



THE ROLE OF MOTIVATIONAL FACTORS FOR REHABILITATION OF SEXUALLY HARASSED WOMEN IN KERALA

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ABSTRACT Sexual harassment is any unwelcome sexual overture or conduct of a sexual nature that makes an individual uncomfortable. It may be physical, verbal or visual. It is imperative to understand what distinguishes sexual harassment from “friendly” behavior. Friendly behavior his welcome and mutual, and although sexual harassment is not rape, it is still a major nuisance for woman. As far as Kerala is being concerned, day by day, minute by minute the number of reported cases is increasing as far as the sexual harassment is concerned. The punishment system has lot of loop holes which is utilized by the culprits and this is the way how the cases are increasing. However, there are lot of government and non-government organizations which are providing lot of motivational steps in rehabilitating the sexually harassed women. This article throws light towards the effective steps in this scenario to protect our sisters as we have to hold the name, God's own country”.

KEYWORDS : Sexual Harassment, Motivational Factors, Rehabilitation

INTRODUCTION OF STATUS OF WOMEN IN KERALA

The Indian Constitution has given equal rights to men and women in the society. But socially constructed gender roles, gender division of labor and behavior patterns, lead to unequal gender relations and therefore a basic inequality in society. Gender practices are socially constructed and vary according to place, time and location Our society is largely a patriarchal society giving centrality to males. Being a women society, she has to suffer several types of discrimination from birth to death: son preference, female feticides, child abuse, practice of dowry, atrocities and gender-based violence, sexual harassment, etc. For addressing these issues, the society's attitude towards men and women has to be restricted. Immediate attention should be given for formulating programmes which bring about attitudinal changes and changes in socio-cultural practices to create a gender sensitive consciousness. Firstly, the society should be informed how the differential socialization process itself contributes to developing fragmented male/female identities. Secondly, efforts should be taken to develop an awareness of how social cultures are created and maintained, how power is displayed to shape values and behavior especially those which are gender related. It is high time to develop strategies and skills for influencing and changing cultures towards a gender sensitive society. It is in this background that the Government of Kerala has initiated two flagship programmes on gender Awareness and fishing Schools in the Eleventh plan policy Approach to be implemented through different departments/organizations.

Kerala presents a positive picture as far as women's development is concerned It is the only state in India, where women outnumber men with a higher sex ratio science 1951. It is undeniable that women in Kerala enjoy liberties and freedoms denied to their sisters in other parts of India. Conventional indicators related to women development such education, maternal health, access and utilization of health care facilities, are very high in the state. Female literacy rate is 87.86 percent whereas at the national level it was only 54.16 percent; maternal mortality in the state has come down sharply. The women in Kerala live six years longer than men. The life expectancy at birth is 76 for females while the national average is 61.8 years only. The “Kerala Model of Development” owes its attributed success to the achievements in the arena of health and education towards which the contribution of women is particularly significant.

Gender Issues in Kerala

The term 'Gender' refers to the socially constructed roll of men and women. Certain gender practices as they evolved are a social hindrance to women's development. Gender discrimination in Kerala society has been masked by many of the impressive development indicators of the state especially with respect to the status of women in Kerala. Political process and realms of decision making still remain a male dominated field. So, it is a paradoxical situation that prevails with regards to women development and the position of women in Kerala.

Sexual Harassment

Sexual harassment is any unwelcome sexual overture or conduct of a sexual nature that makes an individual uncomfortable. It may be physical, verbal or visual. It is imperative to understand what distinguishes sexual harassment from “friendly” behavior. Friendly behavior his welcome and mutual, and although sexual harassment is not rape, it is still a major nuisance for woman. All women, irrespective of their age and marital status, or their attire, face sexual harassment in day- to-day life in some form or the other-in the work place, in educational institutions, on the streets, or at home, from co-workers, employers, family, relatives, friends, acquaintances, neighbors, roadside 'Romeos' or from the 'nukkad group'. Although the way you dress has nothing to do with becoming a victim of sexual harassment, it is a good idea to keep in mind the occasion and the environment while deciding what to wear. You may dress fashionably, but dress intelligently. Wear clothes in which you are relaxed and at ease, comfortable to move around freely without any hitches.

