



Workplace Safety, Gender-Based Violence, and Organizational Culture Effects of Policies on Women's Quality of Work Life

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Abstract:

All facets of the health workforce are impacted by workplace violence (WPV), including the individual provider, the organization, and society. "Any act of gender-based violence that causes or is likely to cause physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life, is considered violence against women." The majority of women are not safe at work because they are more likely to be victims of various forms of gender-based violence, including physical, emotional, and sexual abuse. However, these incidents are underreported because of social stigma, economic hardship, and illiteracy. The study's goal was to determine the prevalence, risk factors, and reactions of women to frequent gender-based violence. Workplace violence (WPV) affects workers in all professions. Few studies have examined how WPV affects employee engagement (EE) and how corporate culture and the workplace affect their relationship. In this paper we will discuss. Workplace Safety, Gender-Based Violence, and Organizational Culture Effects of Policies on Women's Quality of Work Life.

Keywords: Workplace Safety, Gender-Based Violence, and Organizational Culture, Policy, Work Life, Physical, Sexual, Psychological, Sexual Harassment Policy

Introduction:

Workplace Safety: The aim of workplace safety is to prevent illnesses and injuries among workers and volunteers. Therefore, it's about protecting the nonprofit's most valuable asset: its staff. Another component of safety is having a workplace free from hazards and

accidents. Workers will be able to work without worrying about their safety if proper procedures are established and a secure environment is ensured. If companies wish to provide a safer workplace for their employees, they should thoroughly look into the problem of sexual harassment if they are having trouble with absenteeism and rising accident rates. Stress, poor mental health, and decreased job satisfaction are all consequences of sexual harassment at work. [1]

Violence affects everyone in some form and permeates the lives of countless individuals worldwide. Violations in women's lives begin before they have even set foot on the planet, such as sex-selective abortion. They experienced nutritional and medical issues during infancy, which resulted in malnutrition and other health issues. For them, the most frustrating stage is adolescence, when they encounter many forms of violence such as forced prostitution, trafficking, early marriage, psychological abuse, rape, and torture that lasts a lifetime.

Any act of gender-based violence that causes or is likely to cause physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether it takes place in public or private life, is referred to as "violence against women." As a result, violence against women includes, but is not restricted to:

- a) Physical, sexual, and psychological abuse that takes place within the family, such as beatings, sexual abuse of female children in the home, violence related to dowries, rape in marriage, female genital mutilation and other harmful customs, non-spousal violence, and violence associated with exploitation;
- b) Physical, sexual, and psychological violence that takes place in the general public, such as forced prostitution, human trafficking, rape, sexual abuse, harassment, and intimidation at work, in schools, and elsewhere; [2]
- c) State-perpetrated or sanctioned acts of physical, sexual, or psychological abuse, wherever they take place. In addition, forced abortion and sterilization, coercive or forced contraceptive use, female infanticide, and prenatal sex selection are examples of acts of violence against women. [3]

The General Assembly has called on states to stop impunity for violence against women, as well as to keep creating national plans and more organized methods for stopping gender-based violence and supporting victims. Physical, psychological, or sexual abuse or suffering, threats of such actions, coercion, and other deprivations of liberty are all considered forms of gender-based violence. Such violence has long-lasting impacts that victims carry with them into the workplace. Therefore, a key element of a successful national plan to combat gender-based violence is a comprehensive policy that addresses the issue as it also affects the workplace. As a result, UN Women held an Expert Group Meeting (EGM) on the effects of gender-based violence in the workplace in December 2010. The meeting's goals were to help the UN investigate the most up-to-date and trustworthy research and analysis on this subject,



to identify tried-and-true tactics and regulations for reducing the negative effects of gender-based violence in the workplace, and to establish practical guidelines for helping survivors deal with abuse.

