

**PROJECT PROPOSAL FOR
MINOR RESEARCH PROJECT ON**

**“A STUDY ON SEXUAL HARASSMENT ON WOMEN AT
WORKPLACE IN DAKSHINA KANNADA DISTRICT”**



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by

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A STUDY ON SEXUAL HARASSMENT ON WOMEN AT WORKPLACE IN DAKSHINA KANNADA DISTRICT

INTRODUCTION

Time have changed and with it the role of women in society too. We are, today, witnessing a transactional period in the status of women in India. There have been remarkable changes in the status and position of women in India especially after independence. Constitutional equality of the gender has been ensured and various laws have been passed to improve the status of women. Development in the field of Science and technology, education, socio-political movements, modernization and similar developments have changed the approach of people towards women to a certain extent. These developments boosted the morale and self-confidence of women. As a result, Indian women now feel that they too have their own individuality, personality, self-respect, talent, capacity and efficiency. Indian women responding positively to this changed socio-political situation. Today, women are expected to be qualified and work in order to supplement their family budget. They need to spend considerable time at the work place.

Yet in spite of all these changes women in India cannot be regarded as being emancipated from the Sexual Harassment problems at the work place which is detrimental to the flowering of their personalities. The legal equalities and the constitutional directives that have boosted the position of women have not, however been supported by the male-dominated work environments to give social reality to the objectives of legislation in regard to safety of women.

In fact the national ego is so insidiously at work that it is, at times, successful in creating the impression that there is no problem regarding the condition of women, that such a Harassment problem is in fact the creation of "immoral" minds. Such a mentality results in cramping the concern of the nation for recurring tragedies on sexual harassments that affect the lives of the women of the Country.

In most legal context, Sexual Harassment is illegal. Where laws surrounding Sexual Harassment exist, they generally do not prohibit simple teasing, offhand comments or minor isolated incidents. In the workplace, harassment may be considered illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decisions.

The legal and social understanding of sexual harassment however, varies by culture. Sexual Harassment may occur in a variety of circumstances as varied as factories, academia etc. Often but not always, the perpetrator is in a position of power over the victim or expecting to receive such power in form of promotion.

One of the difficulties in understanding Sexual Harassment is that it involves a range of behavior. In most cases it is difficult for the victim to describe what they experienced. This can be related to difficulty, classifying the situation or could be related to stress or humiliation. As a result, most of the Sexual Harassment cases at workplace escape from the attention of proper authority.

This is a study where in, an attempt would be made to identify the intensity of Sexual Harassment of women at different workplaces of Dakshina Kannada District. It would also focus on the effects of harassment on the victims. An attempt would be made to find out the existence of Grievance Redressal System at different workplaces. This study would also try to find out the reason for the hesitation of the victims to report the harassment cases to the proper authority. An attempt would be made to identify the awareness of prevailing laws relating to women harassment amongst the respondents.

OBJECTIVES OF THE STUDY :

1. To find out the intensity of Sexual Harassment cases at workplace.
2. To identify the common effects of harassment on victims.
3. To find out the reason for the hesitation of the victims to report the harassment cases to the authority in time.
4. To understand the functioning of Grievance Redressal System at work place in this regard
5. To identify the awareness of prevailing laws related to Sexual Harassment amongst the respondents.

METHODOLOGY OF THE STUDY :

The proposed research is largely based on primary data. The primary data would be collected through the Questionnaire by following Survey Method. For the study, sample of 200 women respondents would be selected randomly from different streams of workplaces at Dakshina Kannada District. Secondary data would be obtained by referring Journals, Magazines, past Research Thesis and through internet.

LIMITATIONS :

Thousands of women employees are working at various levels at various workplaces of Dakshina Kannada District. But only 200 respondents would be restricted for this study.

The respondents may be reluctant to answer some of the questions. Even though, the respondents may be the victims of harassment, but they may find it difficult to express their views. Lack of free expression of the feelings by the respondents would be the limitation.

The busy working schedule of women employees would make them to give less importance to Questionnaire.