



“A Study on the Level of Awareness regarding Sexual Harassment amongst Girls”

¹**Dr. Bhawana Sharma**

*Assistant Professor, Department of Management,
Sophia Girls College (Autonomous), Ajmer*

¹sharmabhawana2@gmail.com

²**Harshita Jain, 3Nisha Moolchandani**

*Students, Department of Management,
Sophia Girls College (Autonomous), Ajmer*

²harshitajainmehta0712@gmail.com, ³nishamoolchandani83@gmail.com

ABSTRACT

Sexual harassment has become synonymous with sexual terrorism which outlines a system where males are controlling and tyrannizing women. Now a days it is becoming a significant issue at global level. Thus, need is arises to study on the level of awareness which is spreading around the nation to overcome the problem. The purpose of this research paper is to investigate the current status of sexual harassment. The research orbits around the molestation and abuse due to sexuality of a person. This research takes an in depth view of the sexual harassment today and provides current knowledge on the subject. It mainly talks about the mal treatment. This paper also provides some useful measures to respond towards these cases as with every unwanted physical touch a woman's imagination changes into horrible images. Sexual harassment is more worse than murder as victim dies throughout the period she lives.

KeyWords: Sexual Harassment, Girls, Comparison between male & females, India etc.

Introduction

Sexual harassment has become synonymous with sexual terrorism which outlines a system where males are controlling and tyrannizing women. The Ontario human rights code prohibits all forms of discrimination based on sex, and includes provisions that focus on sexual harassment. The code offers this protection in five “social” areas: services, goods and facilities; occupancy of accommodation, contracts; employment; and membership in vocational associations such as trade unions.

Sexual harassment is defined as unwelcome or inappropriate sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature when either the condition is made as a term or condition of an individual employment,



education, living environment or participation in a universal community.

Data has unfolded various astounding facts which says that 95% of women & girls feel ill-protected to sexual harassment in crowded places of delhi. In delhi, 63%of women surveyed, feel alarmed or petrified to step out alone in dusky night and 21% did not step out at all.. An overwhelming majority of women (90%) who experience sexual harassment do not raise their voice and don't register a police complaint due to some palpable reasons like fear of repercussions and retaliation . Majority of them don't do so as they feel downhearted and they don't think it would serve any purpose revealing abysmal faith in law enforcement agencies.

How Sexual Harassment differ from Gender Discrimination?

Gender justice is not a easy task.In India, discriminatory attitude towards men and women has existed for generations and affects the lives of both genders. Although in the eyes of law, gender justice is enshrined in the Indian constitution which grants men and women equal rights but gender incongruity still overrule these laws. The decisive cause of gender imbalances in Indian society lies in its patriarchy system which indicates a system of social configuration and abominable practices in which men overpower, maltreat and victimize women. The rife examples are prejudice of rights in property, paygaps at workplace, honor killing etc.

There is specific research on gender discrimination mostly in favor of men over women. Women are perceived to be disadvantaged at work. Though in india "Mathru Devobhava" is the socio-culture dogma and no doubt women is provided with diverse political, civil, social and educational rights but still these laws only give basis for doling out punishment; they do not have the potential to damper the behavior of individuals and therefore thee deplorable practices are still ubiquitous in India.

Gender discrimination exists when a person or group of people are treated unfavorably solely on the basis of their sex. In the United States, gender discrimination is illegal, and it includes discriminatory treatment related to hiring and firing, pay, job assignments, promotions, layoffs, trainings, and benefits.

Sex discrimination creates inequalities between women and men, for example, vertical segregation by occupation (i.e., a disproportionate number of men in senior leadership), pay gap, and the unequal division of unpaid work between men and women.

Sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance; or creates an intimidating, hostile, or offensive work environment



Objectives:

- ☐ To identify the causes of sexual harassment among women in India
- ☐ To study on the level of awareness amongst women regarding sexual harassment.
- ☐ To suggest ways to prevent and control sexual harassment.

