

A STUDY ON EMPLOYEE AWARENESS ON ANTI-SEXUAL HARASSMENT POLICY (POSH), IN ONE OF THE LEADING HOSPITALS IN BANGALORE

Dr.V.Uma¹, C. Mohana Priya²

¹Head of the Department, Department of Hospital Administration, Dr.N.G.P. Arts and Science College

²Student, Department of Hospital Administration, Dr.N.G.P. Arts and Science College

Abstract - Sexual harassment is an intermittent event that is occurring around the globe. All over the world, different countries have taken different measures to deal with it. Many policies have been framed in order to eradicate the sexual harassment around the globe and that has a certain impact in the reduction too. The problem of sexual harassment is not a new one rather it has deeply rooted in long past whereby the women started to be treated as unequal. In workplace, the incidence report on sexual harassment has been recorded often. It is against the workplace policy for any employee, male or female, to sexually harass other employee. This paper explores the awareness on anti-sexual harassment policy and the procedures in the workplace within the selected hospital. A questionnaire was framed and circulated to the employees of that hospital in order to study their extent of awareness on the policy. The expected outcome of this paper is the improvement in already existing policy and framing of new policies and increasing the rate of awareness through different modes. The findings are also expected to pave the way for future research work.

Key Words: Workplace harassment, Sexual harassment, Hospital, Anti-sexual harassment policy.

1. INTRODUCTION

A. Definition:

The definition of Sexual harassment is one of the most complex issue and which has been attempted to define from various quarters which are given as under:

(a) European Commission's Council Resolution:

According to European Commission's Council Resolution (1993) "Sexual Harassment means- unwanted conduct of a sexual nature of other conduct based on sex, affecting the dignity of women and men at work. This can include unwelcome physical, verbal or non-verbal conduct". Generally, most people view sexual harassment as a case in which a supervisor creates a hostile work environment by making sexual innuendoes and attempting to force physical contact with an employee.

(b) Traditional View:

Sexual harassment has traditionally been divided into two well-known forms:

(i) Pro Quo

(ii) Hostile work environment

(i) Quid Pro Quo:

Literally translated means "this for that". "Applying this to sexual harassment, it means seeking sexual favors or advances in exchange for work benefits such as promises of promotion, higher pay, academic advancement etc. This type of sexual harassment holds the woman to ransom as her refusal to demotion, memos and tarnished work record and difficult work conditions" (Catherine, 1996).

(ii) Hostile Work Environment:

According to Livingstone (1982) "It is a less clear but more pervasive form of sexual harassment. It commonly involves conditions of work or behavior towards a woman worker which make unbearable for her to be there. While the woman worker is never promised or denied anything in this context, unwelcome sexual harassment occurs simply because she is a woman.

(c) Definition in Vishakha Case:

In Vishakha vs. State of Rajasthan - In which a social worker in Rajasthan was gang raped, the Supreme Court of India on 13 August 1997, recognizing the international conventions and norms laid down guidelines to prevent sexual harassment of women at work place. The guidelines define sexual harassment as –

- [1] Any unwelcome physical contact and advances.
- [2] Demand or request for sexual favours.
- [3] Sexually coloured remarks.
- [4] Display of pornography.
- [5] Any other unwelcome physical verbal or non-verbal conduct of a sexual nature.

B. Cause of sexual harassment at workplace:

Throughout the olden history, women, in the society, are considered as inferior to men. There is also well known gender bias and strong false beliefs like all the men are stronger and they are wiser and all the women are the fairer sex and they are to be treated as the best rated pieces of face value only. There is superiority complex among males in all the countries and in India, which has made men's domination over the women in society. Nowadays, the harassment not

only occurs to women but to the male too. Various reasons for workplace harassment are listed below,

- [1] Status of women in society
- [2] Sexual disease
- [3] Attitudinal reason
- [4] Scarcity of female employee
- [5] Organisational climate
- [6] Lack of awareness and casual approach to the incidents
- [7] Impact of media
- [8] Westernisation

The objectives of the study includes,

- 1) To study the employee awareness on the existence of Internal Complaints Committee in the selected hospital.
- 2) To find out the extent of awareness among the employees.
- 3) To suggest measures to improve the employee awareness.

