

"Female harassment at work-places exposes deeper social fault-lines"

1: Introduction

Thesis statement:

Female harassment, a prevalent phenomenon, takes place in every sphere of life which resultantly exposes the deeper social fault-lines of the society. However, the issue can be eliminated by ensuring some effective measures.

2: How harassment of female at workplaces exposes deeper social fault-lines.

3- Workplaces where females are harassed.

a) Harassment of females in medical field.

b) Harassment of women at educational institutions.

- c) Harassment of womenfolk in politics.
- d) Harassment of women in ~~market~~ Labour market / Economic field.
- e) Harassment in government-led law enforcement agencies.
- b) Harassment of women in streets.

4- Fault-lines exposed by the harassment of female at workplaces

- a) Lack of ~~implemen~~ will in the implementation of harassment laws at workplaces
- b) Gender inequality in the existence system.
- c) ~~lack~~ Dearth of Economic opportunities for womenfolk.
- d) Stereotypical norms of the society.
- e) Illiteracy among the masses.

5- Wayforwards for eliminating harassment of women at workplaces:

- a) Enforcement of harassment laws
- b) Empowering the womanfolk
- c) Ensuring gender equality
- d) Ensuring the women know their rights.

b-conclusion

The famous saying goes on that "She was powerful, not because she was not scared but because she went on so strongly despite the fear". This means that females are powerful and strong in their progress but they are scared and harassed in different spheres of life. The middle part of the above statement bears great relevance about females harassment where female are ~~se~~ depicted in a situation of unfavourable conditions. Femalefolk are harassed in different sphere of life such as in medical fields, educational -

institutional institutions, in politics, economic sector; in law enforcement agencies and streets. This harassment of female, noted above, in different fields of life exposes the deeper social faultlines resultantly. Which include ineffective implementation of laws, gender inequality in the existence system, dearth of economic opportunities. Furthermore, illiteracy and stereotypical norm of the society. However, by ensuring concerted efforts, ~~and~~ ~~the~~ issue of ~~w~~ such as enforcement of harassment laws, empowerment of women, gender equality and awareness that ~~women~~ females know their rights, these issue can be eliminated ~~is~~ from the society. Thus, female harassment, a prevalent phenomenon, takes place in every sphere of life which resultantly exposes the deeper social faultlines of the

Society. However, the issue can be eliminated by ensuring some effective measures.

The hidden norms of the society are depicted by the practices which are exercised in that particular society. In the same way, female harassment is a practice of unwelcome advances towards the females which shows as the deeper social faultlines of the society. Adward said says the best that is known and practice is called cultures. So the issue of women harassment is also known and practice which became the part of of the culture, whenever female is found in solitary place, she is often harassed in different manners. Thus, it can be said that harassment of female shows the -

the deeper faultlines of the social environment of the society.

There are where places in which ~~too~~ female harassment is practiced but one of them is medical field where women are often harassed. It was reported that ^{more than} half of the female in medical field is harassed" (American Medical Association, 2022.)

This data is really deplorable for the women who are working in the field.

They are subjected to these unfavourable and unwelcome practice in their respective field. To wrap up, that female harassment in the medical field is a common practice which is depicted in the above study by the American Medical Association:

Apart from the medical field, female harassment in the educational institutes is also common. Females in educational institutes, particularly in universities are harassed on daily bases by ^{some} of their classmates or by the concerned authority of the institute. Many incidents of such nature are reported on TV channels. These perpetrators use different tactics in the harassment of female in the educational institutes such as giving high marks in papers. The malemate harassed female by threatening them with false allegations about them. Thus, women's harassment in education & institute is a common practice which is known to everyone. Who studies or works in the institutes.

Furthermore, the domain of politics is also not free from female harassment. Womenfolk is the most vulnerable group to different harassment in politics. They are verbal harassed by call them with bad ~~or~~ names. For example, the famous politician Maryam Nawaz is often called by the false name Nani. Additionally, currently in Pakistani politics the females of the PTI political party are harassed psychologically, physically. They were dragged in streets by the authority. Thus, it can be said the political atmosphere is ~~not~~ not free from female harassment.

To shed light on the condition of women in the economic sector,

the condition is worse than that of the above fields. Women in the economic sectors are usually harassed due to the easy condition for the perpetrators.

Despite the existence of laws to protect women against different harassment at workplace, they have been experiencing harassment in the economic ~~work~~ field. For example

"More than 70% of women are harassed at their workplaces every day" (Daily Times, Jun 2022)

This shocking report shows us the despicable victimization and humiliation of women in the economic sector. Thus, it can be concluded that female ~~are~~ harassment takes place in economic sector on daily basis.

Apart from economic sector, many other professionals —

also remains toxic. Harassment in law enforcement agencies of female is also common in different forms. Like verbal harassment, psychological harassment and emotional victimization. Women are subjected in these departments. On daily basis. " US department of justice reports that more than 70 percent of women in police custody are physically and sexually abused by law enforcement officials."

" This data is not only shocking for the women folk but also detrimental for the national image of the country. Thus, it can be safely concluded that women are female harassment is practised in law enforcement agencies.

Keep the above data under microscope that if female-

harassment ratio is above 70% percent in law enforcement agencies, how female harassment will not take common place in the streets. Female harassment in the streets are very common in sex starvation zone countries. Pakistan is not free from female harassment in streets. The cases and incidents, related to female harassment in street take place in the streets of the countries on daily basis. Females coming from educational institute, medical centres, and bazaar are subjected to various harassment on the streets. such as verbal harassment, psychological harassment and sexual harassment. For example recently a woman was harassed and raped in F9 park Islamabad. Thus, in street female harassment takes place on daily basis.

