



A Study On Violence Against Women Working In Night Shifts With Reference To IT/ITES Sector In Coimbatore City: An Economic, Social, Psychological & Cultural Transformation

***Dr. P. Saradhamani & **V. Sneha**

**Professor, Department of Commerce, Hindusthan College of Arts & Science, Coimbatore, India*

*** V. Sneha, Accounts Executive at Anbarasu & Jalapsthi Chartered Accountant, Coimbatore, India*

ABSTRACT:

The project titled “A study on violence against women working in night shifts with reference to IT/ITES sector in Coimbatore city: An economic, social, psychological & cultural transformation”. Violence is a very well known and most frequent towards women in India. violence against women is understood as a situation supported and reinforced by gender norms and values that place women in a subordinate position in relation to men. This study reveals the presence of violence in Indian women. An interview schedule was prepared to assess the prevalence violence. Gender inequality is one cause of violence in IT sector how the women are tackling the situation and how they focused in their work. The questionnaire based on Likert scale. Data was analysed using Descriptive statistics, Percentiles, Chi-square, factor analysis, Varimax with Kaiser Normalization.

Key words: Violence, Women equality, IT/ITES Sector.

I. ABOUT THE STUDY

The term violence against women has been used to describe a wide range of acts, including murder, rape and sexual assault, physical assault, emotional abuse, battering, stalking, prostitution, genital mutilation, sexual harassment, and pornography. There is little consensus in the still evolving field on exactly how to define violence against women. The major contention concerns whether to strictly define the word "violence" or to think of the phrase "violence against women" more broadly as aggressive behaviours that adversely and disproportionately affect women.

Violence against women is the most pervasive yet under recognized human rights violation in the world. It is also a profound health problem that saps women's energy, compromises their physical and mental health, and erodes their self-esteem. In addition to causing injury, violence increases women's long-term risk of a number of other health problems, including chronic pain, physical disability, drug and alcohol abuse, and depression. Gender-based violence is described by many as the most prevalent human rights violation in the world.

Various factors that influence the violence against women working in nightshifts are as follows:

- Economic violence
- Physical violence
- Social violence
- Cultural violence

OBJECTIVES OF THE STUDY:

- To study the reasons to tackle gender-based violence in the world of work
- To investigate how violence against women employees addressed in IT sector.
- To suggest the measures to overcome the violence against women in IT /ITEs

II. REVIEW OF LITERATURE:

- According to S Banarjee (2020) Sexual violence against women is considered a gender-specific human rights violation and is a form of discrimination that continues women's subordination and patriarchal structures throughout all levels of society.
- According to LM Howard (2017) Violence against women is widely recognised as a violation of human rights and a public health problem. In this Series paper, we argue that violence against women is also a prominent public mental health problem, and that mental health professionals should be identifying, preventing, and responding to violence against women more effectively.
- According to R Stephenson (2017) Domestic violence (DV) is prevalent among women in India and has been associated with poor mental and physical health.
- According to Marleen Temmerman (2015) Violence against women and girls is prevalent worldwide but historically has been overlooked and condoned. Growing international recognition of these violations creates opportunities for elimination, although solutions will not be quick or easy.

RESEARCH METHODOLOGY

Research design: Descriptive research design
Sample size: 159

Sampling Method: Convenience sampling method under non- probability sampling.
Primary data: Questionnaire method.

Secondary data: Journals, Books, Report and Publications.

Statistical tools used for analysis: Descriptive, Factor Analysis, Rotated factor analysis

III. DATA ANALYSIS AND INTERPRETATION

Descriptive-Net promoter scale

Table 1 Demographic Profile

Item	Category	Percentage
Age of the Respondents	20 – 25 Years	71.7
	26 – 30 Years	22.0
	31 – 35 Years	3.8
	36 – 40 Years	1.9
	Above 41 Years	.6
Marital Status of the Respondents	Married	20.8
	Single	79.2
Duration of night shift of the respondents	Less than 8 Hours	15.7
	8 Hours	57.2
	More than 8 Hours	27.0

Interpretation:

From the above table 1. It is concluded that 71.7% of the respondents falls under the age category of 20-25 years, 79.2 of the respondents are single and 57.2% of the respondents work for 8 hours during nightshift.