Research Gap

There are ample of studies were conducted in the areas of psychology, sociology etc. regarding the sexual harassment. These studies are very relevant in correlating the problems as well as the issues in connection with the sexual harassment. Frankly speaking there are lot of efforts that have been taken in connection with the different dimensions of sexual harassment. But while analyzing these studies it came in light of the researcher that there are a few studies are being conducted in connection with the rehabilitation of the above said category, no such type of studies has been conducted in providing motivational factors in rehabilitating the above said categories and bringing them to the normal life stream. This was a striking point which was noticed by the research scholar and it formed the basis of the research.

Statement of the Problem

A perceived gap between the existing state and a desired state, or a deviation from a norm, standard, or status quo. Although many problems turn out to have several solutions (the means to close the gap or correct the deviation), difficulties arise where such means are either not obvious or are not immediately available. In this scenario also there exists lot of problems in connection with the sexual harassment, but this problem “Motivational Factors for the Rehabilitation of Sexually Harassed Women in Kerala”, is the main situation occurred in connection with the topic under study.

Problem Identification

In general, women and men who have experienced negative consequences of sexual harassment have somewhat different attitudes from people who have not personally quit or lost a job because of sexual harassment. For men, having suffered one or more negative consequences of sexual harassment led to viewing both women and men as more often acting sexy at work, that is, dressing to be sexually attractive and even seductive. These significant relationships are necessarily quite strong since so few men reported a negative effect of sexual harassment. Fifty per cent of the men who had experienced a

negative consequence strongly agreed that women at work act sexy, for example, compared to 26 per cent who experienced no negative effects.

A surprising finding is the relationship between suffering negative consequences and being flattered by propositions from women. Ninety-three per cent of male victims, compared to 72 per cent of those who were not victims, said they would be flattered by a sexual request from a woman at work. This was the main problem identified with this situation. During the theoretical frame working of this study, it is being noticed that the sexually harassed women are having lot of problems and there are some negative thoughts and forces that pull her back from being in the normal life stream. This was a challenging experience to note this category and make some activities in connection with the HR techniques so as to develop a model that is universally acceptable to the said category as well as the victims.

Objectives

The research gap and problem identification formed the basis of the structure of the research topic and hence the framework was designed. In this situation the objectives of the study were formulated as follows.

- To analyze the nature and causes pertaining to the situation of sexual harassment
- To check whether the measures taken by the government/ stakeholders for the down trodden women (intervention) in Kerala is effective.
- To study the motivation factors for the rehabilitation of sexually harassed women

Variable Identification

Generally speaking, in any given model or equation, there are two types of variables: Independent variables - The values that can be changed in a given model or equation. They provide the "input" which is modified by the model to change the "output." "Dependent variables - The values that result from the independent variables. A depth interview was conducted to understand the variables that are influencing the rehabilitation of sexual harassed women in Kerala. The identified variables were drafted in to a survey questionnaire and were administered to a small group of sexually harassed women and the research questionnaire finalized.

Sampling: Design & Procedure

Sampling is the process of selecting units (e.g., people, organizations) from a population of interest so that by studying the sample we may fairly generalize our results back to the population from which they were chosen. Let's begin by covering some of the key terms in sampling like "population" and "sampling frame." Then, because some types of sampling rely upon quantitative models, we'll talk about some of the statistical terms used in sampling. Finally, we'll discuss the major distinction between probability and Nonprobability sampling methods and work through the major types in each.

In statistics, stratified sampling is a method of sampling from a population. In statistical surveys, when subpopulations within an overall population vary, it is advantageous to sample each subpopulation (stratum) independently. Stratification is the process of dividing members of the population into homogeneous subgroups before sampling. The strata should be mutually exclusive: every element in the population must be assigned to only one stratum. The strata should also be collectively exhaustive: no population element can be excluded. Then simple random sampling or systematic sampling is applied within each stratum. This often improves the representativeness of the sample by reducing sampling error. It can produce a weighted mean that has less variability than the arithmetic means of a simple random sample of the population. In computational statistics, stratified sampling is a method of variance reduction when Monte Carlo methods are used to estimate population statistics from a known population.

Stratified Sampling Strategies

1. Proportionate allocation uses a sampling fraction in each of the strata that is proportional to that of the total population. For instance, if the population X consists of m in the male stratum and f in the female stratum (where m + f = X), then the relative size of the two samples (x1 = m/X males, x2 = f/X females) should reflect this proportion.
2. Optimum allocation (or Disproportionate allocation) - Each stratum is proportionate to the standard deviation of the distribution of the variable. Larger samples are taken in the strata

with the greatest variability to generate the least possible sampling variance. Stratified sampling ensures that at least one observation is picked from each of the strata, even if probability of it being selected is far less than 1. Hence the statistical properties of the population may not be preserved if there are thin strata. A rule of thumb that is used to ensure this is that the population should consist of no more than six strata, but depending on special cases the rule can change - for example if there are 100 strata each with 1 million observations, it is perfectly fine to do a 10% stratified sampling on them.

