



UNIVERSITY OF SINDH

THESIS TOPIC
HARASSMENT AGAINST WOMEN AT WORKPLACE

SUBMITTED TO
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ACKNOWLEDGMENT

Research report is arrangement of B.S final Degree. For purpose I made this report on “Harassment against women at workplace in Sindh University”.

I thanks to all who had helped me to become the part of this research.

First of all I am grateful of ALLAH, whose blessings I’m able to complete this research report. I am thankful to our chairperson Madam Shamim Soomro, who guided me very well to get these results.

I am especially thankful to Madam Erum Shah and Sir Sultan panhwar for their suggestions I am also thankful to the respondents their responses made my work easy and I got result.

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CERTIFICATE

This is certifying that Mr. Ayaz Ali Channa student of B.S part (iv) has carried out thesis report on the topic entitled. "Harassment against women at workplace in Sindh University" under the guidance and supervision of the faculty for the partial requirement of the degree of B.S part (iv)

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Chapter 1:

Introduction

Background

Shifting paradigm of globalization and liberalization has increased the women's participation in the realm of work force to contribute to family income and beat the burden of growing inflation. In this journey, women are endangered to face various obstacles; one of them includes harassment. Harassment of women at work place is one of those problems which discourage women in taking active part in economic and social development of society. The concern of sexual harassment is gaining increased recognition whether it is at work place, educational institution or at home.

Pakistan is a developing country; it has a patriarchal society in which gender specific behaviors' are clearly defined. For instance, men are considered as dominant feature, powerful, independent and superior personality of the society. Whereas, women are considered as mere male possessions, weak, powerless and dependent feature who are subordinates of men. With this mindset, males are considered as responsible to take care of whole family including woman. Similar is the expression of work place environment where abuse of power in working relationships represents the discrimination between men and women in our society. There is a very clear disparity between male and female rights such as, in work, employment, wages, education, health status and decision-making powers.

Harassment is a complex issue and there is always confusion in its inclusion and exclusion criteria. The definition of harassment:

“Harassment” means any unwelcome sexual advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment,

“Workplace” means the place of work or the premises where an organization or employer operates and includes building, factory, open area or a larger geographical area where the activities of the organization or of employer are carried out and including any situation that is linked to official work or official activity outside the office.

Types of Harassment

Gender Harassment

Generalized sexist statements and behavior that convey insulting or degrading attitudes about women. Examples include insulting remarks, offensive graffiti, and obscene jokes or humor about women in general.

Seductive Behavior:

Unwanted, inappropriate and offensive sexual advances. Examples include repeated unwanted invitations, insistent requests for dinner, drinks or dates, persistent letters, phone calls and other invitations.

Racial harassment

The targeting of an individual because of their ethnicity. The harassment may include words, deeds, and actions that are specifically designed to make the target feel degraded due to their ethnicity.

Religious harassment

Verbal, psychological or physical harassment is used against targets because they choose to practice a specific religion. Religious harassment can also include forced and involuntary conversions.

Causes

The causes of sexual harassment vary. This discussion can cover only some of the main factors. Many of the causes are interrelated, linked to the culture and values in society and in companies, and to the roles, relative power and status of the men and women concerned.

Socialization

The way in which men and women were brought up to see themselves and others strongly influences their behavior. Various viewpoints could create a climate that allows sexual harassment:

- In a culture where it is, or was until recently, "OK" to discriminate against people because they are different (in terms of gender, race, culture, religion, lifestyle, political conviction or whatever), the abuse of power or humiliation that is typical of sexual harassment will not be unusual. Harassment is often closely linked to prejudice in general, and to sexist attitudes.
- Men who were brought up with macho beliefs like "real men pinch bottoms", "girls were made to hug and kiss", "the more, the merrier", easily carry these social values into the workplace, and treat their female colleagues accordingly. Such men often even think that women take their harassment as a compliment.
- Many women have been brought up to believe women's highest calling is to please men, that popularity with men equals success, or that "real women look sexy". This can give the impression – usually unintended – that they invite sexual advances at work. Some women who see sexuality as their only power base, play along. Although research has proven them to be a small minority, their behavior can also encourage harassment of other women.

If women see themselves as dependent on, or of lesser value than men, or are unassertive, they find it difficult to handle harassers or to complain. Often women who are breadwinners are vulnerable and fear victimization or even job loss, if they reject advances or complain.

Lack of company policy

- Many companies don't have clear policies and complaint and disciplinary procedures to deal with harassment – or if they have them, they do not implement them.
- In research for an MBL thesis (done by a concerned man in the 1980s), 76% of the women respondents said they had been harassed at work, while few of their companies had relevant policies.

Women often resign rather than complain, since they do not know where to go, or if they do complain, it is either treated as a joke, or no action is taken by management.

- If management condones such behavior or if victims end up being blamed, the perpetrator is encouraged to continue the pattern of harassment, affecting more and more women.

Typical victims

Women of all ages are harassed – physically attractive or plain, sexily or soberly dressed. A woman's high rank or status in the organization, her age or her race, is no insurance or shield: a man may regard her as a special challenge. If she succumbs, he will feel more powerful, or say "after all, she is still just a woman".

Women who are particularly vulnerable include:

- Women heads-of-household, who need their jobs badly.
- Divorcées or widows are often psychologically vulnerable because of loneliness and personal loss – and they can't "plead virginity".
- Women who are timid or insecure about their abilities, and lack self-confidence and career-related education; who have limited potential for advancement and are easy to replace.
- Women who are eager to be accepted and liked, and may find it difficult to be assertive and say "No". Their friendliness and helpfulness is often misread as an invitation.

Saleswomen may be pressured by clients to meet sexual demands in exchange for their business. To make matters worse, their employers may urge them to comply.

Literature Review

(The News: November 15, 2013)

The victims of harassment at workplace can now lodge their complaints online at the website (<http://www.fos-pah.gov.pk/>), which was launched by the Federal Ombudsman Secretariat (FOS) for Protection against Harassment of Women at the Workplace in collaboration with the International Labor Organization soon to be launched in Urdu as well.

(The News: July 05, 2013)

The office for provincial ombudsman for implementation of law against harassment at workplace would soon establish its complaint cells at district levels all over the province in the towns of Thatta, Nawabshah, Hyderabad, Khairpur, Larkana.

(The News: November 29, 2011)

The participants of a consultative meeting on women's rights were shocked to know on that none of the provincial government's 18 complaint centers had ever received a complaint from women about workplace harassment.

Objectives:

- To provide understanding of the concept of harassment at work place
- To suggest awareness to creating tools about safe working environment for women at work place
- To know the intensity of harassment at work place.

