



Impact of Violence Against Women at Workplace in Jharkhand

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ABSTRACT

In the present era of economic instability and need to stable the economical requirement women's are Working parallel with men creates the collision of male's ego & sometimes perceived as violence against women at workplace. Violence against women at the workplace is a widespread problem. However, its actual extent is difficult to measure. Women fail to report violence due to sum reason that takes place at eh workplace either in urban or rural areas. Violence against women is the manifestation of historically unequal power relationship between man and women. Violence against women does not end by merely best owing of judicial rights or by making women literate. Most urban women are literate today but they are also victims of violence at the workplace. It is imperative that women must be morally strong and empowered. Violence affects the workplace in a number of ways viz. Absenteeism, impaired job performance, and loss of experienced employees.

KEYWORDS : Violence, Workplace, Impacts

Introduction

The term violence against women has been used to describe a wide range of acts, including murder, rape and sexual assault, physical assault, emotional abuse, battering, stalking, prostitution, genital mutilation, sexual harassment and pornography. Violence against women has seen in the context of the Indian society in transition which has committed itself to the values of equality and justice.

Violence against women is partly a result of gender relations that assumes men to be superior to women. Given the subordinate status of women, much of gender violence is considered normal & enjoys social sanction. Manifestations of violence include Physical aggression, such as blows of varying intensity, burns, attempted hanging, sexual abuse & rape. Psychological violence through insults, humiliation, blackmail, economic or emotional threats & control over speech & actions. In extreme, but not unknown cases, death is the result.

A significant amount of research investment has occurred in the area of sexual harassment with more than two decades of research and writing on the topic. Authors who have written specifically about women workers' experiences of sexual harassment at work include Berryman-Fink (2001), Collinson and Collinson (1996), Fritz (1989), to name but a few. There is also research that is occupation specific, for instance Arnetz, Arnetz and Petterson (1994) paper on sexual harassment against nurses, Brown and Flatow (1997) article on sexual harassment in newsrooms; Giuffrea and Williams (1994) research on sexual harassment against restaurant personnel as well as Gruber and Bjorn (1982) research on sexual harassment of women auto workers. There are also countless general articles which deal with sexual harassment at work, whether it's about legal cases and responses, prevention methods, organisational costs, profile and demography research and opinion and theoretical based articles. As is evident, work has ranged from studies directly related to individuals to sector specific work. Much of the literature relating to sexual harassment treats it as a 'stand alone' issue in organisations and does not examine or include other related workplace violence issues.

Case study research on workplace violence is provided by Poyner and Warne (1988), Younger (1994), Mayhew (1999), Dale, Tobin, and Wilson (1998), Williams (1998), Braverman (1999), Reynolds (1994) and US Office of Personnel Management (1997). Publications using a case study approach tend to either focus on particular occupations (such as taxi drivers, nurses), prevention strategies or are based on one or two individuals' experiences.

Domestic violence, sexual violence, sexual harassment and other forms of violence against women have a profound impact on workplaces. Key impacts of this violence include "higher rates of absenteeism, loss of productivity, reduced employee morale and

increased need for support in the workplace for victims" (Wells et al.2013: 19). Domestic violence has a direct impact on the economy. In Australia the economic cost of violence against women and their children was estimated to be \$13.6 billion in 2009 (National Council to Reduce Violence Against Women and their Children 2009). There is increasing recognition among employers that there are both ethical and economic reasons to address and prevent violence against women. Recent research by KPMG puts the cost of this violence at \$14.7 USD billion per year, or roughly 1.1 percent of Australia's GDP (KPMG 2013).

One-quarter of women (25 percent) aged 15 years and older have experienced sexual harassment in the workplace in the past five years (Australian Human Rights Commission 2012: 15).

There are victims and perpetrators of men's violence against women in every workplace. One survey finds that two thirds of women victims of men's violence are in paid employment (McFerran 2011: 5). In turn, it is likely that many if not most of the men who perpetrate violence against women and girls are in paid employment. Whether it occurs outside or within the workplace, men's violence against women has a direct impact on women's and men's participation at work, and workplaces themselves may contribute to or tolerate violence against women.

