

Assessing Workplace Harassment Practices and Violence: A Case Study  
of Working Women in Bahawalpur District

Dawood Nawaz,<sup>1</sup> Ayesha Umar,<sup>2</sup> Shahbaz Ali Khan<sup>3</sup>, and Raheel Akhtar<sup>4</sup>

Article Information			Abstract
Received:	May	9, 2025	<p>Workplace harassment and violence remain pervasive yet underexplored challenges, particularly within patriarchal societies where structural inequalities constrain women’s autonomy and mobility. Despite increasing global advocacy for gender equity exemplified by movements such as #MeToo; such issues continue to affect women across professional sectors in many developing countries. This study investigates the multifaceted impact, social, economic, and psychological of workplace harassment experienced by women in the Bahawalpur District of Pakistan. The research aims to identify the forms and frequency of harassment, evaluate its psychological, social, and professional consequences, assess the level of awareness regarding legal protections (particularly the <i>Protection Against Harassment of Women at the Workplace Act, 2010</i>), examine coping strategies, and analyze the effectiveness of institutional responses and preventive mechanisms. Employing a qualitative case study design, data were collected through semi-structured interviews with 20 female employees from both public and private institutions. Thematic analysis revealed recurring instances of verbal and physical harassment, often shaped by gendered power dynamics, socio-economic inequalities, and religious identity. While participants expressed general awareness of their rights, they reported a lack of institutional support and limited capacity to seek redress due to entrenched male dominance within workplace hierarchies. Furthermore, familiarity with relevant legal protections was minimal, and formal training on complaint mechanisms was largely absent. The findings highlight the urgent need for institutional reforms, enhanced legal literacy, and the implementation of zero-tolerance policies to ensure safe and equitable work environments for women in Pakistan.</p>
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1. Introduction

Sexual harassment, one of the most prevalent forms of abuse, reflects broader patterns of gendered inequality. While globalization has led to increased female participation in the workforce and global

<sup>1</sup> Dr. Dawood Nawaz (Corresponding Author) is Lecturer at Department of Public Administration, The Islamia University of Bahawalpur, Pakistan. Email: [dawood.nawaz@iub.edu.pk](mailto:dawood.nawaz@iub.edu.pk)

<sup>2</sup> Lecturer at Department of Economics, The Islamia University of Bahawalpur, Pakistan.  
Email: [ayesha.umar@iub.edu.pk](mailto:ayesha.umar@iub.edu.pk)

<sup>3</sup> Assistant Professor at Department of Public Administration, The Islamia University of Bahawalpur, Pakistan.  
Email: [shahbaz.ali@iub.edu.pk](mailto:shahbaz.ali@iub.edu.pk)

<sup>4</sup> Dr. Raheel Akhtar is an Assistant Professor, at Department of Business and Public Administration, Emerson University, Multan, Pakistan. Email: [raheel.akhtar@eum.edu.pk](mailto:raheel.akhtar@eum.edu.pk)

recognition of women's skills and potential (Keplinger et al., 2019), local patriarchal structures often resist this transformation. In conservative areas such as Bahawalpur, women who report harassment are frequently blamed, silenced, or accused of violating social norms. Rather than being protected, victims are subjected to reputational damage under the guise of preserving "honour," which further discourages reporting and reinforces impunity.

This oppressive environment contributes significantly to psychological distress among victims, weakening their capacity to engage in economic and social development (Elghossain et al., 2019). According to the World Bank (1993), one in three women globally has experienced violence in her lifetime, ranging from assault and harassment to trafficking and forced harmful practices. Often, the perpetrator is a family member, neighbour, or colleague, further complicating the victim's ability to seek justice. These intimate violations generate an atmosphere of fear and insecurity, where women are coerced into silence to protect themselves within the confines of socially constructed roles.

In extreme cases, traditional practices such as *Karo-Kari* prevalent in Bahawalpur and other regions exemplify the lethal consequences of entrenched patriarchal values. Women are murdered under false accusations of dishonour, while perpetrators are protected by customary norms. Such practices reinforce a sense of inferiority and fear among women, leading to widespread suffering both in private and professional spaces (Liu et al., 2019). However, the current study tried to investigate these complex socio-legal dynamics, with the aim of identifying institutional gaps, understanding women's awareness of protective legislation, and proposing strategies to foster safer and more inclusive workplaces in Pakistan.

