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# CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	<p><b>A STUDY ON THE CHANGES OF ME TOO MOVEMENT TOWARDS SOCIO-ECONOMIC CONDITIONS AND EFFECTIVE MEASURES TAKEN BY THEIR ORGANISATION TO HANDLE ME TOO FOR WORKING WOMEN IN SELECTED ORGANISATIONS AT TUMAKURU CITY</b></p> <p><i>Dr. C V GURU PRASAD</i></p>	1
2.	<p><b>THE CURRENT STATUS AND FUTURE ECONOMIC IMPACTS ON DRINKING WATER WITH SPECIAL FOCUS ON CHENNAI METRO CITY</b></p> <p><i>DEEPIKA.M &amp; Dr. S. KAREEMULLA BASHA</i></p>	8
3.	<p><b>THE PHILOSOPHY WENT WRONG: GOOD ARTISTS COPY, GREAT ARTISTS STEAL: A VIEW ON PATENT ISSUE IN THE SMARTPHONE INDUSTRY</b></p> <p><i>SHASHI KR. SHAW</i></p>	12
4.	<p><b>MULTICULTURAL TEAMS: A CHALLENGE TO THE GROWING ECONOMY</b></p> <p><i>BHARANI.R</i></p>	16
5.	<p><b>ROLE OF MSME IN EMPLOYMENT GENERATION OF ODISHA</b></p> <p><i>PRARTHANA MISHRA</i></p>	19
	<b>REQUEST FOR FEEDBACK &amp; DISCLAIMER</b>	22

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## A STUDY ON THE CHANGES OF ME TOO MOVEMENT TOWARDS SOCIO-ECONOMIC CONDITIONS AND EFFECTIVE MEASURES TAKEN BY THEIR ORGANISATION TO HANDLE ME TOO FOR WORKING WOMEN IN SELECTED ORGANISATIONS AT TUMAKURU CITY

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**TUMAKURU**

### ABSTRACT

*Harassment of Women sexually at work place is an ancient old issue in India. Rarely very few Women raised their voice against their harassment and expecting justice at work place. In India women are worshiped like God on one side and on the other side still harassment is continuing to happen against her at work place. Few Men are seeing Women as God and few as Devil. It is the mentality of a Man how he sees a woman is really matters. Recently women are started raising their voice in Social Media. It is very unusual and interesting move as it reaches more number of people at a time and others can also be motivated to raise their voice. The "Me-Too" in India has started against the Hindi film actor Mr. Nana patekar where Bollywood actor Mrs. Tenushree Datta has accused Mr. Nana patekar of sexual misconduct during the shooting of Horn ok pleases in 2008. This article is trying to point out the socio-economic changes of the present women at various companies after Me-Too movement at Tumakuru city (which is 70 KM away from Bangalore Karnataka) and any positive changes made by their management to Reduce or eradicate Me-Too at the work place Tumakuru city is having major Industries web as it is very nearer to Bangalore city and cost of living is less than Bangalore. More women workers are working at various companies across the city in different positions. The study is conducted by using the primary data with well-designed questionnaire. Methodology applied in the study are totally depends on statistical analysis by charts, interpretation and hypothesis testing by using chi square. Some basic information of the paper is taken from internet and few literatures have been studied to prepare the paper.*

### KEYWORDS

Me-Too, sexual harassment, social media, movement, justice.

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### INTRODUCTION

The Me Too movement, which began as a hash tag on Twitter in 2017 has now become a global phenomenon. India is experiencing its second wave of the Me Too movement, in which women some of them public figures have levelled sexual harassment charges against certain men, many of whom occupy powerful positions.

The use of the MeToo hash tag on social media spread quickly in India, where sexual harassment is commonly referred to by the word 'eve-teasing', a term described as misleading, tame, and diluting the seriousness of the crime. In response to MeToo, there have been attempts to teach Indian women about workplace rights and safe reporting, as well as educate men about the scope of the problem

Many personal stories of anger and guilt, buried under years of silence, emerged out to public media because of this recent campaign. It is creating awareness about sexual violence and sexual assault. It reveals one thing that the legal and systemic provisions to deal with sexual harassment have failed. Women who suffered silently for years are now angry enough to put their faith in a "name and shame" mechanism. The campaign allows victims to find courage to name the accused through a collective. This forces administrators or the people in charge to take the problem seriously and begin a process of redress.

In the Global level to raise awareness, the actress Alyssa Milano wrote the following on Twitter: "If all the women who have been sexually harassed or assaulted wrote 'Me Too' as a status, we might give people a sense of the magnitude of the problem." (Twitter,2017). The day after, the actress received approximately 55,000 replies to her message. During the following 45 days, MeToo was mentioned 85 million times on the social network Face book and had spread to 85 countries on Twitter (ibid).

It also aims to change the power dynamics between males and females by exposing the abuse of power and position by influential men for sexually harassing the women around them. The Me Too movement resonated at the opening plenary session of the fifth Global Symposium on Health Systems Research. SDG 5 is about gender equality and calling out sexist behaviour which is at the heart of the Me Too movement.

In India, Social media has highlighted sexual harassment in offices, but there's little recourse for those who work in homes. The Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 provides for local complaints committees at the district level for workers from the unorganised sector. Domestic workers neither know of this provision nor how to reach authorities. Their biggest fear is counter allegations of theft which results in loss of livelihood. Enforcing the law for the unorganised sector has been dismal.

