



United Nations  
Educational, Scientific and  
Cultural Organization



UNESCO Chair in Community Based  
Research and Social Responsibility  
in Higher Education



University  
of Victoria



## Certificate Course on “Community Based Participatory Research (CBPR)

Session 2018-19

Project Work

**Sexual Harassment & its awareness at work place**



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## **ACKNOWLEDGEMENT**

I Kanchan Yadav and Reena Dhruw would like to convey our sincere gratitude and appreciation to Prof. Reeta Venugopal SOS in Physical Education, & Prof. Priyamvada Shrivastav, SOS in Psychology, and Ms Nandita Pradhan (PRIA) who very ably helped in completing this project. We thank Aniksha Varora (Research Assistant, CWS) for helping us in the project. We also thank to all the members of SAI, In-charge madam, hostel warden and players for their support and cooperation. It was our new experience of doing CBPR project work, we faced many challenges and problems but we learned many things during this project.

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## INTRODUCTION

Community Based Participatory Research (CBPR) is a collaborative approach to research that includes equal contributions from community member, organisational representatives and researchers in all facets of the research process the approach allows participants to share their expertise in order to enhance knowledge and develop intervention that benefit the whole community. CBPR represents a paradigm shift in bridging the gap between science and practice by bringing in community engagement to improve health outcomes.

### **CBPR involves working with the community as a unit of identity**

In CBPR, the community is regarded as having collective and individual identities. Units of identity, such as membership in a family, friendship network, or geographic neighborhood, are all socially constructed dimensions of identity, created and recreated through social interaction.

### **CBPR builds on strengths and resources within the community**

Another goal of CBPR is to identify and build on community resources. This includes building on strengths and relationships that already exist within communities of identity, and supporting social structures and processes that improve community members' ability to work together to improve health outcomes.

### **CBPR Involves Collaborative and Equal Involvement of all Partners in all Phases of the Research Process**

A unique aspect of CBPR is that it involves collaborative partnership with community members and/or organizations; within these partnerships, all involved parties participate as equal members and share control over all phases of the research process. This includes problem definition, data collection, interpretation of results, and application of the results to address community concerns.

### **CBPR Integrates Knowledge for Mutual Benefit of all Partners**

An important tenet of the CBPR method is that it seeks to build a broad information base within the plethora of health and well-being knowledge, and integrate that knowledge with intervention efforts to address specific concerns of the communities involved.

### **CBPR Attends to Social Inequalities through Co-Learning and Empowering Process**

CBPR emphasizes a reciprocal transfer of knowledge, skills, capacity, and power, which promotes a co-learning and empowering process. Researchers aim to gain a local understanding of history, customs and common practices of community members, and community members acquire skills in conducting research. Addressing these inequalities involves attention, respect and awareness of the knowledge of community members, and a strong emphasis on mutual decision-making, sharing knowledge and resources, and support among partners. This is an approach that is emphasized in CBPR.

## **SEXUAL HARASSMENT**

It has been realized by the society in large that women if given opportunity, in the administration, invention and research can rock the world with wildered achievement. It has been found in research studies that empowering women leads to increased production and growth and adds to blooming economy .It clearly gives signal that girls/ women have enormous potential, if given opportunity they can play a truly transforming role in the communities.

Girls/ women need creation of an environment where they can explore their potentials and can achieve optimum performance in any field of their choice. Talent may be found in any segment of the society, be it male or female and proper opportunity can put this talent to constructive use, especially women who can divert their energy from kitchen to country.

It has been noticed that there is change in attitude, behaviour and status of women, which has been visualized and accepted by all.

Women at large, continue to face various problems as disparities in access and control over resources. Apart from this if a women has accesses the opportunity still there are lots of gender associated issues which again puts barrier in her way to achievement. One of the prominent problems is sexual harassment.

Sexual harassment includes abuses like eve-teasing, molestation, sexual abuse, domestic violence and rape which have become very common forms of offences and are reported almost every day. They cover both physical as well as verbal abuses. However, they all are different parts of what is commonly known as sexual harassment or sexual misconduct. It is the gender based violence which

depicts the superior status of men in the society and the victimization of women. It is also pertinent to consider that any form of violence, whether verbal or physical, may be forced against a woman either by a complete stranger, or by people who are known to them is sexual harassment. There have been many instances where the suspected offenders are either family members themselves, or relatives, or even family friends. Considering such circumstances, it will not be wrong to presume that a woman is not safe in today's time even at her own home.

Sexual harassment represents a serious risk to employees' psychological and physical well being (Schneider et al., 1997). It can be an offensive and demeaning experience, having a direct impact on the quality of their work and home life and emotional well being (Barling and Dekker,1996; Earnshaw and Davidson, 1994; Fielden, 1996).

Having regard to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

Taking note of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time, It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

**For this purpose, sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:**

- a) Physical contact and advances;
- b) A demand or request for sexual favors;
- c) Sexually colored remarks;
- d) Showing pornography;
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be faced if the victim does not consent to the conduct in question or raises any objection thereto(vishakaguidline).

