

Workplace Harassment: Causes and Way Forward

Outline

- 1) Introduction
- 2) Thesis Statement;

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Harassment at a

workplace has become a common phenomenon for women worldwide. This happens because of the systemic patriarchal dominance which gives impetus to harassment and lack of co-education system due to which women seem like a peculiar entity to men. Moreover, men do not let women reach to high posts to take punitive actions against the cause. It has several impacts that need to be addressed through legal, religious and educational means.

3) Causes of Workplace harassment

- a) Patriarchal dominance in the corporate system.
- b) Feudalism promotes harassment against women

c) Absence of women from high posts.

d) Men are not socialised to tolerate ~~as~~ women.

e) Co-education is not preferred

f) Religion is misused

4) Impacts of Workplace harassment

a) Women feel insecure in the society.

b) Men of the family are reluctant to let women work.

c) Women lack economic progress

d) Set back to women empowerment

5) Way Forward to the social evil

a) Strict laws and actions against workplace harassment

b) Men should be educated to give women space

c) Co-education normalised to prevent discrimination of gender

d) Facilitate women to report the workplace harassment

e) Social media campaigns to strengthen women empowerment.

6) Conclusion.

The world is made in balance by nature. Whenever the equilibrium is disturbed, chaos takes place and everything becomes unstable. Men and women are two equal genders in the society. They must be provided with equal rights, opportunities and social status. Workplace harassment however puts extra weight on women in the way to progress. This ultimately harms the whole country. It is evident when there is a significant rise in the "Gender-disparity index", the GDP gets a great setback. The reason behind this social evil is the patriarchal dominance in the system. Moreover, the feudals use their influence to deter women back in their houses. Feudalists prefer a male dominated society so they cannot tolerate

women at a high post in the corporate. Furthermore, in the society, men treat women as objects because it is not considered bad. The reason behind is the lack of co-education system, which make men think of women as peculiar. Additionally men utilise religion to justify their behaviour. This social evil makes women feel insecure in the society. They fear stepping out of their homes and men do not prefer to send their women to work because of the fear of social embarrassment that takes birth from harassment. This results in a huge set-back to economic progress and women empowerment. This social evil requires a remedy which is possible by formulating strict laws and implementing them. Through co-education, men must be educated to give women a space in the society for progress.

In case of harassment, women should be facilitated to report this crime so it can be recorded and taken care of. Social media must be utilised ~~by~~ effectively to launch campaigns against workplace harassment. In this the religious scholars should take an active part to create awareness in the society that religion does not prevent women from working in a public sphere in order to nip the social evil in its bud.

Harassment at a workplace has become a common phenomenon, especially for women. This happens because of systematic patriarchal dominance which gives impetus to this social evil, which prevents the prevalence of co-education system due to which women seem peculiar to men. It has many impacts that needs to be addressed through legal, religious and educational means.

To start, patriarchy is the

root cause of workplace harassment against women. Men are get a thrust of adrenaline when the women get scared due to harassment.

For example, a manager of HBL harassed a female co-worker because he knew that the corporate system will protect him, despite the presence of a CCTV camera footage. Hence, workplace harassment is a common phenomenon in the society because of patriarchal dominance in the corporate system.

Furthermore, the feudals have a male dominated vision, so they deter women through harassment, so they don't progress in the society. Feudals are against women empowerment and through their influence in the society they scare women by violating their privacy boldly because they are politically shielded. Hence, Feudalism promotes workplace harassment.

against women so they don't become independent.

Additionally, there is a significant absence of women from high posts which makes harassment against women so common. Only a woman can understand a problem pertinent to women. Due to the absence of authority, punitive actions are not being taken against this social evil. It is evident from the drama Case No. 9 that since Kamran's wife was not at a high post, she could not punish her husband for the rape of Sehar at a work party. Hence, the absence of women from high posts makes them deprived of authority to take punitive action against the workplace harassment of women.