

# Exposes Social Fault-lines

## Introduction

1- What is female harassment

at workplaces

2- How Female Harassment at work places Exposes Social Fault - lines.

a- The unequal distribution of Powers among male and female

b- Women objectification also gives rise to harassment

c- Decision making power is in hands of men everywhere

d- Stereotypical approach towards female jobs

e- Lack of awareness about women rights

f- Tolerance for harassment encourages harassers

3- Why are Female harassment cases increasing instead of decreasing

a- social stigma attached to female harassment

b- Lack of support for the victims

c- Lack of awareness and education in women about their rights

d- Ineffective laws and policies for harassment

3- What are the way out from of this social ill

a- Raise awareness about female harassment

b- Creating supportive and healthy environment

c- Promoting gender equality

~~d- Strict laws~~

d- Implementation of strict laws and policies

e- Encourage and support reporting harassment cases

conclusion

"The only women who don't believe that sexual harassment is real problem in this country are women who have never been in the workplace."

(Cynthia Heimel)

Cynthia in this quotation has actually caged a real big issue the society is facing in this modern age. Workplace harassment of female is such a huge and alarming issue in Pakistan. It is important for any state's development that their masses work together for state. If both males and females work together, the state can achieve its desired and respected position. Women, especially in under developed states like Pakistan are not very active in jobs outside because of harassment issues. Sexual and psychological harassments are increasing with each passing day.

which is making it more difficult for females to go for jobs. These workplace harassment issues exposes that there are some deep rooted social ills. Outdated social norms and inappropriate interpretation of religion lead the society towards such evils.

However, by recognizing these fault-lines, workplace can be made healthier and equitable for both males and females.

Female harassment at work places have become a very common topic nowadays. Atrocities against women is common problem everywhere. Workplace harassment has always been used against women who are considered as the most vulnerable section of society.

The unequal distribution of power among males and females actually causes the main problem. Gender inequality is the main cause with other underlying issues.

Institutions and organizations in our society are designed in such manner that they discriminate between men and women. Women are more likely to get harassed at work places due to her gender. Almost 93% of Pakistani women faces harassment at workplaces due to her gender.

"Cases related to harassment of women at the workplaces are common in Pakistan, and according to the Islamabad-based non-profit organization, Alliances Against Sexual Harassment, about 93% of Pakistani working women, in both private and public sectors acknowledge facing some kind of harassment in professional settings. Gender inequality creates an abusive and hostile environment for women at workplaces. This kind of attitude leads to underdeveloped state.

as a normal employee rather  
they are treated as an object.  
Their talent is not considered  
that important rather her physical  
appearance is considered more.

Women with good physical appearance  
is more likely to be favoured <sup>in</sup>  
her workplaces. If a woman gets  
good position in her job it is  
not considered her talent. This  
objectification damages the  
confidence and self esteem of  
women. Women are seen as  
an object of pleasure by males.  
They are not considered as  
normal human beings.

respectable and powerful positions. They are more likely to harass women for their weak status. They are more vocal as compared to women that makes women more vulnerable. Men make such laws and decisions which are in their favour only. They more focus on their power. oppressing women give them more pleasure. Women are not on such positions so they could make women favoured decisions.

Discriminatory laws and practices hold women back and limit their powers and rights.

Females in our society are treated as a being confined to her house only. They are not appreciated for going out for jobs. Women who do jobs are

think that these women are characterless. They are considered approachable by people. Society does not accept women who go outside their houses for jobs. Stereotype is harmful as it limits women from to develop their personal abilities. Society treats women as always available for harassment if they do any job.

This social ill is increasing rapidly due to lack of awareness in society. People are not aware about women rights. They are not educated enough to understand the importance of females working for the state. A woman is not well aware of her rights. Most of women do not actually know that they are getting harassed. They do not speak about these issues normally.

Tolerance for harassment also is one of the most alarming cause. Harassers are normally not pointed out in our society that encourages them to continue with their evils. Harassers try to satisfy their lust through all means and they do not face any hurdle in such cases. This tolerance encourages them to harass their female colleagues.



Even though in this modern age, female harassment at workplaces is increasing instead of decreasing. Women do not raise their voice against such cases just to avoid social stigma. They do not get any support from society. Most of women are even not aware of their own rights.

Victim blaming is very normal in our society. If any victim reports her case in Pakistan, she is blamed. Instead of punishing the harassers the society starts blaming the victim. Women get bullied for the act they are victim of. They are not responsible for these acts but still get blamed.

Victims are not supported by the society rather they are silenced. Families do not let their women go for job instead of curing this social ill. Society is not ready to find any solution for harassment.

rights. Women are not given education about their legal rights. They do not have any voice to use against such cases. They are scared of speaking about the harassment they face in their work places.

The cases are increasing due to ineffective laws and policies for harassment in Pakistan. The harassers get encouraged because they know that they will not face any law. The ineffectiveness of law enforcement agencies make the situation more worse. The victims do not report their case. Because they know the outcomes. They do not get any justice upto the end of the day.

Although it is not an easy task but these issues can be addressed and overcome if effective measures are taken, the evil of harassment at workplaces can be get rid of.

Raise of awareness about female harassment at workplaces can play a very important role in addressing the issue. Public shall be aware of these ills. Every individual must be aware of harassment. The society shall come together

to face this challenge.

Supportive and healthy environment shall be promoted in workplaces. Both males and females shall work in a healthy and comfortable environment. They shall support each other to work for the betterment of the society. By promoting a healthy environment at workplaces, they can achieve more of their desired goals.

Gender equality must be promoted in workplaces. Both males and females shall be treated in a respected way. They shall be awarded according to their talent not their gender or sex. Equal opportunities and salaries shall be given to them.

Strict laws and policies should be implemented on harassment cases. In order to discourage harassment government and law enforcement agencies shall come together and implement strict rules and laws for it. These evils can be controlled by strict punishments.

Harassment cases must be

Society

manner that they

between men and women. It is likely to get harassed as due to her.

Pakistan

victims to speak. "Do not be ashamed of your story, it will inspire others." If one victim speaks up and gets justice others will speak too.

In a nutshell, we can say that the most alarming dilemma of our society is that women face harassment at workplaces. There are different factors that encourages such cases. The society must speak about it now. They shall come together to discourage such evils. The healthy environment will make a developed state.