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Victimization At Work: Atrocities Towards Victims By Their Superiorem

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Abstract

Victimization is the practise of prejudicing the weak by their superior authorities, which leads to violent acts such as humiliation, abuse, and anguish that have a negative influence on a person's physical, mental, and emotional well-being. Workplace victimisation is defined as when a superior officer, employer, or any employee has the malicious intent to cause any other employee or subordinates to suffer through physical assault, bullying, harassment, racial bias, sexual harassment, malicious gossip, or subvert a person's position that they have gained. The characteristics of a person's personality, or how they behave in a given situation, demographic factors like phishing, age, race, sex, cultural diversity, level of education, technical skill, and income, organisational factors like scalar chains, relationships between management and employees, role conflicts and uncertainty, as well as relationships between employees, are all parts of workplace bullying. Victimization at work has negative effects on productivity, mental health, impatience, stress, depression, and work performance. It also leads to higher absenteeism. The historic case of Vishaka and Ors. v. State of Rajasthan (1997) brought sexual harassment of women at the workplace to the attention of the court.

Additionally, victimisation has a terrible impact on a person's mental and emotional health; for these reasons, it's crucial to make a conscious effort to avoid victimising others at work.

Keywords: *Victimization, Bullying, Organization, Workplace, Abuse*

Introduction:

The Latin term "Sacrificial animal," which refers to the practice of killing an animal, is where the word victim's etymological origins lie. Victimization is therefore a means of renouncing towards the sufferer. Victimization is an unacceptable way to behave toward someone. Victims can be categorized into a variety of groups, including those who have experienced sex crimes, crimes against the human body, workplace dangers, social taboos, domestic abuse, and sex discrimination, among others. Victimization is the act of having one's insight revealed to society over a short or long period of time due to hostile behaviour on the part of one or more people.

Workplace Victimization:

Small businesses all the way up to large corporations have experienced workplace victimization. The workplace is a setting where coworkers may be elevated as well as exploited or mistreated. As a result, both the company and its employees need to exercise caution in how they behave at work. Workplace victimization is a type of hostile suggestion by coworkers that prevents one person from being alone. Any behavior that is illegal toward employees who have filed a complaint about an unfavorable incident at work is known as workplace victimization. When an employee takes action to stop victimization due to discrimination, harassment, etc., victimization comes into focus. Even when an employee whistleblower reports illicit action, several situations may occur.

The Bureau of Labor Statistics reports that 20870 people in the private sector were traumatized by nonfatal workplace violence in 2019. 71% of victims of workplace violence were female, 65% were between the ages of 25 and 54, 70% worked in the healthcare and social support sector, 21% required 31 or more days off work to recuperate, and 20% required 3-5 days off work (National Bureau of Labor statistics 2018).

1. Types Of Workplace Victimization:

1.Physical Assault:

Physical assault takes place when workers or candidates are physically abused in vehemence. By and large, physical assault at workplace place ensues in the action of physical, sexual harassment and employment bigotry. In addition, physical assault come into being when the employees or administrators exchange blows.

2.Bullying:

Bullying is visible in the form of physical conduct or hectoring an employee or a group into seclusion. Bullying involves recurrent occurrence of devaluing and embarrassing the members of the workforce by one another. Bullying has the propensity to cause detrimental sequel on the physical condition of employees in an organization. In fact, bullying and its anticipation places victims at peril. Besides its effect on victims, it has a baleful impression on the organization. Workplace bullying is when victims' feelings are hurt at methodical mode by being tormented, marginalized and being placed at the bottom most rank. Workplace bullying is a conduct that consist of destructive as well as frightening atmosphere to the victims by way of the disproportionate association of power. All this leads to various health issues which also can even cause self - injury. It can also be said as a conduct model between superior, subordinates and co-workers. Which may result in both mental and physical harm to the victims.

