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needed to secure women a
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Female Harassment at Workplaces Exposes Deeper Social Fault-Lines

Outline:

① Introduction

Women are subjected to discrimination and harassment not only at homes, but also at workplaces. This kind of mindset is ingrained in our society due to traditional way of looking into things which creates a very distressing environment for the so-called 'others'. Such mentality needs to be changed and must be developed into more incorporating for everyone.

② Customary and long-established outlook of a female in our society.

③ Harassment of female generally in society and particularly at workplace.

(a) Psychological Harassment in society and at workplace.

(b) Hostile attitude towards female in society and at work place.

(c) Sexual harassment in society and at work place.

(d) Physical assaults that female faces.

(e) Power-based assertions against female.

④ Female Harassment exposes socially ingrained fault-lines

(a) Patriarchy reinforces gender grading

(b) Culture as a source of devaluation of female

(c) Lacking awareness and non-appropriational education

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(d) Intersectionality of discrimination and marginalization

(e) Masculinity encourages and fosters abuses against female.

(5) Ways to counteracting and counterbalancing of such fault lines

(a) Education and awareness

(b) Strengthening Marginalized People

(c) Getting away with traditional harmful norms

(d) legislative efforts to curb such fault line

(6) Conclusion.

In the past decades, a dramatic increase in the number of women participating in the workplaces has taken place. Since primitive time, women have played secondary role, and were seen as less than a man. The only role suitable for women was raising a child and works of home. Many women want to start their career and desire a place in this world. They want to be their own breadwinners, becoming self-sustaining, independent, and free from hold of man. One thing that is as clear as day is that women in all of their careers are striving to gain equality in the work force today. But women are subjected to discrimination and harassment not only at homes, but also at workplaces. This kind of mindset is ingrained in our society due to traditional way of looking into things, which creates a very distressing environment for the so-called "others". Such mentality need to be changed and must develop a more cooperative and incorporation of everyone.

There have been many ways developed in a society which hindered any betterment for womenfolk in our society. Customary and long-lasting outlook of women as "others" have played a distressing role specially countries which are poor. These customs seems

to play a major role in developing taboos regarding women, no matter how stupid that may be. Such as, women are secondary beings, and need of them is only the care of their men, children, household and society. As men is a chief bread winner, only he/they can make a decision regarding future of not only himself/themselves, but also of their household, society and even of women. This kind of norms played abysmal role in our societies.

These customary norms have led and encouraged women to look for a better future, so they started working, not only for themselves but also for their families and households.

But this change, man hated it, started to challenge by power-centric patriarchal mind set at workplaces, which earlier was only based in society. There are several ways, through which men started to intimidate women and harassed them:

First of the tactics to terrify a woman was through psychological or emotional way. Men used persistent patterns of behavior intended to undermine, intimidate, or manipulate an individual's self-esteem, dignity, or emotional wellbeing. Constant criticism and humiliation are one of them. It was cited 'Female Labor Force'; women with high-level education, labor force lags far behind 23%.

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Second method that men use to frighten women is through their hostile attitudes. Unwelcome gestures, facial expression and/or physical behavior create a very uncomfortable environment for the working women. Malicious intents, staring, making suggestive gestures and even breaching personal space are ones of them.

Third tactics used by men to harass a female is through sexual harassment. This incorporates unwanted sexual advances, comments, requests for sexual favours or physical conduct of a sexual nature. It was reported in "the tribune express" that more than 5,000 sexual harassment cases were registered between 2018 to 2022 in the Federal Ombudsman Secretariat for Protection Against Harassment. Almost 32% of women are victims of violence and 40% of married women also face such harassment.

Fourthly, physical assault/harassment involve unwanted physical contact, assault, or aggressive behavior directed towards the 'others'. This may include pushing, slapping, hitting, or any other form of physical intimidation. This would reduce a women to a mere object, being subjected to ~~use~~ use, and when need for it is over, is thrown in the dustbin.