Methods of Data Collection:

The present study is based on primary data. A fastidious questionnaire was constructed with the ambition of covering apposite and pertinent data for the study. Resultant data was exhibited in chronological order and analysis is vigilantly done in a tabulated form.

Secondary data required for the study was collected from various websites and other web sources and research papers being published from time to time.

Causes of Sexual Harassment

1. Gender Discrimination and the foul fashions : We are living in 21st century but the mentality still talk about those evil traditional conventions and therefore India is still considered as orthodox since it follows customs like dowry, Gender discrimination, racism etc. These evil customs should be rooted out.

2. Lack of Sexual education - Talk freely about sex with your kids - India has 1.2

billion people yet sex is still a taboo subject in our country.

3. Temperament of Indian women – Famous quote by lord Krishna in Bhagwat Gita “If you don’t fight for what you want, Don’t cry for what you lost” can aptly applied to women as They don’t grapple for their rights and still believes in patriarchal society. They are still hanging on a pole i.e. male to nutfy them and priortize the decisions made by their parents.

4. Outlook of the Police - A system where a cop says a woman deserved to be raped for wearing provocative clothing is not a system. It's a farce!

5. Standpoint of Society and Family - A society where people are petrified and stop women from going out at night is a society in trouble and a society which needs to seriously introspect into how it runs. And people need to understand that society is not safe because society does nothing to set things straight!

6. Socialization- The way in which men and women were nurture to see each other strongly influence their behavior. Ample number of appalling standpoints could lead to a environment that induces these loathsome practices in our society:

Data Analysis and Interpretation

❖ **Age and Sexual Harassment**



Age is a crucial factor in determining that women of which age group are mainly being sexually accused .For the purpose of the study, age was classified into the following categories viz.,10-15; 15-20; 20-25; 25 and above. The sample consists of 2(3.92%) respondents in the

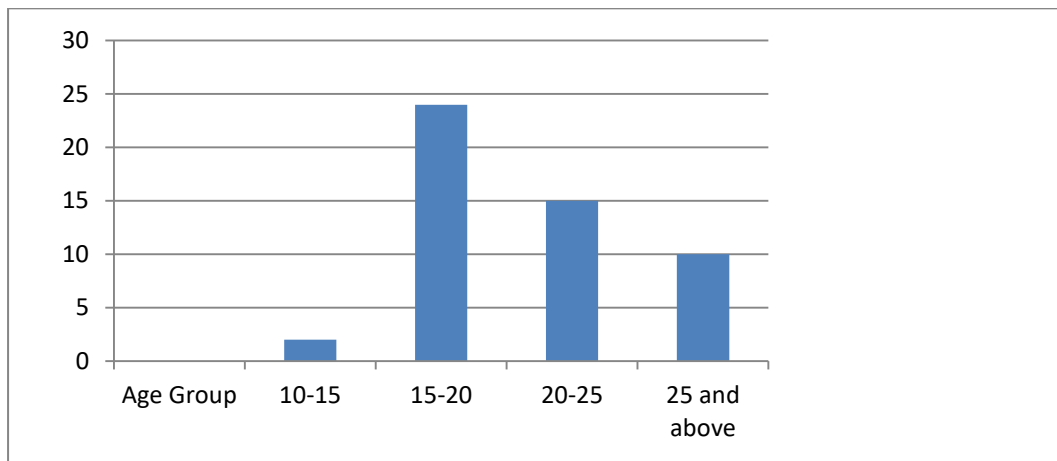
first category; 24(47.05%) respondents in the second category; 15(29.41%) in the third category and remaining 10(19.60%) in the fourth category.The distribution of the sample respondents according to their age and rate of harassment is shown in the following table:-

Table- Age of Girls

Age	No. of respondents	percentage
10-15	2	3.92
15-20	24	47.05
20-25	15	29.41
25 and above	10	19.60
Total	51	100

Inferences: It was observed that girls in teenage i.e. female belonging to age group of 15-20 are mostly being socially accused and girls belonging to this age group are more harassed than female belonging to other age

groups followed by female belonging to age group of 25 and above; female belonging to age group of 10-15 experienced very few situation like this.



