

Abstract

Workplace harassment is a pervasive issue occurring worldwide, with Pakistan being no exception. It undermines the principles of gender equality and human rights. It perpetuates power imbalances, with women typically being the primary victims and men often wielding disproportionate influence. Workplace Harassment not only hampers career opportunities for women but also reinforces societal stereotypes and norms, limiting their socio-economic progress and self-esteem. In the context of Pakistan, and more specifically Lahore, where traditional gender roles and conservative norms persist, the negative impacts of workplace harassment can be even more pronounced. Women's participation in the workforce is vital for economic growth and development. Whereas, Workplace harassment acts as a significant deterrent. It can lead to women leaving the jobs, depriving the nation of their talents and contributions.

As a matter of fact, this research thesis delves into the problem of harassment as a phenomenon affecting women in their workplace, with a specific focus on Lahore, Pakistan (2002-2022).

This research is primarily descriptive research, yet, it exhibits characteristics of exploratory research by offering insights of the subject under investigation. The study uncovers previously undisclosed aspects, particularly pertaining to the phenomenon and the target population. To collect data Qualitative technique has been used. Data has been collected through questionnaires. To gather first-hand information and primary data, semi-structured interviews have been conducted, to document various practices, like causes of harassment, exploitation of women rights, its socio-cultural, psychological impact, its reporting, solutions etc. The study aims to unravel the nuanced experiences, perceptions, and responses of female employees facing workplace harassment in Lahore (2002-2022)

Note: In soft copy a complete list of references appears at the end of the thesis. However, partial lists of references are also visible after each chapter of the thesis.