



Vol. 3 No. 3 (March) (2025)

Women's Awareness of Sexual Harassment Policies in Higher Education Institutions in Pakistan: A Study on Perceptions, Barriers, and Impacts

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Abstract

Analyzing harassment and discrimination against female faculty members at higher education institutions was the study's main goal. The study's primary goals were to identify the primary causes of harassment and discrimination in higher education institutions as well as to highlight the types and contributing variables of harassment that often occur there. The study was descriptive in nature, and data was collected from a subset of Sindh's higher education institutions using a quantitative research technique. A random sample of 160 female faculty members from various universities participated in the quantitative portion of the study. Data study led to the conclusion that harassment at higher education institutions is becoming more common. Women's knowledge of the workplace's sexual harassment policy as opposed to formal statements made by the organizational hierarchy According to recent theory and research, employees' attitudes and behaviors regarding gender discrimination and harassment are frequently and significantly influenced by their perceptions of the organizational ease of sexual harassment, their opinions about the situation at work, or their worries about practical justice rather than the merely objective existence of formal rules and regulations. This study investigates the degree of knowledge regarding harassment and discrimination policies as well as the types of harassment that most frequently occur at work. The most common issues are those that affect women's health, social contacts, communication with authorities, and personal reputations. The vast majority of participants concern that physical, psychological, and emotional abuse of women is commonplace in higher education settings. This study also examines how the majority of women typically experienced physical and verbal abuse from males at work, as well as violence against social issues.

Keywords: Workplace, harassment, discrimination, higher education institutions, policy

Introduction

Gender equality in the workplace is a cornerstone of modern society, embodying the belief that all individuals, irrespective of their gender, deserve equal



Vol. 3 No. 3 (March) (2025)

opportunities, rights, and treatment in professional settings (Zhang, 2024). As workplaces evolve, the importance of gender equality transcends social justice, unlocking diverse talents and fostering innovation, productivity, and inclusivity. It is not only a pursuit of fairness but also a strategic imperative that drives organizational success and societal progress. Despite advancements in awareness and policy, workplace discrimination remains a pervasive challenge. Gender bias continues to influence hiring, promotions, and decision-making processes, with women often facing systemic inequities irrespective of their qualifications or achievements. According to (Equalityeducation et al., 2011) the Business Coalition for Women Empowerment (IBCWE, 2023) (Gleeson & Russell, 2023), women are still underrepresented in leadership roles, such as board directorships, across industries. Cultural and religious influences, particularly in regions where traditional norms prevail, further compound these disparities, limiting women's professional opportunities and perpetuating unequal treatment.

A critical aspect of gender inequality is sexual harassment, a global issue that undermines individuals and institutions. (Iftakhar Alam et al., 2024) This problem is deeply rooted in workplace and academic environments, where factors such as hostile atmospheres, cultural silence, and weak leadership allow harassment to persist. The psychological, physical, and professional consequences of such misconduct are profound, with many cases going unreported, especially in academic settings. (Othman et al., 2024) Women, disproportionately affected, face challenges ranging from bullying and sexist behavior to assault and other forms of gender-based violence in developing countries like Pakistan, gender disparities and harassment are particularly pronounced, exacerbated by patriarchal norms that reinforce male dominance and marginalize women. (Leach, 2015) Despite women constituting more than half the population, their access to education, healthcare, economic opportunities, and social rights remains limited. This systemic inequality is detrimental not only to women but also to national progress, as gender equity is a critical component of the United Nations' Sustainable Development Goals.

This paper examines the multifaceted dimensions of gender discrimination in workplaces, with a focus on systemic biases, cultural and religious influences, and the pervasive issue of sexual harassment. (Gupta et al., 2024) It aims to provide insights into the barriers women face and propose actionable strategies to create equitable, inclusive, and just professional environments.

Workplace Harassment

Sexual harassment is best defined as unwanted actions, encompassing physical, verbal, and non-verbal behaviors of a sexual character, that undermine the dignity of individuals, both women and men, in the workplace. (Yu, 2023) This issue impacts both the physical performance and mental well-being of the employee. Sexual harassment has numerous detrimental repercussions, including health issues, diminished commitment, absenteeism, poor performance quality, and resignation. Both male and female employees who have encountered sexual harassment experience adverse emotions, including embarrassment, shame, and despair, along with diminished self-esteem, job satisfaction, and a sense of safety (Buriro et al., 2024).



