Harassment At Work Place, Social Effects & Islamic Remedies, In Context Of South Punjab

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Abstract

Incidents of sexual harassment in the workplace have become a serious problem nowadays. Generally, sexual harassment is legally defined as uninvited sex-related behavior. There are three main types of sexual harassment on the workplace. 1. Sexual harassment of women by men. 2. Women threaten men with Sexual harassment claims or propaganda. 3. Sexual harassment by homosexuals. In most part of the world, women are working alongside men to build & develop the country & nation. They also hold high positions around the world. In developing countries like Pakistan, the working women are not much protected. The Protection of Workplace Harassment Act was passed 2010 in Pakistan. Any act, indecent assault, gesture & imposition against the dignity of women under this law is a punishable offense. It also explains that it is also a crime for a harasser to use his or her authority in such cases. Incidents of women threaten men with Sexual harassment claims or propaganda & Sexual harassment by homosexuals are also on the rise, worldwide. This is also a sensitive & serious issue. This article is written in context of south Punjab. This is an undeveloped area & the education ratio Is very low here.

Keywords: Workplace, Harassment, supervisor, Muslim-majority Countries.

Introduction:

Harassment at work place was not a major Issue for any nation in the world, Before Industrial revolution. Because up to that time there were no big institutions where men & women of different families, casts & sects, work to gather. After Industrial revolution, large factories, banks & other Institutions came into being. So the problems of harassment at work place began to emerge. Most countries still do not have sustainable solutions due to the lack of laws in this regard.
In the context of South Asia, there are major religions such as Hinduism, Islam, and Buddhism. Specific laws for protection against harassment at workplaces were enacted as follows:

- In the Philippines (a Muslim-majority country), the Act was enacted from 1995.
- In Sri Lanka (a Buddhist-majority country), the Law was enacted from 1998.
- In Bhutan (a Bodh-majority country), the Law was enacted from 2007.
- In Pakistan (a Muslim-majority country), the Act was enacted from 2010.
- In India (a Hindu or Santana Dharma majority country), the Act was enacted from 2013.
- In Nepal (a Bodh-majority country), the Act was enacted from 2013.
- There are no specific laws on harassment at workplace in Bangla Desh (a Muslim-majority country), and Myanmar or Burma (a Bodh-majority country). However, many other laws for harassment and labor are enacted.

This article covers definitions and forms of sexual harassment at workplace, rights of women, social implications of sexual harassment, religious teachings of Islam regarding sexual harassment, ways to avoid harassment in the context of modern law, and some important suggestions and recommendations.

**Types of Workplace Harassment**

- **Discriminatory Harassment**
  - Racial Harassment (insults, jokes).
  - Gender Harassment (degrading the men or women).
  - Religious Harassment (religious jokes, pressures to convert religion).
  - Disability-Based Harassment.
  - Organs or Sexual Orientation-Based Harassment.

- **Verbal Harassment** (verbal attacks or threats).
- **Physical Harassment** (physical attacks or threats).
- **Psychological Harassment**.
- **Cyber Harassment** (threats using internet).
- **Sexual Harassment** (threat, sexual photos, pornography, jokes, touching).
  - From men to women.
  - From women to men.
  - Homo sexual.
  - Quid Pro Quo Sexual Harassment (from boss or supervisor & receive job opportunities or threat).
  - Hostile work environment harassment (unwelcome conduct from co-workers & others).
- **Third Party Harassment** (from outsider of organization like supplier, customer or client).
**Bigger Numbers of Registered Cases of Harassment at workplace**

<table>
<thead>
<tr>
<th>Country</th>
<th>Women (%)</th>
<th>Men (%)</th>
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<tbody>
<tr>
<td>Turkey</td>
<td>51%</td>
<td>50%</td>
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<td>India</td>
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<td>Russia</td>
<td>7%</td>
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</tbody>
</table>

n=19,428 interviews in 27 countries (26 Jan–9 Feb 2018)
Source: Ipsos

**Rights of women in Islam**

In Islam, women have been given more rights & discounts as compared to men. Women are exempt from financial obligations, participation in fighting, worship in mosques & many other matters. In view of the changing situation of simple lifestyle in modern times, working at workplace has become a compulsion for women. In this regard, Islam has not imposed any restrictions on women. Rather, they have granted many privileges. The following is a brief overview of women’s rights in Islam.