Components Of Workplace Bullying-

I. Personality Traits:

Personality traits refers to the behavior a person possess. Some of the personality traits are positivity, honesty, loyalty, love, straightforwardness, negativity, depression and many more. Each one will possess some kind of personality trait. The personality traits describe how the person behaves and how they will handle certain things. To be a bright person it is good for a person to develop good personality traits within them, they should let go of negative personality traits so that they can be a best example for others too, developing good personality traits gives a lot of value for a person.

II. Demographic factors:

i.Age:

Age is one of the demographic factors. All the age groups have its essential qualities and also requirements.

ii.Gender:

All gender group has a specific characteristic that are different and how they are involved in managing the tasks. Gender is the major category or classification factor of demography.

iii.Race:

Race is the delicate factor of the demography. Different people belong to the different race. This category may hurt the feelings of the employees of the organization which may result in causing

negative impacts on the organization.

iv.Cultural diversity:

If the organization doesn't have diverseness among the employees in the organization this will result the employees to be out of the way from the organization.

v.Technical proficiency

Technical proficiency is the expertise and capability that are needed for particular computerized or for the substantial performance of an activity.

vi.Income level:

Income level refers to the eligibility of a person to earn income. Everyone will not have the same level of income it differs from one to another, someone might earn the highest income for a day another person little less compared to the highest, another person can get lesser income, there is always variations in the income level of the people. Income level will be responsible on the factors such as a person's job his way of completing that job, his eligibility and talent to earn good income. Income level can affect on the satisfaction level of the person, some might be happy with the income level they earn, some may not be happy or satisfied with the income level and they might try harder to earn more sometimes this leads to positive development and sometimes it may also less to negative development such as health issues, stress and so on. Everyone should at least earn some satisfactory level of income to avoid certain conflicts. The overall income earned by them constitute to the income level.

vii.Disability:

It is physical or mental condition that a person holds within him. Disability restricts a person from performing all the activities, disability can be known as a weakness of a person. Disability can be mental or physical, mental disability can arise from a lot of stress, or it may be inbuilt from birth and physical disability can be certain injuries or loss of physical body parts all these factors contribute to disability.

viii.Religion/belief:

Everyone has their own religion and belief. India being a diversified country has many people from different religions. People follow their religion and beliefs in all aspects. Every religion will have certain beliefs towards some matters. These religious beliefs sometimes restrict the person from doing a job which is against their belief.

III.Organisational factors:

i.Job status:

Job status indicates whether an individual is in a want for a job, or reserved for a job, or has given up a job, or committed to a job involuntarily. Job status is one of the factors that effects the manner in which employees are treated in the organization. In this regard, managers have an added advantage to receive higher remuneration than their subordinates. Benefits and remuneration received by employees working under hourly and managerial scheme differs with inclination toward managerial employees in case of performance increment, monetary stimulants and approach towards training.

ii.Scalar chain:

Every company or a business will have levels of management (top level, middle level, low level), The information regarding work will transmit from the top level to the middle level and from the middle level to the low level, this flow of information is known as scalar chain. It is important for every company or a business to flow this scalar chain to have good coordination and easy completion of work. In a scalar chain the superior will be responsible for the low-level employee. For example: Board of directors from the top-level management assign the work to the managers who are in the middle level they then convey that information to the team leaders of the project belonging to the low-level management the team leaders then get the work done from the employees, this chain between the levels of management is scalar chain.

iii.Relationship between management and employees:

It is necessary to have a good relationship between the management and the employees to have a successful work. There will be a boss and worker relationship between the management and employees. Some relationships between the management and employees are

- The Management will be responsible for the employee job.
- The employees are answerable to the management.
- Management controls the performance of the employees.
- The Employees have to listen to the guidelines given by the management to perform accurate work assigned.
- There is a two-way communication between the Management and employees.

