

EXPLORING THE SOCIAL IMPACT OF WORKPLACE HARASSMENT ON WORKING WOMEN AT UNIVERSITY LEVEL IN KHYBER PAKHTUNKHWA

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Abstract

This study investigates about workplace harassment and its social impacts on women at the university level in the khyber Pakhtunkhwa province of Pakistan. The study employed a quantitative method, collecting data from respondents through a structured questionnaire using a proportionate sampling technique. Data was collected from 224 respondents in the targeted universities. The collected data was analyzed with the help of SPSS at the univariate level through simple frequency and percentage; at the bivariate level, chi-square and Kendall's tau-b test were used, and logistic regression was run to know the likelihood of workplace harassment social effects on women. The association between workplace harassment was significant ($p = 0.000$) and positive. Further, the regression test results indicate that females from joint families face lower social effects of harassment, while unmarried women and high workplace harassment enhance the likelihood of social impacts on women. The government, institutions, and NGOs are actively addressing this issue to ensure a safe environment for working women.

Keywords: *Workplace, harassment, women, Universities, safe environment.*

INTRODUCTION

Workplace harassment is a ubiquitous phenomenon prevailing and growing problem of modern day workplace (Nielsen & Einarsen, 2018). In addition to using physical force, harassment can also take many other forms, including purposeful task

overloading, derogatory language, improper gestures, and symbols. Depending on the condition and the setting where it takes place, the cause for harassment might vary (Wajahat et al., 2021). It is a well-known fact that women make equal contributions to a country's economic as do males (Lilian & Obodoechi, 2023). Considering this, it can be claimed that European countries initially created and supported the work environment for women. Over time, this trend has extended to the undeveloped globe, particularly Pakistan, where women now comprise a sizable section of the population and play an economic role (Zia et al., 2016). Women and men have been working together to advance the socioeconomic well-being of society (Kimaro, 2023). They have worked as social workers, educators, physicians, nurses, and political activists, among other professions. However, their responsibilities have faced a variety of issues and social backlash in different communities and civilizations, and their public engagement has come under heavy fire in different contexts. Although women are actively participating in the workforce, they encounter significant challenges in their professional environments (Roshgadol, 2020; Chandola et al., 2019; Rahman et al., 2019). As society becomes increasingly intricate at a rapid pace, it is normal for one individual to create difficulties for another. The Industrial revolution and the breakdown of society's feudal system have made human living practices increasingly complex. Modern civilization is built on more advanced forms of life that emerged in the 21st century (Rahman & Khan, 2018). As society became more complex and industrialized, the prevalence of harassment also increased (De Silva, 2022). Unwanted sexual advances, predominantly verbal or nonverbal harassment, are reported by a large percentage of 15–16 year olds (Kaltiala-Heino et al., 2018).

The most pressing problem that women workers confront is harassment, which occurs primarily in the workplace (Gnanaselvam & Joseph, 2023). Researchers concentrate on the problem, and one relevant point is that hostile workplaces can contribute to tension at work (D'Cruz et al., 2021). There are many different types of workplace harassment, including overbearing supervision, unending criticism, and a dearth of opportunity for advancement (Landau, 2018). Acts that are meant to degrade or intimidate a member of the workforce are classified as workplace harassment. The emergence of workplace harassment presents one of the most challenging issues for effective management in organizations (Shetty & Nithyashree, 2017; Kalamatiev & Ristovski, 2023). Bullying and harassment are not limited to specific groups; individuals at educational institutes also engage in these behaviors (Feijó et al., 2019). Even though this issue exists in these kinds of institutions, it still does not receive sufficient focus in higher education (Vveinhardt et al., 2019; Pörhölä et al., 2019). The coeducational system, in which males and females study and work together under one roof, emphasizes harassment (Bayar & Uçanok, 2012; Shad et al.,