Analysis and Interpretation

Age of Sexually Harassed Women in Kerala

The age of the sexually harassed women indicates their level of exposure, experience and maturity, which was analyzed and included in the profile variable. In this analysis, the age of sexually harassed women was classified into five groups viz. less than 18 years, 18 to 25 years, 26 to 35 years, 36 to 45 years and 46 to 55 years. The details of the analysis are tabulated in table.

Age of Sexually Harassed Women in Kerala

Sl.No.	Age	Total	Percentage	Cumulative Percentage
1.	Less than 18 years	30	9.10	9.10
2.	18 to 25 years	164	49.50	58.60
3.	26 to 35 years	71	21.50	80.10
4.	36 to 45 years	45	13.60	93.70
5.	46 to 55 years	21	6.30	100.00
	Total	331	100.00	

Source: Primary Data

Education of Sexually Harassed Women in Kerala

The education of sexually harassed women plays a critical role in handling situations, understanding the issues and decision-making skills. Hence the variable education which was analyzed and included in the profile variable. In this analysis, the education of sexually harassed women was classified into eight groups viz. illiterate, below SSLC, SSLC, Degree, Post Graduate, Technical/Diploma, Professional degree and others. The details of the analysis are tabulated in table.

Education of Sexually Harassed Women in Kerala

Sl.No.	Age	Total	Percentage	Cumulative Percentage
1.	Illiterate	30	9.10	9.10
2.	Below SSLC	25	7.60	16.60
3.	SSLC	45	13.60	30.20
4.	Degree	103	31.10	61.30
5.	Post Graduate	74	22.40	83.70
6.	Technical/Diploma	18	5.40	89.10
7.	Professional Degree	34	10.30	99.40
8.	Others	2	0.60	100.00
	Total	331	100.00	

Source: Primary Data

From the above table, it can be seen that 31.10 percent are degree holders followed by 22.40 of the sexually harassed women are post graduates. The analysis infers that majority of the sexually harassed women are degree holders.

Occupation of Sexually Harassed Women in Kerala

The occupation of the sexually harassed women represents the earning levels and the knowledge of various remedial measures associated with women empowerment and the same was analyzed. The grouping of the profile variable is government service, teachers, administrative staff, sales staff, technology job and others. The details are tabulated in Table given.

Occupation of Sexually Harassed Women in Kerala

Sl. No.	Occupation	Total	Percentage	Cumulative Percentage
1.	Government Service	53	16.00	16.00
2.	Teacher	38	11.50	27.50
3.	Administrative Staff	34	10.30	37.80
4.	Sales Staff	54	16.30	54.10
5.	Technology Job	40	12.10	66.20

6.	Others	112	33.80	100.00
	Total	331	100.00	

Source: Primary Data

The table highlights the occupation group of the sexually harassed women and it can be seen that 33.80 percent of the women are engaged in other category followed by 16.30 percent in sales job. Also, 16 percent of the women are in government service. The analysis infers that majority of the sexually harassed women engage in private employment which include a variety of job and sales.

Tolerance of Sexual Harassment by Companies

In order to understand the framework adopted by companies in engaging women workers, the tolerance levels were analyzed including the same as a variable in the study. The dichotomous variable tolerance to sexual harassment in workplace was tabulated in Table below.

Tolerance of Sexual Harassment by Companies

Sl. No.	Tolerance of sexual harassment by companies	Total	Percentage	Cumulative Percentage
1.	Tolerated	120	36.30	36.30
2.	Not Tolerated	211	63.70	100.00
	Total	331	100.00	

Source: Primary Data

It can be seen that 63.70 of sexually harassed women felt that their workplace does not tolerate the sexual harassment cases and 36.30 percent felt that sexual harassment is tolerated in their companies. The analysis infers that majority of the women feel that the harassment at workplace is not tolerated.

Awareness of Sexual Harassment Prevention Act

Analysis was conducted to check the awareness among the samples to know about Sexual Harassment Prevention Act. The awareness of the sexual harassment prevention act was tested on the dichotomous option and the results are tabulated in Table.