Hypothesis:

- There is lack of awareness about harassment concept among women at workplace.
- There is higher intensity of harassment with women at work place.
- There are no any measures to transform information about harassment law among women at workplace.

Universe /locale:

Due to shortage of time and budget the research universe is selected area of Sindh University and its working women.

Chapter 2

Methodology

This study will be exploratory researches both qualitative and quantitative methods will be used on finding the harassment prevalence at workplace in Sindh University. The aim of the research will be gaining familiarity with the problem or situation we never known before. Data will be collected by using structured questionnaire containing both close-ended and open-ended questions. It is also collected through newspapers, books, essay, articles, reports and social websites.

Simple size

Keeping in view the time and resources constraints 20 samples were collected from university with the convenient sampling methodology.

Questionnaires were filled out by respondents and the data was processed for analysis using SPSS.

Chapter 3

| | |
|--|----------------------|
| HARASSMENT AGAINST WOMEN AT WORKPLACE | Form # WHW-01 |
|--|----------------------|

Name of Interviewee : _____

Name of Interviewer : _____

Profession/Deptt./Section: _____

Date: _____

Gender: Male Female

Age: 18-21 22-25 26 & Above

Contact: _____ Email: _____ Signature: _____

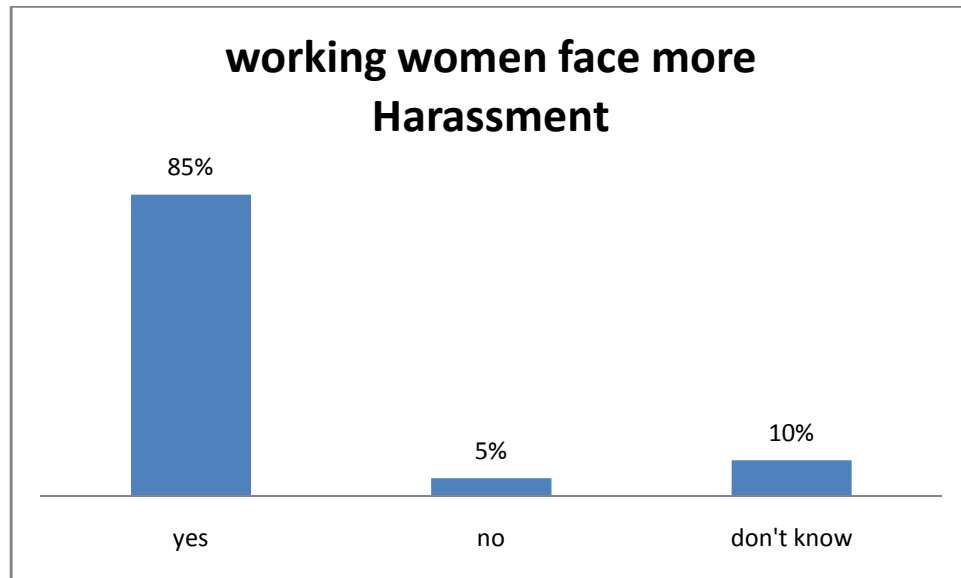
| No. | Questions | Responses (Please Tick only one Response) | |
|-----|--|--|--|
| 1. | Do the working women face more harassment as compare to household women? | Yes No Don't Know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |
| 2. | Which kind of harassment do you face mostly? | Physical Verbal Non-Verbal | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> |
| 3. | At which place do you face harassment mostly? | Bus Stop In Bus In Office At Street | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> |
| 4. | Is frankness become a cause of harassment? | Strongly Agree Agree Dis-Agree Un-Certain | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> |
| 5. | Is lack of confidence play any role in harassment? | Mostly Rarely Sometimes No way | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> |
| 6. | Have you ever experienced any harassment in lieu of promotion? | Yes No Don't Know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |
| 7. | Do you really believe that greediness of a woman at work place tends to harassment? | Agree Dis-Agree Un-Certain | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> |
| 8. | The professionally perfect women will not face harassment? | Agree Dis-Agree Strongly Disagree | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> |
| 9. | Do you believe you have been treated differently by your co-workers because you are a woman? | Yes No Don't Know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |

| HARASSMENT AGAINST WOMEN AT WORKPLACE | | Form # WHW-02 | |
|--|---|---|---|
| 10. | Does the proportion of women to men at work matter to you? | No, it doesn't matter Yes, I prefer to work mostly with men. Yes, I prefer to work where the ratio of men to women is about the same. Yes, I prefer to work mostly with women. | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> |
| 11. | How harassment will decrease according to your point of view? | Through Awareness Implementation of law Through Video Session | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> |
| 12. | If there an incident of harassment occurs where do you report it to? | Administration Police Parents/husband/brother No where | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> |
| 13. | To your knowledge, is there any committee or special arrangement at your or place to deal with harassment against women issues? | Yes No Don't know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |
| 14. | Is there any national law to deal with harassment against women issues in Pakistan? | Yes No Don't know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |
| 15. | Has anyone been penalized for harassing women at work place? | Yes No Don't know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |
| 16. | What do you think the key reason behind harassment against women at work place? | Low moral standards. Implementation of strict law. Gender discrimination against women in society. | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> |
| 17. | Do you support the idea of having 33% quota of female in employment? | Agree Disagree Strongly Disagree | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> |
| 18. | In your opinion should women seek employment after completing their education? | Yes No Don't know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |
| 19. | If yes, do women have really equal and fair chances to get men? | Yes No Don't know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |
| 20. | If No , what are the hindrance for women to seek employment: Please rank the following as most appropriate. | Harassment Mobility issue Family restrictions Socio-cultural perception Any other please specify _____ | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 99 <input type="checkbox"/> |
| 21. | Do you think that women have free choice of clothing at at work place? | Yes No Don't know | 01 <input type="checkbox"/> 02 <input type="checkbox"/> 88 <input type="checkbox"/> |

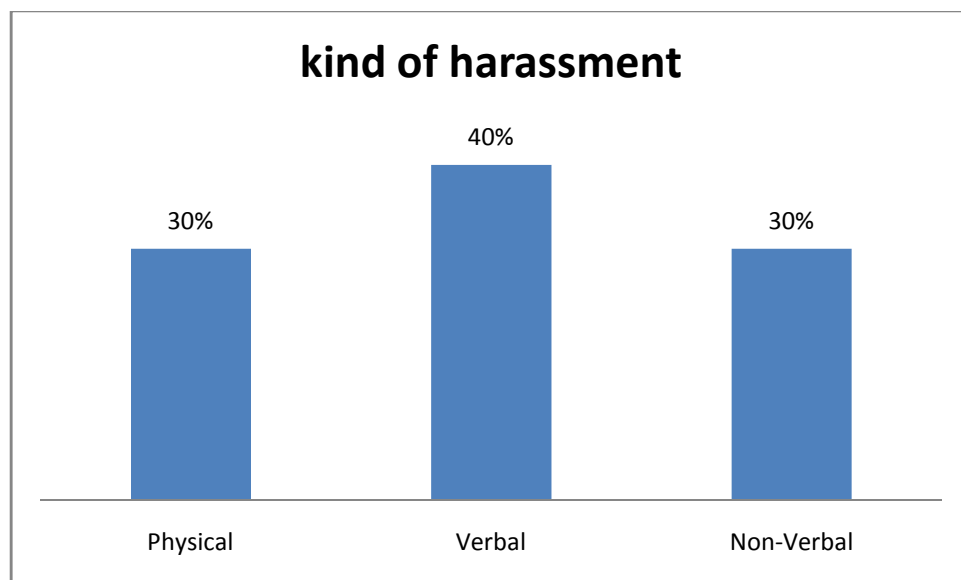
Thank you for your response.