To participate in sports provides ample opportunity for girls and women to empower themselves, but the process of participation may be influenced by discriminating issues which. There are already cultural issue which initially put barriers to sports participant's girls had issues like safety at playfield; during travels and sexual harassment are major issue of concern. In this regards



understands that if any such issues exist among the sports girls who is SAI the study was undertaken.

**For the study following questions were prepared**

### **RESEARCH QUESTIONS**

1. How did you decide to come to the field of sports?
2. What troubles did you face when you started playing?
3. How you become the part of SAI?
4. What do you understand about gender discrimination?
5. How gender discrimination arises?
6. Did you face any kind of gender discrimination in your society, family, and playground?
7. What do you understand by eve teasing?
8. Is eve teasing related to sexual harassment?
9. What do you know about good touch and bad touch?
10. Have you seen sexual harassment happen in your society and playground?
11. We asked some questions to in-charge of SAI
  - A).Is there a committee of sexual harassment in SAI?
  - B).Has there ever been any sexual harassment complain of here?

***NOTE: GENDER DISCRIMINATION IS OUR STRATEGY TO KNOW ABOUT SEXUAL HARASSMENT BECAUSE SEXUAL HARASSMENT IS***

***A MAJORE FORM OF DISCRIMINATION THAT EXISTS IN WORKPLACES. IT CREATES AN INTIMIDATING AND HOSTILE WORK ENVIRONMENT.***

## **METHOD**

Using a community based participatory research approach we explored sexual harassment at workplace and awareness of sexual harassment among sports girls. Girls of (SAI) sports authority of India Raipur, who were are from different rural area and who are from different sports.(FDG (focus group discussion) method was applied. with the help of photo acts, poster making and showing them photos/videos to know their views.

## **DISCRPTIONOFTHESTUDY**

In the initial period, we did not know the girls nor did they know us. We faced many difficulties to start the field work. This is our first project work in field and We don't know how to start. as our topic is sexual harassment at workplace &its awareness and nobody wants to discuss about this topic. We have done some interesting activity to be part of them, So that the girls got mixed with us. Then we asked them how they decided to come to the field of sports or how to become the part of SAI.

## **SUBJECT-A**

A girl said she lives in Darjeeling and she started training in SAI (RAIPUR) from 2012, and told that she had no knowledge about the game, she got support from her brother and her physical fitness was good so she got admission in SAI and then started her game.

### **SUBJECT-B**

Another girl said she is a player of volleyball. She was inspired by her elder sister and joined the volleyball game, but in his childhood, her elder sister stopped her from going into the ground and refused to play her. Gradually she learned volleyball game. After playing two times national, she thought of taking admission in SAI and gave trial in SAI, after which she got admission there. Her father did not have any objection to the game, but her mother did not like to play wearing small clothes.

### **SUBJECT-C**

One of them a girl was , she told that in the village, there was no facility of sports, so there was a lot of trouble in the training her uncle and brother are volleyball players and both of them inspire her to play and her family member also gave full support. But Neighbours are not happy with the playing of that girl. Because they believed that girls did not have to play sports. They used to tell their parents that why they send their daughter for playing sports keep her in the house and teach household work.

After talking with subject-c, we asked the girls what you understand about gender discrimination. Did you face any kind of gender discrimination or have ever found something like gender discrimination in your society, family, or playground.

We gave them homework for next meeting about gender discrimination.

We asked about gender discrimination have you ever found such incidence in your society or in your playground. Girls were divided into two groups and 10 minutes given to them to think and to discuss about gender discrimination.



After this they presented a story, which was told about the gender discrimination or eve teasing happen in society.

### Story 1



In 1<sup>st</sup> pic two brother and sister are playing, brother is in white shorts and sister is in red shorts. Suddenly the father came and start shouting at his daughter. Father Shouted at daughter and snatched the ball and gave him pant to wear. She became sad when she heard this. Father said that daughters should take care of the kitchen and not in sports. And she becomes very sad with the behavior of her father.





## Story 2

Students played a role in which both brother and sister are having mobile. Difference is that boy use mobile for chatting with friends and the girl need it for studying. In this story parents say that girls should not be allowed to use the phone. Because they believe that girls will get worse by using the phone.







## Story 3

The third story is about eve teasing, as we are seeing that there is a group of girls who are playing the role of boys, they are enjoying on the roadside , suddenly a girl passes in front of them.As soon as the girl crosses the boys' bunch, the boys start chasing her and they starts flirting. The girl is very scared, she opens her scarf while crying. As soon as the front boy sees her, he stops his friends, and says that she is my sister. His friends stop and they feel very bad and they all feel very guilty.