In India, there is a need to create deterrence at the community level. Residents' welfare associations can start by creating committees for domestic workers to report cases. These can be linked to district authorities where the local complaints committees must be set up. Regulating placement agencies is critical to defining the employer-employee relationship. Tackling workplace sexual harassment is an ethical imperative and an economic imperative. Such harassment infringes on an individual's right to freedom of profession and occupation and undercuts the ideals of a modern democracy. Getting and retaining more women in the workforce has the potential to be a major growth driver.

70% of the women do not report sexual harassment by superiors due to the fear of repercussions. According to a 2015 research study, 36% of Indian companies and 25% of multinational companies had not yet constituted their Internal Complaints Committee (ICCs) which is mandatory under the Act. Cases remain pending in court for long time enhancing the agony of victims. The Act does not fix accountability as to who is in charge of ensuring that workplaces comply with the Act. The Act does not contain provisions to address anonymous complaints in India wherever the accused has been influential they have got a free hand. It creates a sense of alienation, disbelief about the law.

It has shown us that even the most privileged among women have not been spared from cultures of sexual harassment and exploitation. If it has taken this long for women to come out in journalism/cinema, it will be difficult for women to speak up in the corporate world or other areas that are a lot more hierarchical. There can be collateral damage with people getting wrongly accused. Women can experience health problems after workplace sexual harassment even by words also, a new study finds. These health problems can include high blood pressure, poor-quality sleep, anxiety and symptoms of depression. Greater gender diversity at the workplace, an area where India lags.

It is for policymakers and civil society to now closely examine how the system is failing women against powerful male colleagues. There has to be a sense of fear in the mind of the offenders which has to be ensured. The attitudinal change, socialisation process and education must go towards making man more sensitive while dealing with women. Workplace audits should be as big a priority as auditing the finances of the company. The law that mandate that the investigation

should be completed within 90 days should be strictly adhered to. Adequate workshops and awareness programme against sexual harassment must be conducted. There must also be equal punishment to women who make false charges.

Sexual abuse which has been traditionally brushed aside due to the fear of shame, retribution and retaliation, did finally see the light. Sexual abuse and abuse in general is a very difficult topic for individuals to talk about it irrespective of whether the environment is an online or an offline setting.

In United States itself, on an average there are 321,500 victims (age 12 or older) of rape and sexual assault each year. Ages 12-34 are the highest risk years for rape and sexual assault. The trauma of the sexual abuse has resulted in the long-term negative impacts such as anxiety, suicidal behaviour, and Post traumatic stress disorder (PTSD), panic disorder, psychosis, mood and behavioural disorder problems.

## REVIEW OF LITERATURE

Daniela Ceron (2018) in his topic "How Women of Colour Are Discussed in Hash Tag Feminist Movements" concludes that the Me Too and Times Up movements serve as opportunities for all women to enter the conversation about issues regarding women's rights and the struggles they face with sexual abuse and harassment on a daily basis. While this may be the case, this study brings into question who exactly these equal rights are being advocated for, and whose story is being told. Are they rights for all women or just for white women?

Lydia Manikonda, Ghazaleh Beigi, Huan Liu, and Subbarao Kambhampati (2018), in their topic "Twitter for Sparking a Movement, Reddit for Sharing the Moment: Me Too through the Lens of Social Media" says that Social media is enabling individuals to recognize the importance of addressing the highly stigmatized issues such as sexual abuse. Irrespective of the negativity towards different aspects of these personal experiences, individuals on these platforms are positively hoping that these stories will bring a real change in the current society. We hope that our work is useful to initiate discussions between the individuals in the society as well as researchers and lawmakers to propose new laws and regulations to protect individuals in the society.

Nathalie Johansson (2018) in his topic "The Me Too movement and women's Mobilization: why has Sweden outperformed Denmark?" Concludes that this thesis has explored why there is variation within women's movements by looking at Sweden and Denmark: two countries in "egalitarian Scandinavia". These countries are well known for their egalitarian values, yet as it turns out, both Sweden and Denmark suffer from a high prevalence of sexual violence against women. Sexual violence is an important matter since it can have serious negative impacts on women, both long-term and short-term, and both physical and psychological.

These findings indicate that more women in Denmark have mobilized due to Me Too than to jehgaroplevet, which has created stronger links and therefore, even more women will mobilize in the future. Moreover, since the Me Too movement is still on-going and rather recent, it is too early to evaluate policy responses after the movement. Therefore, looking into policy responses should be a subject<sup>48</sup> for future research in order to see the actual impact of Me Too.

Srila Roy (2018) in her study "Me Too is a Crucial Moment to Revisit the History of Indian Feminism" concludes that Feminism in India has emerged as a subject of contestation, with many asking at several junctures: What is feminism? Who gets to define it, speak on its behalf? Who does it belong to? What is its proper place? Contestations about sexual violence, for example, have invariably become contestations about feminism. These moments are deeply pedagogical in the sense that they teach us how feminism is thought and made sense of, and how there are multiple, competing and even conflictual stories about feminism, and that too, from within its own fold. Such forms of internal critique and contestation are often concealed, if not flattened out, in generational narratives that tend to fix our gaze on differences across time, but not on the problematic of our present. Framed in generational terms, the present is marked by feminist loss, even failure, such as the failures of legal feminisms to provide gender-based justice and the failure of upper-caste Indian feminists to centre the politics of caste framed in other ways, we could see such moments of feminist failing as pregnant with several possibilities, including greater self-reflexivity, appreciation of hybrid legacies, and the propelling of "Indian feminism" into new directions.