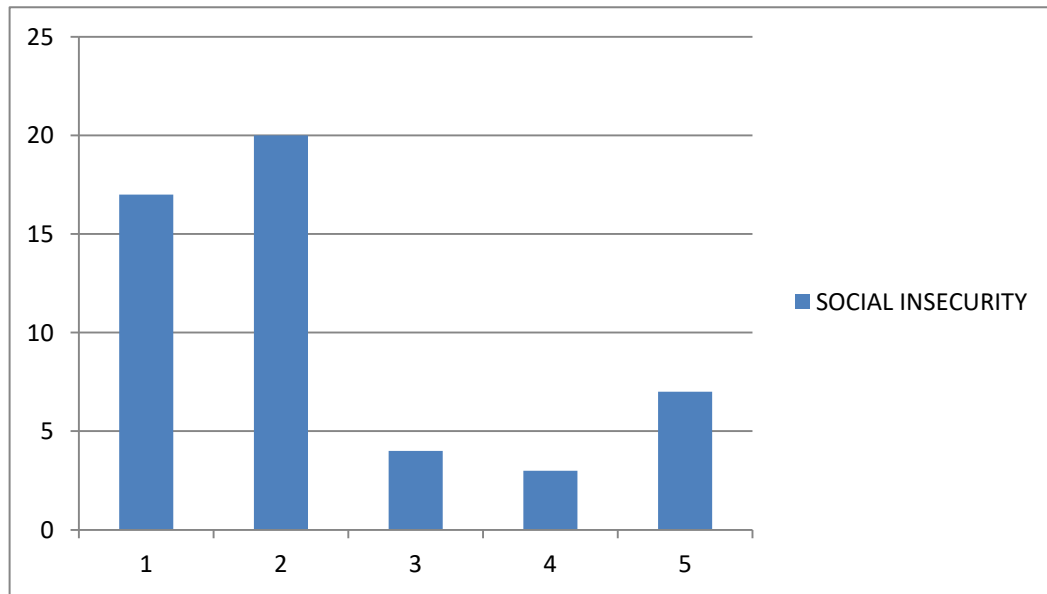
❖Social insecurity

Table-2 Social insecurity

Responses	No. of respondents	Percentage
-----------	--------------------	------------

Strongly Agree	17	33.33
Agree	20	39.21
Neither Agree Nor Disagree	4	7.84
Disagree	3	5.88
Strongly Disagree	7	13.73
Total	51	100

Inferences: In order to find the rate of feeling of social security in female; 51 females of different age group were asked to fill the questionnaire and results were noted down. It was found that maximum numbers of girls feel that they are more socially unsafe than boys.