These common workplaces where women are subjected to various forms of harassments expose the deeper social fault-lines. One of these ~~the~~ fault-lines is the lack of will in the implementation of harassment laws at workplace. There ~~are~~ ~~is~~ ~~no~~ laws ~~of~~ to protect women against harassment at workplaces but the aforementioned incidents, and data show its lack of implementation. "The protection against ~~to~~ Harassment of Women at the workplace Act 2010"

It ensures females's protection against harassment at workplace but unfortunately the law enforcement agencies have failed to implement this law with regard to women's harassment at workplaces.

Another deeper social fault-line exposed by the -

Female harassment at workplaces is the gender inequality in the existence system. Females are discriminated in many fields of life and they are deprived from equal opportunities. For example, 20 percent of the women's representation is in the parliament of Pakistan in each houses. Due to this less representation in parliament influences their decision-making in the parliament. ~~but~~ This less representation shows the deeper social backbone of the society. The widespread harassment in various fields show the backbone of the ~~equal~~ Gender inequality. "870 percent of medical female graduate do not practice." Survey by Labour Force 2022.

Apart from gender inequality, dearth of economic opportunities for female is another fault-line exposed by female harassment at work^{pl}aces. The express Tribune reported in 2022 "Six out of ten female doctors are unemployed in Pakistan". More than half of the population are sidelined in economic opportunities which ~~are~~ make females to various victimizations. The harassment of women in economic sectors exposes the fault-line of the recruitment system and the lack of opportunities for women in various field of life.

Another fault-line exposed by female harassment at workplace is the stereotypical norms of the society. People with

be able mind always think
that people female who
are working outside
the home environment
are characterless and prostitutes,
so ~~are~~ the perpetrators easily
harasses female in streets
and different public offices.
For example, most people
think that women's role
lay within the four walls
of the home. This stereotypical
belief which people hold about
women also encourages the
perpetrators. Thus, the female
harassment at workplaces also
exposes the social stereotypical
norms of the society.

- Last but not the least
fault-line shown by the harassment
of women at workplaces
is the illiteracy among
the masses. According to

Economic survey of Pakistan 2022-23
" Female's literacy rate is 51.9%
and male's literacy rate
is 73.4% " This low literacy
rate of the both gender
contributes to female harassment
at workplaces, because educated
people are aware of
each sex's rights and honor
integrity of each other. Thus,
it can be said from
the above discourse that
harassment of women at
workplaces shows the fault-line
in the Educational opportunities
and performance of the country.

However, these fault-lines
deeper social faultlines. exposed
by the female harassment can be
eliminated at workplace can be
eliminated by enforcing the
existence laws with regard
to harassment against -

Women at workplace. As it ~~was~~ already mentioned above that there are laws for the protection of women at workplaces, so, if the law enforcement agencies practically ~~do~~ implement them, it will ~~will~~ eradicate the heinous practice of harassment against women at workplaces.

In contrary, if there is no practical implementation, the perpetrator continues the practice of harassing female at workplaces. Thus, the laws should be implemented for ending female harassment at workplaces.

Moreover, empowering women will ~~do~~ eliminate the female harassment at workplace. The power of any level influences ~~to~~ people's behaviour towards other fellows. -

So if women are empowered, it ~~will~~ will discourage this unwelcome behaviour of harassment against them.

Martha Ul Haq says in his book "Political Science: Theory and practice" 2019,

"power is the ability which influence peoples' behaviours"

This bears relevance in the case of women. If women are economically, politically socially empowered, NO one can harass them. The empowered women strongly resist such unwelcome advance of the perpetrators.

Beside empowerment of womenfolk, gender equality should be ensured to end female harassment at workplaces and addressing the -

Social faultline in the society. Despite Article 25 of the constitution of Pakistan, women still, which provides equal opportunities for all citizens irrespective of ~~the~~ gender, women still do not have access to many opportunity and subjected to gender inequality." Global

Gender Gap Index 2022

ranked Pakistan 142 out of 145. Furthermore, Pakistan medical commission reported in 2022 that physicians registered with PMC in 47% as female and 53% percent is male."

Thus, if ~~the~~ equal opportunities are provided irrespective of gender, it will enhance the strength of women in workplace, resultly the perpetrators will not be able to look them with harassment designs.

Besides gender equality, awareness should be spread among the civil society that women know their right and female harassment at workplace is violation of their basic rights.

For this awareness about female, seminars and conference should be conducted ~~between~~ among academia and civil society.

Media should be use as a effective tool for this service. Most civilized societies know that women have their integrity, ~~the~~ honour which should not be demaged by harassing them at workplaces.

But the problem lies in the uncivilized and uneducated societies because they are unaware of ~~too~~ that women know their rights. Thus, it should be inculcated in the minds of people that women know their right.

A useful conclusion can be sum up from the above discourse on the topic, of female harassment at workplaces, exposes deeper social fault-lines, that women faces various forms of harassments in different fields of life such as the field of medical, economic sector, educational institutes and political domain. Additionally, female harassment is also common in law enforcement agencies as mentioned above.

As a result of these aforementioned areas where female harassment takes place, the deeper social faultlines of the society is depicted like ~~no~~ no practical implementation of the existence laws and gender inequality in various professional fields. Furthermore,

the female harassment at workplaces also depicts the deeper social fault-line which none other than the lack of opportunities for female. Moreover stereotypical norms and illiteracy among masses are ~~at~~ exposed by the female harassment at workplaces in our society. However, the issues female harassment at workplaces and these deeper social faultlines be eradicated if the concerned measures are taken. These ~~are~~ effective measures include enforcement of harassment laws, empowering women, ensuring gender equality in every sphere of life and creating awareness among people that women know their rights. Thus, if the aforementioned recommendations are taken, female harassment and the deeper social fault-line will be eliminated greatly in ~~the~~ society.