II. LITERATURE REVIEW

Mishra Kushendre, Singh Pooja (2017), has revealed in his study that the corporate sector have grown steadily over the past decades with larger proportion of men than women. The findings of the study stated that 30 percent of the workforce in the IT/ITeS (Information Technology Enabled Service) sector comprises of women. This proportion has indicated that the significant numbers of women are prone to unique set of challenges in the work place simply because of their gender. Significant number women have stated that discrimination was started from the very first stage which is recruitment for working women. The other common forms of discrimination that these women faced are equal remuneration, sexual harassment, discrimination due to pregnancy, disability, and caste or religion. Therefore the study concludes that the Indian society being traditionally patriarchal in nature had extended its nature to the work place as well which extensively address the varied dimensions of inequality faced by women.

According to Chaudhuri, Paramita (2008), the study conducted in several workplaces in West Bengal reveals, complaints committees have not been constituted in most organisations and many are yet to amend their service rules as directed by the guidelines. The paper takes a detailed look at how the committees function and the challenges faced in the very process of implementation.

According to Done, R. S. (2005), The study provides information on the prevalence of sexual harassment and common characteristics of how sexual harassment is perpetrated and experienced across lines of industry, occupation, and social class. It concludes with common characteristics of environments where sexual harassment is more likely to occur.

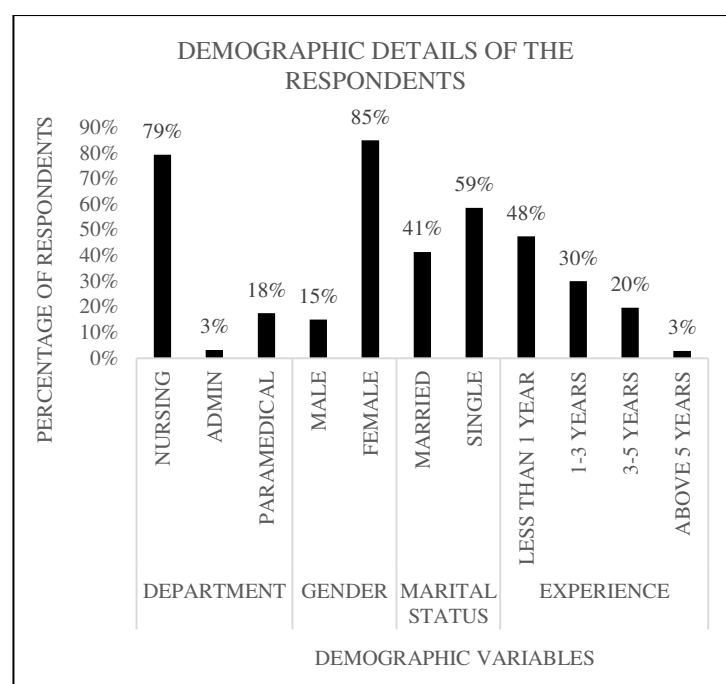
III. METHODOLOGY

This is an exploratory research that aims on the employees of the selected hospital and their awareness on the existence of the anti-sexual harassment committee in their hospital. The

simple random sampling is used in order to collect data. About 1000 employee were present in the hospital and by considering the Morgan's table with 95% confidence and 5% error, 280 data was collected. For this purpose, a questionnaire has been designed, making sure that the research questions do justice to what the researcher is trying to find and to provide the direction and shape of the research. Accordingly the survey tool is a structured questionnaire divided into two parts. The first part includes the demographic questions such as gender, experience, marital status etc. and the second part is composed of fifteen questions that test the employee awareness.