The management should ensure to have a good relationship with the employees which will help to have good coordination and communication for the accomplishment of the job.

iv.Relationship between co-workers:

The relationship maintained between the employees of the company is known as employee's

relationship. It is important and necessary to have a healthy relationship within the employees. Some of the common factors to build a good relationship between the employees are communication among the employees, better communication will lead to broader ways and it will help to lessen conflicts among the employees, more communication between the employees will give more knowledge about various things to the employees, supporting each other in a team, following the rules of the leaders, good coordination with each other leads to a good relationship between the employees. Employees are the major and most important factors for the company hence it is important to have good coordinating employees, the management has to check upon the relationship between the employees and make sure to place right employees with each other for correct execution of work. A good relationship between the employees will give rise to new ideas, innovative, creative ways for the completion of work which is a better way.

v.Role conflicts and uncertainty:

Role Conflicts refers to the role played by any person in the management, who plays a role which is uncomfortable or the role which they are not satisfied to do. Role conflicts may arise due to uncertainty. Nothing is predictable in this changing environment; hence new challenges should be faced by each individual in their working place. Role conflicts can be for the management and the employees too because of some emerging uncertainty a person has to play a role which is favorable to the uncertainty this leads to role conflicts and the result might lead to dissatisfaction and disappointment to the person. Hence, role conflicts arise because of uncertainty. For example: An employee who is already doing one project might have to do another project along with it in case of emergency, this may lead to role conflict for that employee, here the employee is taking a role of completing two projects, which may lead to slower and not accurate completion of the work.

3.Harassment:

Harassment can be defined as an act of offensive behavior of a person in treating another. Workplace harassment can be in many types such as physical harassment, verbal harassment, racial harassment, and so on. The superior feeling will lead to harassing the lower employee or the person below them. Harassment can influence a lot on the person, sometimes it may lead to major injuries it can be either physical or mental destruction due to harassment.

4.Sexual harassment:

Sexual harassment is one type of the harassment, where an employee will be sexually harassed/abused. This can lead to major dissatisfaction and disappointment towards workplace for the employee.

5.Racial Bias:

Racial bias is discriminating a person based on his/her race. The most common racial bias is about white and black skin of a person, it is considered that white people are superior, prettier and nicer when compared with black people. Here it is important to know that we should not do racial bias and it is necessary to know that we should not judge anyone with their physical appearance. There are different races that is classifying people into groups based on some common factors, it is good to value each and every race rather than discriminating the races. Racial bias will lead to mental stress on the person leading to health issues and it may affect for the completion of work.

6.Malicious Gossip:

Malicious gossip is talking about something that hurts a person, it can be related about their personal life of a person or other matters which will lead to disappointed for a person. Malicious gossips can make a person upset, sad, depressed, embarrassed, stressed, tensed and so on. Some annoying talks can lead to malicious gossips, these malicious gossips will be intentionally done to put down a person, sometimes these malicious gossips can be a verbal harassment for a person. It is usually common that most of them have gone through such malicious gossips, so it is necessary for a person to build in a strong behavior to face all such talks and go on with their work, they should have the knowledge to talk back or take necessary actions upon malicious gossips and make sure to put an end to such malicious gossips to have a good and healthy environment around them.

7.Subvert Persons Position:

Subvert person refers to a person who talks like undermining the power of certain things in other words devaluing something, it can be negative perspective of a person. In most of the workplaces subvert persons are not encouraged much and their positions will usually be in the last as they undermine the power of some values. Subvert person makes sure the everything they talk about they subvert the value of it which will lead to negative or a bad impression on that particular topic. For example: A person talking about his/her company being a subvert person, they give all the negative perspective of the company, though the company is doing well still a subvert person may try to undermine the value of that company, this as a result gives a bad opinion about the company, hence such subvert person will always be neglected for good things of the company usually their positions will be in the last as they always subvert topics.

Literature Review:

Bradfield (2000) mentioned that Hierarchy was used for the study of hypothesis. Their study revealed employees who were highly aggressive and negative affectivity recognized higher levels of victimization than those who were low in these traits.

Braithwaite et.al., (2008) mentioned that bullying was less likely when there was high respect for others in workplaces. Shame and pride management mediates between respect for others and bullying as predicted by the theory, but this was not the case in relation to transparency of organizational procedure.

