa(2013)** audits in his article named “Sexual Harassment at workplace in Pakistan”, challenges confronted by women in workplace. Evaluate the types of harassment that women faces at workplace. **Ollie Folke(2022)** have explained in this paper “Sexual Harassment and Gender inequality in the labour market” comprehensive empirical analysis of sexual harassment in Swedish labour market. The five pooled cross sections work environment survey, sampled total of 73,540 people out of 62,050 responded the telephone portion te survey 46,083 written questions include sexual harassment items. **S.Anitha(2020)** have explained in this paper “A Study on prevention of sexual harassment of women at workplace” transmit social workers that create a safe working environment. Impart inquiry under POSH ACT 2013, says how to impart awareness session documentation in the act. But social workers we have thought that 360 degree angle provide nonjudgmental perspective justices to the aggrieved women respondent. **Sanjeev kumar(2022)** audits in his article named “A Study of Sexual Harassment of Women at workplace environment” primarily based totally on each number one and secondary facts accumulated from unique asserts. The studies device used for net book information which accumulated from one of a kind reasserts for matern day examine. Studies approach carried out to the existing look at is descriptive studies techniques. **Thor Aspelund(2022)** audits in his article named “Risk factors for workplace sexual harassment and violence among a nation of women in Iceland” This cross sectional study analysis individual level data from women, who had responded an online survey. 30,403 women respondedp were included SAGA, 15799 women answered. **Maheen Sultan(2023)** have explained in this paper “women agro processing workers in Bangladesh development policy” sexual harassment for women in workplace is considered to be one of the major reasons holding back women entering work, This is the major reason women dropping their work. **Pallavi Kapila(2017)** audits in her article named “Theoretical perspective to sexual harassment of women at workplace “ A socio ecological framework with feminist lens enables in the depth examination. Women basketball Officials carry progression, individual interpersonal level, as well as complex insidious societal level barriers. They faces these higher level barriers alternatives related stereotypical gender robes relations found sex role spillover

theory. **Lefatche Anna(2022)** have explained in this paper “Sexual Harassment and other workplace challenges for African women” High level review African American literature on the sexuality women particularly black women the context oppositional gaze intersections. High level engagement feminist theorists that enables us researchers engage challenges or difficulties understanding dynamics of harassment of women in workplace. **Mirna Montano(2021)** have explained in this paper “Workplace sexual harassment and vulnerabilities among low wage flispanie women” workplace sexual harassment is particularly widespread in industries with many low wage jobs where women low income jobs to identify workplace sexual harassment situations, support seeking actions Barrie’s to report and forms of retaliation. **Ebeneezer Durojaye(2023)** has explained in this paper “Sexual harassment, Human Right and Feminism” An overview nature prevalence sexual harassment. It equally defines sexual harassment root causes, nexus between feminism power. sexual harassment noting particularly entrenched power imbalance. **Krista Lynn Minnootte(2023)** explained in this paper “sexual harassment climate, and the well being of stem faculty member” Despite documented negative outcomes accompanying sexual harassment experience sexual harassment stem faculty remains under examined using data STEM faculty mid sized university located upper midwest. Whereas women’s outcomes are more intricately linked to experiencing gender harassment. **Andreas Ahrens(2023)** explained in his this paper “Exploring students’s beliefs and exposure to sexual assault” Sexual harassment assault factors decrease youth quality employment. Research aim to explore students benefits exposure sexual harassment, sexual assault selected countries. **Pooja Deshmukh(2023)** explained in this article “Sexual Harassment and Indian law and International Journal of Advanced research in engineering” We all know the wonderful & important role a woman plays in a traditional Indian family. She is a responsible homemaker and a soft-hearted hard worker. She is also a 21st-century woman; independent, confident and making successful forward strides in many fields. But when there are so many crimes against women happening daily, so much gender inequality, sexual harassment and hostile environment at her workplace. **Ganesha k.s(2023)** explained in this article “scientometric analysis on the concept of sexual harassment” Sexual Harassment is a type of illegal, unwelcome behaviour that involves the use of sexual overtones (implicit or explicit). This can include many things like-unwanted sexual gestures or looks, promises of reward for sexual favors, sexual comments or innuendos, sexually suggestive behavior or signals, etc. The objective of this paper is to find out the publication pattern of the overall research that has taken place in the

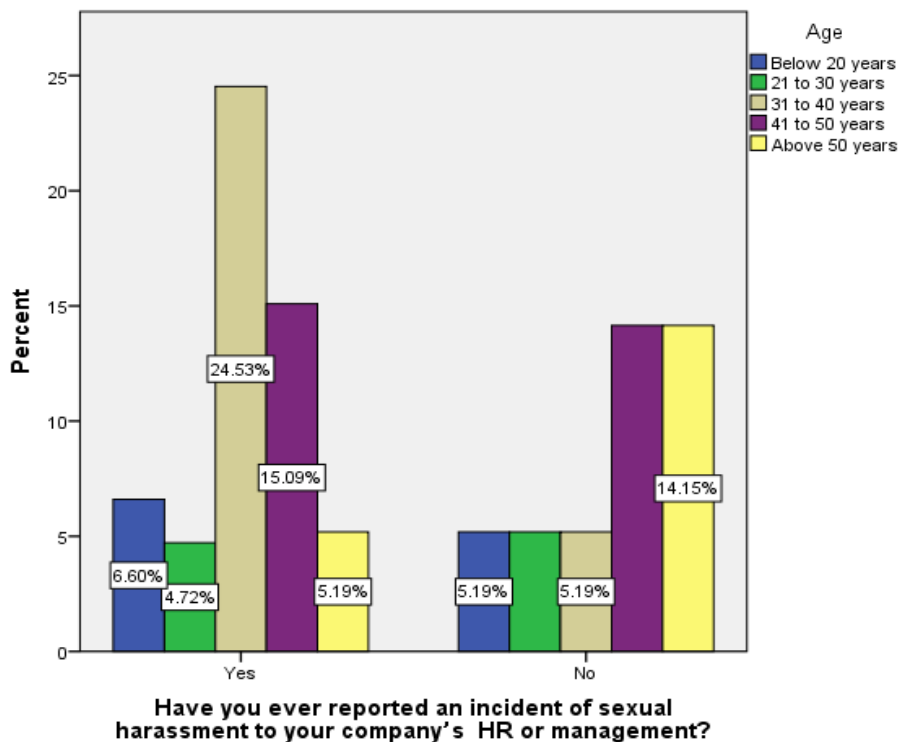
area of Sexual Harassment. **Elena steshich(2023)** explained in this article “Deviantological aspects of the prevention of sexual offences related to sexual coercion and harassment” The article deals with socio-cultural and legal approaches to the prevention of sexual deviations related to coercion and harassment. The author believes that the criminalisation of sexual abuse (including harassment) does not meet the genesis of criminal law regulation, namely the social need for it to be prohibited specifically by criminal law, which is the state’s final argument in combating anti-social behavior. Introduction. **Olwwadamilda Adejume(2023)** explains in this article “The role of the courts in Address sexual harassment in Nigeria” Nigeria will be the focal point of this chapter being a participant and signatory to several African and international human rights and labour instruments. Decisions of the National Industrial Court, on sexual harassment will be evaluated. Specifically, a 2018 decision of the Federal High Court of Nigeria which convicted and sentenced a Nigerian professor to two years’ imprisonment for sexual harassment. **Rana Arafat(2023)** explains in this article “The impact of sexual harassment on job satisfaction in Newsrooms” Despite the pervasiveness of workplace sexual harassment, the connection between sexual harassment and job satisfaction in the news industry remains insufficiently researched. **Adetokunbo Johnson(2023)** explains in this article “Protecting women with disabilities from sexual harassment in Africa” Sexual harassment, a form of violence against women, is defined as an unwelcome sexual behaviour that often occurs in situations of unequal power relationships. Research has shown how compared to women without disabilities, women with disabilities are increasingly susceptible to sexual violence and are also more likely to be in situations of unequal power relationships that trigger unwelcome sexual acts. **Alexander schiu(2023)** explained in this article “Sexual harassment in surgery is operating room culture the culprit” An anonymous voluntary electronic survey distributed. Surgical trainers programs nationally invited participate. sixteen general surgery training programs elected participate survey achieved response. **Katia Gillander Gadin(2022)** explained in this article “Organizational cultures in the Swedish restaurant business and the risk for sexual harassment” Background The hospitality sector has the highest level of sexual harassment incidents compared to any other sector. The negative consequences of sexual harassment at the restaurant workplace are not limited to the health of the victim alone as it also affects the organization as well as the health of a society.

## METHODOLOGY

The type of research adopted here is empirical research. A total of 212 samples have been collected. The samples have been collected through a non-probability- convenient sampling method. The sample frame taken here is through online, in and around Chennai, Tamil Nadu. The independent variables are age, gender, marital status, and educational qualification. The dependent variables are the sexual harassment, mistreated in workplace, incident of sexual harassment, respond to sexual harassment. The statistical tools used in the study are graphical representation.

## ANALYSIS:

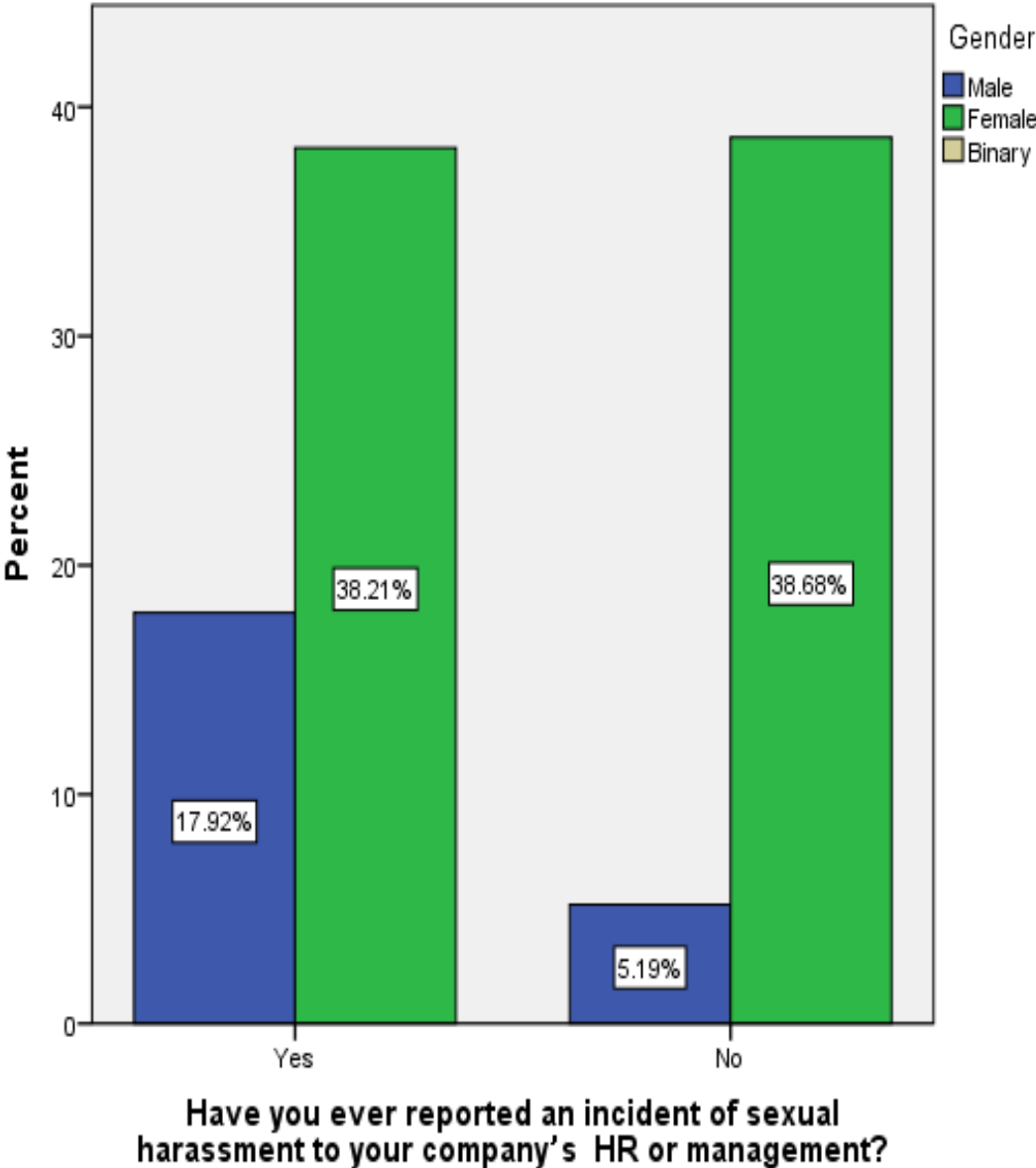
**FIGURE:1**



## LEGEND

Figure 1 shows the distribution of the sample population and their opinion on sexual harassment to Your company's HR or management