Vol. 3 No. 3 (March) (2025)

Harassment Manifests in Various Forms

Verbal Harassment: Verbal harassment denotes aggressive conduct characterized by derogatory statements or remarks pertaining to sex, race, religion, caste, origin, or faith. (Zhang, 2024) Verbal abuse involves the use of inappropriate language to harm or demean another individual.

Harassment: Bullying is a multifaceted phenomenon characterized by unwelcome, offensive, and malevolent behavior that systematically weakens an individual through continual negative assaults. (Narayan, 2024) Abuse of position or power often manifests in rational forms, including physical, verbal, or non-verbal expressions.

Sexual Harassment: Sexual assault can manifest physically, encompassing unwanted touching, rape, and various forms of indecent assault. Sexual harassment often entails threats of employment retaliation if such advances are rejected. Sexual harassment is characterized by the federal government and judiciary as “illegal employment discrimination” (Barron's Business Dictionary). (Rosigno, 2019) Sexual harassment encompasses: unwarranted and unwanted touching, solicitation for sexual favors, sexually charged discussions and jokes, coercive behaviors such as requiring sexual acts for professional advancement, (Lwamba et al., 2022) sexually explicit imagery, sexual physical contact, sexually explicit correspondence, and invasive enquiries regarding an individual's body parts.

Racial Harassment: Racial harassment is characterized by animosity directed at someone due to their race, nationality, or ethnic background.

Gender-Based Violence: The United Nations adopted the Declaration on the Elimination of Violence against Women in 1993. Article 1 of the Declaration defines "violence against women" as any act of gender-based violence that causes or is likely to cause physical or sexual harm to women, including threats, coercion, or arbitrary deprivation of liberty, occurring in both public and private spheres. Women constitute about fifty percent of the nation's population (Ziano & Polman, 2024). Their contribution to the state economy is as significant as that of men. Women who enter the workforce beyond traditional gender roles encounter numerous obstacles in their pursuit of advancement. (El Boghdady, 2024) They face several unwarranted accusations, ranging from character assassination to moral indignity. For safety reasons, they are advised to avoid unnecessary interactions with males in their daily lives. Despite societal changes, women continue to feel unsafe when departing their homes for work or other activities.

A woman venturing out for work remains susceptible to scrutiny, remarks, and various forms of harassment from strangers in her vicinity. (Kevin Namiro Kuteesa et al., 2024) She must be equipped not merely to safeguard herself but also to confront such malevolence. She ought to be informed about her employment rights and the means to safeguard them. Harassment in any form must be unwelcome and reported by the employee. (Adekunle Oyeyemi Adeniyi et al., 2024) The employer must be aware and accountable for ensuring a safe work environment for employees. The proportion of women employed outside their homes in our country is far lower than that in the West. (Tourism, 2014) It is imperative to ensure a secure working environment for women across all sectors, thereby fostering their confidence to collaborate with men in advancing our nation's development.



Vol. 3 No. 3 (March) (2025)

This study analyzed the causes of workplace harassment, women's perceptions of it, and strategies for addressing these issues effectively. Initially, it is essential to cultivate a concept of harassment for readers to comprehend the essence of this work more effectively. Harassment is defined by the Home Office and the Department of Health as a singular or recurrent act of physical, verbal, or psychological nature that infringes upon an individual's human and civil rights, as outlined in their guidance on formulating and executing multi-agency policies and procedures to safeguard vulnerable adults from abuse. Certain instances of abuse qualify as criminal offences. Examples include physical, psychological, or sexual assault; theft; fraud; and gender and racial discrimination.

The workplace setting affords the ruling class a legitimate opportunity to subjugate others. Numerous instances include male supervisors perpetrating harassment on their female subordinates. (Mursaleen, 2024) Unprofessional conduct in the workplace is a clear contributing factor to this issue. The lack of anti-harassment policies in workplaces permits offenders to engage in harassing behavior. Organizational issues create opportunities for harassment among individuals inside the same organization. It may be for individual gain or organizational advantage in an inequitable manner. The disparities in power and position are the primary catalyst for this phenomenon. (Bunce et al., 2024) The office infrastructure facilitates instances of occupational harassment. Enclosed cabins are less safe for such occurrences than open places.

The subordinate status of women appears to be the most apparent reason they become susceptible to harassment. Women in subordinate roles within an organization experience vulnerability and a lack of agency in safeguarding themselves against dominant superiors. (Tourism, 2014) The social dominance of males mentally empowers them to harass their female coworkers, as society perceives this behavior as more acceptable in the context of employment rights. Biologically, men exhibit a heightened sexual urge, rendering them more prone to engage in harassment attempts. The physical attraction of males to their female colleagues is a catalyst for harassment situations. External causes, in addition to internal elements, may also contribute to such occurrences.

