

Topic: Female harassment at workplace  
exposes deeper social fault lines

Outline:

- 1- Introduction
- 2- Female harassment at offices: an overview
- 3- Social defaults behind the harassment at workplace
  - a- Pressure on women to be silent on exploitation more encourages men
  - b- Economic power only belongs to men: a cultural concept
  - c- Patriarchal society leads male dominance
  - d- Misconstructed authority to discipline women increases manipulation at office
  - e- Victim blaming by society: a certificate for harassment
  - f- Power imbalance in house: normalize inappropriate behavior at work
  - g- Religious misinterpretation to justify submissive women role

4- <sup>Workplace harassment</sup> How social fault lines affect women

- a- Hostile work environment cause psychological problems

- b- Workplace harassment: a compelling reason to quit job and financial issues
- c- Absence of mind at work decreases performance
- d- Damage to self esteem and lack of confidence
- e- Marginalization of women at authoritative post
- f- Depression and fear cause health issues

## 5- Way forward to curtail social fault lines

- a- Role of Ulema to educate people about true status of women
- b- Education of communities to support women against harassment through seminars
- c- Awareness to report harassment through telecommunication messages
- d- Quick action and implementation of law on harassment case to penalize convict

## 6- Conclusion