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Sexual Harassment: Problems and Challenges Facing Female Working Staff In Ngo Sector: A Case Study of Punjab, Pakistan

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ABSTRACT

Women are the core part of society. There are different studies that have shown that women are facing problems in their workplace. It is essential to study those problems and remove them from women's path so, they can help society and the family to have a better future. Thus, this study was conducted to highlight the problems and challenges encountered by working women of NGOs in their workplace. 9 districts of Punjab, Pakistan, were selected for data collection; from these districts, 220 working women of NGOs were selected through multistage sampling. A self-generated questionnaire was used for data collection. The responses were analyzed through SPSS 22 Software. Mean, Standard deviation, and percentages were applied. The reliability of the tool was 0.87. The results of the study discovered that the middle-aged group (25-29) women were most in the job sector. Mostly low-income families and migrant women were facing problems at their workplace. Women were not known of their job-related rights. Ignorance of verbal, non-verbal harassment, greed for rewards, and frank behavior were the reasons for their harassment. On the other hand, stares of male colleagues, unnecessary comments, lame excuses to sit with female colleagues, and delays in women's work so they could have some more time are the challenges of working women at NGOs. The study suggests that women should look after themselves and reporting the sexual harassment could help to reduce these cases.

Keywords: Sexual Harassment, Problems and Challenges, Female Working Staff, NGOs Sector.

Introduction

Mostly women are known to be pitiful and weak, so people started to bully and treat them like nothing. To overcome this problem, almost every Asian country showed its interest in providing safety and security to its employees by introducing the Labor Act. Sexual harassment takes place in Pakistan, as according to Parveen 2010, in the year 2008-2010, there were 24119 cases reported of violence against women, but only 520 cases filed of workplace harassment. Not only that, electronic media and paper media are also there in Pakistan, reporting the cases of violence against women and also showing that women in Pakistan are not safe (Parveen, 2010).

To address any problem, we should have known about the problem. There is a big dilemma in our society that we mostly ignore the big problems like Harassment even women feels hesitant to address the issue of the harassment because of the different reasons. The reasons could be family pressure, workplace pressure, the name of the family, and sometimes they consider it as an essential part of the job that they have to face the harassment wherever they go, so they prefer to endure the pressure of the harassment and don't want to leave their job (Deeba 2021).

Today harassment is spreading like a virus and even sometimes people consider it as a flirt action. It is common these days due to various reasons, but there is a need to differentiate between flirt and harassment because if we don't know the difference, then how can a woman or anyone raise a voice against it? Harassment is any unwanted and unwelcome behavior that is not encouraged by the person who is facing the situation, while flirtation is the behavior that is from both sides. Flirting is a behavior which is mutual and can stop by the gestures of stopping but if it is not mutual and not tried to stop then it can be turned into harassment and further into sexual harassment (Anwar et al. 2019).

As NGOs are known as the helpers of the helpless people and have a very bright and clean image for the people living outside the organization. As it is said that this world has two faces, the good one and the bad one, similarly the workers and specially the female staff members who are working in these types of organizations, face different types of problems. Whether they are working in these organizations, the organization itself has hurdles for the female staff members. There is need to give full confidence and protection for the female staff members working at the NGOs (Sadiq et al., 2021).

International Labor Organization Convention 111 describes that harassment is actual discrimination based on prohibited grounds of discrimination that can be caste, creed, sex, culture, age, sexual orientation, and religious preferences. These are all the bases of the harassment, and it can be vary from one social context to another social context. They said that harassment can be in different forms, it could be Physical, Verbal, Visual, Gestural, Written, Graphic, Psychological, or Emotional (Tangem, 2017). They further discussed the effects of the harassment that harassment can effect a person physically, emotionally, or psychologically. Harassment is the only factor that is the hurdle for the women to play their role and became a source of mental stress and physically uncomfortable (Ramakrishnan 2019).

In mid mid-1970s, the term sexual harassment was first time, and after that it became famous known as gender discrimination. Although the preparation of the act against sexual harassment was started to the history of mankind, after that this concept started to circulate in academic area and it is still ambiguous to a large part of society. Lin Farley was the first one who coined the phrase "Sexual Harassment at Work" while teaching a course at Cornell University on 'women and work' in the mid-1970s. Lin Farley was the American Journalist, an Author, and also a feminist. After testifying to the work of Farley at Cornell before the Commission on Human Rights of New York City, the term sexual harassment made its public appearance in 1975 and also became a part of the English Dictionary (Ali et al., 2021).

Sexual harassment is the harassment which victimized the women more than the men and mostly women are supposed to be keep quiet about this crime. There are several factors for which women shut their mouths against this unacceptable crime and never want to be the come forward in front of the public. This is the reason that these crimes are now known as "Dark figures of crime" and "Noiseless crime" (Sheethal, 2018).

To address the problem of sexual harassment many attempts are there in history to identify it and distinguish it from other problems. As it is widely known now these days and many studies have been directed in western countries e.g. US, Australia and many European countries. Sexual harassment classified over time, and in 1980, till classified sexual harassment first time into five different categories. Till explained the sexual harassment behaviors in a typology based on five categories, such as Gender Harassment (Sexist behavior/remarks), Seductive Behavior (Sexual Propositions), Sexual Bribery (Sexual favors in return for rewards), Sexual Coercion (Sexual favors with a threat of punishment), and sexual Imposition (Assaults). These were the earlier categories of sexual harassment, and scholars examined the categories to explain the behaviors related to them. These five categories gave a new path to explain the sexual harassment and further discussed the reasons, correlations, impression on victims, personal coping with occurrences of sexual harassment that how a victim handles the incident of sexual harassment (Ali and Kramar 2015).

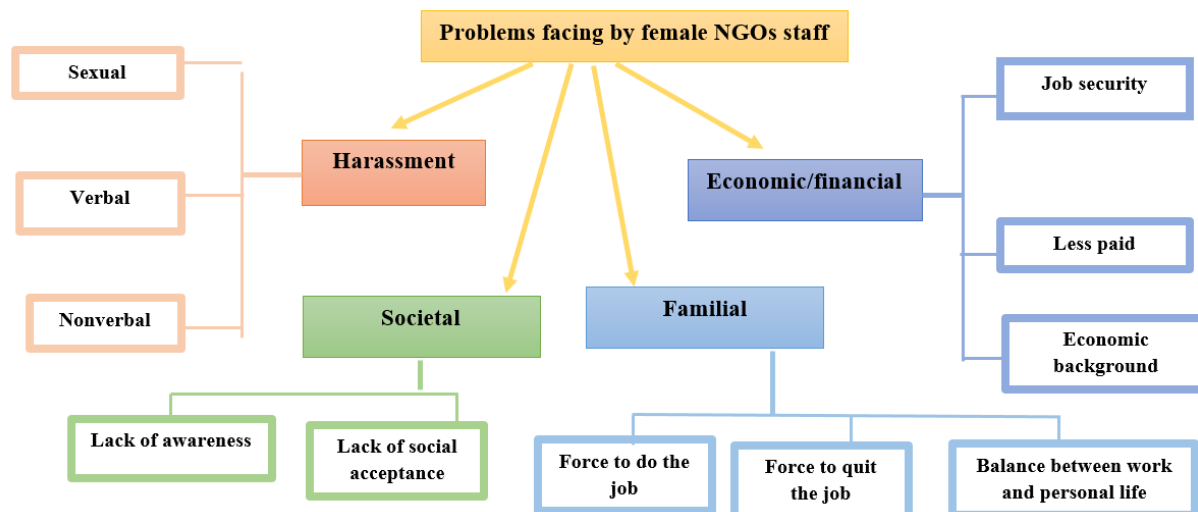
Workplace harassment is a widely known term, and it has become more popular as a problem, no matter whether the employees are working in private sectors or government sectors. Workplace harassment is described by the International Labor Organization Violence and Harassment Convention in 2019 that it is deliberate overburdening of work, abusive words, gestures, and awkward actions. Workplace harassment further defined as as any sudden aggressive act of sexual type, or any request to do a sexual act, which may be expressed, or written, or any physical act having sexual tendency, which causes interference in work performance, or creating a threatening atmosphere to gain any sexual benefits, or sexual request in return or employment (Hadi, 2017). There is research which showed that most of the workplace harassment victims are women although the results elaborated that harassment has different impacts on women. Most of the victims are young workers who face financial problems, while on the other hand, the other groups, in which widowed, separated, single, or divorced women are included are facing more harassment than the married women. There are different factors which can have directly influence the circumstances of harassment and put the people in risk. On the top of the list migrants; who migrate from one environment to another environment; have social isolation, lack of language skills, and lack of financial resources are included, not only this in fact the women who are working in male dominant environment and non-traditional job holders are more likely to be found as victims of harassment (McCann, 2015).

Objectives of the Study

- 1) To explore current situation of sexual harassment faced by working women in NGOs of Punjab Pakistan.
- 2) To assess the challenges confronted by women at work place in Punjab Pakistan.

Conceptual Framework of Study

Challenges for female staff working at NGOs Punjab Pakistan



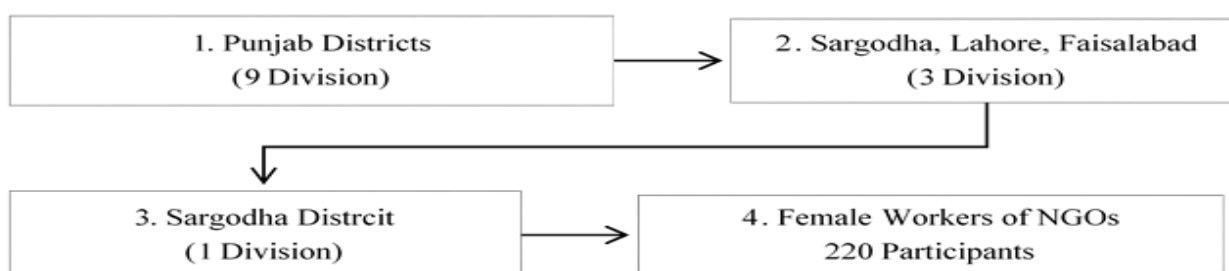
Research Methodology

This quantitative study employed a structured survey technique using a five-point Likert-scale questionnaire to collect data from female employees working in NGOs across Punjab, Pakistan. A multi-stage sampling strategy was used to select a sample of 220 participants, finalized through simple random sampling. The questionnaire, developed from literature and expert input, consisted of 37 items and was pilot-tested for reliability (Cronbach's Alpha = 0.832). Primary data was collected directly by the researcher through guided administration to ensure clarity and validity, while secondary data was gathered from books, articles, and online sources. The data was analyzed using SPSS version 22 through descriptive statistics and percentages. Ethical considerations were observed, including informed consent, confidentiality, and respectful interaction. Data was presented using tables, graphs, and figures, and several logistical challenges, such as financial constraints and participant hesitance, were also encountered during the research process.

