

Gender-Based Violence in the Workplace: Causes, Consequences, and Solutions

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ABSTRACT:

The workplace displays GBV as physical violence directed at anybody due to their gender identification. The analysis explores what drives gender-based violence in work environments and how these incidents affect victims and their surroundings while investigating possible remedies to terminate such abuse. Research investigation identifies three main GBV organizational forms which span from sexual harassment to bullying and discrimination. The study examines how GBV violence negatively affects victims and their colleagues together with organizational spirit while reducing workplace output. This study establishes recommendations for businesses and legislative actors to stop GBV occurrences and build risk-free workplaces while giving support to affected personnel.

Keywords: Gender-Based Violence, Workplace, Sexual Harassment, Organizational Culture, Prevention, Victim Support

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I. Introduction

The increasing number of global concerns about gender-based violence in work environments has become a serious matter. Several legal advancements and organizational equality programs have failed to stop gender-based workplace discrimination as well as harassment and violence targeted at individuals based on their gender. The research evaluates underlying reasons behind workplace Gender-Based Violence while studying

its adverse impacts on staff members and organizations in addition to developing powerful methods for prevention. This paper examines GBV to enhance current workplace equality discussions while demonstrating the urgency of social responses to this severe problem.

Background of the Study

Gender-based violence in work environments remained hidden for numerous decades until it became a prominent public issue of recent times. GBV creates toxic work settings which endangered employee well-being while simultaneously damaging organizational performance through sexual harassment alongside gender discrimination

acts. Studies demonstrate that workplace protection laws actually exist but their performance and execution standards remain irregular across different locations. The study explores the main factors which drive GBV within the workplace environment together with the sustained effects from such violence on employees and business organizations.

Table 1: Comparison of Laws and Policies Addressing GBV in the Workplace

Law/Policy	Country/Region	Scope	Strengths	Limitations
Title VII of the Civil Rights Act	USA	Protection against workplace discrimination, including sexual harassment	Strong legal framework, allows for lawsuits, broad coverage	Requires proof of intent, does not address workplace culture
ILO Convention No. 190	International	Global framework for preventing violence and harassment in the workplace	Comprehensive, focuses on eliminating violence at work	Limited enforcement mechanisms in certain countries
Equality Act 2010	UK	Protection against gender discrimination in employment	Covers both direct and indirect discrimination, broad coverage	Implementation challenges, some sectors face difficulty with enforcement
Workplace Harassment Law	Australia	Sexual harassment in the workplace, protections for employees	Clear reporting and penalties for harassment, strong support for victims	Slow response times, may not cover all forms of harassment
Occupational Health and Safety Act	Canada	Workplace safety laws, including violence prevention measures	Provides frameworks for addressing psychological and physical harm	Limited focus on emotional or psychological harassment
Sexual Harassment Act	India	Specific laws against sexual harassment at the workplace	Strong guidelines for workplace policy, provides redressal mechanisms	Underreporting, lack of awareness in smaller organizations

Justification

This study exists to establish workplaces which protect their staff through inclusion and respect. When organizations permit gender violence against employees it both harms their productivity and damages their overall reputation in addition to

causing severe mental and physical harm to the targets. Organizations need to address GBV because it serves dual purposes as both a legal duty and economic efficiency measure. Organizations can achieve better work environments by developing policies from their understanding of GBV origins

and effects. The findings become essential because global gender equality activism like #MeToo and workplace culture inspection unfold around the world.

Objectives of the Study

- The main research goal targets the discovery of fundamental factors behind gender-based violence which occurs at work.
- The research examines how GBV affects different groups starting from the victims together with the organization and wider society.
- The study investigates current legislative approaches and bureaucratic measures for GBV prevention within the work environment.
- This paper presents solutions for workplace gender-based violence prevention as well as response strategies.

- The research examines the current procedures that organizations use to control GBV situations while employees work in different settings.

Theoretical Framework

The study uses feminist along with power dynamics theory to investigate societal norms and power relationships which affect workplace GBV occurrence. The feminist approach exposes gender inequality roots within organizational framework yet the power dynamics theory investigates how controlling positions at work maintain abusive behaviors. An investigation into GBV incidents will merge different theories to analyze workplace interaction patterns with organizational cultures while examining gender stereotype contributions to violence.