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2023). *Any verbal or physical conduct that impedes productivity or fosters an unacceptably negative work environment is considered harassment (Ramushweu, 2023; Oosterom et al., 2023). Harassment is any unwanted action, behavior, or discussion that creates an environment that is terrifying, offensive, or unwelcoming for an individual or group (Gianakos et al., 2022). A hostile work environment is an adversarial and unfavorable organizational culture marked by suspicion, distrust, and antagonism (Mawritz et al., 2014).*

In Pakistan, labour market has undergone dramatic transformation as more women have joined the paid work place as a consequence other social issues have been emerged (Rahman et al., 2021). Harassment is a widespread problem that exists in various organizations and institutions. The problem mostly affects women in the working environment. As the world progresses daily, a growing number of women are entering the job market, where they encounter a variety of societal issues, including workplace harassment. Harassment creates a hostile environment for working women, leading them to feelings of hopelessness, oppression, and social exclusion. This issue not only impacts women on a social level, but it also impacts an organization. A systematic study was conducted on the persuasive problem of workplace harassment.

PURPOSE OF THE STUDY

This study aimed to explore the level of work place harassment and to know how and to what extent workplace harassment affect the social aspects of working women lives.

LITERATURE REVIEW

Throughout history, women have consistently been employed in the workforce; however, their professional careers have been frequently affected by discrimination and harassment. Women have been subjected to oppression, marginalization, and the belief that they are inferior to men in several communities over history (Gutek, 1993; Waugh, 2023). Over the past decade, a significant amount of research has been conducted on the topic of workplace harassment, as well as its advantages and disadvantages (Yamada, 2008). Harassment is defined as someone else's undesirable and inappropriate behavior towards another. However, these behaviors are conditioned upon the personality characteristics and opinions of the individual; therefore, there is no single definition of harassment (Fitzgerald et al., 1995; Wahab & Taliya, 2019). Inauthentic actions including making physical contact with women, requesting sexual favors, frightening, reproaching, threatening, displaying explicit content, or acting in a way that disturbs women are examples of workplace harassment (Ahmed et al., 2019). When referring to sexual harassment or unwanted sexual attention at work, the term "workplace harassment" is commonly

used (Vaugh, 2023). Men have always wanted to be better than women, and they act in strange ways against them in an attempt to feel dominant and to continuously point out the shortcomings they have (Bohner et al., 1993). Female employees experience a sense of vulnerability in their job status when they decline to accept harassment (Donald & Stephen, 1993). The increase in occurrences of harassment can be attributed to the fact that a majority of victims opt not to formally report the harassment but rather seek other remedies (Wear & Aultman, 2005).

In the workplace, women experience hostile remarks both verbally and nonverbally that are intended to socially marginalize, objectify, and subordinate them due to their gender (Vara-Horna et al., 2023). The main barrier to women entering the workforce is harassment, which has negative effects. Harassment has a disastrous impact on performance at work and in society, endangering the safety of the harassed person. The percentage of women applying for positions with them is likewise lower due to the intimidating and male-dominated organization/institution (Anwar and Burfat, 2021). The Human Rights Commission of Pakistan states that 91% of Pakistani women who reported being harassed at home (Khan & Ahmed, 2016). A hostile-free environment for working women is the most important element of growth. Patriarchy is the primary system that upholds women's subjugation to men (Anwar & Burfat, 2021).

All financial assets are under the control of men in cultures that are predominantly dominated by men, as the societal structure of the finance sector is mirrored by masculinity. The organization's unequal distribution of power leads to sexual misconduct directed at women in the workplace (Sarpotdar, 2020). Harassment has an impact on the financial independence of women in an institution (Howald, et. al, 2018). The dread of humiliation is the primary reason why women refrain from speaking out against harassment, as they are the ones who are being harassed and are compelled to confront society. Within Pakistan's customary social framework, women are prevented from engaging in conversations about instances of harassment with family members and colleagues due to apprehension of being subjected to derogatory remarks. The women who have been mistreated fear that their domestic environments and workplaces will hinder their capacity to pursue a career (Salman et al, 2016). Since its founding, women in Pakistan have adhered to strict cultural, social, and local standards in their daily lives (Anwar & Burfat, 2021). In a South Asian context, the phrase "Eve-teasing" is commonly used to refer to a range of activities that are disrespectful or harmful towards women (Salman et al., 2016). Men often view women as objects of amusement and gratification. Women opt to reduce their mobility in society, which restricts them to their homes. Harassment not only undermines the dignity and self-confidence of women, but it also promotes sexist perspectives and

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prejudices that may lead to violence in society (Ahmad et al., 2020).