(Rehman, 2024) In 2010, President Asif Ali Zardari enacted the "Protection against Harassment of Women at Workplace Act" to establish a safe work environment for women, thereby contributing to the nation's success beyond domestic confines. President Asif Ali Zardari endeavoured to reinforce the government's pledge to equal employment rights for men and women as stipulated in the constitution of Pakistan. (Turgut, 2021) The bill aimed to provide a workplace devoid of abuse, intimidation, and harassment for women. The National Assembly acknowledged this initiation on January 21 and the Senate on February 26. The legal penalties for harassment range from monetary fines to imprisonment. Any unsolicited sexual proposition, solicitation for sexual favors, inappropriate verbal or non-verbal contact, or sexually undesirable behavior that may adversely affect a worker's performance in the workplace or contribute to the Bystander Effect:

The condition of women in Pakistani society and the infringement of their rights in his research paper "Sexual Harassment at Workplace in Pakistan: Issues and Remedies regarding the Global Issue in the Managerial Sector," workplace harassment adversely impacts women's productivity in Pakistan. (A. Raza et al., 2024) the harassment of women in workplaces is a global issue, manifesting in



Vol. 3 No. 3 (March) (2025)

various forms across different regions. Numerous laws are being enacted but not implemented and majority of employed women are cognizant of their fundamental rights; nonetheless, they lack awareness of the avenues for safeguarding these rights as delineated by the Protection of Women from Harassment at Workplace Act 2010. Sexual harassment is typically defined as unwelcome conduct that possesses a sexual or gender-based element within the workplace. (Turgut, 2021) (Valland et al., 2024) The Constitution of the Islamic Republic of Pakistan gives equal rights to men and women; however, a discrepancy in sexual orientation persists, with men segregating women from men. Despite constituting roughly half of the nation's population, women experience greater oppression and discouragement inside society. According to the UNDP Human Development Report of 2014, Pakistan is positioned 126th among 149 nations in the Gender Inequality Index (GII). According to the Global Sexual Orientation Gap Report of 2014, Pakistan is positioned 141st among 142 nations in the Gender Gap Index (World Economic Forum, 2023).

The survey observed that working women possess a greater understanding of their rights than their non-working counterparts. Various studies indicate that education was essential in enhancing women's legal comprehension. Income, career, and women's legal acumen were observed to have a positive correlation. Research indicated that women with elevated educational attainment, professional success, and cultural refinement exhibited more legal awareness. The understanding of several Indian laws, including those related to dowries, divorces, workplace sexual harassment, and the safeguarding of women against violence, was employed to assess the legal awareness of the women in this study. Obscene behavior, abuse, and separation in Pakistan's workplaces, including educational institutions, are pervasive, often unreported, and frequently overlooked by high management. (F. Raza & Pals, 2024) When enquired whether their managers compelled women to remain silent on workplace harassment, 61% of the women responded negatively, while 35% claimed that their colleagues and supervisors had encouraged them to maintain silence. Coercion and dominance over women are concerns highlighted by improper conduct. The Against Harassment of Women at the Workplace Act largely emphasizes behavioral rehabilitation and does not directly engage courts or law enforcement. The true assessment lies in execution, as it was authorized and amended to Section 509 of the Pakistan Penal Code in 2010.

Workplace Environment

Organizational working environment directly impact on employees' wellbeing and another hand a toxics working environment indicate server and aggressive treatment of individual and revealing the safety and satisfaction of employees. Despite the pervasive influence of such an environment within organizations, a limited number of employees are inclined to disclose such conduct due to personal considerations. (*COMPLAINANTS BY THE EMPLOYER . A CRITICAL ANALYSIS OF JUDGEMENT*, 2024) the victims' hesitance to disclose their experiences complicates academics' efforts to investigate and tackle the issue, as it is well recognized that victims of violence endure diminished well-being and the victims' hesitance to disclose their experiences complicates academics' efforts to investigate and tackle the issue, as it is well recognized that victims of violence endure diminished well-beings and employees security revealing that enjoyment



Vol. 3 No. 3 (March) (2025)

and job satisfaction which is showing need of security (Almasri et al., 2024) according to Maslow's need theory employees job security is fundamental concerned for individual working satisfaction in their working environment and organizational support is essential for employee engagement.

