

CHAPTER -VI

SUMMARY AND CONCLUSION

Approximately 4, 05,861 cases of crimes against women were registered during 2019 that reveals an increase of crime 7.3 percent over 2018. The total number of registered cases of sexual harassment at workplace is 505 (NCRB 2019). Sexual harassment at workplace has become a reality in the lives of sportswomen all over the world. It is an extension of violence in everyday life and is discriminatory, exploitative and thrives in atmosphere of threat, terror and reprisal. The reason for selecting ‘Sexual Harassment of Sportswomen at Workplace’ as a topic of research was that sports has been considered as a male domain and extremely limited research has been done in this area in Indian context. Whatever research has been done is limited to few exploratory studies, and the rest has been done in the context of abroad. Further, these studies have not used enough theoretical framework to highlight the consequences and factors responsible for the existence of this problem. The purpose of the present study was to know the extent of the problem of sexual harassment of sportswomen at workplace in the Indian society.

The present study was done in the state of Punjab, India and a purposive sample of ‘210 respondents’ was interviewed. For the purpose of quantitative data, the sportswomen playing in the sports wings were interviewed as the literature review clearly depicts about the incidence rate of sexual harassment in different games. In the present study, sportswomen from various games such as Football, Basketball, Cycling, Archery, Athletic, Hockey, Judo, Kabbaddi, Taekwondo and Boxing etc. were interviewed. In order to understand the problem of sexual harassment of sportswomen at workplace in a broader perspective, ten case studies were taken into account. For purpose of collecting cases ‘Snow Balling’ technique was used. Thus, in the present study both quantitative and qualitative approaches were used. The present study was constituted with the following objectives:

- I. To assess the level of participation of sportswomen in different games in selected three districts of Punjab

- II. To examine the relationship between sportswomen and their co-sportsmen, coaches, support-staff and officials
- III. To highlight the extent and cause of sexual harassment faced by sportswomen in different sports
- IV. To identify the perpetrators of sexual harassment of sportswomen
- V. To explore the consequences of sexual harassment on the sportswomen's personal as well professional life
- VI. To analyze the coping mechanisms used by sportswomen to tackle the problem of sexual harassment
- VII. To explore the awareness of respondents regarding the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013
- VIII. To avow the recommendations to deal with the problem of sexual harassment

Findings have been described in **Six Chapters**. The **First Chapter** of the study elaborates the problem of sexual harassment of sportswomen at workplace- abroad, in India and more specifically in Punjab through comprehensive literature review. To know about the perception of sportswomen regarding sexual harassment, the Supreme Court's definition of sexual harassment at workplace has been used . Further, research methodology undertaken by the researcher for the purpose of data collection has been elaborated. The purposive sample of 210 sportswomen was drawn belonging to different age groups, caste, varied religious backgrounds and educational qualification.

The **Second Chapter** deals with the socio-economic as well as demographic profile and family background of the respondents. Thus, results have indicated that majority of the respondents i.e. 67.61percent were in the age of '15-20' years. Only 31.19percent of the respondents were in the age group of '20-25' years. In age group of '25-30', there was only a single respondent. In the present study, all the respondents were unmarried. The majority of the respondents were in the '15-20' years age group followed by '20-25' years age group, which are most productive and career oriented years in a person's life. Participation rates declined with increasing age.

Caste determines the social status of an individual in the Indian Society. In the present study, majority of the respondents, i.e. 62 percent women belonged to upper caste group. It included jatts, Brahmins, Kshatriyas and rajputs. There were 25 percent respondents who belonged to lower caste group. In lower caste group Chamars and Ramdasia were included in the sample. There were 13 percent respondents in middle caste group in the sample as well. In the middle caste group kumars, Cheemabas, Lohar, Tarkhan were included. The distribution of the respondents as per caste background illustrated a higher representation of upper caste category in the study.

Religion could be a system of beliefs, emotional attitudes and practices by which a group of people tries to cope up with issues of life. Religious background of the Respondents illustrated that majority of the respondents were Sikhs i.e. 54.28 percent, followed by Hindus i.e. 44.7 percent. Moreover, there were only two respondents who belonged to Muslim community. Hence, maximum number of respondents belonged to Sikh religion (as the study has been conducted in the state of Punjab).

With regard to education, out of 210 respondents, 89.52 percent of respondents were pursuing graduation and 6.66 percent were doing post graduation. Out of the total respondents, there were only 3.82 percent respondents who were pursuing professional degrees i.e. M.PED, B.PED etc. Thus, majority of sportswomen in the present study were pursuing graduation.

The **Type of family** in our Indian society plays a significant role. Family is the initial and most important unit of the society which comes as a result of marriage organization and performs different roles in the formation and functions of society. Findings disclosed that 69.05 percent of the respondents had nuclear families whereas 30.95 percent were living in joint/extended families. The summary depicts the influence of nuclear families in the present study. More than two-third of the respondents were residing in nuclear households. As an outcome of modernization of the society, the joint families are breaking up and in their places nuclear families are coming into existence. The data significantly depicts the influence of nuclear families in the research. The nuclear family perpetuates more open and healthy interaction between the family members. It is believed that respondents discussed their problems with family members to find out solutions.

Regarding the **size of the family**, it was found that majority of the respondents i.e. 58.57 percent belonged to small sized families, i.e. members from one to five. Families having members from '1-5' were those where the respondents were residing with their parents (father, mother), grandparents (grandfather, grandmother) and siblings only. Only 37.14 percent respondents were living in a family size of six to ten members. From '6-10' were those who were living with their grandparents, uncle, aunts, siblings, cousins etc. There were only nine respondents who had above eleven family members in the sample. In 11 and above, respondents were living with their grandparents, parents, siblings, uncle, aunts, cousins etc.

Educational qualification of the 'head of the family' plays an important role as it is expected that educated family members can serve the respondents with excellent proposals and solutions regarding their problems at workplace. The data indicated that 40.47 percent of the respondent's head of family were educated up to metric level. Out of total sample, the number of the respondents of the head of families was 85. Only two heads of the families had qualified up till 3rd class. Only one head of the family was qualified up till 4th class, fifteen heads of the families were educated up till 5th class, only one head of the families was educated up till 7th class, eighteen heads of the families were qualified up till 8th class, only one head of the family was educated up till 9th class and forty seven of them were those who had passed matriculation. 24.77 percent were educated up to 12th standard. Since it included mothers, fathers and grand parents of the respondents. 18.09 percent respondents' head of family had bachelor degrees. Out of total number of respondents the heads of families were 38. Only two were postgraduate and 36 of them were those who had passed graduation. It was found that 16.67 percent were illiterate. It has been observed that illiterate family members were those who belonged to lower caste and class background. Furthermore, many respondents had grandparents living with them who were illiterate.

Occupation of family head refers to the occupation in which the highest earning was received during the survey period. Findings highlighted that 30.95 percent respondents' heads of families were engaged in agricultured work. Out of total (65) respondents, only two respondents belonged to zimidar families. It included those farmers those who had their own land and those who were working for jimidars.

There were 21.43 percent respondents whose heads of families were working in public sectors, i.e. as teachers, army officers, police, postmen etc. Only 14.76 percent had their own business. It included small shopkeepers, parlor owners, furniture shopkeepers, etc. and 21.43 percent respondents' heads of families were working in private sectors and it included driver, carpenter, granthi, mechanic, electricians, and contractors and so on. 11.43 percent were laborers. Majority of respondents' heads of families were farmers. Very few respondent's heads of families were laborers. The distribution of the respondents as per occupational status illustrated a higher representation of farmers in the study.

Income recognizes the social status of individuals. Although income is a significant variable for any study, yet it is an inconsequential variable as it is difficult to know the exact income of a person. Income of the respondent's head of the family has been divided into three categories, i.e. low, middle and high income group. Low income group consisted of those respondents whose family's monthly income was around Rs. 5000. Medium income group included head of the family members having an income between Rs 5000 to Rs 15000 per month and high income group included head of the family members of respondents with income above Rs. 15000 per month. The data highlighted that 54.28 percent of the respondent's heads of the families belonged to middle income group. 17.63 percent head of the family members belonged to low income group and 28.9 percent belonged to high income group. Since majority of the heads of the respondent's families were engaged in middle level occupations, it is but natural that majority fell in the middle level of category.