Table 2 Violence against women employees addressed in IT sector

	% of the respondents	NPS
Separate washroom and exit room provided for women employees		
Detractors	54.1	40.2
Neutral	4.4	
Promoters	94.3	
Nightshift affect food habits		
Detractors	1.9	86.1
Neutral	10.1	
Promoters	88	
Training and development learning new skills is not sufficient for women in night shift compared to day shift		
Detractors	17	46.5
Neutral	19.5	
Promoters	63.5	
Conducting safety awareness program reduces violence		
Detractors	5	77.4
Neutral	12.6	
Promoters	82.4	
Lack of economic resources causes violence		
Detractors	10.1	53.5
Neutral	26.4	
Promoters	63.6	
Due to night shift menstrual cycle changes for women		
Detractors	8.8	62.8
Neutral	19.5	
Promoters	71.6	
Working hours leads to stress		
Detractors	5	69.2
Neutral	20.8	
Promoters	74.2	

Mental illness and depression are the causes of violence		
Detractors	10.1	62.2
Neutral	17.6	
Promoters	72.3	
Opportunity like onshore promotion is lesser for women compare to men innightshift		
Detractors	9.4	49.1
Neutral	32.1	
Promoters	58.5	
Nightshift affect food habits		
Detractors	1.9	86.1
Neutral	10.1	
Promoters	88	
Training and development learning new skills is not sufficient for women in nightshift compared to day shift		
Detractors	17	46.5
Neutral	19.5	
Promoters	63.5	
Decrease in productivity causes psychological problems		
Detractors	9.4	54.7
Neutral	26.4	
Promoters	64.1	
Gender-based violence increases employee absenteeism		
Detractors	16.4	41.4
Neutral	25.8	
Promoters	57.8	
Lack of economic resources causes violence		
Detractors	10.1	53.5
Neutral	26.4	
Promoters	63.6	
Women are more affected than men during night shift		
Detractors	10.7	60.3
Neutral	18.2	
Promoters	71	
Compared to day shift productivity is decreased during night shift		
Detractors	16.3	47.3
Neutral	20.1	

Promoters	63.6	
Gender inequality is the cause of violence		
Detractors	15.1	48.4
Neutral	21.4	
Promoters	63.5	
Emotional abuse is increasing due to violence		
Detractors	12	52.2
Neutral	23.9	
Promoters	64.2	
Lack of rest decreases productivity		
Detractors	2.5	74.8
Neutral	20.1	
Promoters	77.3	
Safety committee for women employees during night shift been made in your company		
Detractors	4.4	74.8
Neutral	16.4	
Promoters	79.2	
Able to contact your team leader or manager easily during night shift		
Detractors	6.3	67.3
Neutral	20.1	
Promoters	73.6	
Faced harassment at workplace during night shift		
Detractors	40.8	1.8
Neutral	20.1	
Promoters	39	
Women feel insecure during night shift		
Detractors	23.9	28.3
Neutral	23.9	
Promoters	52.2	
Organisations provide proper cab facility for women working in night shift		
Detractors	5.7	72.3
Neutral	16.4	
Promoters	78	
Night shift provision for women employees is provided by the Organization		
Detractors	7.6	67.2
Neutral	17.6	
Promoters	74.8	
Women are affected to post traumatic disorder		
Detractors	10	45.3
Neutral	34.6	
Promoters	55.3	
Night shift affects work life balance		
Detractors	7.6	67.2
Neutral	17.6	
Promoters	74.8	

Feel disrespected for working in night shift		
Detractors	27.6	22.7
Neutral	22.0	
Promoters	50.3	
Implementing laws helps to create gender equality and reduce violence		
Detractors	6.3	72.9
Neutral	20.8	
Promoters	72.9	

Interpretation:

From the above table 2, it is concluded that major 5 factor were violence against women employees addressed in IT sector, comparatively nights shift affects food habits lack of restdecreases productivity, Mental illness and depression are the causes of violence, Night shiftaffects work life balance

Factor Analysis

Group-1	Group-2	Group-3	Group- 4
Due to night shift menstrual cycle changes for women	Allowance is provided forthe night shift	Nightshift affects food habits	Conducting safety awareness programreduces violence
Working hours leads tostress	Separate washroom and exit provided for womenemployees		
Mental illness and depression are the causes ofviolence	Safety committee for women employee during night shift been made in your company		
Opportunity like onshore promotion is lesser for women compared to men innight shift	Able to contact your teamleader or manager easily during night shift		
Training and development learning new skills is not sufficient for women in night shift when compared to day shift	Organisations provide proper cab facility for women working in night shift		
Decrease in productivitycauses psychological problems	Night shift provision forwomen employees is provided by the organisations		
Gender based violenceincreases employee absenteeism			
Lack of economic resources causes violence			
Women are more affected than men during night shift			
Compared to day shift productivity is decreasedduring night shift			

