

DEALING WITH PROBLEM OF SEXUAL HARASSMENT AT WORKPLACE IN THE LUCKNOW CITY

S. K. Kaushal*, Gurvinder Kaur**, Rakesh Kumar***

*Assistant Professor, Department of Business Administration, University of Lucknow, Uttar Pradesh, India.

Email: kaushal_s@lkouniv.ac.in

**Senior Research Fellow, Department of Business Administration, University of Lucknow, Uttar Pradesh, India.

Email: gkaur232@gmail.com

***Senior Research Fellow, Department of Business Administration, University of Lucknow, Uttar Pradesh, India.

Email: mmmec.rakesh@gmail.com

Abstract *The issue of sexual harassment is highly sensitive and reactive. It is so intimate and personal, involving both sex and power. Generally females are harassed by opposite sexes. When they encountered the problem of sexual harassment, they generally hesitate and do not report sexual harassment. The problem of sexual harassment, if not addressed, will worsen the situation and become more difficult to remedy as the time goes on. At workplace, employers are responsible for providing their employees a work environment that does not discriminate and is free of harassment. Men have dominated, harassed, assaulted women wherever they found women weak. This era is full of opportunity for all women and they are realizing their capability. We are hoping what we hope for are no gender biasness, no harassment, and safe place to work. The time has changed now and many places are free from the act of sexual harassment. The objective of the present study is to discuss the issue of sexual harassment and identify the key factors comprising with it in particular with the female employees in the government and private enterprises in the Lucknow City. Findings shows that many places are safe to work; no harassment, no biasness is there but also there are some places where women feel harassed by man. It has to be kept in mind for both the sexes that our strength is in **our strength is in** our voice against sexual harassment. An act provides protection against sexual harassment of women at workplace and for the prevention and redressed of complaints of sexual harassment.*

Keywords: Workplace, Sexual Harassment, Gender, Women

INTRODUCTION

Sexual harassment at workplace for women is an act of domination. It is, in sum, an offence against the dignity of a human being. Sexual harassment is one of those offences, which leaves a long-lasting effect on the victim and destroys the healthy work environment. For years sexual harassment was taken for granted as a work risk or as a price a woman had to pay to gain equality. It is an unpleasant truth that harassment of Indian working women at the place of work is very common. There are about 10 million women who have entered into all fields of Indian economy from medicine to politics but most of them face similar problems of sexual harassment at the workplace. Sexual harassment at work is one of the worst attacks on a woman's right of equal opportunities. Panda (2006) states that sexual harassment

at workplace is an extension of violence in everyday life and is discriminatory, exploitative thriving in atmosphere of threat, terror and reprisal. Working women most commonly face many problems, especially sexual harassment. There is a shocking revelation of a report that nearly sixty percent of working women have faced sexual harassment at some point of time in their working lives. Behera (2006) observes that in all societies, to a greater or lesser degree, women and girls are subject to physical, sexual, and psychological abuse that cuts across lines of income, class, and culture.

On-the-job sexual harassment has been in the spotlight for several years now. Many times it is acceptable as it could have been during school or college days. We could define sexual harassment as a form of illegal or anti-social sex discrimination. It involves unwelcome sexual advances, requests for sexual favours and other verbal

or physical conduct of a sexual nature. In the workplace, sexual harassment can be said to have occurred when any of these conditions apply: when an employer implicitly or explicitly make a term or condition for employment; the rejection is used as the basis for employment and related decisions; the purpose or effect is unreasonably interfering with an individual's work performance or offensive working environment and undue advantage is taken of the victim's need to well established the employment or remain within it. Many times the uncooperative subordinates face transfers to dead end positions as a punitive gesture.

Despite important progress in women's education and access to decision making positions, their status in the labour market is not commensurate with their educational achievements and work experience. Legislation is in itself insufficient for providing women with the security they require to carry out their jobs. Positive action must be taken accompanied by effective remedies which allow women to speak out against instances of discrimination or harassment without fearing the loss of their job.

Fain and Anderton (1987) as well as Coles (1985) indicate that harassment is in fact a power play, not a sexual act. Engel (1985) and Benson (1984) suggest that harassment is usually committed by males in supervisory positions. Pryor (1987) has stated that harassment is a status-oriented act.