Women's lives have long been impacted by gender-based violence, which includes sexual assault, domestic abuse, stalking, and other types of familial violence and abuse. The negative impacts of gender-based violence on the workplace are significant, regardless of whether the violence takes place inside or outside of the office. Globally, experts are starting to recognize the costs to both employers and victims. This knowledge has led to an understanding of the necessity of proactive measures to improve workers' safety at work and lessen the financial losses incurred by businesses as a result of workers experiencing gender-based violence. [4]

Precautionary measures for women safety in India:

Nirbhaya: The Ministry of Home Affairs developed the Nirbhaya smartphone app to safeguard women. It allows users to send SOS warnings to emergency contacts and the police in case of danger. The app also has features like incident audio/video recording and location tracking.

Raksha: Raksha is a personal safety app developed by the Indian Police Foundation. Users can send distress signals to nearby police stations and pre-designated contacts by simply shaking their phones. The program also contains features like incident audio and video recording and GPS tracking.

Himmat: The Delhi Police launched Himmat, a safety program created specifically for women in Delhi. Users can send SOS notifications to the Police Control Room (PCR) using their location data. The "journey logging" function of the app allows users to share their travel schedule with emergency contacts.

My pin for safety: My Safety Pin is a crowdsourced safety program that provides information about the safety of specific locations and routes. Users score and evaluate areas based on a variety of safety factors, such as visibility, illumination, and public transportation accessibility. The software also offers safety tips and safety checks. [5]

Safe City: Safe City is another crowdsourcing website that collects and tracks instances of harassment and assault against women. Users can report incidents anonymously and locate harassment hotspots in their city. The platform also encourages safer public spaces through community engagement and awareness campaigns. [6]

Review of Literature:

Transparent and open communication, work-life balance, training and development, praise for diligence, and a strong sense of teamwork are all provided to employees in a supportive work environment. Nonetheless, the degree of concern and assistance that workers believe their



company and supervisor supply is a crucial component of the workplace (May et al., 2004). Supportive management fosters a culture of safety and trust that empowers workers to demonstrate their abilities without worrying about failing, improving EE toward the workplace. [7]

A progressive attitude toward the company, its reputation, and its principles characterizes an engaged employee. According to Kaliannan and Adjovu (2015) and Saks (2006), organizations aim to create an atmosphere that fosters high levels of employee engagement, where workers are completely focused on their task and eager to surpass others. Additionally, firms need to have clearly defined responsibilities and convey them to people in order to engage them. The organization's mission must be connected to each employee's day-to-day actions in order to define employee roles. Additionally, it would assist workers in avoiding burnout and disengagement, which leads to pleasant feelings and moral behavior at work. [8]

It has long been expected that one of the main goals of social responsibility initiatives be the establishment of gender equality in organizations. A type of business management known as "corporate social responsibility," or "CSR," focuses on taking into account how a company's operations affect society and the environment. However, some academics (see Larrieta et al., 2014) assert that organizations must establish an SRG system wherein activities should incorporate a gender perspective. These activities can be external, such as local communities, business partners, suppliers and consumers, human rights, and global ecological issues, or internal, such as human resource management, occupational health and safety, adaptation to change, and management of environmental impact and natural resources. [9]

Objectives:

- To study the Workplace Safety, Gender-Based Violence, and Organizational Culture Effects of Policies on Women's Quality of Work Life"
- To Define Model of Cumulative Gender Inequities in the Workplace
- To Improve Women's Safety in the Workplace
- To Explain Workplace Violence and Sustainable Work Performance

Research Methodology:

The secondary data will be mostly collected from research journals, magazines, newspaper, Articles, Annual reports of IT companies. NASSCOM, STPI, and the internet. Secondary data is readily available from published or printed sources. Quality of work life has been explored amongst the working women employees who are a part of any sports club or an activity group and those who are not. The current study is exploratory in nature.