Table 3.1: Table of phases of sampling

1	Punjab Districts	9
2	Sargodha, Lahore, Faisalabad	3
3	Sargodha	1
4	Female workers of NGOs	220

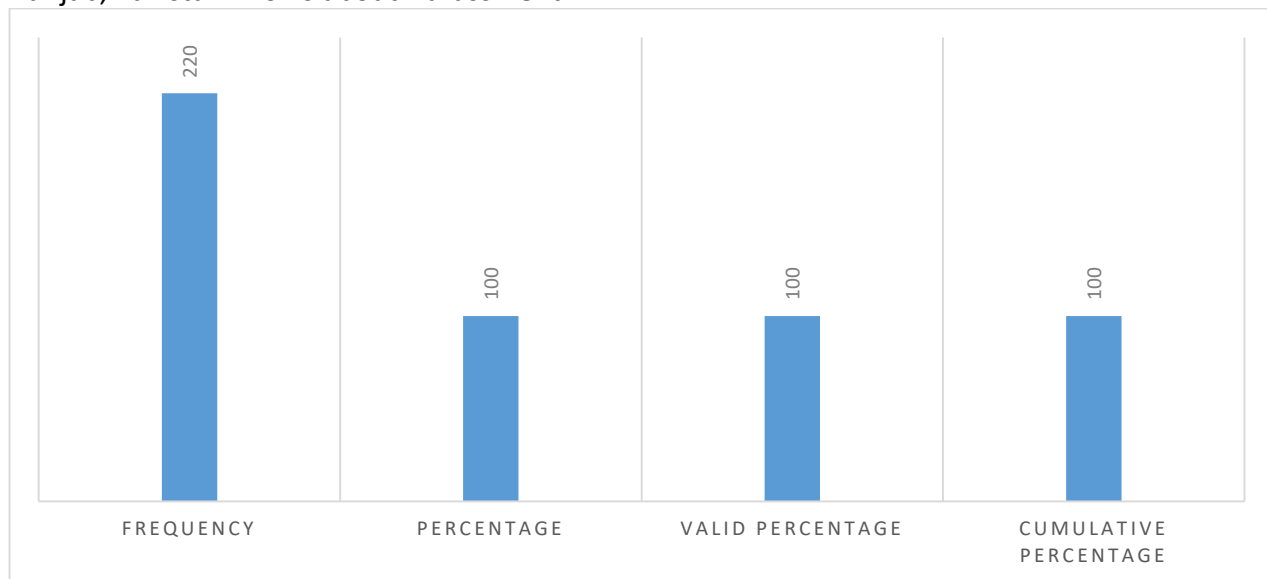
Figure 3.1 Phases of Sampling



Data Analysis**Table No.01 Frequency and percentage of the respondents' opinion regarding they know about Harassment**

		Freq.	Percent. (%)
Valid	Yes	220	100.0

This table illustrates that among 220 respondents, N=220 (100%) working women in NGOs of Punjab, Pakistan knows about Harassment.

**Table No.02 Frequency and percentage of the respondents' opinion regarding what type of harassment you know?**

		Freq.	Percent. (%)
Valid	Verbal	6	2.7
	Non Verbal	5	2.3
	Sexual	167	75.9
	All of above	42	19.1
	Total	220	100.0

This table shows that among 220 respondents, N=6 (2.7%) knows verbal harassment, N=5 (2.3%) knows Non-Verbal harassment, N=167 (75%) knows sexual harassment while N=42 (19.1) knows all of the harassment mentioned above. So, majority of the respondents knows sexual harassment.

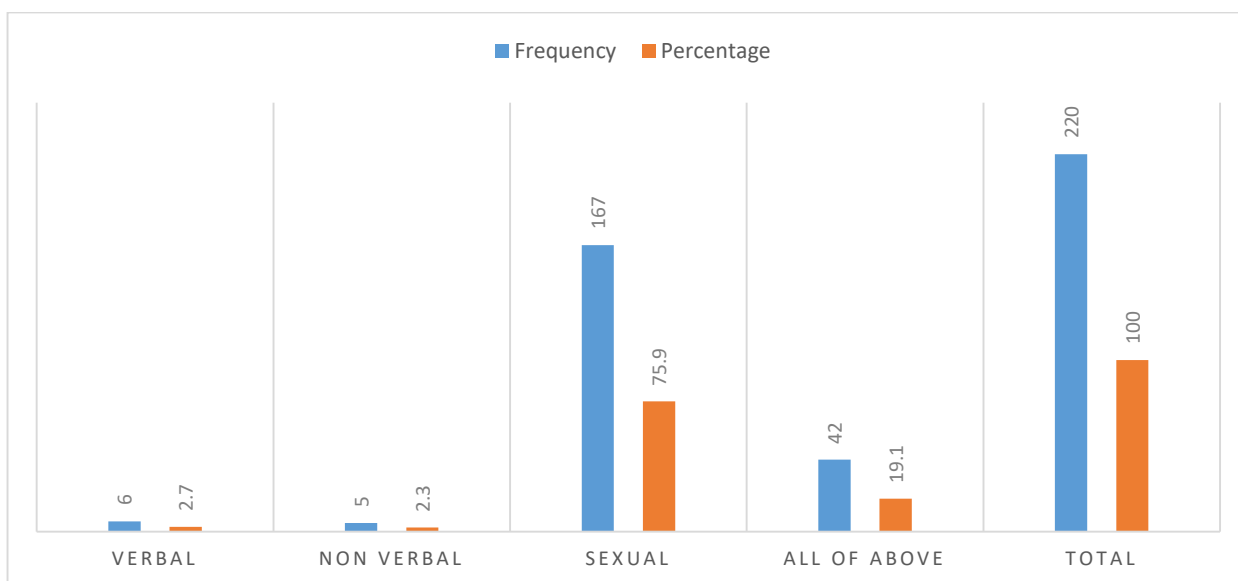


Table No.03 Frequency and percentage of the participant's opinion regarding they know about workplace harassment?

		Freq.	Percent. (%)
Valid	Yes	185	84.1
	No	35	15.9
	Total	220	100.0

This table shows that among 220 respondents N=185 (84.1%) knows while N=35 (15%) don't know about workplace harassment.

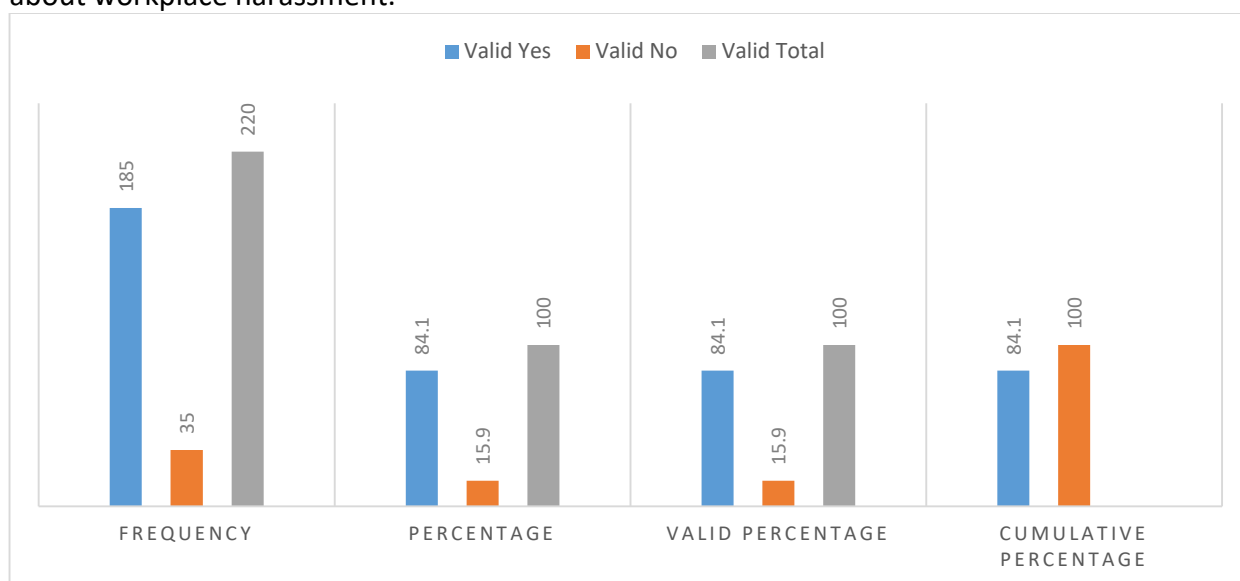
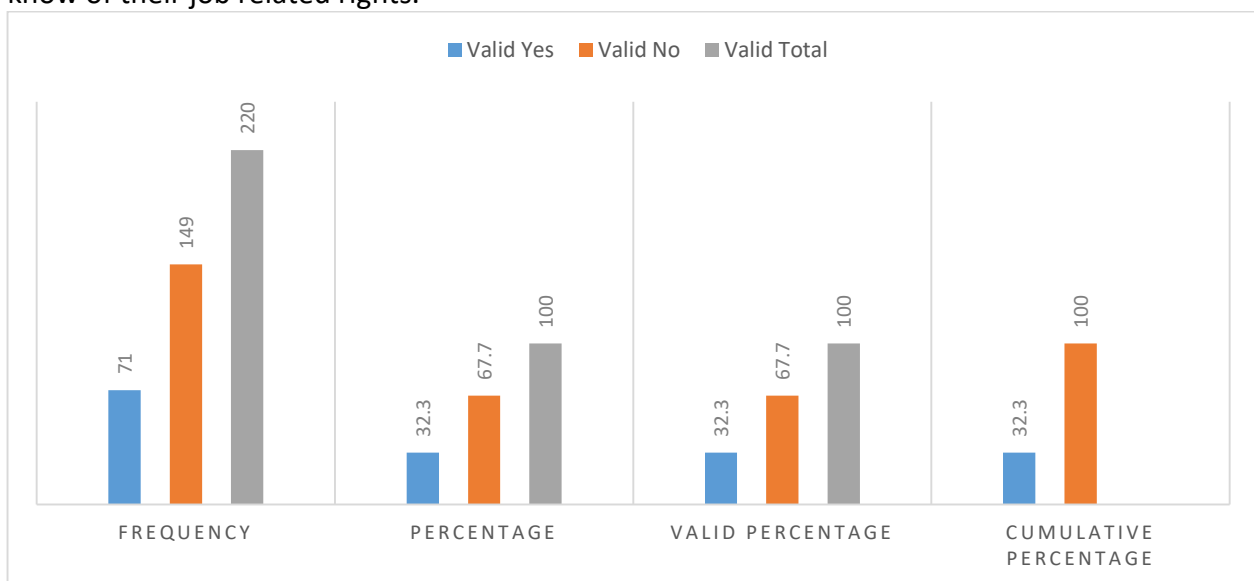


Table No.04 Frequency and percentage of the participant's opinion about Are the working women well known of their job related rights?