The **Third Chapter deals** with the women in sports and their relations with male coaches, co- sportsmen and support staff. Data indicated that 50.5 percent of the total respondents started playing in the age group of '10-15' years and 39.5 percent of the respondents started playing in the age group of '15-20' years. There were 9.05 percent of the respondents who started playing in the age group of '5-10' years. There were only two respondents, who started playing after the age of 20 years. Thus, it was found in the present study, maximum percentage of the respondents started playing in the age group of '10-15' years, as these are the most productive years in a person's

life. Therefore, the results indicated that these respondents started playing when they were very young.

In the present study, data revealed that 85.71 percent of the total respondents had joined field games. It included archery, athletics, basketball, cycling, football, handball, hockey, kabaddi, kho-kho, korfball, netball, softball, taekwondo, volleyball and Wushu. 8.57 percent of the respondents were engaged in gymnasium games. Gymnasium games included gymnastics, judo, kick boxing, weightlifting and wrestling. 4.77 percent respondents played court games. It included table tennis and badminton. 0.95 percent respondents were involved in aquatic games like swimming and skating. Thus, it was found in the present study that maximum percentage of the respondents were playing field games as these games were more popular among sportswomen.

Regarding the choice of games among sportswomen, there were 30 games in all, out of which twelve were team games and 18 were individual games. Team games included football, volleyball, kabaddi, hockey, handball, badminton, softball, korfball, kho-kho, taekwondo, netball, basketball and individual games included athletics, water sports, swimming, kickboxing, boxing, judo, archery, javelin throw, wrestling, weightlifting, Wushu and so on. Out of total respondents, 81.42 percent respondents were engaged in team games and there were only 18.58 percent respondents who were interested in individual games. Women who were involved in individual games believed that in individual games they can show their full potential during the tournaments and earn a name and fame. While those who were in team games felt that team games are career oriented and also get more importance in Olympic Games.

In the present study, 39.04 percent respondents joined sports because their family members wanted them to join. The family members of these respondents were well educated and at least one family member was from sports background (either as a player or as a D.P.E. teacher). Therefore, they wanted their child to be into sports. 36.20 percent respondents were involved in sports because they got exposure in school, which were already promoting sports. Their school teachers found them to be physically fit and agile for sports and therefore motivated them to join sports. Only 10

percent respondents played sports because of peer pressure and 14.76 percent respondents found all the above mentioned factors to be responsible for joining sports. Findings show that majority of the respondents participated in games with the support of their family members and school authorities.

In this chapter, reasons for joining the sports academy were also discussed. There were 43.80 percent respondents who joined sports academies because they were financially poor. These women were physically fit for sports and wanted to improve their economic condition as these academies provided them shelter, food, sports equipment etc. 20 percent respondents wanted to receive further education because these academies provided them scholarships for education as well. 13.33 percent respondents were interested to secure their career in sports because through sports they could get better jobs in any field like railways, banking, coaching centers, sports director etc. 17.15 percent of total respondents wanted to be international players and earn name and fame in sports field. Findings showed that majority of the respondents joined sports academies because respondents belonged to economically weaker families. They joined the academies to financially support their families and themselves.

Moreover, by whom sportswomen were getting training at their workplace has also been discussed. 97.14 percent respondents were getting training by the male coaches at their workplace. Only 2.86 percent respondents were getting training by the female coaches. It was also observed that female coaches did not have equal status as compared to male coaches in sports field. Researcher found a myth regarding women coaches that women cannot be good trainers for sportswomen. Thus, the present research shows the dominance of male coaches in sports academies.

Regarding practice hours of playing game, there were 74.77 percent of the respondents who were playing for more than 6 hours a day. It included basketball, handball, korfball and volleyball players. It was also found that these players were playing at Inter-varsity and International level. Out of the total respondents, 23.80 percent players were playing for 4-6 hours in a day. It included kho-kho, kabbaddi, hockey and football players. These players were junior national and senior national level players. Only 3 respondents were playing for 1-3 hours in a day. It included

athletics and judo games. It was observed that these respondents were playing for intercollegiate tournaments only. The data reveals that average number of respondents play for normal hours in a day.

About the place of practice games, results indicated that only 48 percent respondents used to play in college grounds. The percentage includes players from hockey, football, handball and korfbal. It was also found that the grounds where these sportswomen were practiced were not far from their residential areas and frequently these were turf grounds (type of a ground similar to where Olympic Games are organized) and it was best for sportswomen to give their performances during competitions. Only 29 percent respondents were playing at stadiums for practice of their games. It included players from athletics, gymnastics and basketball. It was observed that these stadiums were providing proper sports equipments to sportswomen according to their game category during competition and training time. It was also found that indoor grounds were also available for sportswomen and hence, they could use these grounds without any obstacle such as heavy rain, high temperature and fog. Boxing, taekwondo and wrestling were played at university grounds since these respondents were suggested to practice in the ground within the reach of co-sportsmen. Findings indicated that majority of respondents were practicing at college grounds.

Regarding treatment of sportswomen at workplace, results depicted that a vast majority of respondents i.e. 80.47 percent experienced physical punishments by the male coaches and senior players at their workplace. It was found that they were punished because of their poor performance at fields, unpunctuality, losing tournaments etc. 64.29 percent respondents reported that their male counterparts i.e. male coaches, co-sportsmen and support staff treated them as a woman first, rather than a player. Their co-sportsmen felt that women are poor performers in sports domain and sportswomen could never play well as male sports persons. The respondents also reported that their male counterparts did not treat them as a player and always misbehaved with them because they were women. There were 57.14 percent respondents who reported that they had faced discrimination and 51.90 percent respondents shared that they experienced exploitation by their teammates and

the co-sportsmen at workplace. The reason of discrimination and exploitation can be traced from gender stereotype which gives us a societal view that females will ultimately end up getting married and become housewives whereas male sports persons will continue sports or games even after their marriage. 51.42 percent reported that they noticed favoritism and nepotism by the male coaches at workplace. The respondents who are closer to coaches get an opportunity to play at the International level.

In this chapter, majority of respondents i.e. 80.47 percent faced physical punishments by the male coaches and senior players at their workplace. The type of physical punishments varied from kicking, pushing, and hitting to slapping. The direct outcome of such physical punishments was their inability to perform in the upcoming completions. Moreover, the respondents had to bear the physical pain sometimes for longer period of time. It affected their sports career severely. 6.67 percent respondents faced psychological punishments. Psychological punishments were more dangerous as these were not easily visible. Psychological punishments included rejecting the respondents to play matches, discouragement during matches and keeping them substitutes in the matches due to favoritism. Due to psychological punishments sportswomen went into depression, had low self-confidence and feelings of inferiority. Economic punishments comprised of no financing, providing them poor equipments and unhealthy meals.

In this chapter sportswomen's relations with male counterparts was also described. Analysis of the findings revealed that 97.14 percent of the total respondents had male coaches. 63.54 percent respondents had more than 10 co-sportsmen and all the respondents had supporting staff. An attempt was made to find out the relationship of sportswomen with their male coaches, co-sportsmen and support staff. It was found that respondents who had uncordial relations with male coaches and with co-sportsmen were in the age group of '15-20' years. Additionally, it was found that maximum respondents who were pursuing graduation had uncordial relations with male coaches and co-sportsmen i.e. 94.86 percent with male coaches and 99 percent with co-sportsmen. The respondents who were pursuing post graduation also had uncordial relations with male coaches and co-sportsmen but their number was less as

compared to the respondents who were pursuing graduation. Further, it was observed that majority of Hindu sportswomen had uncordial relations with their male coaches, co-sportsmen and support staff i.e. 45.81 percent 69.11 percent and 79.36 percent respectively.

Moreover, there were two major objectives of the present research i.e. to find out the incidence rate of the problem of sexual harassment of sportswomen at workplace and to identify sportswomen's perception about sexual harassment which has been described in the *fourth chapter*.

Results concluded that 85.24 percent respondents reported that they had heard about the term sexual harassment through the Delhi gang rape case/ Nirbhya Case which was happened in the year 2012. 69.53 percent respondents reported that sexual harassment was the major problem at their workplace. This chapter also highlighted that there were 81.42 percent of the respondents who reported that they were beholder of sexual harassment of other sportswomen at their workplace. Majority of the respondents i.e. 69.52 percent reported that they had themselves faced sexual harassment at their workplace. Since these respondents were playing in a highly hostile environment. Majority of the respondents i.e. 74.65 percent faced sexual harassment by male coaches due to power relations at workplace. 18 percent respondents faced sexual harassment by co-sportsmen and 6.17 percent respondents reported that they experienced sexual harassment by support-staff.

