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## Causes and Consequences of Workplace Harassment Against Woman: A Case Study of District Lahore

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### Abstract

Discrimination is an act of harassment. Any uninvited physical or verbal act that offends or humiliates you is included. Sexual abuse is defined as unwelcome or unwanted sexual attention from a coworker that causes pain, embarrassment, anger, or grief, and/or hinders with work productivity. It includes any sexual activities or practices directed against one or more workers by a person or a group of individuals. The women who enter the job in Pakistan is rapidly increasing. Physical, psychological, and sexual harassment of women in the workplace is a concern in the country. Every year, tens of thousands of Pakistani women are sexually harassed by male coworkers. The current study was done to analyze this issue at a workplace in the Lahore District." The purpose of the study was to understand more about the sorts of harassment that labourer women face. Clear reporting and punishment procedures for harassment events must be created and communicated to all workers. Employers and supervisors, both male and female, must be aware of issues around harassment and how to address them. Physical activity and the growth of a good self will aid women in managing with attackers and diminish the urge for some males to display their worth by harassing employees.

**Keywords:** Harassment, Women, Working place, Physical activity and Sexual Harassment

### Introduction

Discrimination is a sort of harassment. Any unwelcome physical or verbal act that upsets or embarrasses you is included. Harassment is defined as a pattern of behaviour that continues over time. Harassment can also be defined as a series of serious one-time events.

- Harassment occurs when somebody else:
- Makes derogatory comments or jokes about your colour, religion, sex, age, disability, or any other basis for discrimination.
- Makes you feel threatened or scared.
- Makes inappropriate touching with you, such as touching, patting, pinching, or hitting you, which is regarded abuse.

Sexual harassment in the workplace can be defined as undesired or unlawful touching contact from someone at work that increases pressure, embarrassment, insult, or grief, and/or disrupts with the job. This covers any sexual activities or practises directed against one or more workers by a person or a group of individuals.

Sexual harassment can be caused by a number of factors. The way men and women were raised to view themselves and others has a significant impact on their conduct. Various points of view could contribute to an environment that encourages sexual harassment.

Because of our society's high rate of marital stress and divorce, both females and males come to the office in a position of mental torment, making them prone to sexual harassment. Some of the uncertainty originates from cultural differences in terms of what is and isn't acceptable in today's fast-paced environment. When the University took action against sexual harassment, for example, male students argued they were able to discriminate because of their cultural and customary ability to do so. The then-vice-chancellor, a woman, posed a serious challenge to them.

Because it is usually the victim's word against the harasser's, the victim's character is usually challenged. (Even Though Guilty dealt with murder rather than harassment, it seemed to be

dramatic instance of crime and male unity, do struggle to destroy equality, both of which are frequent in harassment cases.). This issue is exacerbated by a number of circumstances. The number of people who give respect to women and unable to abusing their position in this way find it impossible to comprehend that their respected colleagues would do so. Management is more inclined to believe a senior's word than a subordinate's since they have people who are more capable in doing work. If all staff members are of same sex, they may work easily and stay there for large period of time. Most ladies are likewise subject to heavy regret and criticism on herself., believing that they accidentally did or said something to provoke the undesired conduct. And if they're embarrassed or reluctant to talk about it, they may not realize it's a typical occurrence that isn't their fault.

When men are in groups, they frequently act differently than when they are alone This could represent a variety of "gang harassment" incidents that occur when a person arrives at work or passes by a group of peers over lunch; after a few drinks at an office party; or when a group of peers attends a symposium. Such men would be "harmless" or "less arrogant" if they were alone. Many Pakistani businesses lack defined harassment policies, as well as complaint and punishment procedures, or if they have, they aren't followed.

Seventy Six percent of girls said they've been grossly mistreated in a study for a dissertation (done by a guy in the nineties), Despite the fact that just a small number their employers seemed to have the necessary policies in place. Girls are more prone to leave rather than protest even though they are unsure where to turn or, unless they do, their objections are disregarded or ignored by Authorities.

Once authority glorifies the action or accuses the sufferers, the abuser is advised to undertake abusing people, which affects an increasing number of women.

Males have been abused by other males or females, while ladies have been harassed by other sexes. As a result, the focus of this talk will be on the most common type of harassment, that of men pestering women.

The number of women entering the job in Pakistan is rapidly increasing. However, the country is dealing with workplace harassment of women, including physical, psychological, and sexual harassment. Thousands of Pakistani women are sexually harassed by their male coworkers each year. The current study was conducted at a workplace in the Lahore District to investigate this issue.” The goal of this study was to learn more about the types of harassment that labourer women endure.

