

## WORKING PLACE HARASSMENT AND HEALTH RISK CHALLENGES FACED BY WOMEN'S IN TEACHING PROFESSION

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### ABSTRACT

Women face different workplace health challenges than men. Social, economic, and cultural factors also put women at risk for injury and illness. When family and work demands collide, the resulting stress can lead to physical health problems such as poor appetite, lack of sleep, increase in blood pressure, fatigue, and increased susceptibility to infection. It can also result in mental health problems such as burnout and depression. Balancing work and family tasks can put additional stress on women. Gender discrimination in the workplace can affect a woman's physical and mental health. Sexual harassment can lead to Anxiety, alienation, headaches, insomnia, lower self-esteem depression. I. Introduction, II. Gender discriminations hampering work concentration, III. Sexual harassment affecting family relationships, IV. Academic achievements and stress management challenges, V. Role of women cell in recommendations and solutions, VI. Conclusions.

Teachers have a right to protection from violence in their workplace. They are not required to tolerate behavior which threatens their safety and well-being. Harassment can be based on the grounds set out in the Human Rights Code, or it can be a form of psychological or personal harassment apart from the Human Rights Code. Often, bullying and harassment are manifestations of abuse of power. Although increasing numbers of women have entered academia, their academic status has been slow to improve. Women remain disproportionately represented within instructor, lecturer, and unranked positions. Pregnancy, childbirth, and child rearing are also age- related, and most commonly occur during the same years that college faculty is seeking tenure in their jobs. The conflict between work and family obligations that many faculty members experience is more acute for women faculty than for men. Giving birth and raising children are distinctive events.

**Key words-** workplace health challenges, Social factors, economic factors, and cultural factors, physical health problems, Gender discrimination, physical and mental health,

## **I. Introduction**

As educational institutions seek to support faculty members in integrating work responsibilities and family life. Administrators and faculty members should be alert to the many forms that discrimination may take against those with a variety of family responsibilities throughout their careers. They should recognize that families are varied and that they change in structure and needs over time. Therefore, institutions should adopt policies that contemplate. Which encourages the institutions to offer significantly greater support for faculty members and other academic professionals with family responsibilities.

## **II. Gender discriminations hampering work concentration**

The burden borne of those choices has not been shouldered equally by all. For women to achieve the gender equality that is their right, the prevailing attitude towards economic and social rights must change. States are first and foremost responsible to ensure that all human rights are respected, protected, promoted, and fulfilled.

There are many such circumstances where in lady lectures face that many a times hidden harassments goes unnoticed. Whatever may be the work commitment and sincerity shown in their duties? The male ego that does not appreciate or encourage the women workers. gender discrimination interns the possibilities of curbing and only identifying the mistakes in their work who works under them. This kind of negative attitudes will definitely hinder the positive spirit of women workers and make them lose their concentration slowly in their work. Not all the male faculty does it, but there are certain possibilities of them who are very egoistic in their approach. So it is necessary to identify them and make sure trouble shooters are counseled and women lecturers are free from such form of mental harassments. In such case it is difficult to give peaceful lectures in classrooms, neither possible to work in such environment, unless serious hidden kind of harassment is identified and permanently solved.

For instances male lecturers who are irritating frequently targeted lady staff often enter to their personal matters, tease them regarding their working styles, dressing sense, etc..Unnecessarily comparing them with other lady staff and insulting the targeted ones. This is an severely damaging situations in working environment. This need to be stopped immediately and serious action to be taken against the problem creators Otherwise what will be the moral disciplines imparted to students when some of the teachers themselves does not follow.

### III. Sexual harassment affecting family relationships

Sexual harassment is, above all, a manifestation of power relations – women are much more likely to be victims of sexual harassment precisely because they more often than men lack power, are in more vulnerable and insecure positions, lack self confidence, or have been socialized to suffer in silence. In order to understand why women endure the vast majority of sexual harassment, it is important to look at some of the underlying causes of this phenomenon. Some men resented female employees and perceived them as a threat in traditionally male dominated work environments. In these cases the women were subject to overt discrimination, that is, they received lesser-valued job assignments, lack of promotions, lower pay, and sexual harassment to cause embarrassment and humiliation. A woman subjected to sexual harassment endures pressure, degradation or hostility that her male co-workers don't have to endure- making it just that much harder to compete for the job and for advancement. Not only gender discrimination do happens there are certain minor to severe level of abuse and sexual harassments might taking place in working environment.

The comments on the lady staffs, their physique conditions, showing weird actions, always directly or indirectly speaking about personal irritating mood diverting matters, etc. leaves bad impact on the mental conditions of sincere women workers who might find it difficult to avoid. If there are women cell functioning transparently without partiality and without false justification then there would not be so much of problems taking it to the home. But if in case authority itself repeatedly ignore the complaints or if it takes it in an easy manner then what next has to be done whom to approach for justice.