A multitude of studies has investigated the psychological mechanisms that promote employee engagement. There are three degree of employees in their working environment physical, cognitive and emotional when employees involvement of their work and get their job involvement to attain their goals and to enhanced higher sense of job satisfaction and security and feel to appreciation, respect and job security in their working growth and professional development. (Luthans & Avolio, 2009) Research demonstrates that women exhibit greater dissatisfaction with circumstances involving sexual harassment than men. When men employees' psychological availability to do work at their workplace there is the required to satisfaction environment, mental and emotional engagement of their job duties and responsibilities men generally exhibit reduced sensitivity to circumstances that women identify as sexual harassment. Men perceive sexual pressure as the most damaging type of sexual harassment however they may also encounter workplace harassment from both women and men employees. (Usman et al., 2024) A research report comprising two investigations investigated the notion that men are less inclined to perceive harassment than women. Women and men saw harassment differently, particularly with the sexual harassment of men. At workplace men employees were less affected by workplace harassment rather more affected by unwelcome sexual attention and disturbed by sexual pressure and men and women both get different prospective in different working scenarios and they have to multiple perception about harassing behavior at their workplace. the effects of harassment are contingent upon cultural influences. In contrast to masculine cultures, which place an emphasis on assertiveness, feminist cultures promote an alternative definition of male aggressiveness among individuals and employees in organizations. Men may experience higher rates of harassment from women, but in male-dominated organizations the opposite may occur. In female-dominated organizations, men may be sexually harassed by women in positions of authority (El Boghdady, 2024) This is clarified by a comment made by a male participant: "some women have misused the authority granted to them." This has frequently led to a type of reverse sexual harassment in which the woman's coworkers are present and threatened with disciplinary consequences for failing to ensure her satisfaction.

A male participant in our study described how a female HR manager, who first gave off the impression of being professional, harassed him. When he confronted her about her improper behavior, she threatened to fire him. Although he was understandably annoyed, he decided it would be pointless to pursue the issue further. Its masculine society, predominantly assigns jobs to men, fostering an atmosphere of masculine dominance in the workplace. (Adekunle Oyeyemi Adeniyi et al., 2024) According to study, this situation puts working women in risk and makes them more attentive and sensitive to instances of harassment. Sexual harassment has significant effects on a variety of levels, including social, professional, mental, physical, and public spheres. Sexually harassed individuals experience a decline in job performance, a loss of connection and commitment to their organizations, and a reduction in job satisfaction (Tourism, 2014) Research indicates a correlation between



Vol. 3 No. 3 (March) (2025)

harassment and adverse mental health consequences. Medical symptoms referred to as "diseases of adaptation" may manifest in victims, such as headaches, insomnia, and gastrointestinal issues. Also, because sexual harassment at work causes worry, which weakens the immune system, it may increase the risk of infections. Those who experience sexual harassment at work may experience a disorder similar to post-traumatic stress disorder since it is often an unexpected and upsetting event. (Mursaleen, 2024) A study that looked at the relationship between sexual harassment and mental health found a clear connection between exposure to sexual harassment, melancholy, and feelings of inadequacy. In the workplace, successful women rely more on internal drive than external incentive, which makes it easier for them to adjust to their responsibilities.

This self-motivation reflects their self-worth and confidence in their talents, increasing their flexibility and reducing their sensitivity to perceived harassment (Bouzzine et al., 2024) Women generally have elevated levels of neuroticism compared to men, potentially heightening their susceptibility to harassment. It is imperative to take measures to empower and assist women in developing their identities and mental health. Enforcing stringent sanctions for reporting workplace harassment and fostering gender equity can serve as effective measures to reduce occurrences of harassment. Considering the gravity of sexual harassment and the associated hazards, it is imperative to underscore the necessity of devising solutions and establishing suitable norms (Almasri et al., 2024) Workplace violence, encompassing both physical and psychological forms, adversely affects employees, resulting in diminished personal engagement and productivity. Workplace violence may be decreased and employee engagement reveal with a supportive work environment and corporate culture. Unfortunately, laws that facilitate a safe and comfortable workplace and the code of behavior for employees are often poorly stated (Anwer et al., 2024) The absence of moral discipline and the inability to safeguard the rights of harassment victims, especially women who may feel threatened, can manifest. Without suitable administrative intervention, female employees are more inclined to interpret situations as harassment than their male counterparts. It can show itself as a lack of moral discipline and an inability to protect the rights of victims of harassment, particularly women who might feel endangered. Compared to their male colleagues, female employees are more likely to perceive events as harassment if appropriate administrative assistance is not provided. An organization's productivity, retention, and profitability may all be improved by creating a positive work environment that encourages employee health, happiness, and personal dedication.