The findings also disclosed about the time of sexual harassment and concluded that majority of respondents i.e. 54.10 percent had faced sexual harassment before training. 37.68 percent respondents had revealed that they faced sexual harassment during sports trips and very few respondents faced sexual harassment after their training sessions. Regarding location of sexual harassment data indicated that 30.13 percent respondents had reported that they faced sexual harassment at college grounds. There were 28.08 percent respondents who reported that they faced sexual harassment on private locations such as at the residence of the coaches and even on the roads. There were 15.7 percent respondents who faced sexual harassment at changing rooms. 12 percent respondents faced sexual harassment at gymnasium hall and 10.96 percent respondents reported that they faced sexual harassment at the

trainer's office. There were few respondents who shared that they faced sexual harassment at sports or equipment room.

Chapter fourth also focused on the repercussions of sexual harassment. There were 54.81 percent respondents who experienced physical ailments. It included headaches, vomiting, fatigue and irregular menstruation etc. Out of the total respondents, 41.10 percent respondents reported that they were suffering with psychological problems. It included depression, insomnia and inferiority, anxiety etc. Out of the total respondents, it was also found that few respondents were suffering with both Physical and Psychological problems.

Regarding coping techniques it concluded that majority of the respondents i.e. 36.98 percent ignored their problem. There were 19.87 percent respondents who wanted to take some legal action against the perpetrators but no one supported them rather discouraged them, therefore, they could not take any action and kept on analyzing the situation. Some respondents reported that they shared their problem with their family members and with their friends. Only 16.44 percent respondents reported that they took medical assistance to overcome their problem. None of sportswomen complained to police. The research indicated that maximum sportswomen ignored their problem.

The fourth chapter also discussed about the frequency of sexual harassment in each game. The data depicted that majority of the respondents i.e. 84.25 percent who were engaged in field games faced sexual harassment. As they had to go outside to the field for practice, there was hardly any security for sportswomen, which was to the benefit of male counterparts and they had to play for 6 to 8 hours in the playgrounds, as a result their male counterparts took advantage of the situation.

Majority of the sportswomen, who were in the age group of '15-20' years had faced sexual harassment at workplace by male coaches, co-sportsmen and support staff i.e. 68.80 percent had faced sexual harassment by male coaches, 82.14 percent by co-sportsmen and 77.78 percent by support staff. It was observed that these young women were not aware of the environment of the academies as they were new in the academies, thus constituting a less powerful group. These women were more attractive and highly ambitious, thus letting their male counterparts take advantage of

this. The number of respondents who faced sexual harassment in the age group of 20-25 years is less than the number of respondents in the age group of 15-20 years. It was found that these respondents were more focused on their game and education and were pursuing last year of graduation.

This chapter analyzed that majority of respondents, who were pursuing graduation had faced sexual harassment at workplace by male coaches, co-sportsmen and support staff i.e. 87.16 percent had faced sexual harassment by male coaches, 71.42 percent by co-sportsmen and 55.56 percent by support-staff. It was found that these respondents were moderate in studies but excellent in sports. It was observed that these respondents wanted to make career in sports. On the other side the respondents who were pursuing post-graduation also faced lesser sexual harassment as compared to the respondents who were pursuing graduation and observed that these respondents were senior players of the academies. Majority of the respondents who had faced sexual harassment belonged to upper caste group i.e. 68.81 percent by male coaches, 64.28 percent by co-sportsmen and 44.45 percent by support staff. As these upper caste sports women belonged to other states of India, they faced ill-treatment and discrimination on the basis of state and caste. Regarding causes of sexual harassment, results indicated that majority of the respondents i.e. 38.09 percent considered low living standard as the major factor for sexual harassment at workplace. Their economic condition became a major reason for their exploitation as they could not afford their basic needs which paved the way for their exploitation by superiors at workplace. On the other hand, 28.58 percent respondents reported that power of authorities remained the second major cause for sexual harassment at workplace; Another cause was their good looks. It was noted that sportswomen's looks were quite appealing to the human eye. The respondents were beautiful, their bodies were in good shape and well-toned. It was a reason enough, for sexual harassment by the male counterparts.

Majority of the respondents i.e. 85.2 percent confirmed about the unavailability of complaints committee at their workplace. It was observed that these respondents were unaware about the legal aspects of complaints committee according to the Sexual Harassment Act, 2013. Whereas 14.8 percent respondents reported that they could

avail the complaints committee if they suffer from any problem. It was also found that these committees were biased. Findings indicated that majority of the respondents reported about the unavailability of complaints committee.

Some of the respondents i.e. 32.86 percent prescribed equitable sexual harassment committees. These respondents reported that there should be fair and unbiased complaints committee at their workplace. It was found that these respondents faced exploitation, discrimination and biased behavior by the members of complaints committee. These respondents reported that it was not easy for every sportswoman to file a complaint against the harassers at their workplace. It was also found that these committees were not organized according to Sexual Harassment Act, 2013. 23.34 percent respondents suggested organizing impartial counselors at their workplace. 26.67 percent respondents suggested that sportswoman should be independent and should tackle boldly incidents of sexual harassment without any fear. 9.04 percent respondents demanded for female coaches along with male coaches during training sessions. Only 8.09 percent respondents wanted to train not only sportswomen but according to them, every woman should be trained in martial arts. Findings indicated that complaints committees were mandatory at sports academies.

To identify sportswomen's perception about definition of the Supreme Court on sexual harassment, different components of the definition were described in the form 17 statements. There are five components, i.e. unwelcome remarks, verbal and non-verbal conduct of sexual nature, sexually visual material, unwelcome demands and physical contacts in the definition of sexual harassment at workplace given by the Supreme Court of India.

First component, i.e. unwelcome remarks constituted the following three statements i.e.:

- When a man passes sexually explicit remarks or comments to a woman at workplace
- When a man cracks jokes with sexual connotations to a woman at workplace
- When a man passes sexual remarks to a woman at workplace

Out of 210 sportswomen, there were 12 respondents who strongly disagreed and 30 respondents who disagreed that passing unwelcome remarks to any woman at workplace comprises sexual harassment as these respondents perceived that such behaviour pattern was very common part of their life. They were habitual to such behaviour pattern at workplace. There were 32 respondents who were in the 'undecided' category. These respondents were unable to understand about these statements. There were 85 respondents who agreed and fifty one respondents who strongly agreed that unwelcome remarks at workplace comprise sexual harassment. Since, these respondents reported that they experienced double barreled questions regarding their body figures and harsh comments on their under clothes or lingerie and personal things by male counterparts at workplace.

The second component i.e Verbal and Non- Verbal conduct of Sexual Nature described the following three statements:

- When a man at workplace stares at a woman to make her uncomfortable
- When a man makes offensive gestures in front of a woman at workplace
- When a man makes kissing sounds to a woman at workplace

The responses of the respondents regarding verbal and non-verbal conduct of sexual nature at workplace were worked by these three statements. Out of the 210 respondents, only 17 respondents strongly disagreed with statements and 28 respondents disagreed with the statements, they did not consider Verbal and Non-Verbal conduct of sexual nature as sexual harassment. On the other side, there were 29 respondents who could not answer these statements, thus, were in undecided category. There were 85 respondents, who agreed that these statements are really considered as sexual harassment. There were 51 respondents who strongly agreed with the statements. They perceived any act of Verbal and Non-Verbal conduct of sexual nature as sexual harassment.

Third component, i.e Sexually Suggestive Visual Material constituted the following three statements for the purpose of analysis:

- When a man shows sexually explicit books / magazines / printed matter to a woman at workplace

- When a man shows sexually explicit cartoons /posters / calendars to female worker at workplace
- When a man shows pornographic e-mails / sms / screen savers to a female worker at workplace

Out of the 210 respondents, only 7 respondents disagreed with the statements and only 1 respondent strongly disagreed with the statements. These respondents did not consider showing sexually suggestive visual material to a woman as sexual harassment at workplace. As they reported that nobody can show this kind of stuff to any woman without her consent. There were 25 respondents who were in undecided category. There were 138 respondents who considered showing porn pictures and videos to women at workplace as sexual harassment. 39 respondents strongly agreed with the statement. As these respondents reported that most male coaches send them vulgar jokes and messages.