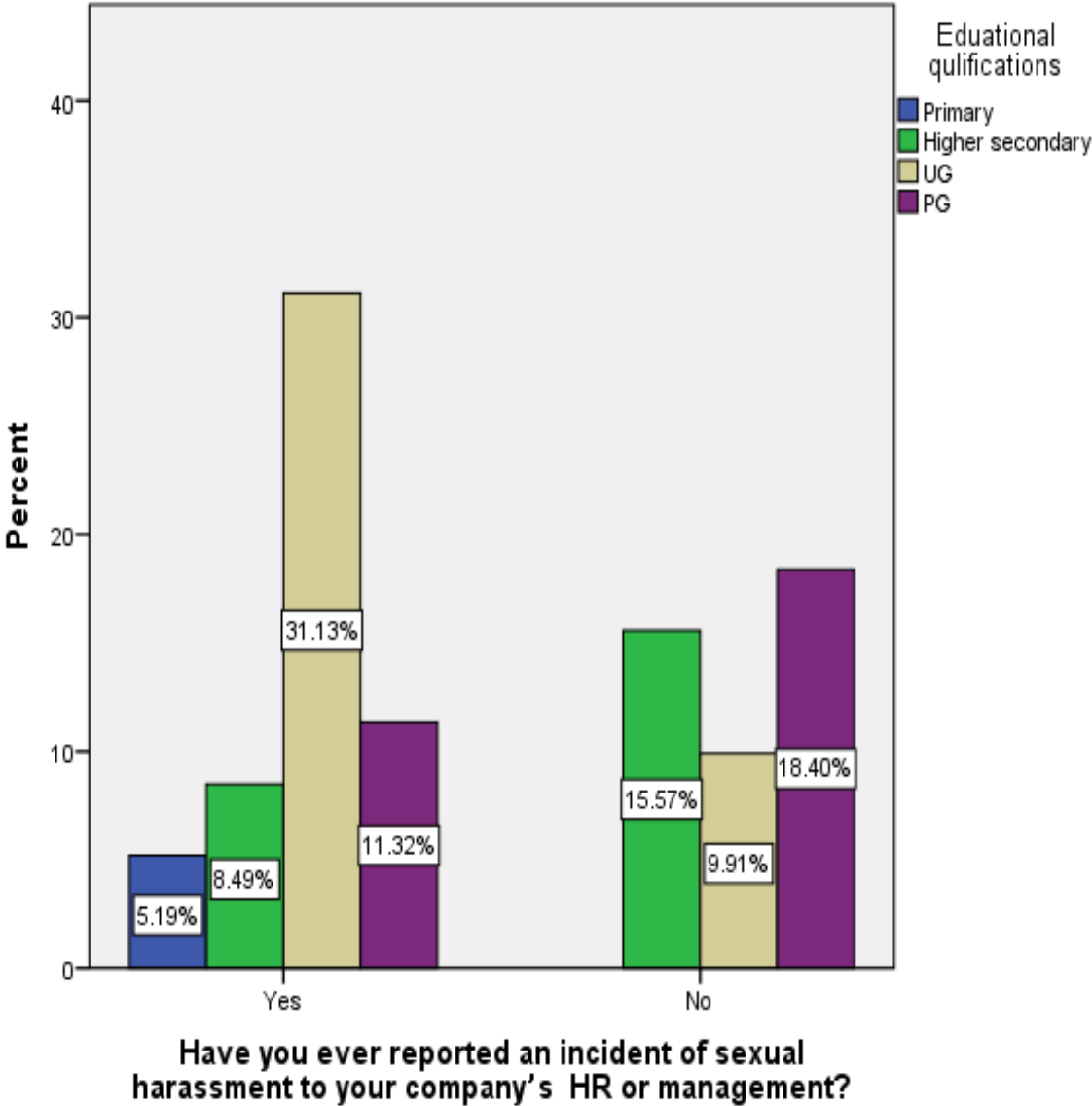
FIGURE: 2



LEGEND:

Figure 2 shows the gender distribution of the sample population and their opinion on sexual harassment to Your company's HR or management

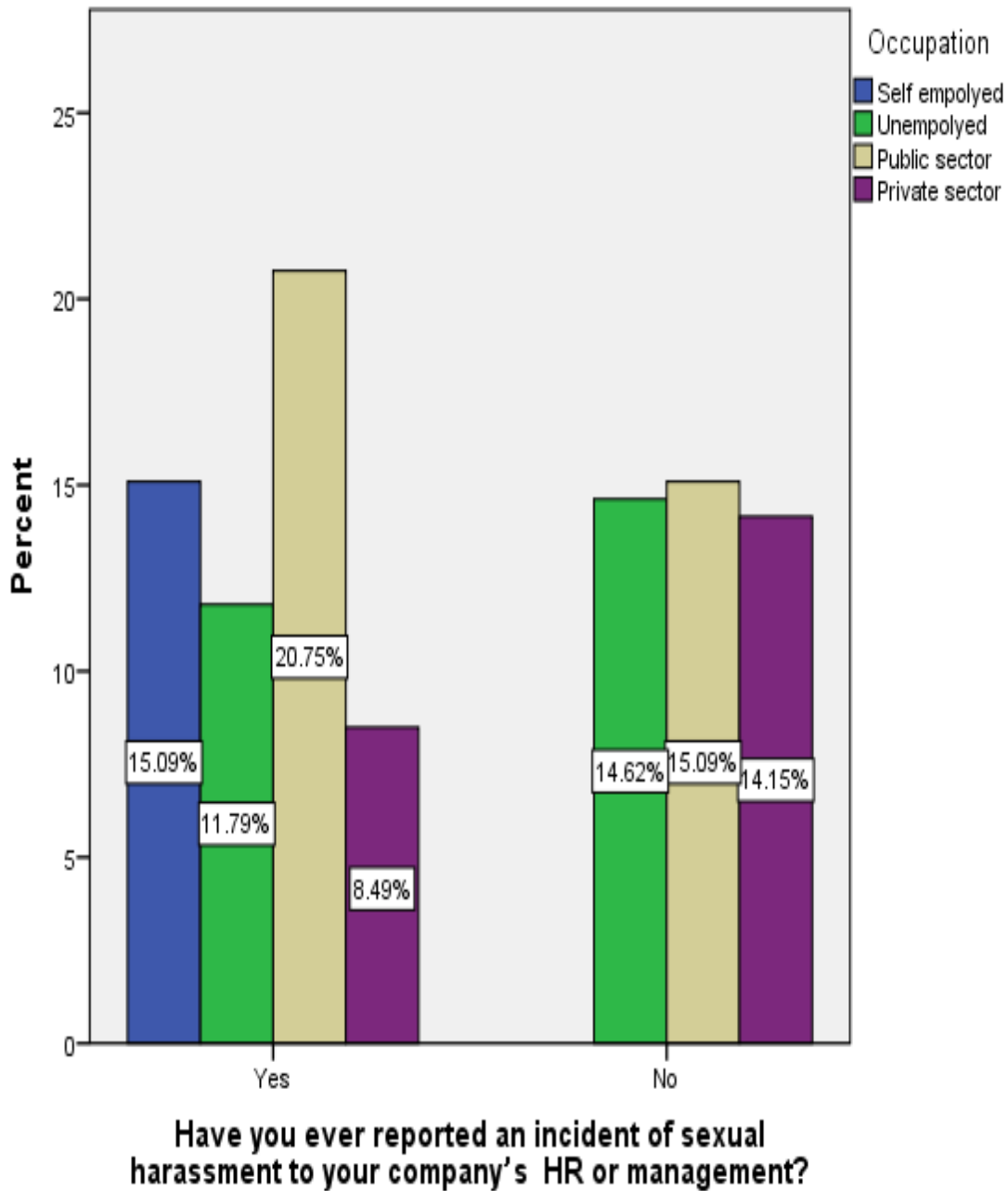
FIGURE 3



LEGEND:

Figure 3 shows the Educational qualifications distribution of the sample population and their opinion on sexual harassment to Your company's HR or management

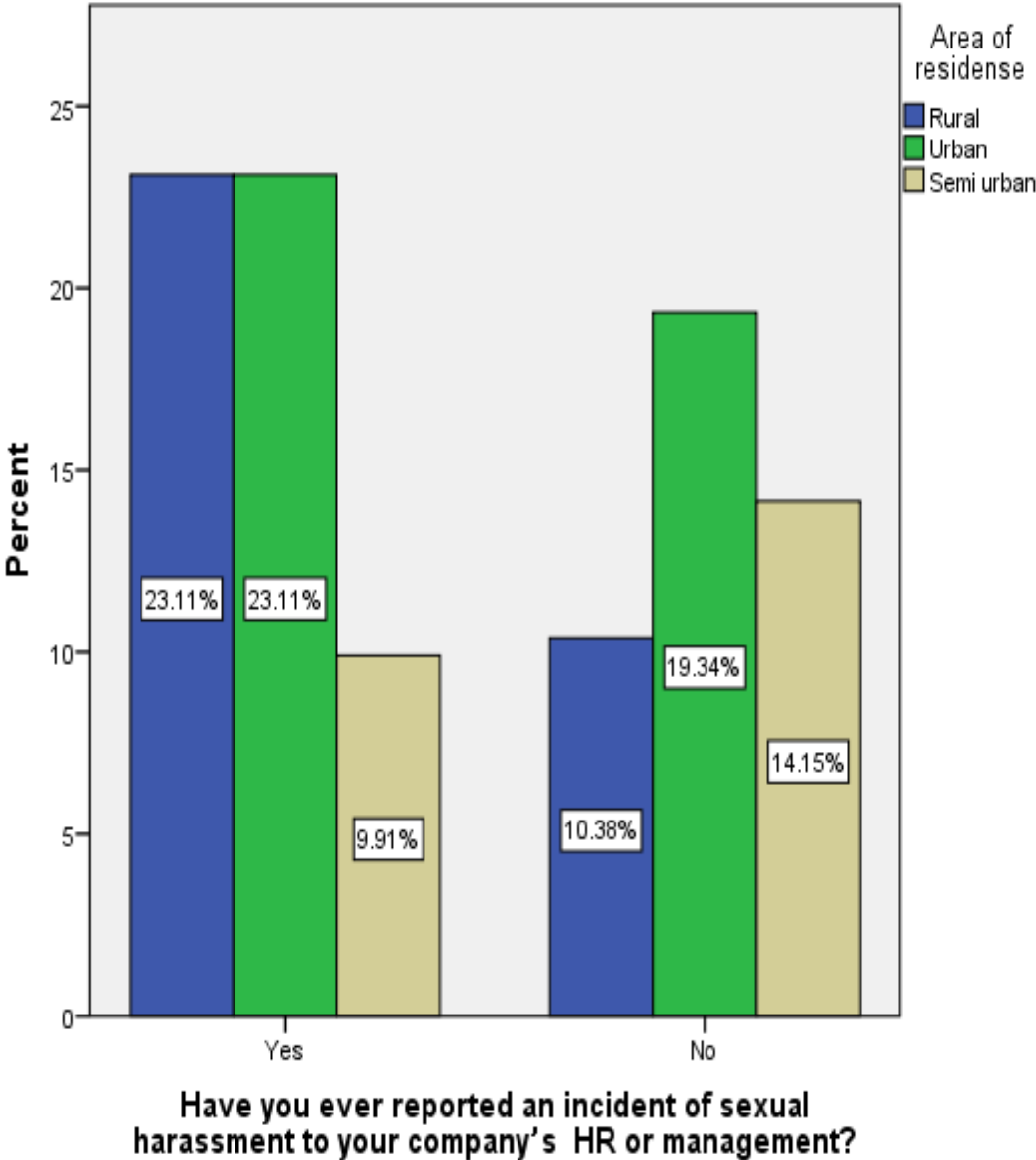
FIGURE:4



**LEGEND:**

Figure 4 shows Occupation distribution of the sample population and their opinion on sexual harassment to Your company's HR or management