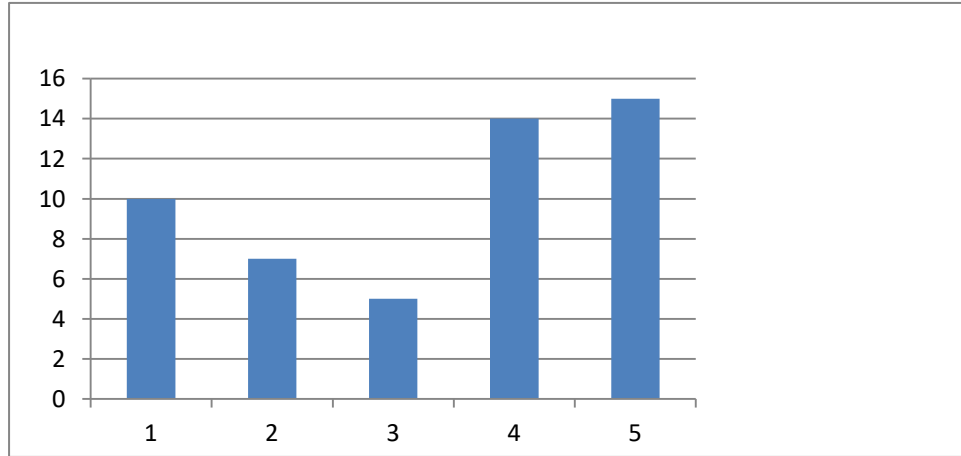
❖Hesitate to communicate with males

Table-3 Hesitate to communicate with Males

Responses	No. of respondents	Percentage
Strongly Agree	10	19.60



Agree	7	13.72
Neither Agree Nor Disagree	5	9.80
Disagree	14	27.44
Strongly Disagree	15	29.42
Total	51	100



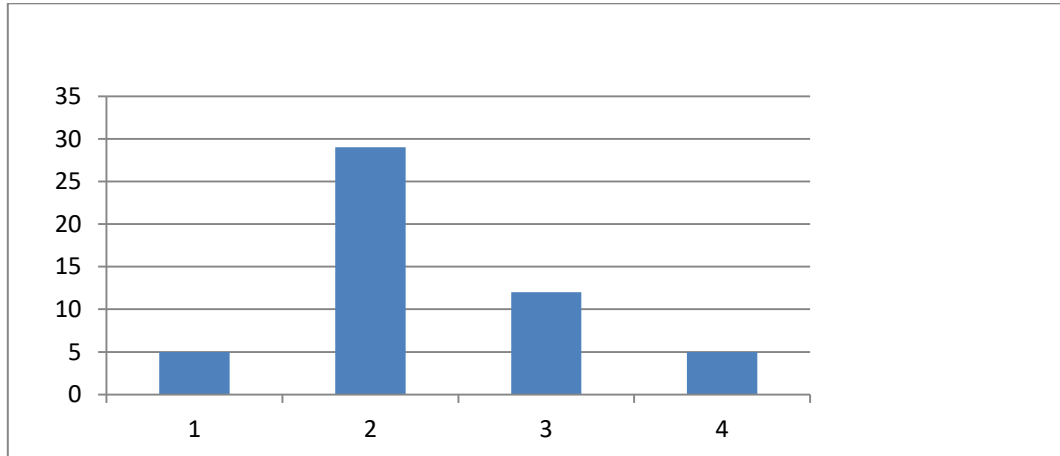
Inferences: Although we are heading towards growth and modernization at an increased rate but still most of the women hesitate to communicate with males. It was found that most of the girls feel that they hesitate to communicate with males.

❖Reasons for Harassment

The major factors responsible for harassment are considered.

Table-4 Reasons for Harassment

Responses	No. of respondents	Percentage
Due to some religions or culture	5	9.80
Narrow thinking	29	56.86
Male perception	12	23.54
Other reasons	5	9.80
Total	51	100

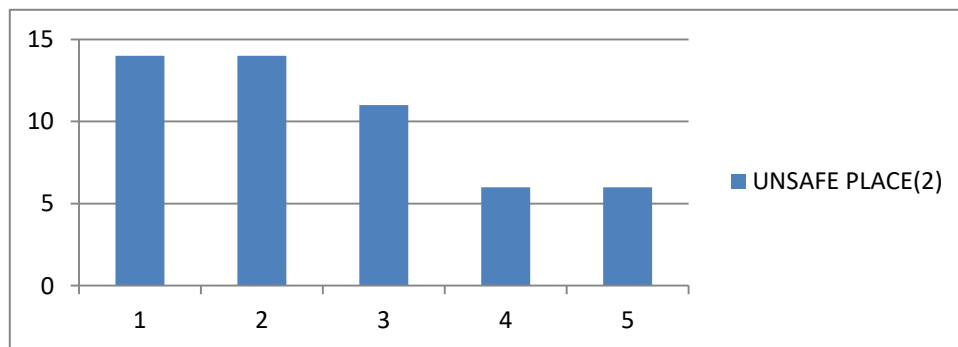


Inferences: Maximum respondents replied that they feel that narrow mindedness still prevailing in our male dominated society is the main cause behind sexual harassments in most of the cases.