### **Harassment in its various forms**

Harassment comes in a variety of forms. Here are a few of them:

- Harassment of a sexual nature
- Harassment in the Classroom
- Harassment by those in positions of power
- Harassment on the psychological level
- Harassment based on race
- Harassment based on religion
- Harassment physically

### **Harassment of a sexual nature**

Harassment can occur anywhere, but it is most widespread at work and in schools. It entails unwanted and undesired

sexual words, acts, actions, gestures, symbols, or behaviours that make the subject uncomfortable. This category includes harassment based on gender or sexual orientation. "Gay" or "homo" is a popular insult directed at children that falls into this category. Protection for women is the major emphasis of anti-sexual harassment organizations, although protection for men has become more visible in recent years. (Martin, Patricia Yancey Martin, 2001).

### **Harassment in the Classroom**

Academic harassment occurs when a faculty member, staff member, or student makes an improper or unfair comment or behaviour concerning another person's research, education, or study, using the accused's official position, authority, or relationship(s) with the victim to gain an advantage. (Patricia Yancey Martin, 2001).

### **Harassment by a person with a lot of power**

Power harassment, which is largely a workforce issue, refers to any unethical or unjust word or conduct by faculty member employees about the work of another faculty or staff member, as well as any comment or attitude that takes advantage of the criminal's official position, authority, or status.

### **Harassment psychological**

This is embarrassing, intimidating, or abusive behaviour that is sometimes hard to detect, leaving only victim reports or complaints as evidence. This is known to reduce a person's self-esteem or lead them to suffer from pain. Verbal insults, staged intimidation incidents, hostile behaviours, and repeated gestures are all examples of this. Individuals or groups mobbing at work fall into this kind of workplace harassment.

Community-based Harassments talking by a group of people against an individual who has become accustomed to the diversions. or relationship(s) with the victim. (Patricia Yancey Martin,2001).

### **Harassment based on race.**

Individuals are targeted due to their race or culture. Harassment can take the form of words, acts, and behaviours that are intended to make the target feel degraded because of their race or ethnicity.

### **Harassment based on religion.**

Because they choose to pursue a certain religion, targets are subjected to verbal, psychological, and physical persecution. Forced and coerced conversions are examples of religious harassment.

### **Harassment in the Physical Sense**

Physical harassment might be difficult to identify because of the severity of the suspect's actions. For some people, physical gestures like punching or fun bumping are acceptable levels of behaviour among friends. The same behaviour could be classified as harassment if the person on the wrong end is offended, scared, or disturbed. Following treatment standards and being aware of other negative responses may help to clear up any ambiguities concerning what is and is not appropriate conduct. (Sandy Welsh, 1999)

### Harassers' types:

People can be harassers regardless of their marital situation, organisational rank, or age. Alcohol appears to lower inhibitions in many circumstances, and persons who would not typically harass others. Sexual abuse is likely related to other forms of discrimination to the perpetrator's low self-esteem, prompting him to feel compelled to "prove himself." While each person's conduct and motivations differ, we can definitely classify harassers into six categories:

This is tied closely to the aforementioned arrogance, in which parties of males shame women with words, unwanted compliments, or even physical evaluation, filthy jokes or gestures, and the display of sexually offensive posters, among other things. All of these things can create a negative atmosphere, and even if the harassment is limited to verbal and visual harassment, most women find it degrading and upsetting.

### The Great Gallant

He is a made-up character. This is usually interventions focus when the "gallant" gives excessive praises and makes offensive remarks that are out of place or degrade the receiver. While most men and women enjoy sincere praise, comments that focus on a worker's beauty and sex rather than her skill or contribution are usually unpleasant. Possessive pride or leering stares are sometimes accompanied by such praises. While the receiver of praises may consider himself a noble gentleman, the receiver usually considers him arrogant, disagreeable, or both.

### The Opportunity Seeker

When it comes to female employees, suppliers, or clients, this type of harasser is usually fairly promiscuous. The "office grope's" eyes and hands begin to wander however when the occasion presents itself - in the lift, while running nights, on a tour, during an official ceremony, when inside a workplace, such as in a vehicle with a work colleague. Birthdays, farewells, and other special occasions are also good times to demand (usually grudging) kisses. It may all take place all over the world, but if he isn't frightened, he will very certainly try to carry on in private. If questioned, he will argue that the ladies respect and admire his attention, or even that the separated and unmarried women "need it."

