

# CASE STUDIES

During our fieldwork we noted three cases where women had faced exploitation and they protested against the exploitation and came out victorious therefore we thought it better to highlight these three cases. These three cases have been given in the form of case studies which are as follows:

## Case Study – One

Respondent A is a post graduate and she is 25 years old. She comes from a Jat family living in South Delhi. Her father is working in private company as an engineer. She has one elder brother and a sister. Her brother is graduate and married and her sister is pursuing M.A in economics from a reputed college in Gurgaon. Respondent A is very studious girl and she always comes first in her class and she is the role model for all of the girls of her locality. Respondent A is the youngest among her siblings in the family. She got married at the age of 23 years after completion of her post-graduation. Respondent A's in-law's family is well settled in Delhi wherein her husband and Father in laws were working in a renowned private company and her mother-in-law is a housewife. She had a younger brother-in-law who is a college goer.

After the completion of her post-graduation, Respondent A got selected in a very famous private school in South Delhi where she is teaching English to the senior secondary classes. Fortunately, she got very nice teaching colleagues in school. Her principal was also very supportive and helpful to her. Teaching profession was always a dream profession for Respondent A and she did her level best to get job in this profession. She was really happy with her job. Initially everything went well, but when she was employed there for three months, she found that a peon Amit has been harassing for all those three month by making inappropriate sexual comment and inappropriate jokes. Being new in the school and unaware of the school environment, Respondent A ignored the sexual comments of Amit for the initial few days. But, Amit took it as an advantage and increased the frequency of such sexual comments. This has been making Respondent A severely uncomfortable and she was unable to

focus on her work.

Respondent A, at that time, had several options in her mind pertaining to the sexual comments of Amit. Initially, she thought for ignoring the situation, hoping that things will become appropriate with time. There were times when she even thought of quitting the job but when the situation gone absurdly out of control, she prepared herself to confront the peon who was harassing her in the school. Because Respondent A could not tolerate all things, the principal Jai Pal Singh also noticed that Respondent A's work performance was declining. He found that Respondent A was not concentrating on her job. One day, the principal called Respondent A in his office and asked Respondent A about the reasons for her consistent performance degradation.

Initially, she could not explain the problem to the principal but at last she explained her situation to the principal and requested to take appropriate action against peon. The principal called the peon Amit in his office and further warn him that he should not repeat the same things in future. The principal also warned him that if he would do the same in future then stick against would be taken against him. The things went well for Respondent A for few days after that warning but despite the all things peon behavior did not change and he started harassing Respondent A once again. He continuously started teasing her. Amit somehow managed to get Respondent A's mobile number and started sending her inappropriate messages and images. Respondent A could not tolerate all things and once again complained to the principal against peon. This time, the Principal took strict action against peon and Amit was suspended from the school for ever. Now she is happy with her job.

## **Case Study - Two**

Respondent B is a post graduate and she is 29 years old. She comes from a Brahmin family. Her father is working as a constable in Delhi police services. She has one younger sister and one elder brother. Her elder brother is post graduate and married. Respondent B was a very studious student right from her school days. But her life got changed when she lost her mother while she was pursuing graduation. After that unfortunate incident, all the household responsibilities came on her. Respondent B use to do all the household work and she use to teach her younger sister

as well. Among all this, she used to study for her post-graduation in remaining time.

As we all know, the hard work always pays back, Respondent B got selected as a teacher in a prominent school in South Delhi where she taught Political Science to the senior secondary classes. Respondent B's work performance was excellent and she got good recognition in the school in very short time. Her salary also got increased by a considerable amount within one year.

Respondent B was very much satisfied with her job and she always felt confident, secure and independent because of her job. Respondent B got married at the age of 26 years after her post graduate. Her in-laws are settled in Badarpur town of South Delhi wherein her husband Sunil is engaged in a dairy business. Her father in-law is a policeman and mother in-law is housewife. Respondent B's in-law's family was well educated and settled but a surprise and shock came for Respondent B when her father in-law once called her and said that he cannot accept her as a working woman. Surprisingly Sunil also supported his father. That day, Respondent B was much tensed and her tension was justified as she put a lot of effort and hard work in getting this prestigious and socially recognized job. She tried to explain her point of continuing her job to the family but her all efforts got wasted.