❖Unsafe Place

Table - Unsafe Place

Responses	Home	Percentage
Strongly Agree	14	27.45
Agree	14	27.45
Neither Agree Nor Disagree	11	21.55
Disagree	6	11.77
Strongly Disagree	6	11.77
Total	51	100

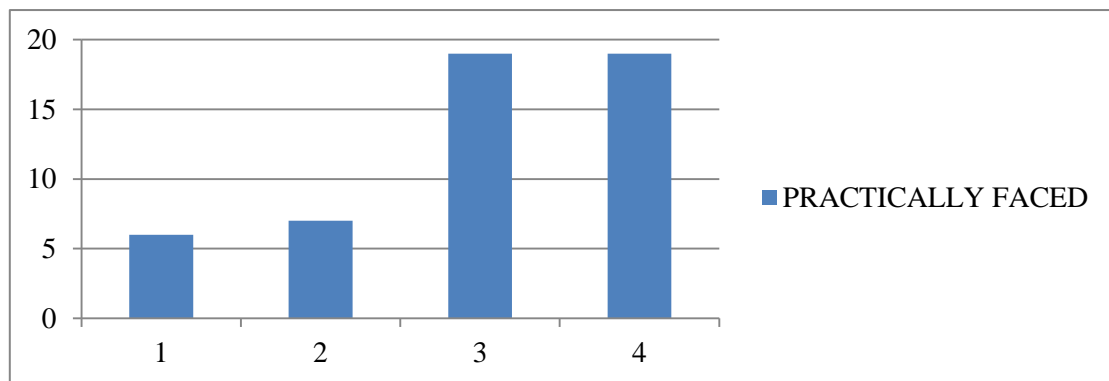


Inferences: Maximum respondents replied that place is surely matters while sexual harassment because most of the time it happens at odd times or places. Thus, unsafe place is an importantly factor behind the sexual harassment.

❖ **Practical Experience**

Table-6 Practically faced

Responses	No. Of respondents	Percentage
Strongly Agree	6	11.76
Agree	7	13.74
Disagree	19	37.25
Strongly Disagree	19	37.25
Total	51	100



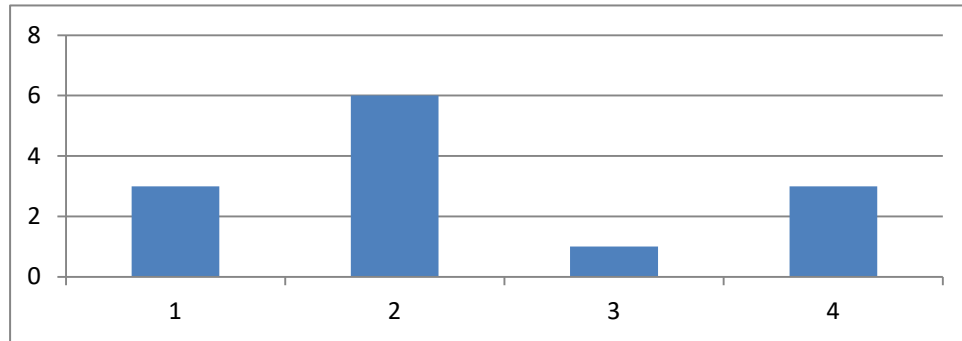
Inferences: It was observed that most of the girls denied to faced it practically. Reason can be anything might be they does not wanted to disclose or they were smart and educated who knows to handle the situation well.