Violence against women in Pakistan remains a pervasive and deeply rooted issue that demands urgent and coordinated national intervention. Despite various legal and policy frameworks, the prevalence of gender-based harassment and violence; particularly in professional environments continues to undermine women's safety and restrict their participation in public life. Recognizing the severity of the problem, the government introduced several initiatives, such as the *National Policy for the Development and Empowerment of Women (2002)*, which adopts a zero-tolerance stance toward perpetrators, and the *Protection Against Harassment of Women at the Workplace Act (2010)*. These measures were designed to create secure and enabling workspaces by allowing women to report incidents of abuse without fear of reprisal. However, these initiatives have largely failed to meet their objectives, as complaints often remain unresolved or unreported, particularly in conservative regions of the country (Jafree, 2017).

Despite these legislative developments, workplace harassment remains widespread. Most women remain silent due to fear, stigma, and the lack of institutional support. This study examines the prevalence and dynamics of workplace harassment and violence in Bahawalpur district, with a particular focus on working women in the public and private sectors. It explores the level of awareness, understanding, and utilization of legal protections such as the *Protection Against Harassment of Women at the Workplace (Amendment) Act, 2020*.

## 2. Literature Review

### 2.1 Violence Against Women: A Structural Challenge

Violence is an act committed with the intent to physically harm another person. When it comes to gender-based violence, it has become a widespread and pervasive problem around the world, from the home to the workplace, affecting all aspects of women's lives (Karmaliani et al., 2012). Women can be considered valuable part of factors of production as 50% of Pakistan population comprised of women, so they can contribute significantly towards the economic development (Parveen, 2016). However, patriarchy and religious misinterpretation hurdle women active participation in an economy, leaving half of the population unproductive. In Pakistan society, men are associated as head

of household responsible of making all kind of decisions like from maintaining daily chores to financial, educational and marriage decisions.

Men generally control their actions and behaviour whether they are fathers, husbands, or brothers but the Pakistani women are viewed as inferior entity and at lower rank having little voice even in minute household decision. So, they must fight for a long time for their survival and equality. The economic opportunities for the women are conditional to economic status of their husbands and fathers (Jahangir et al., 2023). Further, women's views on the job possibilities are shaped by society's views and tradition, as per in Pakistan society medicine and education is most comfortable and rewarding sector for females and if they deviate into some other sector like banking, their capabilities being suspicious (Mirza & Jabeen, 2020).

In some traditional families of Pakistan, men are considered as the financially responsible for the nourishment of their family and women are not allowed to work even the family is suffering from miserable conditions (Jabeen et al., 2020). Yet, because of these cultural beliefs, men seek employment, while women, who are dependent on men, seek to marry men having good financial position. These kind of attitudes and norms discourage the females to explore their inner talents and to take part in economic progress of the country. The intensity of violence varies from place to place, as rural areas women suffer more violence than women of urban areas (Hunnicut, 2009).

In rural areas, inhuman customs and traditions are strictly practiced as women are considered as commodity used to trade, settle debt or disputes. Moreover, the young daughters and sisters are sometimes given in marriage in lieu of compensation of their relative crimes or to safeguard their mischievous acts, this cruel practice called "*SWARA*" in KPK and "*VANNI*" in Punjab (Gauhar, 2014). The most prominent example of this brutal act is incident of "*MUKHTARAN MAI Case*", happened in 2002 in Southern Punjab, where a woman named Mukhtar Mai was raped in front of the tribal council of the village as her 12-year brother was suspected of involved in sexual relation with girl of another tribe. So, she was firstly raped and then forced to walk nude in front of whole tribe as a means of punishment (Afzal-Khan, 2015).

