

# Female harassment at workplaces exposes deeper social fault-lines.

## Outline

### 1 Introduction

Thesis statement

### 2 Causes of female harassment

- a) Patriarchal Society: Greater gender gap
- b) Uneducated and untrained man labour
- c) Aloofness from moral values
- d) Lack of proper upbringing
- e) Less control on sexual desires
- f) Absence of strict state laws against perpetrators
- g) Considering women are physically weak

### 3) Implications of female harassment on society and country

- a) Widening the gap of gender equality
- b) Increasing sense of insecurity for women in society
- c) Women feel embarrassment in reporting harassment cases due to obsolete and out-dated customs of society
- d) Lesser participation of women in society and country's progress
- e) Portrayal of bad image of country before the world

f) Low foreign investments due to insecurity

4) Measures to overcome female harassment at workplaces

- a) Promoting matriarchal society instead of patriarchal society
- b) Educating young people; giving them moral trainings for their character building
- c) Eradicating all the taboos in the way of women in reporting the harassment cases
- d) Making state laws more severe for perpetrators
- e) Promoting the issue at national and international levels

## Conclusion

Many social evils are prevailing in the society but female's harassment is the worst one. It not only undermines a society's prestige but also promotes inhumane conduct of perpetrators. The whole world is facing this issue but developing countries are major victim of this vice. These countries face gender inequality due to the male-dominated society approach. Mostly people are uneducated and are not properly trained to live in a society. They lack moral values which

may be due to aloofness from education and religious injunctions. They come from slums and do not get proper upbringing in childhood. They are forced to join bad company which not only deteriorate their character but also fan their sexual desires. They thought women are physically weak and do not feel fear in doing sexual abuse due to the absence of strict state laws. This brings a larger <sup>gender</sup> gap in society. Male dominate in society and women do not get opportunity in the progress of country. It represents a poor image of country and society and country's progress is undermined. By taking some strict actions, prompt availability of justice and making strict laws against perpetrator will lessen female harassment at workplaces.

Patriarchal society approach has become dominant. This approach caused a larger gender gap in society. Men feel themselves as the leaders of society and do not value the contribution of women in

Society's well-being and country's progress. They think that women should stay at home and up bring their children. In this way male-dominated society undermine the women importance.

One major cause of female harassment is uneducated and untrained man labour. When people are uneducated, they come out of their houses to meet their ends. They do work on daily basis to fulfill their basic necessities of life. They get bored from this routine and find recreation in some evil activities. They feel inclined towards female harassment. So, their uneducated behaviour becomes a reason behind this evil.

As people remain uneducated, they also remain away from moral values. They do not <sup>get</sup> education not in schools only but also in religious seminaries. They lack moral character. They are unaware of the Islamic punishment of rape according to Islamic injunctions. They also do not

Know about the state laws against sexual abuse and harassment. Their ignorant behaviour proves to be a cause of female harassment.

The perpetrators of sexual abuse are mostly illiterate and ignorant people. They come from slums and villages. They lack proper upbringing, when they were children. They lack basic needs of life. They have to work forcefully in childhood and they face bad company of people. They learn from the society and get influenced from bad behaviour of society. They cannot differentiate between evil and good. In this way, they do not hesitate in doing such shameful act.

One other cause of female harassment and sexual abuse may be the absence of strict state laws against perpetrators.

These perpetrator get bail in such heinous crime. They do not feel fear from state laws because they know that they can get an escape easily.

from such crimes. State laws often fail in creating a deterrence against such crimes. State laws are absent or they may not provide prompt justice, that's why the offenders feel free in committing such crimes.

People consider women are physically weak. She cannot protect herself in this difficult situation because she is unable to defeat the mighty man. This thought fans the courage of men to harass women publically or privately. Men thought themselves as powerful to do anything they want without any fear. This physical weakness also contribute to the causes of abuse and harassment of women.

This inequality and insecurity present many implications on society. One of the major causes is the gender differences. The society get divided into two poles. The mighty men and powerless women. In this scenario, females are depreciated.

from their rights and responsibilities. Men do not respect them and keep women always under their orders. Such gender inequality poses a serious threat to the existence of society.

In the male-dominated environment, women do not feel secure. They always feel insecure and cannot focus on their work. They cannot compete to the fearless men. They cannot develop their skills, although women are more talented than men. They often <sup>feel</sup> fear about sexual abuse and harassment, whenever they come out of their houses. This sense of insecurity faints their abilities and skills in competition with men.

Many obsolete and out-dated customs prevail in society even today. These customs hinder women from stepping onwards. Many women lose their strength and courage due to these customs and cannot report against harassment - they face it at workplaces - because of embarrassment in

the society. As out-dated societies do not appreciate the outdoor working of women. They blame women for this abusement instead of men.

As women feel less secure outside from their houses, so they hesitate to participate in outdoor activities. They do not get employment in larger firms because they cannot compromise their respect and honour. Such insecurity and fear keep them away from the progress of country. Without their proper participation in every field of life, a country cannot make progress. A country declines in its development due to no women resource participation.

No participation of women in country's development not only lessens its progress but also undermines its image before the world. Other countries do not consider such country for participation and business investments. They do not want to make cordial relations with such country where



participation is not enough to contribute in the progress of country. All the countries feel hesitant to make ties on social and cultural levels with such country. In this way a bad picture of country is portrayed before the world.

Female harassment can be overcome by taking some serious and sincere measures. In the male-dominating society, the importance of women should enhance. There should be a paradigm shift from patriarchal to the matriarchal society. When females prevail in the society, they society will bloom in a different way. The country will make progress due to women's participation. In fact by cutting down the dominance of male in society, women feel more secure and confident.

One other measure is to educate young people to give them moral training in correcting their conduct. They should teach the methods of self-control which

ultimately lead them to control their sexual desires. They also become aware of state laws and Islamic Enjunction related to rape and harassment. When they feel deterrence due to strict laws they do not even think about such crimes. Educating them is necessary without proper education, they cannot develop moral values and self-control strategies.

Along the training of young people, the society should also be informed about the consequences of such heinous crimes. Proper training and education should be given to the communities to make them open-minded and urge them to leave the out-dated mind-set. So, the women do not feel embarrassment in reporting against the harassment and abuse cases. Women get justice by punishing their perpetrators. Also, the offenders feel fear before committing this crime.

One major thing that should be done promptly is the severity of state laws.

The state should practice zero-tolerance policy against perpetrators of rape and harassment. Death sentence or whole life imprisonment should be the punishments for the offenders. These punishments should be general which creates deterrence in other people. They start shambling after listening the punishment of harassment. The justice should be prompt so that no offender escape from punishment.

Lastly, the world world is facing this serious problem. Therefore, efforts in eliminating and overcoming this issue should be made on national and international levels. Some serious steps should be taken in this regard. Women should experience freedom of speech, liberty, expression. Various opportunities should be created for women empowerment. Gender gap should be lessen.

Collective efforts are needed in getting such achievements for women.

In a nutshell, females are the asset of a nation. Females should be

respected in every house, community, nation and region. Islam also gives women a high rank. Without women no home, no society and no country can make progress. When women feel secure and confident, they contribute in the uplifting of the world. So, respecting the women is necessary in every way. Their harassment poses a serious threat not only to the society but on a larger scale to the whole world. Women are the building block of every society. They should be honoured.