SUMMARY AND CONCLUSION
“I know my theories and findings are hard for you to accept because they are so original and extraordinary.”

-Alex Chiu
6.1. SUMMARY

Sexual harassment is one thing that has been most frequently discussed, planned against, and yet still most prevalent in majority of the workplaces. The U.S. Equal Employment Opportunity Commission (EEOC) describes sexual harassment as a form of gender discrimination that is in violation of Title VII of the 1964 Civil Rights Act. In 1998, the U.S. Supreme Court made employers more liable for sexual harassment of their employees. Moreover, the Society for Human Resource Management has reported that 62% of companies now offer sexual harassment prevention training programs, and 97% have a written sexual harassment policy (EEOC, 2009).

From the present study, it is prevalent that sexual harassment is also found in factories in the Thoothukudi District. The study was done on around 1000 victims who were sexually harassed and were suffering from increased anxiety and stress and lowered general well being and efficacy. Out of the 1000, 600 of the sample who had the severe impacts of the crime were selected for the study. These victims were then divided into 2 groups; the experimental and the control group. The victims of the experimental group were offered the psychological intervention called Positive Therapy. This therapy is efficient in not only helping them get
healed physically, but also helps mentally. As a result of this therapy, the victims were found to have lowered anxiety and stress and also increased general well being and efficacy.

The victims of the control group were kept only as an observatory group with no interventions offered. After the research period, when the variables were retested, it was still found that there was no marked difference and the victims still suffered from lowered general well being and efficacy and increased anxiety and stress.

The victims of the experimental group who were offered the intervention were met again after a period of 3 months to ensure the effectiveness of the therapy. It was found that the victims, although a few suffered from relapses, the factories in which the Positive Therapy was regularly administered had few cases of relapses and better coping and improvement in the performance levels. This clearly proves the effectiveness of the therapy.

6.2. SUMMARY OF THE STUDY

Thoothukudi is a district that is fast developing with its varied industries and job offers open to both men and women. Since it is only a developing district, the attitude of women going to work and the way they
are treated in their work place is not often noticeably good, although we have to accept the exceptions. Hence this study helped throw light on many aspects that have been so long ignored and paid very little attention.

The awareness of sexual harassment as a crime is also very poor. Many women try to justify it as the common male mentality while others feel it as a part of the work load. All this leads to a drastic increase in the rate of occurrence of the crime and very low record of the crime. Women feel ashamed to report the crime to their authorities since they feel that they are also partly responsible for its occurrence. Also most women do not know about the Vishaka Judgement or other legal help that they could sought. So they just try to accept it and become silent victims of the crime or, if possible just shift their jobs and move away.

Thoothukudi has on the whole 14 major industries and 2370 registered small scale industries. In many industries, women were usually paid lesser than men and were not treated well. But, due to the societal background, many women are seeking jobs to be of help to their families and are unable to quit the job easily. It is thus clear that sexual harassment is prevailing almost inevitably in every workplace, affecting the health of the victims both physically and psychologically. But, the awareness regarding the crime is very poor. This is because most women want to keep
it a secret for fear of stigmatization by others. So in most cases, the crime goes unnoticed and uncomplained. This as a result, encourages the harassers and puts the victims into deeper stress and strain.

Hence the following study was undertaken as an attempt to identify the victims and help them come out of its effects and face life with a more positive and courageous attitude. The psychological intervention called Positive Therapy was selected to help the victims since it had components to enhance both physical and mental health. The intervention greatly helped the victims since they certainly needed an outlet to cope up with life.

The samples for the present research were selected from these industrial areas since Thoothukudi is an emerging industrial town with the women workforce constantly increasing. This experimental study was carried out in 5 steps. The procedure was as follows:

Step 1

Screening test: The sexual harassment screening test was primarily administered to 1000 working women from the factories in the Thoothukudi district. Of the 1000, 750 working women were identified to be victims of sexual harassment. From this 750, a total of 610 victims were chosen for the research. The reasons for selecting this 610 were:
SUMMARY

1. Willingness of the victims
2. Time
3. Permission offered by the companies
4. Availability of space to offer the therapy.

Step 2

Evaluation of the screening test: The screening test was evaluated and the victims were classified into mild, moderate and severely harassed sexually.