A definitive policy (Hadi, 2018) A declaration specifying forbidden conduct, Encouragement for employees to submit grievances. Protections for complainants, Privacy protections, and Regular management training and staff awareness initiatives implement immediate corrective measures to halt the continued harassment. Insufficient research currently exists to determine the most effective workplace rules and practices for preventing sexual harassment. Nonetheless, an organization's tolerance for sexual harassment likely affects its prevalence. To address this issue, offering training on the definition of sexual harassment and the organization's standards might assist employees, especially men, in recognizing and identifying unwelcome sexual behaviors, such as



Vol. 3 No. 3 (March) (2025)

touching, as sexual harassment (Pomazan et al., 2023) Organizations should priorities prevention by implementing robust policy statements that reflect a zero-tolerance stance on sexual harassment, in conjunction with training initiatives. A reliable and secure system for reporting sexual harassment accusations, with protections against retaliation, must also be established. Numerous workplaces provide counseling and support services to victims. Implementing a training program and a well-defined complaint mechanism helps safeguard the organization from legal liabilities.

Research Data Analysis, Methods and Techniques

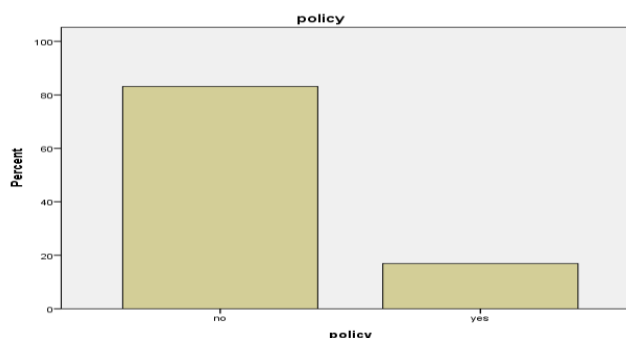
This study demonstrates various aspects of the status of policy implementation, specifically the awareness level of the harassment regulation. (Yousaf & Schmiede, 2016)The Protection against Harassment of Women at Workplace Act 2010 (Code of Conduct) was enacted on January 21, 2010. The code of conduct is a component of registered organizations in Pakistan. Legislation has mandated the Workplace Harassment Act (2010), (*The Protect against Harassment of Women at Workplace Act 2010*, n.d.)which the Higher Education Commission designed to be compulsory; nonetheless, the higher education institutions in the sample had not complied with it by 2014. There are several of the least gender-progressive provinces in Pakistan failed to adequately enforce and enact the harassment Act, indicating not only a lack of sensitivity towards the harassment of women but also a minimal level of care.

The study's target population comprised 160 women teachers from various universities at higher education institutions in Pakistan. The closed-ended survey questionnaire was constructed based on literature. The data was analyzed using SPSS. The awareness level tables indicate that a significant number of women lack information regarding the code of conduct for workplace harassment protection inside their management policy. The table and chart indicate that female employees lack awareness of workplace policies designed to safeguard them. However, a policy exists inside their organization, management has never enforced it in the workplace, resulting in female employees experiencing harassment concerns.

The Awareness Level of Harassment Policy

The protection of against harassment of women at workplace act 2010 (code of conduct)

Awareness of policy	Frequency	%
No	133	83.1
Yes	27	16.9
Total	160	100.0

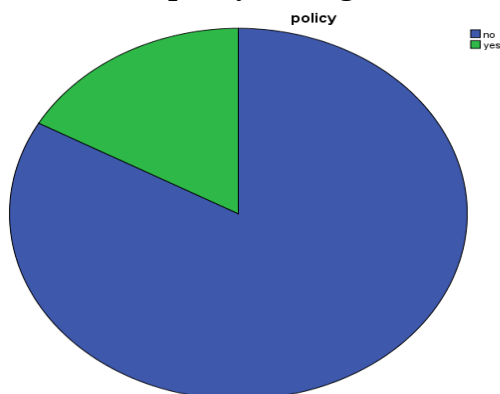


This tables and charts indicate a deficiency in awareness regarding the workplace harassment policy and the Protection against Harassment of Women at the