## NEED/IMPORTANCE OF THE STUDY

Research states that disclosing the abuse, results in a positive impact psychologically. However, often times, the responses the survivors get from others through the disclosure could often lead to an additional emotional distress. Social media platforms are becoming more persuasive to safely disclose such issues. In the recent days, one movement that has rampantly exposed and is still exposing the sexual abuse of individuals is the Me Too movement.

This study conducted in Tumakuru City to find answers for the following questions

1. Whether the Women employees are aware of the Me-Too Movement in the Region?
2. Any changes found in their Socio-Economic changes because of Me-Too?
3. Whether the companies are taken needed measures to overcome such problems if any?

## STATEMENT OF THE PROBLEM

Sexual Harassment is issue that has to be sorted at work place irrespective any situation. The Impact of Me Too movement through social media has made significant awareness among women to raise their voice against sexual harassment at work place. The study focus towards impact of Me Too on various organizations in Tumakuru City.

## OBJECTIVES

1. To study the awareness level of Me-Too movement among working women in Tumakuru city.
2. To study the impact of Socio Economic changes among working women due to Me-Too movement.
3. To Provide suitable suggestions to improve their working conditions and situation

## HYPOTHESIS

**H0:** There is no impact of Socio Economic changes among working women due to Me-Too movement at Tumakuru city

## RESEARCH METHODOLOGY

The methodology of the study is based on the primary and secondary data. The study mainly depends on primary data collected through a well framed and structured questionnaire with five-point Likert scale to elicit the well-considered opinions of the working women. Secondary data collected from previous articles, Websites, Books and Newspaper.

The study is confined to Tumkur city Karnataka, India only.

70 Working women were selected from various organisations by using market survey method, adopting nonrandom based convenience sampling technique, for a period of 6 months from 12<sup>th</sup> April to 12<sup>th</sup> September 2019.

The information gathered through the questionnaires will be analyzed with the help of recommend statistical technique namely Chi square.

## RESULTS & DISCUSSION

**Objective: 1.** Awareness level of Me-Too movement among working women.

**2.1** Respondents understood by the word Me-Too Movement

**Analysis:** By analysis it is found that 44% (31) said that it is for protection of women, 26% (18) selected all the options, 17% (12) considered as social movement, 12% (8) as Voice against men, 1% (01) Weapon to become famous and Time pass concept.

**Interpretation:** 44% (31) of working women said that Me-too Movement is for protection of women.

**2.2** Main issue which give scope for Me-Too Movement

**Analysis:** By analysis it is found that 39% (27) said that it is because of all the reasons, 31% (22) selected Immoral thoughts, 14% (10) considered Late night work, 9% (6) as Wrong way of dress sense, 7% (5) it is because of social media. The respondents also given several reasons for Me-Too like Money making, Lack of Awareness for Girls and Boys for their teenage, over restriction of Male and Female interactions and Mentality of the person.

**Interpretation:** 39% (27) of working women said main issue with Me-too Movement is Immoral thoughts, Late night work, Wrong way of dress sense, social media, Money making along with Lack of Awareness for Girls and Boys for their teenage, over restriction of Male and Female interactions and Mentality of the person.

**2.3 Impact of Me-Too on working conditions**

**Analysis:** By analysis it is found that 27% (19) said that Better Atmosphere created to work, 21% (15) said More Awareness given, 19% (13) given all the above reasons, 15% (11) said Loss of Job for Women, 6% (04) More rules framed, 6% (04) Fear increased on Men, 3% (02) Seniors Sharing Less Knowledge, 3% (02) Non Co-operation to work together.

**Interpretation:** 27% (19) of working women said that Better Atmosphere created at work.

**Objective: 2. Analyze the Impact of Social and Economic changes because of Me-Too Movement.**

**3.1 Status of Me-Too in Tumkur city**

**Analysis:** By analysis it is found that 40% (28) said Don't Know, 24% (17) said yes and 22% (15) said No to above question, 4% (3) said it is below 20 percent, 4% (3) said it is below 10 percent, 3% (2) said it is above 30 percent, 3% (2) said it is below 30 percent.

**Interpretation:** 40% (28) of working women said they not heard any issue of Me-Too in Tumkur city.

**3.2 Measures can be taken by women if faced by Me Too Issues.**

**Analysis:** By analysis it is found that 37% (26) said they will Raise the Complaint, 26% (18) said will Give complaint to police and 19% (13) said will leave the job, 10% (7) said will Raise the issue in Social media, 5% (4) said will ignore the issue, 3% (2) said they will adjust with them.

**Interpretation:** 37% (26) of working women said they will Raise the Complaint is the when measures she can take Me-Too issue is faced.

**3.3 Impact on women and their family if she leaves the job immediately**

**Analysis:** By analysis it is found that 29% (20) said impact will all above options, 17% (12) said Face financial burden, 11% (8) said Wastage of much valuable time, 10% (7) said May Depress Mentally, 7% (5) said Get support from family, 7% (5) said Personal life imbalance, 7% (5) said She may make Suicide attempt, 6% (4) said Face Opposition from Family, 3% (2) said could not concentrate on Children and 3% (2) Could not concentrate on Personal Hygiene.

