

Female harassment at workplaces exposes deeper social fault-lines

Outline

1- Introduction: Thesis Statement:- At workplaces, deeper social fault-lines leads to female harassment. Deeper social fault-lines including patriarchal mindsets, lack of women's rights awareness, long-prevailing gender disparity promotes female harassment that has several implications. Therefore, some measures be adopted to curtail female harassment at workplaces by improving deeper social fault-lines.

2- Female harassment at workplaces

3- Deeper social fault-lines leads to female harassment at work places

- a) Patriarchal mindsets in society
- b) lack of awareness among women for their rights

- c) Long-prevailing gender disparity
- d) Cultural inequality among gender
- e) Lack of moral norms in society
- f) Rusted rule of law in protection of women rights
- g) Biss role of media in exposing women issues at work places

4- Implications of female harassment at work places

- a) Promotes skyrocketing gender disparity
- b) Threat to women's mobility in society
- c) Gives birth to immorality in society
- d) Makes women dependent on men
- e) Confines women at homes and promotes domestic role of women
- f) Decreases women participation in economy

5- Suggestive measures to contain female harassment at work places



- a) Introducing women's exclusive buses
- b) Establishing women's separate offices at workplaces
- c) Implementing 'Women's Protection Act' at workplaces effectively
- d) Enhancing religious role and social campaign

5= Conclusion



Essay:

"About 52pc of women are facing threat of harassment at workplaces in Pakistan" (Global Gender Index report, 2020). Deeper social fault-lines leads to female harassment at work places. Top among them is patriarchal mindsets in society. Moreover, lack of awareness among women for their rights also encourages women harassment at work places. Other deeper social fault-lines including long-prevailing gender disparity, cultural inequality, lack of morality, rusted rule of law in protection of women in society and biasness of media. All these deeper social fault-lines have adverse affects in society. These prevails gender disparity in hike, pose threat to women's mobility, immorality in spice and leads to dependence of women in society. Further, deeper social fault-lines

continue women's at homes and decreases women's participation in economy. Some measures including separate buses and separate offices will help in curtailment of female harassment. Moreover, implementing 'Women Protection Act' and promoting religious values and social cohesion will help in reducing the threat of female harassment at work places.

In fact, deeper social fault-lines has prevailed female harassment at work places. All such deeper social fault-lines such as, Patriarchal society, lack of awareness among women, gender disparity etc promotes female harassment that has several implications.

Therefore, by adopting some measures, the threat of female harassment can be curtailed.

Female harassment at work places is a serious issue today.

In fact, female are facing threat of harassment at workplaces usually. "About 32% of women are facing threat of harassment during work every day." (The World Economic Forum, 2019). Therefore, female harassment at workplaces is a growing threat today.

Certain deeper social fault-lines leads to female harassment at workplaces among which is patriarchal mindsets in society. In fact, patriarchal mindsets are become dominant in society and discourage women's mobility. Patriarchy has always posed threat to women in society. According to a survey conducted by the World Economic Forum, "almost 56% of women are under suppression of patriarchy." (The World Economic Forum, 2019). Therefore, patriarchal mindsets lead to female



Harassment at workplaces.

Along with patriarchal mind-sets, lack of awareness among women for their rights also leads to female harassment. Women's unconsciousness paves pathway for suppression of their presence. Lack of awareness of women rights keeps women silent on their violation of rights.

Women's silence in violation of their rights leads to female harassment in hike.

Due to long-prevailing illiteracy among women in society. (Hussain, Female Harassment, 2018)

Hence, lack of awareness among women for their rights leads to female harassment.

Further, long-prevailing gender disparity also contributes in female harassment at work-

places. Gender disparity affects rights of gender in society. Certain misleading concepts regarding gender prevails women's insecurity in society. According to the latest report, "Pakistan ranks at the second last, 144th out of 146th countries in the world regarding gender disparity." (The Global Gender Gap Index Report, 2022). Therefore, gender disparity in society has affects on female harassment at workplaces.

Furthermore, cultural inequality among gender leads to female harassment at work places. Cultural values have impact in gender in society. Different cultures have different perception on gender and supreme values suppress inferior values regarding gender. As per Global Gender

Gap Index Report, "Women in Afghanistan are more suppressed in their rights that encourage female harassment globally." (Global Gender Gap Index Report, 2021). This, cultural inequality also encourages female harassment in society.

Moreover, lack of moral norms in society also encourages female harassment in workplaces. Moral decline causes decline of human respect in the world. In fact, "lack of morality in society affects women's participation equality." "Lack of moral and religious morality put women down by an iron hand and compels women for sexual activities." (Friedrich, life style revolution, 2003). Therefore, female harassment is also led by lack of moral norms in society.

Rusted rule of law in protection of women rights has encouraged female harassment at workplaces. Rule of law keeps balance in social standard. But, unfortunately, rusted rule of law has prevailed female harassment more common in society.

"Pakistan ranks at 129th of 136th countries in rule of law index globally." (Global Justice Index Report, ~~base~~) Therefore, rusted rule of law has encouraged female harassment at workplaces.