## 2.2 Workplace Sexual Harassment: Prevalence and Typologies

Sexual harassment is usually perpetrated by the bosses and seniors because of their strength, status, and power, especially when the female workers are weak and working in low positions (Sapiro, 2018). The results of the study done by Sadrudin (2013) revealed that the boss or senior management involved in malicious practices, where they either threat or making lucrative offers to the females to satisfy their immoral needs. Furthermore, Pathak (2015) identified sexual harassment as unwelcomed, disturbing, and humiliating behaviour that divides into five main categories like (a) sexually coloured remarks; (b) physical contact and advances; (c) verbal, non-verbal physical unwelcome conduct of sexual nature; (d) showing pornography; and (e) demanding sexual favours.

Salman et al. (2016) further classified harassment into three core forms: sexual coercion, gender-based harassment, and unwanted sexual attention. They stress the importance of differentiating these types, noting that many victims may not recognize the legal definitions of their experiences. Johnson et al. (2018) described sexual harassment as threatening, bribing, and pressurizing women to involved into sexual activities. The most common type of harassment is gender based where males use to abuse females in their daily conversations, make derogatory remarks and fun of their appearances. While unwanted sexual attention involved inappropriate touching and persistent sexual proposition. Often, sexual harassment has a detrimental effect on job performance.

The role of institutions in either mitigating or perpetuating harassment is critical. Asif (2011) examined the role of media and police in controlling violence against women in Pakistan. The author stated that crimes are even backed up by institutions and the police and the media which are considered as driving force to set values, rules, norms, and cultural patterns in the society but

unluckily, the media and police in Pakistan are backing the criminal mindset in the society. Media has normalized the violence and abuses in the marital relationship and is promoting the concept of staying in the abusive marriages and come only in case of death for the daughters. Moreover, the assaulters are obliged by the police and security forces as they mostly belong to influential class and male dominated society (Bugti et al., 2024). Thus, this growing trend of crime and institutional incompetence has increased the institutional incredibility leading to most the cases to remain unreported.

Despite of being in age modernity and open-mindedness, Pakistani females are still harassed at their workplaces, which deteriorates their mental health and self-esteem leading to poor job performance and work efficiency (Sadrudin, 2013). However, current research has proven this phenomenon with results where workers are harassing by their superiors because of the continuing their jobs. Further, Nadler and Stockdale (2012) stated that the woman in our society are being discriminated at all levels. The male dominant society had nurtured the society to view women as inferior entities which needs to sacrifice their needs, wishes and lives for the males. Due to this, the women are suffering badly in their own homes where males are being preference over them in education, wealth, and decision-making authorities.

Since most of the household in Bahawalpur district are either having feudal background or belongs to middle and lower-income group. The males are considered as asset of the household, who will support parents in their old age. So, the parents usually prefer to make their best investment on males whether in case of education or wealth distribution, therefore the female of this area expose to limited educational opportunities and economic freedom.

### **2.3 Empirical Studies on Workplace Harassment**

Several empirical studies have attempted to quantify the extent of workplace harassment. Unnikrishnan et al. (2010) conducted the cross-sectional study on harassment among women at workplace in the Costal South India. The participants of the study included working women from banks, educational institutions, shops, and hospitals. The results of this study revealed that about 28 percent women had experienced with harassment and 37 percent were in the age of less than 25 years because, the younger girls are not familiar with the job requirements. Further, 48 percent of women experienced harassment within a year of their joining in the job and they ignored their right to file a complaint against harassment because of the fear of losing the job. Therefore, it can be said that the harassment is an alarming issue that must be dealt by government on priority basis to ensure a safe working environment for female.

The study carried out by Raj et al. (2020) conducted the study by using the sex-stratified logistic regression model to assess the association between gender parity at work and workplace sexual harassment. This primary survey-based study revealed that 42 percent of women and 15 percent of men was experienced sexual harassment at workplace. Logistic regression analyses showed that women who were working in female-dominated industries and the men who were working in the male-dominated professions were experienced less sexual harassment at workplace. Therefore, women who were working in the male-dominated professions were more in reporting harassment while men who working in male-dominated professions were less in reporting harassment.

In the context of rural Pakistan, Mohyuddin and Ambreen (2012) described have examined the situation of women who of rural areas of Baluchistan, where women are burdened to perform dual duties i.e. to maintain household and to work on the farms. Not only this, most of the male of rural areas consider women to be their subordinates and servants, who need to act as per their wishes. Therefore, this situation leads to increase in beating, abusing, and assaulting among the females.