		Freq.	Percent. (%)
Valid	Yes	71	32.3
	No	149	67.7
	Total	220	100.0

This table shows that among 220 respondents, N=71 (32.3%) knows while N=149 (67.7%) don't know of their job related rights.

**Table No.05 Frequency and percentage distribution of the respondents' opinion about Do you think female employees knows the difference among flirt and harassment?**

		Freq.	Percent. (%)
Valid	Yes	90	40.9
	No	130	59.1
	Total	220	100.0

This table shows that among 220 respondents N=90 (40.9%) knows while N=130 (59.1%) don't know the difference among flirt and harassment.

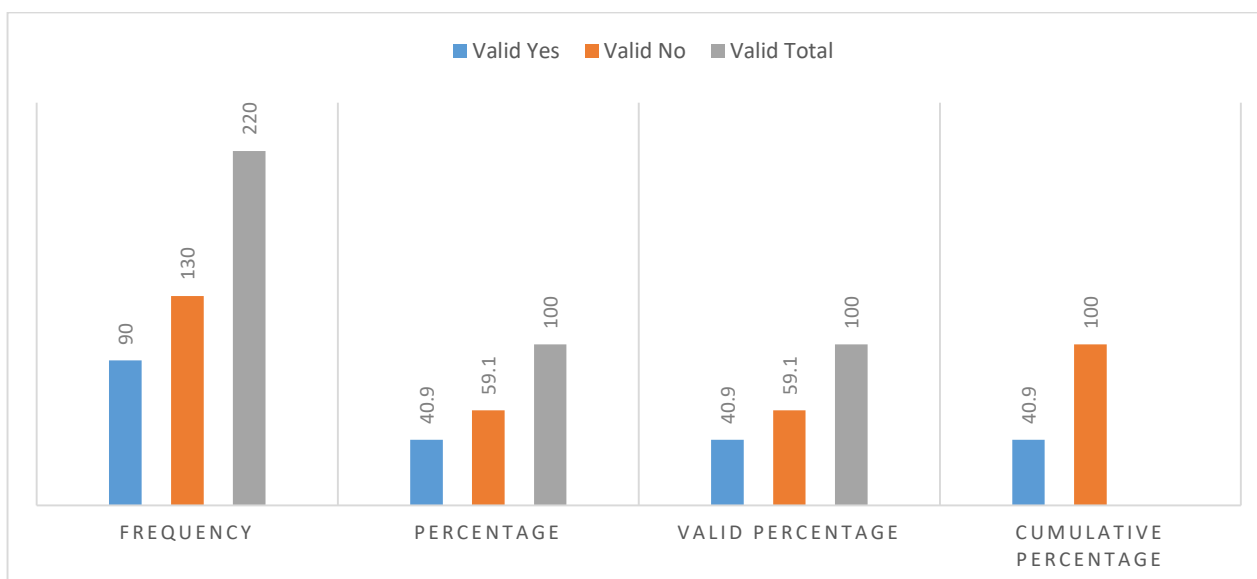


Table No.06 Frequency and percentage of the participants' opinion about Do you think female working staff aren't giving proper attention to verbal and non-verbal harassment?

		Freq.	Percent. (%)
Valid	Yes	154	70.0
	No	66	30.0
	Total	220	100.0

This table shows that among 220 respondents, N=154 (70%) are giving while N=66 (30%) are not giving proper attention to verbal and non-verbal harassment.

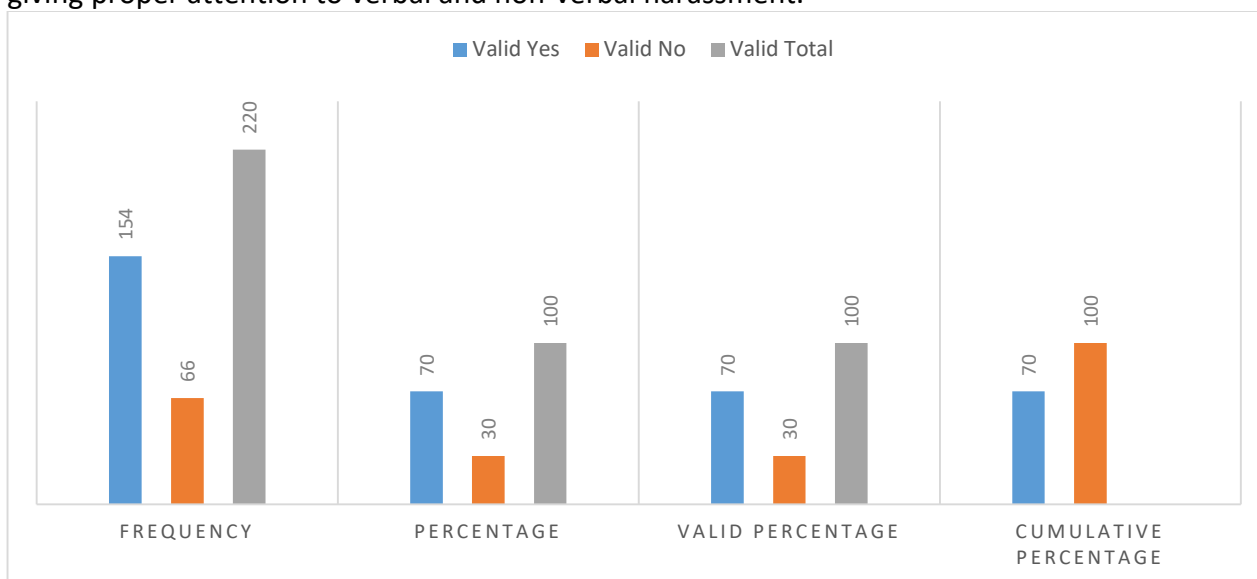
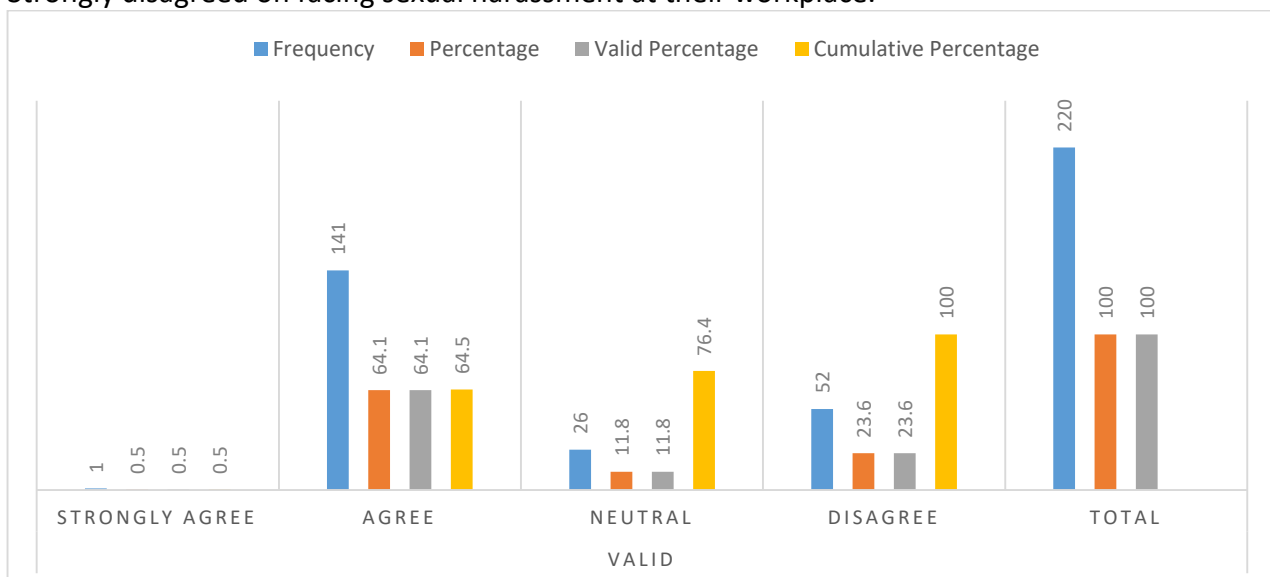


Table No.07 Frequency and percentage of the participant's opinion about Do you think working women are facing sexual harassment at the work place?

		Freq.	Percent. (%)
Valid	Strongly Agree	1	.5
	Agree	141	64.1
	Neutral	26	11.8
	Disagree	52	23.6
	Total	220	100.0

This table illustrates that among the sample of 220 respondents, N=1 (.5%) strongly agreed, N=141 (64.1) Agreed, N=26 (11.8%) Neutral, N=52 (23.6) were Disagreed while zero respondent was Strongly disagreed on facing sexual harassment at their workplace.

**Table No.08 Frequency and percentage of the participant's opinion about they think women report Sexual Harassment**

		Freq.	Percent. (%)
Valid	Yes	161	73.2
	No	59	26.8
	Total	220	100.0

This table shows that among 220 respondents, N=161 (73.2) were agreed and N=59 (26.8) were not agree to report sexual harassment. So, the majority of the participants agreed that women should report sexual harassment.