Her in-laws were not in favor of her doing job because of alarmingly increasing crime rate against women in Delhi. Rapes, eve teasing, sexual harassment, harassment at workplace, etc. are the part of everyday news in electronic media. With such a stereotypic mindset of her in-laws, it was really difficult for Respondent B to get support from her family but with all such difficulty, she managed to get her in-law's consent for continuing her teaching job. Now, Respondent B was extremely happy since she was able to continue her dream job. She was working with a private school as a Political Science teacher in South Delhi but her professional life was still not so smooth. After few months of her job, she found that the behavior of that school principal was very biased towards young girls; that she didn't like and appreciated. School principal always intended to talk more to girl students and faculty and the talks sometimes become very personal.

Once, Respondent B saw such an incident and shared the same with one of her colleague who later passed that information to that principal which came out worst

condition for Respondent B. This made the school principal totally against her and he started torturing her with extra work/classes, administrative work, denial of leaves etc. School principal was even reluctant to give her medical leaves as well. She could not tolerate that and complained about his behavior to management and asked them to take strict action against him. Management then warned him not to repeat such things or strict action will be taken. Now she is comfortable and enjoying her work.

### **Case Study - Three**

Respondent C is a post graduate and 25 years old. She comes from a backward caste family. She is unmarried. Her father is working in a private company. Her mother is a home maker. There are three brothers and a sister. Her brothers are studying in college and sister is also studying in college. She is the youngest in the family. The financial condition of her family was not so good and Respondent C utilized all the available opportunities which she got. She was one of the most studious students in her locality. Not only she studied, but she also used to work in the farms as a labor to get the earnings for her study expenses. But it was her determination which always motivated her to carry on her studies and she completed post-graduation in History from a renowned university. Eventually, getting the benefit of reservation in addition to her academic skills, she got selected as a teacher in a famous school in South Delhi. The teaching profession which is socially recognized occupation and good in salary gave Respondent C a decent chance to improve her financial condition. Respondent C was really very happy with her job as this was her dream job and that too in the capital of the country where she can utilize all the opportunities for further studies.

Respondent C was working in a private school as a History teacher in south Delhi. Respondent C being new to the school; is totally unaware of the school work culture. She has been employed only for six months. Respondent C's colleague Aman Singh has been harassing her for six months by making inappropriate sexual comments and jokes. Aman knew that Respondent C is very naïve in the school and will not speak anything against him as Aman was senior teacher in the school and was in the same department too. Aman took his seniority as an undue advantage. He used to call her in his office and make inappropriate comments. Few times, he even asked

Respondent C for going out for movie after the school.

This has been making Respondent C uncomfortable and she was unable to focus on her work. Respondent C has several options. She could have ignored the situation and hope it would go away; she could confront the colleague who was harassing her or she could quit her job. Because Respondent C could tolerate all such things and the principal Ram Krishan Singh also noticed that Respondent C's work performance was declining who He asked Respondent C what was wrong. She could not explain the problem to the principal. At last she explained to her friends and her friends helped Respondent C. She and her friends explained the problem to the principal and requested to take action against Aman Singh and further to warned him that he should not repeat such things in future if he would do the same then strict against would be taken against him. But despite all things her colleague Aman Singh behavior did not change. He started following her at home and continuously started teasing her. She could not tolerate all these things and complained to the principal against Aman. The Principal informed all these things to management. Management took action against Aman and he was suspended from his job. Now she is happy with her job.

On the basis of three case studies: we can make following observation:

- The first case was related to sexual harassment through verbal comments and gestures when employees complaint to the higher authority and the person was terminated from the service for making abusive comments.
- In second case study, respondent (B) faced exploitation by the principal. Because the behavior of the school principal was very biased towards young girls, he always used to support the young girl only. When respondent (B) complained about this. He started tortured the teacher. Finally, she complained to management and management warned principal not to repeat such thing otherwise strict action will be taken. Now principal behavior in within limits and she was enjoying her job.

- In third case study, respondent (C) faced the exploitation by the senior colleague. He has been harassing her by the making inappropriate sexual comments and jokes. The lady could not tolerate all things. Respondent (c) explained to her friend and got help from her. She and her friends explained the problem to the principal and requested to take action against him. The principal warned him that he should not repeat such things in future. But his behavior did not change. At the end, principal complained to management. Management took action against him and he was suspended from the job.