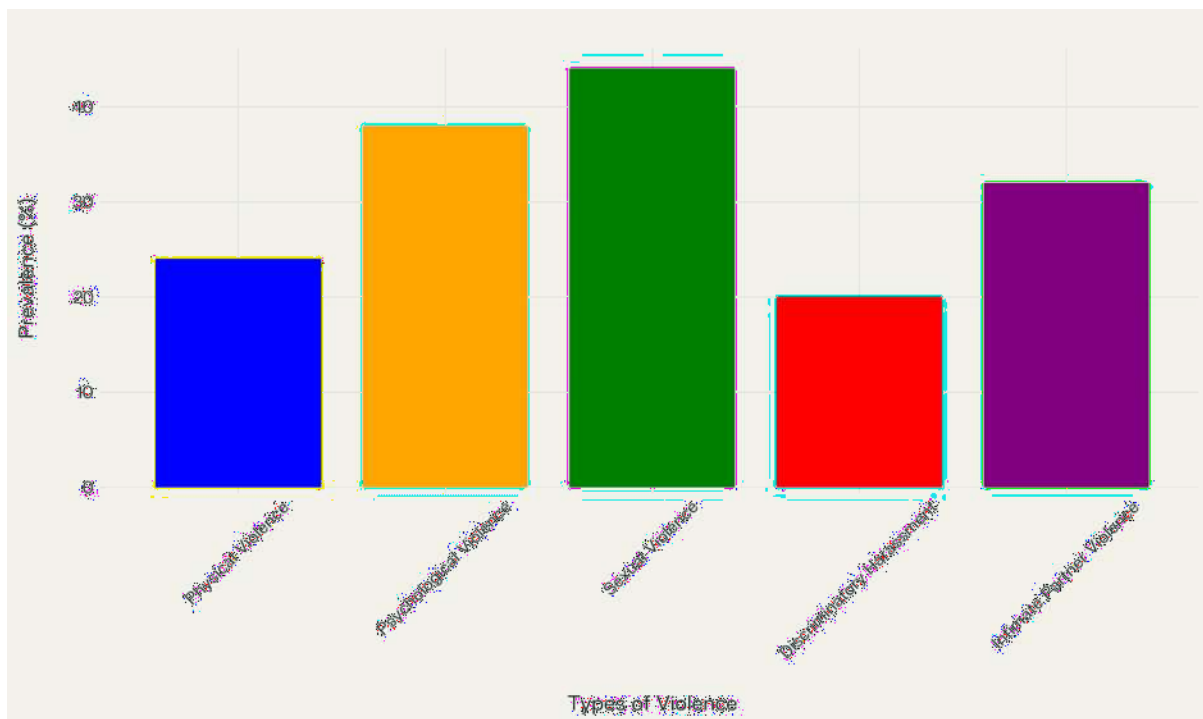


Figure 1: Conceptual Framework of Gender-Based Violence in the Workplace

Literature Review

Research papers on workplace gender-based violence show that sexual harassment exists with great frequency alongside power dynamics in

violence maintenance and organizational cultural influences. Multiple studies confirm GBV affects women and LGBTQ+ populations and minority workers in worst proportions compared to most

other groups in their working environments. Research shows that victims do not report their experiences and organizations lack proper support systems which allows GBV to continue occurring. Academic research shows that organizations need appropriate policies and effective leadership and vocational training to control GBV situations. The assessment of these policies suffers from ongoing

Material and Methodology

The research design implements both quantitative and qualitative approaches to collect data through surveys. The research will gather direct testimonies regarding workplace GBV encounters from industrial sector workers by conducting surveys along with employee interviews. The research will use secondary data derived from existing literature reporting and legal documents about GBV prevention as well as workplace policies. The research team will process qualitative information

Results and Discussion

This part presents data findings which detail the workplace GBV prevalence and its different forms

disagreement because substantial implementation issues continue to occur.

