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Female harassment at work places
exposes deeper social fault line.

Outlines

1- introduction

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

2- Female harassment and its various forms

3- Female harassment at work places;
a 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 authorities

b) Facing discrimination during hiring and promotion due to sex

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 person of society

vii- Creating religious barrier

- a) misunderstanding the religious knowledge about female employment
- b) lack of understanding the women's freedom according to religion.

4- impact of female harassment at work places

- i- mental and psychological damage of victims
- 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
- ii- Separate and favourable environment for females at work place
- iii- Campaigning on social media about the impact of 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

Essay

Nelson Mandela says that, "Freedom can not be achieved unless the women have been emancipated from all forms of oppression". These lines demonstrate the importance of women freedom and equality in society. Any society where females are not getting full rights and freedom that society can not be considered a good society. A good society is that where everyone can enjoys his freedom without any discrimination. Unfortunately, around the

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the world, females are facing harassment and discrimination at work places.

Female harassment at work places has become phenomenon 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 are exacerbating this issue day by day. in addition to that, male dominated work places where females are threatening through different social media tools. Moreover, cultural norms and religious barriers are also responsible for this heinous crime. Consequently it creates worse impact on victim as well as in society. Mental damage of victim and reducing labor force in society are result of this issue. Furthermore,

it effects girl education as well as presenting hard image of society on international media. However, some effective measurements can overcome this issue such as, implementing anti-harassment policies, improving education among masses and ensuring quick and transparent justice for victim. Complain on social media with the help of NGOs and civil society is another way to mitigate this issue. Thus, female harassment at work places is social fault.