### The Power-player

In this situation, harass is a great play in which the male expects sexual favours in return for the payment he does as a function of his status, such as getting or holding a job, elevation, orders, savings deposits, a driver's licence, and so on. The "casting couch" in Movie is the most well-known example. According to reports, some local trade union representatives have had women "pay in kind" for registration in their groups.. This is referred described as "quid pro quo" harassment and is similar to extortion. In addition to the absence on the sufferers, this form of bullying is a misuse of power and trust. It might lead to lower corporate strategy that pay the company thousands of dollars in terms of performance and expenditures.

### The Situational Harasser

The psychological cause for the majority of people's actions is temporary rather than habitual. Alzheimer's

disease and alcoholism are examples of psychological or circulatory disturbances that limit Higher mental talents are typically restricted to various life conditions, such as divorce or a wife's illness, or emotional or medical challenges. The harassment normally stops when the circumstance changes or the disease is controlled, but by that time both the victim and the harasser have been affected.

### Material and Methods:

The purpose of the study was to find out what women in various sorts of jobs thought about workplace harassment. The study employed the following technique.

The goal of this investigation was to do exploratory research into survey design. All women in Lahore who worked in various types of daily wage employment were interviewed by the researcher. Subjects of the remarks were drawn after the interview, and labels were applied to them for study.

### Population

All women (240) who were sexual or physical harassment victims in Lahore city worked in any type of career or did any style of labour (milk seller, fruits and vegetable seller, women participating in agriculture activities, shop owners, coal miners, and working on working wage).

### Sample

The regions where sexual harassment occurs most frequently at work are discovered by the researcher. The majority of sexual harassment instances are not reported, but the most common areas where cases of sexual harassment were most frequently accrued were Township, Mugalpura, and Dharampura. Using the snowball sample technique, 51 women (17 from each location, Township, Mugalpura, and Dharampura) who were working and had experienced sexual or physical harassment were chosen.

### The Research Instrument

The researchers conducted interviews with women using a self-made brief questionnaire. It consisted of nine questions involving sexual or physical harassment. This questionnaire was used to gather information about physical or sexual harassment.

### Instruments of Development

It was created a structured interview questionnaire. There were nine questions involving sexual or emotional harassment in all. A few lines far below subject were left empty to allow literate participants to complete the offered question. Women who were illiterate conducted interviews consisting of the same questions (as literate women) in order to obtain information c.

### Administration of Instrument

The researcher conducted interviews with working women in all of the specified areas in order to gain a quick and complete response to the interview questions.

### Data Analysis

Following the completion of the questionnaire and the interview. The central theme was derived from the questionnaire and the interview. The topic that was extracted from the respondent's response was given

weights. Thematic analysis was used to evaluate the data. The result is expressed using the Statistical Package for Social Sciences (SPSS) programme.

### Result and Discussion:

A total of 51 surveys were filled out by working women. The researchers analysed the data from the questionnaire. For data analysis, SPSS version 15 was employed. The data was examined using the questionnaire as a guide. The results of the respondents are displayed below:

#### Participants' ages are categorized as follows:

The ages of the respondents are shown here. 24.1 percent (12 out of 51) of respondents were between the ages of 15 and 18, 27.6 percent (14 out of 51) were between the ages of 19 and 22, 13.8 percent (7 out of 51) were between the ages of 23 and 26, 20.7 percent (20.7 percent) were between the ages of 27 and 30, and 20.7 percent (20.7 percent) were between the ages of 27 and 30, and 20.7 percent (20.7 percent) were between the ages of 27 and 30, and 20.7 percent (20.7 percent) It shows that the bulk of the respondents were between the ages of 19 and 22.

Age Bracket	F	%
15-18 year	12	24.1
19-22 year	14	27.6
23-26 year	7	13.8
27-30 year	7	13.8
Above 30 years	11	20.7
Total	51	100.0

#### Distribution of respondents according to Workplace:

The distribution of respondents by job place is seen in table 4.2. 6.9% (4 out of 51) of the respondents were Onion & Ganger Sellers and Sweepers, 10.3% (5 out of 51) were Home Based Workers, Dairy Product Workers, and Street Vender Bangle Sellers, 4 out of 51 respondents were Sweepers, 3.4 percent (2 out of 51) were Factory Workers and Dahi Berry Sellers, 17.2 percent (9 out of 51) were Garlic Sellers, 24.1 percent (12 out of 51) were Garlic Sellers, 24.1 It shows that the vast majority of respondents worked as fruit sellers.

