

“FEMALE HARASSMENT AT WORKPLACE EXPOSES DEPPER SOCIAL FAULT-LINE”

1. Introduction

Harassment is a pervasive issue that female face throughout the society, whether in the workplace or any other settings. Females experience various forms of harassment, including verbal, non-verbal, physical, sexual, and cyber harassment. Necessitating authoritative intervention to establish a sustainable environment that empowers and safeguard females within the broader social fabrics

2. Why it is important to address the Harassment issue in the society.

3. Various forms of Harassment

4. Causes of Female Harassment in work environment

- a) Power Imbalance and Hierarchies
- b) Patriarchy as the root cause of Harassment
- c) Normalization of the harassment and Bystander effect
- d) Silence of victim promoting harassment culture
- e) Economic factors forcing females to tolerate harassment
- f) Low literacy's role in perpetrating harassment
- g) Lack of awareness of social and legal rights
- h) Weak law and Order empowering harassers

5. Implications of the harassment on Females

- a) Emotional and psychological distress
- b) Hindrance to Career and professional development
- c) Workplace withdrawal and isolation from the social circle
- d) Harassment cause safety and security concern in a female
- e) Economic and Social consequences
- f) Strain on interpersonal relationships

6. Way forward to control Harassment at work environment

- a) Raising Public awareness through Mass Media
- b) Strengthening legislation and legal framework
- c) Effective Implementation of the existing laws
- d) Women empowerment through inclusion in all sphere of life
- e) Fostering proactive Behavioral change

7. Conclusion