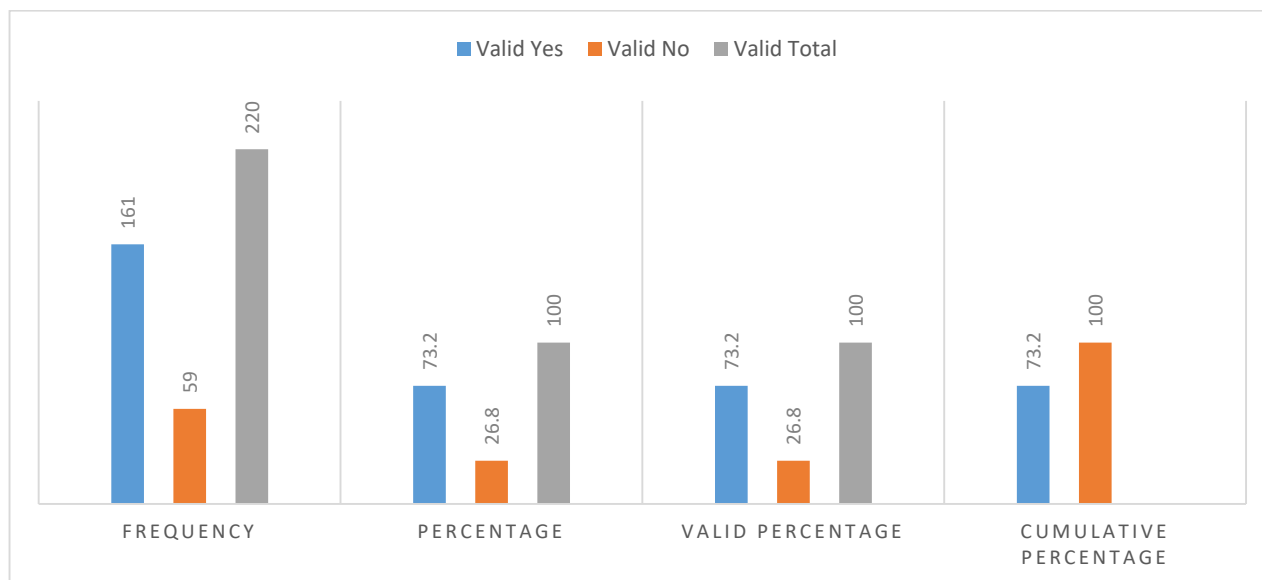


Table No.09 Frequency and percentage of the participant's opinion about respondents think sexual harassment victims belong to low income families

		Freq.	Percent. (%)
Valid	Yes	172	78.2
	No	48	21.8
	Total	220	100.0

This table shows that among 220 respondents, N= 172 (78.2%) were agreed while N=48 (21.8%) were not agreed that sexual harassment victims belongs to low income families. So the maximum number of the participants agreed that sexual harassment victims belong to low income families.

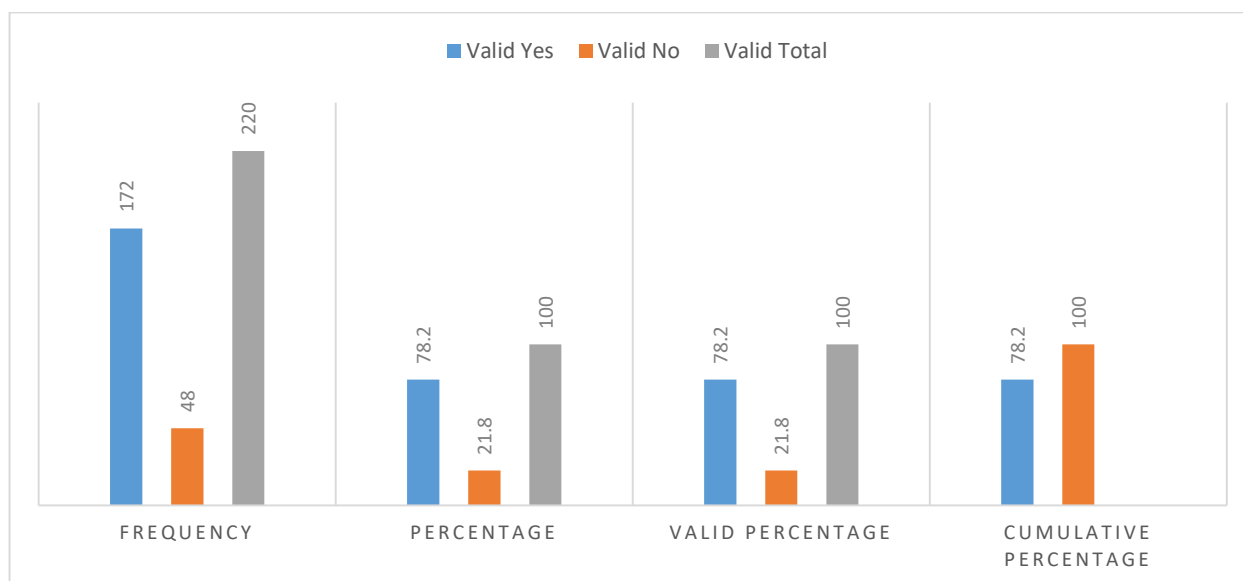


Table No.10 Frequency and percentage of the participants' opinion about Male co-workers threatened female co-workers to be fired if they did not develop romantic ties with them.

		Freq.	Percent. (%)
Valid	Yes	89	40.5
	No	131	59.5
	Total	220	100.0

The above table illustrates that among 220 respondents, N= 89 (40.5%) were agreed while N=131 (59.5) were not agreed that male co-workers threatened female co-workers to be fired if they did not develop romantic ties with them.

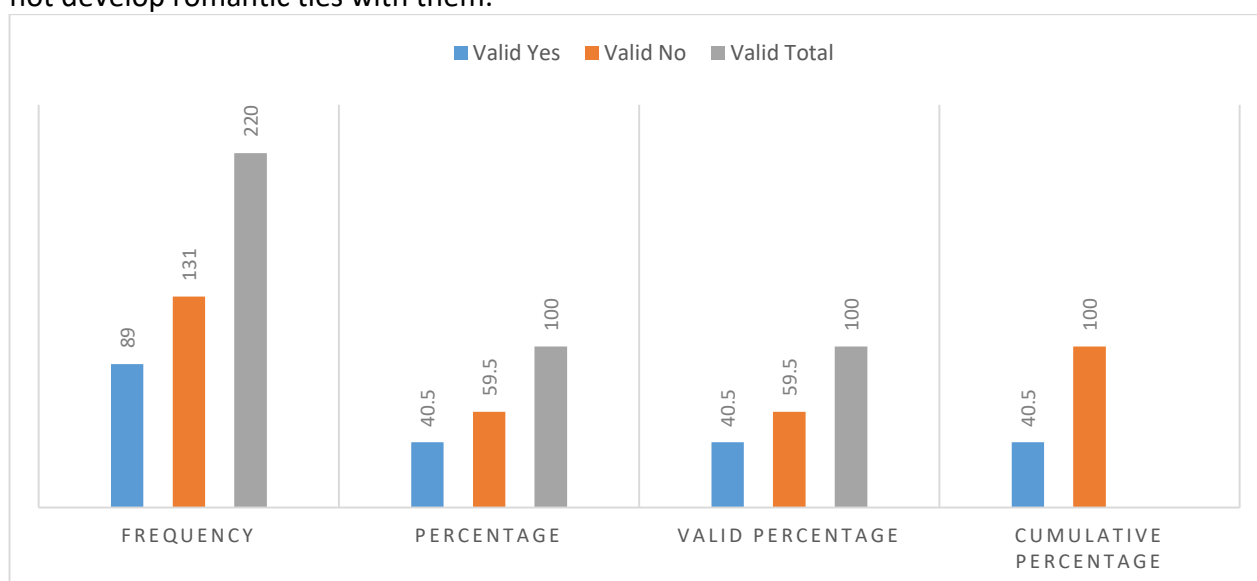
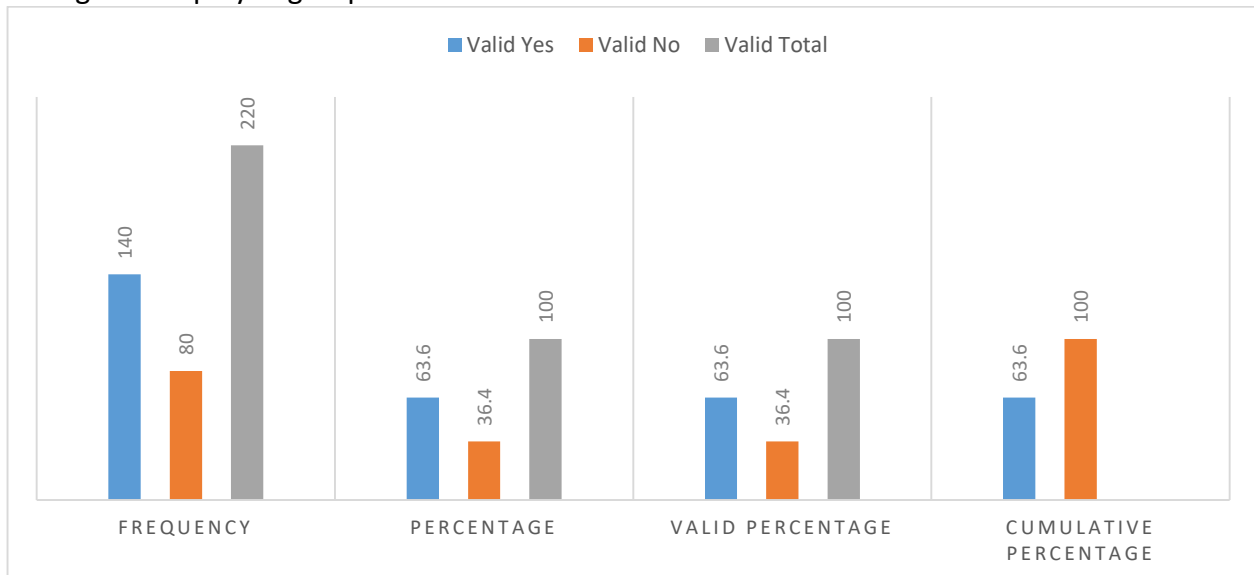


Table No.11 Frequency and percentage of the participant's opinion about respondents think mostly sexual harassment victims belong to migrant employee group

		Freq.	Percent. (%)
Valid	Yes	140	63.6
	No	80	36.4
	Total	220	100.0

This table shows that among 220 respondents N=140 (63.6) were agreed while N=80 (36.4%) were not agreed that mostly sexual harassment victims belong to migrant employee group. So maximum number of the participants were agreed that mostly sexual harassment victims belong to migrant employee group.

**Table no.12 Frequency and percentage of the participants' opinion about respondents think male co-workers feel superior over female co-workers**

		Freq.	Percent. (%)
Valid	Agree	143	65.0
	Neutral	34	15.5
	Disagree	43	19.5
	Total	220	100.0

The above table illustrates that among the sample of 220 participants, N=143 (65%) were agreed, N=34 (15.5%) were remained neutral while N=43 (19.5%) were not agreed. So maximum number of the participants were agreed that male co-workers feel superior over female co-workers.

