

A CASE STUDY ON WORK PLACE VIOLENCE AGAINST WOMEN IN TIRUCHIRAPPALLI DISTRICT, TAMIL NADU

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Abstract

Violence is actually not an accepted practice of doing. It's a kind of forcing without respecting the interest and right of women. Everywhere it is happening and it is common in work places. Some sectors are framing some immoral behaviours and its acceptance by the workers is as the common code of ethic for getting any kind of work related improvements like promotion, transfer and for easy process of everything needed. Generally women are facing many kind of stress at different levels. Violence against them is one lead them to the extreme level of stress. Violence against women are in many situations and many categories. They are the murders of women like dowry deaths, honour killing, witchcraft murders, female infanticide and female feticides etc., under sexual crimes there are marital rape, individual rape, gang rape, child rape, insult to modesty, human trafficking and forced prostitution, domestic violence, forced and child marriage, acid throwing, abductions and the related brutalities. Violence's occurs not only for women, it may also happen for children (both male and female) and men at any age. From the inception of human beings in the world there are different stages of violence's against women like lack of outside knowledge about the world, lack of decision making power, lack of education and employment etc., every where the women are fighting for their rights. Even today women are not equally given seats in all the government and private employments. Still the women reservation bill is under pending that is too for 33%. The Rajya Sabha had passed this reservation bill on 09.03. 2010. But yet now the Lok Sabha has not voted on the bill. If it is approved here then it will be passed in state legislatures and then permitted by presidents of

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India. As per the constitution all are having equal rights and to be treated equally in front of law. But the real practices are different. This paper looks in to workplace violence's of women and the related issues in detail by presenting a case study. It tries to find out the various causes and consequences of Workplace Violence in Tiruchirappalli District, Tamil Nadu.

Key words: Workplace, Women, Violence

Introduction

Violence against women is extensive in nature and it affects women at any age, any class, any race, any religion, and in any ability, habits or characteristics. The influential factors that enhance the women's vulnerability are age, scarcity, disability, lack of awareness, support, and care from their family. In all types of violence's women are mainly at danger from the men they know well and in some times with the support of women. This violence's are having serious impact on the health and well being victims and their family particularly the future of the victims. Consequently the first thought of victims is to leave from the situation and forget about the incidents. Most of the victims are trying to move from the place where the incident was happened to them. Some victims families are not helpful to the victims to fight against the attacker and in some causes the victims are not properly cared by their parents and family members. Due to these most of the violence's are not coming out for the view of law. The current paper aims to study the variety of issues relating to the Workplace Violence's against Women and to find out the various causes and consequences of Workplace Violence's against women. Women can fight against violence through developing their visibility, knowledge, skills, support and networking organizations.

Workplace Violence's (WpVs)

Workplace violence is kinds of doing something or creating threat of physical violence, irritation, terrorization, or other threatening disorderly behavior that transpire at the work site. It ranges from intimidation and verbal abuse to physical assaults and even murder. It affects and involves with owners, management levels, clients, customers, employees, and visitors level. Women can experience violence in different means it may be of physical or sexual abuse,

financial exploitation or control, emotional or verbal mistreatment, religious or spiritual abuse, criminal nuisance or irritation. It can occur at work, at home, at any place in the community.

Workplace is an important environment where working women spent most of their living time with their co-workers, employer, higher authorities and sub-coordinators, clients, customers and partners if they have own company. Workplace must be safe and supportive but not the abusive place. This is the place where some perpetrators are convenient of harassing women. They may also harass the friends and colleagues of victims. Definitely these atmospheres will create disturbances in work performances leading to poor mental and physical health and also it waste the time and energy of the people to work and those who involved in it may loss their family life and its worthiness. Sometimes it leads to transfer, demotion, termination and some kinds of punishments if the perpetrators was caught and in some times the victims may also be punished due to their quietness.

It is a distasteful fact that annoyance at the workplace among Indian working women is widespread. Every year millions of women have been entering into working category from tiny to large scale industries, from petty shop to multinational companies including sports, media, military i.e. army, navy air force, police and politics. But in all the fields most of them are face the sexual harassments at workplace as a common problem.