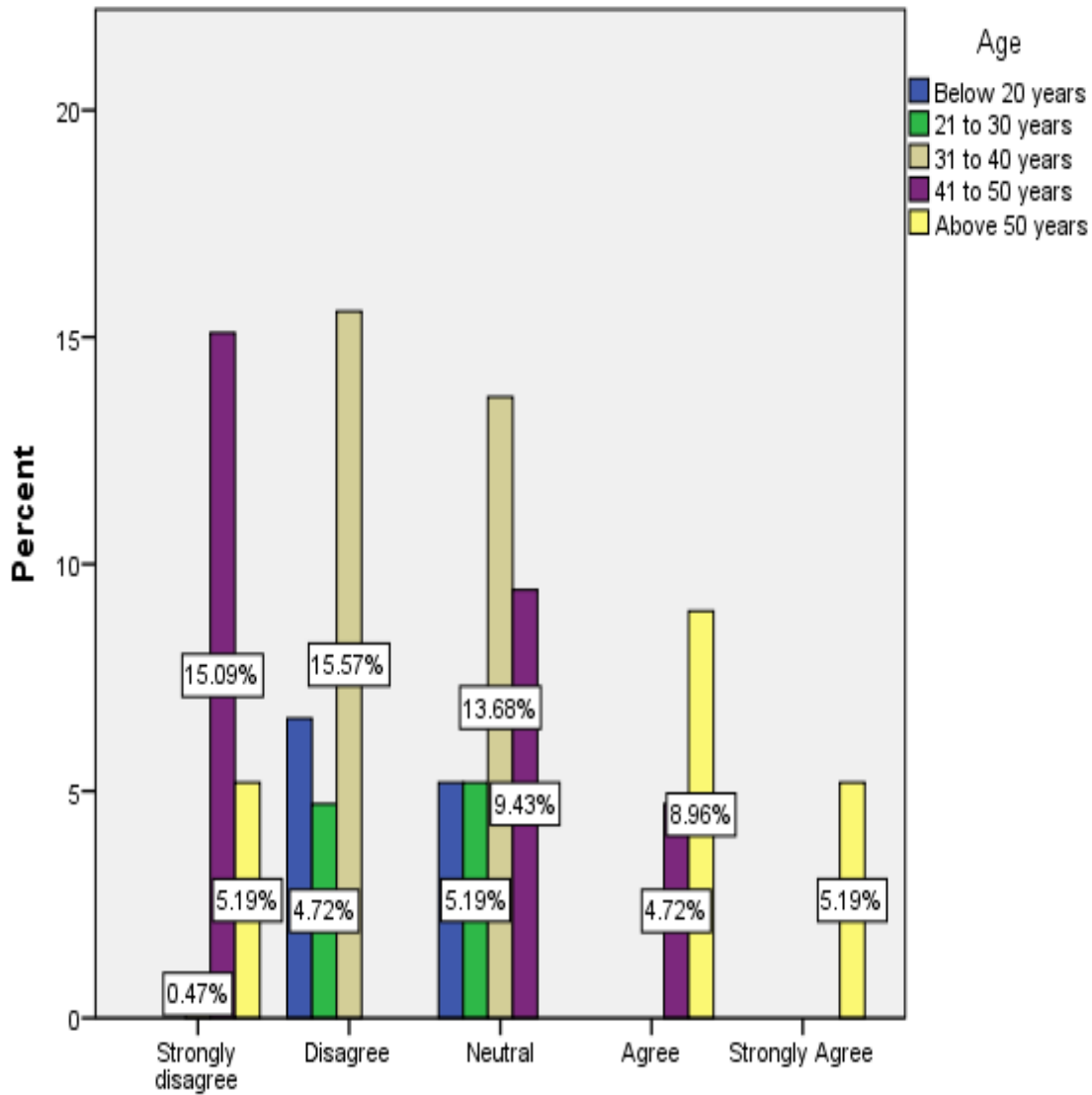
FIGURE:5



**LEGEND:**

Figure 5 shows area of residence distribution of the sample population and their opinion on sexual harassment to Your company's HR or management

FIGURE:6

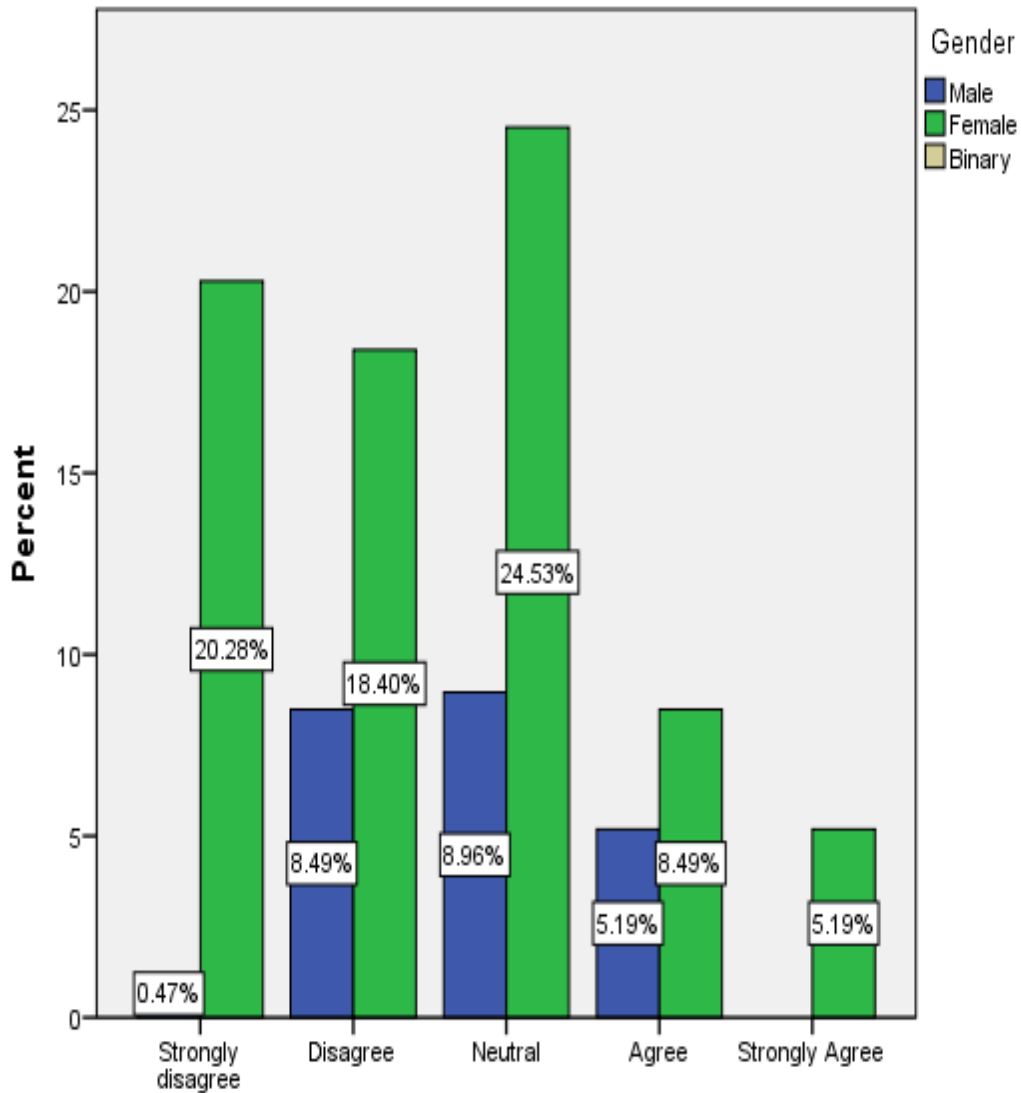


Rate your agreeability with the statement that women are mistreated in the workplace by their ...

LEGEND:

Figure 6 shows Occupation distribution of the sample population women are mistreated in the workplace by their coworker

FIGURE:7

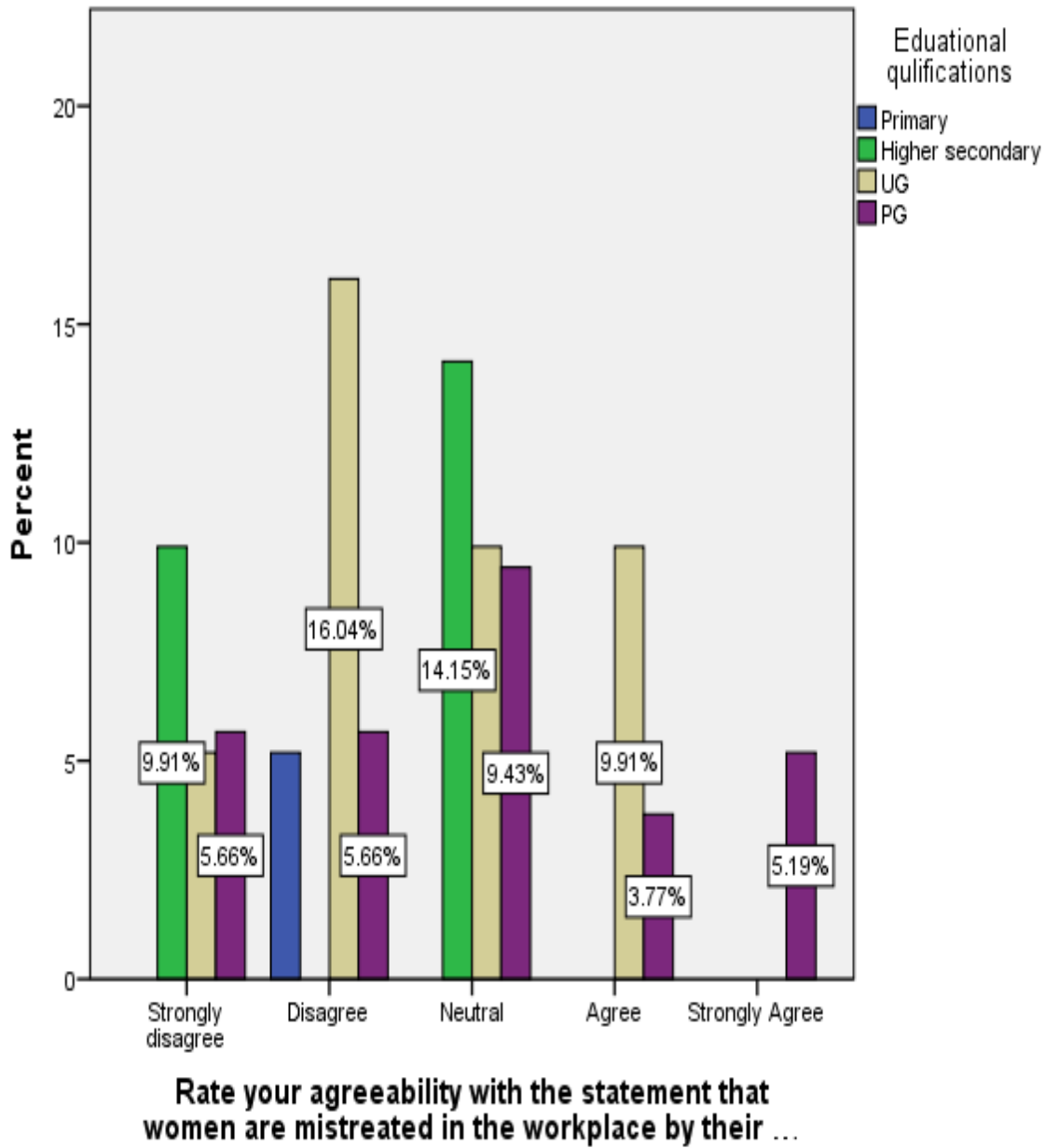


Rate your agreeability with the statement that women are mistreated in the workplace by their ...