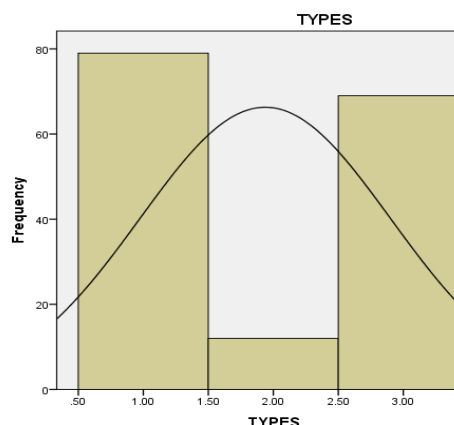
Vol. 3 No. 3 (March) (2025)

Workplace Act of 2010. One hundred thirty-three women lack awareness, while twenty-seven women possess awareness at their workplace. 83% of women indicated that management does not undertake awareness programs about workplace harassment, whereas 17% are informed about their workplace harassment policy through external sources.



This study aims to determine the predominant types of harassment occurring in higher education institutions. Sexual harassment is receiving heightened acknowledgement in both business and educational settings, with 70% of employed women experiencing harassment at work. The Perception of Sexual Harassment in the Workplace and the Knowledge and Attitude of Working Women towards the Workplace Harassment Act 2010 delineates three categories of harassment that exist in the workplace.

The first type is verbal harassment, the second is nonverbal harassment, and the third is psychological or moral harassment, which pertains to the employment environment. Negative remarks, derogatory nicknames, and intrusive communications adversely affect work performance; these constitute verbal harassment, including unsolicited emails and unwelcome text messages on mobile devices. These constitute several forms of non-verbal harassment in the workplace. Psychological harassment constitutes Gender-based rejection of work, superfluous meetings for sexual favors, abuse of authority, lack of communication, and a total of 24,119 documented incidences of violence against women from 2008 to 2010, of which only 520 pertained to workplace harassment. This illustrates the inadequate social acceptance of workplace harassment, as no legislation was enacted to address this issue experienced by women until 2010. Nonetheless, the media exerted pressure by emphasizing numerous workplace harassment situations in recent years.



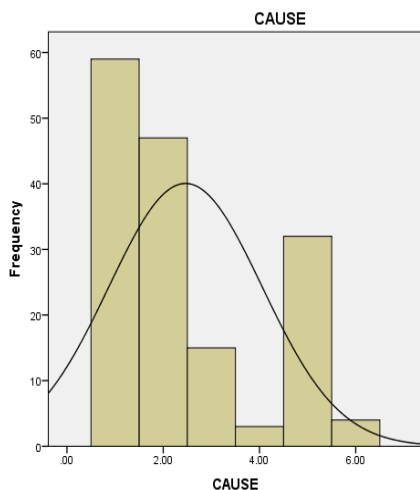
Types of harassment	Frequency	%
Verbal harassment	79	49.4
Non-verbal harassment	12	7.5
Psychological or moral harassment	69	43.1
Total	160	100.0



Vol. 3 No. 3 (March) (2025)

The majority of women are experiencing verbal and psychological or moral harassment in the workplace. The frequency table and bar chart indicate that female employees in higher education institutions are experiencing workplace harassment, primarily verbal and psychological or moral in nature. Respondents report instances of comments and blackmail related to their past relationships and experiences. Derogatory remarks regarding physical and mental attributes, shouting, mockery, and intimidation. Efforts to persuade an employee to adopt an alternative political ideology, Monikers, expressions, Absenteeism, disruption of work performance, Indecent, derogatory employment rejection, humor, and narratives. Disseminating improper or obscene remarks and emails and disrespect, accusation, jeering, vulgar comments on Women endure many forms of harassment under different circumstances, often becoming victims of verbal and psychological or moral harassment, particularly in the workplace. Women expressed that management or authorities provide little opportunity for communication, engage in verbal attacks on work performance, and hinder promotion and training. Women in the workplace encounter challenges connected to psychological harassment, such as gossip concerning their personality and standing. These forms of harassment undermine women's professional capabilities and self-assurance.