**Interpretation:** 29% (20) of working women said if women leave the job immediately they will face financial burden, Wastage of much valuable time, Depress Mentally, get support from family, Personal life imbalance, she may make Suicide attempt, Face Opposition from Family, could not concentrate on Children and Could not concentrate on Personal Hygiene.

**3.4 Changes made by the organizations after Me-Too Movement**

**Analysis:** By analysis it is found that 36% (25) said Awareness Program given, 23% (16) said No changes, and 11% (8) said more rules framed, 11% (8) said Committee formed, 11% (8) said Transparent in handling complaints and 8% (5) said More Empowerment given to women.

**Interpretation:** 36% (25) of working women said Awareness Program given after MeToo Movement.

**3.5 Social changes made on women because of Me-Too Movement**

**Analysis:** By analysis it is found that 23% (16) said it created Raising issues with Family Members, 23% (16) said it given More boldness among women, 16% (11) said women are careful in dressing, 16% (11) said No changes made, 11% (8) said they will Talk to colleagues, 11% (8) said will Raise Complaint.

**Interpretation:** 23% (16) of working women said MeToo created Raising issues with Family Members as a social change.

**3.6 Type of support she expects from family in an incident of Me-Too**

**Analysis:** By analysis it is found that 38% (26) said they need Moral support, 27% (19) said they need Mental support, 27% (19) said they need all mentioned support, 4% (3) said they need Emotional support, 4% (3) said they need Economical support.

**Interpretation:** 38% (26) of working women said they need Moral support she expects from family in an incident of Me-Too.

**3.7 After Me-Too movement changes observed against women**

**Analysis:** By analysis it is found that 54% (38) said Sexual Harassment decreased, 24% (17) said Sexual Harassment increased, 19% (13) Domestic violence Decreased and 3% (2) Domestic violence Increased

**Interpretation:** 54% (38) of working women said Sexual Harassment decreased against women after MeToo.

**3.8 Me-Too movement will work in favour of working women**

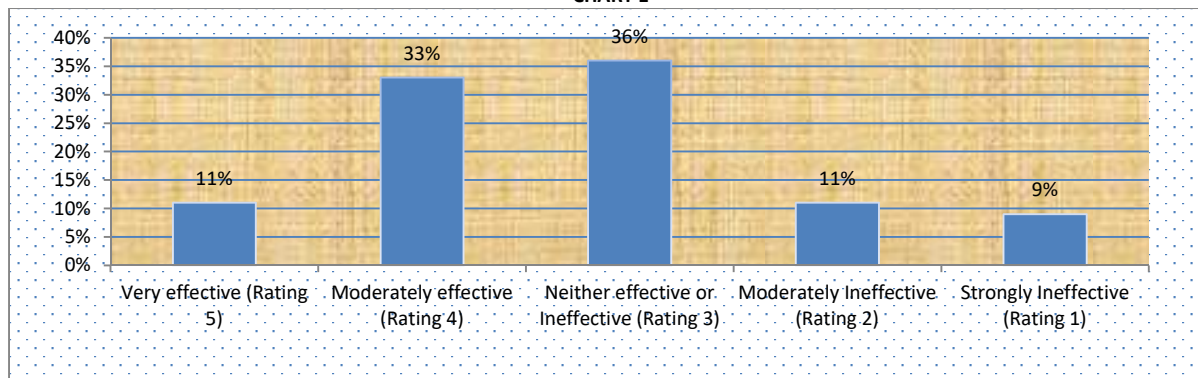
**Analysis:** By analysis it is found that 49% (34) said they con not say now, 37% (26) said Favorable to Women, 11% (08) said Unfavorable to women, 3% (2) said Movement alone won't make any changes

**Interpretation:** 49% (34) of working women said they con not say now towards weather Me-Too movement will work in favour of working women.

**EFFECTIVENESS OF THE MEASURES TAKEN BY THE ORGANIZATIONS ON ME-TOO ISSUES**

**4.1 Effectiveness of the awareness programs conducted in the organization \*(if any) towards Me-Too Movement at Tumakuru city.**

CHART 1



Source: Primary Data

**Analysis:** By analysis it is found that 36% (25) said neither effective or Ineffective, 33% (23) said Moderately Effective, 11% (08) said Moderately Ineffective, 11% (08) said Very Effective and 9% (06) said strongly in Effective

**Interpretation:** 36% (25) of working women said awareness programs conducted in the organization (if any) towards Me-Too neither effective nor Ineffective.

**Hypothesis Testing using Chi Square Method**

**4.1 Effectiveness of the awareness programs conducted in the organization (if any) towards Me-Too.**

**Hypothesis H0:** There is no impact of Socio Economic changes among working women due to Me-Too at Tumakuru city.

TABLE 1

Observed Values (O <sub>i</sub> )	Expected Values (E <sub>i</sub> )	(O <sub>i</sub> -E <sub>i</sub> )	(O <sub>i</sub> - E <sub>i</sub> ) <sup>2</sup>	$\frac{(O_i - E_i)^2}{E_i}$
6	14	-8	64	4.57
8	14	-6	36	2.57
24	14	10	100	7.14
22	14	8	64	4.57
10	14	-4	16	1.14
70	70	0	280	20