**Protection of women’s Rights & equal reward for men**

The reward of men & women is equal with Allah & there is no difference. It is in the Qurān:

ان المسلمين والمسلمات والمؤمنين والمؤمنات والقانئين والصادقين والصابرين والصبرات والصبراء والصبراء والصبراء والصبراء والصبراء والصبراء والصبراء والصبراء والصبراء والصبراء والصبراء
Verily, the Muslim men & women, believing men & women, devoting men & women, truthful men & women, patient men & women, humble men & women, and men & women who give charity, and the men & women who fast, and men & women who guard their sexual organs, and the men & women who remember Allah, Allah has prepared forgiveness and a great reward. (Al-Qurān 33:35)

**Women Rights in Farewell Sermon of Holy Prophet**

On the occasion of the Farewell Sermon, the Prophet (Peace be upon him) said:

ایها الناس فان لكم علي نسائكم حق ولهن عليكم حقا …واستو صوا بالنساء خيرا فاتقو اللہ فی نسائکم۔

O people, surely some of your rights are obligatory on women & some rights of women are obligatory on you. Always treat women better & fear Allah regarding women. (Nisar Ahma, 2005)

Islam gives every woman, whether Muslim or non-Muslim, honor & dignity. It is in the Qurān:

ولا تقربو الزنی انہ کان فاحشۃ وساء سبیلا۔

And approach not adultery. It is indeed a shameful act, and an evil way. (Al-Qurān 17:32)

Islam has given women many rights & many concessions compared to men. By declaring all kinds of moral evils like, obscenity, indecency & adultery as punishable crimes, women have been given a dignified position & rights in society.

**Laws against harassment in Pakistan**

- In Pakistan Penal Code 1860, Chapter 21, Section 500, Five year imprisonment & fine or both.
- In Pakistan Penal Code 1860, Chapter 22, section 509, One year imprisonment & fine or both.
- In Protection against Harassment of women at the work place act 2010, Penalties for suspension, dismissal of officials & Damages for sexual harassment.
- In Rape Case & criminal assault in this regard can also be prosecuted under the Hudood ordinance 1979.

**Sexual Harassment at workplace in Pakistan**

Generally in Pakistan, There are two types of sexual harassment at workplace. 1. Sexual harassment of women by men. 2. Women threaten men with Sexual harassment claims or propaganda.

**Sexual harassment of women at workplace.**
In Pakistan & other developing countries, women do not have much protection in the economic struggle at workplace. The reason for this is the influence & rule of men over different sections of society. Sexual harassment & insults at workplace are generally tolerated by women in silence. Because they are afraid of their own reputation. That is why most of these incidents are not registered. There are also many issues with the investigation of registered cases. Witnesses & evidence are usually not available because such incidents occur in solitude.

In Pakistan, Act against harassment at workplace was enacted in 2010. Under which any act, sentence, gesture, order & any such act against the honor and dignity of women is punishable offense. The act also clarifies that it is a crime for a harasser to try to blackmail a woman by abusing his authority.

**Types of sexual harassment with women**

There are usually three types of sexual harassment against women.

- **Quid Pro Quo Sexual Harassment** (From boss or Supervisor & Receive a job opportunities or threat).
- **Hostile work environment harassment** (unwelcome conduct from co-workers & others).
- **Third Party Harassment** (from outsider of organization like supplier, customer or client).

The following list can help to identify sexual harassment:

- Un-invited physical contact including touching & hugging.
- Gender based comments about a person’s physical characteristics & dress.
- Sexual name-calling & slurs.
- Use of derogatory language or comments.
- Distributing sexual or romantic material.
- Verbal or physical assault.
- Mockery, interference in work performance.
- Stopping promotions, un-welcome promise of rewards in exchange for sexual favors.