While Title VII of the Civil Rights Act in the U.S. alongside the ILO Convention No. 190 provide work-related violence prevention standards the actual implementation of these laws into effective action remains difficult.

through thematic data analysis alongside quantitative patterns by using statistical methods.

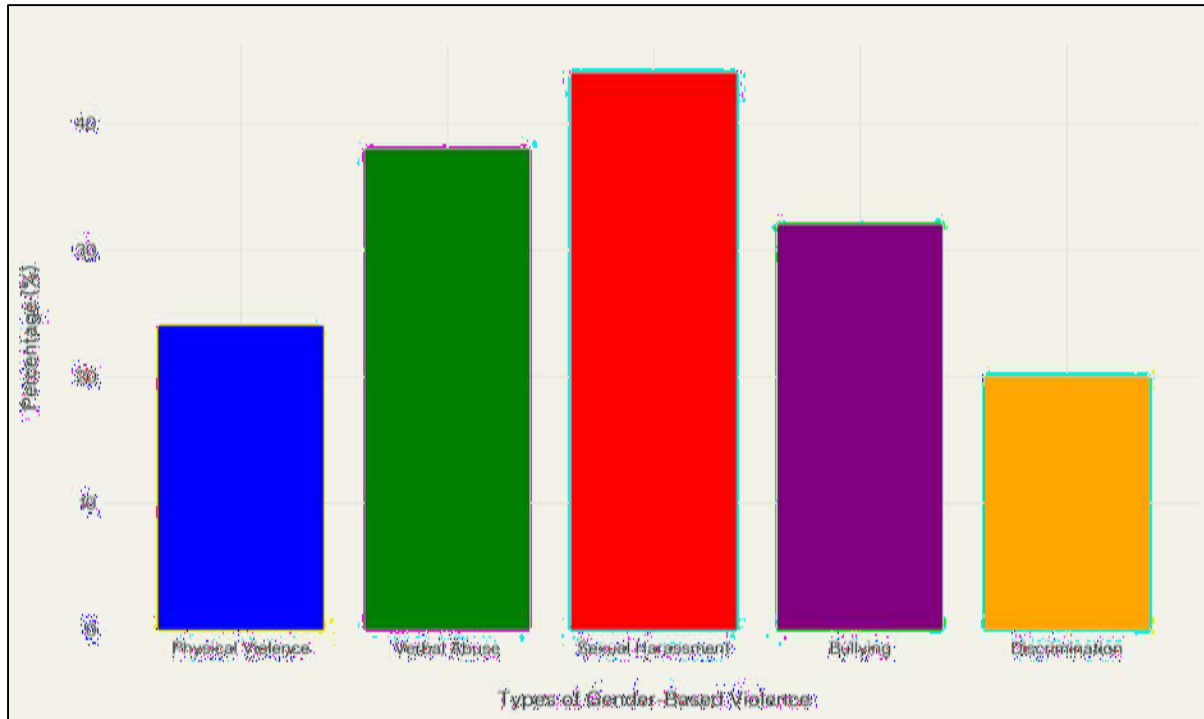
Stratified random sampling will be implemented to obtain subjects from different business fields to achieve a balanced composition of workplace settings.

Research data will be obtained through a combination of surveyed distributed through email and social media in addition to in-person and video-conferenced interviews.