LEGEND:

Figure 7 shows gender distribution of the sample population women are mistreated in the workplace by their coworkers

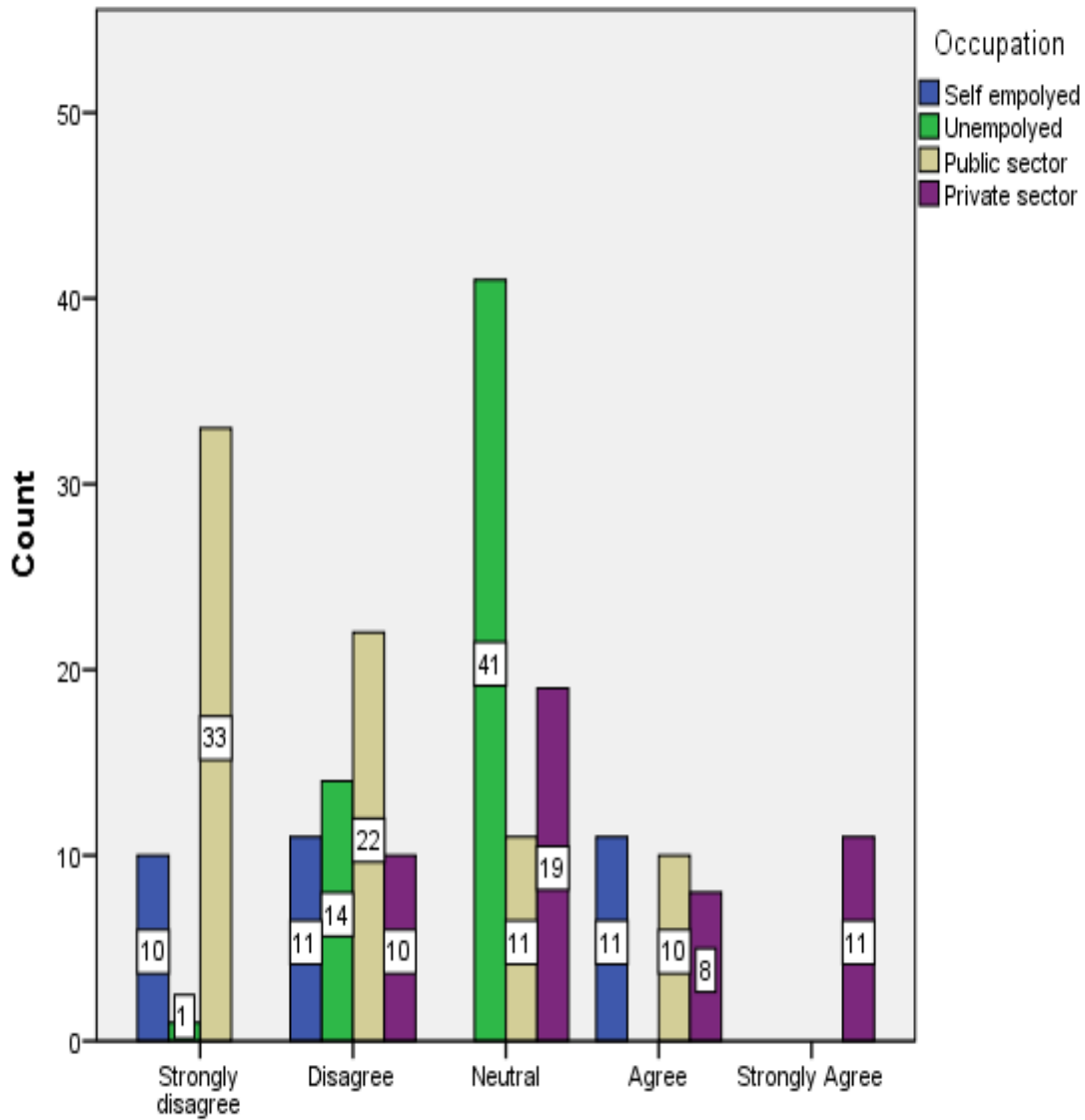
FIGURE :8



**LEGEND:**

Figure 8 shows educational qualifications distribution of the sample population women are mistreated in the workplace by their coworkers

FIGURE :9

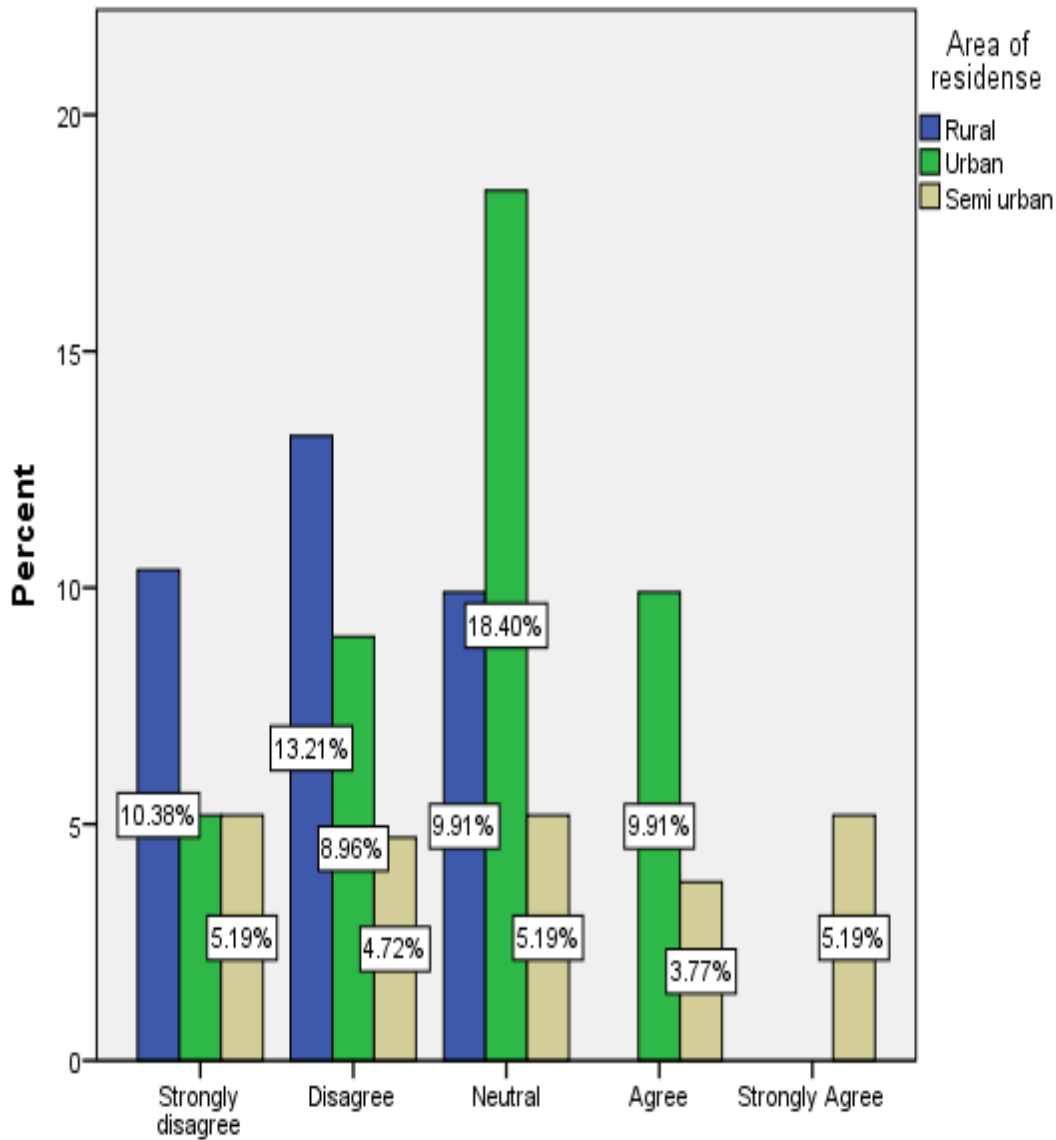


Rate your agreeability with the statement that women are mistreated in the workplace by their ...

LEGEND:

Figure 9 shows Occupation distribution of the sample population women are mistreated in the workplace by their coworkers

FIGURE:10

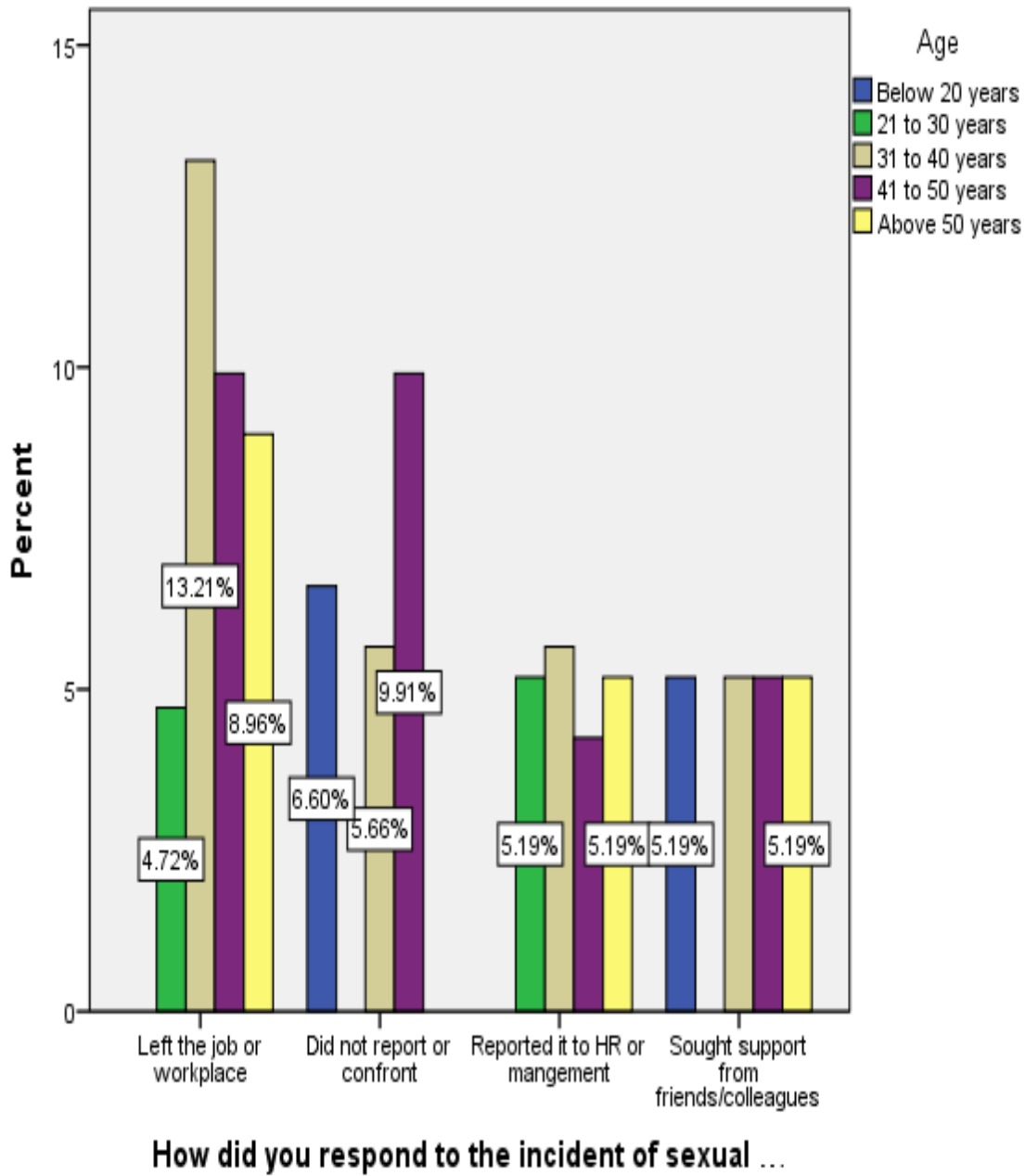


Rate your agreeability with the statement that women are mistreated in the workplace by their ...

