

TOPIC: Female Harassment at work places exposes deeper social fault-lines

Outline:

1. Introduction:

Thesis statement: Female harassment has become a new norm, which exposes the ugly picture of the society. It has myriad implications. However, some meticulous and stern actions may avert the issue of female harassment at workplaces. (34)

2. Female harassment revealing the behaviour of female harassment

3. Social fault-lines leading to female harassment:

- a) Male dominate society
- b) Social norms hampering the women from working outside
- c) Non-availability of moral education
- d) Negative role of media
- e) Lack of accountability measures

4. Implications of female harassment at workplaces:

- a) Leaving job and preferring

domestic work

- b) leaving the country for better future
- c) wastage of country's talent
- d) Disturbing economic cycle of the country
- e) Aggravating poverty rate

5.

Remedial measures to counter female harassment:

- a) promotion of moral education
- b) Ensuring gender equality
- c) Increasing the literacy rate
- d) strict actions against violators

6.

Conclusion

Can you imagine if half of the country is closed inside their houses and ^{only} the rest are disected to work, what will happen to that country? Same is happening with Pakistan. Where half of the country's population represents women. However, they are either stopped from working outside or harassed at different workplaces. These harassments are majosly due to living in a male dominated society. Similarly, social norms, non-availability of moral education, negative role played by media, and lack of accountability measures further add insult to the injury. These harassments result in wooseful implications including, limiting the women to only domestic works, compelling them to leave the country for better future, and disturbing the economic cycle of the country. All these statements clearly that female harassment has become a new norm, which

exposes the ugly face of society. It has myriad implications. However, some meticulous and stern actions may avert the issue of female harassment at workplaces.

Females are harassed at their workplaces ⁱⁿ ~~one~~ way or the other. They are harassed by various means. They are abused, persecuted, and even sometimes raped. According to United Nations report, seven out of 10 women face violence in various countries of the world. Another report revealed by National Commission of Human Rights (NCHR) Pakistan, about 13000 gender-based violences occurred in the country within a period of three years.

Female harassments at workplace has exposed the social fault-lines, which lead to harassment of women. Here some of the main causal factors will be discussed.

Male dominated society

is the main cause of gender-based violence and harassment of females at workplaces. Male dominance can be witnessed in most of the countries including the third world countries like Pakistan. In Pakistan, male dominance ~~has~~ has pervaded in almost all major fields, from politics to economics. There is a wide gap between both the genders.

And the goal of gender gap ~~will~~ ^{would} not be completed in 300 years (Antonio Guterres - The secretary general of United Nations). Hence, male dominated society leads to harassment of women.

Similarly women are hampered from working outside their homes. Women mostly prefer domestic works as male dominated society leaves no space for them to work. According to census 2017 ~~49~~ forty-nine percent of Pakistani population comprises women.

However, their participation in outside work is mere twenty one per cent. This is not only a point of reflection, but also a point of shame for the country. As a result women are hampered from working outside their homes.

In a similar way, there is lack of moral education. Moral education plays a vital role in diminishing the disrespect to humankind, especially, women. Unluckily, now-a-days every institution is running in the race of marks and grade. They have completely ignored the concept of moral education. They are mostly interested in their self motives, and amassing wealth by means of fee and other uniform and stationary expenditure. Thereby, lack of moral education has led to female harassments

Likewise, social media also plays its nefarious role. Social media is now everyone's need. Everyone is acquainted with it. There are certain ways by which it leads to gender-based violence. For instance, there are many platforms which provide vulgar, nude, and actuating videos, which misguide the people and increase their sexual desires. As a result, such people who fall a prey to negative contents are easily prone to heinous activities which then lead them to harassing the people, especially females. The platforms may include Tiktok, snapchat, Bigo Live, and Youtube, etc. To conclude, social media, with its negative content, also leads to harassing the women.

Moreover, there is lack of strict measures and punishments which becomes the cause of impunity to such people to

harass the women. Punishments and accountability ensure sense of fear among the people and the refrain from wrongdoings. However, there are many societies where strict measures are absent for such harassment cases. They are easily released by the courts after slapping on the wrist. Hence, non-availability of punishments is also major factor in harassment of women.

Harassment of women at workplaces has negatively impacted the societies in myriad ways. Following are the some main implications of female harassment.

Firstly, the victims of harassment are compelled to leave their jobs. ~~Therefore~~, Harassment at workplaces causes mental disorders in many women. They cannot bear to stand the pressure. Thus they quit their job

in compulsion and prefer domestic works over outside work. Every year many women leave their jobs just because of harassment.

Secondly, some women also leave the country for better future. When women are teased, harassed and abused at different working sites. They have no option left but to either quit the job or leave the country for better future. Previous year,

8,32,339 Pakistanis left their country ~~and~~ to foreign countries for better future, many of them were women. (Bureau of Emigration and Overseas Employment). Thus women harassment leads to emigration of people to overseas countries.

Thirdly, Cream of the country is wasted. As females population in Pakistan is around 49 percent. If they are harassed

and compelled to leave the country. The majority of talented women will go for green pastures. In this way the cream, most talented people, of society, is wasted owing to harassment cases. This female harassment causes wastage of talent of the society.

Fourthly, whole economic structure of the country will be disturbed. A society in which both men and women work together shoulder to shoulder soon reaches the zenith of glory. While a society in which females are harassed and hounded, so that they might not participate in outside work, will soon witness a decline in its economy. And same thing is happening with Pakistan right now.

Lastly, it increases the poverty

rate. When there are many workers in a family they uplift the country combinedly and eradicate the roots of poverty. This will happen if females ~~to~~ work side by side to their male counterparts. If women are harassed then how they will work in a male-dominated society. Hence, it will automatically reduce the rate of poverty.

Every problem has some certain type of solutions. Female harassment can also be tackled if some affirmative and timely actions are taken. These measures can help in this regard.

Promotion of moral education plays a crucial role in maintaining peace and harmony in a society. In this regard teachers and the institutions must be held in confidence that they should ensure moral and ethical

values, instead of running in the race of marks and grade. For ~~the~~ similarly, syllabi should also be revisited according to the norms and needs of society.

Similarly gender parity should be promoted. There should be no gender discrimination at work places. For the promotion of gender equality, lessons should be included in syllabi of educational institutions. Moreover, female education, and participation in various fields should be promoted, so that the wide gap of gender parity could be bridged easily.

In a likely manner, high literacy rate ~~etc~~ can also help in reducing the harassments.

As the literacy rate in Pakistan is mere 61 per cent, therefore, there still many people who debar their women from getting education and working

outside freely. If Literacy rate increases more people will be aware about the worth of female participation. Therefore, Literacy rate should be increased to ensure the reduction of gender-based discriminations.

Last but not the least, government should also play its vital role in ensuring accountability and punishment of such people who harass the women. It is worth mentioning that actions are already taken against such violators. Sometimes they are even imprisoned, but after a light punishment, they are released. Seeing the light punishments, such people again involve in their heinous activities. Therefore, hard punishments of both physical and economic nature should be inflicted on such people to avoid harassment of females.

In Summary, there is no iota of doubt that females are harassed at working sites. Harassments are due to social norms, lack of morality, and the male dominated society. The outcomes of such harassment are perilous for the country. As they cause emigration of women to overseas countries, reluctance to working outside, and aggravation of poverty rate. Therefore, affirmative measures are direly needed. These measures may include ensuring morality in ~~the~~ educational institutions, gender equality in society, and taking strict and timely actions against harassers of women. These affirmative measures should be taken promptly, otherwise the society will witness a decline in every field owing to losing ~~the~~ its second shoulder.