❖ **Response If Practically Faced**

Table-7 Response if practically faced

Responses	No. of respondents	Percentage
-----------	--------------------	------------

Quick Response	3	23.08
Complaint	6	46.15
Took help of social institution	1	7.70
Stay silent	3	23.08
Total	13	100



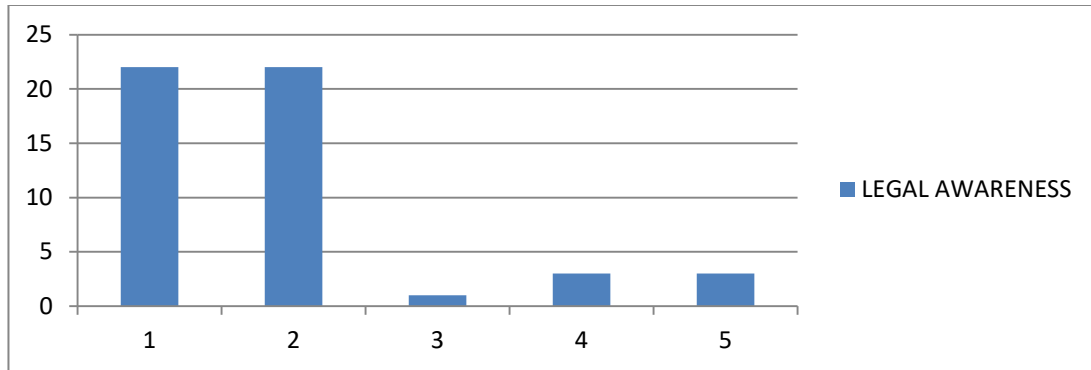
Inferences: Most of the respondents replied that if anybody amongst them faced the situation, they have complaints about this to their closeones, parents or police etc.

❖ **Legal Awareness**

The respondents were asked that whether they are aware of various laws for protection and safety of women or not.

Table- Legal Awareness

Responses	No. of respondents	Percentage
Strongly Agree	22	43.14
Agree	22	43.14
Neither Agree Nor Disagree	1	1.96
Disagree	3	5.88
Strongly Disagree	3	5.88
Total	51	100



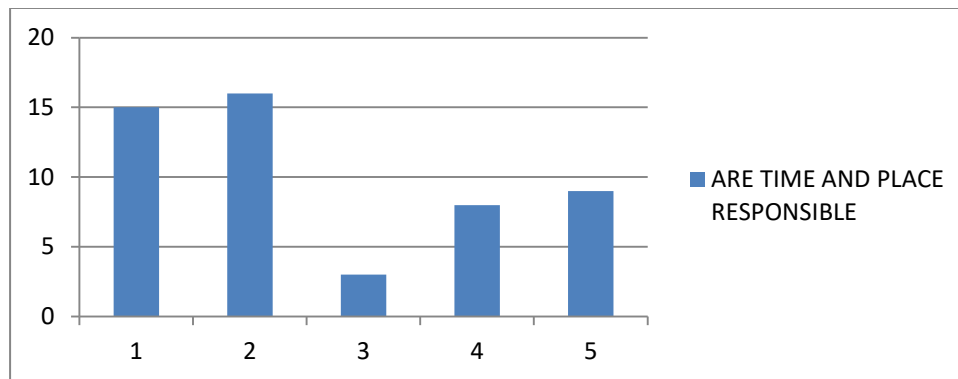
Inferences: It was observed that most of the girls were aware about the legal action, which they can take against the situation. But still, there is need to spread the awareness amongst

rest of the girls who do not know the legal actions.

❖ **Time and Place:-Do They Matter?**

Table-9 Are Time and Place Responsible

Responses	No. of respondents	Percentage
Strongly Agree	15	29.42
Agree	16	31.37
Neither Agree Nor Disagree	3	5.88
Disagree	8	15.68
Strongly Disagree	9	17.65
Total	51	100



Inferences: Almost 61% of respondent feel that time and place matter for happening of such crimes. Thus, there is need to control the crime at odd times and places.