Research has shown that depending on the circumstances, sexual harassment may include, but is not limited to: jokes, and other sexually suggestive comments or references to sex or gender-specific traits; abusive written notes, e-mail, graffiti, telephone calls, or facsimiles that are sexual in nature; sexual propositions, insults, or threats; persistent unwanted sexual/romantic attention; leering, whistling, or other sexually suggestive or insulting sounds or gestures; displaying pictures, calendars, cartoons, or other material with sexual content; verbal abuse of a sexual nature, graphic commentaries about an individual's body, sexually degrading words used to describe an individual, coerced or unwelcome physical contact; subtle or overt pressure for sexual favours; sexual intercourse (e.g., as a condition of employment or employment benefits).

A point worth noting is that the victim as well as the harasser may be either a woman or a man. The victim does not also have to be of the opposite sex. The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee. The victim does not have to be the person harassed but could be anyone affected by the offensive conduct. In addition to looking at the conduct itself, other considerations include the nature and severity of the sexual advances, the persistence of the conduct, the context in which it took place and how it affected the recipient.

There are many studies on the subject and a research has been done to report the sexual harassment at many different places. Like in a survey undertaken by Fitzgerald, Weitzman, Gold and Qmerod (1988), more than 25% of the faculty surveyed admitted to be engaged in sexual relationships with students enrolled at their university. Lafontaine and Tredeau (1986) found that sexual harassment is more likely to occur in male-dominated occupations. Professional women are the least likely to be harassed (Terpstra & Cook, 1985).

An Act called The Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal), 2013 enacted to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto."Sexual harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:-

- (i) Physical contact and advances; or
- (ii) A demand or request for sexual favours; or
- (iii) Making sexually coloured remarks; or
- (iv) Showing pornography; or
- (v) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

The EEOC (Equal Employment Opportunity Commission) has defined sexual harassment in its guidelines as: unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. (source: Preventing Sexual Harassment, BNA Communications, Inc.)

EFFECTS OF SEXUAL HARASSMENT

We argue that it is important to examine sexual harassment experiences within a general stress framework. Research has documented some of the negative effects of harassment experiences, including decreased morale and increased absenteeism (U.S. Merit Systems Protection Board, 1981, 1987), decreased job satisfaction (Gruber, 1992), job loss (Coles, 1986; Crull, 1982; Loy & Stewart, 1984), and deteriorating relationships with coworkers (Gutek, 1985; Loy & Stewart, 1984). Such studies illustrate that harassment represents a serious risk to employees' psychological and physical well-being.

Loy and Stewart reported that 75% of their sample of harassed women experienced symptoms of emotional or physical distress, the most frequent being nervousness, irritability, and anger. One such study was recently completed by Morrow, McElroy, and Phillips (1994), who surveyed over 700 employees at a state agency. Female employees who experienced at least one harassing behaviour reported less satisfaction with work, supervision, coworkers, and promotions, as well as less organisational commitment and harassment is viewed as a type of workplace stressor that may have effects that are similar to, if not more negative than, other job stressors.

COMMUNICATION

Every situation is different and if you are deciding to communicate or to inform you about the sexual harassment then you should immediately look at your companies' policy for these types of activities. First inform your employer. It is also important to consult your lawyer or legal services organisations like equal rights advocates and discuss your options. The two general types of consequences are psychological and economic. For the victim the primary damages are psychological. Emotional harm in the form of depression, anxiety, stress, and loss of job motivation (Terpstra & Baker, 1987; Gruber & Bjorn, 1986; Davis, Hull, Young, & Warren, 1987) is the most typical consequence. Other researchers have found that the victims' emotions include anger and fear (Coles, 1986) and aggression (Hemming, 1985) while the psychological harm to the victim is often immediate and long-lasting.

Womens are victims of prejudice. They are victims of cultural stereotype who are regarded as nicer, kinder Sex than that of Man. A meta-analysis of 96 studies of the effectiveness of leaders, as assessed mainly by performance evaluations in organisational field studies, found that men fared better than women in male dominated leadership roles or culturally masculine settings but that women surpassed men in settings that were less male dominated or less culturally masculine (Eagly, Karau, & Makhijani, 1995; Riach & Rich, 2002). Their findings conformed to lack-of-fit formulation. There was a high incidence of sex discrimination against women in more senior jobs that yield higher status and wages and against both sexes when they applied for jobs dominated by the other sex.

The question here is whether women are made for a typical profession or they can do everything like man. For example, they comprise just 11 percent of engineers but 93 percent of registered nurses. Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

It shall be the duty of the employer or other responsible persons at workplaces or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required.