Literature studies

Violence in workplace has a broad range i.e. from narrow-mindedness, favoritism, harassment, domination, to acts in which a person is ill-treated, threatened, scared or assaulted and to rumour mongering, tittle-tattle and bitching behind someone's back. It also includes threatening behaviour of shaking fists, glamming doors, destroying goods or throwing things; verbal or written bullying, pestering, behaviour that demean, embarrasses or humiliates person; profanities, abusive or using patronizing language and of course physical attacks (Jesudasan, 2008). According to Chaudhuri, (2008) the implementation of the Supreme Court Vishaka guidelines on sexual harassment of women at the workplace remain unfulfilled and his research in various workplaces in west Bengal disclosed that, the Committees for Complaints have not been constituted in most the companies and many are not amended their roles according to the guidelines. As per Panda (2006), sexual harassment at work place is an expansion of violence in

everyday life and is unfair, exploitative thriving in atmosphere of threat, terror and revenge. There is a shocking surprise of his report that almost about 60% of the working women have faced sexual stalking at some point of time in their working lives. There is remarkable socio-cultural and economic changes have been taking place continuously but still the women are facing violence's and there is no individuality for women. They are working only for their family or household fulfillments and the Indian society has male dominated society (Verma, 1997).

Methodology

The samples of four case studies on workplace violence in Tiruchirappalli District are presented to explain about the severity of workplace violence. One in each from Health, Education, and Management fields are presented as case study with its root causes and consequences. The case studies were collected by the researcher through by oral discussion with suicide attempt cases (murder attempt, burning, poisoning) in the government hospital, Tiruchirappalli during May, 2016 alone. The immediate environments of the cases were analyzed through visiting victims home personally. General observation was also made. Secondary sources of data from the hospital records were collected. There are about 110 cases were registered in the record, out of with the researcher can able to collect the data from 50 victims only, out of them most of the causes (40% i.e. 20 nos) are comes under domestic violence, 28 % (i.e 14 nos) were societal violence's including human trafficking, gang rape, eve teasing, prostitution and the like. The remaining 32% (i.e. 16) of the cases were reported under workplace violence's. Here in the present study only 4 cases (i.e. 25%) under workplace violence's are discussed in the present research.

Women in Media and society

In general, Medias including tv channels, private adds and cinema especially feels that women has been a Glamouring thing in the world, they may not be given respect for their performances. Men are also engaged in media, but they were not treated like Glamour thing. They are wearing full dresses but the women are forced to wear fewer dresses to cover their body just to attract the audience. But women are also having their own personal life and future living. For fulfilling the present monetary needs women are enforced to do some bad roles in acting. Media people justifying that, it is only a role that they are playing and the women are not losing anything in

their life. However, in real they are losing everything in their life. Here the imperative thing is women in roles must understand that they have been exploited and they must collectively take action against this kind of sensitive attitude prevailing among the media people and among the society.

Slowly the outlook of the women in the society is also changing, in those days' parents and other family relationships are maintained properly and there were no negative attitudes towards women by their own family members. Now the situation and different and the alcohol drinking habit put in force to think differently about women in their own family. That is why the present press news gives the news like illegal relationship of mother and sons, father and daughter and brother and sisters and the like. In working places commonly women are not treated as human resource as of men for their company, they were considered as a glamour thing of their company. Hence, at all levels the women needs to satisfy their immediate bosses for obtaining simple amenities. The problem is found in all the genders; however it is chiefly affecting women.

Forcing determinants

The influential factors for workplace violence's are Poverty, lack of family support, negative thoughts, pressurization, dominating behaviour, poor background, low economic profile, negative employer and employees relationship, harmful subordinate and supervisor behaviour, workplace culture and climate, organization behaviour, psychological background of the aggressor and victims, dependency behaviour for development, claiming promotion, high salary and for taking the advantage from superiors, bullying, poor morale, weak policy, Failure to educate managers and supervisors, poor mechanism for reporting violent or threatening behavior, poor physical security, Negligence of management, lack of workers supportive systems like trade unions and over stress are some of the forcing factors that influences workplace violence's.

Consequences of Workplace Violence's (WpVs)

The WpVs leads to bodily injuries, brutal, rude or hostile incidents in the workplace frequently result in severe and disabled psychological damages in the workplace and the situations related to the people involved in it. Victims are having a risk of Post Traumatic Stress Disorder (PTSD)

in which the victim's feels severe nervousness; flashbacks, unmanageable thoughts and a frightening or unpleasant dream are common symptoms of the illness under PTSD. These kinds of disorders are common among terrorist, combat veterans, crimes rape and other kinds of violently incidents. Self doubt, hopelessness, fright, post shocking stress syndrome, sleeplessness, tetchiness, troubled relationships with family, friends and co-workers, decreased capability to function properly at work, and increased absence are common among them. Here the workers blame themselves for poor performance but the management and the higher officials those who done the violence's feels happy and encourage this kinds of self blame by the victims.

