

Work place harassment: causes & way Forwards outline

1 Introduction

2 Work place harassment has become a common phenomena in Contemporary society. However, it multifaceted causes

- (i) Due to male dominating society men considered women as a second sex.
- (ii) Patriarchal system ^{has} limited women to house chores and up bringing of children.
- (iii) Emerging forms of literature are objectifying the women.
- (iv) Weak system of accountability.
- (v) Lack of training of work place and toxic cultural domination.

3 To avoid work place harassment the society can adopt several measures such as.

- (i) Proper training for work place to create a healthy environment.
- (ii) By promoting the gender equality through different seminars.
- (iii) Role of religious cleriks for women's rights
- (iv) Social media can play a positive role against the objectification of women.
- (v) Proper and strong laws for accountability.

4 Conclusion.

In 21st century there are significant societal changes occurred - World has done immense progress but unfortunately women are still striving for their rights - However, work place ~~phenomena~~ harassment phenomena has become common in society and most of the people due to male dominating society, blame the women. Therefore, there are multifaceted causes of work place harassment for example male dominating society, Patriarchal system, emerging forms of literature, weak system of accountability in work places, lack of training of work place, and toxic cultural domination. However, cases of work place harassments are increasing day to day - Additionally, women play a vital role in the construction of any society and nation building but work place harassment can slow down the process. Therefore, to avoid such phenomena the societies can adopt several measures such as proper training for work place, promotion of gender equality through seminars, role of religious clerics, positive role of social media and proper and strong laws for accountability. Hence, by adopting such measures work place harassment can be overcome. Nevertheless, work place harassment is a common phenomena in contemporary society, however, there are multifaceted causes but by adopting several measures a society can consequently

overcome this phenomena.

^{Progress} is not just about the building of immense infrastructure but progress is about giving the proper rights to every member of the society. However, women in contemporary society after significant progress are still victims of inequalities. Furthermore, now they are the victims of work place harassment, this is because most of the societies consider the women as a second sex and they think that women is a secondary creature - However, this idea is rapidly flourishing the phenomena of work place harassment. According to a report of United Nation of 2022 "out of five women 1 woman faces the harassment in work place." Therefore, due to such phenomena such cases are increasing day to day. Although, world has taken a sudden shift ~~and~~ and its dynamic are evolved drastically but the patriarchal system is still standing like a rock. As patriarchal system has limited the women house chores and upbringing of the children. When a woman leaves her house for job and unfortunately when she faces the harassment men such patriarchal system blames her being a victim - And idea of domestic households further cemented that the women are only for domestic households and safer in home.