



EDUCATED WOMEN ARE KEY PLAYERS TO STOP ATROCITIES

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Abstract

As more and more women are going out to work, they face increasing risk of being subjected to some sort of sexual harassment, crime against women has reached gigantic proportions in India. Exploitation, molestation and sexual harassment of women, especially in public work place continue despite or government's daily sermons against it. Though the constitution of India guarantees justice, liberty and equality to all citizens and prohibits discrimination on the ground of caste, creed, race sex, place of birth, the status of women in the society is not what it should be.

Sexual harassment at the workplace is not a new thing. Sixty percent of working women has faced sexual harassment at some point of time in their working lives. For every woman who raises an outcry. There are hundreds if others, who suffer in silence, quit their jobs or get transfers. For years, sexual harassment was considered and inescapable part of working women's life. Now awareness is slowly rising that no woman should meekly accept sexual harassment as part of her lot.

Women should also make use of various remedies open to them. To enable women to take advantages of these, it is necessary to provide for appropriate and adequate aid and advice and to make them more aware of such provisions. Special provisions must be made for this purpose by the state government under the legal services atrocities act, supplemented by what social action group and voluntary organization's can do. One of the main thrusts of these activities must be enable women to get organized, this will help them to become to self reliant and confident.

The supreme court, in the absence of any enacted law to provide for effective enforcement of basic human rights of gender equality, and the supreme court issued more guidelines and norms against sexual harassment at work place.

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It is 72 years since independence of our country (INDIA) women are still neglected lot. Today the vast majority of women are victims of exploitation of feudal and religious fundamentalists, this anti women psyche has taken an ugly turn going into even pre-birth stage killing of female fetus. Women are still being treated as commodity and as a result more atrocities on women are on the rise. Due to gender bias, women are deprived of gender justice and have to depend on men. Manu enunciated the perpetual tutelage in the following terms “in the child she is to depend on the father, in the youth she is to depend on her husband, in the old age she is to depend on the son, a women is never sought for independence”.

Women had facing a lot of problems in the present society. Violence against women as yet any of the gender based violence that result in or as likely to result in physical, sexual, psychological harm or suffering the women, including treats of such act, coercion or arbitrary deprivation of liberty, whether that occurring in private of public life. Violence into four main categories analytical categories as direct violence, indirect violence, repressive violence and the most commonly emphasized in the discourse of violence. Direct violence ‘refers to acts of deliberate violence resulting in a direct attack on a person’s physical and psychological integrity’. This includes homicide (genocide, murders), as well as physical or psychological suffering (kidnapping, torture). Indirect violence is a category, which covers harmful sometimes even deadly situations, or actions which, due to human intervention, do not necessarily involve a direct relationship between the victims and the institution, person’s are people responsible for their plight. Repressive violence relates to fundamental rights; civil rights, political rights and social rights. Alienating violence is the deprivations off the person’s higher rights, such as the right to emotional, cultural or intellectual growth.

At the level of ideas and border strategies in identifying and preventing several forms of violence against women, the processes at the international level have addressed the question of cultural diversity to an extent. An agreement in these terms has come through a discursive process where we find the idea of universal rights unfolding in a definite pace. An analysis of the content of violence against women on different UNWCWs broadly indicates this. The first United Nations World Conference on Women held in 1975 did not articulate the issue of violence against women at all.

Molestation:

Cause of molestation occurs mainly to young girls form 12-18 years, especially school going children. In cities, girls or teenagers, maids in crowded buses are frequently victimized through molestation. Unfortunately cases of molestation in majority of cases remain unrecorded.

Bride Burning:

Cases of bride burning are most serious of the lot. In many girls have informed their parents that in- laws are torturing them, but parents have not taken it seriously.

Dowry Demands:

A tendency to get rich overnight becomes the goal of certain section of the population. It has disturbed the equilibrium of the village setting where parents of young girls are forced to give money as dowry so that the opportunist son-in-law could go abroad and earn money time. According to the recent statistics, incidents if dowry are more in village than in the cities. A poor former of a day labourer does not hesitate to demand money of land after years of marriage. If such demands are not fulfilled, the unfortunate bride has to face the brutal consequences or is sent hack too her parents. Also young wives commit suicide out of sheer frustration and in human treatment.

Disparity in remuneration:

Gender-based discrimination at work is the most enduring and universal phenomenon in the world today. This discrimination is most acute in the unorganized or informal sector where labourer laws are openly flouted. The gender- based discrimination in the labourer more is reflected in the male female wage differentials. Women workers face gender-based discrimination across all industry divisions.