Last but not the least, Power-based harassment in which individuals in power positions abuse their authority to intimidate

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subordinates. This can include sexual demanding favors for career advancement, creating a hostile work environment, or using coercion and threats.

Harassment on females exposes deeper social fault lines. ~~Some~~^{Few} of which are given and elaborated below:

Firstly, patriarchal norms stem from traditional gender roles and where women are expected to oblige and conform to certain stereotypes and face discrimination when they challenge and try to act against them.

Reinforced gender hierarchies and maintaining control are the means to this harassment.

Secondly, cultural and social attitudes towards so-called 'others' prevail through reflection of work force harassment. Societal norms affects them through perpetual misogyny, objectification of women, and devaluation of women's contribution and concerns. As discussed above, it reduces a woman into an object, who is unable to speak, act or counter act any discrimination subjected to them.

Thirdly, lack of awareness and misappropriate education leads to further strengthening and intensification for women secondary role. This causes harassment that is meted out to women. Some of the individuals are unable to understand as it totally ingrained in our mind and.

culture, education and our conscience. Society has become unable to differentiate the discriminator's conscience or record conscience that prevails in our society. Many don't understand impacts it has or may not be aware of laws and policies that protect against harassment.

Fourthly, intersectionality is the effect of different kind of discrimination meted out to against women in forms of discrimination and marginalization, and repercussion of it which further give rise to yet other unfair or prejudiced treatment against women such as race, ethnicity, sexual orientation, or socioeconomic status. ~~give rise~~ Women from marginalized group face compounded experience of harassment.

Lastly, masculinity prevails in our society, lack of fear, bravery, adept nature, unjustive and power is subjected to be a man's business. Women, thinks our society, have nothing to do with it. They just are there to care, make family and their men happy, care of child, breast feeding and child raising is their only work. Seats of power and authority are only for men, who are best suited for it. This thinking leads women to be the master of their own life and then try to sustain themselves. Trying prove it, lead a woman to face the wrath of society.

Above discussed abuses, discrimination, inequality and lack of opportunity motivates women to go out to counteract and balance every act of discrimination meted out at them. But everyone as a member of society needs to opt for a thinking which suits better to ever-changing time and development of society. One can do this through certain means defined and articulated below:

Firstly, Promotion of education and awareness programs, debates, conferences and session needs to be held to address gender equality, diversity, and inclusion in schools, workplaces, and communities. These deliberations should highlight the importance of respectful and equitable treatment, challenging stereotypes, and promote understanding. Religion of Islam is best way to achieve the better mentality in this regard.

Secondly, there needs to be a way through which marginalized are empowered and creation of equal opportunities for their advancement in the workplace, is surely the way to go. Women from this group are more prone to such abuses and discriminations as their marginalised family are always subjected to power dominion by the powerful individuals.

Thirdly, old conventional and traditional customs, culture, and attitude should now be gotten away with. As their prevalence in society further contaminate it, by means of power masculine based, power-assertion mentality of male individuals. Like a woman should not got with her non (relative) sibling. She can't got to cinema, work places and other places just because it's not the norm and is taboo in our society. These intricate mentality exposes how male dominated society, wants to keep itself in the abyss and donot want to change itself with the changing times.

Lastly, legislation of the government should be utilized to eliminate these taboos as discussed above, through policies and legal framework, through establishment and enforcement of robust policies that prohibit workplace harassment and protect the rights of women. These policies should ~~be~~ clearly define what constitutes harassment; outline reporting procedures and ensure building confidence in women to go out to work as they wish.

There have been many remedies introduced into the work place that tried to address the injustice toward women in the work place. Although there have been many improvements for women in the workplace, there are still many inequalities for women women when compared to men. Remedies are

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needed to secure women a fair and equal role and equal opportunity in the workplace. However, I do think that gender equality can be achieved. This change can only fully occur when we change the attitudes of every individual towards women. When we accomplish that then we can fully achieve gender equality in the workplace.