Fourth component, i.e Unwelcome Demands or Requests of Sexual Nature constituted four statements these are:

- When a man demands or requests for sexual favours in return of payment of wages from a female employee at workplace
- When a man demands for sexual favours from a female employee at workplace and makes it a condition for employment
- When a man demands for sexual favours from a female employee at workplace and makes it a condition for increment
- When a man demands for sexual favours from a female employee at workplace and makes it a condition for promotion

Respondents' responses were received after including all the four statements. Out of the 210 respondents, it was observed that only 6 respondents were not sure about the above mentioned four statements whereas 16 respondents agreed with the statement. Majority of the respondents, i.e. 188 respondents strongly agreed with the statements. As these respondents reported that due to male coaches wishes they have to experience discrimination, exploitation etc.

Fifth component, i.e. Physical Contacts described following four statements:

- When a man brushes against a female employee
- When a man pinches a female employee
- When a man touches a female employee
- When a man grabs a female employee

Respondents' responses were received by containing all the four statements. Out of the 210 sportswomen, there were 6 respondents who were in undecided category. These respondents neither agreed nor disagreed with the statements. Whereas, 13 respondents agreed and 191 respondents strongly agreed with the statements

In the present research, in addition to the quantitative data of 210 sportswomen, qualitative data in the form of ten case studies of sportswomen was also described with an objective to explore subtle form of violence sportswomen faced and to explore coping strategies. **The fifth chapter** enclosed all 10 case studies and the analysis of these case studies. Analysis of case studies indicated that out of 10 cases there were six cases which were above the age of 20 years and remaining four cases were in the age group of 15-20 years. Analysis of qualitative data indicated that all the cases were unmarried. There were seven cases who were pursuing graduation and the remaining three cases were pursuing post-graduation. Results showed that five cases were involved in indoor games such as basketball. In the qualitative data, maximum respondents were living in nuclear families. Out of ten cases, there were six cases that had been brought up in a nuclear family and four cases belonged to joint families. The qualitative research showed that five cases namely; *Ms. Neha*, *Ms. Garima*, *Ms. Ayudhi*, *Ms. Manaya* and *Ms. Anaya* were playing indoor game i.e basketball. Remaining five cases i.e. *Ms. Meena*, *Ms. Teena*, *Ms. Meenakshi*, *Ms. Akiriti* and *Ms. Maya* were involved in outdoor games i.e. cycling, softball, long lacer, and softball and cycling etc. There were seven cases that belonged to Hindu religion. Remaining three cases belonged to Sikh religion. Out of the ten cases, there were three cases which belonged to lower caste group and remaining seven cases belonged to upper caste group. Qualitative analysis indicated that out of ten cases, there were three cases whose head of family was uneducated. There was only one case where the head of the family was educated upto metric. There were three cases whose head of

families belonged to 'educated up to high level'. There were six cases whose head of family members were graduate or post graduate.

Qualitative data shows that there were five cases i.e. *Ms. Meena*, *Ms. Teena*, *Ms. Akiriti*, *Ms. Manaya* and *Ms. Maya* whose head of families engaged in a business. There were two cases namely; *Ms. Garima* and *Ms. Ayudhi* whose head of families were working in government sector i.e. Punjab Roadways Transport and Punjab Police Department. There were two cases i.e. *Ms. Neha* and *Ms. Ananya* whose head of families were working in private sector. *Ms. Meenakshi's* head of the family was a daily wager. Thus, it was found that sportswomen whose heads of the families were working in occupations of low prestige were likely to face more harassment at workplace.

The findings of qualitative data elaborated that there were two cases i.e. *Ms. Meena* and *Ms. Meenakshi* whose head of families earned Rs.70, 000 annually. There were two cases namely; *Ms. Teena* and *Ms. Ayudhi* whose family income was Rs.1, 67000 and Rs.2, 50000 respectively. *Ms. Garima* and *Ms. Manaya* were those whose head of families earned Rs.4, 80000 and Rs. 4, 000000 annually respectively. There were two cases i.e. *Ms. Akiriti* and *Ms. Ananya* whose head of families earned 3 lakhs annually. *Ms. Neha* and *Ms. Maya* were those whose head of families earned Rs.3, 36000 and Rs.10 lakhs annually respectively. Therefore, in many cases low income of the family may be a reason of sexual harassment at their workplace.

The qualitative data showed that majority of the respondents started playing games when they were of a very young age. Out of ten cases, there were three cases namely; *Ms. Meenakshi*, *Ms. Garima* and *Ms. Ayudhi* who started their sports career at the age of 12 years. There were two cases *Ms. Teena* and *Ms. Akiriti* who got involved into sports at the age of fifteen years. *Ms. Neha* and *Ms. Maya* were joined sports at the age of ten years. There were only two respondents namely; *Ms. Teena* and *Ms. Ananya* who started sports as their career at the age of seventeen years.

Qualitative analysis also described about sportswomen's relations with male counterparts at workplace. Out of ten cases, there were six cases wherein respondents had uncordial relations with their male coaches and co-sportsmen i.e. *Ms. Manaya*, *Ms. Ananya*, *Ms. Ayudhi*, *Ms. Garima*, *Ms. Akiriti* and *Ms. Teena* and remaining four cases i.e. *Ms. Meena*, *Ms. Meenakshi*, *Ms. Neha* and *Ms. Meena* had cordial

and healthy relations with male coaches and co-sportsmen. Findings indicated that majority of the cases had uncordial relations with male counterparts. Although these four cases had cordial relations with male counterparts but even then they experienced sexual harassment at workplace.

Qualitative analysis revealed about the time of sexual harassment at workplace. Out of the ten cases, there were three cases who played for more than six hours in a day i.e. *Ms. Ananya*, *Ms. Garima* and *Ms. Neha*. There were two cases i.e. *Ms. Manaya* and *Ms. Meena* who played for five hours a day. There were two cases i.e. *Ms. Teena* and *Ms. Ayudhi* who played for four hours a day. *Ms. Akiriti* played for three hours a day. *Ms. Meenakshi* and *Ms. Meena* played for two hours a day. Qualitative analysis indicated that sexual harassment was prevalent where sportswomen spent more time playing.

Qualitative analysis revealed that there were seven respondents who were above the age of 20 year namely, *Ms. Teena*, *Ms. Meenakshi*, *Ms. Akiriti*, *Ms. Garima*, *Ms. Manaya*, *Ms. Maya* and *Ms. Ananya*. There were three respondents *Ms. Meena*, *Ms. Neha* and *Ms. Ayudhi* who were in age group of '15- 20' years. Out of these respondents, two respondents *Ms. Neha* and *Ms. Ayudhi* faced sexual harassment at their workplace at the age of 19 years. One respondent *Ms. Meena* faced sexual harassment at the age of 18 years. *Ms. Teena*, faced sexual harassment for the very first time at the age of 20 years . *Ms. Meenakshi*, faced sexual harassment at the age of 21 years. *Ms. Akiriti* faced sexual harassment when she was 22 year old. *Ms. Garima* was 23 years when she experienced sexual harassment ,*Ms. Manaya* faced sexual harassment at the age of 24 years , *Ms. Maya* was 20 year old when experienced such tragic incident of sexual harassment and *Ms. Ananya* was 22 years old when she experienced sexual harassment. These respondents were in the age group of '20-25' years when they faced sexual harassment for the first time. Such results indicated that sexual harassment could occur at any age. As reported in majority of studies most victims of sexual harassment were young, in case analysis majority of victims were also young women. Qualitative data revealed that almost all cases experienced sexual abuse at the beginning of their sports career in sports academies. This is because they were new in these sports academies and unaware about their authorities' behaviour towards sportswomen at workplace. It was also found that these victims were financially poor.

Qualitative analysis indicated that out of ten cases there were two cases namely **Ms. Maya** and **Ms. Ayudhi** who had faced physical punishments, sexual, verbal and non verbal abuse from higher authorities at their workplace. There were five cases i.e. **Ms. Meena, Ms. Neha, Ms. Meenakshi, Ms. Akiriti and Ms. Garima** who experienced unwanted touching such as grazing breast touch their private parts and forcefully kisses. **Ms. Ananya** was demanded off sexual favors from her coach if she wanted to continue her game at international level Quid Pro Quo. There were two cases i.e **Ms. Manaya** and **Ms. Teena** who experienced unwanted touching, forceful hugs and kisses from her coach.