Labour legislation in women workers:

The piece rate system has also been one method of paying lower wages to women without contravening the provisions of the equal remuneration act since a large number off women workers are paid wages under the piece rate system is an institutionalized mechanism to pay lower wages to women. While the time rate system follows the minimum wages Act, there³ are no such regulations for the piece rate system therefore, women put in long hours of work too earn a pittance, may be a fraction of what they would have earned under the time rate minimum wage. The national commission on labourer in its report on women and child workers has recommended that the Act must be amended to remove the incompatibility between the piece rate and time rate system of fixing wages.

Sexual harassment and preventive measures:

As more and more women are going out to work, they face increasing risk of being subjected to some sort of sexual harassment, crime against women has reached gigantic proportions in India. Exploitation, molestation and sexual harassment of women, especially in public work place continue despite or government's daily sermons against it. Though the constitution of India guarantees justice, liberty and equality to all citizens and prohibits discrimination on the ground of caste, creed, race sex, place of birth, the status of women in the society is not what it should be.

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Violence against women has risen in the last decade or five years since the Beijing conference. Sexual harassment at work is an extension of violence in everyday life. From the recorded data during the 90's emerge worrisome statistics of relentlessly soaring incidence of crimes with more and more women falling victim to various acts of violence and crimes at home at the work place and in the community.

Sexual harassment is the product of the deep root male desire to humiliate and put down women who do not fit in with their notions of propriety. It can be found as easily in a film studio as in a file-filled government office. Some professions seem to be more prone to it than others.

At present victims of sexual harassment do not lodge complaints as they fear of their promotions or may create a hostile work environment. Issue of sexual harassment needs to understanding, assessment, sensitivity and commitment from all quarters but mostly from the senior managerial authority as their commitment and action can achieve the aim of prevention and effective resolution of sexual harassment at workplace and gender friendly, discrimination free workplace.

Types of Harassment:

1. Harassment is any unwanted physical or verbal conduct that offends or humiliates you. Such contact can interfere with your ability to do a job or obtain a service.
2. Harassment can take many forms, such as; threats, intimidation, or verbal abuses; unwelcome remarks or jokes about subjects like your religion, looks or age.
3. Displaying sexist or other offensive pictures or posters.
4. Sexually suggestive remarks or gestures.
5. Unnecessary physical contact such as, touching, pinching or punching.
6. Physical assault, including sexual assault.
7. Harassment can consist of a single incident or several incidents over a period of time.

Steps to avoid harassment:

1. Avoid solitary contacts with her harasser make sure that you meet him in the presence of other people.
2. Leave office doors open when meeting one-on-one with other person.
3. Maintain professional relationship boundaries between co-workers, supervisors, and people being supervised.
4. Avoid telling jokes based on a person's gender most Indian men tend to treat women who tell sexual jokes-as being 'easy prey'.
5. Minimize or avoid late night or one-on-one purely social engagements.

Women's education:

Women's education policy strongly stressed the importance of women's education. It said that the education of girls should receive emphasis not only on grounds of social justice but also because it accelerates social transformation. Hence, the national policy on education 1968 promised number of steps and measures for the educational development of the society.

It recommended different general and group specific suggestions for the educational development of the deprived, the oppressed and women.

At the level of education increases among women, the degree of their participation in economic processes increases. It helps them to move from manual through blue collar works to white collar jobs. Hence education increases the number of female workers in skilled jobs which has its far reaching impact on socioeconomic conditions of women. Women's education improves prospects of female labourer market participation. Better-educated women tend to contribute more to the family pool.

Educated women to stop atrocities:

Awareness among the women empowers them and they come forward to defend their rights and fight against harassment and misbehavior. In recent years women in India particularly educated women are increasingly being aware of the necessity to fight untidily for the status of equality in all social, economic and political sphere of life. Mere observing 8th March as a International Women's Day is not enough. Women should also make use of various remedies open to them. To enable women to take advantages of these, it is necessary to provide for appropriate and adequate aid and advice and to make them more aware of such provisions. Special provisions must be made for this purpose by the state government under the legal services atrocities act, supplemented by what social

action group and voluntary organization's can do. One of the main thrusts of these activities must be enable women to get organized, this will help them to become to self reliant and confident.

For securing protection and safe guards, women generally and specially have to fight and demand the following:

1. Employment of more women in police station or women police station
2. Sexual harassment as an offence in service rules.
3. State commission for women
4. More family courts and mahila courts
5. Establishment of counseling center's
6. Undertaking legal aid programmes
7. Organize legal literacy camp
8. Take up public interests litigation
9. Prevention for using women in obscene advertisement
10. Property rights for women.

The goals of women's equality of opportunity and status and their rights to justice, dignity and freedom to choice, for which education is recognized as an essential vehicle for significant among the unfinished tasks that India must complete, for survival and further development. There is also a great need for educational programs so that society can change the way of women are perceived, I hope 21st century bring women in to the main stream and provide them life of beginning.

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