Kapila (2017) provides a theoretical perspective, analysing workplace harassment through five conceptual lenses: organizational theory, feminist theory, biological/natural theory, socio-cultural

theory, and sex-role spillover theory. This multidimensional framework revealed that workplace harassment is not only a behavioural issue but also a systemic failure requiring structural change. Moreover, Kapila (2017) asserted that the sexual harassment the global and unacceptable which needs to eliminate at every cost.

### 3. Research Questions

The purpose of this study was to critically examine the nature, prevalence, and perception of workplace harassment experienced by women employed in both public and private institutions within the Bahawalpur district of Pakistan. The study seeks to explore the various forms of harassment encountered by female employees, assess the psychological, social, and professional impacts of such experiences, and evaluate their level of awareness regarding legal protections, particularly the Workplace Harassment Protection Act of 2010. Furthermore, the research aims to investigate the coping strategies adopted by women and to analyse the effectiveness of institutional responses and preventive mechanisms in mitigating workplace harassment. Based on this, following subsidiary questions were derived.

#### 3.1 Subsidiary Questions (Sub-Themes)

1. Do you know about violence against women?
2. What do you think about the term harassment with women?
3. Have you ever faced harassment at workplace?
4. If yes, then which type of harassment do you mostly face at the workplace?
5. Have you ever suffered because of harassment practices?
6. What are the basic rights of women?
7. Have you heard about the Workplace Protection Act 2010 against harassment at workplace?
8. Are you trained to tackle harassment practices?

### 4. Research Methodology

The present study investigates workplace harassment and its perception as the primary variables of interest, explored through a series of carefully designed, semi-structured interview questions. A qualitative research methodology was adopted to examine the experiences of working women in the Bahawalpur district. Based on key indicators identified in the literature, interviews were conducted in Urdu and the local language to ensure authenticity and minimize language bias. These interviews were subsequently transcribed into English, with assistance from female linguistic experts to further reduce the potential for gender bias and to maintain the original context and meaning.

Participants were selected using purposive sampling, in accordance with the guidelines of Creswell et al. (2007). A total of 20 female employees; 10 from public institutions and 10 from private institutions voluntarily participated in one-on-one, audio-recorded interviews. The sample size reached saturation, where no new significant information was emerging from additional interviews. Ethical guidelines were strictly followed throughout the study, with participants' identities kept confidential and informed consent obtained before data collection. Demographic diversity was ensured by including women from different age groups and with varying levels of professional experience. The demographic characteristics of the participants are presented in Table 1.

The transcribed data were then analysed using thematic analysis as outlined by Braun and Clarke (2006). This method allowed for the systematic identification, organization, and interpretation of patterns (themes) across the dataset. The analysis was conducted in three structured stages: compiling, coding, and theming.

1. During the first phase (compiling) every audio-recorded interview obtained during the field research was transcribed, and stored as an individual document, to trace the data. The listening of the recording was followed by a transcription procedure that included going over every piece of information that was read.
2. In the second phase (coding), the transcripts of the interviews were studied so carefully, and meaningful codes were determined manually to the words, phrases, and ideas that reflected important issues on the experiences of the participants. These codes were not only data-driven (inductive) but also based on already existing literature (deductive). Coded data marked with the most noticeable concerns such as emotional distress, power relations, and gaps in the institution were cross-verified with the literature on sexual-based workplace harassment to guarantee analytical soundness. As an example, such codes as the verbal abuse, lack of reporting mechanisms, and fear of retaliation have occurred quite often and were combined with the well-proven findings of related studies.
3. During the last step (theming), these related and similar codes were combined to come up with broad themes. Such a repetitive procedure of rechecking and rearranging the topics made them internally coherent and theoretically relevant.