After their photo act we question them, what do you think of EVE-TEASING ? Then the children responded, staring, passing the comments, playing whistle, etc. come under eve-teasing. Then we asked the girls if you have seen eve teasing or have you ever faced this ? then one of them said that when we go to weddings, we are faced mostly flirting. Is eve-teasing related to sexual harassment or have you seen sexual harassment in your society and playground then A girl told that when she was in her village, she used to go to the field for practice, a man always followed her and always wanted to talk. she was scared and thought that what would she think if her coach saw him. Then one day she stop the guy and said that I do not like when you follow me, if you keep doing this then I will tell my family.

**After the photo act, we show pictures and video clips to girls, from which we want to know what they understand by seeing these pictures and videos.**



Seeing this picture, the girls said that this woman felt uncomfortable with the touch of the man, which also caused the gesture of her face change and she can not pay attention to her work.



In the second picture, the girls said that when the man came near the woman, she became scared and felt uncomfortable, fearing she tied her hand.



Seeing this picture, they guessed that she was going to college and someone was teasing her and she was scared

## VIDEO CLIPS

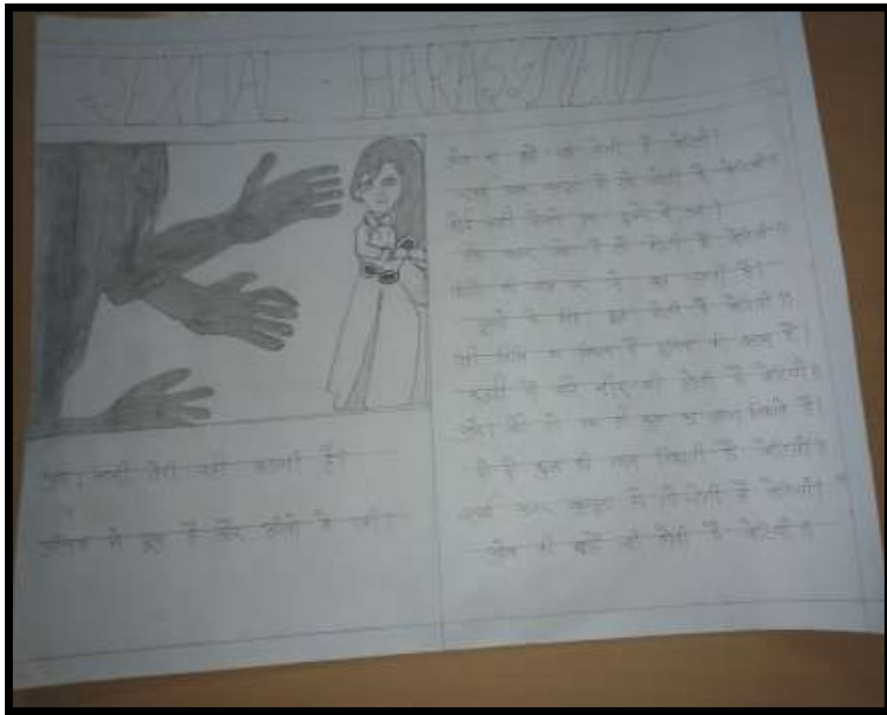
- ❖ We showed some videos to the girls, after seeing first video the girls said that the players are feeling uneasy with the bad touch at the time of training by the coach.
- ❖ After watching the second video, the girls said that in this video, the boss repeatedly touched the wrong way and his view was inaccurate. The female employee becomes very upset, then one day she takes a courageous voice against her boss in front of other employees.

- ❖ In the third video, the girls said that Rashmi, who is Boxer. After defeating the match, the selector seeing her by smiling with a bad look. Then he calls her in his cabin and improperly encourages, then Rashmi beats him and come out of the cabin.

### **Poster making by girls**



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## **IN-CHARGE OF SAI**

We also talked with the in-charge of the SAI. When we asked her, Is sexual harassment happens in the games? She replied that nowadays it is very common and most of the girls suffered from it and some have involved herself with her wish. Madam said that generally little girls did not know about the good and bad touch made by their coaches, senior players, but senior girls themselves included themselves. Because they want to play at a higher level, Some of them get money, the luxury of life or the condition of some of them is poor. Many sports officers and superior persons are also involved in such cases. Madam also said that she has a member of an internal complaint committee in SAI. She also told that we also organize an Awareness Program for girls and boys. Till now none of a case found in our institute.



## **RESULT**

- **All sports have sexual harassment. But by the case study we came to know that SAI Raipur players are aware of good and bad touch, and are aware of sexual harassment. The players have not faced any kind of harassment. SAI also provides an awareness program for the players.**

## **RECOMMENDATION FOR SEXUAL HARASSMENT**

1. Every institution must have internal complain committee and students leader also be a member of committee.
2. According to ICC basic information, rules, laws, poster etc. should be poster in all important area of institution.
3. Proper training should be organized separately for teacher and students about the awareness of sexual harassment.
4. In every six month there should be sexual harassment, workshop conducted by institution.
5. Self-defence activity should be given to the girls.