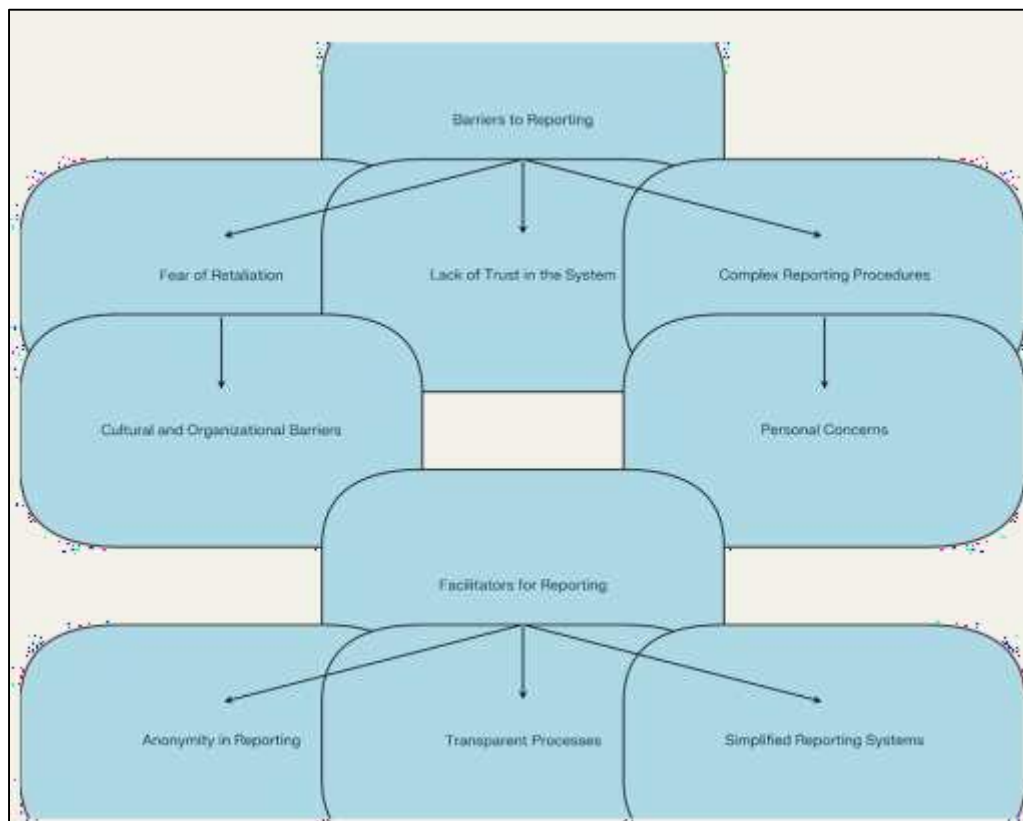
together with identified root causes according to participant study responses and interview data.

Table: Prevalence of Gender-Based Violence in Different Industries

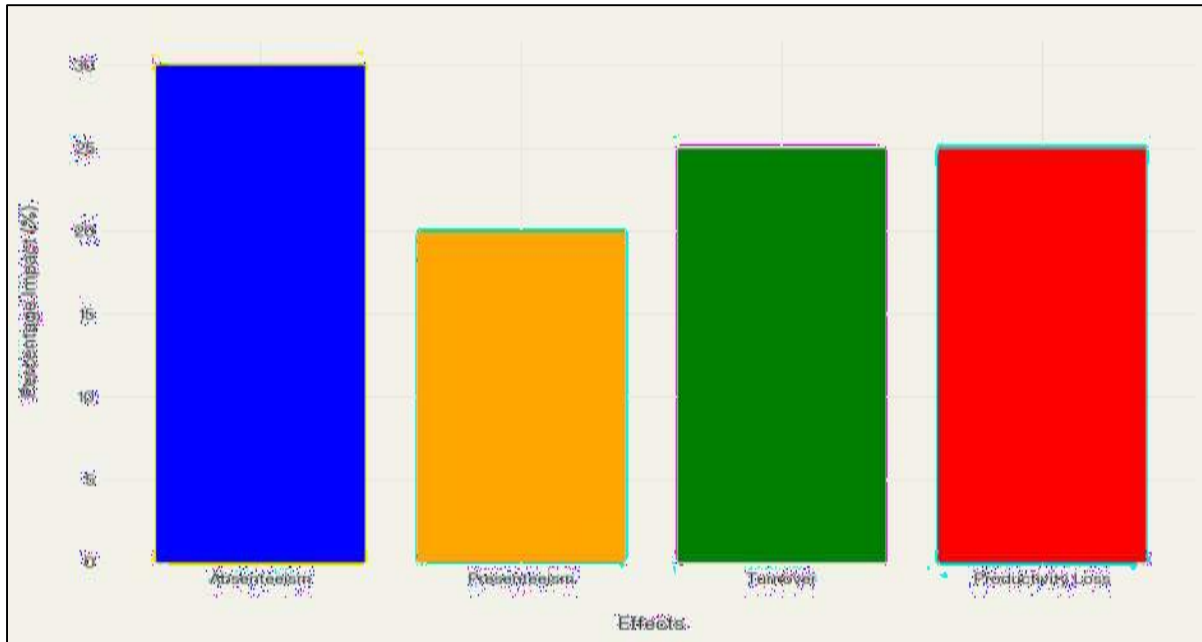
Industry	Sexual Harassment (%)	Verbal Abuse (%)	Physical Assault (%)	Other Forms of GBV (%)
Corporate	35%	45%	5%	15%
Hospitality	40%	50%	10%	20%
Healthcare	30%	50%	15%	5%
Technology	25%	40%	3%	12%
Retail	45%	55%	8%	10%