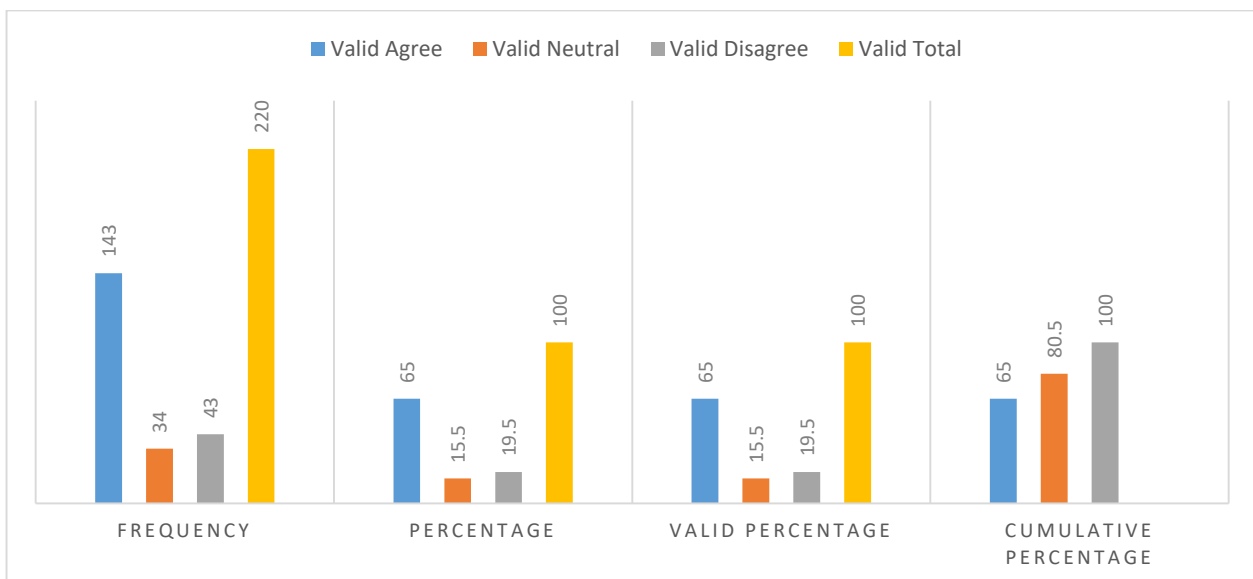


Table No.13 Frequency and percentage of the participants' opinion regarding they think the expression of male co-workers makes female co-workers uncomfortable

		Freq.	Percent. (%)
Valid.	Strongly Agree	8	3.6
	Agree	160	72.7
	Neutral	23	10.5
	Dis-agree	29	13.2
	Total	220	100.0

The above table illustrates that among 220 respondents, N=8 (3.6%) were strongly agreed, N=160 (72.7%) were agreed, N=23 (10.5%) were neutral while N=29 (13.2%) were disagreed. So maximum number of the participants were agreed that the look of male co-workers makes female co-workers uncomfortable.

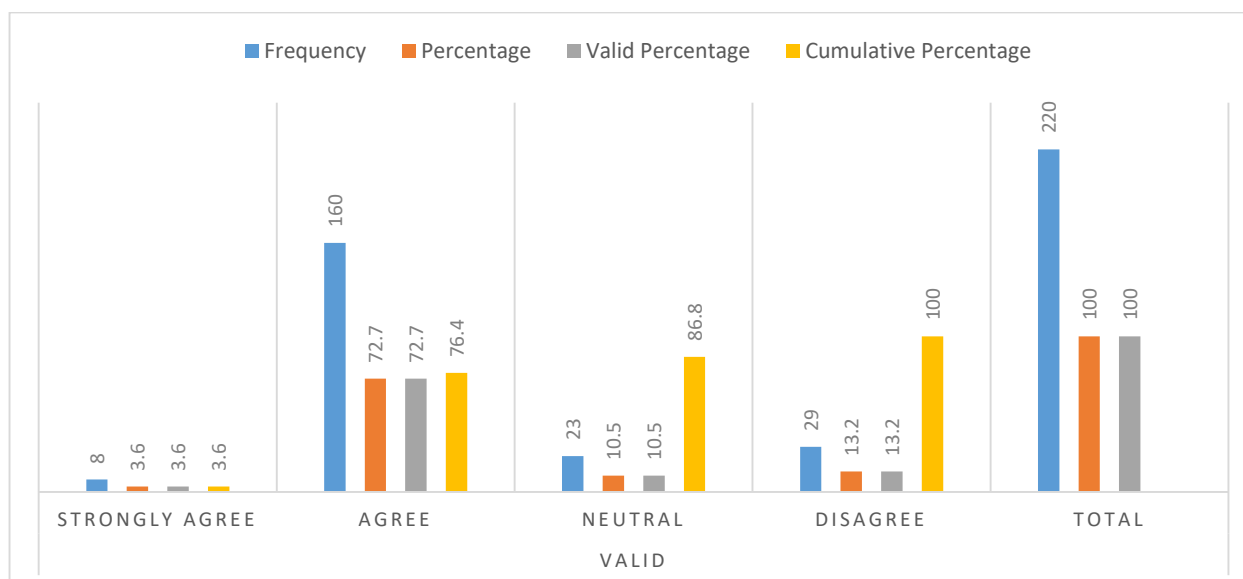


Table No.14 Frequency and percentage of the participants' opinion about Male co-workers stared at female co-workers with dirty looks.

		Freq.	Percent. (%)
Valid	Strongly Agree	7	3.2
	Agree	166	75.5
	Neutral	14	6.4
	Dis-agree	33	15.0
	Total	220	100.0

The above table illustrates that among 220 respondents N=7 (3.2%) were strongly agreed, N=166 (75.5%) were agreed, N=14 (6.4%) were remained neutral while N=33 (15%) did not agreed. So majority of the respondents agreed that male co-workers stared at female co-workers with dirty looks.

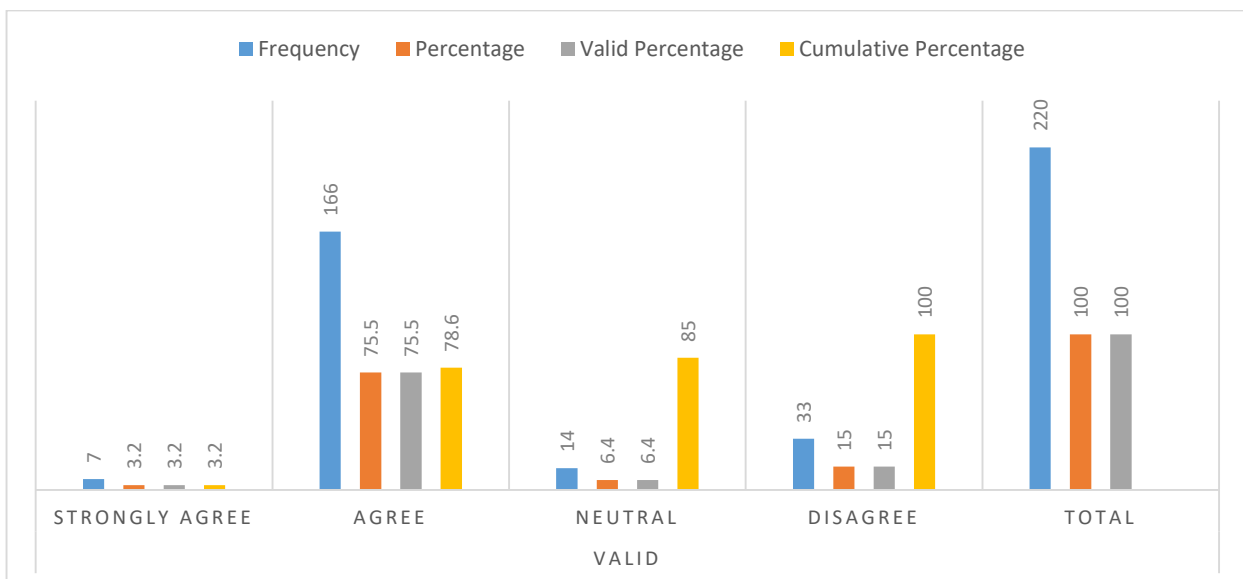


Table No.15 Frequency and percentage of the participants' opinion about Male co-workers make comments on female co-workers age.

		Freq.	Percent. (%)
Valid	Strongly Agree	14	6.4
	Agree	141	64.1
	Neutral	22	10.0
	Dis-agree	38	17.3
	Strongly Dis-agree	5	2.3
	Total	220	100.0

This table shows that among 220 respondents, N=14 (6.4%) were strongly agreed, N=141 (64.1%) were agreed, N=22 (10%), N=38 (17.3%) were dis-agree while N=5 (2.3%) were strongly disagreed. So maximum number of the participants were agreed that male co-workers make comments on female co-workers age.

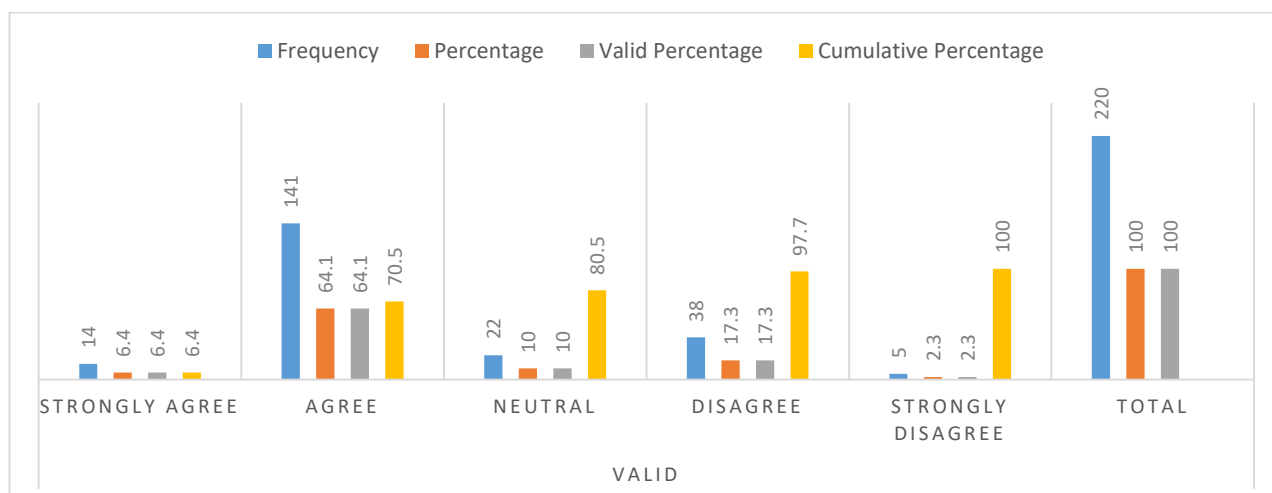


Table No.16: Frequency and percentage of the participants' opinions about having male co-workers give lame excuses to sit with female co-workers

		Freq.	Percent. (%)
Valid	Strongly Agree	5	2.3
	Agree	157	71.4
	Neutral	18	8.2
	Disagree	34	15.5
	Strongly Disagree	6	2.7
	Total	220	100.0

The above table shows that among 220 respondents, N=5 (2.3%) strongly agreed, N=157 (71.4%) agreed, N=18 (8.2%) were neutral, N=34 (15.5%) disagreed, while N=6 (2.7%) strongly disagreed. So the maximum number of respondents agreed that male co-workers give lame excuses to sit with female co-workers.

