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Female harassment at work place exposes deeper social faultlines:

Outlines

1- introduction

Despite various debates on gender equality, females are still facing harassment at work places owing to different social faultlines. Resultantly, it creates worst impact on victim as well as in society. However, some effective measurements can overcome this issue.

2- Female harassment and its various forms

3- Female harassment at work place exposes social fault lines.

i- Gender inequality and stereotypes.

a) patriarchal attitude exacerbating gender based discrimination.

b) stereotype; women is weak and emotional.

ii- lack of education and awareness

a) Limited knowledge about the impact of female harassment.

b) lack of knowledge about female rights at work places.

iii- power imbalance and hierarchies

a) Misuse of power by high rank authority.

b) Gender discrimination during hiring and promotion.

iv - Male dominated work place

- a) work environment where women are a minority.
- b) Feeling isolated due to lack of female representation

v - influence of media and cyberattacks

- a) threatening women through different social media platforms
- b) Attacking women's privacy

vi - cultural norms and taboos

- a) silencing on harassment; fear of social unacceptance
- b) considering the victim a disrespectful of society

vii - creating religious barrier

- a) Misinterpreting the religious teachings about female employment

4 - Impact of female harassment at work places

- i - Mental and psychological damage of victim
- ii - Reducing female labour force
- iii - affecting girls education
- iv - presenting hard image of society in international media
- v - increasing gender discrimination day by day

5 - How to mitigate female harassment at work places

- i - implement rigorous anti harassment policies at work places

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- ii- separate and favourable environment for females at work places
- iii- campaigning on social media about the impact of female harassment
- iv- improving education and awareness among masses
- v- conduct workshops and seminars with the help of NGOs and civil society
- vi- quick and transparent justice for victim

6- conclusion

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Nelson Mandela said, 'freedom cannot be achieved unless the women have been emancipated from all forms of oppression.' These words demonstrate the importance of women freedom and equality in society. Any society where females are not getting full rights and freedom that society cannot be considered a good society. A good society is that where everyone can enjoy freedom without any discrimination. Unfortunately, around the females are facing harassment and discrimination at work places. Female harassment at work places has become common now a days. It is a societal fault due to various reasons such as, gender inequality and patriarchal attitude of society. Similarly, power imbalance and hierarchies, lack of education and awareness among masses exacerbating this issue day by day. In addition to that, male dominated work places where females are threatened through different social media platforms. Moreover, cultural norms and religious barriers are also responsible for this heinous crime. Consequently, it creates worst impact on victim as well as in society. Mental damage of victim and reducing labour in a society are result of this issue. Similarly, it affects girls education as well as present bad image of society.

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in international media. However, some effective measurements can overcome this issue such as, implementing anti-harassment policies, improving education among masses. Furthermore, quick and transparent justice for victims and complaining on social media with the help of NGOs and civil society are another way to mitigate this issue. Thus, female harassment at workplaces is social issue and it can be mitigated through rigorous policies.

Female harassment at work places is a ubiquitous issue. Harassment is an umbrella term used for threatening, abusing and torturing someone is called harassment. Female harassment is a threatening and torturing women through various forms like physical, psychological, sexual and verbal harassment at public and workplaces are called female harassment. Now a days, females are facing all these harassments at work places. First of all, females are facing sexual harassment at workplaces. unwanted touching their body and doing unethical communication with females are called sexual harassment. Similarly, females are threatened through physical harassment like kicking, slapping females are forms of physical harassment. In addition to that, females are facing psychological stress and

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verbal harassment at work places.

21st century women are facing all these issues at work place and it is increasing day by day. All these forms of harassments are facing women owing to social fault lines. Some of social fault lines which are following.

Gender inequality and societal stereotypes are one of basic social fault lines. Society is full of patriarchal attitude and norms. Male is considering himself strong as compare to women. Such stereotypes exacerbating female harassment at work places day by day. In Pakistan, females face this issue due to gender inequality in society. According to Global gender gap index reports, Pakistan is ranked 145 out of 146 countries in gender gap. According to this data, Pakistani females are facing gender disparity in society. Therefore, males consider women are weak and emotional. Thus gender inequality leads to female harassment in society.