Workplace Violence's – Case Study Reports

Profile – 1 in Health Sector

Name : Geetha, Married and Aged 35Years	Husband : Mr. Marimuthu (Late)
Caste : Maruthuvar (BC)	Case : Burning Case

Geetha's Husband marimuthu was died because of health problem one year back and he was a Engineer. Geetha is a staff nurse in the private hospital living in the tiruchirappalli town area. She has a son aged 8 years and both are living in a small house alone. The parents of both the geetha and her husband are living in Thuravikadu village (rural area). There is no financial support for Geetha from any of their family. In this situation, her boss (MBBS doctor) named Arulanandan aged 53 showed more concern and care to her. Slowly this turns in to sex affair from the boss side. Geetha not showed any interest, in fact she got love marriage with marimuthu. She was worried about her life and about her son who is studying 3rd standard in the private matriculation school near by her residence. The hospital is also somewhat close to her residence. During the time of incident it was around 10.00 p.m, her son was waiting for her at home and rang many times but the doctor did not permitted to leave. After 10.30 p.m he asked her to lock all the doors of the hospital. She was always with full of panic about Dr.Arulanadhan. On that day was also in the similar situation. She locked all the doors but the doctor forces her for sexual intercourse. She got more troubles, Injured and faintness and she fell down. Doctor used her for his demand and leave her alone in one room and locked and came out. Next day Moring when she wakens her dresses were found somewhere. She understood the situation and

around 8.00 a.m. that the doctor came and opened doors. She without speaking to him went to home, her son gone to school with the help of neighbours, she pour kerosene and lighted herself. It was reported that she is affected with 85 % of burnings in her body. When the researcher interacted with her she told the incident and it was also recorded by police to take immediate action and she was died within 5 minutes.

Causes: victims family, her loneliness, economic requirements and there is no people to ask question from these kinds of perpetrator.

Consequences

There is no supporter for her son. His life is miserable and the culprit may be out with his influence.

Profile – 2 in Education Sector

Name : Ramya, Married and Aged 39Years	Husband : Kannan
Caste : Reddiyar	Case : Suicide attempt (self poisoning)

Ramya was working as Assistant Professor in government higher education institute in the study area. She has been very sincere and dedicated in her works. Previously she was completed her degrees and research programmes in the same department where she is working now. She was headed by male senior academician. She has been still struggling for completing her ph.d. Even though she has been employed in the same department. Her head of the department is her Ph.D. guide. When she was joining under his guidance for research she does not know anything about this man. Slowly after ten years of experience in the same department at various temporary postings she came to understand that her guide is expecting something from her. She was not directly ordered to do anything, but the culprit has been making situations to forcing her to do some favours to fulfill his needs. She has been continuously avoided all with many reasons. In one stage he got irritation that she is not co-operated for his physical, mental and sexual needs. Continuously she has been approaching her guide in the name of head of the department. But he has not done anything for her research. Other girls after her registration were completed their Ph.Ds by adjusting his harassment. She was mentally affected for the past 13 years of her research status under this cruel man and become more stressed. She is in panic situation. After a

discussion with her guide she returned to home and locked door and had poison. After one hour her husband came and opened the door and admitted her in the hospital. Now she recovered fully, but she is not interested to reveal all to the management or to the unions, because of its sensitive nature. Her husband is also not interested to let out all. Because they are not having any kind of evidences for his brutality at workplace. Still she has not completed her Ph.D. and awaiting for his send-off (i.e. retirement) from the department.

Causes: Even though women working in higher education field they are distressed and tortured and they could not take actions against some influential personalities in their work environment and in some times the higher authorities are very much supportive to these people in recognition of their result –oriented works.

Consequences: Family, personal and academic life of the victim was disturbed; relationship between the superior and sub-ordination in the working environment was also disturbed. There has been a missing environment for proper academic development. The reflection of guide and student relationship in the work environment as Assistant Professor and Head of the department

Profile – 3 in Management Sector

Name : Ms. Jothi, Un- married and Aged 27 Years	Father: Mr. Manjunathan
Caste :Muthuraja (MBC)	Case : Slaughter attempt Case

Incident

A female worker Ms. Jothi was influenced by a male supervisor, and asked her to fulfill his sexual needs. She does not like him and interested to co-operate with him. But he wouldn't leave her alone. He continuously tortured her to co-operate with him. She finally warned him and complained about his harmful verdict attitude to her employer and other management people. And then the management decided to give limiting order and warned him for demotion in written form. After receiving the written order from the management, the perpetrator missed control and entered the Jothi's cabin. She has beat; she fell from her seating. At the same time as she was on the ground, he broke a beverage bottle nearby and cut her face deeply for about ½ inch with the broken glass. While this was going on, coworkers heard the tumult and called the management

and police. The perpetrator escaped the scene before police arrives and the victim was transported to the hospital by the management. She was treated by the management and the perpetrator was caught by the police few days after the incident was happened. Now she has been recovering and the management has took sincere effort to dismiss him in his post and extended their security measures to the female workers. But at any cause the deep markings in the face would not change and her earlier bright face is lost. Her future is also question mark like her face mark. The incident was narrated by the victim's friend who gave confident to her to do so. Slowly she is recovering and the management arranged counselor to encourage her to come out of this heartbreaking event in her life.