Data Analysis:

We have inductively developed a Model of Cumulative Gender Inequities in the Workplace to demonstrate these discoveries (see Fig. 1). We outline our model and apply it to clarify and incorporate important conclusions from our research in this Discussion section. We also point out gaps in the current research (see Table 1) and offer a research agenda for the future as well as some specific areas that practitioners should concentrate on. Lastly, we address how companies and researchers might gain from a more comprehensive knowledge of employee merit, given the cumulative nature of gender disparities. [10]

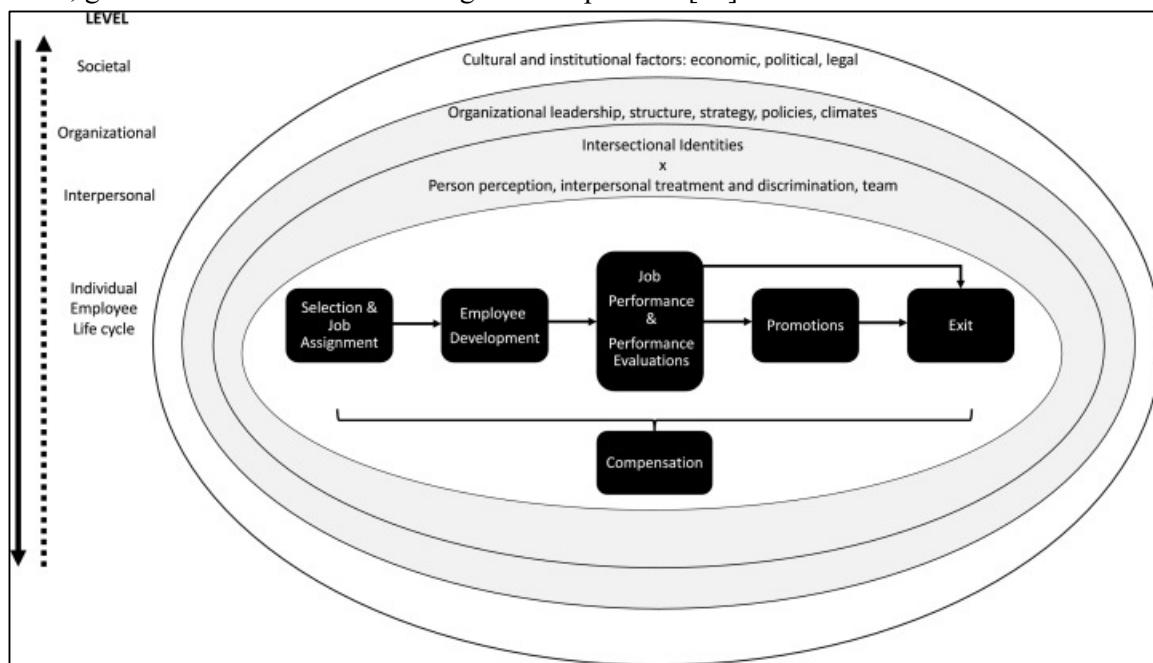


Figure 1: Model of Cumulative Gender Inequities in the Workplace.

Table 1. Strength of Evidence for Effects of Organizational Initiatives on Gender (In) equities. [11]

Initiatives for Gender Equity	Organizational Domain or Practice							
	Hiring	Sexual Harassment	Work-Life Conflict	Employee Development	Performance Evaluations	Promotions & Leadership	Compensation	Exit
Women's Representation								
Sexual Harass Climate								
Supportive Work-family Climate								
Affirmative Action & EE								
Diversity Targets & Monitoring								
Diversity Training								
Mentorship								
Merit-Based HR Practices								
Diversity Climate								
Women in Leadership								

Note. No evidence Mixed evidence Some evidence Strong evidence

Improve Women's Safety in the Workplace:

1. Sexual Harassment Policy

"Women around the world are disproportionately impacted by gender-based violence including sexual harassment and assault at work," according to a Human Rights Watch report.