The seven major themes that emerged from the data are:

- i. Violence Against Women
- ii. Harassment with Women
- iii. Basic Rights of Women
- iv. Protection Against Harassment of Women at the Workplace Act 2010
- v. Types of Harassment Mostly Faced at the Workplace
- vi. Suffering Due to Harassment Practices
- vii. Training and Preventative Measures

These themes indicate the multidimensional and multidomain of workplace harassment on the part of working women in Bahawalpur. They do not only shed light on specific cases, but they also reveal institutional discontinuities in the areas of legal awareness, institutional help, and the ethical climate of work. These themes provide the basis of the interpretation and discussion which is conducted in the following sections of this research work.

**Table 1: Demographic Participants of the Study**

Participant	Age	Occupation	Marital Status	Nature of Job Sector
1	29	Banker	Single	Private
2	26	Doctor	Married	Public
3	39	Teacher	Married	Private
4	21	Lady Health Worker	Single	Public
5	34	Nurse	Married	Public
6	29	Banker	Married	Private
7	28	Admin Officer	Single	Public
8	25	Doctor	Single	Public
9	31	Nurse	Single	Public
10	40	Teacher	Married	Private
11	19	Receptionist	Single	Private
12	23	Clerk	Married	Public
13	25	Accountant	Married	Private
14	27	Teacher	Single	Public
15	33	Anchor	Single	Private
16	22	Clerk	Single	Public

17	34	Cashier	Married	Private
18	24	Accountant	Married	Public
19	27	Receptionist	Single	Private
20	29	IT Manager	Married	Private

## 5. Findings and Discussion

### 5.1 Findings from Thematic Analysis

#### Theme 1: Violence against Women

“Violence is a harmful act committed against an individual or group based on their gender, involving the misuse of power and destructive societal norms.”. (P3)

“In my opinion, violence is gender-based that physically, sexually or mentally harm women and due to which women and girls of our society is suffering”. (P8)

“Violence is conduct and attitude that hurts women without any legal and ethical justification”. (P2)

“Violence against women is a threatening behaviour with women either by men or women”. (P18)

“Violence against women is about oppressing women’s rights beyond the legal act”. (P16)

#### Theme 2: Harassment with Women

“Any misconduct which is ethically, legally, and socially based on gender biases is known as harassment”. (P6)

“I consider it as ill-treatment of the female gender”. (P4)

“According to my, exploitation of women’s rights who are considered a major segment of society”. (P12)

“I think, marginalizing someone based on gender, creed, caste, race, color, and ethnicity is harassment”. (P5)

“Harassment is regarded as unwelcome sexual behavior, request for written and verbal immoral communication or sexual favors, or the physical conduct of a sexual nature including sexual demeaning attitudes towards women”. (P13)

“Sexual harassment is the worst issue that affects me at the workplace, whenever I faced it. Sexual harassment suffered me physically and psychologically. Many times, I was forced to quit my job or even I had taken sick leave to escape from the harassment”. (P20)

#### Theme 3: Basic Rights of Women

“Yes, I know about the basic rights of women, and these include right to live violence, slavery and without any discriminatory life; choice of education; right to own property and vote, and right to earn a fair and equal wage. I have read somewhere that women’s rights are equivalent to human rights”. (P7)

“Yes, I’ m aware of my basic rights as women which comprises of the right of freedom; a freedom to practice my choices without any pressure and compulsion from the society, a violence free save life where I can enjoy the highest attainable standard of physical and mental health; right of education and to buy property; to vote, and to have equal share in market wages”. (P15)

#### **Theme 4: Protection against Harassment of Women at the Workplace Act 2010**

“Protection against Harassment of Women at Workplace Act 2010 is a preventative act that secures the women right at workplace. This act was passed in March 2010 and implement across the country whether you belong to private or public sector. As per this law sexual harassment at workplace and public spaces a criminal act and needs to be dealt with zero tolerance”. (P9)

“This act abides all public and private organizations to formulate Internal Code of Conduct to ensure women security at their workplaces. It demands the organization to develop harassment and violence online portals where women can register complaint or appeal against these inhuman acts. This act ensures that all these complaints should be dealt with zero tolerance policy and on priority basis. It shall also establish an Ombudsman at Federal and provincial levels”. (P11)

“The prime objective of this act is to provide safe working environment to women that is free from harassment, abuse, and intimidation. This will facilitate their right to work with dignity”. (P3)