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Violence against women has both direct and indirect impacts on work and employment. Domestic violence has significant negative consequences for women's physical and mental health, both short and long-term and in turn these diminish their workforce productivity and participation (Murray and Powell 2008: Women's Health Victoria 2012).

Extent of violence against women

It may be very much higher than what the reports indicate because many instances of violence against women are not reported. The research studies and surveys conducted by individuals generally produce higher estimates of violence than official records. However, they are also assumed to underestimate the actual extent of violence against women. For a variety of reasons, respondents may fail to report violence that takes place in the family.

In the present paper, an attempt has been made to study whether women are vulnerable to act of violence and its impact at the work-

place either in rural or urban area or among the literate or illiterate co-workers, along with discrimination with different caste and creed in the society where she work for their livelihood requirement. The present study was framed to know the impacts of violence against women at work place.

RESULT AND DISCUSSION

It was found that the women face number of torture in term of violence at the place of work, during the walk, shopping and at the public places. Such incidence was found in both the case i.e. Urban and Rural area of Ranchi District. During the conversation it was found that the literate and illiterate or orthodox mindset of masculine personality thought that physical as well mental harassment is the best way to teach a lesson, such types of answer was favoured by respondents during the study. The impacts of such violence lead to many type of disorders and psychological problems with womens. Some of these problems have been tabulated in following format under this section.

Women experienced violence:-

In the Indian society, the position & status of women has been changing violence against women is not a myth but a reality. The causes of violence against women is a complex mixture of social, economic, cultural, biological and legal factors that accounts for the rising violence against women.

Table 1. Women experienced violence

Domain	Women experienced violence (in %)	Women not-experienced violence (in %)	Total
Urban respondents	76	24	100
Rural respondents	93	07	100

Women respondents experienced the violence at the workplace is shown in the table no. 01; it reveals that 76% of urban respondent and 93% of rural respondents were having experienced as violence. The violence was as workplace violence, public place violence and molestation or eve teasing at the relative or friends house violence. This violence has been experienced by in most of the case by the known persons. It was experienced that women's violence are more frequents or common in the rural and urban working women, due to illiteracy, male egoism, male supremacy and others number of problems.

Environment at workplace :-

For some women emotional abuse may be more painful than physical attacks because it affects women's security and self confidence In India violence within the home in universal across culture religion, class and ethnicity.

Table 2: Environment at workplace (%)

Domain	friendly	Partial friendly	Unexpected behaviour of co-worker	Total
Urban	26	33	41	100
Rural	42	31	27	100

It shows that only 42% rural and 26% urban respondents agreed that workplace was woman's friendly. 33% urban and 31 rural respondents accepted that the workplaces are partially friendly while 41% urban and 27% rural respondents accepted for unexpected behaviours of male person at workplaces. Indian working women do not get the respect they require from their male colleague in the work place. Women face violence at the hands of their husband, father or brother in their homes.

Situation while travelling with rural and urban respondents:-

Indian women face discrimination at their workplaces. A major problem faced by the working women is sexual harassment at the workplace. Women employees working in night shift are more vul-

nerable to such incidents Nurses face this problems nearly every day.

Table 3: Situation while travelling with rural and urban respondents

Domain	Feel danger	Safe	Partial safe	Awkward situation	Face harassments	Total
Rural	29	16	34	11	10	100
Urban	22	4	6	31	37	100

Table 3 shows that 29% rural and 22% urban respondents agreed that they feel danger while travelling.34% rural and 06% urban respondents shared travelling were partial safe.11% rural and 31% urban respondents agreed that they feel awkward situation while traellings.10% rural and 37% urban face harassment while only 16% rural and 04 urban respondents agreed they were safe during the travelling time.

Violence at workplace

There is no profession today where women are not employed. However it is true that working women have to face problems by virtue of their sex. For centuries, women have been subjected to exploitation and torture physically, sexually and mentally. There are innumerable challenges and problems faced by them both at home and workplace.