LEGEND:

Figure 10 shows Area of residence distribution of the sample population women are mistreated in the workplace by their coworkers

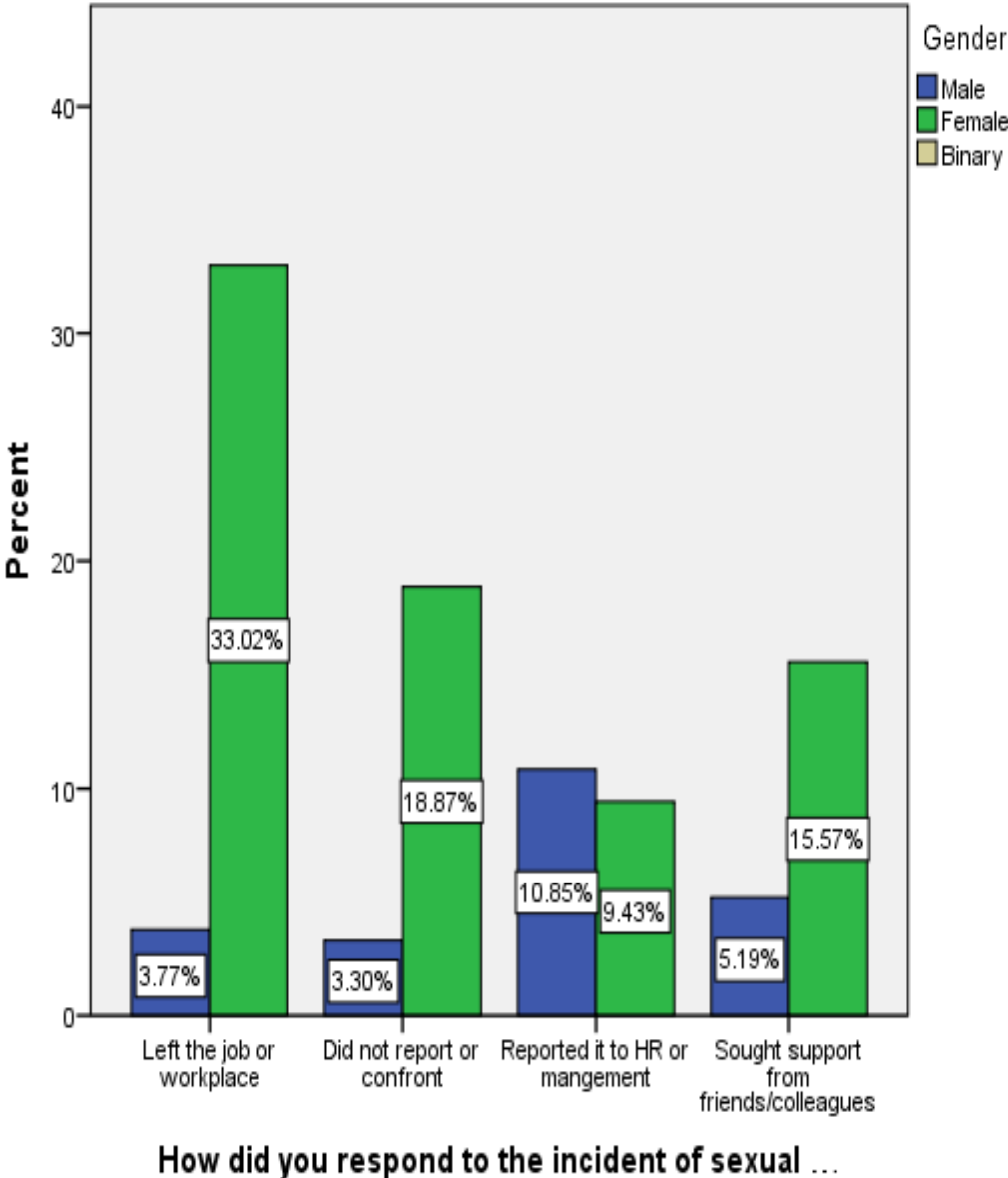
FIGURE:11



LEGEND:

Figure 11 shows Age distribution of the sample population women respond to the incident of sexual harassment

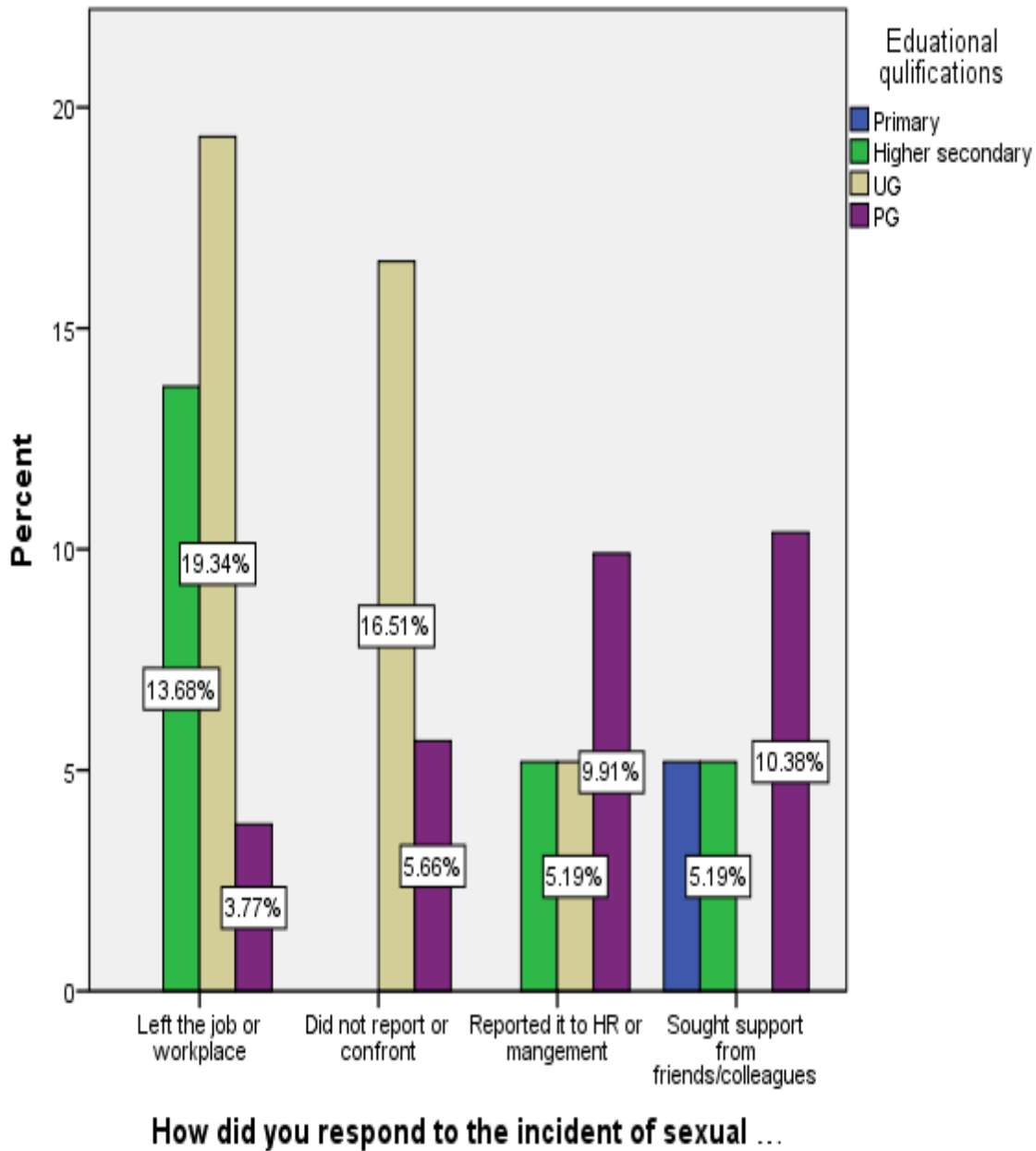
FIGURE:12



LEGEND:

Figure 12 shows gender distribution of the sample population women respond to the incident of sexual harassment

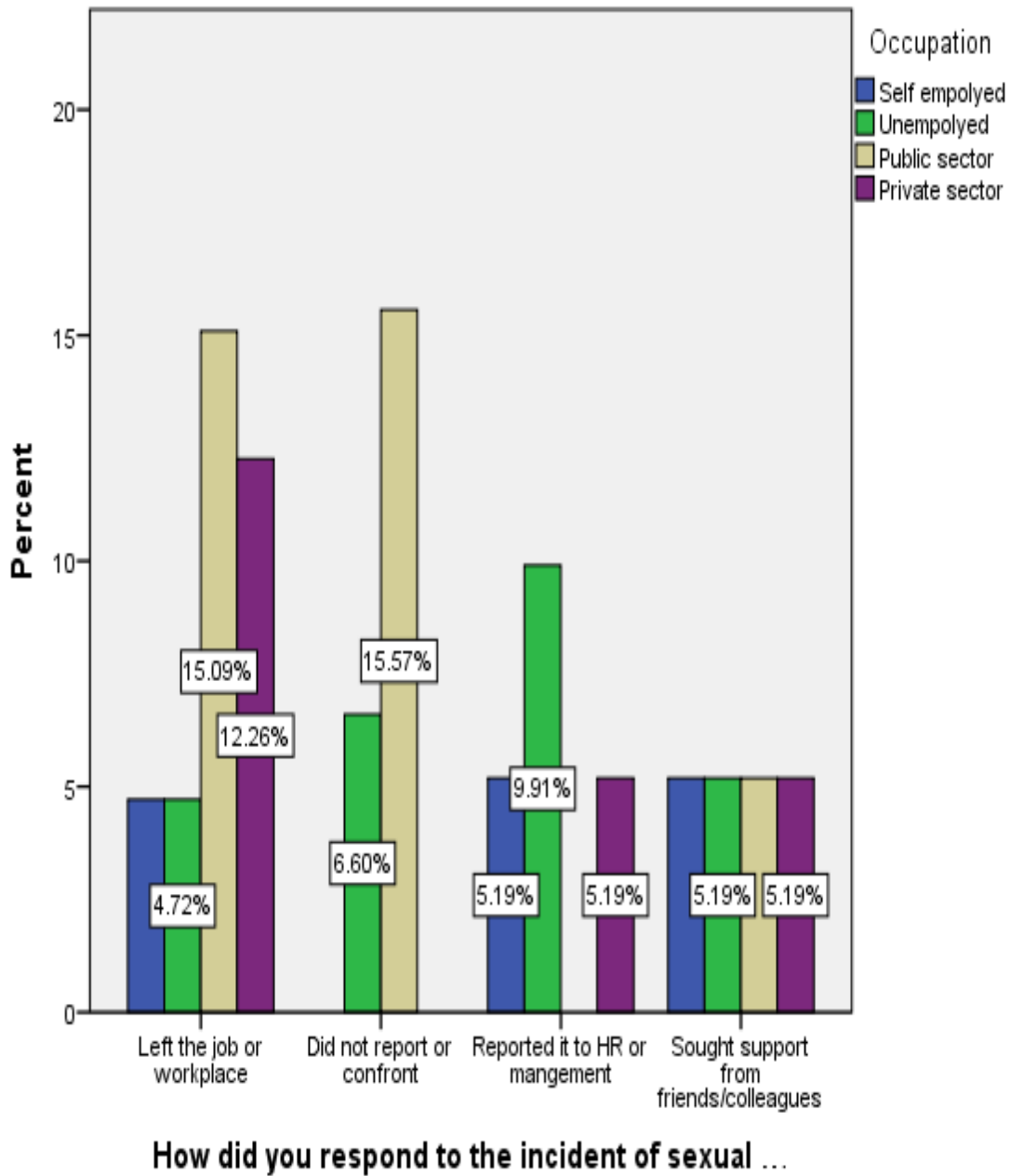
FIGURE:13



**LEGEND:**

Figure 13 shows gender distribution of the sample population women respond to the incident of sexual harassment