Data analysis

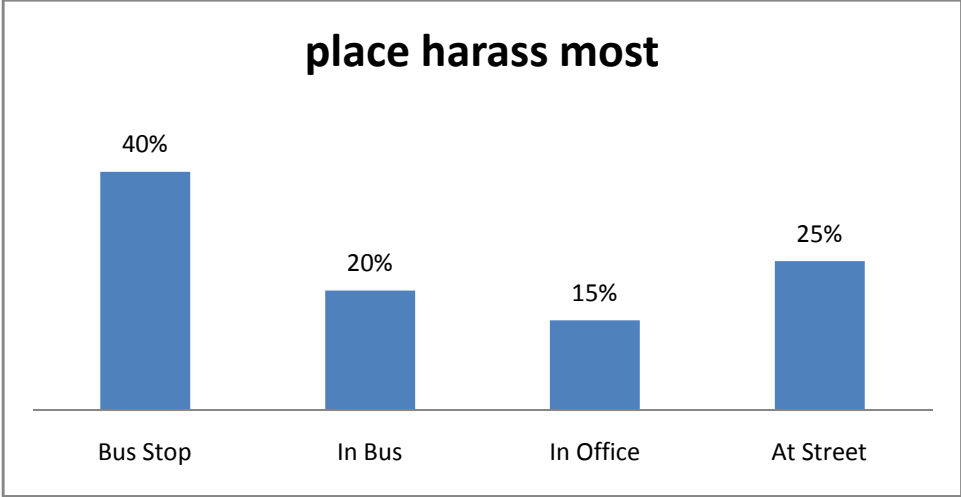
Working women are more facing harassment as compare to household women when we asked the question to respondents they respond 85% yes, 5% no and 10% don't know.



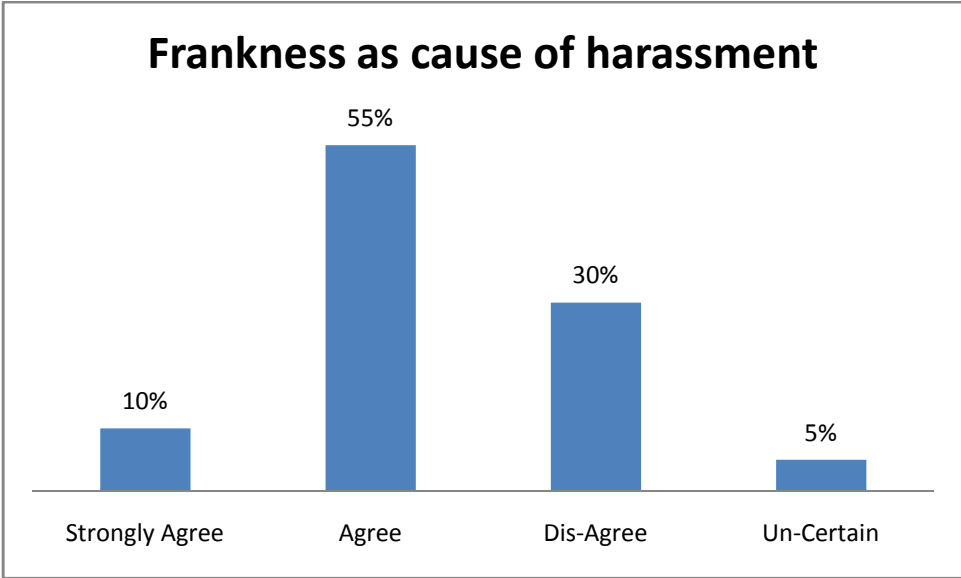
At University women are facing different types of harassment; mostly women faced harassment on bus stop, in bus or in office. at office different co-worker talk without any reason. According to this we asked question. On the response kind of harassment responses were Physical 30%, Verbal 40% and Non-verbal are 30%.



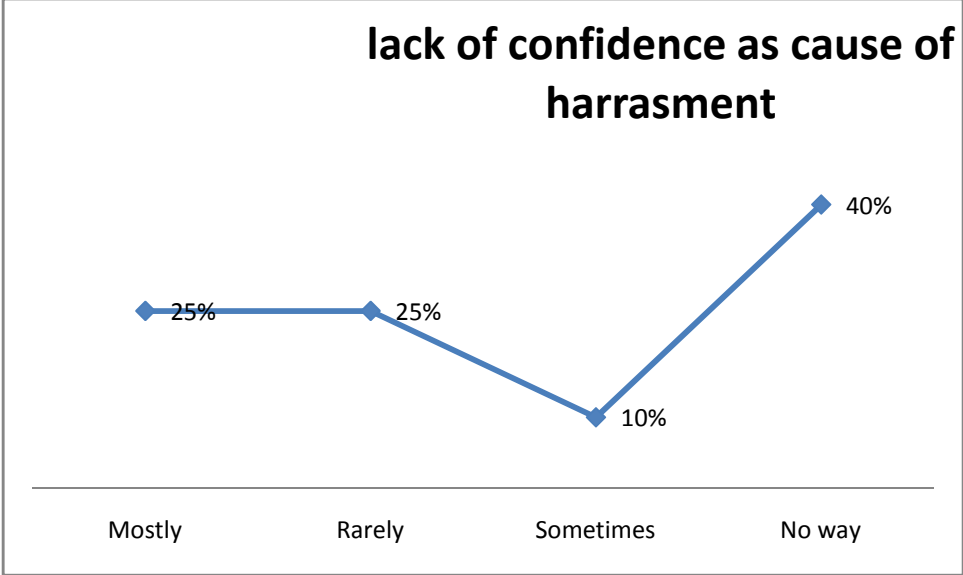
As usually women facing harassment everywhere, if she is not confident then always thinking that every person is looking her. According to this question is. "At which place do you face harassment mostly?"