The most important bias role of media has put oxygen for female harassment at workplaces. In fact, female harassment has got frequent coverage of media. Media biasness has amplified female harassment in society. Coverage of media in the context of female harassment

has given oxygen to harassment cases at work places. (Zubaida Mustafa, Gender oppression, 2022).

Therefore, bias role of media has increased female harassment at work places.

Deeper social fault-lines have several implications in society in the context of female harassment at work places in which skyrocketing gender disparity is more common. Skyrocketing gender disparity is an outcome of continuous female harassment at work places. Unending female harassment has accelerated gender disparity. According to the United Nations, "Women are 16pc in labour market contribution in Qatar's against 72pc of men." (The United Nations, 2023). Hence, female harassment increases gender

disparity in society.

Further, threat to women's mobility in society is another outcome of female harassment at workplaces. Restrictions are increased in women's mobility due to female harassment in life. Resultantly, women are compelled to decrease their mobility. According to a survey, 'Female harassment cases have restricted women's mobility by 66% in urban or rural areas of Pakistan.' (The World Economic Forum, 2020) Therefore, threat to women's mobility is an outcome of female harassment at workplaces.

Furthermore, immorality reaches at peak due to continuous female harassment at workplaces. Female harassment encourages immoral

values in society. Certain cases of women torture at domestic level are evidences of female harassment outputs. "Female harassment of workplaces leads to immorality at homes among couples as victim blaming." (Jahir Seleem, Victim Blaming, 2001). Thus, female harassment has encouraged immorality in social standards.

Further more, women's dependency is increased on men. In fact, women are suppressed in hands of men for their basic needs. Female harassment has encouraged patriarchal standards to keep women dependent. According to a report, "About 72pc of women in Pakistan are dependent on men for their needs" (The World Bank Report, 2002). Hence,

Women dependency is led by female harassment at workplaces.

Moreover, women are confined at homes and playing as a domestic role. Due to unending female harassment, females are limited at their homes as their safety. More women are preferring domestic role today due to fear of harassment at workplaces.

According to a report, "Unending dilemma of female harassment at workplaces in Pakistan has increased rate of women at domestic level." (The World Economic Forum 2020)

Hence, women are confined at homes and are carrying domestic role.

Female harassment has also impacted women's role in economy. In fact, female harass-

has inspected female participation in labour market globally. All women are stayed away from major participation in economy. According to the Global Gender Index Report, "About 200 years are required to make equal gender participation in economy" (Global Gender Index Report, 2018). Therefore, female harassment has decreased women participation in economy.

Some measures are required to curtail female harassment at work places in order to improve deeper social fault-lines such as, introducing women's exclusive buses. Women's exclusive buses will put down fear of harassment in society to get safe reach at work.

laces. The government should introduce women exclusive buses in country. "Sindh Government has launched women exclusive buses in Karachi to ensure women protection." (Women's mobility Fund, 2023). Therefore, government should introduced women's exclusive buses throughout the country.

Along with exclusive buses, separate office system should be introduced in both public and private places. Establishment of separate offices will reduce threat of female harassment at work places. Women are regarding separate offices as a safe working environment. "About 67% of women are in favour of separate women offices at work places in Pakistan." (Sajid, Women's issues in society, 2020).

Thus, establishing separate women offices will contain female harassment in society.

Moreover, implementing 'Women's Protection Act' will also help in improving deeper social fault-lines. In fact, government needs to play an effective role in implementation of the act. 'Women's Protection Act' implementation will reduce female harassment at workplaces. "Women Protection Act of 2019 needs strict implementation to safeguard women's status in society" (Saini, 2019). Therefore, 'Women's Protection Act' should be implemented effectively.

Not but not the least, enhancing social campaign and

religious role will also help in filling deeper social fault-lines. Religious scholars and social campaign together has power to curtail female harassment at work places. Role of religion and social law will suppress female harassment cases.

"Fornication and adultery are prohibited in Islam. But, harassment is the worst sin in Islam" (Dr. Israr Ahmed, *Provisions of Islam*, 2018). Therefore, religious grouping and social campaign can suppress female harassment at work places.

To sum up, deeper social fault-lines exposes in the context of female harassment at work place. Several deeper social fault-lines including patriarchal mindsets, unawareness of women's rights, long-prevailing gender disparity leads to female

harassment at work places. Moreover, decline of morality, rusted rule of law, and blemish of media are also major contributors in female harassment at work places. Resultantly, deep social fault-lines impacts standards of society such as, promotes skyrocketing gender disparity, cultural inequality, restrictions in women's mobility etc. Along with these, female harassment deters female role in economy growth. Therefore, some strategies such as, separate exclusive buses for women, separate offices, implementing laws and enhancing religious and social campaigns will help in improving deep social fault-lines and will curtail female harassment at work places for the sake of future growth.

"Females are 50% of
population of the world
needs equal standards
in society."

(- Simone de
Beauvoir, *Second Sex*,
1997)