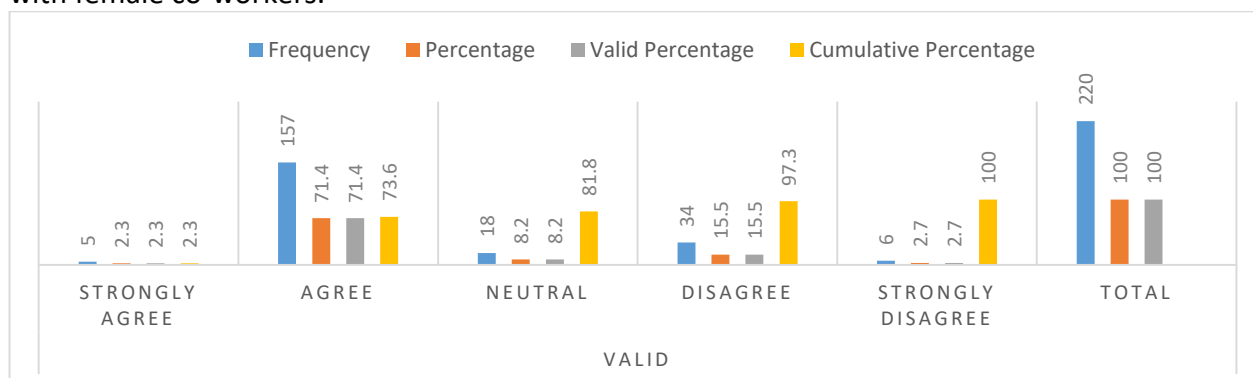
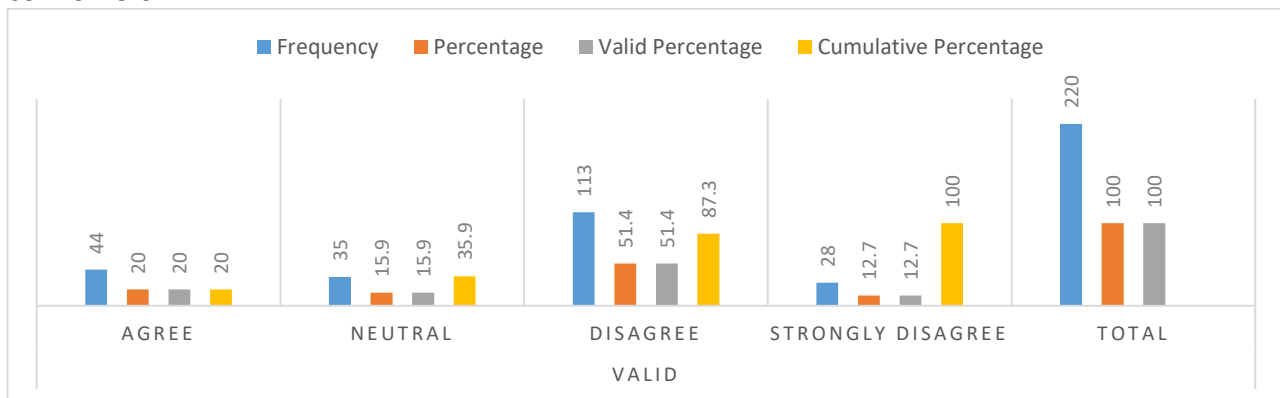


Table No.17: Frequency and percentage of the participants' opinion about male co-workers whistling at female co-workers

		Freq.	Percent. (%)
Valid	Agree	44	20.0
	Neutral	35	15.9
	Disagree	113	51.4
	Strongly Disagree	28	12.7
	Total	220	100.0

The above table illustrates that among the sample of 220 participants, N=44 (20%) agreed, N=35 (15.9%) were neutral, N=113 (51.4%) disagreed, while N=28 (12.7%) strongly disagreed. So maximum number of the participants were not agreed that male co-workers whistling at female co-workers.

**Table No.18 Frequency and percentage of the participants' opinion about they think male colleagues engage in sexual slurs against female colleagues?**

		Freq.	Percent. (%)
Valid	Agree	48	21.8
	Neutral	36	16.4
	Disagree	136	61.8
	Total	220	100.0

The above table illustrates that among the sample of 220 respondents, N=48 (21.8%) were agreed, N=36 (16.4%) were neutral while N=136 (61.8%) were disagreed. So maximum number of the

participants were not agreed that male colleagues engage in sexual slurs against female colleagues.

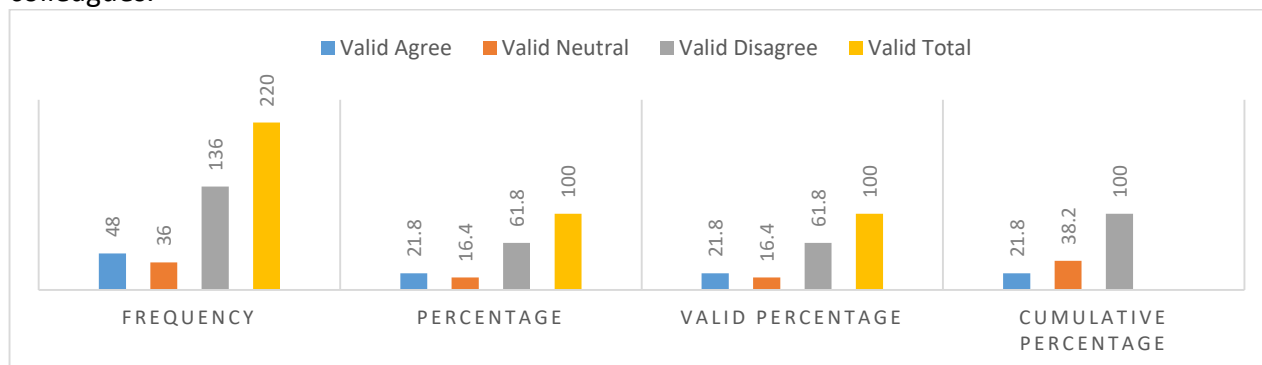


Table No.19: Frequency and percentage of the participants' opinion about working women face work-related threats to satisfy the unethical demands of their male co-workers

		Freq.	Percent. (%)
Valid	Agree	137	62.3
	Neutral	31	14.1
	Disagree	52	23.6
	Total	220	100.00

The above table illustrates that among the sample of 220 respondents, N=137 (62.3%) agreed, N=31 (14.1%) were neutral, while N=52 (23.6%) did not agree. So the majority of the respondents agreed that working women are facing work-related threats to satisfy the unethical demands of their male co-workers.

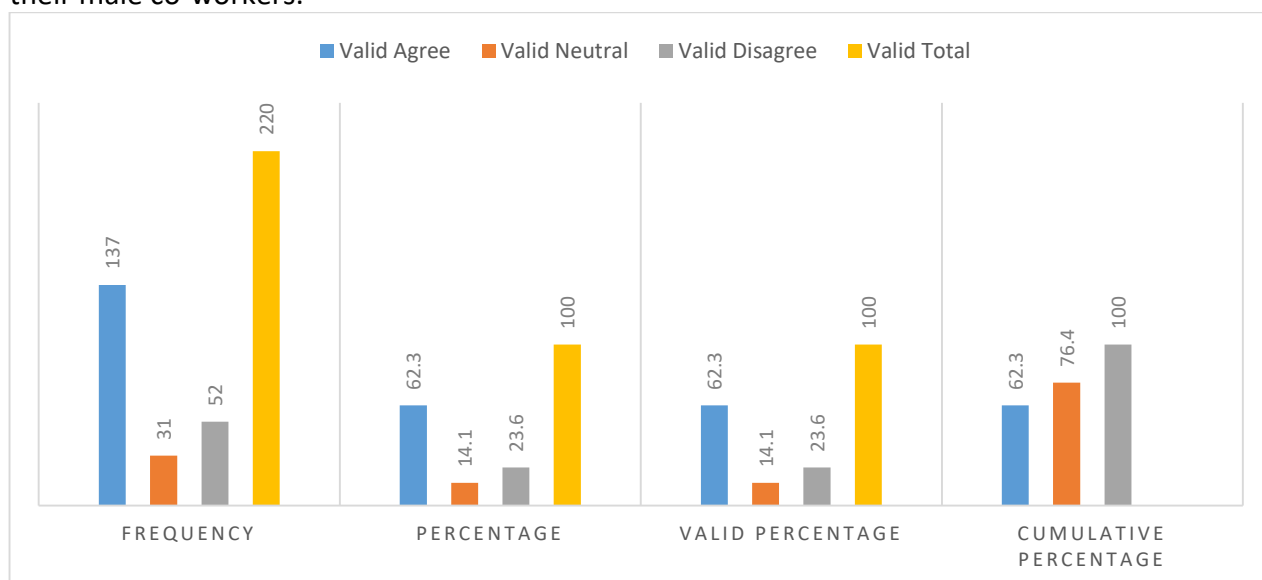
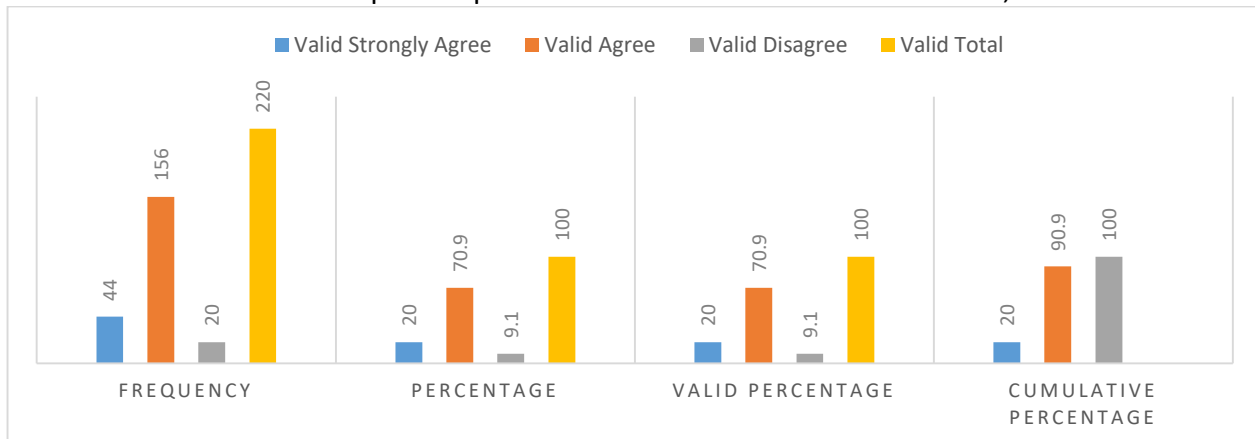


Table No.20 Frequency and percentage of the participant's opinion about male co-workers attempted to place a hand on female co-worker's back, shoulder or hand

		Freq.	Percent. (%)
Valid	Strongly Agree	44	20.0
	Agree	156	70.9
	Disagree	20	9.1
	Total	220	100.00

The above table illustrates that among 220 N=44 (20%) were strongly agreed, N=156 (70.9%) were agreed while N=20 (9.1%) were disagreed. So maximum number of the respondents were agreed that male co-workers attempted to place a hand on female co-worker's back, shoulder or hand.