Suggestions

If You See any red flag, stand up:

- Since today's youth is future of tomorrow therefore it the duty of every onlooker to pay attention at his/her surroundings and if you find something fishy or someone being hackled or molested by anyone, raise your voice. You must take out the person who is getting harassed from that situation. It will give an impression to the tormentor that people are keeping an eye over him.
- If situations does not permit you to raise your voice at that time of incident, then you must report the event to the prescribed authority. Be the whistle blower and stand for justice. Keeping quiet and just entertaining yourself with such incidents are meant pussy cats.

- You could also have communication with the victim afterward and make her disclose that grapple for neutrality is our right.

Believe in your intuitions

- Its not necessary that you always witness a molestation or rape case but your friend's strange behavior might tell you something.
- It's an old saying that" a friend in need is a friend indeed". So it is our formost duty to suspect if something has gone wrong with our friend, why she is distuebed for some days etc. All in all we must talk about these things because being quiet and tolerating the harrasemnt is another kind of self harassment.

Report to Police or Transit Workers

- Take actions that will create real consequences for the harasser, such as reporting the person to a police officer or other person of authority, like a bus driver or subway employee. If you're in the



USA, here is a Know Your Rights Toolkit with state-by-state laws.

Other suggestions:

- Always keep a black pepper spray with you as it can have irritating and harmful effect on the attacker.
- Always keep your phone's location ON so that in case of any mishappening your well wishers know about your location and they can save you.
- As Gandhi ji has rightly remarked that “Be the change you want to see in th world” therefore be the initiator or the first mover and believe in your intuitions as it never lies. Know your rights and fight for justice.

Conclusion

As entire research revolves around the fact that sexual harassment cage the safety and bounds a girl from breathing in free air.sexual harrsment is not only related to being physically exploited but it can be in the form of bullying, unwanted comments, inappropriate touching etc.acording to the research, taking initial wrong doings as red flags and raising your voice for the same keeps you in a safer position later.sexual harassment is like a termite which is eating Indian culture day by day. Though, sexual assault activists argue that sexual violence will end only when it becomes completely intolerable in society but some

observers believe that the federal government should support sexual assault initiatives, others believe that only state or local governments or the private sector should be held responsible for addressing these behaviors.But still it is a debatable issue that how to response towards such cases in a country like India.

Bibliography:

1. Harrell, Margaret C., and Laura Werber Castaneda, A Compendium of Sexual Assault Research. Santa Monica, CA: Rand, 2009.
2. Katz, J., Building a “Big Tent” Approach to Ending Men’s Violence. Report published through a grant from the Office on Violence Against Women, Office of Justice Programs. Washington, DC: U.S. Department of Justice, 2001.
3. Kilpatrick, Dean G., and Ron Acierno, “Mental Health Needs of Crime Victims: Epidemiology and Outcomes.” Journal of Traumatic Stress 16, no. 2 (2003): 119–132.
4. Rape, Abuse and Incest National Network (RAINN), 2006. <http://www.rainn.org/statistics/index.html>
5. Rubin, Paula N., Civil Rights and Criminal Justice: Primer on [Sexual Harassment](#). National Institute of Justice: Research in Action. Washington, DC: U.S. Department of Justice, Office of Justice Programs, 1995.



6. U.S. Department of Education, [Sexual Harassment](#): It's Not Academic. Washington, DC: U.S. Department of Education, 2005.
7. U.S. Equal Employment Opportunity Commission, "Facts about [Sexual Harassment](#)." 2002. <http://www.eeoc.gov/facts/fs-sex.html>
8. <http://www.myspeedythesis.com/2010/09/a-researchpaperonsexualharassment.html>
9. <http://ncrb.nic.in/StatPublications/CII/CII2014/chapters/Chapter%205.pdf>
10. https://en.wikipedia.org/wiki/Gender_discrimination_in_India.