Thau (2015) mentioned that they compared several types of victimizing behaviors that have been introduced into the organization psychology literature to illustrate the differences and similarities among them when then reviewed studies looking at who is likely to become a victim of aggression. Predictors include personality, demographic, behavioral, structural and organizational variables.

Reemst (2016) in his article quoted that, some professionals experience more workplace violence than others. Therefore, it is important to consider the role of personal characteristics of the emergency responders that may be more or less “attractive” which is elaborated upon the Victim precipitation theory.

Nielsen, Einarsen (2018) stated that six major knowledge challenges were discussed such as Construct clarification, the need for theoretical models, casualty, bullying as a process, mediators and moderators, and intervention and rehabilitation of victims, perpetrators, and work environments

Ramakrishnan (2019) revealed that women are one of the vulnerable categories and also easily target to victimize by the perpetrators. Women are not safe even in workplaces. Sexual harassment is a very common issue in places where women in all the governmental (public) and private(unorganized) sectors. Victimization of sexual harassment includes unwelcomed and unwanted sexually determined behavior such as undesirable physical contact and advances.

Rosander (2019) mentioned that the study contributes to the understanding of workplace bullying and the escalation process. The suggested new levels of bullying also have practical and pedagogical value making it easier to grasp and to convey to, Example: HR personal and organizational psychologist

Liu (2020) revealed that the findings of the study can not only help improve the effectiveness of anti-Phishing training, but also shed light on the mixed findings about the effect on gender and age in the literature.

Ibrahim (2021) in his study he recognizes that building a culture of respect requires organizations to establish a range of integrated policies, structures and interventions to address mobbing /bullying act. A concentrate and collective effort need to be made to develop greater understanding by involving a range of stakeholders including organizational management, unions, professional, human resources, lawyers, occupational health psychologist and therapist.

Kawakami 2022) stated that the purpose of the study was to investigate the relationship between bullying victimization and witnessing and various physical and mental health outcomes and organizational outcomes such as sickness, absence, work performance, and job satisfaction.

Research Questions

How to overcome victimization at the workplace among the co-workers?

How it affected the victims mentally and physically?

Objective

The objective of this paper is to identify workplace victimization among the co-workers both physically and mentally.

Methodology

The present study mainly followed secondary data collected from reports like Bureau of Justice, Statistics Special Report 2001, National Bureau of Labor Statistic, 2018, and various published and unpublished sources.

STUDY RESULTS:

STAGES OF WORKPLACE VICTIMISATION :

1.Initial Stage:

People who are directly responsible for an injury at work—i.e., the person who suffers pain—are the main victims of workplace victimization. An employee who has been harassed or assaulted at work is one such example. People in the primary sector are seriously hurt, which could have a negative impact on them physically or mentally. Bullying, sexual harassment, having too much

labor to do, and other forms of injury or harassment may be experienced by the primary sector. They fall within the main category of workplace victimization because they are the ones that suffer direct harm at work.

2.Secondary stage:

People in the secondary stage are those who are closely connected to the primary sector; they may be friends, family members, or other primary sector loved ones. Although they are not directly responsible for the injury, they still feel the victim's grief and pain. They belong under the secondary sector of workplace victimization since the suffering experienced by the primary sector would affect those who are closely associated to them.

3.Tertiary stage

In addition to being a secondary factor, workplace victimization's tertiary stage also includes society and the general social climate in which it occurs. Both the primary and secondary stages will suffer, and society will both suffer and assist them.

Repercussions Of Workplace Victimization:

Victims of workplace victimization suffer significant psychological and physiological effects as a result.

A. Specific Person

i. Psychological effects:

Victims of workplace victimization experience changes in their attitudes and behaviors. Working conditions have a negative impact on the victim's psychological state. Victims' psychology is severely impacted because a healthy human brain can cope with stressful situations. However, unusual and unexpected circumstances can interfere with the brain's regular operation and accumulate to psychiatric illnesses. Psychological illnesses might include short-term or long-term sense impairments, substance misuse, depression, split personalities, personality disorders, and personality disorders. Psychological disorders can be thought of as a traumatic incident that alters how the sufferer behaves in both comparable and unrelated situations.

