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12. The Sexual Harassment of Women at the Workplace (Prevention, Prohibition, Redressal) Act of 2013 and Women's Empowerment: A Sociological Study (Special Reference to Georai Tahsils Beed District)

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Preface

The condition of women in Indian society has been of high status since ancient times. This feeling has been decreased increasing day by day with the feeling that the woman is seen as a mere object of consumption. In ancient scriptures, many kings found many wives for the future of the country, the adulterous picture scene shown in many films in modern times seems to bring the current Indian culture to ruin. This has the opposite effect on the human mind. One of the different types of legislation implemented at the government level to prevent the Sexual harassment of women at the workplace (Prevention, Prohibition, Redressal) Act of 2013 is the implementation of the Law on the Sexual Harassment of Women in the Workplace affected the women empowerment? An attempt of review to this has been made in the following short essay.

Research Statement

An attempt has been made by collecting and analyzing data in accordance with the topic "The Sexual harassment of Women at the Workplace (Prevention, Prohibition, Redressal) Act of 2013 and Women's Empowerment: - A Sociological Study (Special Reference to Tahsil Beed District)".

Objectives of the research

1. To study the causes and effects of sexual harassment at the workplace.
2. A historical overview of sexual harassment at the workplace.

Research Hypothesis

1. The prevalence of sexual harassment of women at the workplace is increasing day by day
2. Senior level officer staff or in equivalent position office staff or attempts to sexually harass of women

Research Methods

Descriptive and analytical research was supported for the research presented and information is collected accordingly.

Data Collection

In the research primary and secondary sources were used for data collection. These included interviews with newspapers, magazines, reference books, as well as 48 interview schedule and women working in different fields.

Limitations of Research

The research presented has explored how sexual harassment occurs in the workplace, for women who work only in different fields, such as those working in different fields. That is, women working in the workplace are the limits of this research area.

Data Analysis

At the back of the world, sexual harassment of women in the workplace is being practiced from time immemorial to the present. As a result, the level of torture is also increasing day by day. As in urban areas, women belonging to sanction in rural areas face sexual harassment at the workplace, but they do not take action against. So this women are completely insecure. Due to lack of used action grievances, action is not taken against some person

Definition of Sexual Harassment

"Physical touch, demand for sex, sexual immorality, pictures of books displaying, using derogatory terms, as well as any other physical verbal abuse are sexual harassment"

Historical Background

Bhavari Devi, a Dalit social activist from Bhateri village in the state of Rajasthan, tried to stop a child marriage in the village in 1992. She was raped by four high-ranking Gurjars in the village. Due to the difficulty in performing their duties, five women unions from Rajasthan came together and filed a case against the sexual harassment in the

workplace. The Vishakha Women and Reference Group filed a case in Rajasthan court .This committee has been working in the name of Vishakha Committee in India since the Supreme Court order was called Visakha Order. The case was settled in 1997. As per the new Act.

The Sexual Harassment of Women at the Workplace (Prevention, Prohibition, Redressal) Act of 2013 was included new elements to this Act as per the order of the Supreme Court. It is compulsory for the administrative head to set up a women's grievance redressal committee in the workplace where more than ten workers are employed. Otherwise, there is 50,000 penalty as per the law. This committee should have five members, three women out of five, one member should be a member of NGOs. Only women who are aware of the problems of women should be able to submit their grievances to the woman. Such law is provided for the Visakha Committee has the powers of a civil court. This committee is a judiciary in this office. The Head of the Office does not have the authority to change the report suggested by the Inquiry Committee. Summoning a Witness if not present, then the powers are given to the committee to seek the help of the police to arrest the culprit Similarly action is expected on the basis of circumstantial evidence .The woman's grievance redressal committee has the full right to punish the perpetrator through cyber crime police station if the photograph of the girl is posted on the porn site. No area is prohibited under the Vishakha committee demand at the place of work. Government, private, educational, commercial places, dispensaries, manufacturing-supply, shopping, distribution, training centers, hotels, as well as more than one-half of the workforce are considered workplaces. Sexual harassment at these places is considered sexual harassment in the workplace.