Qualitative analysis indicated by whom sportswomen faced sexual harassment. Out of ten cases, only in one case the harasser was her co-sportsman i.e **Ms. Garima**. There was only one case whose harasser was her friend's uncle namely; **Ms. Akiriti**. Remaining eight cases were harassed by their coaches.

Qualitative data indicated about the profile of the harassers and described that out of the ten cases, there was one case i.e. **Ms. Meena** who faced sexual harassment by a 40 year old married man who was her coach's friend and a police officer. There were two cases i.e. **Ms. Neha** and **Ms. Ayudhi** whose harassers were 45 year old. **Ms. Neha** was harassed by a basketball coach. **Ms. Ayudhi** had also experienced sexual harassment by her coach. Out of the ten cases, there was only one case i.e. **Ms. Akiriti** who experienced sexual harassment number of times. For the very first time she experienced sexual harassment by a 38 year old spectator. The second time she faced sexual harassment by a 48 year old business man who was her friend's uncle. Lastly, she experienced sexual harassment by her coach who was 45 year old and was Head of the India Camp at that time. There were two cases i.e. **Ms. Meena** and **Ms. Ananya** whose harassers were 48 year old married man and 47 year old married man respectively. **Ms. Teena** was harassed by a Member of Selection Committee. **Ms. Ananya** was harassed by her coach. **Ms Garima** was harassed by a 24 year old sportsman, who was her best friend's boyfriend and remaining three cases i.e. **Ms. Manaya** was harassed by a 60 year old married man, the Head of Football Federation, **Ms. Meenakshi** was harassed by a 60 year old man with grand children, the head of Basketball Federation and **Ms. Maya** was harassed by a 52 year old married man, the Head of Asian Games Camp at that time. There was only one case, i.e. **Ms. Garima** whose harasser was twenty four year old. It was also observed that in case studies out

of ten cases, there were five cases whose harassers were on high positions. This was the only reason that sportswomen had to remain silent to save their future in sports. Only in one case, the harasser was co-sportsman. Out of the ten cases, there were three cases whose harassers were married and had children and had grand children. In remaining seven cases harassers were married and had children.

The period of sexual harassment was very painful for all cases. Out of the total cases, it was found that **Ms. Meena** faced sexual harassment during National Camp for fifteen days. It had a negative impact on her performance. She was suffering with sleeping disorders etc. **Ms. Teena** suffered with sexual harassment for four months. **Ms. Neha**, **Ms. Garima** and **Ms. Meenakshi** experienced sexual harassment for fifteen days and one month respectively. **Ms. Akiriti** faced sexual harassment for 3 to 4 months. She was under medical treatment for 3 to 4 months. **Ms. Ayudhi** faced sexual harassment during practice sessions. **Ms. Mananya** experienced sexual harassment for three years of her sports career. **Ms. Maya** faced sexual harassment for two months. **Ms. Ananya** faced sexual harassment for one to two years.

Fifth chapter also described about repercussions of sexual harassment. All the cases admitted that they were afraid of stigma and retaliation. The period of trauma was filled with panic for all the victims. Facing the same person daily at workplace added to more disturbances for the sportswomen. They could not give their performance properly. Further, none of culprits felt even sorry or guilty about his behaviour. Out of ten cases, **Ms. Akiriti** was on sleeping pills. Due to sexual harassment she was in depression. After this incidence, she left her game. **Ms. Ayudhi** and **Ms. Teena** were also suffering with psychological problems and they left their games. Remaining seven cases were also suffering with physical and psychological problems at their workplace. In the present cases, out of ten cases, all cases i.e. **Ms. Meena**, **Ms. Neha**, **Ms. Akiriti**, **Ms. Garima**, **Ms. Ayudhi**, **Ms. Mananya**, **Ms. Maya**, **Ms. Ananya**, **Ms. Meenakshi** and **Ms. Teena** were suffering with sleeping disorders as well as physical problems. Results indicated that some of the sportswomen belonged to educated families and they were aware about their rights. Yet they were not agreeing to report against their male coaches, co-sportsmen and support-staff due to fear of stigma. Most of the respondents shared their problems with the near ones, with their friends and their family members. Due to the pressure of the higher authority, they were compelled to remain silent.

MAIN FINDINGS

Incidence Rate of Sexual Harassment

Findings disclosed that majority of the respondents i.e. 85.24 percent reported that they had heard about the term sexual harassment. Out of 210 sportswomen, there were 81.42 percent of the respondents who reported that they were beholder of sexual harassment of other sportswomen at their workplace. There were 69.52 percent reported that they faced sexual harassment at their workplace. Such results help us to understand that the problem of sexual harassment against sportswomen can be observed in sports domain. Results of the study coincide with the findings of Nogueras (2010).

RELATIONS

It was observed that majority of the sportswomen had uncordial relations with their male coaches and co-sportsmen. It was found that they were punished because of their poor performance at fields, unpunctuality, losing tournaments etc. Respondents who were pursuing graduation had more uncordial relations as compared to those who were pursuing post graduation. It was also found that these sportswomen were freshers in the academies, unaware about their rights, they were financially poor and needy, but confident and did not hesitate to report their problems. Such findings coincide with the results of Fasting and Knorre (2005).

Age

In the present study, it was found that young sportswomen i.e. between in the age group of '15-20' years had faced sexual harassment at workplace by male coaches, co-sportsmen and support staff i.e. 68.80 percent had faced sexual harassment by male coaches, 82.14percent by co-sportsmen and 77.78 percent by support staff because these women were freshers in the academies and were not aware of the environment of the academies as they were new in the academies, thus constituting a less powerful group. Results thus coincide with the findings of Kirby and Greaves (1996);Toftegaard Nielsen (1998).

Education

The findings disclosed that that majority of respondents, who were pursuing graduation, had faced sexual harassment at workplace because these respondents were

moderate in studies but excellent in sports. It was observed that these respondents wanted to make career in sports. Results of qualitative analysis also explained same findings.

Type of Game

The present study indicated that the respondents who were engaged in field games faced more sexual harassment at workplace by male coaches and co-sportsmen. Since they had to go outside to the field for practice, there was hardly any security for them, which was to the benefit of male counterparts. It was also observed that these respondents had to play for 6 to 8 hours in the playgrounds; as a result their male counterparts took advantage of the situation and manipulated them. Results coincide with the study of Fasting et al. (2000).

Harassment by Whom

Quantitative data of the present study depicted that majority of the respondents faced sexual harassment by male coaches at their workplace. It was found that these respondents were getting training under male coaches as these males were on higher authority positions at workplace. That is why it was not difficult for male coaches to harass sportswomen, as these sportswomen were considered as dependent. Results coincide with the study of Muchena and Mapfumo (2012).

Harasser's Characteristics

Quantitative data of the study indicated that maximum harassers were married, with children, older in age, occupying authoritative positions and had controlling behavior. Few respondents faced sexual harassment by co-sportsmen and support staff.

Perception in Relation to Sexual Harassment

The present study illustrated that there were 12 respondents who strongly disagreed and 30 respondents who disagreed that passing unwelcome remarks to any woman at workplace comprises sexual harassment as these respondents perceived that such behavior pattern was a very common part of their life. They were habitual to such behavioral patterns at workplace. However, it was found that 17 respondents strongly disagreed with statements and 28 respondents disagreed with the statements as these respondents did not consider Verbal and Non- Verbal conduct of sexual nature as sexual harassment. In relation to sexually suggestive material, findings disclosed that

there were 138 respondents who considered showing porn pictures and videos to women at workplace as sexual harassment. 39 respondents strongly agreed with the statement. As these respondents reported that most male coaches send them vulgar jokes and messages. Majority of the respondents strongly agreed with the statements of unwelcome demands of sexual nature and physical contacts.

Coping Strategy

Majority of the respondents either avoided their problem or shared with their close friends and family members. Few respondents took medical assistance to overcome their problem. None of the sportswomen complained to police.