Studies also show that victimization has negative effects, including an increase in the rates of depression and anxiety, posttraumatic stress, emotional exhaustion, frustration, impatience, opposite somatic symptoms, fatigue, a drain on one's wellbeing, and contentment with one's job and with oneself.

ii. Physical health:

In addition to the psychological effects of workplace violence, it also directly affects the victims' physical health. Additionally, the sufferers may suffer from migraines, tense muscles, high blood pressure, mood fluctuations, panic attacks, loss of appetite, low self-esteem, and inconsistent sleep quality. These effects affect not only the sufferers but also the other workers who are present in the same organization.

iii. Family:

Victimization at work affects not just the victim but also the victim's family. One partner's victimization at work caused the other to experience psychological anguish, especially when both partners were employed. It occurs, in other words, when the professional and personal experiences of two people interact. It is evident that workplace victimization can have a negative impact on the families of victims since it widens the gap between the victim and his family because the organization's tasks may conflict with the victim's responsibility to the family. When a victim is under stress, he may get irate and frustrated with his family, which in turn affects their connection.

In his study, Tepper coined the term "interactional injustice," which refers to when a superior officer abuses his authority by citing family obligations as a justification for not hiring, promoting, or even providing accurate job performance findings even though the applicant may be the most qualified candidate for the position in question.

B. Organization:

Due to higher absenteeism rates, workplace victimization has an impact on the organization in addition to the victim in terms of production. Victimization at work occasionally gets ingrained in an organization's culture as a means of weeding out the best employees and maximizing revenues through increased productivity.

Acquino and Thau claim that role conflict and ambiguity are the two key factors at the base of workplace victimization. Role uncertainty occurs when there are roles of employees that cannot be predicted or analyzed with the institution's current structure. Role disputes occur when the positions of employees working for an organization conflict.

At times, some motivational approaches, such as functional and permissive ones that encourage abuse of authority, violence, rudeness, etc., can also result in workplace victimization. Workplace victimization often lowers employee morale because those who witness the abuse may worry about becoming the next victim or even feel guilty for standing by while it was happening in front of them.

Case Law:

VISHAKA AND ORS. V.STATE OF RAJASTHAN,1997:

In this instance, the harm of workplace sexual harassment against women is at issue. In a major decision, the Supreme Court ruled that sexual harassment includes inappropriate behavior and romantic gestures between people of any sex. In India, sexual harassment is also referred to as "eve teasing" of vulnerable people. This leads to conduct that is humiliating, offensive, and abusive toward the targets of such activities. The following behaviors, such as approaching for sexual contact, inappropriate images, and disagreeable written correspondence, are signs of sexual harassment of women. As there is no specific reference to sexual harassment in the Indian Constitution, this does in fact violate articles 14 and 21 of the Indian Constitution. In order to promote gender equality, the Supreme Court established a definition of sexual harassment that includes "any physical touch or conduct, exhibition of pornography, any offensive taunt or misbehavior, or any sexual urge toward women, sexual favor." The court made it crystal clear that the employers must take necessary steps to entirely eliminate sexual harassment at the workplace.

Legislations Prohibiting Workplace Victimization:

1.Minimum Wages Act,1948:

The act was approved by the Indian legislature in an effort to deter businesses from mistreating employees, especially in the organized sector of the economy, by enacting a minimum wage act. By addressing their physical needs, fitness demands, and other basic needs of the workers, this act aims to enhance the living conditions of the laborers. This prevents any employers from violating workers' rights. This law also establishes a useful power to deal with situations in which the employer declines to pay the daily minimum wage as specified by the law. Only an organization with more than 1000 employees is appropriate for this legislation. However, except with the Central government's permission, it is not applicable to employees of any firm recognized by the Central government or federal railway.