Women's violence affects the workplace in a number of ways. Its impact could be categorised as emotional effects, psychological effects and physical effects as a direct result of violence in the rural as well urban areas of Ranchi districts. The impact of violence at the workplace has been tabulated as Table no. 04 which was measured on the scale of emotional effects, psychological effects and physical effects. Unfairness at workplace feels anger with 42% urban and 54% rural respondents, 56% urban and 25% rural respondents feels disgust, 63% urban and 22% rural respondents feels fear,76% urban and 55% rural respondents feels powerlessness as emotional effect as impact of unfairness at workplace.59% urban and 33% rural respondents feels nervousness, 62% urban and 35% rural respondents feels low self-esteem as psychological effect due to unfairness at workplace. 53% urban and 51% rural respondents feels sleepiness, 55% urban and 47% rural respondents feels high blood pressure, 23% urban and 33% rural respondents feels headache as physical effects due to unfairness at workplace. Wide spread violence against women is an important cause of morbidity and mortality which include rape and sexual abuse. Violence includes verbal abuse, harassment, confinement and deprivation of physical, financial and personal resources.

Table 4: Violence at workplace*

Domain	Emotional effects					Psychological effect				Physical effects		
	Anger	Disgust	Fear	Shame	Power lessens	Anxiety	Nervousness	Depression	Low self esteem	Sleepiness	Headache	High Blood Pressure
Urban	42	56	63	55	76	44	59	36	62	53	23	55
Rural	54	25	22	41	55	26	33	45	35	51	33	47

(*N=200)

Suggestions

Violence against women also has a range of negative impacts that extend beyond the victim. Co-workers and friends can be indirectly or directly affected by the violence. In addition, larger societal costs of violence against women can be borne from providing and maintaining social supports and criminal justice services. In general, the use of these services was higher in violence incidents involving female than male victims. It has been suggested that the economic costs associated with providing these services, as well as financial implications of violence to victims and their families are substantial

Strengthen of existing laws against women's violence, laws relating to rape and custodial violence. New legislation in areas like violence at workplace and sexual harassment, ensure that new laws are drafted to serve the purpose for which they are meant. Implementing existing legislations forcefully and effectively – like the laws relating to public place etiquettes with women's, law of equality. Expanding the network of police stations and support or counselling centres for victims of gender based violence at the workplace. This needs to go along with gender sensitization of functionaries in charge of these centres as well as the creation of watch dog or facilitating bodies inclusive of representatives from women's organizations.

Conclusion

Violence against women can have a myriad of devastating consequences on women's short and long-term health and wellbeing. Along with the immediate physical and emotional impacts of violence, women's overall quality of life can be adversely affected over an entire lifetime, which can, in turn, impact their participation and engagement in various aspects of life and society (Johnson 2006).

Violence against women at the workplace has to be seen in the context of the Indian society in transition which has committed itself to the values of equality and justice, but which is unable to make the dominant socio-economic segments and the male population relinquish their traditionally held rights and power over the weaker segments as women. In many spheres of life, there is a cultural lag and

even a backlash when the hitherto powerless groups seek to demand their newly available rights. Impact of violence against women's thus becomes both a symptom and a cause of social tensions. Through awareness among the people about the education, importance of social structure, strengthening the existing laws related to women's violence's and increasing support to women's organization will be the important aspects to overcome the violence against women's. In majority of cases the violence against women in Ranchi district is due to the social behavior, education, psychological issues, custom etc. Research findings suggests that to get rid of these issues strengthening of laws related to women's violence, education system, gender sensitization, customs, awareness building about the women's violence must be reviewed.

This report has provided a critical analysis of workplace violence research frameworks and has raised a number of important questions and areas which need development.

It is not possible to understand violence against women without understanding its past & the part of the past plays in contemporary beliefs and behaviours. The seeds of violence in the subordination of females lie in their subjection to male authority and control. A society based on a privatised, nuclear family life creates un-resolvable contradiction in any efforts to end violence against women in the family.

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