



WOMEN'S SAFETY AT WORK PLACE

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Abstract

A large Numbers of women spend a considerable time outside their homes for their families economic upliftment. So, there safety, particularly in the present time becomes pertinent. Prevention of ill health, promotion of security & well being of men & women at the work are also important for maintaining quality of work as this affects their occupational safety & health. The working women who work till late in the evening & do night shifts certain security & safety measures should be systematized. It is for the employer to create a positive environment at workplace in order to encourage, women to come to work freely. They should be treated with respect & dignity. They should be protected from harassment. This paper is going to highlight the various measures that should be adopted for the security of women at workplace.

Women excel in all fields including space exploration and rocket science. They play a vital role in economic development of the country. Their contribution is nothing short of their male counterpart. No doubt, they are free to work in all type of working places. But there are still several issues & problems that women have to face today. Sometimes they are not treated equally at workplaces as they are considered inferior to male colleagues. Sometime they do not get equal benefits. The major problems that women face in their work places are sexual harassment, lack of proper family support, deficient maternity leave etc. The major problem that they are facing badly is their security at workplace. When we are taking about security then question arises in our mind is:

Is security a general feeling or just an illusion to console the vividness of human mind? Next thing that comes to our mind is who actually gives this security and moreover, who all are the people in need of this security; are they men, children, toddler female gender or every one of us? From this another question that pops in my ocean of thoughts is how do we define and explain security in every particular age; sex etc.?Is it same for every one of them:-

The complete freedom from risk for any physical, mental, social, religious, speech, job, educational threat to a person, community or population (which in some cases can be Post threat like after any natural disaster) and security of survival is REAL SECURITY.

We all talk about all these types of security lifelong but the current issue in hand is the security of the place where most of the females spend their maximum time of the day and sometimes even night for that matter i.e. their workplace. This is the main issue which needs real action not just a talk among bunch of fodder eating people sitting on their chairs,



sipping their Latte (coffee) in those Styrofoam cups which also are made by Females generally (Cliché).

A lot of people claim they have taken steps like

- Seminar on gender inequality
- Workshops on sexual harassment t workplace. Etc. etc. etc.

But just think how many of us were actually listening and understanding and how many of were wondering about the hairs, nail polish and those curves in that amazing saree that beautiful female had who was presenting the seminar.

Now what is PLAN B

This we can simplify by dividing the whole thing into some categories

- 1) Organization;- this is to be done by the In charge of particular company to create secure atmosphere so that dignity, respect and security is maintained at the workplace.
 - a) Proper counseling and agreement of code of conduct with norms for both males and females employees.
 - b) Security of pay in any case emergency or not
 - c) If someone complaints about the superior, their confidentiality, job, monetary security till the matter is verified by a committee and regular feedback about and from all senior and junior employees about each other etc.
- 2) Educational: - first and foremost just think do we know all clauses that come under sexual harassment. Little knowledge is very dangerous; so to avoid this we need proper awareness to avoid any false reporting of incidences as it may have detrimental effect on image and personality of the person among other employees creating hostile work environmental
 - a) Have regular educational programs pertaining to these matters.
 - b) Training on basic awareness.
 - c) Group session and counseling for males to manage their emotions in a better way because these cases have those men who are mentally and emotionally weak.

For Eg. " I once asked a dog why does he bark and he replied because he doesn't know how to bite"
- 3) Physical: sexual harassment, mental harassment, gender discrimination and promotion which includes security of job. Now this has to be improvised in a way that there are no more insecurity both financially and other way around
 - a) Make unanimous complaint cell
 - b) Mobile phone applications for recording and safety measures with GPS based monitoring.
 - c) Panic buttons in job and public places like trains and buses etc.
 - d) Regular psychologist or psychiatric consultations for mental health and foreseeing any unwanted events
- 4) Environmental: this is a kind of extension of physical and workplace security.
 - a) Clearly displayed emergency number.
 - b) Visitor surveillance and round the clock officers
 - c) Company transport especially for women for day and night shifts
 - d) Random check points for any point of trouble e.g. Alcoholics walking by etc.



e) 24 x 7 helpdesk and emergency response system.

For dream of better India first things to be done first;-

Female gender on the whole has to forget about them being weak. This is high time for our female community to tighten up and have a shot of **TESTOSTERONE** and go do what they do best i.e. work and enjoy.

They need to start taking control of things rather than someone else running behind them with a whip because we are not donkeys; we don't work better with a stick hit on our rear end. We are humans and we are the makers of those sticks. because if it is not addressed in this way we will get more **Nirbhaya** everyday and not all of them will make it to T.V. as **Nirbhaya** did after she died and bunch of us watching that with popcorn in our hands. There will be another **JESSICA** murder case if we do not become mentally strong. For that we have to tried alternatives like adopting Yoga as regular feature, back to Vedas philosophy rely upon Indian cultural values/ Ancient values which has the capacity to enhance emotional and mental intelligence.

Moreover, what we have to remember is, when we are talking about security take it as women or men or any other it should not be on this paper or conference or just in a stash of books in a 90 yrs old women closet. It should be out in the open happening as I utter these words out of my mouth. We should have the sense of urgency and religiousness in imposing and following guidelines to ensure speedy installation of foundation of these dogmas. I will give one example to make my point

Airport entry points during immigration, Police officer sitting behind bullet proof glass looks at your face and then passport- Photo, then looks at your face again and passport photo again then ask you why you got a haircut.

You say I do not know I just felt good about myself then he checks your picture with your older picture in the system. Then you see an old lady dragged in a wheel chair to examination room and you put gloves on to check bodily orifices. Basically if 80 Years old lady is terrorist in a wheel chair then game is basically over folks. meanwhile 100's of illegal aliens cross our northern borders with their bed and bathroom sets come to our workplaces rapes and harasses the women, plant some bombs etc. my point being where is the real security, is the security only in media and books and papers. So in the end all I am saying, if I am saying, saying is that "**Lets Just Have Real Security Not Just Illusion Of Security**".

For which there must be attitudinal change among people towards general proper education to ensured safe work environment & are also putting up policies to ensure women feel motivated to work & continue their career. Women's own confidence and will power not to get exploited by anyone on the issues of promotion and other baseless ambitions at workplaces.

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