

Write a note on the social determinants that contribute to workplace violence against women in Pakistan?

Introduction: Social determinants are the factors in which a person grows, work and live. There are a lot of social determinants that contribute to workplace violence against women in Pakistan. Pakistan faced gender discrimination in both public and private sector.

VIOLENCE AGAINST WOMEN IN PAKISTAN

- (1) **Sexual Harassment:** Sexual harassment is very common in the society of Pakistan. Women face a lot. According to **Alliance against violence (2023)** report that 94% of the working women face sexual harassment in both public and private sector.
- (2) **Economic Participation:** Women have very low economic participation in the Pakistan. Women have very access to economy. A lot of women are not being allowed to work after marriage. But, if women have equally participate in the economy, a country will do progress. According to **World Bank**, achieving economic gender equality in the economic participation leads to the **30%** increase in the GDP of Pakistan.

(3) Financial Inclusion: Women have less financial inclusion in the Pakistan. To empower the women, it is very important that they are financial independent. Women do not depend on men for the basic financial needs. According to World Bank, Pakistan had 11% financial inclusion for women and 21% for men.

	Women	Men
Srilanka	83%	82%
India	32%	43%
Pakistan	11%	21%

(Source: World Bank)

(4) Parenthood: Women have less aware about their needs. Working women having children faces difficulties in terms of parenthood. It is the cause of violence in society. Working women do not work in a good manner due to society pressure. According to a report of Women, Business and Law 2023 Pakistan had a very least score in parenthood.

(5) Harassment: Harassment is the major social factor that women face in their work place in Pakistan. Harassment are of various types such as sexual, physical and cyber bullying.

According to a Pakistan Federal Ombudsman Secretariat For Protection Against Women (2022) 5,184 complaints are filed for a case of harassment. Women face workplace violence in both private and government sector. 584 lodged by women and 144 by men. Harassment destroy the society and nation as well.

(6) Black mailing: Black mailing is the determinant that women face major in their workplace. Elite of the offices that blackmail their employees for their own chōi purpose. People do not respect the women.

Be respectful to women, because they are the mothers of mankind.
(Imam Ali)

(7) Environment: Workplace environment is very important for the proper working of an organization. A very bad environment that lead to the violence of women in the Pakistan.

Initiative For Women Empowerment

There are some initiative that are taken for the women empowerment.

- 1) Expansion of welfare centre.
- 2) Establishment of Qasre-e-behbood
- 3) Skills for market.
- 4) Hockey Stadium
- 5)
- 6)

✦ **Expansion of Welfare Centre:** Family welfare centre is very important for the women empowerment. Planning and services are provided to the family for the better live

✦ **Establishment of Qasre-e-behbood.**

The establishment of Qasre-behbood and Sanatazaar is a project of Social welfare department that empowers the women in the Toba Tek Singh and Thelum.

✦ **Skills For market:** There are major skill that are market requires for their functioning. Project of Market drivers Skills that empowers the rural women by Pakistan Skill development fund. It is very important to empower the women in terms of skills.

✦ **Hockey Stadium.** A Waqar-u-Nisa college establish Hockey Stadium in the Rawalpindi by Pakistan Youth Affairs department to

empowers the women in terms of sport.

Conclusion: There are many social determinants that lead to the workplace violence for the women in Pakistan. Sexual harassment is the major obstacle in the Pakistan. But we need work together for the proper awareness of the people. There is a dire need to take initiative for the women empowerment.