Any organization must have a sexual harassment policy. It ought to specify:

- Sexual harassment and its forms
- Explain the zero-tolerance approach
- Educate on inappropriate conduct
- Outline consequences [12]

2. Create Awareness among the Employees

Seeing how many individuals are still ignorant about women's safety and its significance in the workplace is unsettling. Many still do not emphasize women's safety at work, despite the increase in harassment incidents.

Awareness campaigns must to be thorough, continuous, and customized for certain workplace settings. Workers must also be aware of the many types of harassment, which range from offensive remarks to overt actions.

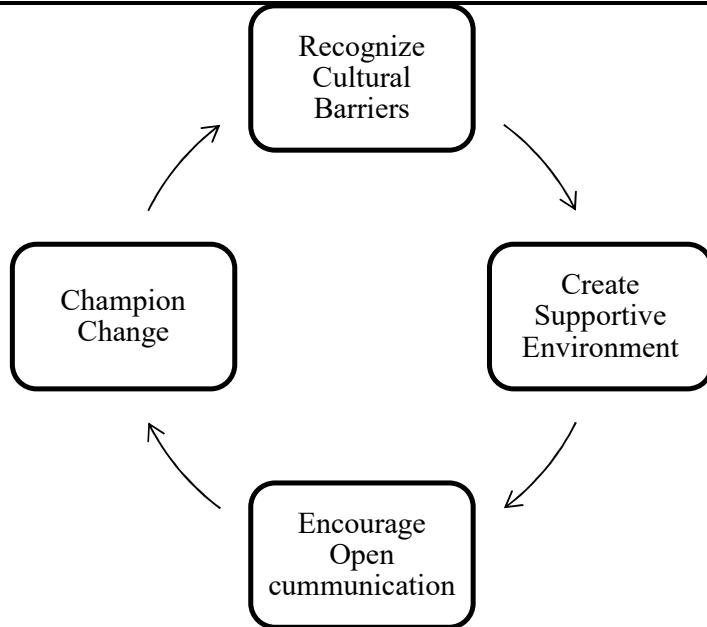


Figure 2: Cycle of Empowering Women in the Workplace

The anxiety that surrounds women when they have to speak up is one of the largest obstacles in tackling workplace harassment and safety issues. For fear of reprisals, harm to their careers, or termination, many women are reluctant to express their concerns or report events.

3. Work-life Balance:



Figure 3: Cycle of Work-life Balance



From handling household duties to carrying out their professional responsibilities, women have always been seen as performing every duty that comes their way. Women find it difficult to maintain a healthy work-life balance due to their numerous responsibilities, which leads to stress, burnout, and disengagement. Organizations need to understand that it is not possible to expect women to manage two roles without sufficient support. Fostering a balanced, productive, safe, and healthy workplace requires offering support networks and flexibility. [13]

4. Workplace Violence and Sustainable Work Performance:

WV refers to violence that puts workers' health and safety at risk, typically in the form of threats or physical assault. According to Ferris and Lian's research, there are four aspects of WV: stalking, ostracism, mobbing, and harassment. These dimensions are defined as follows: stalking is a series of actions that make someone feel afraid or in danger; harassment is the humiliation and terrorization of an individual by another in the workplace; mobbing is the bullying of an individual by a group in any context, such as by family or peers, at school or work, in the neighborhood, community, or online; and ostracism is defined as workplace isolation that an employee perceives due to his or her peers or employers, with negative consequences for organizational development, such as high employee turnover, low job dissatisfaction, and high job dissatisfaction. Stalking is a severe offense that frequently develops into violence over time. In order to optimize value, sustainable work performance entails coordinating financial, environmental, and social goals in the execution of essential work activities. In order to enhance job performance, organizations intend to develop their staff, including their social character. WV causes anxiety and makes the workplace uncomfortable for employees. This is crucial for the workplace, where varied human resources and teamwork are valued, and businesses require effective leadership to interact with employees, stakeholders, and peers. It is clear from the explanation above that WV results in lower levels of work satisfaction and organizational commitment. Additionally, WV has high rates of employee turnover, job burnout, anxiety, and depression.