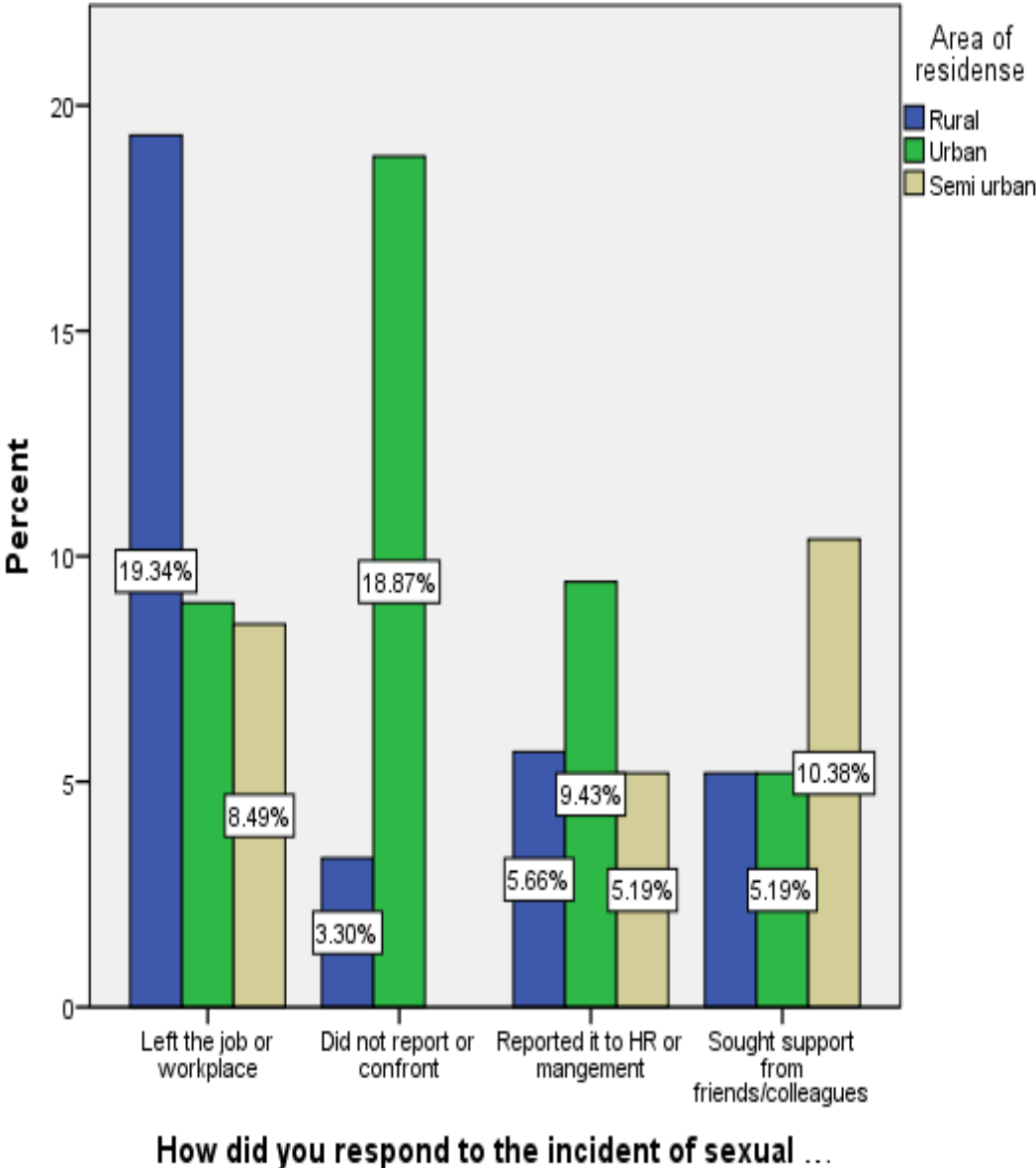
FIGURE:14



LEGEND:

Figure 14 shows gender distribution of the sample population women respond to the incident of sexual harassment

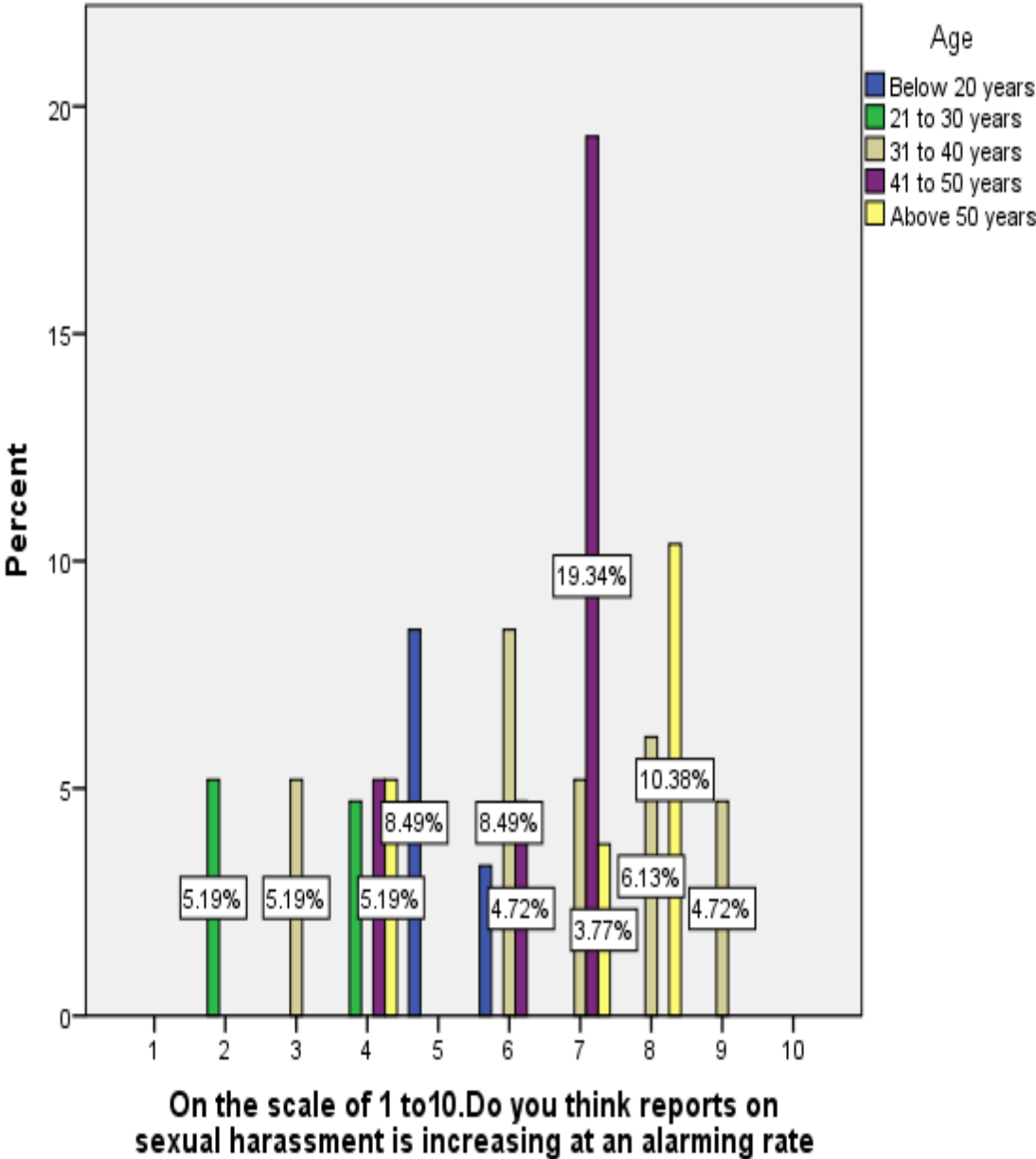
FIGURE:15



**LEGEND:**

Figure 15 shows gender distribution of the sample population women respond to the incident of sexual harassment

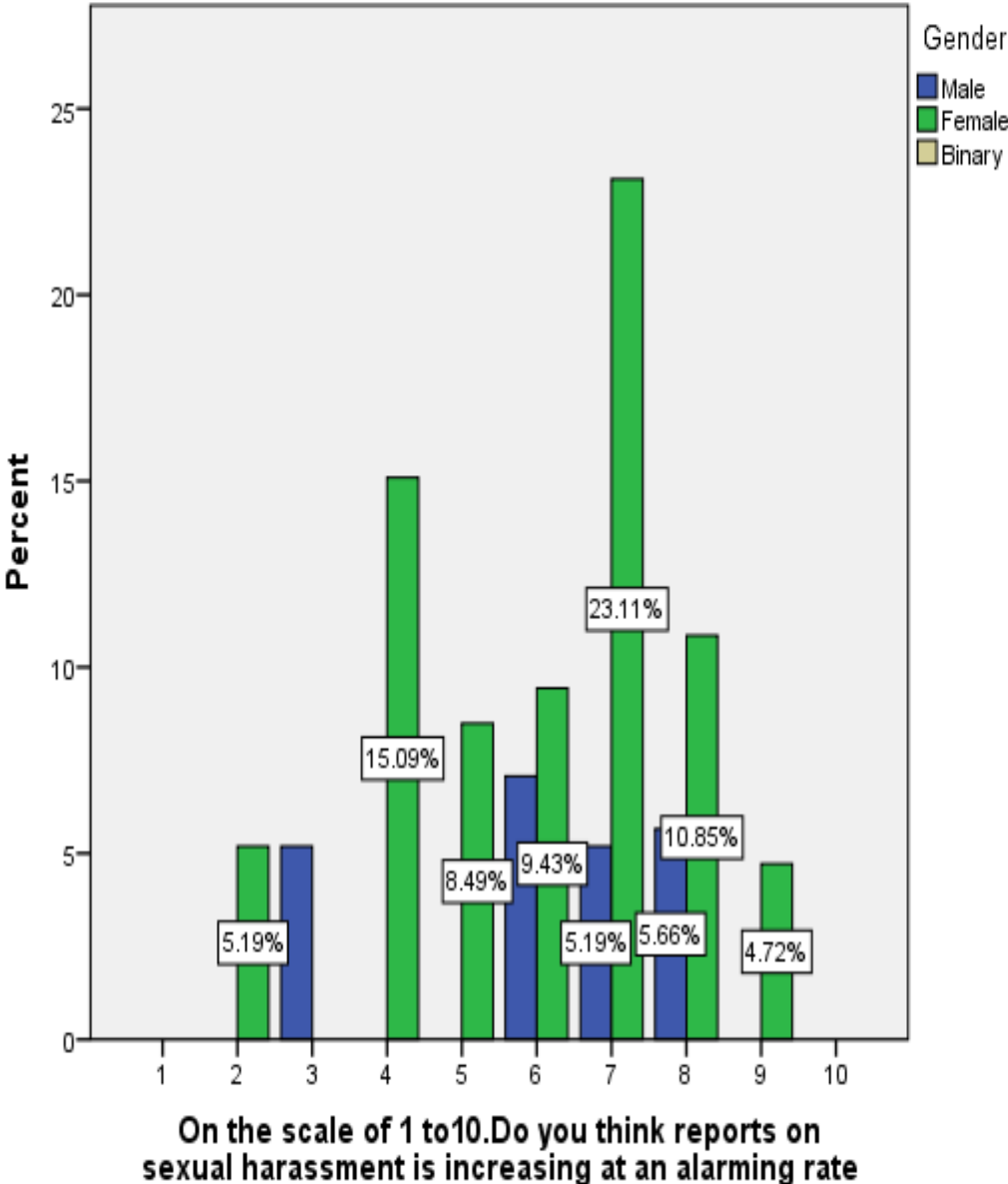
FIGURE:16



LEGEND:

Figure 16 shows age distribution of the sample population on sexual harassment is increasing in alarming rate

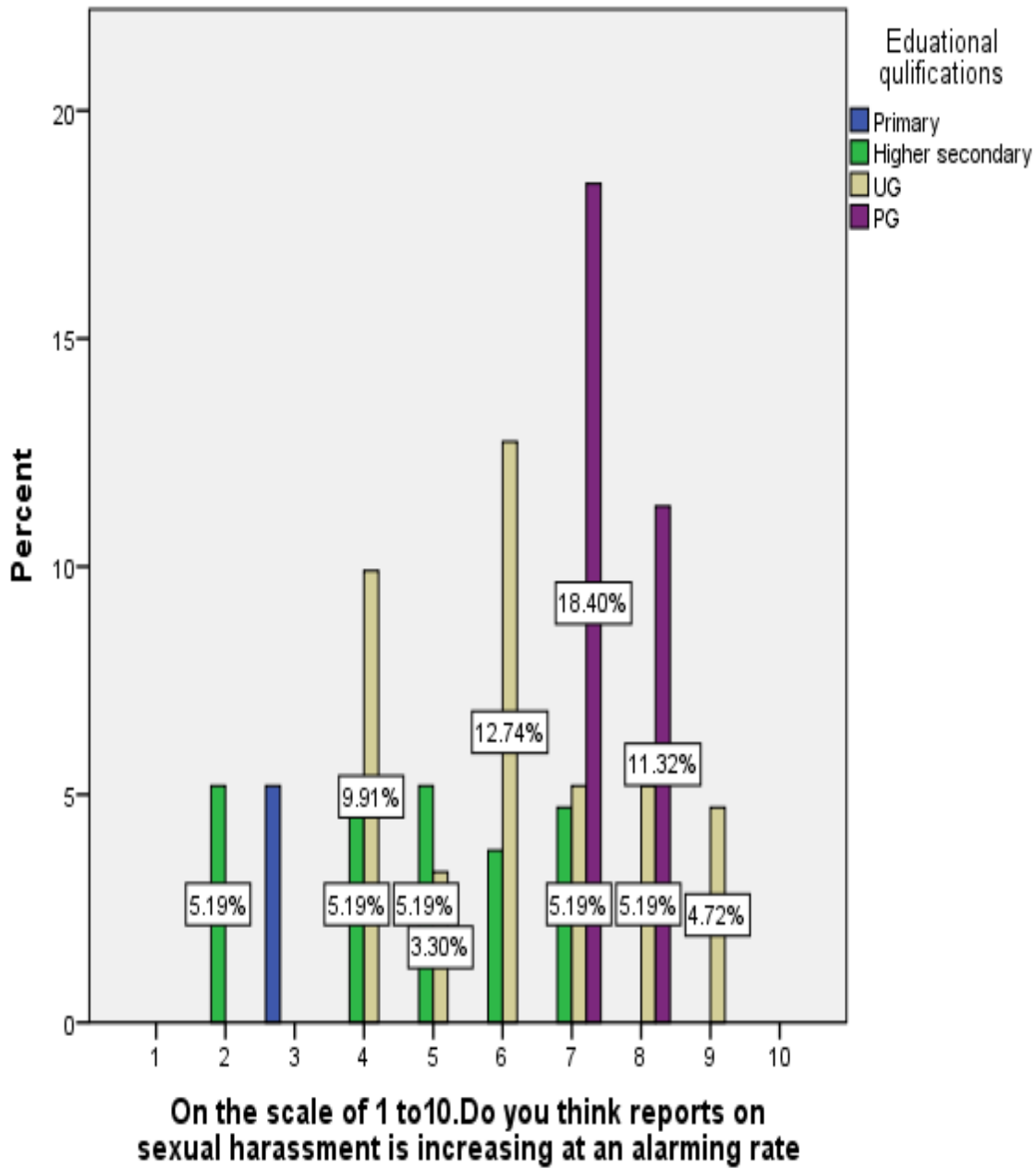
FIGURE:17



LEGEND:

Figure 17 shows gender distribution of the sample population on sexual harassment is increasing in alarming rate

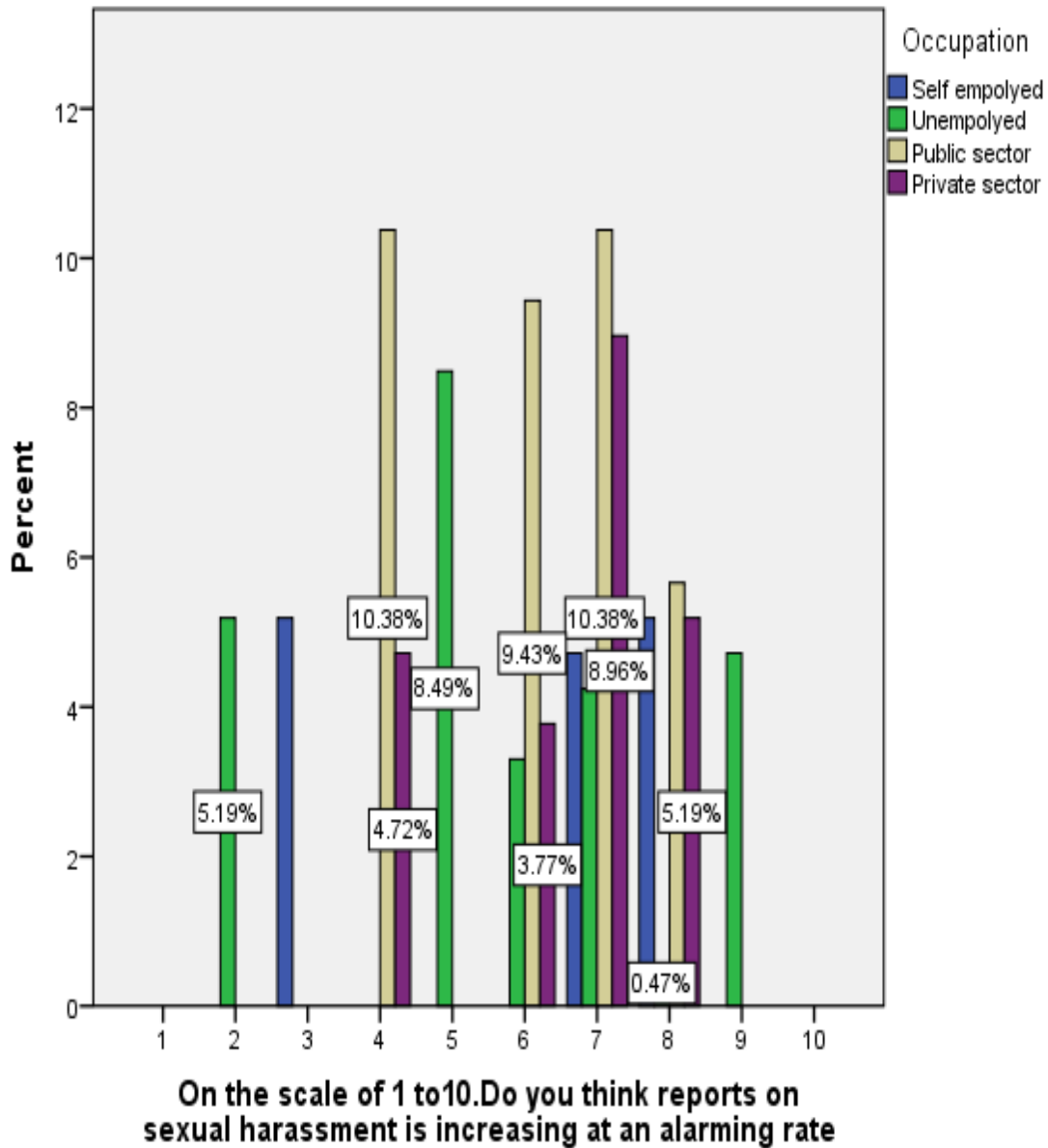
FIGURE:18



LEGEND:

Figure 18 shows educational qualifications distribution of the sample population on sexual harassment is increasing in alarming rate

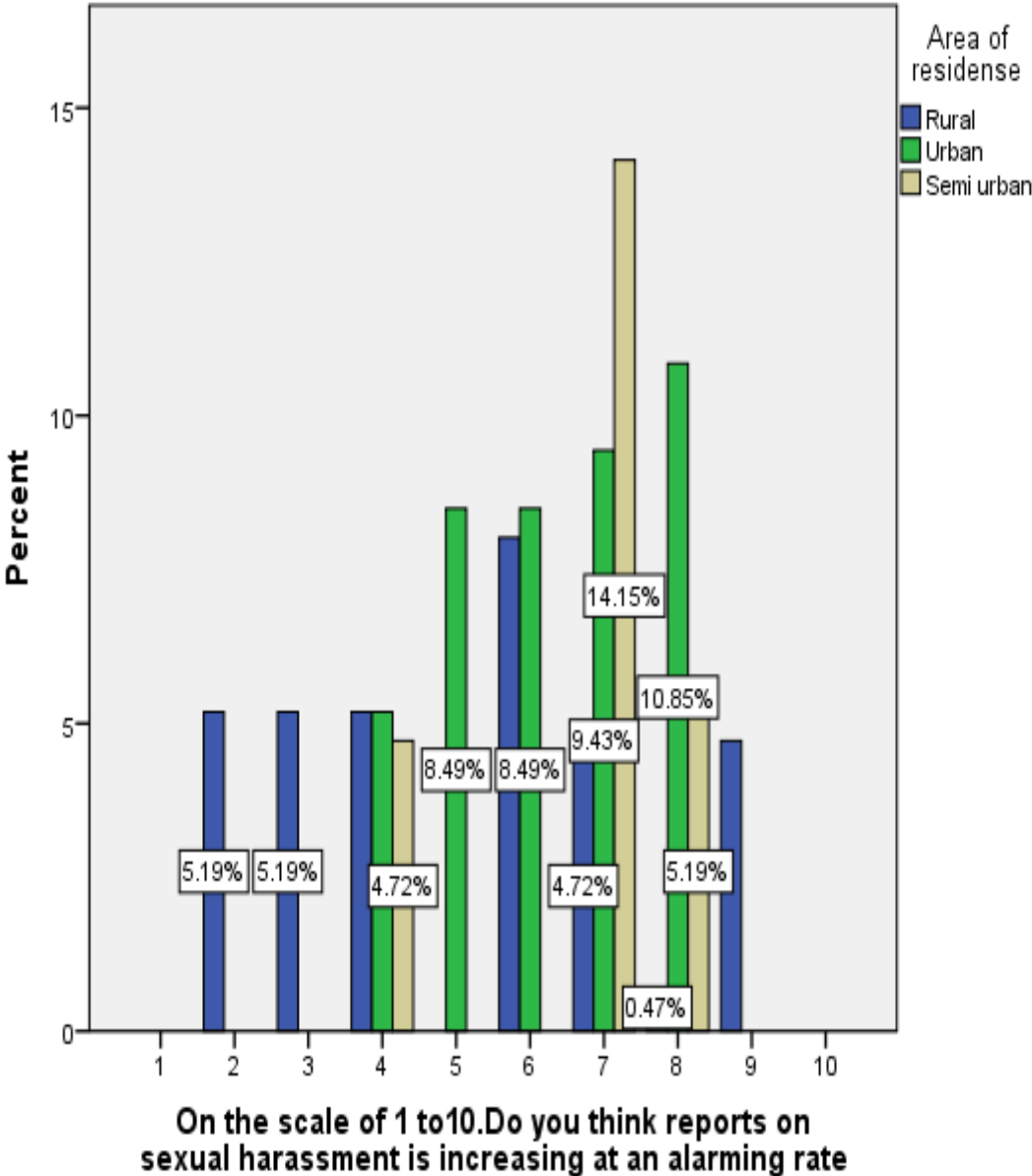
FIGURE:19



**LEGEND:**

Figure 19 shows occupational distribution of the sample population on sexual harassment is increasing in alarming rate