#### **Theme 5: Type of Harassment mostly Faced at Workplace**

“I always faced discriminatory harassment at my workplace from my colleagues even one of my female colleague members expressed her discriminated views towards me”. (P10)

“One of our participants was a female banker, she shared her traumatic experience of workplace violence and harassment that she was beaten with glass ceiling and is mocked for not being “leader material” at her workplace which shows gender harassment”. (P1)

“I always criticized religiously by my colleagues because I am a Christian. They taunted, make fun of me, and associated me with inferior community”. Apart from sexually harassment we are religiously harassed too, so it is very difficult to practice our religion freely”. (P7)

“I have faced sexual harassment at my workplace by my boss who always did unwanted sexual advances and behaviour such as sometimes he (boss) shared sexual photos (pornography) and sexual comments, jokes, questions. Even one day, he did (boss) inappropriate sexual touching to me”. (P8)

“I am bearing psychological harassment, and it is negatively impacting my psychological well-being. My professional and personal capabilities are questioned and ridiculed for just being a woman that’s why I often feel down and belittled, this is destroying our self-esteem and creating a domino effect. Our physical, social, and mental health are greatly impacted due to this as it creates the sense of insecurity, depression, fear, and anxiety. Sometimes this situation feels like a hell and even I try to commit suicide get rid of it”. (P19)

#### **Theme 6: Suffering due to Harassment Practices**

“Yes, I have suffered a lot because of harassment practices that psychologically affect my health including anxiety, depression, headaches, sleep disorders, lowered self-esteem, and sexual dysfunction”. (P6)

“Yes, I have faced harassment practices many times”. (P17)



## Theme 7: Training to Tackle Harassment Practices

“No, I cannot tackle harassment practices because I always remain very shy and less confident. I’m afraid that raising my voice will harm my dignity and life”. (P13, P6, P19)

“Yes, I can tackle this kind of harassment practice”. (P1, P8)

## 5.2 Discussion

The result indicated the prevalence of workplace harassment both in private and public sector and its frequency and intensity vary according to their economic, social, and religious status. A significant chunk of working women had experienced with different forms of harassment, including verbal abuse, sexual harassment, bullying, and psychological intimidation.

### 5.2.1 Prevalence and Forms of Harassment

The interview results reported that most common form harassment are sexual harassment and verbal abuse. Many women had to bear with inappropriate comments, threats from male colleagues and supervisors and unwanted advances. Workplace bullying, including unfair treatment, excessive workload, and exclusion from professional opportunities, was also commonly observed.

### 5.2.2 Workplace Environment and Organizational Responses

The study finds that many organizations lack clear anti-harassment policies and effective reporting mechanisms. Even where policies exist, women often hesitate to report incidents due to fear of retaliation, job loss, or victim-blaming. Additionally, many organizations fail to take strict disciplinary actions against perpetrators, reinforcing a culture of impunity.

### 5.2.3 Psychological and Professional Impact

Harassment and workplace violence have severe psychological effects, leading to stress, anxiety, depression, and decreased self-esteem among victims. Many women reported a decline in job satisfaction, productivity, and motivation, with some considering quitting their jobs to escape the toxic work environment.

### 5.2.4 Societal and Cultural Factors

Cultural norms and social stigmas in Bahawalpur play a significant role in shaping workplace harassment dynamics. Many women face family pressure to remain silent about harassment, fearing reputational damage. Additionally, male-dominated workplaces often foster an environment where gender-based discrimination is normalized.

### 5.2.5 Gaps in Legal Protections and Law Enforcement

Despite the presence of laws like the *Protection Against Harassment of Women at the Workplace Act (2010)*, the study highlights major gaps in implementation. Due to limited exposure many women are ignorant about their legal rights, and law enforcement agencies often fail to take workplace harassment complaints seriously. The absence of effective monitoring bodies further weakens the legal framework.

