

Workplace Harassment

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MTWTFSS

Causes & Way Forward

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3. Way Forward

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The Essay

Women before World War I were mostly limited to domestic spheres. They were not given right to vote and right to own a property. They were not allowed to work outside their homes, but when men went to the war, women joined men's work. ~~when the men~~ After the First wave of Feminism, women were given the rights. but After some time, some men starting harassing women because of which Third Wave of Feminism started, but it did could not solve much of this problem. #MeToo Hashtags of ME TOO were shared throughout social media, but because of negative portrayal by the media, movement could not gain success. Even today, many women face workplace harassment around the world. They often raise their voice against the injustices faced by them, but unfortunately instead of supporting them, they face criticism in this patriarchal society. This essay will delve into the real causes of workplace harassment that are poor working conditions, societal pressure,

objectification of women and men's ego. The way forward will be to introduce strict laws, strengthen women and improve the working conditions of women.

The first ramification of workplace harassment is the poor working conditions of public and private entities. Women are paid less than their male colleagues, but because of financial burden, they accept the below average pay. So men regard women as cheap labor and they know that even after their below average pay, these women are working for the welfare of the world so if men harass them, they won't go to any length to raise their voice. So men exploit women by controlling their means of production. Dependency theory is a well-renowned sociological theory which says that just like core countries exploit the peripheral countries by controlling their means of production. Men in the patriarchal society exploit women.

There is no proper working space for women. Hence, workplace harassment is due to the poor working conditions of women.

One of the most pressing issues

cause of workplace harassment is that women ~~don't~~ do not register their complains formally due to societal pressure. Even if a women who has faced harassment tries to raise her voice, allegations of her character assassination starts. If she wears some modern clothing, instead she is to be blamed for provoking men. Instead of clergies instead of speaking ~~for~~^{against} the injustice of women start lecturing that women should wear modest clothing instead of telling men to lower their gazes. Women in their childhood are constructed to not speak when men pass any remark on her. Men are exempted from any^{sort of} punishment in this male-centric society. So most women do not raise their voice because they do not get sufficient support from their family. They will lose job if they tell their family. Because of the fear of character assassination, she often remain silent. because this society ~~does not let anyone~~ who does the character assassination of everyone including Hazrat Aisha RA, Benazir Bhutto and Fatima Jinnah. So because of the lack of support, women

don't register their complaints. Moreover police stations in this country do not register the complaints of women if the complain is directed against some powerful person. Because of these reason, women don't register their complaints.

Another major cause of workplace harassment is the objectification of working class women in media. In the Western media, working class women are romanticized in the so-called "rom-com" movies in which ~~some guy harasses~~ ~~the hero harasses~~ ~~the~~ ~~women~~ the female protagonist, but the female protagonist forgive him because she loves him. Media plays a very important role in constructing the ideas and project it as the only objective reality. Some males then ~~see~~ ~~those~~ consume such media and then harass women and then they try to legitimize it by using the same lines from the media they consumed so it is very important for media to be socially responsible and what kind of content, it wants the generation to consume.

Workplace Harassment

Causes

- ↳ Weak Law Enforcement
- ↳ Poor working condition
- ↳ Societal Pressure
- ↳ Media
- ↳ Men's ego

Way Forward

- ↳ Education
- ↳ Strict laws enforcement
- ↳ Support from family
- ↳ Improving working condition