**Sexual harassment & men.**

It means, women threaten men with sexual harassment claims or propaganda. False allegations of sexual harassment of men in the workplace are very common, nowadays.

Although the case of famous singers Ali Zafar & Misha Shafi does not fall under the category of sexual harassment in the workplace. But it can be considered a famous incident in Pakistan where a man has filed a sexual harassment case against a woman in F.I.A.
In 2017, The Senate (in Pakistan) was informed that the federal ombudsman had fifty-nine cases of harassment at workplace, five of which were reported by men to be harassed by their female colleagues. What could be the consequences of threatening a decent man with a false claim of sexual harassment? In this regard, the case of Lecturer Afzal Mehmood can be cited.

Afzal Mehmood, an English lecturer at Muhammadan Anglo Oriental College Lahore, was falsely accused of sexual harassment by a female student. On July 8, 2019, the college’s inquiry committee acquitted lecturer Afzal Mehmood in this case. But despite the efforts of Afzal Mehmood, the written report of acquittal was not released. Discouraged by this, Afzal Mehmood committed suicide.

The day before the suicide, he handed over a letter directly to the head of inquiry committee, Dr. Alia, seeking a written report of his innocence. In the letter, he wrote that he was suffering from severe depression due to lack of written evidence. While the mother is very angry & the wife has left the house due to lack of proof of innocence. He requested that the inquiry be reconsidered & The college administration should be ordered to immediately expel the student who made false allegations against a teacher. He wrote that this was the only way he could be acquitted. He later committed suicide on October 9, 2019 after a written report was not released. (BBC News, 2019)

**Social effects of Sexual harassment**

The social effects of sexual harassment have left a deep impression in every era of history. The map drawn by the Holy Qurān in the story of Hazrat Yusuf (as) regarding the social effects of sexual harassment by women and Hazrat Maryam (as) regarding the social effects of sexual harassment by men is an example in itself. Anyone can study Sura Yusuf & Sura Maryam to see how the Qurān describes these historical facts in a very interesting & easy way. Two thousand and twenty years later, today’s society is the same.

In the current context of the social impact of sexual harassment at workplace, women in developing countries, in particular, are reluctant to work to protect themselves from sexual harassment. In many sections of society, working women are not looked upon favorably, especially the role of air hostesses, nurses, engineers & women working in field with men. Incidents of sexual harassment at workplace make people reluctant to give their daughters a higher education. It is very unfortunate to say that in countries like Pakistan, whether it is a case of rape with a little girl or a case of sexual harassment, the majority of people consider the woman & the little girl as an equal participant in it. In such cases of sexual harassment at workplace are also considered from both sides. That is why there are no reports of sexual harassment in the workplace for fear of losing one’s dignity.

**Holy Qurān & prevention of sexual harassment**
The entire Qurān revealed by Allah Almighty is a light of guidance & a way of life for human beings. The injunctions in Surah Al-Noor & Surah Al-Ahzab regarding the prevention of sexual harassment are a guide for human beings forever. Allah says about Surah Al-Noor:

سُورة آنَزْنَهَا وَفَرَضُنَّهَا وَأَنزَلْنَاهَا فِيهَا آيَاتٍ بَيْنَتْنِ لَعَفَّكُم تَذْكَرُونَ

This is a surah which we have revealed & we have made its commandments obligatory, and we have revealed in it clear communications that you may be mindful. (Al-Qurān 24:01)

Below are just three verses of this blessed Surah which are fundamental to the prevention of sexual harassment of men & women.