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 20$$

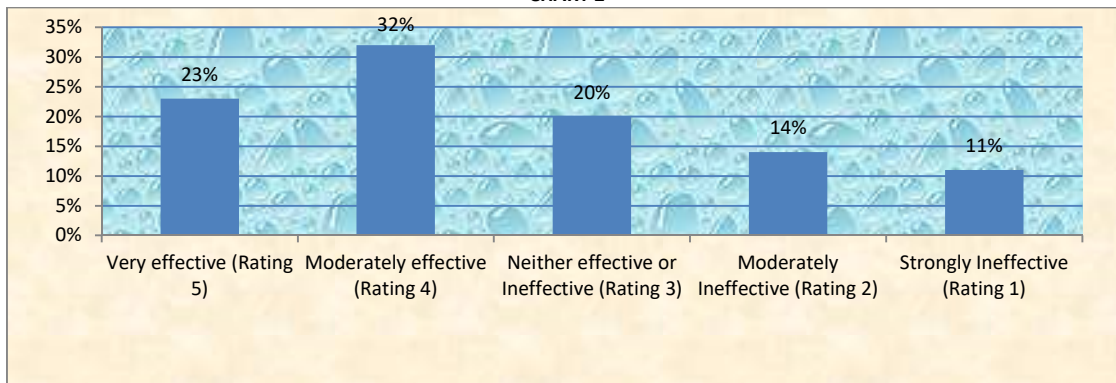
Degrees of freedom = x-1 = 5-1 = 4, Table value of x<sup>2</sup> @ α 5% with 4 d. f = 9.488

x<sup>2</sup> obs = 20 > 9.488.

**Interpretation:** The above indicate the x<sup>2</sup> obs value 20 which is greater than 9.488. Hence the null hypothesis is rejected.

**4.2 Effectiveness of the programs impacted on change of better working conditions for women.**

CHART 2



Source: Primary Data

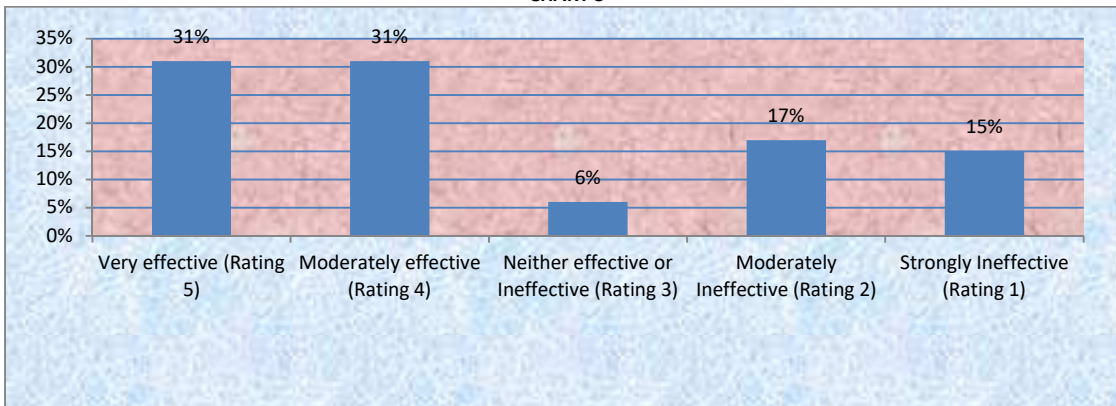
$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 8.57$$

Degrees of freedom = x-1 = 5-1 = 4, Table value of x<sup>2</sup> @ α 5% with 4 d. f = 9.488. x<sup>2</sup> obs = 8.57 < 9.488.

**Interpretation:** The above indicate the x<sup>2</sup> obs value 8.57 which is lesser than 9.488. Hence the null hypothesis is accepted.

**4.3 Effectiveness of the Sexual Harassment committee formed**

CHART 3



Source: Primary Data

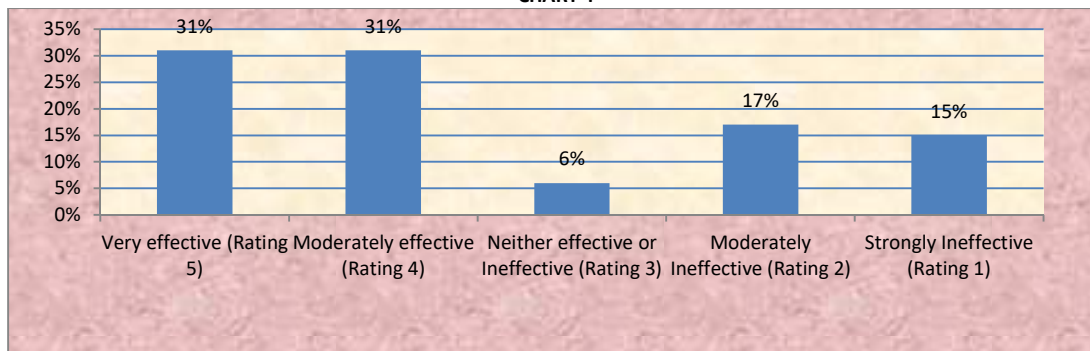
$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 17.71$$

Degrees of freedom = x-1 = 5-1 = 4, Table value of x<sup>2</sup> @ α 5% with 4 d. f = 9.488. x<sup>2</sup> obs = 17.71 > 9.488.

**Interpretation:** The above indicate the x<sup>2</sup> obs value 20 which is greater than 9.488. Hence the null hypothesis is rejected.