The legislature like ILO is already aware about the issue. The objective of International Labour Organisation is to examine the different forms of discrimination against women, both at the workplace and on the way to it, how to help women and men reconcile their family and work responsibilities, how to encourage and support women entrepreneurs, how to improve women's access to social protection, such as healthcare and parental leave, and how to combat discrimination, exploitation, and sexual harassment in the workplace. At the heart of every discussion was the understanding that parliaments, through the detailed policy work done in parliamentary committees, can be instrumental in expanding women's access to work, making safe the conditions in which they work, and improving their status within the workforce.

PURPOSE OF THE STUDY

The purpose of the present research study is to address the issue of sexual harassment at workplace in the city of Lucknow. The study also attempts to identify major factors that comprises the sexual harassment of the employees at workplace.

METHODOLOGY

The study was conducted using structured questionnaire adapted from the study (Fitzgerald, Magley, Drasgow & Waldo, 1999) and was modified as per the need. The survey instrument contains total 19 statements describing various aspects of sexual harassment at workplace along with some basic information such as type of job, marital status, age, education etc. The respondents had to respond on a seven-point Likert scale. A sample of total 144 respondents was collected from among the female employees working in the city of Lucknow. The data are analysed using SPSS software.

ANALYSIS AND FINDINGS

Respondents' Profile

Fig. 1 show that out of the total sample of 144, majority of the respondents (88%) are working in private sector whereas only 12% of the respondents are working in government sector. The data is highly skewed towards the private sectors employees.

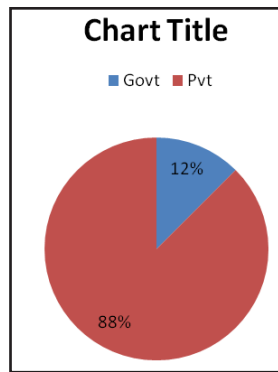


Fig. 1: Type of the Job

Fig. 2 shows that only 36 of the respondents (i.e. 25%) have education upto 12th or below and 66 respondents (45.83%) have done graduation whereas rest 42 (i.e. 29.19%) employees have completed post-graduation or above.

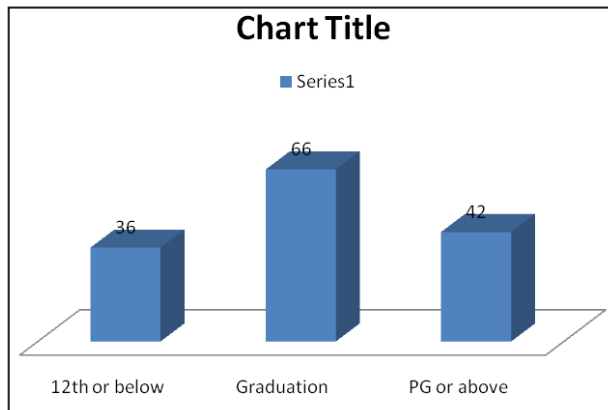


Fig. 2: Educational Background of the respondents

Fig. 3 shows that majority of the respondents (75%) are between 20 to 30 years of the age showing that the sample size represents young female employees. Employees below 20 years of age are very few (only 6.25%) and between age group 30 to 40 years are only (10.41%). Respondents above 40 years of age are also very few (8.33%)

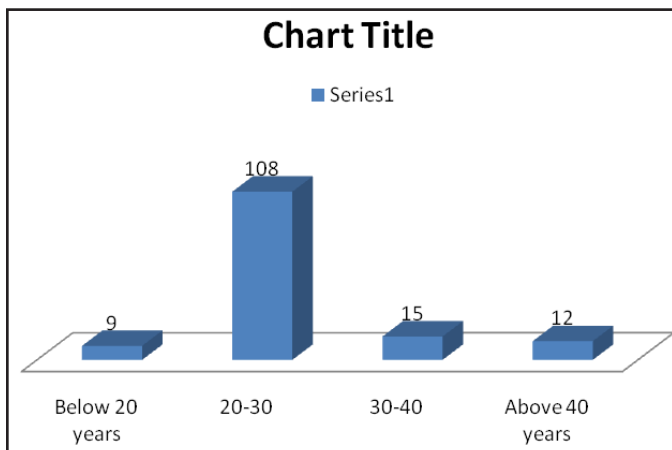


Fig. 3: Age of the Respondents

Out of the total respondents of 110, majority are single (69%) and only 31% are married, reason being data consists most of the employees who are young between age of 20 and 30 years.