Step 3

Personal feedback: The victims were analyzed individually and the effects of sexual harassment that they experienced were noted. It was generally observed that, anxiety and stress were the most common outcomes of sexual harassment and this mostly affected the general well being and the self efficacy of the victims. This doesn’t mean that there are no other effects but these are the most common effects of sexual harassment in the working women

Step 4

Grouping of experimental and control groups: The 610 victims who were selected for the research study were made into 2 groups namely experimental and control groups. The action research was done on the experimental group by the administration of the psychological intervention
called Positive Therapy. The control group was kept only as an observatory group. For them there was no intervention offered. The grouping was done after seeking the permission of the victims.

**Step 5**

**Administration of the tools:** After grouping the victims, the psychological scales on anxiety, stress, general well being and self efficacy were administered to the victims of both the experimental and the control group. Later, the therapy was administered to the victims in the experimental group. After the therapy sessions were completed, the scales were re-administered to the victims in both the groups. This helps in finding out the effects of the therapy on the variables in the victims.

Sexual harassment leads to lowered levels of general well being and efficacy and increased levels of stress and anxiety. The study clearly reveals how the victims are affected and how a psychological intervention can help them cope up with the victimization and overcome its effects so that they can lead a normal life. The discussions also reveal the efficiency of the intervention called Positive Therapy that is capable of increasing the levels of general well being and efficacy and also decreasing the levels of stress and anxiety in the victims and helping them face life optimistically.
6.3. FINDINGS OF THE STUDY

1. The Paired sample T test between the anxiety levels of the before-after groups revealed that the calculated value of t is -35.352 for a two-tailed level of significance of 0.000 and 308 (∞) degrees of freedom. The calculated value falls outside the two-sided critical region hence the hypothesis that there is no difference between the mean anxieties of the before and after groups is rejected.

2. The Paired sample T test between the efficacy levels of the before-after groups revealed that the calculated value of t is 17.624 for a two-tailed level of significance of 0.000 and 308 (∞) degrees of freedom. The calculated value falls outside the two-sided critical region hence the hypothesis that there is no difference between the mean efficacy levels of the before and after groups is rejected.

3. The Paired sample T test between the general well being levels of the before-after groups revealed that the calculated value of t is 33.888 for a two-tailed level of significance of 0.000 and 308 (∞) degrees of freedom. The calculated value falls outside the two-sided critical region hence the hypothesis that there is no difference between the mean general well being levels of the before and after groups is rejected.
4. The Paired sample T test between the stress levels of the before-after groups revealed that the calculated value of t is \(-44.042\) for a two-tailed level of significance of \(0.000\) and \(308 (\infty)\) degrees of freedom. The calculated value falls outside the two-sided critical region hence the hypothesis that there is no difference between the mean anxieties of the before and after groups is rejected.

Thus the paired sample T tests reveal that the stress and anxiety of the victims before and after the intervention in the control group is the same whereas the victims in the experimental group show lowered stress and anxiety. In the case of general well being and efficacy, it has increased in the case of experimental group victims and remained the same or even decreased in the case of the victims in the control group.

5. The sign test statistic reveals the strength of the difference between the before-after levels of anxiety. As seen above the strength of difference is greater in the experimental group than the control group. This is due to the fact that the therapy has been administered has helped the victims in lowering and maintaining the levels of anxiety.

6. The sign test statistic reveals the strength of the difference between the before-after levels of self efficacy. As seen above the strength of positive
difference is greater in the experimental group than the control group.

7. The sign test statistic reveals the strength of the difference between the before-after levels of general well being. As seen in the above table, the strength of positive difference is greater in the experimental group than the control group.

8. The sign test statistic reveals the strength of the difference between the before-after levels of stress. As seen above the strength of difference is greater in the experimental group than the control group.

As a result of the research and the intervention offered, the victims were able to become optimistic and face the effects of the victimization more confidently. The summary of the study states the marked difference in the variable levels between the experimental and the control group victims. The victims in the control group suffered from the same or even higher levels of anxiety and stress and lower levels of general well being and efficacy.

6.4. LIMITATIONS OF THE STUDY

1. The study was done only on the factories in the Thoothukudi district and hence the results cannot be generalized to the entire group of
working women all over.

2. Only specific variables like anxiety, stress, general well being and efficacy have been analyzed. There are a wide range of other variables like depression, self concept, mood states, etc, that can be the results of sexual harassment and can be analyzed. This makes the study more specific and narrow.

3. The study was conducted and the therapy was offered only for a certain time (2 weeks). Hence its long time impact and effect are uncertain.

4. The sample includes only working women in the factories. This excludes the working women in the other fields like white and blue collared jobs and other types of jobs the women are engaged in.

5. The study focuses on only four possible outcomes of sexual harassment like anxiety, stress, lowered general well being and lowered self efficacy. But sexual harassment might also lead to so many other problems like depression, anger and frustration, etc.