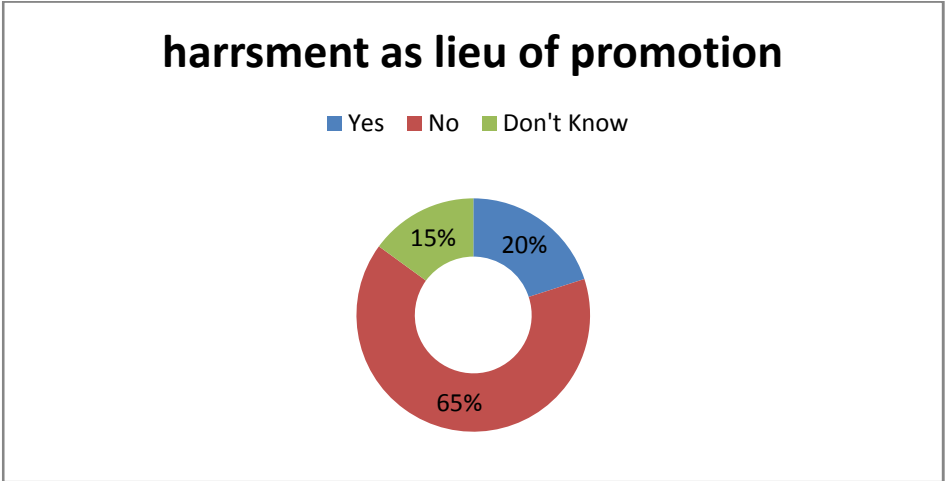
Mostly girls/women have not negative thought therefore they talk freely and friendly, but harasser don't think that she has not negative thinking, and then he making dream world in mind, and giving gifts to her and spending money on her without any reasons, for that we asked questions and got different answer 10% people strongly agree, 55% was just agree and 30% was Disagree and do not want to give any answer and 5% only uncertain.



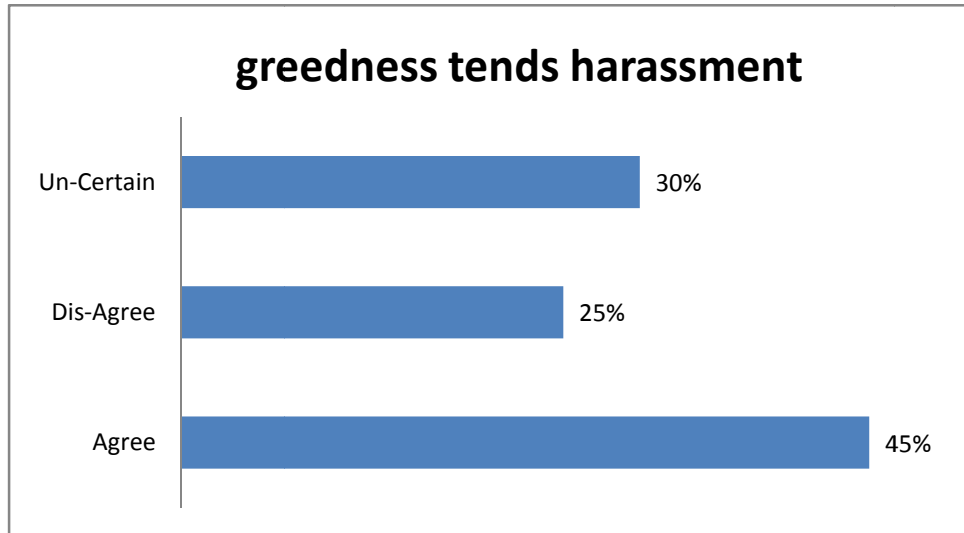
Lack of confidence playing a role in harassment because when women have not confidence then harasser feel himself more powerful than her and make her in his order and always harassing her to do what he want, otherwise he will be fired her from job. When we asked question “is lack of confidence play any role in harassment ?” then here result was, have some different that mostly women and girls said no way here is not any this type issues 40% said no ways, 10% said some time and 25% said mostly and other 25% said rarely.



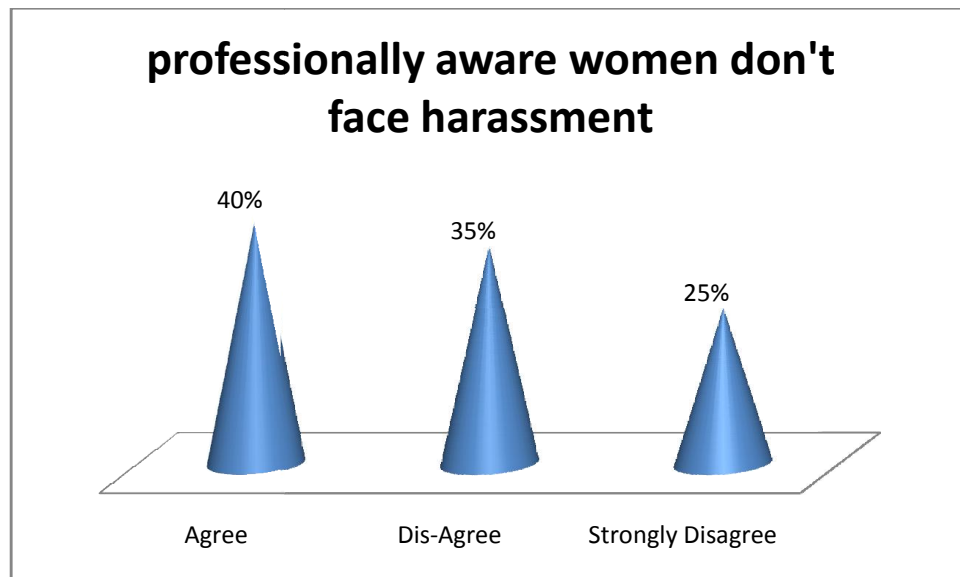
If someone in problem and no way to get out from there then a person want to search a shortcut if that person found a shortcut then he can do anything for that and even he can be killed for that. For that reason we asked “Have you ever experienced any harassment in lieu of promotion?” mostly 65% said no, 20% said yes and 15% said we have no idea.



Other one question “Do you really believe that greediness of a woman at work place tends to harassment?” 45% said agree, 25% disagree and 30% un-certain.