Similarly, lack of education and awareness among masses are another responsible factors of this issue. Many people have limited knowledge about the harassment of females and its

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impact on victim. Mostly people do not know the rights of women at work places. iliterate masses even they do not know, what is harassment.

Pakistani society is facing female harassment issue due to lack of knowledge and awareness. We have low literacy rate. According to economic survey of Pakistan 2022, Pakistan's literacy rate is 62% and female literacy rate is 45% as compare to men. owing to low literacy rate, people have no idea about the impacts of female harassment. Hence, low education is another fault line of society.

In addition to that, power imbalance and social hierarchies at work places are cause of female harassment. We are living in a society where higher positions are under males. They are enjoying the higher positions at work places. Due to social hierarchies females are threatened by his power and rank. Mostly females are sexual harassed at work places due to misuse of power. According to world data statistics, 43 percent women in Pakistan are facing sexual harassment at work places. During job opportunities male candidates

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are favoured in higher position and ranks. So, in result all higher posts are filled and occupied by male members. Therefore, they use their power and threaten women.

Moreover, females are working in an environment where males are large in number. Women are considered minority at work places due to male dominance. At work places the ratio of males are large as compare to females. So, the male members dominate the workplace.

According to recent data shows that "female labour force in Pakistan is just 30% and male labor force is 70% at work places". Owing to male dominated work places females are facing difficulties and harassment. Similarly, lack of their leadership at work places also exacerbate the issue. Hence, male dominated society is another social fault of society.

Furthermore, women at work places are threatened through different social media tools. They are attacked and crossed their privacy. At job places they are criticised and blackmailing through making different irrelevant and immoral videos. According to human right commission of Pakistan

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report 2022, 2110 womens are threatend and harassed through online platforms. Similarly, send obscene videos and pics in their mobiles. Besides, They are attacked by cyber security and hacked their mobiles and leaked their mobile data. Therefore, social media is another platform where womens are threatend and harassed.

Besides, cultural norms and taboos are another social issue, which are responsible for wome harassment at work places. Mostly, women are silenced on harassment due to fear of society that they will lost their dignity. in pakistani society such victims are considered disrespect ful. therefore, mostly people not registered the issue in police station. According to Human right comossion of pakistan, 21,900 violence cases were registered in pakitan during 2021-22, from which only 520 cases were about female harassment at workplaces. cultural and social taboos are hindering to register such issues. Therefore people not register such case in police station.

last but not least, misinterpreting the religious knowledge about female is another social barrier. Many people thinks in islam women are not allowed to do

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work outside the home. People have lack of religious knowledge and they interpret religious knowledge in wrong way. Our society creates barriers for women, but Islam gives full rights to woman. Allah says in Quran, "we have made every living thing (Male and female) from water" (Al-Anbya). According to these words of "Quran" male and female are equal. Both have same rights and freedom according to their domains. However, lack of understanding religious knowledge they interpret in wrong way. Therefore, mostly women are not allowed to work outside the home.

Due to these societal issues women are harassed at work places. It create severe impacts on society as well as on victims.

Firstly, it damage the mental and psychological health of victim. Females are getting anxiety and depression due to such heinous crime. They become mental and psychological patient. According to world health organization, more than 62% women in world are mental and psychological patient. Similarly, 38% females in Pakistan are facing psychological harassment at work places. Day by day they start herself isolate from society and home. Therefore, mostly women

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are emotionally weak due to mental and psychological weakness. Hence female harassment at work places damage their mental growth.

Secondly, it reduces female labor force from economic sector and other platform where women are working. Female labor force is mandatory for any nation to progress. They are essential and vital force of economic growth. According to recent data, women labor force in Pakistan is only 23 percent. It indicates that Pakistan has very low female labor force. Similarly developing countries in the world are facing this issue severely. However, in developed countries female labour force is approximately equal to male labour force. Thus, female harassment reducing the capacity of female labor force.

Similarly, female harassment at work places affecting the girls education. Due to fear of harassment, people do not register their girls in school and colleges. Females and girls are harassed at educational institutions. Pakistan has already low literacy rate of females. According Higher education commission report 2022, female literacy rate in Pakistan is only 45%.