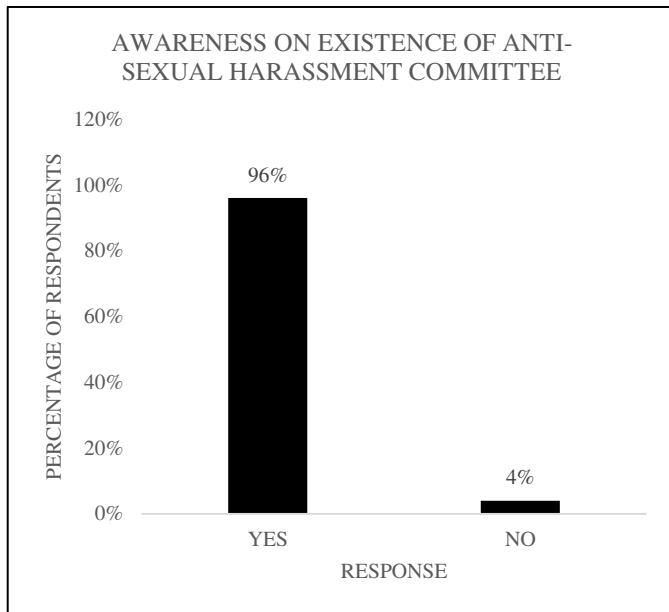
IV. ANALYSIS

Chart -I Chart showing the demographic data of the respondents



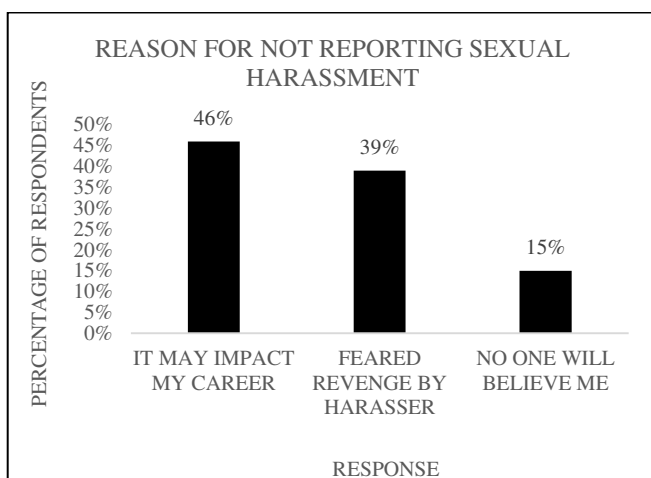
The above chart-I shows that three departments that include nursing, admin and paramedical has participated in the study. It is also evident that 85% of female employee and 15% of male employee has participated. About 41% of the employee who participated in the study are married and 59% are single. In this study, the employee who has less than 1 year work experience (48%) has participated more when compared to 1-3 years (30%) and 3-5 years (3%) experienced.

Chart -II Chart showing the awareness of the respondents on the existence of anti-sexual harassment committee



From the chart – II, it is evident that about 96% i.e. majority of the employee working in that hospital has very well awareness on the anti-sexual harassment committee in their work place and only about 4% has claimed that they don't have any idea on the existence of the committee.

Chart -III Chart showing the respondent's opinion for the question, "If you will not report the sexual harassment to the committee, please indicate why"



From the chart – III, it is interpreted that majority, 45% of the employee fear that reporting of sexual harassment might impact their career. 39% of the employee claim that, in case of the occurrence of sexual harassment to them in their workplace, they will fear revenge by their harasser on reporting the case to the committee. About 15% of the respondents quote that though they complain about the sexual harassment on its occurrence, they think that no one in the work place or no higher authorities in the anti-sexual harassment committee will believe them on their claim on the sexual harassment.

Table -I showing the association between the gender of the respondents and their awareness on the anti-sexual harassment committee

Chi-Square Tests					
	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	6.992 ^a	1	.008		
Continuity Correction ^b	4.978	1	.026		
Likelihood Ratio	5.252	1	.022		
Fisher's Exact Test				.021	.021
Linear-by-Linear Association	6.968	1	.008		
N of Valid Cases	280				

a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.80.

b. Computed only for a 2x2 table

In the following interpretation, H denotes "Hypothesis"

H0: There is no association between the gender and the awareness on the committee.

H1: There is association between the gender and the awareness on the committee.

From the above table, the significant value is .021, which is less than .05, hence we reject H0 and accept H1. Thus, we prove that there is association between gender and the awareness on the existence on the anti-sexual harassment committee.