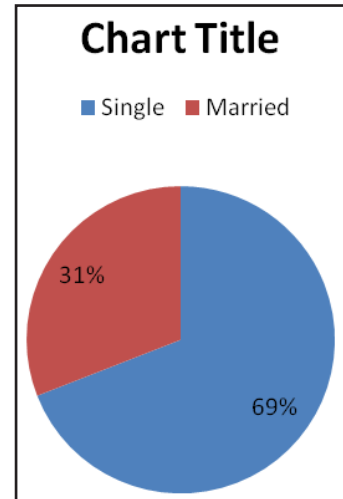


Fig. 4: Marital Status

Responses on Sexual Harassment at Workplace

Table 1 gives employees response on the given statements related to sexual harassment. Responses were recorded on a seven-point Likert scale ranging from very untrue to very true which were converted in to three categories – yes, no and neutral for the sake of better understanding of the responses given by female employees. It is evident from the table that for the most of the statements, majority of the females have declined whereas only a small percentage of female employees have accepted the phenomenon of sexual harassment at workplace. It is noteworthy that a very small percentage of females responded as neutral on various statements which shows that female employees do not dare to respond on such a sensitive issue.

Table 1: Frequency / Count on the Statements Related to Sexual Harassment

| S.N. | Statements | No | Neutral | Yes |
|------|---|------|---------|------|
| 1. | Treated you “differently” because of your sex (for example, mistreated, or ignored you)? | 67.4 | 10.4 | 22.2 |
| 2. | Displayed, used or distributed sexist or suggestive materials (for example pictures, stories, or pornography which you found offensive. | 80.5 | 8.3 | 11.2 |
| 3. | Made offensive sexist remarks (for example, suggestive that people of your sex are not suited for the kind of work you do)? | 66.0 | 4.9 | 29.1 |

| S.N. | Statements | No | Neutral | Yes |
|------|--|------|---------|------|
| 4. | Put you down or was dominating you because of your sex. | 79.1 | 2.1 | 18.8 |
| 5. | Repeatedly told sexual stories or jokes that were offensive to you? | 85.4 | 0.0 | 14.6 |
| 6. | Whistled, called or hooted at you in a sexual way? | 87.5 | 2.1 | 8.3 |
| 7. | Made unwelcome attempts to draw you into a discussion of sexual matters (attempted to discuss or comment on your sex life) | 87.5 | 6.3 | 6.2 |
| 8. | Made crude and offensive sexual remarks, either publicly (for example, at your workplace or to you privately)? | 79.2 | 2.8 | 17.0 |
| 9. | Made offensive remarks about your appearance, body, or sexual activities? | 83.2 | 4.2 | 12.6 |
| 10. | Made gestures or used body language of a sexual nature which embarrassed or offended you? | 79.2 | 6.3 | 14.5 |
| 11. | Stared you in a way that made you feel uncomfortable? | 79.2 | 2.1 | 18.7 |
| 12. | Exposed themselves physically in a way that embarrassed you or made you feel uncomfortable? | 85.4 | 4.2 | 10.4 |
| 13. | Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? | 81.3 | 4.2 | 14.5 |
| 14. | Raised questions on your capabilities in performing the given task? | 75.7 | 7.6 | 16.7 |
| 15. | Continued to ask you for dates, drinks, dinner, etc, even though you said "No" | 75 | 6.3 | 18.7 |
| 16. | Touched you in a way that made you feel uncomfortable? | 72.9 | 10.4 | 16.7 |
| 17. | Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behaviour? | 79.2 | 14.6 | 6.2 |
| 18. | Made you feel threatened with some sort of revenge for not being sexually co-operative? | 79.2 | 8.3 | 12.5 |
| 19. | Made you afraid you would be treated poorly if you didn't cooperate sexually? | 70.8 | 14.6 | 14.6 |

Factor Analysis

Before applying factor analysis it is desirable to check whether the data are sufficient to run factor analysis which can be done using KMO test of sampling adequacy. The value

of KMO should be greater than 0.6 (Kaiser and Rice, 1974). Table 2 gives value of KMO test (0.791) which is more than the threshold value (0.6), therefore the sample is sufficient to run factor analysis. Further Bartlett's test of sphericity checks the correlation among the given statements. For factor analysis correlation among the statements is desirable.

Null Hypothesis: The given correlation matrix is an identity matrix (or there is no significant correlation among the given statements).

Alternate Hypothesis: The given correlation matrix is not an identity matrix (or there is significant correlation among the given statements).

Table 2 shows that Bartlett's Test (Chi-Square= 2891.470&df= 171) is significant as the p-value= 0.000<0.05, which confirms that the above mentioned null hypothesis is rejected therefore the alternate hypothesis (there is significant correlation among the given statements) is accepted.