**4.4 Effectiveness of the Remedial measures taken by the committee to solve issues.**

CHART 4



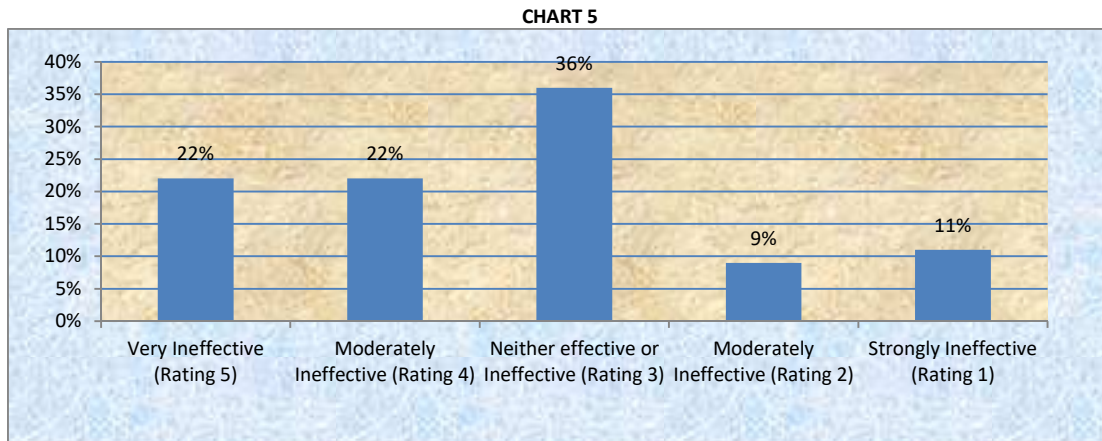
Source: Primary Data

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 21.28$$

Degrees of freedom =  $x - 1 = 5 - 1 = 4$ , Table value of  $x^2 @ \alpha 5\%$  with 4 d. f = 9.488.  $x^2 \text{ obs} = 21.28 > 9.488$ .

**Interpretation:** The above indicate the  $x^2 \text{ obs}$  value 21.28 which is greater than 9.488. Hence the null hypothesis is rejected.

**4.5 Effectiveness in self-awareness increase because of social media among the working women towards Me-Too**



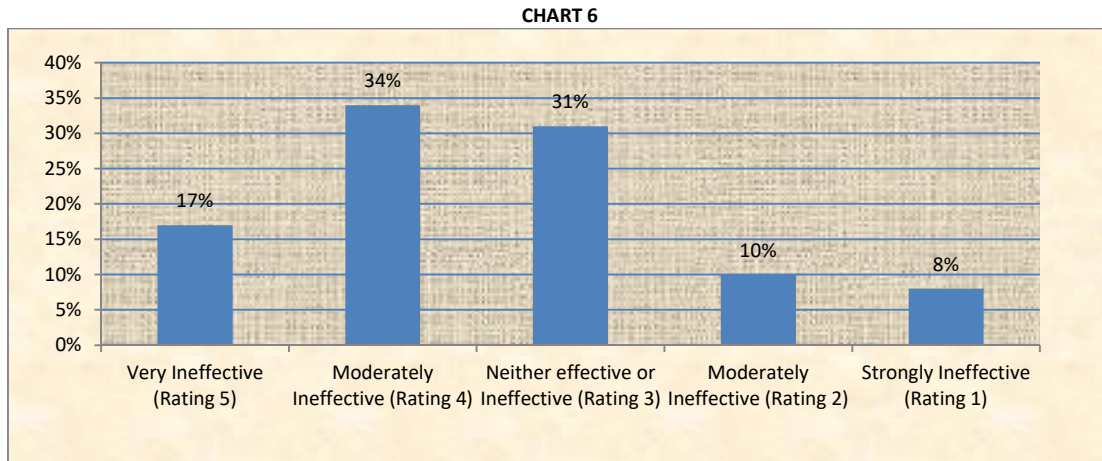
Source: Primary Data

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 14.85$$

Degrees of freedom =  $x - 1 = 5 - 1 = 4$ , Table value of  $x^2 @ \alpha 5\%$  with 4 d. f = 9.488.  $x^2 \text{ obs} = 14.85 > 9.488$ .

**Interpretation:** The above indicate the  $x^2 \text{ obs}$  value 14.85 which is greater than 9.488. Hence the null hypothesis is rejected.

**4.6 Effectiveness of the focus on women due to Me-Too movement**



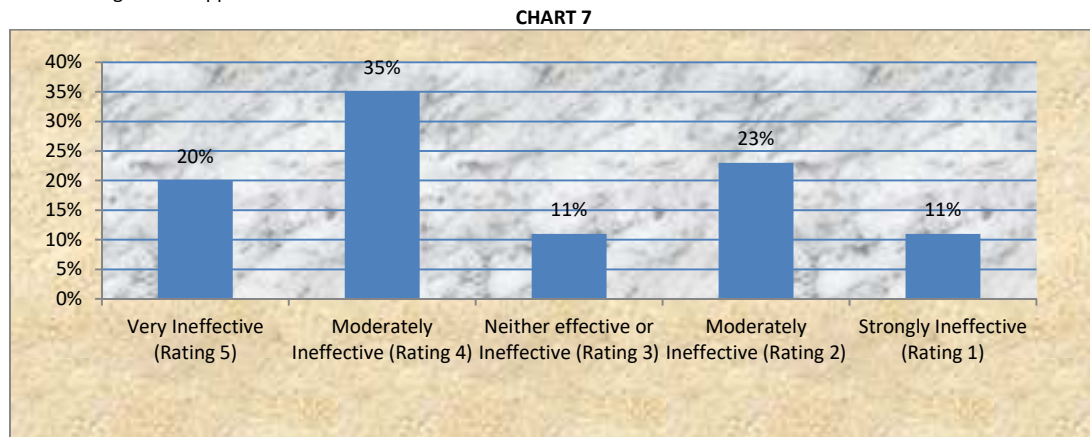
Source: Primary Data

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 14.35$$

Degrees of freedom =  $x - 1 = 5 - 1 = 4$ , Table value of  $x^2 @ \alpha 5\%$  with 4 d. f = 9.488.  $x^2 \text{ obs} = 14.35 > 9.488$ .