These three case studies show that if women are aware of their rights and fight against the exploitation of any kind at workplace then they can get rid of such exploitation and work in healthy environment. But what we noted in our study is that majority of our respondents even though they are educated and are teachers, but still they do not know about their rights. Only few women have now began to come out openly for fighting against their exploitation at workplace.

## **CHAPTER – 6**

### **CONCLUSION**

A woman teacher has to play many roles to meet the various expectations in different situations. To the extent she perceives difficulty in performing the role in one situation vis-à-vis some other situations, she carries role conflict. Women teachers play multiple roles at home and at work place and due to the multiple roles women teachers' experiences role conflict at every stage of family life cycle. Rising role conflict at work place, home, society or place of living undoubtedly has determinant effects on the behaviour of the people. In the world of work, every occupant faces job conflict, whether he or she is teacher, doctor, engineer or an executive. But teaching has been identified as more stressful occupation than other occupations. Teachers especially women teachers face a number of strains like disciplinary problems, students' apathy, overcrowding in classrooms, excessive paper work, inadequate salary and lack of administrative support. These problems linked with their occupation are frequently expressed in physical as well as psychological symptoms. Not every teacher suffers stress, but there is concrete evidence that teaching is one of the most stressful jobs possible. In a survey done by the Health and Safety Executive, assessing the stress levels of various jobs, the teaching profession came out on the top.

The problems that women face in society can be to a large extent traced back to our homes. In the rural areas and among illiterate families, girls are given secondary status in comparison to boys in nourishment, education and life style, while this robs them of a good start, it creates an indelible early impression in the psyche of the boys that they are second class citizens and do not deserve equal treatment which is a more serious issue. Most families bring up girls in a manner that they need to depend on the males at home to get their day-to-day work done which makes them dependent and robs their self-confidence. Strangely women exploitation cuts across economic and educational barriers, if they receive fewer wage, than their male

counterparts as farm labourers or in export garment units they also receive a raw deal in so called corporate cultures where they are discriminated when it comes to rewarding through promotions. A Male's ego makes it difficult for him to accept a woman as his boss even if she has the right educational background and credentials.

The Indian constitution guarantees equal status to women, yet social conditions, economic dependence of women and religious influences have made women a second class citizens. The situation becomes poorer in the rural areas of India and the rights of women remains paper laws. Thus, there is a need for better protection through strong legislation and policy with proper implementation and reform in criminal justice system. Education and legal awareness widens women's perspective, lays confidence to stand up to the oppressor, and if need be take recourse to the courts for redresses. Educational and economic independence of women can play very important role in the realization and protection of her own rights. The whole society and women's intimates should take a step further to identify the contribution of women in the family as well as society. Non-government organizations can also play vital role in women upliftment through creating awareness among them about their rights, so that they may say things publicly which they dare not say before. The women organizations can also hold protest march and public meetings for the safety of women victims. They can also pressurize the policy to act speedily. It is necessary to develop a humanistic approach to the victims of crimes against women. The role of police is very important in preventing domestic violence against women. Unfortunately, there are many instances where women went to a police station for help and they were mentally or physically harassed. The image of police should be changed. Each case is to be registered and investigated by the police seriously. Sensitive lawyers can also play a significant role in achieving equal legal status to women in India. Women cell and media can also contribute positively in solving the problems of crime against women. The role of National Human Rights Commission (NHRC) and the National Commission of Women (NCW) is very important for the protection of women rights. There is a need to make an all-out attempt to reorient the society and transform social ethos, educate people about concept of women's dignity and the need to treat women as a human being and individual and a person demanding

respect and dignity, so that women may also enjoy her rights and a society based on equally, justice and human rights may be build.

While a sympathetic approach to the problems of women may be desirable in the present context, it should not take a condescending form or misplaced sympathy. Even if the intentions are good such an approach would make women feel that they are weak and handicapped and need to be bailed out by the stronger sex. Any consideration or special quotas in terms of jobs or seats in educational institutions may seem to better their lot initially but these may become crutches that they would like to use even when they can stand on their feet without such help. We can achieve long terms benefits only if women are taught to be self-reliant, strong and confident right from childhood and given the same education and other opportunities that boys enjoy. It is equally important that they are exposed to the same competition and make their mark after competing on an even turf than being held by the hand to the victory post. So keeping in view the situation of women in the present scenario, the investigator is very keen to study on this topic.