6. Even in Thoothukudi, only factories where permission was sought and it was convenient for the researcher, the study was done. Hence the results cannot be generalized to all the factories.
7. Working women have so many problems like work pressure, job stress, sexual discrimination, etc. But the study focuses only on one problem namely sexual harassment and hence the study is very specific and narrow.

8. Only Positive Therapy was given for the victims. No other interventions were used along with it. Hence it cannot be proven that it is the only strategy against sexual harassment.

9. In the study only the prevalence and the coping strategy are discussed. No ways have been suggested for its eradication which is more important.

10. The study includes only working women of age group 18-25 who are from very low socio economic status. Hence the study cannot be generalized to all working women.

11. No test of association was administered between the variables and sexual harassment. It was only assumed that the variables would be a result of the harassment by word of victims without any solid basis. Hence the variables could have also been a result of other reasons like death, separation, financial problems, etc.

Thus the study does not provide a holistic approach to cope with sexual
harassment.

6.5. SUGGESTIONS FOR FURTHER IMPROVEMENT

On the basis of the above limitations, several suggestions are provided for further study and improvement.

6.5.1. SUGGESTIONS TO THE EMPLOYER

1. Clear policies and complaint procedures should be developed and maintained by the employer.
2. The committee should consist of non managerial members on whom the victims can trust.
3. The committee should work on an independent way and should have the rights to take action.
4. There should be a counseling psychologist in the campus at the disposal of the workers so that they can open up at any time.
5. The company’s attitudes should be transparent to the workers and they should have trust in their employer.
6. The employer should strictly follow the proceedings of the complaint committee.
7. The harasser must be punished severely so that others get a warning against the crime.
8. The employer must conduct workshops against the sexual harassment so that, every one gets awareness about the severity and the evil nature of the harassment.

6.5.2. SUGGESTIONS TO THE VICTIMS

1. The victim must develop the courage to act against being victimized.

2. The victim must complain any form of unwanted sexual interference to the management.

3. The workers must join together to form a union so that they can jointly fight for their safety.

4. The victim must remove any feelings of being demoralized or used.

5. Victims are suggested to practice Positive Therapy at least once a day for effective coping.

6. Victims must have the courage to fight till the end till they get justice.

7. Victims must develop knowledge about the laws prevailing in favour of the victims of crime.

8. Once victimized, they should be willing enough to create awareness among their coworkers to avoid further victimization.
6.5.3. SUGGESTIONS TO WORKING WOMEN

1. Working women must have the courage to face all problems.

2. Working women should be aware of the laws against all types of harassments so that they can protect themselves.

3. Working women should learn simple skills of self protection so that they can protect themselves in times of emergency.

4. Working women should be very careful in the way they carry themselves and in the way they relate to others so that they do not convey any misleading informations that lead to harassments.

5. Working women should be bold enough to complain any type of harassment to the management.

6. Working women should never bear any type of harassment for the sake of the job. There are a wide range of opportunities awaiting them outside always.

7. Working women should always have a high self respect and confidence.

6.5.4. SUGGESTIONS TO THE PUBLIC

1. Public must develop an awareness against the crime of sexual harassment.
2. Public must also be aware about the laws put forth against the crime of sexual harassment.

3. Public should never stigmatize the victims.

4. They should help the victims cope up with the victimization and lead a normal life.

5. Acceptance in no form should be given to the criminals or the harassers.

6. Public should join hands for the eradication of sexual harassment to create a healthy societal and workplace environment.

6.5.5. SUGGESTIONS TO THE LAW MAKERS AND GOVERNMENT

1. Laws against sexual harassment should be made severe.

2. It should be seen that the law is carried out flawlessly.

3. It should also be seen that the harassers are punished without fail.

4. Awareness about the existing laws against sexual harassment must be popularized so that even the common people have the courage to seek the help of law.

5. The punishments against the harassers should be made severe so that nobody dares to sexually harass a woman.

6. Recognitions and rewards can be given to the victims or any public person who fights effectively against the harassment.
6.5.6. SUGGESTIONS TO THE OTHER RESEARCHERS

1. The study time can be extended to make sure that the effectiveness of the therapy is confirmed.

2. The sample can be extended to include victims from various fields so that the validity of the research is maintained.

3. Regular and periodic follow ups can be arranged with the victims to check how well they cope up and also to avoid relapse.

4. Study area should be broadened to include many more variables and problems faced by the victims of sexual harassment to add value to the research.