Thus such an issues need to be addressed tackled very carefully and the role of council meeting, grievance cell. Counseling committee becomes very influential to solve the received complaints. But saving some persons negative attitude, favoring the problems creators, will definitely double the troublesome times ends in suicide attempts too. So then how far it is tolerable? There are some traditionally bound families or any families for that matters will not tolerate it even if misunderstandings of rumors spread over the locality finally it may kill the family relationships and what about their children who are innocents who has to face such conditions.

In most of the cases working women feel humiliated with the attitude and derogatory remarks passed by their male colleagues. This kind of unhealthy work atmosphere, lack of

support from colleagues and higher authority leads to job dissatisfaction and less productivity for women. Higher management should take some steps to create a healthy and conducive work environment for ladies.

#### **IV. Academic achievements and stress management challenges**

Teaching profession is the most honorable dignified profession of all times. The degree college lecturers play an vital role in this aspect. There are several kinds of short comings in this process faced by lady lecturers who finds it difficult to cope with the situations which will hamper or worsen the circumstances like job stress, failure in balancing job and family life, more so ever the mental harassments will suppress their fresh innovative ideas in academic achievements. One possible question could be raised regarding the work place attitudes and job environment.

The role of colleagues and administrative authority is very crucial in such context. There are some colleagues who are of basically rigid, egoistic, orthodox, caste mentality, jealous oriented both professionally and personally who plays the tricks in not allowing committed workers to contribute for the work and welfare of the organization. By and large it seems to be disgusting and disturbing the mind set up of the worker. Unfortunately in most of the govt. colleges and maybe also in some private institutions these conditions very badly prevail. The UGC puts forth various terms and conditions for the fulfillment of goals of higher education {API scores} etc and it expects the true effort from the lecturers. But what if only harassments occur all the time? Is it possible to achieve the goals demanded peacefully? How far is possible to adjust to the problem creators does it not affect the mental ability and in testing the patience of other lectures? Those who are sincere and honest {do their work properly and do not enter into others business} in their job will be targeted by the other women colleagues by labeling them, harassing them using local political power, damaging the family life and integrity of innocent lecturer and passing the comments by using student's groups to pollute the name and talent of targeted lady lecturer so on.

Only then this hidden kind of harassment is identified and culprits are either counseled or punished there will be a positive response to academic growth of the worker and fully indulged justice could be given to student's community.

## V. Role of women cell in recommendations and solutions

The need for committee in solving the complaints and issues related to lady teacher's problems is very essential. The gender discrimination may be common scenario in most of the working environment of the world. But teaching field is very sensitive from student's future point of view and of course from the individuality personality point of view. To make working conditions much favorable to positive aspirations it is necessary to ensure that there will be good healthy conditions in the working place without any bias and prejudices. Basically women cell need to perform very actively considering only reality and worth of complaints received by the cell.

Some cases may be misunderstood due to false statement and lack of supporting facts such nature of cases need to be clarified so as to avoid confusions. The scope should not be given to lodge false complaints just because of personal ego and jealousy by the person or group who is giving the complaint. There may be chances of misuse of women cell by the persons.

In some situations reality will be suppressed and merged due to save the culprits. This is purely a severe kind of injustice against the victim. Even if administrative authority fails to solve or provide justice then how is it possible to overcome the crisis. There are many instances where by lady teachers have committed suicide in the working place itself then what could be the implications on the students and environment persist.

Keeping in view of all such incidents and accidents it is good that women cell coordinate with police and contribute for the betterment of women welfare and students welfare. He usefulness of this kind of committee is very prevalent in sexual harassment cases. With this kind of investigation committee, women employees feel safer at workplaces. Besides, management should organize education campaigns for women employees about to help them know their rights.

The mindset and the level of acceptance of people requires to be altered. To face these challenges tactfully and overcome them successfully, women need to be self confident and aware of their rights. Allowing females to work out of home in different sectors doesn't only signify that our society gives equal treatment to men and women, but also it shows that the problems at workplace which are the result of gender discrimination to some extent can be easily managed and solved.

## VI. Conclusions

Despite these incredible advances, women still have to face a lot of issues and professional challenges at workplace. Check some of the major problems or issues that women frequently face in their workplace. The importance of working in a supportive and healthy office atmosphere with a group of understanding colleagues can't be overstated. A personally fulfilling job and a handsome salary can't even make a woman employee satisfied if she has to spend her day at workplace with a group of unsupportive men colleagues. This isolated feeling can lead to boredom and stress, gradually losing her efficiency and confidence. Apart from this, lack of family support for household responsibilities is another major reason that leads to stress and conflicts for female workers who are trying to balance both job and family.

This gender discrimination can lead to job dissatisfaction and stress in working women. Due to this woman also lacks motivation and commitments towards her job. Be it home or workplace, women are given lesser opportunity everywhere than men.

The issues and problems that women face in their workplaces should be put to an end and then only it can be said that men and women have equal status. Although there are various laws that are made for protection of women even in workplace but due to lack of proper implementation and interpretation of law, it has not been quite effective in protecting women from the crimes and inequality in the workplace. Organizations are going out of their way to ensure they provide safe work environment for their women employees, and are also putting up policies to ensure the women feel motivated to work and continue their career, even after child birth.

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