

Women's Faced on Harassment Problems in Work Place

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1. Introduction

Women's are leaving their traditional role and coming out of their families to join the national labour force. Women's are making important role and contribution of the family income. Women's was managing both the family responsibility and work place. Women's was playing multiple roles in her life. Women's are very hardworking and sincerer. Men and women both have always worked. The different were only in their areas of work, the location of work, execution and performance, tools and technology and motivating factors for work. It is well known fact that women have always contributed to the nation's economy. In addition to meeting their domestic responsibility, they have especially in earlier times, earned income for families by manufacturing goods at home during leisure time. The increasing proportion of women working away from their homes. Women workers play a necessary and important role in the economic structure of our country and have done so through its history but their efforts and accomplishments have not been recognized. Women have been invisible workers. Their labour and skills have been considered insignificant in relation to those of men.

It is generally perceived that gender bias against working women starts right from the stage of recruitment. Most of the Indian men are not ready to accept that women are capable enough to work side by side with men in all the sectors, other than in a few limited ones like teaching, nursing and in clerical sectors. Their capabilities are generally underestimated as a result of which Indian women have a tendency to opt for less demanding jobs even if they are highly qualified. Women have the responsibilities to effectively manage their multiple roles in domestic as well as professional lives. Men generally do not offer any help in the households work. This makes the life of working women extremely stressful.

Women's are suffering discrimination on her life and work place also. Every day life which is exploitation, thriving in an atmosphere of threat. The problem of male -ego in an important factor. Gells found that the lesser education the household had received, the greater was the likelihood that he would physically abuse. Women are more educated and better opportunities of different area. Jealousy on the part of male person towards women is an important factor in bettering of the women. This is jealousy is mostly of a sexual nature and may on the part of the male. Women have been conditioned in to playing their accepted submission role. Workplace harassment is the belittling or threatens behavior directed at an individual worker or group of workers. Harassment can come in many forms and from

many sources. The harasser can be a co-worker, supervisor or even a non employee like a customer or contractor.

2. Definition

Workplace harassment is also known by many other names "mobbing", workplace bullying. "Workplace mistreatment." workplace aggression and workplace abuse all either synonymous or belong to the category of workplace harassment. Workplace harassment includes different types of confined to one specific group. The wide ranging types of workplace harassment can be closely categorized in to emotional and physical abuse. All of these forms of workplace harassment target various groups, including women, racial minorities, homosexuals and immigrants. In essence, workplace harassment requires pluralistic understanding, because it cannot be definite in one coherent and concrete definition.

3. Verbal Harassment

They are strong, smart, technically competent and emotionally valiant in comparison to their male counterparts. An unwanted verbal comment which a person uncomfortable and unsafe. This can include sexual comments, whistling, noises, gestures, jokes and comments on cloths and appearance. Most of the male colleagues are threatens and the person feel embarrassed. Verbal harassment is a type of bullying. If verbal harassment is continued for long enough the person is emotionally affected. He rather threatens the victim verbally. He can call names, spread rumors or make sexual comments.

Possibly the most common behavior that comes to mind when you think of work place harassment it verbal harassment verbal harassment can include jokes, innuendos, slurs, name-calling and insult, among other things. A recent discrimination case settled between the federal equal employment opportunity commission and an Arizona based aviation services company periods a good example of the type of verbal conduct that can create a work place harassment claim.

4. Physical Harassment

Though physical harassment it less common than verbal harassment, it can often be more severe. Physical conduct, like hitting, pushing grouping and other touching, can be present in any number of harassment claims, but is often associated with sexual harassment.

- Touching, bagging, kissing, or patting
- Brushing against a person's body
- Blocking a person's movement

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5. Supervisor Harassment

Harassment can be most intimidating when it comes from a supervisor can use their position of authority to subject employees to discrimination conduct, learning the employee feeling trapped and vulnerable. .

6. Co-worker Harassment

While co-workers may not have the same level of authority over an employee, they can also create an intimidating work environment for employee that is just as unlawful as harassing conducts of a supervisor.

Discrimination is the unequal treatment of people based on identifiable characteristics. Some types of discrimination are illegal, and there are policies against other types in government agencies and public organizations. Many of the legal provisions are based on the 1964 Civil Rights Act. Discrimination in the workplace is regulated to ensure that people have equal access to jobs and equal benefits once hired. that women are protected from gender-based discrimination in the workplace. This discrimination can come in the form of sexual harassment, withholding promotions based on gender, giving a different job title to a woman and preventing women from participating in training opportunities. The results discrimination against females in the workplace can include diminished company revenue, high employee turnover, low morale and reduced productivity.

Discrimination based on personal characteristics or beliefs.

- Skin color
- Where you work from
- Discrimination on the basis of political ideology
- Religious beliefs- discriminating based on some ones faith
- Gender
- Gender-identification –which is discrimination based on cross dressing and transsexuals
- Sexual orientation
- Age
- Physical and mental disability
- Marital status
- Negative comments about an women employee
- Any type of racial slurs, words or phrases
- Offensive gestures or sounds
- Vulgar gestures
- Any type of innuendoes or veiled threats
- Conversation about obscene or insulting stories
- Offensive jokes of any kind.

Which means discrimination using any type of abusive verbiage directed at a veteran such as “baby killer” ect, it can also mean discrimination based on any type of unfavorable discharge from the armed forces.

7. Conclusion

- Professional women’s feel isolated and burdened by the simultaneous demands of their new aspirations on one side and the traditional way of life on the other.

- Women are discriminated against in all walks of life.
- Women are subjugated dominated and exploited both at work places and home.
- Women are generally unable to give proper and quality time to households, kids and family.
- Working women face problems because of their male and female colleagues (jealousy, rivalry, competition etc.) generally face workplace sexual harassment, mental pressure, and safety issues.
- Women face problems leaving kids at home and going to office early in the morning.
- People make particular perception or draw conclusion about characters of working women.
- The social system cannot accept the new roles of women who end up feeling misunderstood and distressed.

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