An essential comprehension of the connection between SWP and WV. Thus, the following theories and conceptual model (see Figure 4) were developed based on the research cited above:

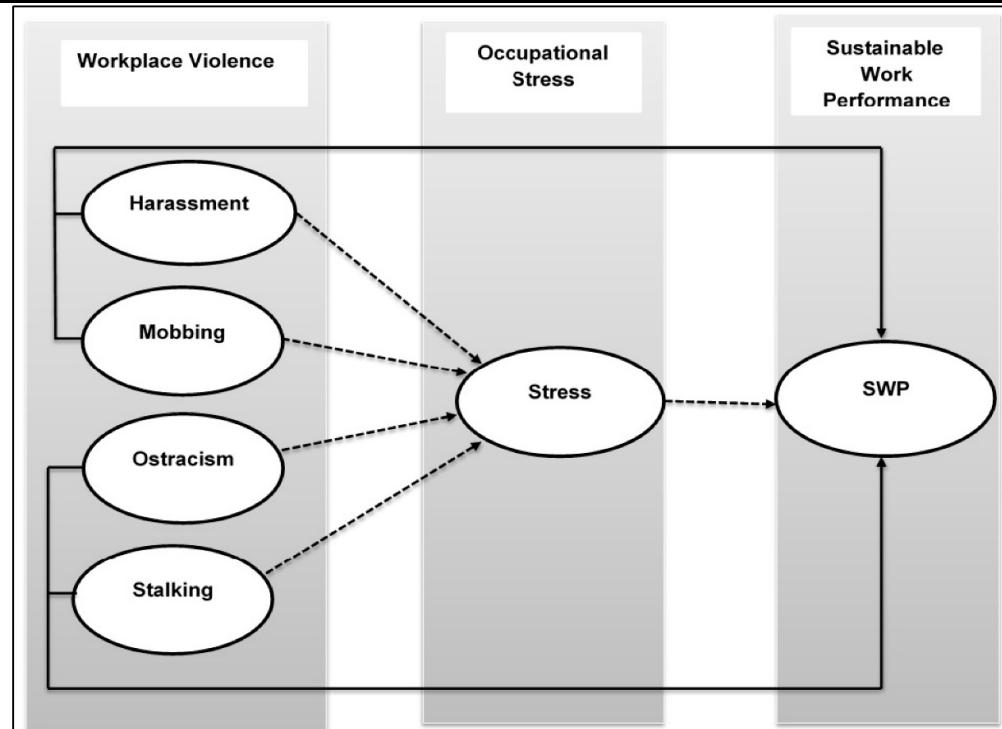


Figure 4: Conceptual model. Solid arrows show direct relationships, dashed arrows show indirect relationships, and arrows show negative relationships. Sustainable work performance, or SWP. [14]

5. Mediating Effect of Occupational Stress

Workplace stress is a state that people experience at work when they are presented with expectations that they are unable to see, making accomplishment seem unattainable. Their minds become unstable as a result. Stress among employees is addressed by this condition. Workplace violence is one factor contributing to stress at work. WV adversely affects long-term organizational performance and raises OS among employees. [15]

Conclusion:

There is an urgent need to establish a welcoming workplace with stringent guidelines. To eradicate gender-based violence in the workplace, awareness campaigns and training initiatives for female employees are also essential. We can conclude that a contented worker has faith in the company that employs them, which leads to better output. Positive behavior from employees fosters peace in the workplace, improves performance, and strengthens relationships with management, coworkers at all levels of the organization, and themselves. Additionally, positive employee conduct lowers the incidence of violence at work, enhancing



the organization's overall efficacy and performance. Effects of GBV at work in the natural resources and construction industries. This analysis highlights the ongoing prevalence of workplace GBV in the construction and natural resources sectors, despite an increase in women's engagement in these industries.

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