**Table No.21: Frequency and percentage of the participants' opinion about male co-workers repeatedly invite female co-workers for dinner or lunch**

		Freq.	Percent. (%)
Valid	Agree	129	58.6
	Neutral	37	16.8
	Disagree	54	24.5
	Total	220	100.00

The above table illustrates that among the sample of 220 participants, N=129 (58.6%) agreed, N=37 (16.8%) were neutral, and N=54 (24.5%) dis-agreed. So maximum number of participants were agreed that male co-workers repeatedly invite female co-workers for dinner or lunch.

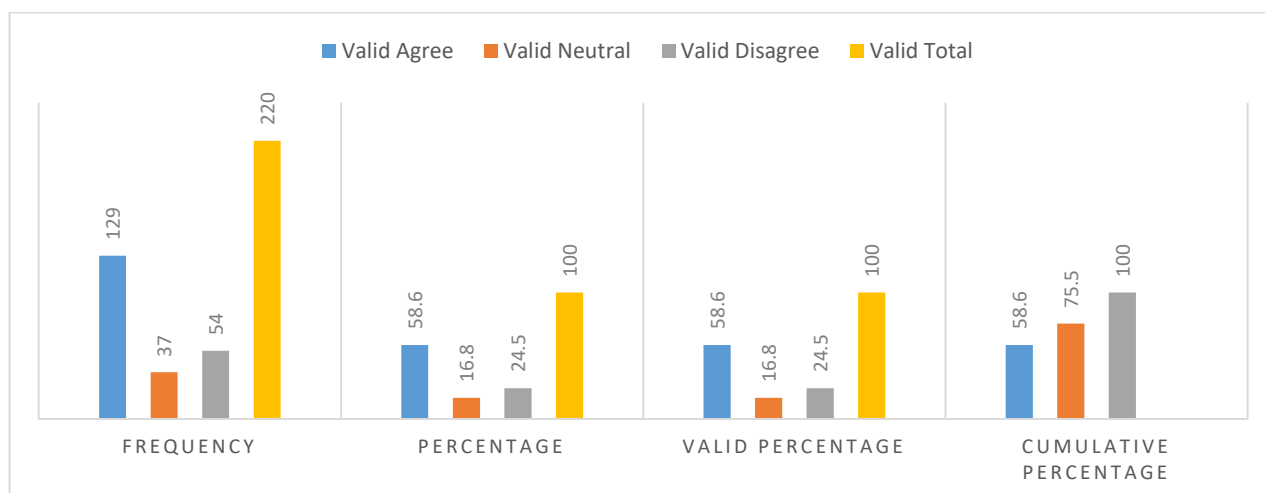


Table No.22 Frequency and percentage of the participants' opinion about male colleagues intentionally sing and talk about sexual songs in front of female colleagues

		Freq.	Percent. (%)
Valid	Agree	149	67.7
	Neutral	36	16.4
	Dis-agree	35	15.9
	Total.	220	100.00

This table shows that among 220 respondents N=149 (67.7%) were agreed, N=36 (16.4%) were neutral, N=35 (15.9%) were disagreed. So maximum number of the participants were agreed that male colleagues intentionally sing and talk about sexual songs in front of female colleagues.

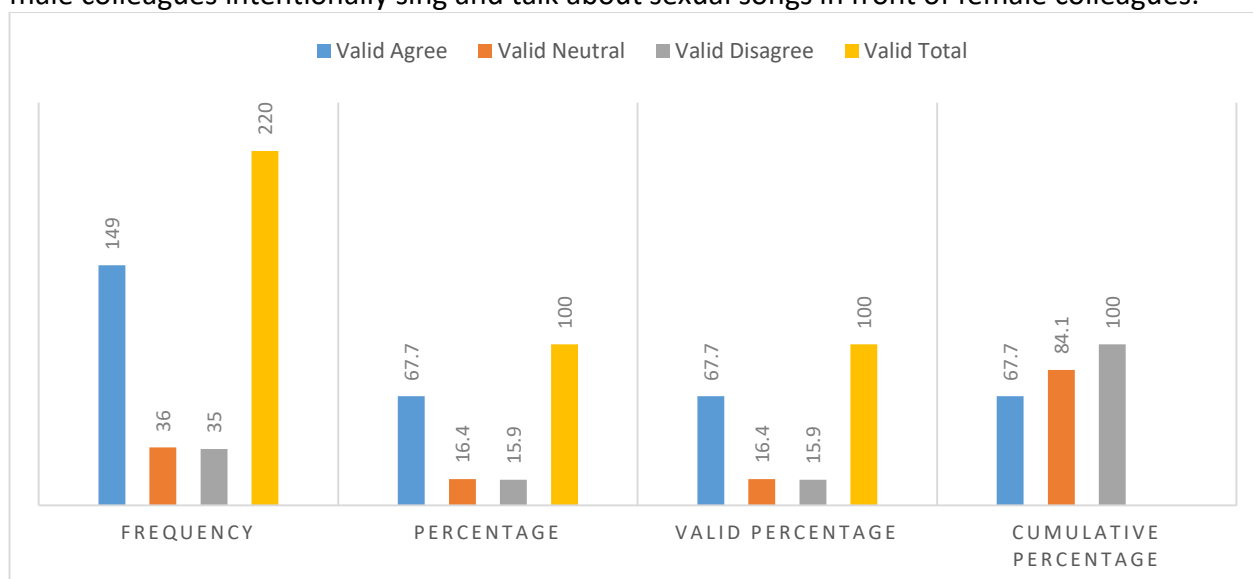
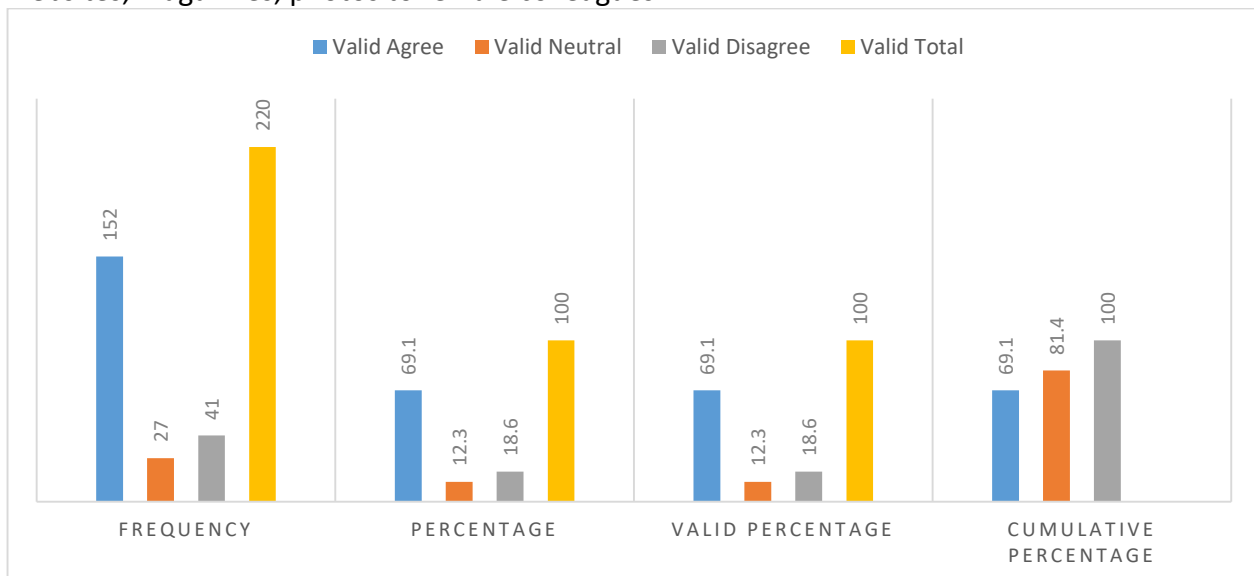


Table No.23: Frequency and percentage of the participants' opinion about male colleagues intentionally display pornographic material, websites, magazines, photos to female colleagues

		Freq.	Percent. (%)
Valid	Agree	152	69.1
	Neutral	27	12.3
	Disagree	41	18.6
	Total.	220	100.00

The above table illustrates that among the sample of 220 respondents, N=152 (69.1%) agreed, N=27 (12.3%) were neutral while N=41 (18.6%) were disagreed. So maximum number of the participants were agreed that male colleagues intentionally display pornographic material, websites, magazines, photos to female colleagues.

**Table No.24 Frequency and percentage of the participants' opinion about male co-workers delayed female co-workers work so that they could go to them again concerning that work**

		Freq.	Percent. (%)
Valid	Strongly Agree	60	27.3
	Agree	135	61.4
	Dis-agree	25	11.4
	Total.	220	100.0

This table shows that among 220 respondents N=60 (27.3%) were strongly agreed, N=135 (61.4%) were agreed while N=25 (11.4%) were disagreed. So maximum number of the participants were agreed that male co-workers delayed female co-workers' work so that they could go to them again concerning that work.

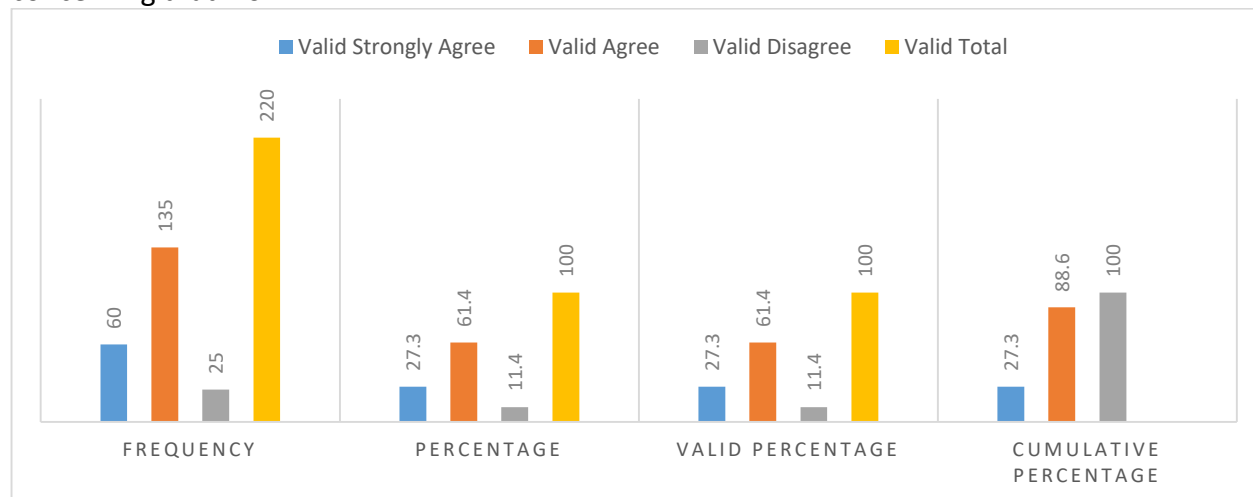


Table no.25 Frequency and percentage of the participants' opinions about Have male co-workers try to touch female co-workers inappropriately?