Gender inequality is the cause of violence			
Emotional abuse is increasing due to violence			
Lack of rest decreases productivity			
Faced harassment at workplace during night shift			
Women feel insecure during night shift			
Women are affected to post traumatic disorder			
Night shift affects work life balance			
Feel disrespected for working in night shift			
Implementing laws helps to create gender equality and reduce violence			

ROTATED MATRIX

Group-1	Group-2	Group-3	Group-4	Group-5	Group-6
Due to night shift menstrual cycle changes for women	Able to contact your team leader or manager easily during night shift	Organisations provide proper cab facility for women working in night shift	Gender inequality is the cause of violence	Safety committee for women employee during night shift been made in your company	Conducting safety awareness program reduces violence
Working hours leads to stress	Faced harassment at workplace during night shift	Night shift provision for women employees is provided by the organisations	Emotional abuse is increasing due to violence	Implementing laws helps to create gender equality and reduce violence	Lack of economic resources causes violence
Mental illness and depression are the causes of violence	Women feel insecure during night shift	Allowance is provided for the night shift			
Opportunity like onshore promotion is lesser for women compared to men in night shift	Women are affected to posttraumatic disorder	Separate washroom and exit provided for women employees			
Night shift affects food habits	Feel disrespected for working in night shift				
Training and development learning new skills is not sufficient for women in night shift when compared to day shift					

Decrease in productivity causes psychological problems					
Gender inequality is the cause of violence Women are more affected than men during night shift					
Compared to day shift productivity is decreased during night shift					
Night shift affects work life balance					

Interpretation:

The above Rotated components matrix table cluster the factor into four group using principal component analysis as the Extraction method and varimax with kaiser normalization as the Rotation method.

FACTOR TRANSFORMATION MATRIX

Factor	1	2	3	4	5	6
1	.594	.603	.237	.423	.135	.176
2	.185	-.481	.798	-.161	.178	.199
3	.732	-.503	-.446	-.015	-.103	-.026
4	-.212	-.302	-.193	.579	.695	.090
5	.120	.241	-.208	-.677	.621	.204
6	-.136	-.048	-.162	.046	-.267	.938

Interpretation:

The above table contains the factor transformation matrix value which is uses to principal components analysis as the extraction method and varimax with kaiser Normalization as the transformation matrix.

IV. FINDINGS

- Majority (71.7%) of the respondents are under the age of 20-25 years. Majority(57.2%) of the respondents are working 8 hours.
- Working hours may leads to stress and make a violence, and nights affects food habitsand there is a lack of rest may also cause decreases productivity.
- The organization may have to conduct safety awareness program it might be helps to reduce violence.
- Most of the time lack of resources may also cause of violence.

V. SUGGESTIONS

- Organisation should set safety committee for women employees during night shift.
- Organisation should conduct safety awareness program to reduce violence.
- Organisation should treat equal both men and women.
- Organisation should focus on employee's health.

VI. CONCLUSION

There are rules in place which mandate providing transportation to women who work after 8 pm. However, the establishments tend to violate these rules often. In this backdrop, here are answers for your questions on role of an employer in safeguarding the safety of female employees, government rules, guidelines for IT/ITES sector etc. In case of women working in a company, the Factory Act lays down certain conditions for factory owner for the safety of women working at night shifts. It includes providing free transportation facility for women employees who work after 7 pm, to return their homes after work, extending canteen and creche facility etc. Since the law does not differentiate between a small and a big firm, it is the employer's responsibility to provide transportation facility to women working at night shifts. They cannot avoid their responsibility with claims such as lack of financial backup or logistic support. The National Association of Software and Services Companies (Nasscom) has laid down few security measures for the safety of women employees who work at night shifts. Code of conduct which are to be followed by the companies. Violence may be such Physical, sexual or psychological harm or suffering to woman including threats of such acts coercion or arbitrary deprivations of liberty, whether occurring in public and private sector.

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