

## A STUDY ON PROBLEMS IN SEXUAL HARASSMENT OF WOMEN AT WORKPLACE IN THE HOSPITAL INDUSTRY

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### Abstract

This paper attempts to analyse the problems in sexual harassment of women at workplace in the hospitality industry. Today the empowerment of women has become one of the most important concerns of 21st century. But practically women empowerment is still an illusion of reality. We take a look at in our day after day life how girls turn out to be victimised by social evils. India is likewise a effective state and well-known international for being the largest democracy within the international however, women backwardness is also very clean inside the Indian society due to the social problems, problems and masses of restrictions against ladies. women belong to the lower and middle class suffers more than higher class family. Women inside the Indian society usually face troubles of intercourse discrimination, high percentage of illiteracy, girl infanticide, dowry machine, and so on. The sexual harassment results in violation of the fundamental rights of women mainly proper to equality below article 14 & 15 of the Indian charter and her proper to life and to live with dignity under article 21 of the constitution. The present study analysis the sexual harassment of women at workplace in the hospitality industry .in India. Women in the Indian society have been considered as inferior than men for many years. Because of such type of causes they have to face various issues and problems in their life. They have to go extra miles than men to prove themselves equivalent to men. Women they never allowed women to go outside and participate in the social activities like men. In this modern age women will be affected various causes to their day to daily life. Still there are many parents who prefer to have only boy baby and allow education to boys only. Women for them are only medium to keep family happy and healthy. [Poonam Sharma Prabha Garg](#)

**Keyword:** Causes ,Discrimination,Hospitality industry,Sexual harassment,Women rights,Provisions,

**Introduction:**

Women are the spine of society. Society by no means entire without women. Men and women are the 2 wheels of lifestyles. There should be uniformity in each parties. But while we see the structure of Indian society, it usually gives the secondary popularity to the women. As according to the improvement of schooling, the adjustments had been taking place in the position of girls. [[Dr.smt,Rajeshwari m.shelter 2015](#)].After independence in India, there are the special women associated articles created by way of professionals. Inside the Indian charter, the principle of gender equality is enshrined with preamble, essential rights, essential obligations and directive principles.. The charter now not most effective grants equality to girls, but additionally empowers the kingdom to undertake measures of effective discrimination in favour of girls. [[poonam sharma prabha Garg 2014](#)]Empowerment is the one of the key factors in determining the achievement of development is the reputation and position of ladies inside the society. For the wholesome development of society there's a want to big attention on social, least expensive and political typical development of women. We need to enhance our efforts for empowering ladies and decorate their development. It's far our moral, social and constitutional duty to ensure their development by means of offering them with identical rights and opportunities. Nowadays women with their smartness, grace and elegance have conquered the whole international.[[Sutapa Sanyal 2014](#)],Education play key role towards empowerment.women empowerment is essential element in national development.when the women is empowered is mean the whole family is empowered and overall society is empowered.Indian women are discrimination at every level of the society whether the social,political,economic participation and access to education and also a reproductive healthcare.[[Dhruba Hazarika 2011](#)].Equal access to participation and decision making of women in social,political and economic life of the nation. Elimination of discrimination and all forms of violence against women.Education among women in the Indian society most powerful tool attaining power in the society.it helps in reducing inequalities and functions as means for improving their status within the family's .[[Srinivasa murthy 2017](#)].For reducing gender inequality in india,we should after high level of education of girls and increase women rights in india.women in india are enjoying the rights equal to women.But it reality the women in india have been the suffers from pat .Not only in earlier times but even now days also,women have to face discrimination injustice and dishonour.[[Shiva Shakti 2015](#)]. Government provides various schemes and programs related to women rights to give the equal status to women and to protect the women in various

crimes and discrimination. In Indian constitution provides various legal provision for women safety and empowerment in Indian constitution but half of the population is unaware of their legal rights. [ [Taufeeq Ahamed 2016](#)]. The paper aims to study on the issues and challenges of women rights in India.