Complain

Majority of the respondents advocated that active action must be taken against the perpetrators. Whereas sexually harassed respondents did not take any action against the perpetrators. Because they knew that their harassers were on authority positions and it will not be easy to prove them guilty. It was also found that they had to agree with their male coaches because their entire career was dependant on the decision of the federation. Quantitative data and qualitative analysis also presents that victims first tried to ignore the problem and tried to share with their close friends when the situation became intolerable.

SUGGESTIONS FOR FUTURE RESEARCH

- Research in this area is anecdotal. Therefore, sports authority of India/government must raise funds and conduct research in various parts of India to know the status of women players in Academies.
- Comparative and evaluative studies can be conducted to have better understanding of the phenomenon by Sports Authority of India.
- The research can be conducted in other highly sexualized fields like army, police, air services(in high rank positions) etc.
- To explore another side of phenomenon, research can be conducted on the other forms of sexual harassment i.e same sex harassment as well as female to male harassment.

- As the problem of sexual harassment is very sensitive. More qualitative studies can be conducted with a good number of case studies to understand the problem in a broader perspective.

CONCLUSION

The term sexual harassment was first used by Lin, Farley in her book “Sexual Shakedown” during 1970s. In India, it was ruled by the Honorable Supreme Court (1997) in the prominent case Vishakha vs. State of Rajasthan which introduced the issue of sexual harassment at workplace to general public. The present research guides us to conclude that problem of sexual harassment at workplace is quite prevalent in the sports domain. Sportswomen have awareness about sexual harassment; they are in consensus with the definition of the Supreme Court. They perceived that they are being harassed. Sportswomen advocate strict action against the perpetrators but themselves bow in front of the culprits and avoid to report or share their own harassment because of fear of to be out of the game and academy, retaliation, stigma that will be attached to women players as well as to their families. In the present study, it was found that sportswomen are first treated as women, then as a player. It was also observed that men have conventionally held the directorial power inherent in administrative and supervisory positions, whereas sportswomen are likely to be found in dependant and in subordinate positions. It was also found that fewer women were coaches at workplace. Males are naturally unenthusiastic to relinquish this superior position of privilege due to patriarchal structure of the society. Furthermore, males are socialized into roles of sexual assertion, leadership, persistence, whereas women are socialized to be passive, submissive and sexual gatekeepers. In our community, men are often stereotyped as being receptive to and welcoming of sexual advances of women. In distinction, women stereotypically are not as receptive to and welcoming of the sexual advances of men. The present study clearly shows that Control and Power Wheel theory, Social Learning theory and patriarchy theory work in combination to explain the problem of sexual harassment of women players at sports academies. The need of the hour is absolutely strict and firm implementation of the laws and for women to become bold so that this problem does not go ignored and instead of accepting the problem, we work on finding the remedy and solutions to it. Further, proper socialization of both men and women is very important to make them gender sensitive.

APPENDIX 1

In relation to the unwelcome remarks, three statements were formulated on five point scale. A score of five was assigned to a response indicating ‘Strongly Agree’ and a score of four was assigned to a response indicating Agree. Those who reacted with 'Undecided' responses were given the score of three. On the other hand, those who ‘Disagreed’ to unwelcome remarks were given a score of two and those who ‘Strongly Disagreed’ with the statement, were given a score of one. In this manner, total score of a respondent could range from 3 to 15. The division of scores was produced and given in ascending series.

TABLE 4.1. Distribution of Scores Regarding Unwelcome Remarks

Score	Frequency	Perception
3	12	Strongly Disagree
4	4	Disagree
5	8	
6	18	
7	8	Undecided
8	15	
9	9	
10	7	Agree
11	9	
12	69	
13	29	Strongly agree
14	12	
15	10	

N= 210

The scores were arranged into ascending order and distributed into five parts. Respondents with a score of 3 were labeled as ‘strongly disagree’ with unwelcome remarks; scores ranging from 4 to 6 were labeled as ‘disagree’ with unwelcome remarks; scores ranging from 7 to 9 were labeled as undecided; 10 to 12 scores as agree and scores ranging from 13 to 15 were labeled as strongly agree with unwelcome remarks. In other words, there were total 42 respondents who disagreed with unwelcome remarks as sexual harassment at workplace. 32 respondents were confused about the statements and could not answer. They themselves were not clear whether it was an act of sexual harassment or not. There were 136 respondents who agreed with unwelcome remarks as sexual harassment at workplace.

APPENDIX 2

With regard to verbal and non-verbal conduct of sexual nature, three statements were constituted on five point scale. According to the response given, each statement was coded, for 'Strongly Agree' response, score '5' was given, score '4' for the response of 'Agree', score '3' for the response of 'Undecided', score '2' for the response of 'Disagree' and score '1' for the response of 'Strongly Disagree'. In this way, total score of a respondent could range from 3 to 15 for the total sample of 210 respondents. The distribution of scores was formed and arranged in ascending order .

TABLE4. 2. DISTRIBUTION OF SCORES ON VERBAL AND NON- VERBAL

Score	Frequency	Perception
3	13	Strongly Disagree
4	4	Disagree
5	15	
6	13	
9	29	Undecided
10	7	Agree
11	9	
12	69	
13	29	Strongly agree
14	12	
15	10	

N = 210

Although scores could range from 3 to 15, but there was no score of 7 and 8. On the basis of total sample, scores were arranged into ascending series and distributed into five parts. Respondents with a score of 3 were labeled as 'strongly disagree' which means respondents who had score of 3, did not agree that use of verbal and non verbal conduct of sexual nature at workplace is sexual harassment. Respondents who had score from 4 to 6 were labeled as 'disagree' which means respondents who had score in this range did not consider verbal and non verbal conduct of sexual nature at workplace as sexual harassment. Respondents with a score of 9 were labeled as 'undecided' which means neither they agreed with the statements nor they disagreed. Respondents who had score from 10 to 12 were labeled as 'agree' which means they consider verbal and non verbal conduct of sexual nature at workplace as sexual harassment and respondents who had score from 13 to 15 were labeled as 'strongly agree' which means they consider verbal and non verbal conduct of sexual nature at workplace as sexual harassment. Moreover, there were total 45 respondents who disagreed with unwelcome remarks as sexual harassment at workplace. 29 respondents were who could were not confident about the statements. They themselves were not clear whether it is an act of sexual harassment or not. There were 136 respondents who agreed with unwelcome remarks as sexual harassment at workplace.

APPENDIX 3

With regard to sexually suggestive material, three statements were constituted on five point scale. For ‘Strongly Agree’ response, score '5' was given, score '4' for the response of 'Agree', score '3' for the response of 'Undecided', score '2' for the response of 'Disagree' and score '1' for the response of 'Strongly Disagree'. In this way, total score of a respondent could range from 3 to 15. The distribution of scores was formed and arranged in ascending series. The following table will explain the scores on sexually suggestive visual material.

TABLE .4. 3 DISTRIBUTION OF SCORES ON SEXUALLY SUGGESTIVE VISUAL MATERIAL

Score	Frequency	Perception
3	1	Strongly Disagree
4	2	Disagree
6	5	
7	6	Undecided
8	10	
9	9	
10	23	Agree
11	11	
12	104	
13	20	Strongly agree
14	10	
15	9	

N = 210

The scores were arranged in ascending series along with their frequencies. There were no respondents with a score of 5, thus this score was not taken. Distribution of score was done into five parts. Respondents with a score of 3 were labeled as 'strongly disagree' which means respondents who had score of 3 did not agree that showing sexually visually material at workplace is sexual harassment. Respondents who had score of 4 and 6 were labeled as 'disagree' which means respondents who had score of 4 and 6 did not consider showing sexually visual material at workplace as sexual harassment. Respondents with a score from 7 to 9 were labeled as 'undecided', which means neither they agree with the statements nor they disagree. Respondents who had score from 10 to 12 were labeled as 'agree', which means they consider showing sexually visual material at workplace as sexual harassment and respondents who had score from 13 to 15 were labeled as 'strongly agree', which means they give very high weightage to displaying and showing sexually visual material at workplace as sexual

harassments. There were 7 respondents who disagreed with sexually suggestive material as sexual harassment at workplace and only 1 respondent strongly disagreed with the statement. 25 respondents were who were not confident about the statements. They themselves were not clear whether it is an act of sexual harassment or not. There were 138 respondents who agreed with unwelcome remarks as sexual harassment at workplace and 39 respondents who were strongly agreed with the statements.