Table 2: KMO and Bartlett's Test

| | | |
|--|--------------------|----------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .791 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 2891.470 |
| | df | 171 |
| | Sig. | .000 |

Communality and Total Variance Explained

Communality represents the amount of variance accounted for by the factor solution for each variable (Hair et al., 2010). Communality value should be more than 0.5. Table 3 shows that communality for all the statements is more than the recommended value except one statement – "Made crude and offensive sexual remarks, either publicly (for example, in your workplace or to you privately)?" The value of communality for this statement is 0.454 which is very close to 0.5 therefore the statement is retained.

Table 3: Communalities

| | Initial | Extraction |
|---|---------|------------|
| Treated you "differently" because of your sex (for example, mistreated, or ignored you)? | 1.000 | .897 |
| Displayed, used or distributed sexist or suggestive materials (for example pictures, stories, or pornography which you found offensive. | 1.000 | .800 |
| Made offensive sexist remarks (for example, suggestive that people of your sex are not suited for the kind of work you do)? | 1.000 | .636 |
| Put you down or was dominating you because of your sex. | 1.000 | .674 |

| | Initial | Extraction |
|--|---------|------------|
| Repeatedly told sexual stories or jokes that were offensive to you? | 1.000 | .781 |
| Whistled, called or hooted at you in a sexual way? | 1.000 | .880 |
| Made unwelcome attempts to draw you into a discussion of sexual matters (attempted to discuss or comment on your sex life) | 1.000 | .851 |
| Made crude and offensive sexual remarks, either publicly (for example, in your workplace or to you privately)? | 1.000 | .454 |
| Made offensive remarks about your appearance, body, or sexual activities? | 1.000 | .839 |
| Made gestures or used body language of a sexual nature which embarrassed or offended you? | 1.000 | .585 |
| Stared you in a way that made you feel uncomfortable? | 1.000 | .731 |
| Exposed themselves physically in a way that embarrassed you or made you feel uncomfortable? | 1.000 | .851 |

| | Initial | Extraction |
|---|---------|------------|
| Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it. | 1.000 | .768 |
| Raised questions on your capabilities in performing the given task? | 1.000 | .818 |
| Continued to ask you for dates, drinks, dinner, etc, even though you said "No" | 1.000 | .595 |
| Touched you in a way that made you feel uncomfortable? | 1.000 | .858 |
| Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behaviour? | 1.000 | .637 |
| Made you feel threatened with some sort of revenge for not being sexually co-operative? | 1.000 | .803 |
| Made you afraid you would be treated poorly if you didn't co-operate sexually? | 1.000 | .825 |

Extraction Method: Principal Component Analysis.

Table 4 shows that total variance explained by all the statements. Total 4 factors were extracted which had eigen value more than 1 and these four factor together explain more than 75% of total variance in the given data set.

Table 4: Total Variance Explained

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | | Rotation Sums of Squared Loadings | | |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|-----------------------------------|---------------|--------------|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 9.213 | 48.488 | 48.488 | 9.213 | 48.488 | 48.488 | 6.636 | 34.925 | 34.925 |
| 2 | 2.762 | 14.535 | 63.024 | 2.762 | 14.535 | 63.024 | 3.516 | 18.506 | 53.430 |
| 3 | 1.204 | 6.338 | 69.361 | 1.204 | 6.338 | 69.361 | 2.853 | 15.016 | 68.447 |
| 4 | 1.105 | 5.815 | 75.176 | 1.105 | 5.815 | 75.176 | 1.279 | 6.729 | 75.176 |
| 5 | .900 | 4.735 | 79.910 | | | | | | |
| 6 | .845 | 4.450 | 84.360 | | | | | | |
| 7 | .653 | 3.438 | 87.798 | | | | | | |
| 8 | .454 | 2.389 | 90.187 | | | | | | |
| 9 | .419 | 2.207 | 92.394 | | | | | | |
| 10 | .368 | 1.937 | 94.331 | | | | | | |
| 11 | .292 | 1.537 | 95.868 | | | | | | |
| 12 | .219 | 1.153 | 97.022 | | | | | | |
| 13 | .134 | .703 | 97.724 | | | | | | |
| 14 | .127 | .667 | 98.391 | | | | | | |
| 15 | .106 | .557 | 98.948 | | | | | | |
| 16 | .073 | .383 | 99.332 | | | | | | |
| 17 | .058 | .305 | 99.637 | | | | | | |
| 18 | .048 | .254 | 99.891 | | | | | | |
| 19 | .021 | .109 | 100.000 | | | | | | |

Extraction Method: Principal Component Analysis.