## 6. Conclusion & Policy Recommendations

This study sheds light on harassment practices and workplace violence, its prevalence, severity, and impact of gender-based violence in the professional setting of Bahawalpur District. A semi-structured interview technique was adopted to get the data from 20 working women of public and private institutes of Bahawalpur district. The discussion-based findings indicate that many women face verbal abuse, sexual harassment, bullying, and psychological intimidation, which significantly affect their mental well-being, job performance, and career growth. Despite existing legal protections, weak enforcement, lack of awareness, and social stigma prevent many women from reporting incidents. Organizational shortcomings, such as the absence of clear policies, inadequate complaint mechanisms, and fear of retaliation, further exacerbate the problem. Cultural and societal norms also play a role in normalizing harassment and discouraging victims from seeking justice.

To create a safe and inclusive work environment, it is essential to strengthen legal frameworks, enforce strict workplace policies, and raise awareness about women's rights. Women should be well versed on anti-harassment policies and fully trained in their self-defence. Providing legal aid and free counselling will not ensure the sense of protection but also increase frequency of case reporting. Secondly, organizations must implement zero-tolerance policies, anonymous reporting systems, and regular training programs to combat harassment. Additionally, community engagement, male allyship, and mental health support can help change societal attitudes and empower women in the workforce. Technology driven and digital solutions like development of harassments reporting portals, CCTV and AI monitoring and complaint tracking system will aid to reduce workplace harassment and violence. Lastly, addressing workplace harassment is not only a legal and ethical obligation but also a critical step toward gender equality and economic development. By ensuring a harassment-free workplace, women in Bahawalpur can fully contribute to the workforce, leading to greater productivity, innovation, and social progress. Based on the findings of this study, the following policy interventions are recommended to address the issue of workplace harassment:

### 6.1 Promote the Enforcement and Legal Awareness

There should be an active application of legal frameworks and regular audits and punishment of non-conforming. The governments and services must partner together to initiate awareness programs about leg rights and reporting system, especially during remote or urban underserved locations to women.

### 6.2 Reforms of Institutional Policies

Detailed and effective anti-harassment policies which contain preventive strategies and penalties as well as protection standards are supposed to be implemented in organizations. These policies should be brought out and written such that everybody can be aware of them.

- Institute institutionalized internal complaint system, which should be composed of gender-sensitized members and must guarantee anonymity and complainants protection.
- Periodically, hold compulsory programs on anti-harassment and sensitivity training to employees of all ranks.

### 6.3 Technology-Driven Interventions

Apply technology to such solutions as:

- Unidentified Internet reporting systems.

- Communal working space CCTV staffing.
- Artificial intelligence driven complaint monitoring and early-warning mechanisms.

Such tools will make it more accountable and have fewer incidents due to improved surveillance and access.

#### **6.4 Support Structures to Women**

Make available financial support legal assistance, psychological therapy, and self-defence classes. Allied with non-governmental organizations, outreach and reputability of support services can be increased.

#### **6.5 Cultural and Community Participation**

Promote men as allies, involve leaders in religious and educational groups as well as in the community to shatter those social norms that encourage the normalization of harassment. The learning institutions must include gender equity, ethical workplace, and how to communicate clean in their syllabuses.

### **7. Limitations of the Study**

Although this research presents valuable qualitative findings on the issues of harassment at the workplace, one needs to note a few limitations. One, the sample size of 20 members of the Bahawalpur is too small to have a generalizable research output to other parts of the country or fields. Pure self-report data have the possibility of made-up recalls or emotional inhibition even with the focus on the confidentiality. Moreover, the research only included interviews with women, and the analysis lacks opinions of male coworkers, supervisors, or human resource workers, who might represent an additional perspective on the issues surrounding the workplace. Gender-based violence also has cultural sensitivities that might have limited subjects to express their complete experiences.

### **8. Future Implications**

This study primarily focuses to the Bahawalpur district and respondents are taken from the few of the public and private institutes. Moreover, incorporating the women workers who are working informally from the homes will give more vivid picture of workplace harassment and violence. This study has employed the quantitative technique and questionnaire survey while future research can adopt the qualitative technique and interview survey. In last, the future research can be conducted on all over Pakistan by using even higher, more varied samples, combining mixed methods, and discussing long-lasting effects to provide better policy and intervention-driven guidance to investigate a similar case.

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