THEORETICAL FRAMEWORK

The feminist paradigm focuses on women's rights and supremacy, and it also addresses gender equality. Women had to endure hardships in all areas of life and led distressed lives. It's a political movement that addresses a variety of topics about women, but it concentrates on women's oppression, impoverishment, and subordination to create laws that would help women have prosperous lives (Naz et al., 2012). Sexual harassment at work and unwanted attitudes against women are topics covered by feminist theory. The Working Women's Institute and the Feminist Organization for Women started bringing up the subject of sexual harassment at work to people who were aware of it. The feminist movement initiated this campaign in the early 1970s. This theory emphasizes that sexual harassment is exacerbated by the discriminatory male ideology of dominance by men. Therefore, sexual harassment not only perpetuates the current gender-based discrimination by emphasizing sex role inclinations, but it also stems from the conviction that women are the inferior sex (Kapila, 2017).

The subordination of women at work is a result of the dependence imposed by the job framework, according to inequality theory, which emphasizes that sexual harassment constitutes gender inequalities because it is sexually subordinating. In addition to being socially distinct, men and women are also socially different. Therefore, from the perspective of women's social standing, sexual activity is viewed as a detriment to the group. Due to their lower status compared to men, women are the group most susceptible to sexual harassment (Scott, 1999).

Organizational theory posits that sexual harassment is a method of establishing dominance in the workplace and is often used to intimidate or regulate employees or workers. Power is one of the primary concepts that accurately characterizes the phenomenon of sexual harassment in work environments (Cleveland & Kurst, 1993). This theory focuses primarily on the unequal distribution of power within firms and the potential link between this power and sexual harassment prevalence. The potential for sexual harassment is facilitated by the power and authority that are inherent in hierarchical systems of organization. Men misuse their power and authority to harass women sexually within the organization, taking advantage of the favorable workplace atmosphere that facilitates such behavior. Thus, this paradigm posits that power resides with a select group of individuals occupying influential positions inside an organization, resulting in the occurrence of harassment. By exerting their male dominance, they perpetuate patriarchy within the workplace (Kapila, 2017; Mahfooz, 2020).

RESEARCH METHODS

A quantitative method was adopted to collect and analyze the data. Data was collected from five public sector universities in Khyber Pakhtunkhwa, including the University of Peshawar, the University of Agriculture Peshawar, Shaheed Benazir Bhutto Women University Peshawar, Abdul Wali Khan University Mardan, and Hazara University Mansehra. Data was collected from 224 respondents through proportionate sampling techniques in the targeted universities.

A structured questionnaire was constructed with the help of existing literature, and data was collected through the questionnaire. The collected data was analyzed through SPSS; at the univariate level, data was analyzed through simple frequency and percentage; at the bivariate level, data was analyzed through the Chi-square test and Kendall's tau-b to know the association between independent and dependent variables; and logistic regression was run to determine the likelihood/occurrence of workplace harassment effects on women.

RESULTS

According to the table, 80.4% of the respondents were adults between the ages of 31 and 40, followed by 8.9 percent from the 20-30 age group, 6.7 percent from the 41-50 age group, and 4 percent from the 51-60 age group. The majority of women are married (71.5 percent), followed by 22.8 percent who are single and 5.8 percent who are divorced. A substantial number of the participants (48.2 percent) belonged to joint family systems; approximately 40.6% of the people who responded belonged to nuclear families, which is close to the proportion of joint family systems. Furthermore, 11.2 percent of the respondents were from extended families. Moreover, a significant portion of the respondents possess high levels of education; 53.1 percent hold a PhD, 42.4 percent hold an MPhil, and 4.5 percent have only a BS degree. Furthermore, the majority of respondents (65.2 percent) held the position of lecturer, 22.3 percent were assistant professors, 5.8 percent were associate professors, 4.9 percent were teaching assistants, and 1.8 percent were professors.