### **Research question ?**

Whether the sexual harassment act 2013 has been reduced the instance of sexual harassment at workplace or Not ?

### **Objectives:**

The major objectives of this paper is to identify the causes and effect of sexual harassment at workplace in India.

To analyse the causes of discrimination and all forms of violations against women, and

To study the provision taken by government for protecting the women in sexual harassment at work place

### **Materials and methods:**

This study used secondary sources from various journals, books, and publications websites which gives importance to the topic of problems of sexual harassment at workplace in the hospitality industry. The method which is followed in the research paper is doctrinal method. This method explains the topic in detailed description form.

### **Hypothesis:**

#### **Null hypothesis**

There is no significant changes Problems of sexual harassment of women at workplace .

#### **Alternate hypothesis**

There is a significant changes Problems of sexual harassment of women at workplace .

### **Definition of sexual harassment?**

Sexual harassment as an unwelcome behaviour or sexual nature which is offensive, embarrassing, intimidating or humiliating and may be affect an employee's work performance, health, career or livelihood. This definition applies to both gender and addressed the effects of sexual harassment on the victims.

### **Causes of sexual harassment of women at workplace**

Women within the group of workers earning wages or a salary are part of a modern phenomenon, one that advanced on the identical time because the growth of paid employment for men, but women have been challenged by means of inequality within the personnel .However ,workplace has end up a much greater various environment. Violence in opposition to women inside the place of job bureaucracy, consisting of sexual harassment and bullying. It impacts all professions and sectors and specifically women residing in poverty as they are much more likely to be exposed to exploitation and abuse in informal hard work settings like,for example, girls migrant employees. [Manav Agarwal](#) Administrative center violence in opposition to girls is understood to encompass bodily attack, threatening conduct, bullying, verbal abuse, and diverse varieties of harassment. place of work violence generally happens in a place of business putting; however it is able to also occur outside of the paintings putting. Violence may be perpetrated by way of a colleague or supervisor, a consumer or patron. when gender is incorporated in analyses of place of business violence, crucial problems emerge. [Pritish nitinagar](#) , those consist of:

- 1)women have problem in labeling their studies as violence and harassment; 2)women are overrepresented in low paid, low fame and precarious jobs; 3)Occupational fitness and safety research has regularly viewed women's paintings as secure paintings;
- 4)Men are much more likely to be the perpetrators of violence against girls in the workplace (even though additionally perpetrate violence in opposition to other women);

### **The impacts and costs of place of business violence**

The negative results of place of work violence and harassment for women include leaving their jobs, growing mental issues, experiencing dating breakdowns and growing substance abuse troubles. additional costs to industry consist of fees associated with team of

workers turnover, absenteeism, decreased performance, decline in work exceptional, early retirement expenses, counseling software prices, mediation or grievance complaints, and anti-discrimination movement. [Sutapa saryal](#)

### **The psychological impact on the victims:**

One of the maximum demanding consequences of sexual harassment is the human impact, with devastating short- and long-term physical and mental consequences. We determined that 10 percent of our hospitality enterprise pattern have been worried in prison court cases following an occurrence of sexual harassment by using a purchaser or member of team of workers. Many victims go through "...adverse bodily and psychosocial outcomes ranging from illness, anger, anxiety, tiredness, worry, sleep issues, weight loss, dating problems, depression and lack of self assurance, to anxious breakdown". not quite, the sufferer's courting with others (especially different men – if the harasser changed into a person) can also be adversely affected ,as can a victim's' popular mindset in the direction of paintings in terms of reduced motivation, reduced job satisfaction, reduced confidence to do the job and lowered organisational dedication. [shiva Shakti](#)

### **Why violence against women at workplace violence is so prevalent?**

No matter such giant incidence of place of work harassment and violence, women do no longer file the matter. As a result the perpetrators do no longer face any credible deterrence. There have been allegations of sexual attack even towards the members of higher judiciary in India. Numerous motives for why girls do now not record place of business violence had been recognized consisting of: [Dr.saba yunus and Seema Verma](#)

- Women see violence as a 'ordinary' a part of the place of business, it's far unavoidable and there's nothing that can be accomplished approximately it;
- They don't recognize what to do about it;
- They can be silenced by the revel in of place of business violence as it is visible as integrally related with the shame associated with other kinds of men's violence in opposition to ladies;
- A few ladies fear they may lose their jobs in the event that they record violence;
- Some girls lack religion in the device, often believing the violence is already recognised to and condoned by managers; and

- Some worry that the procedure of reporting is in all likelihood to be disturbing.
- Many a instances, places of work clearly do not have effective mechanisms for addressing violence. [Taufeeq Ahamed](#).