Rotated Component Matrix

The factor solution obtained from principle component analysis was rotated using varimax rotation in order to

overcome the problem of cross-loading and in the final solution only those factors were retained which had factor loadings more than 0.5. Rotated solution shows that total 8 statements were aligned in the factor -1 and for, three & two in factor 2, factor 3, and factor 4 respectively.

Table 5: Rotated Component Matrix^a

| | Component | | | |
|---|-----------|------|------|-------|
| | 1 | 2 | 3 | 4 |
| Made you afraid you would be treated poorly if you didn't co-operate sexually? | .867 | | | |
| Touched you in a way that made you feel uncomfortable? | .863 | | | |
| Displayed, used, or distributed sexist or suggestive material (for example, pictures, stories, or pornography which you found offensive | .858 | | | |
| Made you feel threatened with some sort of revenge for not being sexually co-operative? | .834 | | | |
| Exposed themselves physically in a way that embarrassed you or made you feel uncomfortable? | .820 | | | |
| Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it. | .818 | | | |
| Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behaviour? | .738 | | | |
| Stared you in a way that made you feel uncomfortable? | .709 | | | |
| Made unwelcome attempts to draw you into a discussion of sexual matters (attempted to discuss or comment on your sex life) | | .846 | | |
| Whistled, called or hooted at you in a sexual way? | | .811 | | |
| Repeatedly told sexual stories or jokes that were offensive to you? | | .750 | | |
| Made offensive remarks about your appearance, body, or sexual activities? | | .656 | | |
| Made gestures or used body language of a sexual nature which embarrassed or offended you? | | | | |
| Treated you "differently" because of your sex (for example, mistreated, or ignored you)? | | | .916 | |
| Made offensive sexist remarks (for example, suggestive that people of your sex are not suited for the kind of work you do)? | | | .672 | |
| Raised questions on your capabilities in performing the given task ? | | | .668 | |
| Put you down or was dominating you because of your Sex. | | | | |
| Made crude and offensive sexual remarks, either publicly (for example, in your workplace or to you privately)? | | | | .643 |
| Continued to ask you for dates, drinks, dinner, etc, even though you said "No" | | | | -.553 |

Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalisation.

a. Rotation converged in 7 iterations.

Naming the Extracted Factors and Reliability

Exploratory factor analysis with varimax rotation resulted four factors which need to be named. Reliability refers to the internal consistency of the factor (Hair, Black, Babin, & Anderson, 2010). Generally Cronbach's Alpha is used assess factor reliability and factors having Cronbach Alpha value more than 0.7 are considered as reliable (Nunnally, 1978)

Factor 1

Total 8 statements were extracted in first factors which together explain 48.48% of the variance. The reliability coefficient (Cronbach's Alpha) is 0.935 which is well above the recommended value of 0.7 therefore the factor is reliable. All the statements in this factors represents that female employee is threatened when she doesn't compromise therefore it is suitable to name this factor as "Sexual Coercion."

| | Statements | Factor Loadings | Variance explained | Cronbach's Alpha |
|-----------------------------|---|-----------------|--------------------|------------------|
| Factor- 1 (Sexual Coercion) | Made you afraid you would be treated poorly if you didn't co-operate sexually? | .867 | 48.48% | 0.935 |
| | Touched you in a way that made you feel uncomfortable? | .863 | | |
| | Displayed, used, or distributed sexist or suggestive material (for example, pictures, stories, or pornography which you found offensive | .858 | | |
| | Made you feel threatened with some sort of revenge for not being sexually co-operative? | .834 | | |
| | Exposed themselves physically in a way that embarrassed you or made you feel uncomfortable? | .820 | | |
| | Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it. | .818 | | |
| | Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behaviour? | .738 | | |
| | Stared you in a way that made you feel uncomfortable? | .709 | | |

Factor 2

Factor 2 contains total four statements describing the usual phenomenon which took place at workplace where female employees are teased by the male employees and employer

such as – making attempts discuss or comment on your sex life, whistling or hooting or making remarks on appearance, body, or sexual activities etc., therefore it is suitable to name this factor as “Sexual Attention.” The reliability coefficient for the given factor is 0.894 which is more than the threshold value therefore the factor is reliable.

| | Statements | Factor Loadings | Variance explained | Cronbach's Alpha |
|-----------------------------|---|-----------------|--------------------|------------------|
| Factor-2 (Sexual Attention) | Made unwelcome attempts to draw you into a discussion of sexual matters(attempted to discuss or comment on your sex life) | .846 | 14.53% | 0.894 |
| | Whistled, called or hooted at you in a sexual way? | .811 | | |
| | Repeatedly told sexual stories or jokes that were offensive to you? | .750 | | |
| | Made offensive remarks about your appearance, body, or sexual activities? | .656 | | |