Table 1: Demographic background of the respondents

Age	Frequency	Percent
20-30	20	8.9
31-40	180	80.4
41-50	15	6.7
51-60	9	4.0
Total	224	100.0
Marital Status		
Single	51	22.8

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<i>Married</i>	160	71.4
<i>Divorce</i>	13	5.8
<i>Total</i>	224	100.0
<i>Family Type</i>		
<i>Nuclear</i>	91	40.6
<i>Joint</i>	108	48.2
<i>Extended</i>	25	11.2
<i>Total</i>	224	100.0
<i>Level of Education</i>		
<i>BS</i>	10	4.5
<i>MPhil</i>	95	42.4
<i>PhD</i>	119	53.1
<i>Total</i>	224	100.0
<i>Designation</i>		
<i>Teaching Assistant</i>	11	4.9
<i>Lecturer</i>	146	65.2
<i>Assistant Professor</i>	50	22.3
<i>Associate Professor</i>	13	5.8
<i>Professor</i>	4	1.8
<i>Total</i>	224	100.0

WORKPLACE HARASSMENT (WPH)

The following table indicates the result of WPH. The abusive environment at work has negatively impacted my relationships with my colleagues and friends. 47.3 percent strongly opposed the statement; 30.4 percent disagreed; 8.9 percent agreed; 7.1 percent firmly agreed; and 6.3 percent were neutral. Most of those surveyed disagreed strongly that, due to a hostile environment, I cannot focus on my work. 29.5 respondents disagreed, 15.6 percent agreed, 12.5 percent were neutral, and 9.4 percent strongly agreed with the statement. Furthermore, I believe that my boss's undesirable intentions at work caused me to delay my work; this sentiment was shared by more respondents. 39.3 percent strongly disagreed, 33 percent strongly agreed, 31.7 percent disagreed, 11.6 percent agreed, and 11.2 percent were undecided about the statement. Enormous respondents 45.1 percent of respondents strongly contradicted the statement that I am frequently experiencing harassment at work; 31.3 percent disagreed; 9.8 percent agreed; 7.6 percent were neutral; and 6.3 percent firmly agreed with the statement. Moreover, I do not report harassment due to the stigmatization in the institution. Furthermore, the institution's harassment policies

are not effective; more respondents (28.1 percent) disagreed with this statement, while 21 percent strongly agreed. Conversely, 20.1 percent fully agreed, 17.4 percent reached a consensus, and 13.4 percent remained uncertain.

Table 2: Frequency and percentages of the respondent regarding workplace harassment

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
<i>I feel down with my colleagues and friends due to abusive environment at work</i>	16(7.1)	08.9)	14(6.3)	68(30.4)	106(47.3)	224(100)
<i>Due to hostile environment I cannot focus on my work</i>	21(9.4)	515.6)	28(12.5)	66(29.5)	74(33.0)	22(100)
<i>I feel that my boss delayed my work due to unwanted intentions at work</i>	74(33.0)	611.6)	25(11.2)	71(31.7)	88(39.3)	224(100)
<i>I am frequently experiencing harassment at work</i>	14(6.3)	29.8)	17(7.6)	70(31.3)	101(45.1)	224(100)
<i>I do not report harassment due to the stigmatization in the institution</i>	11(4.9)	917.4)	18(8.0)	71(31.7)	85(37.9)	224(100)
<i>Organization/institution is not enough supportive to report harassment</i>	21(9.4)	520.1)	30(13.4)	60(26.8)	68(30.4)	224(100)
<i>Harassment policies are not effective in the institution</i>	45(20.1)	917.4)	30(13.4)	63(28.1)	47(21.0)	224(100)