#### **Provision taken by government:**

Prevention of Sexual Harassment of girls at place of job is a legislative act in India that seeks to guard ladies from sexual harassment at their place of work. It became handed through the Indian Parliament in 2013. This statute superseded the Vishakha recommendations for prevention of sexual harassment introduced via the preferred courtroom of India. [Amarth Nat](#) hThe regulation incorporates felony requirement that any administrative center with extra than 10 employees need to enforce it. It also incorporates strict measures towards the employers who fail to comply with its provisions. however, it become mentioned by the worldwide Labour enterprise in a look at (conducted by ILO in early 2014) that, only a few Indian employers had been compliant to this statute. In particular phrases, over ninety% of Indian businesses are unable to comply with the new regulation. At the same time as worker consciousness campaigns and education workshops are underneath manner in groups each big and small, the variety of pronounced harassment cases has long gone up. accordingly, there are implementation gaps with ought to be triumph over. [Bina Rai.v](#)

#### **Challenges of sexual harassment of women at workplace:**

Providing safe environment and preventing violence against women in the workplace. Apart from the harassment and violence faced by women, there are other dimensions of safety at the workplace. In this context, the guidelines for the safety for women at the workplace can be broadly categorized under four heads:

**Physical:** This focuses on the physical security of women employees in an organization. It ascertains the safety of female employees, whilst they are on the job/ inside office premises – the workplace needs to be secured and women assured of basic safety on the job and in office.

**Environmental:** The environmental aspect complements the physical aspect of security and helps maintain a safe and secure standard in any premises. This plays a vital role in ensuring the basic yet critical aspects of safety of employees.

Organizational: It is for the employer to create a positive atmosphere at the workplace where a woman is encouraged to come to work, secure in the knowledge that she will be treated with dignity, respect and will be protected from harassment.

Educational: The awareness of women employees of their company policies on sexual harassment and gender discrimination and the more they are encouraged to report all instances of discrimination without fear, the greater would be their feeling of security and empowerment. [Raizada begum](#)

### **Result and Discussion :**

- 1) Government makes various laws and act related to women rights in india but people are not fear about the laws and acts.
- 2) In present days lower safety ,gender discrimination,sexual harassment,poor workplace treatment these problems in which women are mostly affected in india.

### **Conclusion:**

Sexual harassment also gives economic, social and aggressive problems for a organization. A a success enterprise requires the lifestyles of properly members of the family amongst its personnel and the human beings with whom the corporation does commercial enterprise. Sexual harassment creates bad working relationships that may harm the employer, the people without delay involved, and not directly, different personnel inside the agency. extra problems will exist within organisational relationships: businesses that have “high rates of sexual harassment additionally have high quotes of racial harassment, discrimination, and other types of unfair treatment. [B.prabhakara](#) Rao This finding suggests that groups which tolerate sex- ual harassment have a tendency to have employees troubles in wellknown. The maximisation of income remains a pivotal goal for carrier commercial enterprise interest and as such corporations want to deal proactively with the difficulty of sexual harassment. This organisational view of treating sexual harassment as a remember of worker effectiveness locations the locus on preventative management and protection of the maximum fundamental useful resource of the organization – the private useful resource. A service enterprise calls for a satisfied and well stimulated workforce in order to be successful. by means of systematically disposing of the prevalence of sexual harassment, businesses can meet each the employee’s need for safety, and the organisational need for productiveness and effectiveness. [Bina Rai](#),

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