2.Workers compensation act,1951:

This act recompense the employees for injuries suffered and the health hazards caused to them during the course of employment. In case of workplace violence, the claim form should be filled and advanced by the employer whose employee has been victimized. In any such predicament situation arises, the employer is obliged to put forth the consideration for the insurer.

The below section of the Indian Penal Code,1860 lays down certain criminal offences against sexual harassment at workplace.

i.Section 294:obscene acts and songs

This clause imposes a three-month sentence, a fine, or a combination of the two on anybody who causes irritation to others by engaging in any lewd behavior in a public setting or who sings, recites, or otherwise uses lewd language near public spaces.

ii.Section 354: Using force or violence against a woman with the goal to offend her modesty

According to this clause, anyone who assaults a woman or uses unlawful force against her with the intent to offend her modesty or with knowledge that he or she is likely to do so will be penalised with a fine, a year in jail, or both.

iii.Section 509:Word,gesture or act intended to insult the modesty of a women:

This section punishes whoever, intending to insult the modesty of any women, utter any words, makes any sound or gesture, or exhibits any object, intending that such word or sound shall be heard ,or that such gesture or object shall be seen, by such woman, or intrudes upon the privacy of such women shall be punished with simple punishment of three years and also with fine.

3.Payment of Bonus Act,1965:

This law promotes giving bonuses to employees. This act grants the organization's staff the right to participate in any profits made by the employer. The minimal bonus that must be given to employees by the company is mentioned in this act. These do serve to protect workers from being taken advantage of by their employers. The statute also clarifies the maximum bonus percentage that can be distributed among the staff from the surplus generated during the accounting year.

4.Employees provident funds and miscellaneous provisions Act,1952:

This law was created with the intention of offering employees social security, such as provident funds, pension funds, and deposit-cumulative insurance funds. The personnel are able to maintain their lifestyles even after retirement thanks to this act. These monies are kept on hand during the employees' employment and are distributed to help them get by in their senior years.

5.Payment of gratuity act,1972:

A lump sum payment made by the employer as a thank you for the services the employee rendered for the benefit of the business is known as a gratuity. Usually, the employee is given this sum upon retirement or resignation. The lump sum payment is made to the decedent's legitimate heirs in the event of death.

6.Equal remuneration act,1976:

This act came into effect because, at the time, men and women were not paid equally for doing the same jobs. This act's primary goal was to end any type of pay discrimination between employees who did similar labor, particularly between men and women. Additionally, this rule aimed to prevent any pay disparities for women.

Suggestions To Overcome Workplace Victimization**i.Setting boundaries:**

When someone is being victimized at work, the victims must be honest about the aggressive nature of the offender and must vehemently disagree with such behavior. The people being bullied should be properly confronted by the people being bullied.

ii.Challenge the bully:

The victim must take the necessary actions to demonstrate that they are equal to the bully and must vehemently reject any such behavior.

iii.Collect evidence:

In the event that the higher authority victimizes them repeatedly, the victim must take the required efforts to document any evidence, such as witnesses, that would enable them to hold the bully accountable.

iv.Inform the appropriate authority:

The employee who has experienced victimization at any time has complete authority to inform the employer and the organization's human resources staff, even if the bully persists in using such abusive behavior in spite of repeated warnings.

v.Organisation should provide policies:

These regulations would aid in fostering a respectful workplace for the staff members.

vi.Awareness sessions:

The different victimizations that can occur must be explained to the staff in advance so that they can recognize one when they see it and report it to the appropriate authorities if they do.

vii.Remove scalar chain barriers:

Encourage communication without imposing any limitations based on hierarchy so that a good environment is created for the staff to discuss their issues.

viii. Encourage to take legal action if necessary:

The company cannot mandate that any employee refrain from taking legal action.

Conclusion:

It is clear from this study that workplace victimization poses a severe threat to employees, one that affects not only the individuals affected but also the organization's internal structure of relationships between employees and management. The numerous causes of workplace victimization as well as solutions to the problem are covered in this essay. A number of laws that were passed helped to end the horrendous treatment of the victims.

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