قُلۡ لِّلۡموُمِّنین ی غُضُّوا مِّنۡ ا بۡص ارِّھِّمۡ و ی حۡف ظُوا فُروُج ھُمۡ، ذ الِّک ا زۡکٰی ل ھُمۡ، اِّنَّ اللہ  خ بِّیرٌ بِّما  ی صۡن عُون ۔

Tell the believing men to lower their eyes and guard their sexual organs. That is good for them. Indeed, Allah is aware of what they do. (Al-Qurān 24:30)

وَقُلۡ لِّلۡموُمِّنٰ تِّ ی غۡضُضۡن مِّنۡ ا بۡص ارِّھِّنَّ و ی حۡف ظۡن فُرُج ھُنَّ و لا یُبۡدِّیۡن  زِّیۡن تِّھِّنَّ، وَ تُوبُوۡاِّل ی اللہِّ ج میۡعا  آیُّہ  الۡمُومِّنوُن  ل ع لَّکُمۡ تُ فِّلِّحُون ۔

And tell believing women that they must lower their eyes and guard their sexual organs, and must not expose their adornment, except that which appears thereof, and must wrap their bosoms with their shawls, and must not expose their husbands, or their fathers or the fathers of their husbands, or to their sons or the sons of their husbands, or to their brothers or the sons of their brothers or the sons of their sisters or to their women, or to those owned by their right hands, or male attendants having no sexual urge, or to the children who are not yet conscious of the shames of women. And let them not stamp their in a way that the adornment they conceal is known. And repent to Allah O believers, all of you, so that you may achieve success. (Al-Qurān 24:31)

وَالقواعِدُ مِّن  النَّساءِ الَّتیۡ لا یَرۡجُون نِّک احا فِئیۡس علیۡهِن جَنَاحٍ أَن يُضۡعِفُن ثَیابهٗن فِی خَرَیطۡت بَزِیرَة، وَانَّ یُسفِغۡنۡ خَرِیز لَهُنَّ، وَاللہُ سَمِیۡعٌ علیۡمٌ۔

And Those old women who have no hope for marriage, there is no sin on them, if they take off their (extra) clothes while they do not display their adornment. Still, that they refrain is better for them. Allah is all hearing, all knowing. (Al-Qurān 24:60)

Surah Al-Ahzab contains a very important formula for all women to avoid sexual harassment.
O wives of the prophet, you are not like any other women, if you observe taqwa (righteousness). So, do not be too soft in your speech, lest someone having disease in his heart should develop fancies (about you) and do speak with appropriate words. (Al-Qurān 33:32)

Mufti Muhammad Shafi in his commentary on the last verse states that this verse contains instructions for women not to speak softly to men that in the heart of a stranger, weak faith, no inclination can be created. A study of the above verses of the holy Qurān reveals that this code of conduct, Holy Qurān, contains excellent universal and lasting guidelines for protecting men and women from sexual harassment. Some of which are listed below.

1. In the above verses, men & women are commanded to keep their eyes down so that all cases of sexual harassment occur in the dream workplace or in the public place; it always starts with the eyes.
2. Men & women are commanded to protect their private parts, which requires attention to the opposite sex, tendencies, gossip & love affairs, and you have to work on your workplace.
3. From the above verses, it is also concluded that in order to be safe from sexual harassment in the workplace, women should also avoid adornment and adopt simplicity.
4. In order to protect women from the eyes of people of weak faith, it is a universal principle not to adopt a sweet, gentle & pleasant tone when talking to a non-mahram. Rather, simplicity & seriousness should be adopted.

Hadiths & prevention of sexual Harassment

There are many Hadiths of the prophet (P.B.U.H) regarding the prohibition of sexual harassment, of which only two well-known Hadiths are as follows:

"عن النَّعمان بن بشير يُقُولُ، سُمِّعْتُ رَسُولَ اللَّهِ ﷺ يُقُولُ، أَلْحَالُ بَيْنَ الْمُشْهَدَاتِ، وَالْحَرَامُ بَيْنَ، وَبَيْنَهَا مَسْتَبَاطًا لَا يَعْلَمُهَا كَثِيرٌ مِّنَ النَّاسِ، فَمَنْ أَلْقَى أَلْمِشْهَادَاتِ إِسْتِيَارًا الْدِّينِ، وَغُرُوضًا، وَمَنْ وَقَعَ فِي أَلْمِشْهَادَاتِ كَرَاعٍ يُرَّعُحُ حَوَلَ الْحَمَمِ، يَوْشِكُ أَنْ يُوابَعَ، أَلْلَهُ بَلْ أَلْلَهُ مَثُلُ حَمَمٍ، أَلْلَهُ وَهْيُ الْقُلُبُ."

