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# Workplace Harassment : Causes and Way Forward .

## Outline

### A - Introduction

1. Attention Grabber
2. General Statement
3. Thesis Statement.

The workplace harassment at public and private institutions put great setbacks on the moral, social, cultural, and economical life of a country.

B - what is workplace Harassment?

C - what are the causes of workplace harassment in a country.

- 1 - widespread poverty across the world push people to work under the harassed environment.

- 44.7% under poverty line



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according to world Bank.

2- Lack of education trigger the people for getting livelihood in compromised situations and face harassment.

- illiteracy rate upto 40%.

3- temporary contract-based opportunities trapped the female in harassment net.

4- ineffective implementation of policies for the women protection at workplaces.

- Anti-women protection Act, 2011

5- lack of digital surveillance at the workplace increases the chances of harassment.

**D- what are way-forwards to tackle down the workplace Harassment.**

1- Establishment of separate departments and timings of works helps



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to reduce the cases of workplace harassment.

2- Make sure the facilities of CCTV cameras at the workplaces to minimize harassment

3- Protection of women's legal and social rights by increasing salaries and hygienic facilities

4- Rejuvenate the voices of women for their legal and moral rights with the help of awareness campaigns.

- Aurat March, 2018, Mee too Campaigns.

5- Strengthen the effective policies against workplace harassment by taking action at the local ground level.

**E - Conclusion.**



# The Essay

Despite the 2010 Protection Against Harassment Act, a staggering **85%** of the women are facing harassment at the workplaces. In the ancient time, the women were harassed by the forces of the other countries during invasion. Women were used as the weapon of war. The women had no social, legal, and political rights. They were treated as the animals and property. After the revolution in West countries, the women have achieved the socio-economic and political rights all around the world. But women are facing the workplace harassment in developing as well as developed countries. In Pakistan, women has been facing hurdles in social and economic life at large scale. The workplace harassment remains a significant issue to be handled. There are many causes of workplace harassment such as



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increasing illiteracy and poverty rate, the temporary contract-based jobs in private offices. The lack of effective implementation of policies and digital surveillance at the workplaces especially in working times. The increasing workplace harassment can be minimized by establishing separate departments for both male and female. The facilities of CCTV cameras, effective implementation of policies at ground level is the need of hour. There is a need to rejuvenate the voices of women for their rights and protection of economic rights by increasing wages and awareness campaigns. By reducing the workplace harassment, a country will become a successful and prosperous in every sphere of life.

Begins with the first cause of workplace harassment, poverty which enforced the people to work for their livelihood. Poverty is the main reason behind every wrongful act. Pakistan has become the fifth-most



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populated country with **251 million** population according to **World Bank**. The rising population demand resources for their survival. The increased population has raised the concerns of people for establishing industries and factories for fulfilling the needs of people. There are many private forums, hotels, factories, industries and offices where women work for their livelihood. According to World Bank, there are **44.7%** of the population which live under the poverty line. For the better growth of their families, females come out of their houses for work. They are enforced to work at low wages in private forums for their survival of life. These women keep working and face workplace harassment continuously. Poverty is the main reason which triggered the women to work for their families and faces workplace harassment. This is also increased due to the lack of education in women.

Secondly, women with high illiteracy rate



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are the main cause of workplace harassment. The increasing unemployment forced the parents to drop out their children from schools and push towards child labor. There is about **27%** of child labour in Pakistan. According to the survey of Pakistan, there is about **60% of urban women** and **80% of rural women** which are facing workplace harassment. The illiterate women are forced to be work at lower ranks with low salaries and faced workplace harassment. There are many children which work at autoshops, hotels, and with other illegal groups face child abuse, harassment and severe punishments. There is a lack of awareness related to education which forced the children and women to work for their survival and face workplace harassment. There is a policy of "**More hands, more Money**" main factor of workplace harassment.

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