		Freq.	Percent. (%)
Valid	Strongly Agree	16	7.3
	Agree	147	66.8
	Neutral	14	6.4
	Disagree	43	19.5
	Total.	220	100.00

The above table illustrates that among the sample of 220 participants, N=16 (7.3%) strongly agreed, N=147 (66.8%) agreed, N=14 (6.4%), while N=43 (19.5%) disagreed. So maximum number of participants agreed that male co-workers try to touch female co-workers inappropriately.

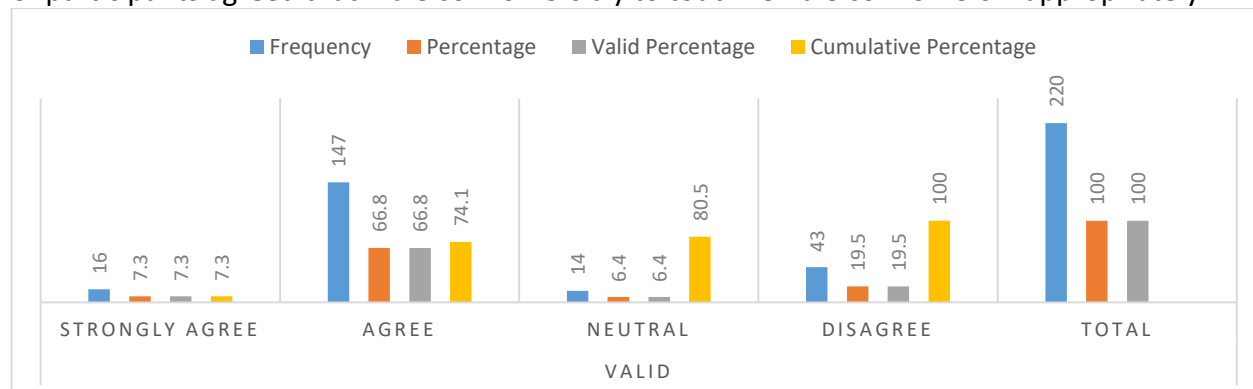
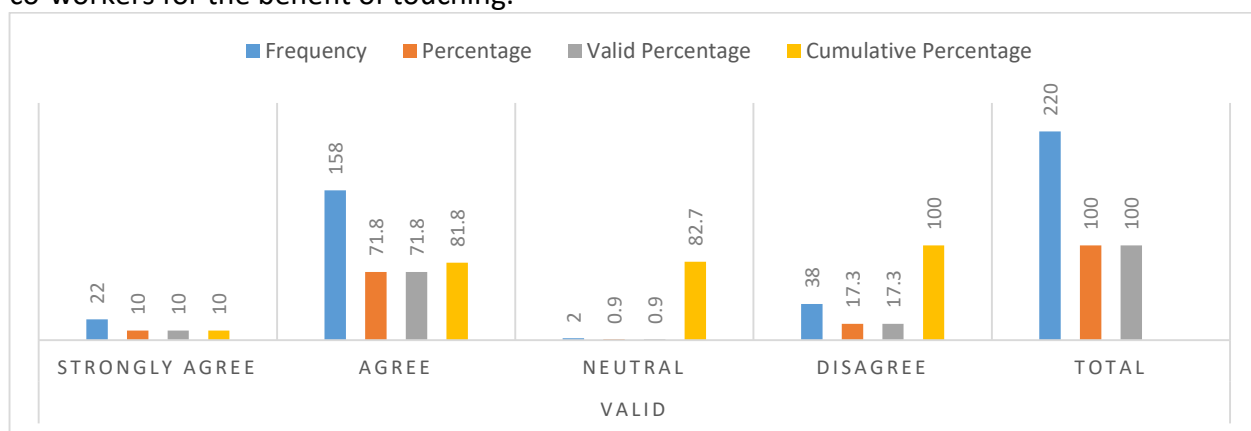


Table No.26 Frequency and percentage of the participants' opinion about Do you think male co-workers ever collided with female co-workers for the benefit of touching?

		Freq.	Percent. (%)
Valid	Strongly Agree	22	10.0
	Agree	158	71.8
	Neutral	2	.9
	Disagree	38	17.3
	Total.	220	100.00

The above table illustrates that among the sample of 220 participants, N=22 (10%) were strongly agreed, N=158 (71.8%) were agreed, N=2 (.9%) were neutral while N=38 (17.3%) were disagreed. So maximum number of the participants were agreed that male co-workers collided with female co-workers for the benefit of touching.

**Table No.50 Empirical Analysis**

Descriptive Statistics						
Statements	N	Range	Minimum	Maximum	Mean	Std. Deviation
Age of Participants	220	2	1	3	1.91	.751
Qualification of Participants	220	2	1	3	1.73	.744
Participant's Background	220	1	1	2	1.62	.487
Marital status of Participants	220	1	1	2	1.70	.457
Religion of Participants	220	1	1	2	1.30	.457
Organization Type	220	1	1	2	1.60	.492
Job experience of Participants	220	2	1	3	1.73	.744
Do you know about Harassment?	220	0	1	1	1.00	.000
If yes then what type of harassment you know?	220	3	1	4	3.11	.558
Do you know about workplace harassment?	220	1	1	2	1.16	.367
Are the working women well known of their job related rights?	220	1	1	2	1.68	.469
Do you think female employees knows the difference among flirt and harassment?	220	1	1	2	1.59	.493
Do you think female working staff aren't giving proper attention to verbal and non-verbal harassment?	220	1	1	2	1.30	.459
Do you believe there is a clear sense of appropriate and inappropriate behavior among employees at their workplace?	220	1	1	2	1.29	.453
Do you think sexual harassment victims belong to low income families?	220	1	1	2	1.22	.414

Male co-workers threatened female co-workers to be fired if they did not develop romantic ties with them.	220	1	1	2	1.60	.492
Do you think mostly sexual harassment victims belong to migrant employee group?	220	1	1	2	1.36	.482
Do you think women should report about Sexual Harassment?	220	1	1	2	1.27	.444
Do you think by reporting harassment we can protect the women from harassment?	220	1	1	2	1.28	.449
Do you think working women are facing sexual harassment at the work place?	220	3	1	4	2.59	.853
Do you think working women facing sexual harassment due to their frank behavior with male co-workers?	220	2	1	3	1.90	.736
Do you think male co-workers feel superior over female co-workers?	220	2	2	4	2.55	.801
Do you think the look of male co-workers makes female co-workers <u>uncomfortable</u> .	220	3	1	4	2.33	.749
Male co-workers stared at female co-workers with dirty looks.	220	3	1	4	2.33	.767
Male colleagues give nice names to flirt with female colleagues, e.g. sweetheart, darling etc.	220	3	2	5	3.18	.876
Have male co-workers took interest in female co-workers personal life with the intention that they could begin to respond favorably to it?	220	3	1	4	2.52	.868
Male co-workers make comments about the appearance of female co-workers.	220	3	2	5	2.80	.946
Male co-workers make comments on female co-workers age.	220	4	1	5	2.45	.928
Have male co-workers give lame excuses to sit with female co-workers?	220	4	1	5	2.45	.877
Have male co-workers whistling at female co-workers?	220	3	2	5	3.57	.951
Have male co-workers make sexual comments on female co-workers?	220	2	2	4	3.34	.836
Do you think male colleagues engage in sexual slurs against female colleagues?	220	2	2	4	3.40	.824
Have women in the workplace benefited from their male colleagues?	220	3	1	4	2.13	.774
Have working women facing work-related threats to satisfy the unethical demands of their male co-workers?	220	2	2	4	2.61	.844
Have working women offered rewards by male co-workers for immoral demands?	220	3	1	4	2.20	.768
Have working women face physical violence in case of not fulfilling immoral demands?	220	3	2	5	3.61	.970
Have male co-workers try to touch female co-worker in an inappropriate manner?	220	3	1	4	2.38	.881
Do you think male co-workers ever collided with female co-workers for the benefit of touching?	220	3	1	4	2.25	.859
Have male co-workers attempted to place a hand on female co-worker's back, shoulder or hand?	220	3	1	4	1.98	.752
Have male co-workers make sexual Jokes to female co-workers?	220	2	2	4	2.31	.660
Have male co-workers repeatedly invite female co-workers for dinner or lunch?	220	2	2	4	2.66	.848
Have male colleagues intentionally sing and talk about sexual songs in front of female colleagues?	220	2	2	4	2.48	.755
Have male colleagues intentionally display pornographic material, websites, magazines, photos to female colleagues?	220	2	2	4	2.50	.791
Have male co-workers delayed female co-workers work so that they could go to them again concerning that work?	220	3	1	4	1.95	.854
Do you think women find it difficult to concentrate on tasks due to the emotional distress caused by harassment?	220	2	1	3	1.74	.605
Do you think harassment at workplace makes women doubt their own worth and capabilities?	220	1	1	2	1.74	.442
Do you think female feel isolated or unsupported by coworkers due to the harassment?	220	2	1	3	1.82	.524
Do you think female feels that workplace harassment affect their overall well-being and personal life outside of work?	220	2	1	3	1.65	.534
Do you think harassment at workplace has led to persistent feelings of helplessness or hopelessness?	220	2	1	3	1.72	.532
Valid N (<u>listwise</u>)	220					

Conclusion

Based on findings of the study, researcher concluded that in society there is knowledge of harassment and sexual harassment. Women are independent now these days but they need support from their family. There is huge impact of family's background on females and their lives. Females get personal with their male colleagues in the name of modernism while they don't know where the safe line is. They accept flirt as they can't categorized it differently. They shared their personal problems to find some help or to get relaxed. While on work the stare of male colleagues, sexual jokes, comments on female appearance and age makes female uncomfortable and it became hurdle in their work. Male colleagues feel superior over female colleagues and often delayed their work just to call them again and again while on workplace now these days' women are getting threats to be physical with their male colleagues and fulfil their unethical demands. Women can protect themselves by reporting sexual harassment in respective departments.

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