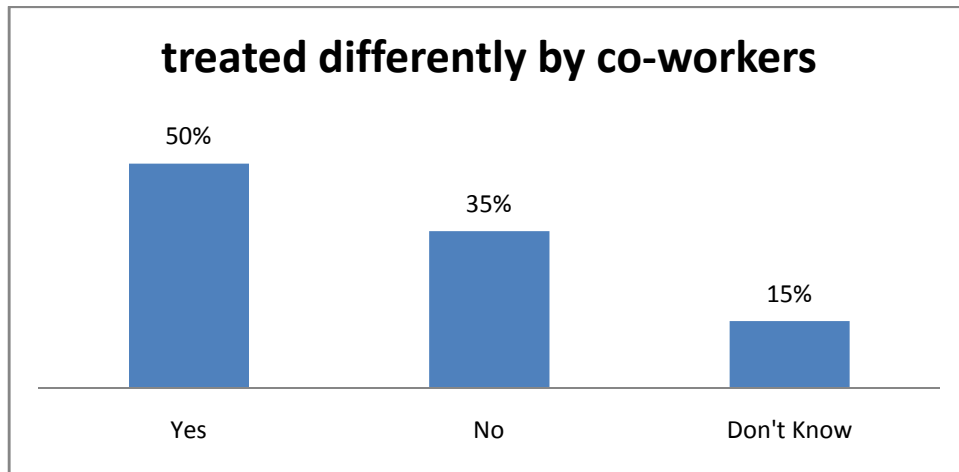


When a women become professional in work and know everything than she would never think about it to be harassed by, because she well known about law and her right if any one try to harass her than she will complaint, and can fired any one, it means at work place women should have powers and well known to use and every women and should know there right. According to this we asked a question that “The professionally prefect women will not face harassment?” there was 40% agreed, 35% was dis-agreed and 25% strongly Disagreed.

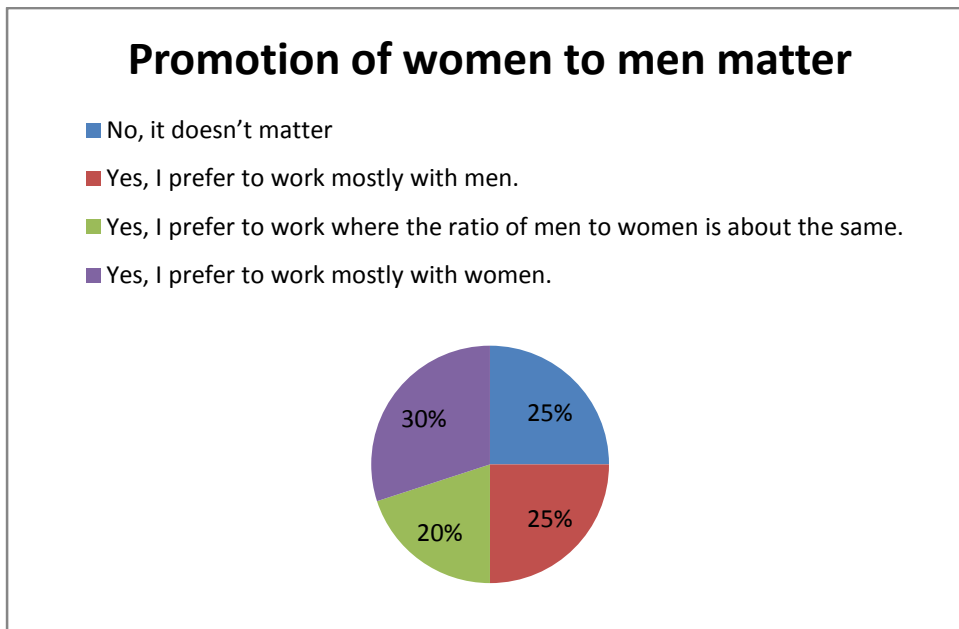


Do you believe you have been treated differently by your co-workers because you are a woman?

50% said yes, 35% no, 15% don't know about that.

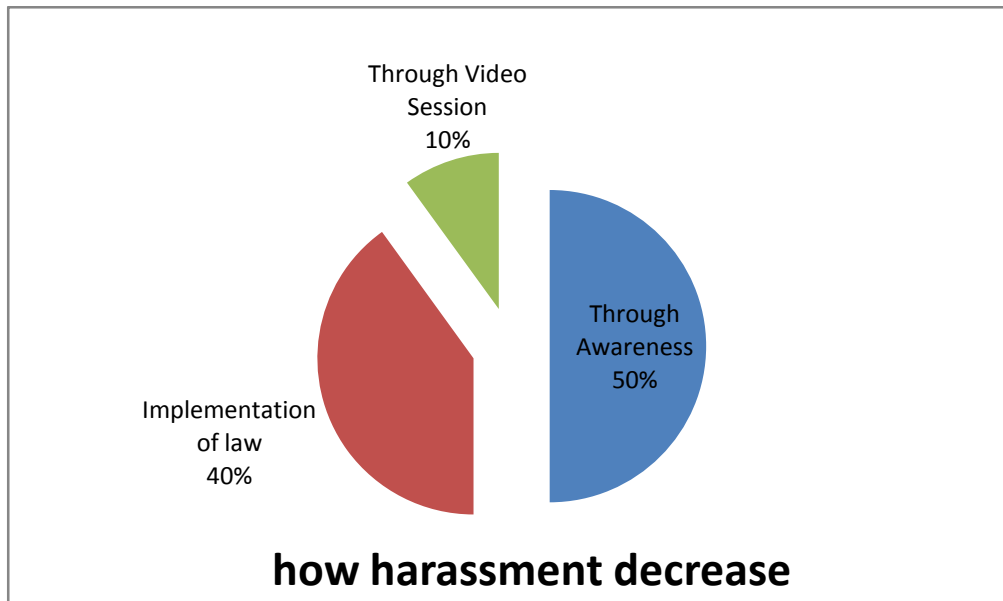


On the question "Does the proportion of women to men at work matter to you? The responses were:

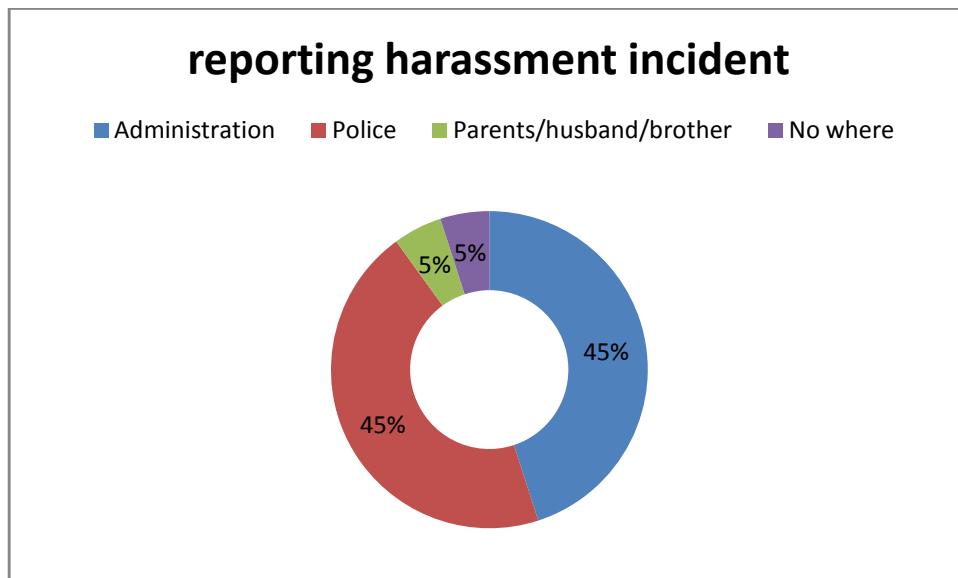


For that question "How harassment will decrease according to your point of view?" many person's want to say their own answers but they ought to have answered form below, 50% said Through Awareness, because our country is developing country and many people are not educated so we have to arranged any awareness programs about human rights, 40% said

Implementation of law, and other 10% said Through Video Session means to making awareness dermas.