Therefore, the present study is an effort to look into the stress, sexual harassment and violence among working women, their present status, and gender inequality and discrimination faced by them. These studies lack the overall acceptability of women into profession and the difficulties they face in the new emerging area of job sector. The following objectives and hypotheses were framed:

### **Objectives of the Study:**

1. To study the awareness of respondents about women rights.
2. To what extent working women enjoy their rights at work place.
3. To understand the hurdles/obstacles in achieving the rights.
4. To know the efforts made by women to achieve her rights.
5. To suggest the remedies for the protection of women's rights.

### **Universe of the Study**

This study focused on the socio-economic status of working women of South Delhi. As Delhi is one of the biggest districts and capital of India, the study was conducted in South Delhi in capital Delhi. In Delhi, the South Delhi area was chosen

for the area of the research. Two hundred (200) women teachers working in government and private high school and senior secondary schools of South Delhi have been selected as respondents on the basis of random sampling method. There are total 118 (72 governments + 46 Private) schools in south district. Out of these government schools there are 15 girls, 25 boys and 32 co-education schools in South district.

The 802 women teachers working in government and private schools in south district Delhi constitute the universe of the present research work. Out of 802 women teachers 413 women teachers were working in government schools and 389 women teachers were working in private schools. So approximate 25 % of the total universe, i.e. 200 women teachers were taken for the sample. There is no immense difference between the numbers of government and private school teachers. So 100 women teachers from government schools and 100 from private schools have been taken as a sample of the study

The analysing of socio-economic profile and awareness of the respondents, it is noted out of 200 women respondents taken for the study, majority of the respondents belonged to the general castes. Regarding age of the respondents, majority of our respondents were from the age group of 21-30 years. On the basis of educational status, it was noted that majority of the respondents have attained education at least up to graduation, followed by a significantly number of postgraduate respondents. Regarding marital status, majority of the respondents were married. After analysing the type of family, it is surprising to note that a vast majority of the respondents belonged to nuclear family and only few respondents belonged to joint family. It is may be because majority of respondents belonged to urban area. It was noted that number majority of the respondents had 2 children in their family. The Length of service, it has been noticed that majority of the respondents have been teaching for the last about 5 years. When we analyse the annual income of the respondents it was found that majority of the respondents earned between Rs. 4-6 lakh. it was further noted that majority of the respondents' family members have higher education at least up to graduation but male members of the family were highly educated as compared to female family members. It was also observed that majority of the respondents' family members were engaged in other works, government or

private services except teaching, while majority of the female members of the family were housewives. The financial status of the family shows that majority of the respondents have their income up to 5 lakhs and therefore come from middle class family.

When we analysis the awareness of fundamental rights, it was found that a majority of the respondent had aware about fundamental rights, when we examine the relationship between aware about fundamental rights and their age, it was found that lower age group respondents were more aware as compared to the respondents belonged to the upper age group. Further, highly educated respondents were more aware about fundamental rights as compared to the less educated respondents. It was also found that general caste respondents were more aware as compared to the respondent's belonged to backward and scheduled caste. When the awareness of respondents about fundamental rights was compared, it was found that respondents belonged to the urban area were more aware as compared to their counterpart rural respondents.

The awareness of women rights, it was surprising to note that a vast majority of women respondents were not aware about women rights. Out of those respondents who were aware about women's rights, majority of them had aware followed by right to equal access to employment and to equal wages for the same work, equal status, maternity leave, child care leaves, income tax rebate, crèche facility provided by the government. When it was compared their awareness about women rights in relation to their age, it was found that lower age group respondents were more aware as compared to the respondents belonged to the upper age group. Further, it was found that highly educated respondents were more aware about women rights as compared to the less educated respondents. It was also found that women rights, general caste respondents were more aware as compared to the respondents' belonged to backward and scheduled caste. When the awareness of respondents about women rights were compared, it was found that respondents belonged to the urban areas had more awareness as compared to their counterpart rural respondents.

The source of awareness about women rights, majority of the respondents came to know about women rights from other sources such as newspapers, television,

articles, magazines etc. The findings of the study reveals that out of those respondents, who were aware about women's right, majority of the respondents, belonged to the upper age group were more aware as compared to the respondents' belonged to lower age group. It was also found that postgraduate respondents were more aware about women's right as compared to graduate respondents. It was surprising to note that respondents of all caste groups almost have same level of awareness about women rights, but urban respondents were found more aware as their counterpart rural respondents. It was also found that majority of the respondents came to knew about women rights from newspapers, television, articles, magazines etc. It is pertinent to note that respondents of all caste groups came to know from newspapers, television, articles, magazine, etc. It was observed that majority of the fathers, mothers, husbands, father-in-law, mother-in-law of the respondents of all educational level were unaware about women rights, but the fathers of respondents had attained higher education have some awareness about women rights.