It is narrated on the authority of Noman bin Bashir that he said: I heard the messenger of Allah, may Allah bless him and grant him peace, say: halal is open & harm is also open and there is some doubt between the two of them which many people do not know whether it is halal or haram. Then the likeness of him who is in doubt is as the likeness
of a shepherd who grazes his cattle round about the royal pasture. He is about to enter the pasture and be found guilty by the king. (Al-Bukhārī)

Be careful listen, There is a piece of flesh in the body, when he is right, the whole body is right, and when he is bad, the whole body is bad. Be careful listen, That piece of meat is the heart of a man. In another hadith:

عنَّ أَبِي هُرْيَرَةَ أَنَّ النَّبِيَّ ﷺ، قَالَ، لِكُلِّ أَبِنٍ آدَمْ حَذَّةً مِنَ الزِّنَا، بِهِذِهِ القَصَّةَ، قَالَ، وَالْيَدَانَ تَزَنيانَ، فَزَناَهُما الْبُطُشُ، وَالْرَجُلانَ تَزَنيانَ فَزَناَ هُما الْمُشْنَ، وَالْفَمَ يَزَني فَزَناَهُ الْقَبْلَ.

It is narrated on the authority of Abu Hurayrah that the Prophet (peace & blessing of Allah be upon him) said: for every human being there is a fixed share of zina. Hands commit adultery, their adultery is to be caught, feet commit adultery, their adultery is to be walk, and mouth commits adultery, his adultery to be kissed. (Abu Dāud)

From the above hadiths it is concluded that similarities should be avoided and men and women should refrain from behaviors that lead to adultery or sexual harassment. Simplicity and seriousness should be adopted to avoid any serious situation.

Statistics on rape & sexual harassment.

The following is the report of the first forty countries in the worldwide survey report on the incidence of rape published in 2019 under the United Nations. (Rape Statistics by Country 2022)

The following survey report of the first forty countries does not include a single Muslim-Majority country in any region of the world, including Europe and Eastern-Europe. Despite these facts, most Muslim countries in the world are victims of propaganda regarding feminism & sexual harassment. Number of rape incidents per 100,000 citizens in different countries in 2021.

<table>
<thead>
<tr>
<th>Country</th>
<th>Incidence per 100,000 citizens</th>
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<tbody>
<tr>
<td>1.Botswana</td>
<td>92.93</td>
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<td>2.Australia</td>
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<td>3.Lesotho</td>
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The above report & statistics on sexual harassment and various surveys show that one in four women experience oral harassment with a sexual orientation face verbal or practical sexual harassment at workplace, while one in ten men experience sexual harassment or threatened with sexual harassment at workplace.

**The dual attitude of international community**

A review of statistics shows that the highest incidence of sexual harassment is in non-Muslim countries. While in Islamic countries & especially in Muslim countries where the laws of limits and penalties (Hudood & Tazeerat) are in force, the rate of such incidents is very low or non-existent. Despite these facts, the international community has a double standard with Muslim countries. As in Pakistan, whenever such an incident is reported in the media, Muslim culture and
Islamic laws are slandered. But when such incidents in non-Muslim countries are covered in the media, such acts are considered an individual act & no religion or culture is defamed.

The following article gives practical suggestions on how to avoid sexual harassment.

**Staying safe from harassment at workplace.**

Globally, various NGO’s & governments, not only offers suggestions on how to stay safe from sexual harassment at workplace but also provide various trainings on how to file a complaint to stay safe from sexual harassment & how to get help from various NGO’s on such occasions is also highlighted. Here are some of the most common tips for staying safe from sexual harassment.

