

English Essay Test 2

Topic: Workplace Harassment
Causes and way
Forward.

Outline

1- Introduction

2- Crunch Paragraph

3- What are the causes
of workplace harassment

- a) Poor law and order in the country
- b) Weak and outdated judicial system
- c) Failure of political parties to create awareness in people about their rights
- d) Less representation of women and minorities at the key governance positions
- e) Economic dependence of employees on the employer
- f) Illiteracy and poverty in the society
- g) Society does not stand with the weak

4- Impacts of workplace

harassment

- a) Lack of awareness ^{in public} about their rights
- b) Less women inclusion in the job sector
- c) Psychologically impact the employees
- d) Impacts on national progress

5- Way forward to reduce workplace harassment

- a) Ensuring rule of law in the country
- b) Reforming judicial system of the state
- c) Creating employee unions to protect their rights
- d) Giving women key positions in policy making bodies
- e) Education people about their rights and duties
- f) Media should play its role to raise voice of the weak people

6- Conclusion

Essay

Holy Prophet Muhammad (S.A.W) said, "Give the earning of your employee before his sweat goes dry." These words of the most magnificent person shows how important it is to protect the rights of the employees. Instead of following the words of the guide, there is not only economic exploitation but also sexual, psychological, and emotional exploitation of the employees all across the world, particularly in Pakistan. The causes of harassment are poor law and order and weak and outdated judicial system. Failure of political parties in creating awareness about the rights and less representation of women in their governance position aggravate the situation. Moreover, economic dependency, illiteracy, poverty, and lack of social consciousness to stand for the impacted further are also the reasons of harassment at the

workplace. Workplace harassment not only desensitize people about their rights but also psychologically impact them. Along with that, by reducing women participation in the workforce hampers national growth of the country. The menace of workplace harassment can be chained by ensuring rule of law and reforming judicial system of Pakistan. Creating employee unions and giving women key positions in policy making and implementation departments are also the impactful steps. Furthermore, education of people and effective role of media are also required to reduce workplace harassment.

In short, workplace harassment is a menace caused by absence of rule of law, lack of awareness about rights, and economic dependence of the employee and has impacts

on public conscious^{and} economy of the nation. This problem can be solved by ensuring rule of law, and gender equality, educating the people, and raising voice against it through media.

P1- Poor law and order in the country is a major cause of workplace harassment. The culprits know that there is none who will ask them about their actions. Thus, they exploit their suberviant with impunity. Many incidents are reported of workplace harassment in the country. More than reported incidents, many remains unreported. No action is taken against the exploiter in the country. According to Maleeha Lodhi, poor law and order is the main cause of many issues in the country (Pakistan Beyond Crisis State, 2011). Workplace harassment is one such

issue. Thus, workplace harassment in Pakistan is present because law and order is absent.

P2-

Along with poor law and order situation, weak and out-dated judicial system is another reason of workplace harassment in the country. Owing to based on primitive methods to prove a case many violators of law go scot free. Pakistan has adopted judicial system from the British. The system is still prevailing in the country and in the era where technology has revolutionized everything. Owing to not using the technology in the judicial system, many criminals left unpunished (Arifa Noor, Weak and outdated judicial system, 2023). Therefore, weak and outdated judicial system is a factor in the way of controlling workplace harassment.

13

Other than weak and outdated judicial system, failure of political parties to create awareness in the people about their rights is another cause of workplace harassment. In Pakistan, political parties do not give people awareness about their rights because they cannot protect the status quo by doing it. In the developing states, political parties have important role in creating awareness in the people about their rights and duties. The history of Republican and ~~Conservative~~^{Democratic} parties in the USA and Labour and ~~Democratic~~^{Conservative} parties in the UK are the cases in points where these parties have played vital role in creating awareness in masses about their rights. However, failure of political parties in Pakistan to raise public consciousness about their rights is a reason behind

Impaired progress → Low HDI 150k

workplace harassment.