When we analyze the occupational status of father, mother, husband, father-in-law, mother-in-law of the respondents and their awareness about women rights, it was found that respondents' father, mother, husband, father-in-law, mother-in-law, who were engaged in teaching were more aware about women rights as compared to them who were engaged in business and other services.

The findings further revealed that it was also found that majority of the respondents choose this job because of better earning and its comfort ability for female because it is less time consuming. It was also noticed that respondents of all caste groups, all educational groups, choose teaching job for better earning, comfort and no harassment. Regarding satisfaction with job, a vast majority of the respondents were satisfied with their job at a large extent. When type of school and satisfaction with job among the respondents was analyzed, it was found that majority of the respondents working in government schools were more satisfied as compared to their counterpart private school teachers. It was also found that majority of the respondents belonged to all age group almost have same level of job satisfaction. When the level of satisfaction, was analyzed with caste, it was found that the respondents belonged to general caste are more satisfied with their job as compared to the respondents

belonged to scheduled and backward class. It was noted that male and female teachers' equality at school, majority of the respondents were of the view that male and female were treated equally in school. It is also evident from this chapter that majority of the respondents were of the view that their school atmosphere was favourable to them. Regarding exploitation of women teachers in schools, majority of the respondents were of the view that there was no exploitation, but still a sizeable number of them said that there existed exploitation in the school. It was analysed that majority of the respondents faced verbal harassment followed by delay in promotion and favouritism to few women teachers. The majority of women rights violation was related to verbal harassment, delay in promotion, and favouritism to a few women teachers, sexual harassment, and denial of leave. It was also noticed that unmarried respondents faced more exploitation in school as compared to married, divorced and widow respondents. It is pertinent to note that schedule caste and other backward classes women respondents faced more exploitation as compared to the women belonged to general caste. It was also found that senior teachers and office staff were more involved in exploitation of women teachers. The findings show that after being exploited, the respondents seek help from their colleagues rather than parents, husband, friends and other family members.

It was also noted that obstacles and suggestions in the protection of women rights, it was observed that majority of the respondents got support and co-operation by their family members and they heartedly accepted them as working women and their family members not affected with their working. When sharing of family responsibility, it was also observed that majority of the respondents shared 51-75 per cent family responsibility with their job also. When sharing of household work was analyzed, it was observed that their husbands shared household work with them, but in-law's share was very less. It is also surprised to note that members of joint family were more affected by their workings as compared to members of nuclear family. It was also observed that majority of respondents' (having 1 or 2 or more than 3 children) working life got affected by their children, because they have to play dual role in the family. It was also observed that respondents working under private management were more exploited as compared to the respondents working in

government institutions. It was also observed that majority of the respondents were unable to fulfil their commitments towards their workplace. It was noticed that respondents working in private management schools have faced more difficulties in fulfilling their commitments towards their work as compared the respondents working in government schools. The analysis of data shows that majority of the respondent belonging to nuclear family had difficulty in fulfilling commitments toward their workplace as compared to the respondents belong to joint family. It was also noticed that the majority of general caste respondents were unable to fulfil their duties toward their work as compared to other caste respondents. It was observed that household responsibility, the majority of the respondents were unable to fulfil their commitments towards their household responsibilities. It was observed that majority of the respondents of both joint and nuclear family faced difficulties in fulfilling their commitments towards their home, but respondents belong to nuclear family face more difficulties as compared to the respondents belong to joint family.

## **SUGGESTIONS**

The status of Indian women has undergone considerable change due to education and various development programmes of modernization, and measures taken by the government. These developments opened some avenues for women and enabled them to enter into new profession. While suggestions analysis the enjoyment their rights. It was suggested that working condition at work place be improved. majority of the respondents were of the view that equal pay for equal work, leave of the kind due such as maternity leave, child care leave, equal status should be given to the working women, women should be more aware about their rights, more government policies for women should be implemented, women should be provided legal education to fight against their rights violation.