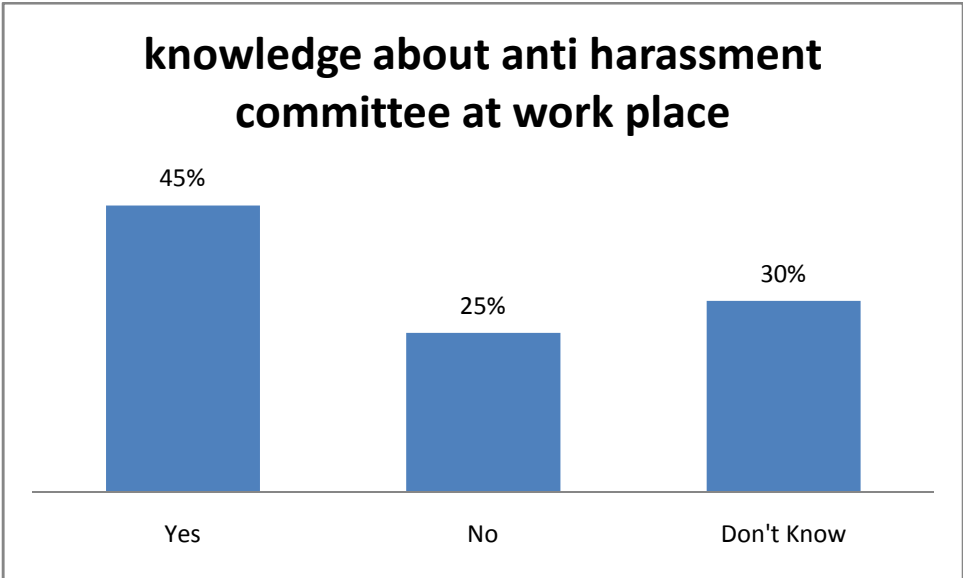


Every human should know their right and should respect each other. If there an incident of harassment occurs where do you report it to? 45% want to report Administration, and 45% want report to police 5% do not want to report, and only 5% they want to report to their relatives.

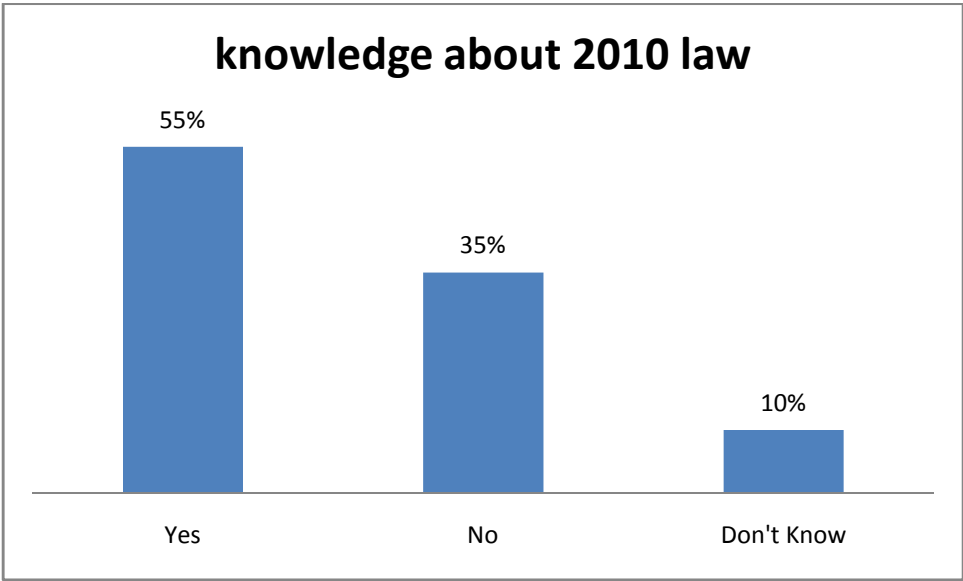


To your knowledge, is there any committee or special arrangement at your or place to deal with harassment against women issues?

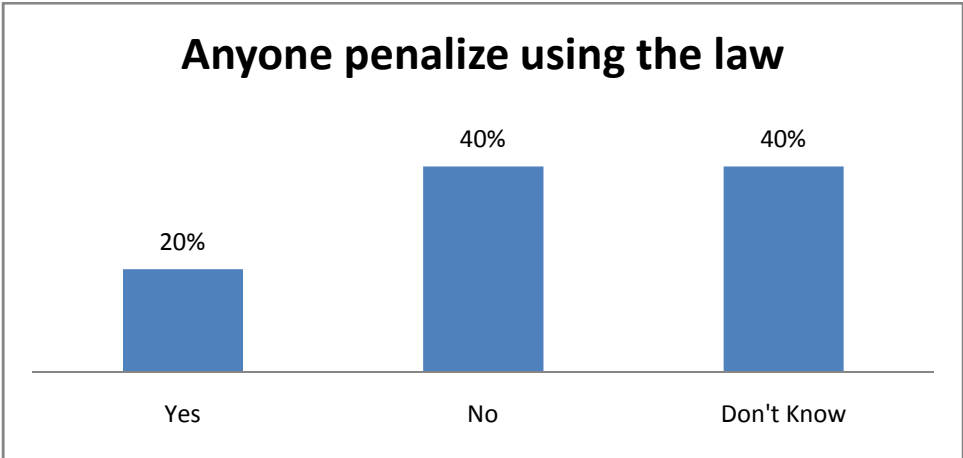
There were know, 45% person know about that everywhere has a committee of anti-harassment because this is natural law, 25% said no, and 30% had not knowledge about that.



