

MOCK EXAMS
NAME: RAAHIMA AHMED
BATCH: ISB OB#47

FEMALE HARASSMENT AT WORKPLACES EXPOSES DEEPER SOCIAL FAULT-LINES

OUTLINE:

1. Introduction

Thesis statement: Female harassment at workplaces demonstrates fault social construct. The patriarchal ideology and male domination in workforce hinders women to report cases. Lack of accountability and victim-blaming further fosters the crime in society. These horrendous acts can be checked through social support ~~to~~ to victims and making offender accountable of their acts, thus can help correcting ~~the~~ social fault-lines.

2. How social fault results in female harassment at workplaces

3. Fault social construct leads to female harassment at workplace.

- a, Patriarchal ideology of society teaches boys to subordinate women in every field.
- b, less accountability of offenders leads to rise in workplace harassment.
- c, Men are offered authoritative posts while keeping women away from management,
- d, less social support to victims prevent women from reporting workplace harassment
- e, Victim-blaming strengthen offenders to continue this act.
- f, Acceptance of workplace harassment by females as a social norm fosters deep roots of this crime.
- g, fake reporting of workplace harassment makes people

ignore real cases.

4. Effects of fault social construct to female harassment at workplace:

a, less proportion of women enters workplace.

b, Rise in resignations from jobs in the middle of service.

c, Men are encouraged to harass women

d, Men try to get personal benefits from their co-workers

e, less women report harassment cases due to social taboo.

f, Patriarchal ideology further flourish in society.

5. Workplace harassment of female can be countered by:

a, Social support to the women victims.

b, Full accountability of harassers.

c, Equal opportunities and facilitating ~~their~~ entrance ^{of women} in professional jobs.

d, Educating men to consider women as equal citizen ~~and~~ of society.

6. Conclusion.

In 1991, first case of sexual harassment at ~~work~~ workplace reported by Anita Hill sparks fire in the world. Three decades later unfortunately our world is still struggling with the issue of harassment at workplace. Although, the problem has various aspects but deep rooted social fault constructs top the list. Patriarchal society encourages men to subjugate women and prevents them from high-level jobs. Moreover, less accountability of harassers, social support of survivors and victim blaming strengthen workplace harassment in society. This has resulted in less number of women joining ~~work~~ private ~~workforce~~ workforce and leaving jobs in the middle of their service. Furthermore, a huge proportion of harassment goes unreported due to dominant male society. The society can prevent workplace harassment by providing social support and equal opportunities to women. In addition to this full accountability of criminals can help people to fill this gap in society.

The total population of world is 8 billion as of 2023 (United nation, 2023) and 49% of women contribute to this number (World bank, 2022). Considering a large population in the world, their problems and issues ~~should~~ be are priority for the world to be resolved with courage and interest.

~~After~~ After the advent of technology and industrialism

many women enters workforce thus participating equally for the welfare of society. Many women got opportunities after the struggle of liberal feminists but ~~it~~ they were still behind the race, as most of them were offered selective and low-level jobs. Thus, this ~~made~~ paved a path for society to deconstruct this problem and observe the fault lines embedded in society. From there many ideologies came into existence, some considered patriarchal society as a core problem, the others considered the capitalism as their enemy and thus calling themselves as Marxist or Socialist feminists. The workplace harassment was first reported in late 20th century when feminist raised their voice against social injustice and tried to get the ~~to~~ fundamental cause of this issue. The workplace harassment is still a prevalent problem of the world exposing the fault social building of thoughts and opinions about working women.

The patriarchal ideology of society ~~trains~~ teaches men to subordinate women. The male-dominant concept in any society makes women ~~to~~ a second-class citizen. The inbuilt concept of subjugating women in every field of life creates disharmony and inequality. Men keeps check on women in workforce, preventing her to think out

of box. Many ~~under~~ jobs undersupervised by men are given to women thus facilitating men to have an authority in professional life as well. Furthermore, patriarchal ideology teaches young minds to consider themselves as godfather of society. This can be illustrated by polarized and unequal attitude in homes by parents in everyday life. Thus, male-dominant society encourages men to keep women below their authority.

Furthermore, less accountability of offenders encourages workplace harassment. The society lacks clear and efficient legal rules to hold them accountable. Recent case of Noor mugjadam's ~~deat~~ murder, in which the convict is still alive despite of clear death sentence from the court. ~~Further~~ Moreover, many women still do not know their legal rights to hold accountable the offender. Many women resist to report their cases as they considers very hard to approach legal proceedings. The right to honour and dignity included in our constitution is a clear path to resist workplace harassment. But due to lack of knowledge and education, most of women working in agriculture or at domestic level prevents ~~the~~ harassers from accountability. The less participation from the institutions and uneducation of women about their due legal rights escapes the criminal from watch-dogs.