The table results show that a significant proportion of respondents (27.7

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percent) disagreed with the notion that women are more vulnerable to harassment due to their gender, while 22.3 percent expressed neutrality and 20.5% expressed noteworthy disagreement. In contrast, 13.1 percent of participants completely concurred, and 16.1 percent said yes. The majority of respondents (42.4%) strongly disagreed with the statement, followed by 28.6 percent who disagreed, 15.2 percent were neutral, 8 percent strongly supported the statement, and 5.8 percent agreed. Furthermore, a significant proportion of respondents (41.1%) strongly disagreed with the statement that my dress exposes me to workplace harassment, while 32.6 percent expressed disagreement and 10.7 percent remained undecided. An additional 10.3% of the respondents expressed substantial agreement, with 5.4% agreeing. Women often feel that the harassing environment at work prevents them from taking care of their children; more respondents expressed this sentiment than others. 41.1 percent strongly disagreed with the statement, 33.5 percent agreed, 16.1 percent were neutral, 8 percent agreed, and 1.3 percent strongly agreed. Moreover, the study found that young women are particularly vulnerable to workplace harassment, with 27.7 percent of participants agreeing, 23.7 percent disapproving, 18.8 percent strongly disagreeing, 17.4 percent strongly agreeing, and 12.5 percent undecided about the statement. Furthermore, the harassing environment hinders women's ability to perform household activities, a sentiment that is shared by more respondents. About 37.5 percent strongly disagreed, 25.4 percent disagreed, 16.5 percent agreed, 10.3 percent strongly disagreed, and 9.4 percent were undecided.

Table 3: Descriptive Statistics of the respondent regarding social effects of workplace harassment

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
<i>I feel that I am most venerable to harassment because of my gender</i>	30(13.4)	61(6.1)	50(22.3)	62(27.7)	46(20.5)	24(100)
<i>I feel that my physical appearance makes me prone to harassment at work</i>	18(8.0)	35(8.0)	34(15.2)	64(28.6)	95(42.4)	224(100)
<i>I feel that my dress makes me prone to harassment at work</i>	23(10.3)	25(4.4)	24(10.7)	73(32.6)	92(41.1)	224(100)
<i>I feel that I am not able</i>	3(1.3)	88(8.0)	36(16.1)	75(33.5)	92(41.1)	224(100)

<i>to take care of my children due to harassing environment at work</i>						
<i>Young women are more vulnerable to workplace harassment</i>	39(17.4)	227.7)	28(12.5)	53(23.7)	42(18.8)	224(100)
<i>I believe that workplace harassment has long lasting humiliation</i>	67(29.9)	629.5)	17(7.6)	22(9.8)	52(23.2)	224(100)
<i>Due to the harassing environment I am unable to perform my household activities</i>	23(10.3)	716.5)	21(9.4)	57(25.4)	84(37.5)	224(100)

The results of the table show the association between WPH harassment and its social effects on women. Those who feel down with their colleagues and friends due to an abusive environment at work (WPH) found significant and positively correlated ($P = 0.000$, $T^b=0.508$) with social effects on women. Hostile environment is a barrier for women at workplace to focus on their work (WPH), which has a positive ($T^b=0.465$) and extremely significant ($P=0.000$) association with social effects on women. In addition, results were found in significance ($P=0.000$) and positively ($T^b=0.252$) correlated betwixt boss delayed my work due to unwanted intention at work (WPH) and social effects on women. Positive and significant ($T^b=0.414$, $P=0.000$) association was found in both variables, I frequently experiencing harassment at work (WPH) and social effect on women. I do not report harassment due to the stigmatization in the institution (WPH) was significantly and positively ($P=0.000$, $T^b=0.270$) associated with social effects on women. Moreover, the results were found in significance ($P=0.000$) and positive ($T^b=0.268$) association in both organization/institution is not enough supportive to report harassment (WPH) and social effects on women. Further, harassment policies are not effective in the institution (WPH) was significantly ($P=0.000$) and positively ($T^b=0.279$) associated with the social effects on women.