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Similarly, female teachers are also less in number as compare to male teachers. So, due to fear of harassment people do not get admission their daughter in educational institutions. Hence, harassment of female directly affecting girls education.

Moreover, it present hard image of society in international media. Female harassment is considered a heinous crime all over the world. A society which is not safe for females that is considered unfavourable for any investment and development. Consequently, foreign tourists and foreign direct investment will not go for those countries where females are not safe. Therefore, economic growth of such societies go down. Thus, female harassment is directly linked with image of any society.

Furthermore; female harassment at work places increase the gender discrimination in society day by day. people start harassment on the basis of race, caste and colour. Consequently, gender gap increase in a society. According to gender gap index report 2022, Pakistan is ranked 145/146 countries. So, as a result of harassment gender gap increa

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Female harassment is a heinous crime and it is ~~can~~ considered social fault issue. However, some effective measurement can overcome this issue. Following are some suggestion to mitigate this issue.

First of all, government should implement rigorous anti harassment policies at work places. Females can be protected through legal and rigorous harassment policies. Pakistan has implemented "female harassment Act 2010" at work places. According to this act strict punishment will be given to the culprit. Similarly constitution of Pakistan ensures the safety of citizens at work places. According to constitution of Pakistan Article 27, No citizen of Pakistan shall be discriminated at workplaces on the basis of gender, race, and religion. Constitution of Pakistan allows to make safety bills and policies for citizens. Therefore, government should adopt strict anti harassment policies.

Moreover, government should ensure safe and separate environment for females. It is duty of state that it will provide safe and favourable environment for females. So, they can easily perform their duties and complete their tasks. Men are not allowed to go

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to go without any serious work at their offices and workplaces. Female officers are appointed for the supervision of female labour force. Hence, separate environment can protect female harassment at work places.

Similarly, Government should start campaign on social media about the impact of female harassment. Owing to this campaign people will get the awareness about impact of this heinous crime. Mostly people are using smartphones now a days. According to the world of statistics, "65% people of Pakistan have smart mobile phones. Similarly 55% people in Pakistan use Facebook and other digital platforms". Social media is strong and effective platform for campaigning on this issue. So, govt-should start campaign on this issue by social media.

Moreover, education is the basic tool of any society. Education can mitigate this issue from society. Pakistan's literacy rate is only 62% according to recent data. Due to low literacy rate people are unaware about the issues of female. So, improving education is the basic solution to prevent this crime. Literate people they do not irritate females and they know

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Impacts of female harassment. Therefore, government must increase and work on education sector of Pakistan. According to World Bank, 22.8 million children are out of school in Pakistan. These out of school children should be enrolled in school as soon as possible. Hence, government should improve the education system of society.

Furthermore, civil society and NGOs can play vital role in this issue. They can conduct seminars and workshops in different organizations and public places. They should highlight the consequences of this crime and give awareness to the masses. They can give the confidence and moral support to any victim. Many organizations and NGOs around the world they are working on this issue. Therefore, NGOs and civil society can mitigate this issue with their social efforts.

Last but not least, quick and transparent justice for victim is main solution. Justice should not be delayed. Justice is basic tool to mitigate this crime from society. However, if justice system is poor and weak then this issue will increase. William E. Gladstone said, "Justice delayed is justice denied" so, the quick and transparent justice system can ensure safety of female.

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In a nutshell, female harassment is a universal issue. It is considered a social fault due to various reasons such as gender inequality and different stereotypes that are responsible for this crime. Similarly, lack of education and awareness among masses create this issue. Due to female harassment at workplaces, many impacts are appearing in a society. It directly affects the girls' education and female labour force. It also affects the mental health of victims. However, Pakistan has implemented some rigorous policies that will prevent and mitigate this issue. Moreover, campaigning on social media is another effective way to mitigate this issue. In Pakistan, slowly this issue is decreasing due to some rigorous policies of the country. Therefore, female harassment is now overcoming day by day in Pakistan. Pakistan will soon control over it.