Causes: Lack of proper Management policy, lack of effective monitoring and evaluation, feedback methods, poor safety and security measures.

Consequences: Physical and mental Health of the Victim is affected, working environment is has been disturbed, there might be some disorders in the work environment, other management people are also felt like the perpetrator.

Discussion and Suggestions

Violence's are found everywhere. It was reported that most of the fatal accidents are homicides and men are cause for most of the workplace deaths. People who are working close with people who are prone to violent are affecting very seriously. Person who drinks may not have control over themselves, and these people are affecting others very seriously especially domestic violence's are caused by this reasons. Workings at late shifts are having a high rate of risk for workplace violence's especially for women. If women is working alone and in a small group may prone for high risk, and they will be watched and targeted by the criminals. Women living alone and not having any male heads are also prone to high risk of violence. According to the job importance and its values, the workers involved in it may also face violence. We must always watch more emotional, aggressive, oversensitive, distorted behaviours and extremely unsystematic characteristics. Personal conflicts with boss or co-workers may also be watched carefully, also watch a person with high job disputes, a person having personal problems like family problem or some kind of money problem are to be watched carefully. The present single family system is also causing may more violence's. In single family system, if both parents are

working there is no security for their children, their holdings and their own. They are to be watched carefully by the criminals to fix the time for their attack. Violence against women is a separate part of violence only for women done by both men and women. It may be known and unknown in nature to the victims. Under this head workplace violence for women is an unavoidable one. Because women need to stand on their own for financial needs. Some single parent families are forcing women to stand on this violent trench. They were not helped by real men and other women are also facing similar kinds of problems. But the evidences of past incidents and its reports shows that in many case the workplace violence's are causes by men only. We need to change this attitude particularly from men. Women are equally talented to men but the only problem is biological nature. It attracts and forces men to do something against men. Motherhood and family responsibilities are forcing women still to be in the violent situation. Some of the male partners of the working women are suspicious in nature, so the women cannot let anything about their working environment to their partners, this again worsen the situation.

Suggested measures to control and to reduce the violence's against women are proper monitoring and Evaluation measures at working environment, proper workplace security measures, proper understanding between family members especially from life partners, family support, avoiding to work during night hours, avoiding being alone at work place., sharing with others, being in a team and sharing with team members, proper grievances redressal machineries, forming counseling centers at workplace, and finally men must change their attitude and perception towards women as they human beings not a puppets. They must be recognized and appreciated for their talents and capabilities not for her physical attraction. If these practices among men develop, slowly attitude of the men and women may also change towards development. Some of the workplace violence's restrain the workplace culture and development. So measures should be taken at all levels by the employers. These kinds violence's should not be tolerated or accepted at any cause by the management. Severe punishments by the managements for workplace violence's will definitely control the violence's.

Conclusion

As discussed in the current case studies, all the three cases are related with workplace violence's with regard to health, education and management fields. There are violence's in other fileds also.

But the current cases were recorded under these heads. There is high level of violence are prevails in health sector among health workers. The joint programme was initiated by the International Labour Organization, International Council of Nurses, Public Service International and the World Health Organization. These members's body well defines the occupational violence of health workers as "where the health workers are abused, assaulted in the situations related to their work environment". This justification may be applicable to all areas. These kinds of harassments might be tolerable in some fields, where in Education field it should not be tolerated. Where the educators and students should have a good relationship, educators must be a role model for their students, and they should not deviate from the basic rules. In this present study, even though the student of Ph.D. acquired good position, she is not revealing her problem to her higher authorities. It is because of the present policies prevailing with regard to higher education. Where higher education guides are having more powers to precede the degrees like M.Phil., Ph.D. and Post Doctoral Degrees. If the student of higher education in her /his research programmes finds any difficulty with their guides, there is no possibility for them to change their guides as they wish. Thus, the point is, if the student feels the guide is not properly behaving, they should be given right to reveal their problems in the departmental committee meet and if the reasons are proper, then immediate action to change of guide must be taken by the department heads. This kind of democratic decentralization of powers would not allow the academicians especially at higher education level to do mistakes or to harass women in their work environment. With regard to management case in this paper, the actions should be taken at management level through by continuous watching.

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