Workplace	F	%
Onion & Ganger Seller	4	6.9
Home Based Worker	5	10.3
Dairy Product Worker	5	10.3
Street Vender Bangle Seller	5	10.3
Sweeper	4	6.9
Factory Worker	2	3.4
Dahi Barrey	2	3.4
Garlic Seller	9	17.2
Fruit Seller	12	24.1
Milk Seller	3	6.9
Total	51	100.0

#### Distribution of participants according to Timing

It depicts the distribution of respondents according to their response time. 17.2 percent (9 out of 51) of the respondents worked from 08:00am to 06:00pm, 3.4 percent (2 out of 51) of the respondents worked from 05:00am to 02:00pm, and 20.7 percent (11 out of 51) of the respondents worked from 09:00am to 06:00pm. It demonstrates that the majority of respondents worked all day.

Timing	F	%
Whole Day	19	37.9
Night Shift	5	10.3
8am to 6pm	9	17.2
5am to 2pm	2	3.4
9am to 4pm	11	20.7
Half Day	5	10.3
Total	51	100.0

#### Types of harassment

It was discovered that 20.7 percent of respondents had experienced nazaiba harkat harassment, 48.3 percent had experienced physical harassment, 27.6 percent had experienced sexual harassment, and 3.4 percent had experienced both physical and sexual harassment. It means that the vast majority of respondents were subjected to physical harassment.

Scale	F	%
Nazaiba harkat	11	20.7
Physical harassment	25	48.3
Sexual harassment	14	27.6
Physical & Sexual harassment	2	3.4
Total	51	100.0

#### Reasons of harassment

It shows that 10.3 percent of respondents said they were harassed by loneliness and compulsion and wicked men, 41.4 percent said they were harassed by bad society and habitual man, 13.8 percent said they were harassed by persons who are not religious and habitual man, and 24.1 percent could not say why they were harassed. It means that the majority of respondents stated that they were harassed by a lousy society and a habitual male.

Scale	F	%
Loneliness & Compel	5	10.3
Wickedness of man	5	10.3
Bad Society & habitual man	22	41.4
Away from religion & habitual man	7	13.8
Could not say	12	24.1
Total	51	100.0

#### Consequences

Case studies, experience, and research from throughout the world, as well as in South Africa, have shown that sexual harassment has significant costs for both businesses and individuals.

#### Costs to businesses

- Harassment costs employer's income because it reduces productivity, attitude, and ambition. A worker who is constantly frightened that the abuser would attack again will be unable to concentrate on her task. Non-involved employees, on the other hand, may feel demotivated if they are aware of unethical behaviour or fear favouritism.
- Companies may lose important personnel. Rather than face the unpleasantness of a confrontation, many women chose to resign.

#### Personal costs

- Although sufferers usually carry the brunt of the personal expenses, attackers and even spectators can be harmed if harassment goes unchecked. Another bad

event might produce substantial psychological damage in women who have been sexually abused as children or adults.

### Emotional Well-Being

- Sexual harassment can jeopardise a killer's emotional and psychological well-being. It can lead to the negative and even jeopardise personal relationships. Sexual harassment at work can cause a lot of stress and anxiety. Clients who have experienced long-term clinical depression as a result of sexual harassment are more likely to seek the advice of an employment harassment attorney.

### Physical Well-Being

- The health and welfare are intricately linked. When victims of sexual harassment have psychological distress, general medical issues such as lack of hunger, pains, weight fluctuations, and rest problems are widespread. Sleep loss can result in hormonal issues, an increased cholesterol level, and a compromised immune system, to name a few.

### Conclusions / Cures:

One of clear beneficial methods that can be adopted as part of an overall plan to counter harassment is a specific strategy from administration.

### Awareness of the issue, as well as one's own and others' rights.

- Managers and all male and female employees must be aware of the issues that come with harassment and how to deal with them.
- If a clear policy exists and is widely publicized, both the harassed person and the person considering harassing someone will be aware of their rights - what is acceptable and what is not; and where the harassed person can file a complaint. Harassment should be much reduced as a result of this. should also contribute to raise awareness about the need for such policies.

### Disciplinary action and complaints

- Clear reporting and punishment procedures for harassment events must be created and communicated to all workers. Appropriate staff members can be selected, appointed, and trained to serve as complaints officers, with the authority to administer disciplinary sanctions as necessary.

### Additional assisting measures

- Assertiveness training and the development of a healthy self-esteem will assist women in dealing with harassers, as well as lessen the desire for some males to prove themselves by harassing coworkers.

Although no legislation will be able to completely eliminate the problem, raising awareness of it and its solutions will assist to drastically limit its scope. If a programme is not presently in place, women, along with personnel and employee support specialists, must take the initiative and persuade their organizations to act against harassment.

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