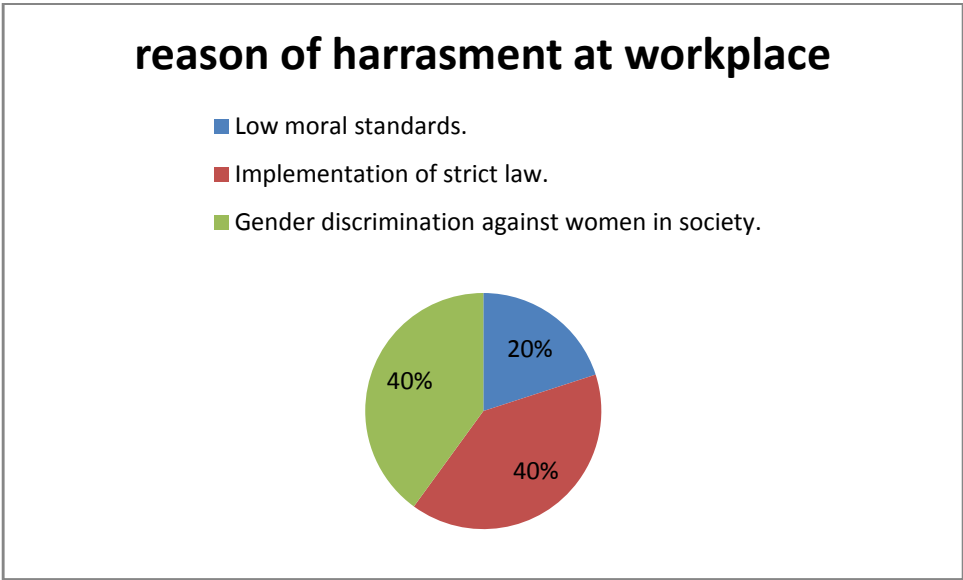
The reason of asking this question is, how many people are known about Pakistani new law "Harassment against women at workplace 2010". Is there any national law to deal with harassment against women issues in Pakistan? The responses were 55% people was know about that low and 35% said no about that, 10% said don't know.



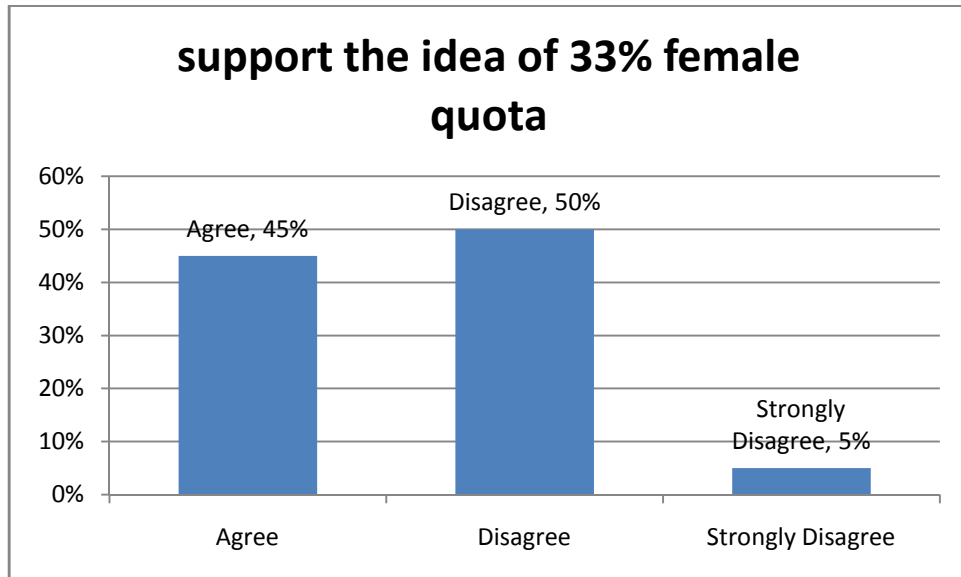
Has anyone been penalized for harassing women at workplace? 20% yes some harasser penalized, 40% said no and 40% have to knowledge about that.



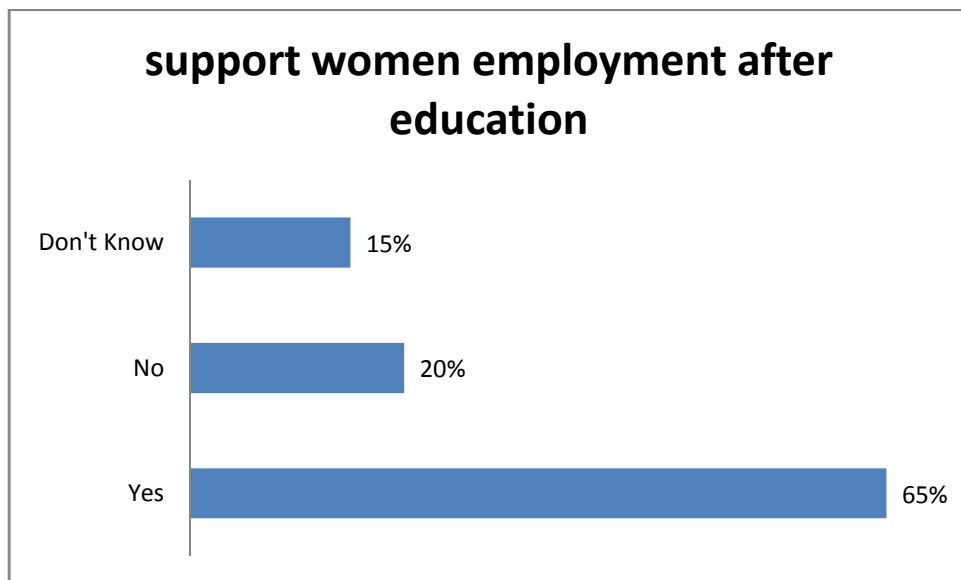
What do you think the key reason behind harassment against women at work place? 20% said Low moral standards, 40% said Implementation of strict law and 40% said Gender discrimination against women in society.



