

Abuse of Women at Work Place –Psyche Behind Abuse

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ABSTRACT

Since ancient time India is a multi cultural patriarchal society where decision making power is given to men in the family. Father is considered as the head of the family, the sole bread earner and entire family depends on him. The power of control, authority, financial decision making, and related to entire family is made by the head of the family.

Family brought up of boys and girls entirely differs in patriarchal setup. Boys are considered as assets to the family and girls are considered as the burden in the family. Hence number of restrictions are made for the girls like nutritive food deprivation, health deprivation, educational deprivation, control of movements of girls, lack of freedom, must for girls to learn and do house hold chores. . But boys in the family are pampered, given lot of freedom and economic independency. They were provided with nutritive food, each and every demand Of the boys in the family was will be fulfilled in the family as parents think that they take of their parents in old age.

Such pampered boys when they get educated and employed, in work set up their psyche will be different and they do not give respect to gender equality.

Present paper entitled “Abuse of women at work place –psyche behind abuse “ through light on the types of abuse women under go in work place with special reference to educational institutions and the causes of abuse and strategies to change the scenario.

Keywords: violence, abuse, women, work place.

Abuse of Women at Work place –Psyche behind abuse

According to the labour force participation report 2021-22, in India 29.8% of women between the age group of 15 years to 59 years participate in work force which was 29.4% during the year 2020-21. For the nation as a whole women labour force participation is 56.8%. It means that there is increase in the women work force every year.

Oxfam report Mumbai September 14 (Reuters) reports that the women’s participation in workforce is low because of gender discrimination, low wages and low opportunities.

According to Burgundy Private Hurun report 2022, only the Tata consultancy services TCS has 2, 10,000 women employees among most poplar 500 companies and still its only 35% of India’s world force of largest IT company.

Work place abuse is a serious issue which damages the institutional reputation, and mental health of the employees. No work place is safe and exceptional without abuse for women employees. Generally people perceive good work place differently. For some less working hours, handsome financial benefits, long vacations matter a lot but real good workplace is free from gender discrimination, where every

individual is valued, individual merits and talents are identified, work assigned based on their exceptional talents.

But unfortunately it was observed that mostly honest and hardworking women employees were abused, humiliated, made depressed and confused by the co-employers and the authoritative persons.

The Foundation for the Study of Work Trauma defines workplace abuse as *"all situations where one or more persons is subjected to prolonged, persistent psychological pressure, negative behavior or actions from another employee(s), affecting the target's dignity, health, safety, work performance and/or happiness at the workplace."*

Unhealthy working environment is not created suddenly. It slowly develops with the people of likeminded gathering and promoting such environment by passing comments, making strategies to target people, assigning works that are unachievable in time, allotting impractical works with bad intentions, lobbying, cheap politics of the likeminded people, personal mottoes, selfish ends of the people, biased and partial mind set, religiousness, regionalism, caste, gender bias, hurting peoples dignity and rights.

Women and men's behaviour differs at work place. It depends on their physical and emotional aspects. The other factors which effect their behaviour is their upbringing at home, their attitude towards other gender, their emotional status and psychological conditions and their ability to perform assigned duties effectively.

Differences in work place arise from the gender stereotypes who believe that women are meant to take care of their children, do their house hold chores, religion doesn't permit them to work, they are physically weak, they lack intelligence, they are more emotional, even though they possess high educational qualifications, high skills and potentials towards their job.

The fact is that mind of women and men differ in many aspects. Male brain is 10% larger than female brain. There is no difference in the intelligence of both genders. A woman has high ratio of grey matter and high ratio of connections in cerebral hemisphere. Women have four times connections between right and left side of the brain which helps them to process the information and relate it faster compared to men's brain. Woman's brain matures two years earlier than men.

Lack of knowledge among the employees about biological differences related to men and woman, lack of respect and trust for women and their abilities, male ego, professional jealousy, personal grudges, difference in gender perceptions, bias and partial attitude towards women, desire to excel and have control over the position, acquire name fame and enjoy privileges among the men leads to abuse women.

People believe that only way to lift them up is by backbiting, abusing others. This mental state creates venomous atmosphere in the work place. Competition in job, performance appraisal and assessment of the employees, rating system, promotions develop selfish and jealous nature in the employees and this attitude leads to abuse others and get success.

Poor socialization of men is also a cause of abuse in working women. We teach our children to be successful in life be good at home and school. When they join the profession they learn that this is not true and they develop anger, frustration and unable to face the challenges of profession.

Low moral standards in the institution, poor management, lack of transparency at work place, inadequate training of employees, poor leadership, bullying and scape goating are the causes of abuse among the women.

Scape goating is systematic attempt to blame a person for every wrong happening. The person who is victimised suffers psychologically get disturbed and his work efficiency gets reduced. Other

colleagues will not support them thinking that they may be the next to get victimized if they support the one.

Poor leadership is also a cause of work place abuse. Types of abuse women undergo in workplace include yelling screaming and shaming people, degrading and making fun of people in front of colleagues, withholding salary, increments, forcing the people to choose between their lives and livelihood, withholding promotions, not sanctioning leaves in emergency, not allowing employees for faculty development programmes, professional developmental programmes, and vacations to suffer and punish the employees.

Bullying is also cause of abuse in women at work place. Many research studies report that mostly bosses are the person bully more. Female bullies target 84 % of women and male bullies target 69 % of cases. Among the bullied women 41 % were found in depression and suffer from post traumatic disorder. 80% of the employees reported loss of concentration, interests and being productive.

In sick work place communication is indirect, important information is shared with few privileged people, gossip, false accusations, harm innocent employees and their reputation is lost, credibility and morale suffers. people concentrate and speak more about who made mistake rather than addressing it, mistrust, miscommunication, lack of social interaction between employees, confusion, lack of participation in decision making prevails.

Work place mistreatment leads to depression, anxiety, burnout, frustration, low self esteem, low satisfaction, psychological distrust and low work efficiency. Hence to reduced work place abuse for women work place interventions, workplace trainings, reporting workplace mistreatment, and counselling women experiencing workplace abuse.

Let us try to observe the methods of resolving workplace abuse for women.

Handling abuse in work place:-

- Strict investigation in work place abuse.
- Enforced code of conduct
- Encouraging year round improvement in work place recruitment, training process
- Inclusion of culturally diversified employees
- Concentrate on Productive cognitive processes
- Directly confront
- obtain social support in workplace mistreatment
- Manager must create trusting environment in workplace by maintaining transparency with proper communication, sharing of information
- Manager of the head of the institutes must find out the problems of the employees and try to address it
- Create congenial, healthy environment in the work place.
- Remedial measures to reduce abuse
- Zero tolerance for abuse at work place
- Counselling the problematic employees
- Training people for legitimate expression of anger, dissatisfaction
- Creating awareness and commitment in the employees related to work place abuse

The above mentioned practices may reduce workplace abuse among the women if strictly followed the best practices all over the world.

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