Table 4 Association between WPH and its social effects on women

<i>Independent variable (Workplace Harassment)</i>	<i>Dependent variable</i>	<i>Statistics χ^2 (P-Value) Tau-b τ_b</i>
<i>I feel down with my colleagues and friends due to</i>		$\chi^2=174.576$ (0.000)

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<i>abusive environment at work</i>	<i>Social effects on women</i>	$\tau_b = .508$
<i>Due to hostile environment I cannot focus on my work</i>		$\chi^2=141.690$ (0.000) $\tau_b = .465$
<i>I feel that my boss delayed my work due to unwanted intentions at work</i>		$\chi^2=67.056$ (0.000) $\tau_b = .252$
<i>I am frequently experiencing harassment at work</i>		$\chi^2=95.510$ (0.000) $\tau_b = .414$
<i>I do not report harassment due to the stigmatization in the institution</i>		$\chi^2=87.755$ (0.000) $\tau_b = .270$
<i>Organization/institution is not enough supportive to report harassment</i>		$\chi^2=80.284$ (0.000) $\tau_b = .268$
<i>Harassment policies are not effective in the institution</i>		$\chi^2=49.425$ (0.000) $\tau_b = .279$

INFLUENCE OF FAMILY TYPE, MARRIAGE AND WPH ON SOCIAL EFFECTS ON WOMEN

The model reveals the Omni bus test was significant ($P=0.000$, $\chi^2=43.873$). Thus, predictor factors may be able to differentiate between the changing social effects on women more accurately. 17 to 26 percent variation is explain by the grouping variables (Cox & Snell R.Square=0.178 and Nagelkerke's R. Square=0.260). Every grouping variable included in this model has a significant Wald test value, indicating that they all predict social effects on women. Moreover, under the influence of grouping variables, the degree of variation in social effects on women is determined by the exponential-B values. Further, the model explain that shift from nuclear family to joint family decrease the likelihood of social effect on women ($EXP (B) = 0.465$), shift in marital status from married to unmarried increase the likelihood of social effect on women by eight times ($EXP (B) = 8.58$) and from low WPH to high WPH also increase the chances of social effect on women by 2 times ($EXP (B) = 2.47$).

Table 5*Influence of family type, marriage and WPH on Social Effects on Women*

IV	B		XP B	ald χ^2		Omnibus Test		Model Summary	
		.E				2		² _{C&S}	Nagelkerke's R2
Family type	0.765	.345	.465	.929	.026	3.873	.000	.178	0.260
Marital status	.150	.374	.586	3.067	.000				
WPH	.906	.445	.473	.150	.042				
Constant	1.962	.456	.141	8.500	.000				

DISCUSSION

Women around the globe rapidly entering to the job market to contribute the economic activities. Women working in various institution where they face various problems including gender discrimination, bullying and harassment at work. The results indicate a strong association that women feel down with their colleagues due to abusive environment at work where they feel most vulnerable to harassment because of their gender. Gender biasness and gender discrimination make her prone to WPH and the coworker treat them is an object to gain pleasure (Rehman et al., 2021; Ali et al., 2022). Women face various issue in a workplace where male occupy higher position, they face intimidation at work, they are insecure and likely to be harassed (Anwar & Burfat, 2021). In addition, hostile environment at work is also a barrier for women to focus on their work which has significant social effect on women effect on women and they thought that their physical appearance makes them prone to harassment at work. Physical appearance of a women also attracts male colleagues and bosses towards them which cause harassment at work. The most important component of progress in the society or in an institution to give hostile-free environment to the working women. Mistreatment of women in institutions effect the productivity of the