Factor 3

Third factor contains three statements which explain 6.33% of the total variance. All the three statements indicate that

female employees are discriminated because of their gender, therefore it is appropriate to name this factor as “Gender Discrimination”. Cronbach alpha for the third factor is 0.706 which is more than the cut off value.

| | Statements | Factor Loadings | Variance explained | Cronbach's Alpha |
|--------------------------------|---|-----------------|--------------------|------------------|
| Factor-3 Gender Discrimination | Treated you “differently” because of your sex (for example, mistreated, or ignored you)? | .916 | 6.33% | 0.706 |
| | Made offensive sexist remarks (for example, suggestive that people of your sex are not suited for the kind of work you do)? | .672 | | |
| | Raised questions on your capabilities in performing the given task? | .668 | | |

Factor 4

Factor four contains only two statements which explain 5.81% of the total variance. The nature of these statements

suggests that the name should be “Sexual Hostility.” The Cronbach alpha for the given factor is 0.764 which is again more than the recommended value 0.7 confirming factor reliability.

| Factor-4 (Sexual Hostility) | Statements | Factor Loadings | Variance explained | Cronbach's Alpha |
|--|--|-----------------|--------------------|------------------|
| | Made crude and offensive sexual remarks, either publicly (for example, in your workplace or to you privately?) | .643 | 5.81% | 0.764 |
| Continued to ask you for dates, drinks, dinner, etc, even though you said "No" | -.553 | | | |

CONCLUSIONS & LIMITATIONS

The purpose of the study was to address the issue of sexual harassment at workplace. Response of the female employees on statements related to various aspects of sexual harassment revealed that majority of the female employees have declined sexual harassment at workplace and only few employees have accepted that they have faced sexual harassment at workplace however most of the employees have accepted that they have faced phenomenon like staring, attempts to touch which made them uncomfortable, gender based discrimination etc. Further the results of factor analysis extracted four major factors related to sexual harassment at workplace- sexual attention, sexual hostility, sexual coercion, and gender based discrimination. Though only a small percentage of women have accepted that they have faced sexual harassment at workplace while most of them have declined sexual harassment but it won't be appropriate to draw conclusions that women are safe in Lucknow or there is no issue of sexual harassment at workplaces in Lucknow only based on the findings of the study. There may be many reasons which are responsible for such outcome, such as – fear to disclose about such issues or some other reasons which need to be explored. Sample size of the study is only 144 which is not sufficient to generalise the findings of the study to entire Lucknow region.

REFERENCES

- Bhalla, S., & Kaur, R. (2011). Labour force participation of women in India: Some facts, some queries. *LSE Asia Research Centre Working Paper*, (40).
- Culbertson, A., & Rodgers, W. (1997). Improving Managerial Effectiveness in the Workplace: The Case of Sexual Harassment of Navy Women1. *Journal of Applied Social Psychology*, 27(22), 1953-1971.
- Davis, M. H., Hull, J. G., Young, R. D., & Warren, G. G. (1987). Emotional reactions to dramatic film stimuli: the influence of cognitive and emotional empathy. *Journal of Personality and Social Psychology*, 52(1), 126.
- Eagly, A. H., & Mladinic, A. (1994). Are people prejudiced against women? Some answers from research on attitudes, gender stereotypes, and judgments of competence. In W. Stroebe & M. Hewstone (Eds.), *European review of social psychology*, 5, 1-35. New York: Wiley.
- Fain, T. C., & Anderton, D. L. (1987). Sexual harassment: Organizational context and diffuse status. *Sex Roles*, 17(5-6), 291-311.
- Fitzgerald, L. F. (1993). Sexual harassment: Violence against women in the workplace. *American Psychologist*, 48(10), 1070.
- Fitzgerald, L. F., Magley, V. J., Drasgow, F., & Waldo, C. R. (1999). Measuring sexual harassment in the military: The Sexual Experiences Questionnaire (SEQ—DoD). *Military Psychology*, 11(3), 243.
- Gutek, B. A., & Koss, M. P. (1993). Changed women and changed organizations: Consequences of and coping with sexual harassment. *Journal of Vocational Behavior*, 42(1), 28-48.
- Hair, J., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis* (7th Ed.). New Jersey: Prince Hall.
- Heilman, M. E., & Eagly, A. H. (2008). Gender stereotypes are alive, well, and busy producing workplace discrimination. *Industrial and Organizational Psychology*, 1(4), 393-398.
- Hickson, M., Grierson, R. D., & Linder, B. C. (1990). A communication model of sexual harassment. *ACA Bulletin*, 22-33.
- Hickson III, M., Grierson, R. D., & Under, B. C. (1991). A communication perspective on sexual harassment: Affiliative nonverbal behaviors in asynchronous relationships. *Communication Quarterly*, 39(2), 111-118.
- Inter-parliamentary Union, International Labour Organisation. (2007). WOMEN AND WORK Seminar for Members of Parliamentary Bodies Dealing with Gender Equality and Committees Addressing Labour Issues Retrieved from www.ipu.org/pdf/publications/womenwork_en.pdf
- International Labour Organisation, Female labour force participation in India and beyond (2015). Working Paper Series, Retrieved from http://www.ilo.org/wcmsp5/groups/public/@asia/@ro-bangkok/@sro-new_delhi/documents/publication/wcms_324621.pdf
- Jayaram, G., Goud, R., & Srinivasan, K. (2011). Overcoming cultural barriers to deliver comprehensive rural community mental health care in Southern India. *Asian journal of psychiatry*, 4(4), 261-265.
- Kaiser, H. F., & Rice, J. (1974). Little Jeffy Mark IV. *Educational and Psychological Measurement*, 34(1), 111-117. [In text citation: Kaiser and Rice, 1974]