Distribution of Gender-Based Violence Types in the Workplace



Flowchart: Factors Influencing Victim Reporting in the Workplace



Graph: Effect of Gender-Based Violence on Organizational Productivity

Causes of GBV

- Workplace power structures give leaders the capability to abuse their subordinates because of their elevated position in the organizational structure.
- Workplace behavior which follows traditional gender perspectives strengthens social discrimination and leads to violence because of cultural beliefs about gender.
- Organizational sectors fail to establish training initiatives which educate their staff about GBV prevention.

Consequences

- For Victims: Mental health issues, anxiety, depression, and long-term career setbacks.
- For Organizations: Increased turnover, lower employee morale, and legal costs.
- For Society: Broader perpetuation of gender inequality and a culture of silence.

Existing Measures and Their Effectiveness

Businesses maintain official policies against harassment yet ineffective execution occurs together with negative consequences for reporting victims.

The situation requires better enforcement combined with extensive support structures.

Cross-Cultural Comparison

Researchers investigated how different geographic regions - including North America and Europe together with Asia - handle GBV to determine area-specific obstacles to managing the issue.

Limitations of the Study

The study's objectives to analyze GBV comprehensively at work face limitations because of its constraints regarding sample population size and its geographical boundaries and participants' subjective reporting methods. The study possibility misses the complete experiences from all marginalized populations in fields that present challenges in GBV reporting statistics. The proposed solutions might need adaptation according to different organizational circumstances and resource availability.

Delimitations:

This research concentrates on private-sector U.S. organizations because it omits both non-profit and public-sector entities. The research will analyze

employees in office settings yet does not include remote or freelance workers.

Future Scope

Additional scholarly works must verify how GBV influences career ascent and business connections throughout extended durations. Research exploration should focus on examining how elements of race, class and sexual orientation combine to shape GBV impacts upon workplace relationships. Workplaces need enhanced programs to connect victims of GBV to support networks while better reporting systems must be developed for future reference.

Impact of COVID-19

The research investigates the effect of remote work distributed by COVID-19 on GBV in workplaces while examining how these boundary changes between work and personal life might create more incidents of harassment or violence.

Recommendations for Employers and Policymakers

Conclusion

The persistent problem of gender-based violence at the workplace destroys employee welfare and simultaneously produces adverse effects on operational output. To address GBV root causes society should implement multi-faceted strategies which include both legal changes and structural organizational policies together with cultural

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- Organizations should establish details-oriented training modules about GBV detection and its prevention as

Mandatory courses for all staff members.

- Organizations should create dependable channels which let GBV victims seek help with strict confidentiality guarantees.
- Organizations that support victims of GBV must establish professional avenues for legal representation and psychological counseling in addition to personnel advisory services.
- A zero-tolerance policy needs employers to establish firm enforcement with severe penalties for all GBV instances.
- All organizations should mandate their leaders to take active roles in GBV prevention as well as GBV resolution measures.
- Organizations should customize their policies to suit individual industry requirements within hospitality institutions as well as healthcare and technological domains.

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changes across the board. Organizations that take GBV seriously along with implementing proactive steps will create work environments that are safer for all their employees. Organizations must establish effective prevention and response systems because this ensures the development of workplace environments free from gender-based violence.

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