Awareness of Sexual Harassment Prevention Act

Sl. No.	Awareness of Sexual Harassment Prevention Act	Total	Percentage	Cumulative Percentage
1.	Aware	172	52.00	52.00
2.	Not Aware	159	48.00	100.00
	Total	331	100.00	

Source: Primary Data

It can be seen from table shows that 52 percent of the sexually harassed women are aware of the act on 48 percent of the women are not aware of the act. The analysis infers that majority of the women are aware of the sexual harassment prevention act.

Explicit Sexual Harassment Policy in Workplace

The harassment policies of the companies were tested using the availability of policy in workplace and the dichotomous option and the results tabulated in Table.

Explicit Sexual Harassment Policy in Workplace

Sl. No.	Explicit Sexual Harassment policy in workplace	Total	Percentage	Cumulative Percentage
1.	Policy available	142	42.90	42.90
2.	Policy not available	189	57.10	100.00
	Total	331	100.00	

Source: Primary Data

The table indicates the options tagged and it was found that 57.10 percent of the sexual harassed women indicated that there was no explicit policy available in their workplace and 42.90 percent indicated that they have explicit sexual harassment policy in their workplace. The analysis infers that most companies have explicit sexual harassment policy.

Redressal Mechanism in Workplace

The redressal mechanism in workplace of sexually harassed women were tested providing the option variable and the results are tabulated in table.

Redressal Mechanism in Workplace

Sl. No.	Redressal mechanism in workplace	Total	Percentage	Cumulative Percentage
1.	Available	148	44.70	44.70
2.	Not available	183	55.30	100.00
	Total	331	100.00	

Source: Primary Data

It was found that 55.30 percent of the sexually harassed women indicated that there is no redressal mechanism available for them at workplace and 44.70 percent of the women felt that they have proper workplace redressal mechanism. The analysis infers that majority of the women specified that they have no redressal mechanism in the workplace.

Action on Part of Management on Sexual Harassment

The action on part of the management when a sexual harassment case is reported is critical and hence the research tried to understand the response from companies and the results were tabulated in Table.

Action on Part of Management on Sexual Harassment

Sl. No.	Action on part of Management on Sexual Harassment	Total	Percentage	Cumulative Percentage
1.	Action	138	41.70	41.70
2.	No action	193	58.30	100.00
	Total	331	100.00	

Source: Primary Data

The table indicates the responses of sexual harassed women and it can be seen that 58.30 percent of the women communicated that there was no action from the part of management and while 41.70 percent of women indicated that there was action from the management side. The analysis infers that majority of the women who reported the sexual harassment was not responded in adequate manner by the companies.

Reporting of Incidence of Sexual Harassment

The reporting of sexual harassment is crucial to record and initiate action from the stakeholders' side and the same was analyzed. The variable grouping had three categories viz., immediate reporting, after discussion with family and friends and after counselling support and the results depicted in Table.

Reporting of Incidence of Sexual Harassment

Sl. No.	Reporting of incidence of Sexual Harassment	Total	Percentage	Cumulative Percentage
1.	Immediately	133	40.20	40.20
2.	After discussion with family and friends	159	48.00	88.20
3.	After counselling from support centre	39	11.80	100.00
	Total	331	100.00	

Source: Primary Data

The above table indicate the responses and it can be seen that 48 percent of the women reported the cases only after discussion with family and friends and 40.20 percent of the women reported the case immediately. The analysis infers that majority of the women report the cases after discussion with family and friends through the moral and psychological support.

Effectiveness of Rehabilitation

The null hypothesis that the rehabilitation processes in Kerala are effective was tested using one sample t-test (n=331) and the results are tabulated in Table.

Effectiveness of Rehabilitation

Sl.No.	Rehabilitation	M	SD	t	df	p
1.	Options	2.29	1.17	4.55	330	0.00
2.	Systems	2.59	1.01	10.59	330	0.00
3.	Process	2.79	1.01	14.28	330	0.00
4.	Psychological support	2.77	1.11	12.63	330	0.00
5.	Government interventions	3.15	1.24	16.90	330	0.00

Source: Primary Data

It was found that Rehabilitation Process where rehabilitation options (t=4.55, p=0.00), rehabilitation systems (t=10.59, p=0.00),

rehabilitation process (t=14.28, p=0.00), psychological support (t=12.63, p=0.00) and government intervention (t=16.90, p=0.00) had a significant difference and hence the null hypothesis for these variables is rejected.