APPENDIX 4

In connection with the unwelcome demands, four statements were constituted on five point scale. Score '5' was given 'Strongly Agree' response, score '4' was given to every 'Agree response', score '3' was given to every response 'Undecided', score '2' was given to the response 'disagree' and score '1' to response 'Strongly Disagree'. In this way, total score of a respondent could range from 4 to 20 for the total sample of 210 respondents. The distribution of scores was formed and arranged in ascending series. The table given below will highlight unwelcome remarks or demands.

TABLE 4.4 DISTRIBUTION OF SCORES ON UNWELCOME DEMANDS OR REQUESTS

Score	Frequency	Perception
12	6	Undecided
13	2	Agree
14	3	
15	8	
16	3	
17	4	Strongly agree
18	15	
19	29	
20	140	

N=210

Although scores could range from 4 to 20, but there were no scores available between 4 to 11. On the basis of total sample, scores were arranged into ascending series and distribution was done into three parts rather than five parts, because there were no respondents who disagreed or strongly disagreed with these statements. Respondents with a score of 12 were labeled as 'undecided', which means they could not give any response or were neutral. Respondents who had score from 13 to 16 were labeled as 'agree' which means they considered unwelcome or requests at workplace as sexual harassment. Respondents who had score from 17 to 20 were labeled as 'strongly agree', which means they gave very high weightage to unwelcome demands as sexual harassment. 6 respondents were not sure about the unwelcome demands or requests at workplace. There were 16 respondents who were agreed with sexually suggestive material as sexual harassment at workplace. There were 188 respondents who were strongly agreed with the statements of sexual suggestive material as sexual harassment at workplace.

APPENDIX 5

With regard to physical contacts, four statements were constituted on five point scale. For response 'Strongly Agree' score '5' was given, for every response 'Agree' score '4' was given, for response 'Undecided' score '3' was given, for response 'Disagree' score '2' was given and for response 'Strongly Disagree' score '1' was given. In this way, total score of a respondent could range from 4 to 20. The distribution of scores was formed and arranged in ascending series. The table given below will explore the scores on physical contacts.

TABLE 4. 5. DISTRIBUTION OF SCORES ON PHYSICAL CONTACTS

Score	Frequency	Perception
12	6	Undecided
14	7	Agree
15	2	
16	4	
17	3	Strongly agree
18	2	
19	4	
20	182	

N = 210

Although scores could range from 4 to 20, but were no scores between 4 to 11 and of 13. On the basis of total sample, scores were arranged into ascending order and distribution was done into three parts rather than five parts, because there were no respondents who disagreed or strongly disagreed with these statements. Respondents with a score of 12 were labeled as 'undecided', which means they were neutral in their opinion. Respondents who had score from 14 to 16 were labeled as 'agree', which means they consider physical contacts at workplace as sexual harassment. Moreover, 6 respondents were confused about the statements and could not answer whereas, 13 respondents agreed and 191 respondents strongly agreed with the statements.

APPENDIX 6

For every response **Strongly Agree** score **5** was coded, for every response **Agree** score **4** was coded. For response **Undecided** score **3** was drawn, for response disagree score 2 was given and for response **Strongly Disagree** score **1** was given. This method was adopted for all 17 statements. Therefore, the total score of respondents could range from 17-85.

SEXUAL HARASSMENT

TABLE 4. 6. DISTRIBUTION OF SCORES ON SEXUAL HARASSMENT

Score	Frequency	Percent	Valid percent	Cumulative percent
48.00	2	0.95	0.95	0.95
49.00	3	1.43	1.43	2.38
50.00	4	1.90	1.90	4.29
51.00	4	1.90	1.90	6.19
52.00	3	1.43	1.43	7.62
54.00	4	1.90	1.90	9.52
56.00	4	1.90	1.90	11.43
59.00	2	0.95	0.95	12.38
61.00	3	1.43	1.43	13.81
64.00	2	0.95	0.95	14.76
67.00	3	1.43	1.43	16.19
68.00	6	2.86	2.86	19.05
69.00	5	2.38	2.38	21.43
70.00	4	1.90	1.90	23.33
71.00	5	2.38	2.38	25.71
72.00	10	4.76	4.76	30.48
73.00	7	3.33	3.33	33.81
74.00	7	3.33	3.33	37.14
75.00	13	6.19	6.19	43.33
76.00	13	6.19	6.19	49.52
77.00	5	2.38	2.38	51.90
78.00	4	1.90	1.90	53.81
79.00	13	6.19	6.19	60.00
80.00	11	5.24	5.24	65.24
81.00	13	6.19	6.19	71.43
82.00	25	11.90	11.90	83.33
83.00	12	5.71	5.71	89.05
84.00	10	4.76	4.76	93.81
85.00	13	6.19	6.19	100.00
Total	210	100.00	100.00	

Although scores could set from 17 to 85, but it was found that there were no scores from 17 to 47. There were also no score in 53, 55, 57, 58, 62, 63, 65 and 66. **Q1**.emerged on the score of 73, therefore, respondents who had score below 73 perceived sexual harassment as a low category of sexual harassment.**Q3** emerged on the score of 82, therefore, respondents who had score 74 to 82, reported that it is medium form of sexual harassment and respondents who had score 83 to 85, hold strong opinion that it is high form of sexual harassment. Moreover, research depicts the perception of 210 sportswomen on sexual harassment at workplace. There were 71 respondents who agreed but did not make any strong opinion about sexual harassment on the basis of statements given. However, there were 104 respondents who strongly agreed with the statements measuring sexual harassment. There were 35 respondents who were certain that these statements are to be considered as sexual harassment. Such findings clearly indicate that the perception of respondents regarding sexual harassment at workplace coincides with Supreme Court's definition of sexual harassment.

INTERVIEW SCHEDULE

PERSONAL INFORMATION OF THE RESPONDENTS

1.0 Name of the Respondent:

1.1 Address of the respondent :

1.2 Age (in years):

1.2.1 Below 15

1.2.2 15-20

1.2.3 20-25

1.2.4 25-30

1.2.5 Above 30

1.3 Present family composition

1.3.1 Nuclear

1.3.2 Joint/extended

1.3.3 NA

1.4 Household Composition:

Relation	No. of family members	Sex	Education	Occupation	Income

1.5 Educational Qualification:

1.5.1 Illiterate

1.5.2 Primary

1.5.3 Secondary

1.5.4 Higher secondary

1.5.5 BA/BSC

1.5.6 MA/MSC

- 1.5.7 Professional
- 1.5.8 Any other, please specify

1.6 Religion:

1.6.1 Hindu

1.6.1 Sikh

1.6.2 Muslim

1.6.3 Christian

1.6.4 Any other, please specify

1.7 Caste:

1.7.1 General

1.7.2 SC

1.7.3 OBC

1.7.4 Any other, please specify

1.8 Marital Status:

1.8.1 Married

1.8.2 Separated

1.8.3 Widowed

1.8.4 Unmarried

GAME RELATED INFORMATION

2.0 Type of Game:

2.0.1 Indoor

2.0.2 Outdoor

2.0 Name of the Game:

2.1 At what age you have started playing games?

2.2.1 5-10

- 2.1.1 10-15
- 2.1.2 15-20
- 2.1.3 Above 20
- 2.1.4 Any other, please specify
- 2.2 How did you join this game?
 - 2.2.1 Through family support
 - 2.2.2 By influence of friends
 - 2.2.3 Through school activities
 - 2.2.4 Any other, please specify
- 2.3 Why you chose this game only?
- 2.4 How did you join this academy?
- 2.5 Did you receive training before joining this sports academy?
 - 2.6.1 Yes
 - 2.6.2 No
- 2.6 Have you ever been trained by male coach?
 - 2.6.1 Yes
 - 2.6.2 No
- 2.7 How many hours do you play?
 - 2.7.1 1-3
 - 2.7.2 4-6
 - 2.8.3 More than 6
- 2.8 Where do you play games?
 - 2.8.1 Sports Centers
 - 2.8.2 College grounds
 - 2.8.3 Stadiums
 - 2.8.4 Any other, please specify

RELATIONS WITH MALE COUNTERPARTS

3.0 How many male counterparts are there at your workplace?

	Male coaches	Co-sportsmen	Support staff
3.0.1	1-5	1-5	1-5
3.0.2	5-10	5-10	5-10
3.0.3	10+	10+	10+