Causes of harassment situation at workplace in higher education institutions in Pakistan



Causes of harassment situation	Frequency	%
Communication to authorities	59	36.9
Maintaining social contact	47	29.4
Personal reputation	15	9.4
Poor health	03	1.9
Organization politics	32	20.0
Organization culture	04	2.5
Total	160	100.0

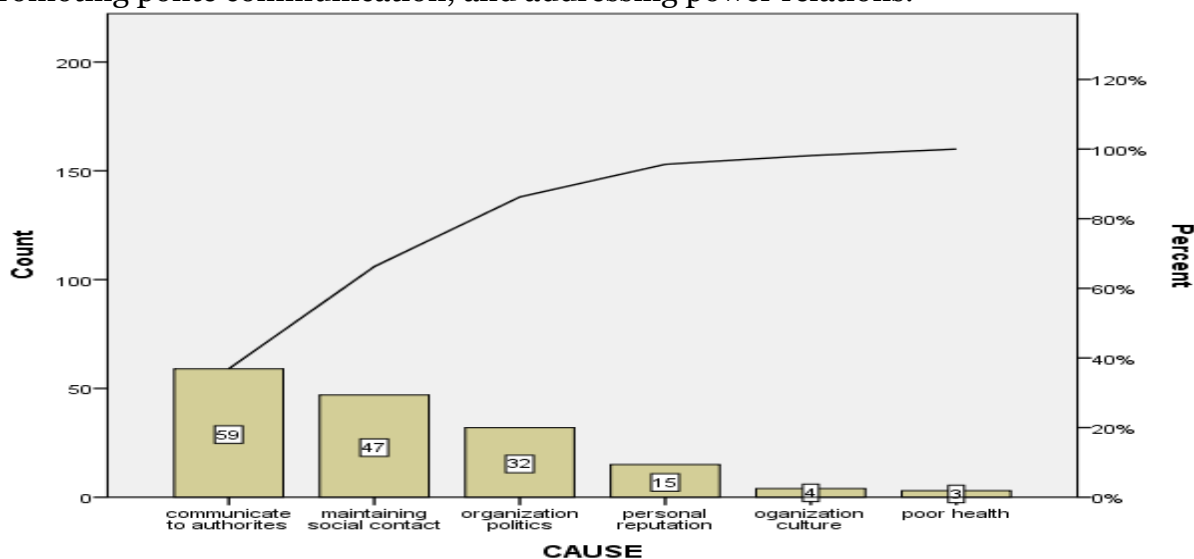
The research reveals a troubling trend, indicating that formal engagement with authorities (36.9%) and social interactions (29.4%) significantly contribute to harassment incidents. These may signify deficiencies in the organization's management of reports and interpersonal boundaries. Organizational politics (20.0%) underscores the impact of competitive and power dynamics. Reduced percentages for organizational culture (2.5%) and inadequate health (1.9%) indicate infrequent yet notable domains where organizational practices and attitudes may influence the prevalence of harassment.

Types of harassment	Types and cause cross tabulation					
	Communication to authorities	Maintaining social contact	Personal reputation	Poor health	Organization politics	Organization culture
Verbal	35	16	06	01	20	01



Non-verbal	0	03	03	0	06	0
Psychological or moral	24	28	06	02	06	03
Total	59	49	15	03	32	04

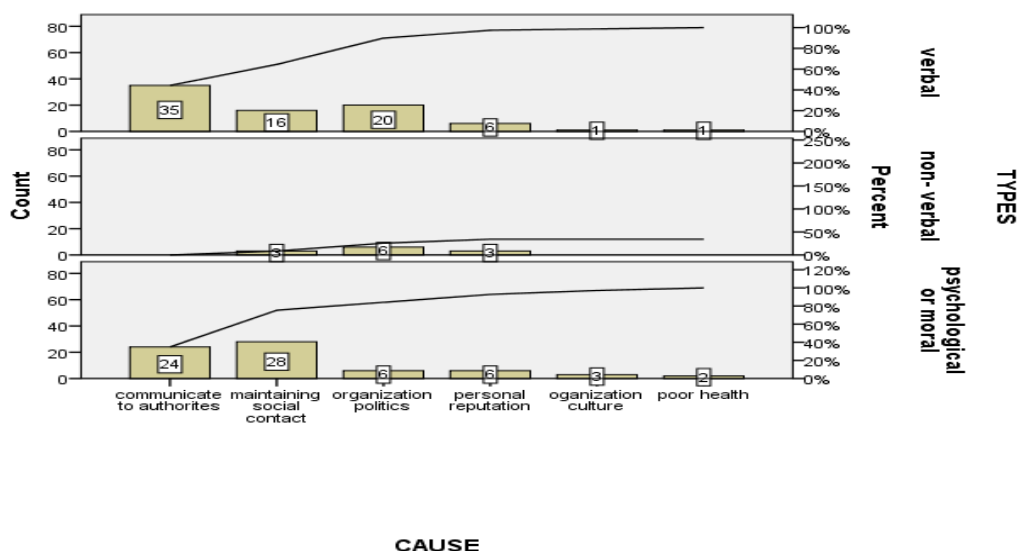
This table indicates that mostly women experience verbal harassment in their interactions with authorities, although organizational politics also exert influence in employment contexts. The second sort of harassment is psychological or moral harassment, which predominantly affects the workplace. Maintaining social contact and communication with authorities are primary factors contributing to workplace conditions. The data indicates that certain forms of harassment frequently arise from particular causes: Communication with Authorities is a significant factor in both verbal (35 instances) and psychological harassment (24 instances), indicating potential retaliatory dynamics in the workplace. Organizations ought to establish more robust, anonymous reporting systems to mitigate the apprehension of reprisal. The maintenance of social contact is the principal factor contributing to psychological harassment (28 cases) and also affects verbal (16 cases) and non-verbal harassment (3 cases). This underscores the necessity for more explicit boundaries and guidelines regarding workplace social interactions to avert misunderstandings or conflicts from intensifying. Organizational politics significantly correlates to both verbal (20 instances) and non-verbal (6 instances) harassment, highlighting how competitive dynamics can foster a hostile workplace. Enacting measures that diminish favoritism and promote equitable treatment may alleviate harassment arising from organizational politics. Verbal and psychological harassment are the predominant kinds, with communication to authorities and social interaction being prevalent catalysts. Mitigating harassment necessitates measures customized to particular reasons, such as enhancing complaint management, promoting polite communication, and addressing power relations.