FIGURE:20



LEGEND:

Figure 20 shows area of residence distribution of the sample population on sexual harassment is increasing in alarming rate

**TABLE:1**

**Age \* Have you ever reported an incident of sexual harassment to your company's HR or management? Crosstabulation**

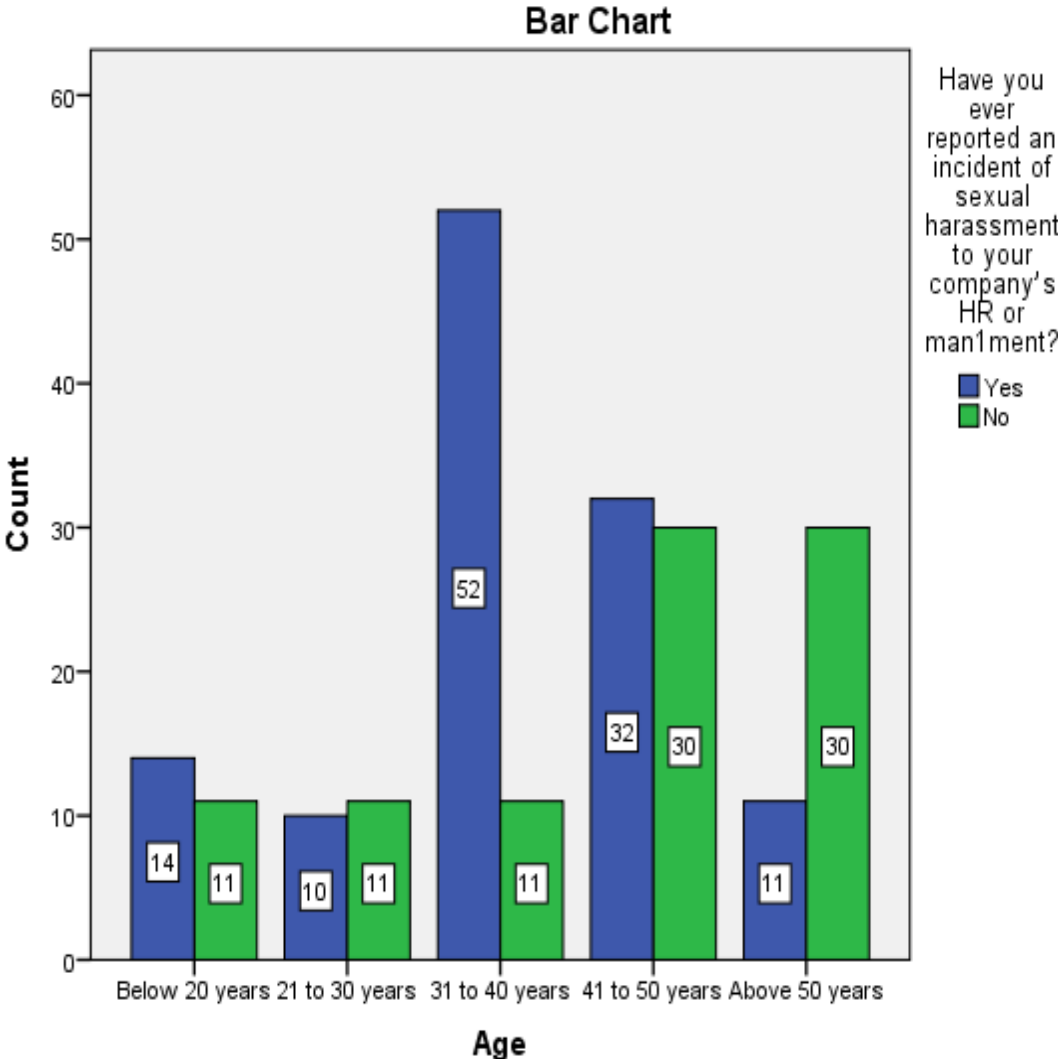
Count

		Have you ever reported an incident of sexual harassment to your company's HR or management?		Total
		Yes	No	
Age	Below 20 years	14	11	25
	21 to 30 years	10	11	21
	31 to 40 years	52	11	63
	41 to 50 years	32	30	62
	Above 50 years	11	30	41
Total		119	93	212

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	33.271 <sup>a</sup>	4	.000
Likelihood Ratio	35.412	4	.000
Linear-by-Linear Association	7.834	1	.005
N of Valid Cases	212		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 9.21.



**HYPOTHESIS:** Null hypothesis is rejected and alternative hypothesis is accepted.

**LEGEND:** The above table shows chi square test.

**INFERENCE:** There is no significant relationship between age and incident of sexual harassment.

**TABLE:2**

**Correlations**

		Age	How did you respond to the incident of sexual harassment?
Age	Pearson Correlation	1	-.084
	Sig. (2-tailed)		.226
	N	212	212
How did you respond to the incident of sexual harassment?	Pearson Correlation	-.084	1
	Sig. (2-tailed)	.226	
	N	212	212

**HYPOTHESIS :** Null hypothesis is rejected and alternative hypothesis is accepted.

**LEGEND :** The above table shows correlations test.

**INFERENCE :** There is no significant association between age and incident of sexual harassment.

**TABLE:3**

**ANOVA**

Educational qualifications

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	17.739	4	4.435	6.567	.000
Within Groups	139.789	207	.675		
Total	157.528	211			

**HYPOTHESIS :** Null hypothesis is rejected and alternative hypothesis is accepted .

**LEGEND:** The above table shows ANOVA test.

**INFERENCE:** The is no significance relationship between groups within groups

## RESULTS:

In Figure 1, most of the respondents belong to the age group 31 -40 years has said yes to sexual harassment . While a large number of respondents belonging to the age group 41-50 years said no to sexual harassment at their workplace. In Figure 2, respondents belonging to the gender group female said yes to sexual harassment at workplace and male said no to sexual harassment at their workplace.In Figure 3, education qualification is the majority said yes to sexual harassment at workplace . In Figure 4, most of the respondents in the public sector felt yes to sexual harassment at the workplace.In Figure 5,Area of residence 23.11% urban people has said yes and 14.15% people has said no to sexual harassment.In Figure 6, age group 31 to 40 years disagree,and 41 to 50 years strongly disagree the statement against sexual harassment. In Figure 7,female 24.53% has said neutral and 8.96% male disagree the statement against the sexual harassment.In Figure 8,16.04% UG has disagreed,14.15% has said neutral to the statement against sexual harassment.In Figure 9, occupation 41% of the people choosed unemployed,only 10% has selected public sector and agreed the statement.In Figure10,majority of the urban choose neutral 18.40%,13.21% rural people disagree the statement.In Figure 11,41 to 50 years group choosed did not confront 9.91%,13.21% of people choosed left the job,to the incident of sexual harassment.In Figure 12,33.02% of people choosed left the workplace and 5.19% male choosed sought support from friends.in Figure13, 19.34% people have choosed left the job and 3.77% PG have choosed the same.IN Figure 14,15.57% has said did not report or control sexual harassment and 5.19% has reported it to management about sexual harassment.In Figure 15,19.34% rural people has choosed left the job and 3.30% has did not report the incident of sexual harassment.In Figure 16, 19.34% has said sexual harassment is increasing in alarming rate and 4.72% of the people has said sexual harassment is increasing in alarming rate.In Figure 17,23.11% of the people report on sexual harassment.In Figure 18,18.40%PG has report on sexual harassment is increasing at an alarming rate.In Figure 19,10.36% public sector has report on sexual harassment is increasing at an alarming rate.In Figure 20,14.15% of semi urban has report on sexual harassment.

## DISCUSSION:

**Age Group Impact (Figure 1 and Figure 6):** Respondents in the 31-40 age group were more likely to report experiencing sexual harassment, while those aged 41-50 were less likely to do so. This suggests a potential generational difference in perceptions or experiences.

**Gender Disparity (Figure 2 and Figure 7):** Females were more likely to report experiencing sexual harassment, while males were more likely to disagree with this statement. This reflects a significant gender disparity in the perception of workplace harassment.

**Education Influence (Figure 3 and Figure 8):** It appears that respondents with higher education qualifications were more likely to report experiencing sexual harassment. This raises questions about whether awareness or willingness to report differs among education levels.

**Occupation (Figure 4 and Figure 9):** The public sector had a higher percentage of respondents reporting sexual harassment. Additionally, a large portion of the unemployed population agreed with the statement. This suggests that harassment might be more prevalent in certain job sectors.

**Urban vs. Rural (Figure 5 and Figure 15):** A higher percentage of urban respondents reported experiencing sexual harassment compared to rural respondents. This may indicate variations in workplace dynamics between urban and rural areas.

**Responses to Harassment (Figure 11, Figure 12, Figure 13, Figure 14):** A substantial number of respondents, especially in the 41-50 age group, did not confront or left their jobs in response to harassment. Reporting to management was less common. This highlights issues with how workplaces handle such incidents.

**Perceived Trends (Figure 16, Figure 17, Figure 18, Figure 19, Figure 20):** A significant percentage of respondents believed that sexual harassment is increasing at an alarming rate. Reporting on this issue was observed across various demographic groups and education levels.

**Table 1**, chi square test in which the P-value =  $0.000 < 0.05$ . It means the null hypothesis is rejected and an alternative hypothesis is accepted . Therefore, There is a significant relationship between age and awareness about global warming. **Table 2**, shows correlation test in which the P-value =  $0.001 < 0.05$ . It means the null hypothesis is rejected and an alternative hypothesis is accepted . Therefore, there is a significant association between educational qualification and measures taken by the government to reduce global warming. **Table 3**, shows ANOVA test in which P- value =  $0.000 < 0.05$ . It means the null hypothesis is rejected and an alternative hypothesis is accepted . Therefore, there is a significant relationship.

## LIMITATIONS:

The Major limitation of the study is the sample frame. The sample frame Collected through bus

stands, malls, etc. where the respondents aren't devoted enough to answer the questions. The restrictive area of sample size is yet another drawback of the research. The foremost downside, whilst presenting the research topic is that not many people are wise enough to answer.

## CONCLUSION:

In conclusion, addressing sexual harassment necessitates a comprehensive approach that includes education, legal compliance, and cultural change. By empowering individuals through knowledge, organizations can fulfill their obligations to create safe environments. The long-term impact on victims underscores the urgency of implementing effective support systems and reporting mechanisms. Achieving lasting change requires a collective effort that challenges societal attitudes and encourages mutual respect. As we continue to evolve our strategies, we uphold the responsibility to foster workplaces where harassment has no place, promoting a more equitable and inclusive future for all. It's crucial to promote awareness, create safe environments, and enforce appropriate policies to prevent and address such behavior. By fostering a culture of respect and understanding, we can work towards eliminating sexual harassment and ensuring a more equitable and inclusive society.

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