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institutions (Anwar & Burfat, 2021). Moreover, bosses delayed work of working women which also considered harassment and have social effects on women. Women feel that their dress makes them prone to harassment at work. Social norms in the society encourage dominancy and patriarchy which effect women socially. Patriarchy keep a woman subordinate in the society and in the institution (Anwar & Burfat, 2021). Working women face frequent harassment which has a significant social effect on women and they are unable to take care of their children. The men control over financial assets which reflect masculinity in the social organization of the institution (Sarpotdar, 2020). Workplace harassment effect the financial independency of the organization where the work environment is hostile (Howald, et. al, 2018). Women who work in the organization/institution often do not report harassment cases due to the stigmatization in the institution and they believe that young women are more vulnerable to workplace harassment. Harassment stigmatize a woman in a society as well as in the institution and especially in Pakhtoon society women mostly avoid to report harassment case or share such incidents with others due to the fear of humiliation and stigmatization (Anwar & Burfat, 2021). Harassment and mistreatment of women harm their ability to pursue career (Salman et al., 2016). Further, the results indicate that organization/institutions are not enough supportive for working women to report harassment and such harassment has a long lasting humiliation. Women socially effected due to organization weak policies of the institutions that is why they do not report such cases. On the other hand, according to the Human Rights Commission of Pakistan, 91% of Pakistani women who reported experiencing home harassment (Khan & Ahmed, 2016). Historically women do daily activities as per the rigid socio-cultural and regional norms in the institutions (Anwar & Burfat, 2021). Further, harassment policies were not effective in the institutions which has significant social effects on working women and due to such environment they are unable to perform their house hold activities. Effective policies play an important role to overcome or eliminate harassment from the institutions. Women are insecure in the public due to the treat of harassment and being a woman she is vulnerable to harassment which affect her dignity in the institution and also in the society. "Mee Too" movement made a way for women to speak out against harassment otherwise they face lack of legal and social security especially in South Asian nations (Ahmad et al., 2020). Women face various social effects due to WPH in institutions. The problem exists due to the male dominancy in the institutions and the patriarchal social structure in the society, which as a fuel to keep women subordinate in every setting. There are various phobias, i.e., fear of humiliation and

stigmatization, in the society due to which women do not report harassment cases and even avoid disclosing them with others. Lack of policies and ineffective policies in the institutions boost harassment at the workplace. The government and institutions must ensure the implementation of policies related to WPH, and society must also ensure to give moral and ethical support to the victims to prevent harassment.

Further, the results indicate that the likelihood of social effects on women due to workplace harassment is low when women from joint family. Joint family have strong sense of social and moral support which mostly protect women from harassment. In addition, occurrence of workplace harassment and its social effects on women is high in unmarried women. Unmarried women were more vulnerable to harassment at work, as they are young and most of the men attract to them. Further, where harassment is high then the likelihood of social effects is increase on working women. Studies of Iñiguez-Berrozpe & Boeren, (2020) founds that females do not get permission to work due to the fear of harassment at work. Hostility in the work environment spread anxiety among female which prevent them to work in such environment. According to Kaltiala-Heino et al., (2016) conflicts in the family and parental insufficient involvement increase the risk of sexual harassment. Further, unmarried women face more social effects due to harassment at work than married women. According to Adikaram, (2017) divorced women are among those who are the most disadvantaged and socially excluded populations, and they are more susceptible to harassment at work. But unmarried female is more prone to sexual harassment as compare to other female (Neupane & Chesney-Lind, 2013). Moreover, high harassment within the workplaces increases the possibilities and occurrence of social effects on women contrary to lower harassment at work. The study of Anwar & Burfat, (2021) founds that social norms actively promote male superiority to maintain the patriarchal hierarchy. Patriarchy is the primary mechanism that perpetuates women's subordinate position to males.

CONCLUSION

It is concluded from the study that women face harassment at work which has social effect on women. Harassment have a long lasting humiliation and stigmatization and most of the working women do not disclose such occurrence due to the fear of stigmatization in the institution as well as in the society. Women do not report harassment cases to the organization/institution because they are not supportive and the harassment policies are also not properly implemented in the institutions. Women feel insecure in such setting which is a barrier for the working women. They do not give proper attention to their children and household activities. Government, and institution should properly implement the harassment policies to ensure safe and friendly environment in the workplace setting. NGOs also take steps for this problem to give a good working environment to working women.

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