The inequality in allocation of jobs further strengthens workplace harassment. Many businesses and institutions offer authoritative and management vacancies to males only, while allocating women at sub-categorized posts. This makes men to have control of professional women. The 33pc quota recruited for females at political representation level in politics of Pakistan demonstrates the inequality despite of their more than 50pc population in the country. Furthermore, if any women get somehow get a chance to prove their abilities at high-class jobs, they are subjugated and humiliated by male staff and other co-workers of immoral acts to get particular rank. Professional disparity and inequality in allocations encourages harassment.

~~less~~ ~~the~~ Moreover, if some women report harassment, they are not supported by society. ~~Any~~ less moral and social support of victims prevents them from pinpointing the devil. The society lacks rehabilitation institutions and social support organizations to help women ~~after~~ for easy transition from their horror past. This can be illustrated by absence of any national organization or center in Pakistan to support the victims. ~~More~~ Furthermore, the humiliation women's family faces after the disclosure of harassment shows the faulty blue-prints of society.

Many women continue their jobs because of financial issues and do not gather courage to report due to fear of social humiliation. Thus, lack of support to women facing workplace harassment encourages men to harass women.

Victim-blaming is another social problem which strengthens workplace harassment. Many women face blame of harassment due to their dress code, attitude and jolly nature. In spite of catching the criminal, the society blames the women for the crime and points at her dress code as the core issue.

This is demonstrated by the religious ideology of Pakistan, where women are pointed because of their hijab or veil despite the religious orders ^{also given to} men to preserve their morality and lower their gaze. Due to male dominant society of Pakistan the orders are forcefully implemented on women only preventing men from abiding by the religious laws. Thus, societal attitude to blame victim due to various reasons encourages workplace harassment.

Many women accept workplace harassment as a social norm, this deepens the cracks in society. Despite of low numbers of women working in public domain, many of them face this issue as women themselves consider as new-normal. Even though, if they step in professional life, women

are taught to face workplace harassment on daily bases and are educated to ignore the criminals. Thus, decrease participation and lack of giving importance of harassment at workplace exposes social fault-lines.

The society ~~keeps~~ becomes passive to fake harassment cases at workplace. Many women uses "Women Card" in term of violence, assault or harassment to get personal benefits. These fake reporting makes society irresponsible and prevents from active participation to mitigate the issue. Recent surge in online movement of #MeToo depicts many fake reporters ~~and~~ that overshadows true survivors. Thus, women also participate in social faulty construct related to workplace harassment, which makes everyone ignorant to core causes.

These causes have resulted into less number of women participated in professional life. Many women faces familial, and social obstacles to enter workforce. This is exposed by limited number of women in corporate and business fields, limiting them to enter in selected and female dominated ~~work~~ domestic works. This shows the grave ~~yet~~ reality of society that half of population is kept at a distance to enter professional jobs.

Many Women do not report harassment cases due to social taboos. The society has depicted harassment as ~~too~~ an end to women's life, keeping them locked in rooms and prevents them from reporting. Although, if somehow any woman goes against social norms, she is considered rebellious. Recent report by Punjab home department about child sex abuse shows 69pc of boys facing sex assault while only 32pc of girls ~~made~~ ^{up} the reported cases. The report itself complement on vast number of unreported cases of women due to cultural and traditional issues. The social damage has effected the reported cases to higher authorities.

Many offenders escape from legal proceedings and keep on trying to get personal benefits at workplace. Due to lack of courage and social faults women help men to continue this crime till date. Men at workplace keeps on getting benefits at personal and professional level from their women co-workers. Many women respond these tactics positively in order to sustain their financial boat. The deepening social fault lines in various aspects encourages offender to use women in every aspect.

The workplace harassment can be countered by ~~the~~ social and moral support to women. There should be rehabilitation centers, easy legal assistance and facilitation of women to self-identification of their abilities. Thus, this encourages women to report cases with ease and courage. Furthermore, deconstructing social taboos in the society can help women to participate in countering this huge crime and make offenders accountable of their bad acts. Thus, moral and social assistance of women workers can help counter ~~this~~ harassment.

The society should focus on accountability of criminals and showing results of harassment in the form of hard judgements, so that no any men could use women ever. Whoever reports harassers, there should be fair and quick trial so that women get their justice easily and the convicted get their due ~~of~~ reaction from the courts. Furthermore, government could establish special courts for quick delivery of justice as most of these cases loss in judicial back-log. Thus, society must held accountable the pointed criminals with in due time. and facilitate women at workplace.

The society should focus on educating men to consider women as equal citizens of society. They should be educated to facilitate women in every perspective and inbuilt emotional and moral support to the opposite gender. Furthermore, boys should be educated of sex at initial teanages, so that they do not consider women as mere object, this will help them to know biological changes at puberty and restrains them from sex exploitation of women at workforce. The sex education to the male dominated society can help check on increase workplace harassment.