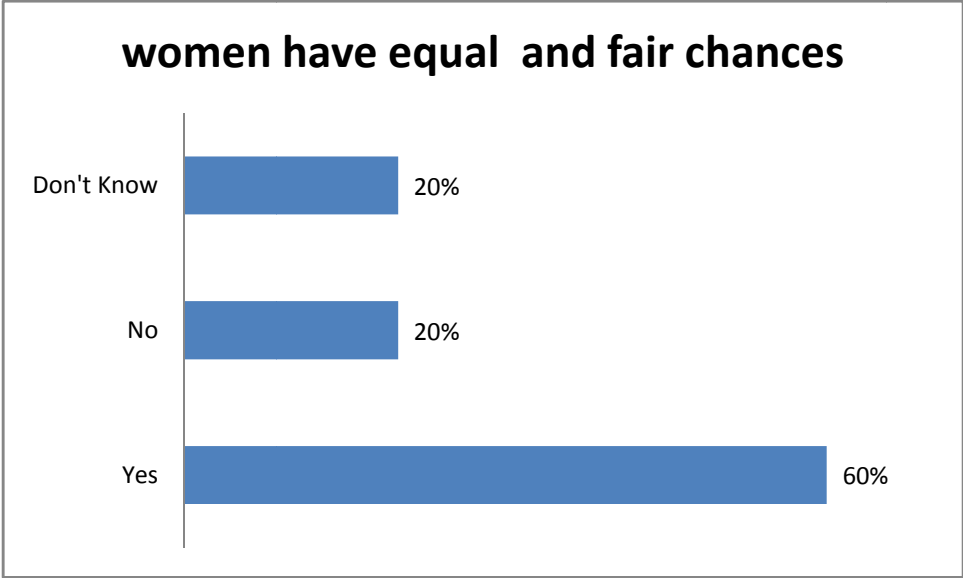
Female's quota is everywhere, and it should be, because in Pakistan large number of females are uneducated, if female get education then she can teacher and mobilize each women in village. So here our question is, Do you support the idea of having 33% quota of female in employment? 45% are agreed, 50% Disagreed and 5% are strongly disagree.



In your opinion should women seek employment after completing their education? 65% people said yes, it should be, 20% said no and 15% said don't know.

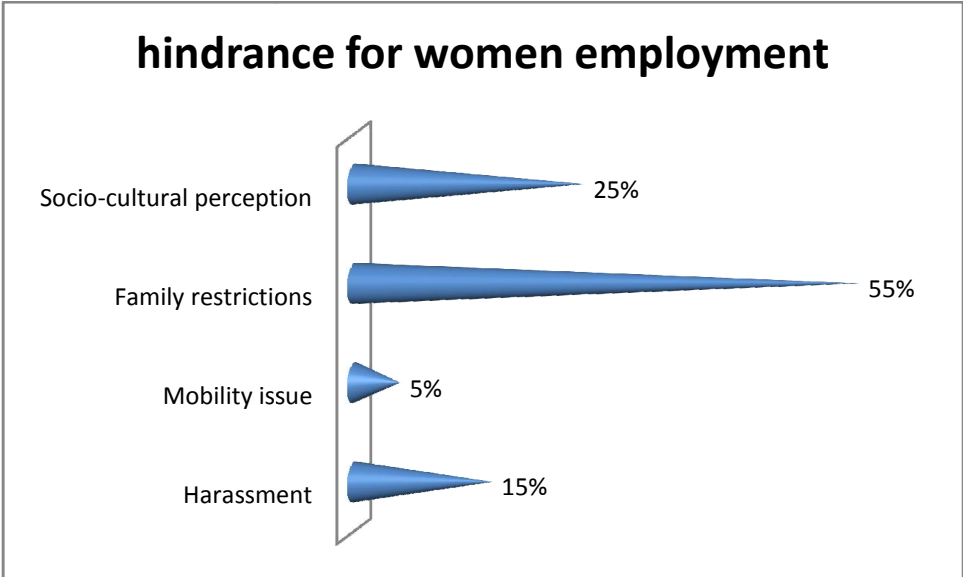


If yes, do women have really equal and fair chances to get men? 60% said yes, 20% said no and other 20% said don't know

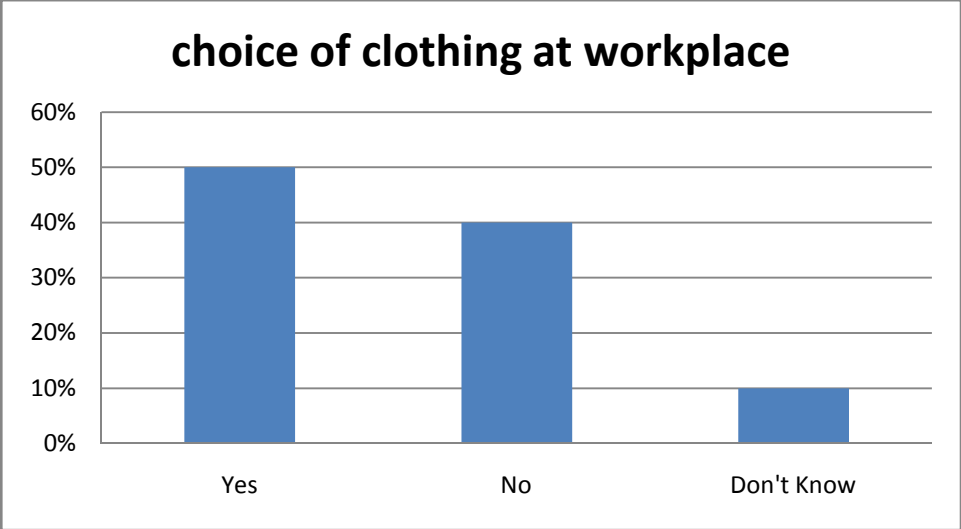


If No , what are the hindrance for women to seek employment? 15% said for harassment, 5% said Mobility issue, 55% said Family restrictions and 25% said that Socio-cultural perception.

Table no 20.



Do you think that women have free choice of clothing at work place? 50% said yes, 40% no and 10% people don't know about that.



Chapter 4

Findings and Conclusion

This section focuses on the findings and conclusion of the study, based on which specific recommendations have been developed.

Conclusion

The result from working places collectively draw attention to the fact that sexual harassment; is endemic, often hidden , overwhelmingly affects women from all walk of life and exists at all kind of workplace. Evidence collected during the study reflects that; individual power perspective, organization structures unequal status between the sex's social group misperceptions; especially of men, and lastly social pressure in case of confronting harassers, favor an environment conducive to harassment

Recommendation

Harassment in Sindh University the workplace is clearly a social challenge that wants attention. Greater public advocacy is needed to raise awareness about the issue. There are actors at different level that can play a role in its prevention, and in offering protection and support to victims. It is important to identify these actors not only at the institutional levels, but also at the state level. The government can lead the way by implementing policies and programs that define the problem and enforce clear guideline on preventative and remedial measures. At the organization level, employers should consider establishing policies that prohibit sexual harassment, institute clear mechanisms to address complaints, and provide training for managers and staff to recognize and deal appropriately with the problem. Also it is equally important to share the grievance mechanism with employees at all levels.

Bibliography

Refer different books of harassment and news papers, articles and some websites as well

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5. The protection against harassment of women at the workplace act 2010

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6. SEXUAL HARASSMENT AT WORK PLACE: ARE YOU SAFE?

<http://www.ayubmed.edu.pk/JAMC/PAST/22-3/Anila.pdf>

7. Sexual Harassment at Workplace in Pakistan

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