3.1 What type of relationship you have with your male coaches at your workplace?

3.1.1 Cordial

3.1.2 Normal

3.1.3 Uncordial

3.2 Do you play with your co-sportsmen?

3.2.1 Yes

3.2.2 No

3.3 What type of relationship you have with your co-sportsmen at your workplace?

3.3.1 Cordial

3.3.2 Normal

3.3.3 Uncordial

3.4 What type of relationship you have with your support staff at your workplace?

3.4.1 Cordial

3.4.2 Normal

3.4.3 Uncordial

TREATMENT GIVEN BY MALE COUNTERPARTS: MALE COACHES, CO-SPORTSMEN AND SUPPORT STAFF

- 4.0 Treatment given by male counterparts at your workplace?
 - 4.0.1 They treat you equal as male sportspersons? Yes/No/Undecided
 - 4.0.2 They treat you as female rather than a player at your workplace?
Yes/No/Undecided
 - 4.0.3 Did you face exploitation at your workplace?
Yes/No/Undecided
 - 4.0.4 You faced discrimination at your workplace?
 - 4.0.5 You feel other sportswomen are more favourite than you? Yes/No/Undecided
 - 4.0.6 They feel that you are more favourite to them? Yes/No/Undecided
- 4.1 What kind of problems you have encountered at your workplace?
 - 4.1.1 Physical
 - 4.1.2 Psychological
 - 4.1.3 Any other, please specify
- 4.2 Have you faced physical punishments/maltreatment/bullying?
 - 4.2.1 Yes
 - 4.2.2 No
 - 4.2.1 If yes , what kind of punishments did you face?
 - 4.2.1.1 Beating
 - 4.2.1.2 Slapping
 - 4.2.1.3 Hitting
 - 4.2.1.4 Pushing
 - 4.2.1.5 Kicking
 - 4.2.1.6 Bullying

4.2.1.7 Any other, please specify

4.3 What type of psychological punishments/ maltreatment/bullying faced by you at your workplace?

4.3.1 Use of humiliating words in front of others

4.4.2 Unfairness

4.3.3 Unnecessary restrictions

4.3.4 Any other, please specify

4.4 By whom you faced physical punishment/Maltreatment/Bullying?

4.4.1 Male coaches

4.4.2 Teammates

4.4.3 Sports Directors

4.4.4 Any other, please specify

SEXUAL VIOLENCE

5.0 Have you ever heard about sexual harassment?

5.0.1 Yes

5.0.2 No

5.1 Have ever heard about sexual Harassment Act, 2013?

5.1.1 Yes

5.1.2 No

5.2 Have you ever been beholder /observer about sexual harassment faced by other sportswomen at your workplace?

5.2.1 Yes

5.2.2 No

5.3 Have you ever faced sexual harassment? Yes/No

- 5.4 What types of sexual harassment have been experienced by you at your workplace?
 - 5.4.1 Demeaning language
 - 5.4.2 Unwanted touching
 - 5.4.3 Scratching palms
 - 5.4.4 Unwanted texting
 - 5.4.5 Unwanted patting
 - 5.4.6 Bullying
 - 5.4.7 Sex talk during Practice sessions
 - 5.4.8 Lewd comments
 - 5.4.9 Collective assault
 - 5.4.10 Negative comments
 - 5.4.11 Grazing breast and hugging
 - 5.4.12 Any other, please specify
- 5.5 By whom you faced sexual harassment?
 - 5.5.1 Male coach
 - 5.5.2 Co-sportsmen
 - 5.5.3 Support staff
 - 5.5.4 Any other, please specify
- 5.6 Where did you experience sexual harassment?
 - 5.6.1 at Gymnasium
 - 5.6.2 Changing room
 - 5.6.3 Equipment room
 - 5.6.4 Trainer's office
 - 5.6.5 During sports trips

- 5.6.6 College grounds
- 5.6.7 Staff bus
- 5.6.8 Sports centers
- 5.6.9 Any other, please specify
- 5.7 When did you experience sexual harassment?
 - 5.7.1 Before/During training
 - 5.7.2 After training
 - 5.7.3 Before game
 - 5.7.4 After game
 - 5.7.5 Any other, please specify
- 5.8 How many times you have experienced sexual harassment?
 - 5.8.1 Once
 - 5.8.2 1-3 times
 - 5.8.3 4-8 times
 - 5.8.4 8-15 times
 - 5.8.5 Continuously
 - 5.8.6 Any other, please specify
- 5.9 How you found solutions when you experienced sexual harassment?
 - 5.9.1 Ignored the act
 - 5.9.2 Took it as teasing.
 - 5.9.3 Shared with family members
 - 5.9.4 Shared with friends
 - 5.9.5 Complained to higher authority
 - 6.9.6 Complained to police
 - 6.9.7 Any other, please specify

CONSEQUENCES OF THE SEXUAL HARASSMENT

6.0 How your performance changed after the incident?

6.0.1 Their performance increased.

6.0.2 There was no change in their performance.

6.0.3 Their performance decreased.

6.0.4 Any other, please specify

6.1 What was your reaction to the incident of sexual harassment ?

6.1.1 Anger

6.1.2 Fear

6.1.3 Desperation

6.1.4 Inferiority

6.1.5 Depression

6.1.6 Guilt

6.1.7 No feelings

6.1.8 Any other, please specify

6.2 What are the physical and psychological problems that you faced after the incidence of sexual harassment?

6.2.1 Headaches

6.2.2 Insomnia

6.2.3 Heartburn

6.2.4 Fatigue

6.2.5 Nausea-vomiting

6.2.6 Dizziness

6.2.7 Irregular menstruation

6.2.8 Any Other, please specify

6.3 To overcome the ailments, what you did ?

- 6.3.1 You have changed your eating habits
- 6.3.2 You have taken tranquilizers.
- 6.3.3 You have had psychological guidance or therapy.
- 6.3.4 No actions have been taken
- 6.3.5 Any other, please specify
- 6.4 Have you ever found sexual harassment committee at your workplace?
- 6.4.1 Yes
- 6.4.2 No
- 6.5 What are your suggestions to curb the problem of sexual harassment?

SEXUAL HARASSMENT DEFINITION

- 7.0 Sexual harassment defined as
 - 7.0.1 Unwelcome Remarks
 - 7.0.1.1 When a man passes sexually explicit remarks or comments to a woman at workplace.
Strongly agree/agree/Neutral/disagree/Strongly disagree
 - 7.0.1.2 When a man cracks jokes with sexual connotations to a woman at workplace
Strongly agree/agree/Neutral/disagree/Strongly disagree
 - 7.0.1.3 When a man passes sexiest remarks on a woman at workplace
Strongly agree/agree/Neutral/disagree/Strongly disagree
 - 7.0.2 Verbal and Non-verbal Conduct of Sexual Nature
 - 7.0.2.1 when a man at workplace stares at a woman to make her uncomfortable
Strongly agree/agree/Neutral/disagree/Strongly disagree
 - 7.0.2.2 When a man makes offensive gestures in front of a woman at workplace
Strongly agree/agree/Neutral/disagree/Strongly disagree
 - 7.0.2.3 When a man makes kissing sounds to a woman at workplace
Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.3 Sexually Suggestive Visual Material

7.0.3.1 When a man shows sexually explicit books/magazines/printed matter to a woman at workplace

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.3.2 When a man shows sexually explicit cartoons/posters/calendars to a female worker at workplace

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.3.3 When a man shows pornographic e-mails/sms/screen savers to a female worker at workplace

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.4 Unwelcome Demands or Requests

7.0.4.1 When a man demands or requests for sexual favours in return of payment of wages from female employee at workplace

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.4.2 When a man demands for sexual favours from a female employee at workplace and makes it a condition for employment

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.4.3 When a man demands for sexual favours from a female employee at workplace and makes it a condition of increment

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.4. When a man demands for sexual favours from a female employee at workplace and makes it for promotion

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.5 Physical contacts

7.0.5.1 When a man brushes against a female employee at workplace

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.5.2 When a man pinches a female employee at workplace

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.5.3 When a man touches a female employee at workplace

Strongly agree/agree/Neutral/disagree/Strongly disagree

7.0.5.4 When a man grabs a female employee at workplace

Strongly agree/agree/Neutral/disagree/Strongly disagree