**Interpretation:** The above indicate the  $x^2 \text{ obs}$  value 14.35 which is greater than 9.488. Hence the null hypothesis is rejected.

**4.7 Effectiveness of the Management Support to handle the Me-Too issues**



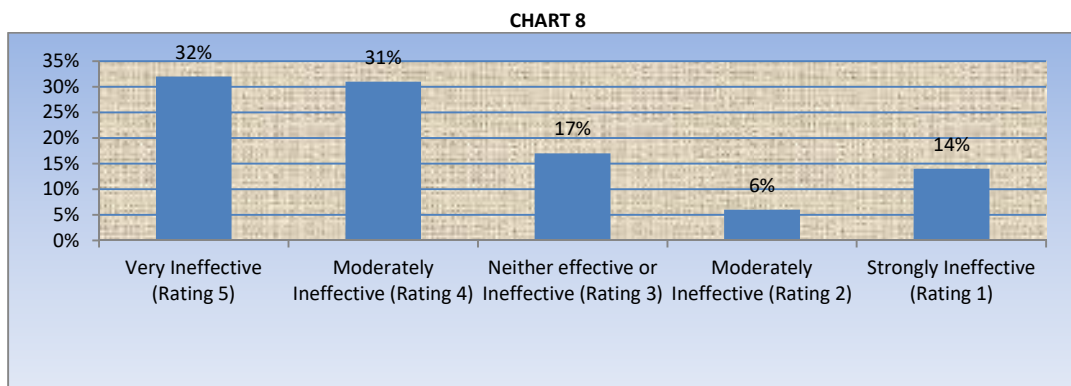
Source: Primary Data

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 12.57$$

Degrees of freedom =  $x - 1 = 5 - 1 = 4$ , Table value of  $x^2 @ \alpha 5\%$  with 4 d. f = 9.488.  $x^2 \text{ obs} = 12.57 > 9.488$ .

**Interpretation:** The above indicate the  $x^2 \text{ obs}$  value 12.57 which is greater than 9.488. Hence the null hypothesis is rejected.

4.8 Effectiveness of the Precautionary measures taken by the management during day time to protect working women towards Me-Too



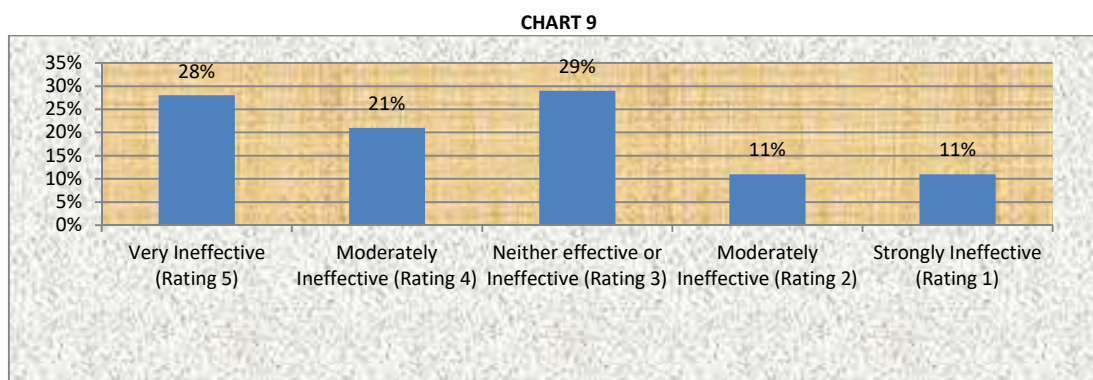
Source: Primary Data

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 17.71$$

Degrees of freedom = x-1 = 5-1 = 4, Table value of  $x^2$  @  $\alpha$  5% with 4 d. f = 9.488.  $x^2 \text{ obs} = 17.71 > 9.488$ .

**Interpretation:** The above indicate the  $x^2 \text{ obs}$  value 17.71 which is greater than 9.488. Hence the null hypothesis is rejected.