Table-II showing the difference between the experiences and training satisfaction of employee

ANOVA

Satisfaction	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	11.461	3	3.820	5.897	.001
Within Groups	178.811	276	.648		
Total	190.271	279			

In the following interpretation, H denotes "Hypothesis"

H0: There is no difference between the experience and the satisfaction level.

H1: There is difference between the experience and the satisfaction level.

From the above table, the significant value is .001, which is less than .05, hence we reject H0 and accept H1. Thus, we

prove that there is difference between the experience of the employee and their level of satisfaction on the training provided.

V. MAJOR FINDINGS & RECOMMENDATIONS

- ❖ Majority, 85% of the respondents were female and only about 15% were male. This shows that women are more interested to claim their opinion on anti-sexual harassment committee than men.
- ❖ About 96% of the employees in the selected hospital has an overall awareness on internal complains committee and anti-sexual harassment committee.
- ❖ It is evident from chart-III that 45% of the employee has agreed that they will fear to bring the complaint to limelight due to possibility of adverse impact on their career. The career growth fear might serve as a hindrance to employee in opening up about the harassment to the management.

The recommendations include,

- ❖ The posters describing the policies of anti-sexual harassment committee can be displayed in the main areas of the hospital in order to create an awareness among the employee.
- ❖ The policies framed can be even stricter and open on its actions so that people will have a fear and that in turn reduce the occurrence of sexual harassment in workplace.
- ❖ Stage show kind of events on the topics related to anti-sexual harassment can be conducted, which in turn acts both as a recreational and motivational activity.
- ❖ The management can make the employee feel that they are very much important to the organisation and that in turn will make the employee to feel free in reporting about the sexual harassment to the committee.

VI. CONCLUSION

In a nutshell, the sexual harassment at workplace is an occupational hazard because it is used as a weapon to control and dominate the employee working in the organization. Therefore it is very clear that the great responsibility lies on the organization for framing appropriate legal measures and for issuing necessary policies and procedures to ensure that their organization is free from the incidence of sexual harassment. This in turn will provide a harassment free work environment to the employee working in the organization and that results in the increase of employee trust on the organization.

VII. REFERENCE

1. Bagihole, B. and Woodward, H. (1995) 'An occupational hazard warning: academic life can seriously damage out health. An investigation of sexual harassment of women academics in a UK university'. British Journal of Sociology of Education. 16 (1): 37-51.
2. Chaudhuri, Paramita (2008). Sexual Harassment at Workplace: Experiences with Complaints Committees, Economic and Political Weekly, Special Article, April 26.
3. Done, R. S. (2005) 'Bullying perspectives: experiences, attitudes, and recommendations of 9- to 13-year-olds attending health education centers in the United States'. The Journal of School Health. 75 (10): 384392.
4. Gregory, J. (2002) Picking up the pieces: how organisations manage the aftermath of harassment complaints. Standon Ware: Wainwright Trust.
5. Handy, J. (2006) 'Sexual harassment in small-town New Zealand: a qualitative study of three contrasting organizations'. Gender Work and Organization. 13(1): 1-24.
6. Hoel, H. and Cooper, C. (2000) Destructive conflict and bullying at work. Manchester School of Management, University of Manchester Institute of Science and Technology.
7. Mishra Kushendre, Singh Pooja (2017). Stress in nurses working in intensive care units. Rev Latino-am Enfermagem; 16 (1), 29-35
8. O'Connell, C. E. and Korabik, K. (2000) 'Sexual harassment: the relationship of personal vulnerability, work context, perpetrator status, and type of harassment to outcomes'. Journal of Vocational Behavior. 56: 299-329.
9. Sigal, J., Braden-Maguire, J., Patt, I., Goodrich, C. and Perrino, C. S. (2003) 'Effects of type of coping responses, setting, and social context on reactions to sexual harassment'. Sex Roles, February: 157- 167.
10. Thomas, A. N. (2004) 'Politics, policies and practice: assessing the impact of sexual harassment policies in UK universities.' British Journal of Sociology of Education. 25 (2): 143-160.