Various factors contribute to the emergence of harassment issues in the workplace, and women often hesitate to report such incidents. The Pareto chart and bar chart indicate that maintaining social contact and organizational politics are the primary causes of harassment issues encountered by management and



authority at twenty percent. The primary source of communication issues with authorities is a significant contributor to harassment problems, while social interactions and organizational politics also play a key role in workplace harassment issues.



Pareto illustrates the contribution to the total from various problem areas. It is referred to as the Pareto Principle. The concept posits that accomplishing 20% of the labor can yield 80% of the benefits, hence fostering a harassment-free workplace atmosphere. Communication with authorities, preservation of social connections, and organizational politics are primary contributors to workplace harassment. If higher education institutions address these three problems, the other 80% will automatically be resolved within their working environment. Communication with authorities, maintenance of social connections, and organizational politics are significant causes of verbal harassment in the workplace within Pakistan's higher education system. The primary cause of non-verbal harassment is organizational politics, with female employees in higher education institutions being victims of such harassment due to these dynamics. Psychological harassment impairs creative talents and intellectual traits. Communication deficiencies with authorities are a significant cause of psychological harassment at higher education institutions, while the maintenance of social contact also adversely affects female employees in these workplaces.

Finding and Conclusion

Higher education institutions continue to have harassment problems, and women show a lack of knowledge about workplace harassment regulations. Women do not know that they have rights in the workplace. They continue to experience harassment at work, with verbal and psychological harassment being the most common types. In order to defend their rights and push for institutional laws pertaining to equal rights, women are unable to submit these occurrences to the appropriate authorities. In order to provide a secure workplace, they try to comprehend their equal rights and chances despite their worry of consequences pertaining to their reputation and organizational politics. The harassment act's successful implementation might lessen patriarchal and archaic views and help



Vol. 3 No. 3 (March) (2025)

achieve gender equality in the workplace. Continuously harmful acts committed by one or more people against a person or group that is unable to defend themselves are what constitute harassment. In line with research showing that sexual harassment is more about control and dominance than sexual desire, male coworkers, clients, and supervisors may use harassment as a kind of "equalization" against women in positions of power. Department and institute heads have reported several cases of harassment, and the media has reported on certain academic cases. In other cases, victims who refused to comply with the demands of male superiors were forced to resign from their employment. None of the institutions in the sample had implemented the Harassment Act by 2014, even though the Higher Education Commission had mandated its implementation and the Government of Pakistan had passed it in 2010. Even Several of Pakistan's least gender-sensitive provinces had not formally passed or implemented the harassment laws until 2016, which shows not just a lack of awareness of the issue but also a low degree of concern. Because there are now no set laws, a number of discriminatory and derogatory behaviors not only go unpunished but also give the offenders more confidence to behave boldly. Without institutional and organizational control, women are forced to keep quiet since doing so might result in stigmatization, public exposure, or loss of employment.

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Vol. 3 No. 3 (March) (2025)

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