In rural areas, economically illiterate and ignorant women are employed on a daily basis. Because this committee was not set up at the local and taluka level. The district office has a committee office. Therefore women in rural areas face major inconvenience. Farm labor women, housemaid, and woman labor who works on brick kilns, are constantly seen under pressure.

Table Number: -01 (Table showing the nature and age of the respondent's job & age.)

Sr. No.	Work place of torture	Ages Group			
		20-30	30-40	40-50	50 & Above
1	College staff	09	09	04	00
2	Semi Government School Female Staff	09	07	05	02
3	Zilla Parishad School Female Teacher	08	08	03	04

4	Revenue Staff				
5	Government dispensaries	01	00	00	02
6	Female employees of the court	07	07	08	06
	Total	03	03	02	00
		12	12	12	12

Analysis and Interpretation

It is clear from the above table that women from six different sectors are given equal representation and information is collected from women of different age groups.

Table No. 02 Table showing the different types of torture

Sr. No.	Work place of torture	Ages Group			
		20-30	30-40	40-50	50 & Above
1	College staff	09	09	04	00
2	Semi Government School Female Staff	09	07	05	02
3	Zilla Parishad School Female Teacher	08	08	03	04
4	Revenue Staff	01	00	00	02
5	Government dispensaries	07	07	08	06
6	Female employees of the court	03	03	02	00

Analysis and interpretation

From the table above, it is clear that there is more abuse against women between the ages of 20 to 30 and 30 to 40 years. Women are treated with the expectation of sexual satisfaction. This tone is more commonly seen in women 40 to 50 years of age and younger, but should not be forgotten that there are complaints.

Table Number - 03 Table showing the five-year chart of crimes against women

Sr. No.	Year	Persecution	Rape cases	Total
1	2015	4810	710	5520
2	2016	5179	712	5891
3	2017	5425	751	6203
4	2018	5978	879	6857
5	2019	5335	821	6162

Analysis and interpretation

From the above table it is clear that the number of cases of torture, violence and rape against women from 2015 to 2019 is increasing day by day, with the exception of 2019, the prevalence of violence against women is increasing in all other periods. This does not appear to be a very positive aspect for attitude of men in Indian society looking at women at worker and servant.

So the women faced different types of sexual harassment. The data is increasing day by day. It shows that its reasoning the root causes of such incidences is the consent use of porn sites on internet android mobile and films. The results were made available through the internet, females dress with sophisticated nature, hair designing, living, clothes, also appears to be a cause to such crimes. There should be political interest to implement the laws made to stop such cases to women harassment at the workplace. Unfortunately a culprit with high political power or money is escaped from such net of law, misusing the political power for example - Kuldip sengar has got life imprisonment and not death penalty. Other cases due for mention are different results. Amaram Babu, Narayan Babu, Nityanand Swami, Chinamayanand Swami and others.

Summary

From the above analysis it is clear that the prevalence of violence against women in the workplace is increasing day by day. Causes sexual harassment are seen in all respects of women are in danger with rising such cases women are financially required to support their families. Due to economic circumstances women need to work along with men in business and perform duty. So that government should strengthen the framework of the law and change with the mindset of men through social awareness.

Conclusion

1. The view of society regarding the sacred relation of husband and wife has been changing leading cause of the increasing sexual harassment.
2. As women leave the house for money the incidence of extramarital relations has been increased, so it has been a source of torture.
3. Sexual satisfaction is demanded by senior officers for the promotion.
4. Often such is committed with the consent of both parties, but it is also a fact that men subjected to torture if they are blamed that they raped the innocent lady.

Recommendations

1. Men and women should strive to maintain holiness in the relationship.
2. Changing the masculine attitude, sacred need of men is the need of the hour.
3. If every woman fulfills her duty within time, keeping her sense honest, there will be no time to face the evil incident.

4. Women should not be employed overnight, nor should a woman be employed with a man

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