- Lafontaine, E., & Tredeau, L. (1986). The frequency, sources, and correlates of sexual harassment among women in traditional male occupations. *Sex Roles*, 15(7), 433-442.
- Lundberg-Love, P., & Marmion, S. (2003). Sexual harassment in the private sector. *Academic and workplace sexual harassment: A handbook of cultural, social science, management, and legal perspectives*, 77-101.
- Mano-Negrin, R., & Tzafirir, S. S. (2004). Job search modes and turnover. *Career development international*, 9(5), 442-458.
- Master's theses: Use "Unpublished master's thesis;" Anonymous, Retrieved from shodhganga.inflibnet.ac.in/bitstream/10603/657/9/09_chapter%202.pdf
- Nunnally, J. C. (1978). *Psychometric Theory*. New York : McGrawHill
- Perry, E. L., Kulik, C. T., & Schmidtke, J. M. (1997). Blowing the whistle: Determinants of responses to sexual harassment. *Basic and Applied Social Psychology*, 19(4), 457-482.
- Salisbury, J., Ginorio, A. B., Remick, H., & Stringer, D. M. (1986). Counseling victims of sexual harassment. *Psychotherapy: Theory, Research, Practice, Training*, 23(2), 316.
- Schneider, K. T., Swan, S., & Fitzgerald, L. F. (1997). Job-related and psychological effects of sexual harassment in the workplace: empirical evidence from two organizations. *Journal of Applied Psychology*, 82(3), 401.
- Shirajanie Niriella, M. A. D. S. J. (2015). Sexual Harassment against Women in the Workplace: A Critical Study on the Regulatory Framework in Sri Lanka, in Eunice Rodriguez, Barbara Wejnert (ed.) *Enabling Gender Equality: Future Generations of the Global World* (Research in Political Sociology, Volume 23) Emerald Group Publishing Limited, pp.41-55.
- Source: Preventing Sexual Harassment (BNA Communications, Inc.)
- Terpstra, D. E., & Cook, S. E. (1985). Complainant characteristics and reported behaviors and consequences associated with formal sexual harassment charges. *Personnel Psychology*, 38(3), 559-574.
- The Sexual Harassment Of Women at Workplace (Prevention, Prohibition and redressal) Act 2013, The gazette of India 5154 GI. Retrieved from <http://www.iitbbs.ac.in/notice/sexual-harrasment-of-women-act-and-rules-2013.pdf>
- Torelli, C. J. (2006). *Culture and Mental Representations of Power: Implications For Consumers' information-Processing Strategies, Judgments, And Influence Attempts* (Doctoral dissertation, University of Illinois at Urbana-Champaign).
- Tunnell, K. D. (2006). *Living off crime*. Rowman & Littlefield.
- U.S. Bureau of Labor Statistics. (2003). Women at work: A visual essay. Monthly Labor Review. Retrieved March 30, 2009 from <http://www.bls.gov/opub/mlr/2003/10/res-sum3.pdf>
- Welsh, S. (1999). Gender and sexual harassment. *Annual Review of Sociology*, 169-190.