4.9 Effectiveness of the Precautionary measures taken during night duty to protect working women towards Me-Too.



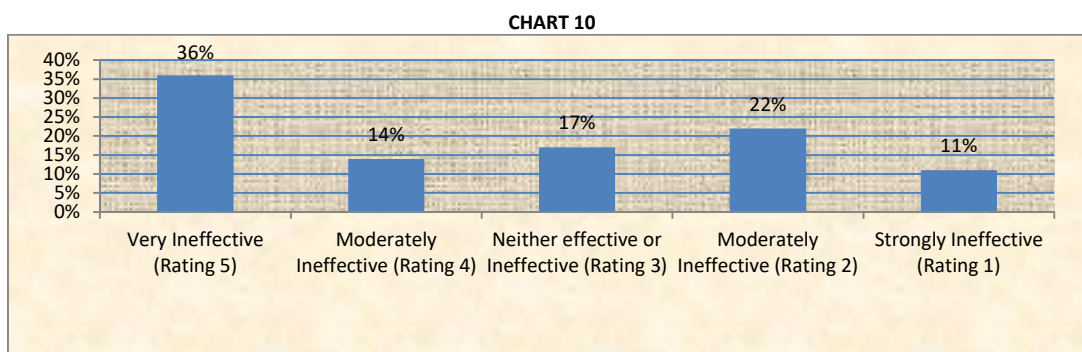
Source: Primary Data

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 10.28$$

Degrees of freedom = x-1 = 5-1 = 4, Table value of  $x^2$  @  $\alpha$  5% with 4 d. f = 9.488.  $x^2 \text{ obs} = 10.28 > 9.488$ .

**Interpretation:** The above indicate the  $x^2 \text{ obs}$  value 10.28 which is greater than 9.488. Hence the null hypothesis is rejected

4.10 Effectiveness of the Job security measures taken to protect women in case if she discloses the Me-Too issues



Source: Primary Data

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 12.71$$

Degrees of freedom = x-1 = 5-1 = 4, Table value of  $x^2$  @  $\alpha$  5% with 4 d. f = 9.488.

$x^2 \text{ obs} = 12.71 > 9.488$ .

**Interpretation:** The above indicate the  $x^2 \text{ obs}$  value 12.71 which is greater than 9.488. Hence the null hypothesis is rejected

**SUMMARY OF FINDINGS**

1. The awareness programs conducted in the organization (if any) towards Me-Too are effective
2. The programs impacted on change of better working conditions for women were found In effective
3. The Sexual Harassment committee formed found effective
4. The Remedial measures taken by the committee to solve issues were effective
5. Self-awareness increase because of social media among the working women towards Me-Too found effective
6. The focus on women due to Me-Too movement found effective
7. The Management Support to handle the Me-Too issues found effective
8. The Precautionary measures taken by the management during day time to protect working women towards Me-Too found effective
9. The Precautionary measures taken during night duty to protect working women towards Me-Too found effective
10. The Job security measures taken to protect women in case if she discloses the Me-Too issues found effective

**RECOMMENDATIONS/SUGGESTIONS**

1. 71% respondents suggested More Awareness to be given for working women towards Me-Too
2. 72% suggested More Counseling to be given for working women towards Me-Too
3. 79% suggested More education to be given to Family members to understand her better
4. 85% suggested More Protection and support to be given from the Management to eradicate Me-Too
5. 71% suggested Suggestion box must be kept exclusively for women opinions collection
6. 67% suggested Legal aid must be provided by the organization to women at free of cost to understand the legal consequences of Me-Too
7. 71% suggested Co-operation required by the colleagues and men in the working area
8. 67% suggested Dress code to be implemented very strictly for Working women
9. 70% suggested Women should avoid and protest unhealthy situations to protect herself
10. 60% suggested More Cameras must be fixed in the working area to monitor better
11. 66% suggested In Deciding promotion this concept (Free from Me-Too) also to be included as one of the major criteria for men
12. 80% suggested Police protection need to be increased in night time (night beat)
13. 74% suggested Education the female children right from school and colleges to be given towards Me-Too and Sexual Harassment
14. 83% suggested Support and take immediate positive steps to protect women by Management in case of any registration of complaint by working women on Me-Too
15. 80% suggested Prompt and Transparent enquiry should be made on the person against whom the Me-Too complaint is raised irrespective of the post he belongs

**CONCLUSIONS**

The research is conducted in Tumakuru city to find out the impact of Me-Too and any changes Implemented in the organisation after this movement and it is found that the Effectiveness of the awareness programs conducted in the organization towards Me-Too, Effectiveness of the Sexual Harassment committee formed, Effectiveness of the Remedial measures taken by the committee to solve issues, Effectiveness in self-awareness increase because of social media among the working women towards Me-Too, Effectiveness of the focus on women due to Me-Too movement, Effectiveness of the Management Support to handle the Me-Too issues, Effectiveness of the Precautionary measures taken by the management during day time to protect working women towards Me-Too, Effectiveness of the Precautionary measures taken during night duty to protect working women towards Me-Too, Effectiveness of the Job security measures taken to protect women in case if she disclose the Me-Too issues were found very effective and satisfactory

Whereas Effectiveness of the programs impacted on change of better working conditions for women is found ineffective.

After thorough analysis, Interpretation and Statistical verification we can conclude that the measures taken to eradicate / reduce the Me Too issues in the organisations were found Effective and Satisfactory in Tumakuru city

**LIMITATIONS**

Five limitations have been identified in this study. First the study is limited to the geographical region of Tumakuru city only. Second the research includes a sample size of 70 working women only which is not enough to determine Me-Too impact at Tumkur city. Third a strong unwillingness on the part of the various working women to participate and aid the research may be due to fear or hesitate to give proper reply. Fourth in few company's women are not ready to voice against their management or dominant authority. Fifth the opinion is at the time of giving response with Traditional sentiments by working women which still prevails in the city.

**SCOPE FOR FURTHER RESEARCH**

Further research may be conducted in the other major cities or in the state level to find the impact of ME-Too movement in the working place various organizations

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