Motivational Factors influencing Rehabilitation

The motivational factors influencing rehabilitation was narrated with the help of principal axis factor analysis with vari-max rotation. The scores on various variables were considered for testing. The analysis reveals eight factors which influence the process of rehabilitation. The eight factors were wants, beliefs, rewards, goals, support, acceptance, collective responsibility and costs (Kemp 1988). The resulted factors, the eigen values, percent of variation, the variables contributing to the factor and the reliability coefficient are presented in Table given below.

Important Motivational Factors in the Rehabilitation Process

Factors (Eigen Values)	Variables	Factor Loading	Community	Percent of variation
Want (2.301)	Explore needs	0.852	0.800	9.588
	Reminding needs	0.755	0.791	
	Attending to emotional needs	0.495	0.608	
Beliefs (2.092)	Identify beliefs	0.801	0.648	8.715
	Awareness of concerns	0.734	0.595	
	Establish sense of control	0.453	0.712	
Rewards (2.029)	Offering rewards	-0.669	0.486	8.452
	Self determination	0.662	0.552	
	Setting short term goals	0.578	0.486	
	Promote hope	0.507	0.642	
Goals (1.892)	Potential motivation	-0.796	0.766	7.883
	Goal setting	0.776	0.728	
Support (1.832)	Encouraging verbalisation	0.840	0.793	7.634
	Discourage over protection	0.662	0.667	
Acceptance (1.770)	Aware of patients	0.772	0.606	7.375
	Provide role model	0.599	0.595	
	Having acceptance	0.598	0.689	
Collective responsibility (1.747)	Perceiving situation	0.673	0.626	7.279
	Active partnership	0.653	0.495	
	Having warm approach	0.649	0.671	
Costs (1.638)	Tuning to victim's needs & Education	0.742	0.614	6.824
	Manning approach	0.681	0.617	
	Placing responsibility	-0.409	0.557	
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.				0.815
Bartlett's Test of Sphericity		Approx. Chi-Square	728.006	
		df	276	
		Sig.	0.000	

The motivational factors influencing rehabilitation narrated reveals eight factors which are wants, beliefs, rewards, goals, support, acceptance, collective responsibility and costs (Kemp 1988). The KMO measure of sampling adequacy was 0.815 and the Bartlett's Test of Sphericity was significant. The narrated eight factors explain the motivational factors influencing rehabilitation to the extent of 63.75 percent. The most important factor was 'wants' which consist of three variables with an eigen value of 2.301 and explains 9.588 percent of variation. The second important factor was 'Beliefs' which consists of three variables with an eigen value of 2.092 and explains 8.715 percent of variation. The third factor 'rewards' which consists of six variables has a reliability coefficient of 0.815, eigen value of 2.878 and explains 10.850 percent of variation. The fourth factor 'Asset creation' which consists of four variables has a reliability coefficient of 0.648, eigen value of 1.198 and explains 10.250 percent of variation.

Findings

- Nearly half of sexually harassed women were 18 to 25 years. While minority of them from 46 to 55 years
- More than 50 percent of the sexually harassed women were educated. Majority of them were degree holders followed by post

graduates.

- Majority of the sexually harassed women engaged in private employment which include a variety of jobs. Minority of them were administrative staff.
- Majority of the sexually harassed women were aware the Act while little over 48 percent were unaware of the act.
- Majority of percent of the sexually harassed women indicated that there was no explicit policy on sexual harassment and the rest indicated otherwise.
- Majority of sexually harassed women point out that their work place does not have redressal mechanism and their rest had redressal mechanisms.
- Majority of the sexually harassed women indicated that there was no action on the part of the management of the company after reporting of sexual harassment and their rest indicated that there was action.
- There is no significance difference among educational groups on strategies like reporting to higher authority, threatening drastic action outside formal procedures and being extra firm and professional

Suggestions and Recommendations

The issue of sexual harassment is a complex issue. It is not an isolated problem. A number of factors are responsible for it. A workplace free from sexual harassment can be ensured by a massive effort. The solutions of sexual harassment should be in a multi-dimensional approach. The suggestions and recommendations given by researcher are also directed towards handling the problem in totality.

The state and central governments have to take serious measures in making the sexual harassment a serious issue and the punishment for the same should be given the maximum just like a murder so that we can reduce the same. More over the women must be given maximum protection. This remembers the quote, "prevention is better than cure"

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