- Avoid clothes & attitude that allow others to make fun of you.
- Treat everyone with dignity & seriousness.
- When you feel that someone is harassing you, be aggressive instead of cowardly.
- Avoid jokes about sex.
- Avoid talking or complaining about your marital relationship.
- Don’t be a part of any conversation about other people’s marital relations & illicit sex.
- In case of sexual harassment, file a written complaint immediately & do not waste time in this regard.
- Keep your family informed & confident about the workplace.
- Absolutely avoid spending time alone with the opposite sex.
- Avoid getting all kinds of illegal work-related discounts.

**How to report harassment for men & women both**

- The first piece of advice is to never give up your job.
- To record evidence of what has happened to you and formally complain to management, under the Act, 2010.
- By law, your company or Organization is obliged to register your complaint.
- If you are unsatisfied with investigation than register your case in provincial ombudsmen.
- You can also file a complaint in the civil court.

**Sexual Harassment & South Punjab, Pakistan**

Regarding the incidence of sexual harassment among men & women, I conducted a survey in the south Punjab & got information from different departments also. According to this survey & information, about 30% of working women in this area are victims of sexual harassment either verbally or in gestures. And about 2% men are also victims of sexual harassment, but usually men & women who have been sexually harassed do not file complaints with their department.
For example, in Bahawalpur district of the health department, total six (6) complaints were received in this regard in the two years of 2020 and 2021. While thousands of male & female doctors, nurses, health visitors, health technicians, male & female health workers, supervisors, community mid wives, vaccinators & CDC supervisors work in hospitals, rural health centers, basic health units & laboratories. Acting on these six (6) requests received, the chief officer of the department of health & his staff not only conducted an impartial inquiry but also sought amnesty & reconciliation between the parties. In all six cases, one complaint was found to be false, but it also led to amnesty & reconciliation between the parties.

Like this, thousands of men & women also work in offices & fields under the State Life Insurance Corporation of Pakistan, Bahawalpur Zonal Office but no complaints of sexual harassment were received in the last two years 2020 & 2021. The situation is similar in other government & semi-government departments. That is why, according to the law of 2010, there is no standing committee in most of the departments in this regard.

**Summary**

Harassment at work place was not a major Issue for any nation in the world, Before Industrial revolution. Because up to that time there were no big institutions where men & women of different families, casts & sects, work to gather. After Industrial revolution, large factories, banks & other Institutions came into being. So the problems of harassment at work place began to emerge. In Pakistan (Muslim-majority Country), The Act in above context is enacted from 2010. Even before that, there were many laws in place regarding harassment. Types of workplace harassment as follows:

- Discriminatory Harassment
  - Racial Harassment (Insult, Jokes).
  - Gender Harassment (degrading the men or women).
  - Religious Harassment (religious jokes, pressures to convert religion).
  - Disability-Based Harassment.
  - Organs or Sexual Orientation-Based Harassment
- Verbal Harassment (Verbal attacks or threats).
- Physical Harassment (Physical attacks or threats).
- Psychological Harassment.
- Cyber Harassment. (Threats using internet).
- Sexual Harassment (Threat, Sexual photos, pornography, jokes, touching).
  - From men to women.
  - From women to men.
  - Homo sexual.
Quid Pro Quo Sexual Harassment (From boss or Supervisor & Receive a job opportunities or threat).

Hostile work environment harassment (unwelcome conduct from co-workers & others).

Third Party Harassment (from outsider of organization like supplier, customer or client).

In Islam, women have been given more rights & discounts as compared to men. Women are exempt from financial obligations, participation in fighting, worship in mosques & many other matters. In view of the changing situation of simple lifestyle in modern times, working at workplace has become a compulsion for women. In this regard, Islam has not imposed any restrictions on women. Rather, they have granted many privileges. Islam has given women many rights & many concessions compared to men. By declaring all kinds of moral evils like, obscenity, indecency & adultery as punishable crimes, women have been given a dignified position & rights in society. Generally in Pakistan, There are basically, two types of sexual harassment at workplace.

1. Sexual harassment of women by men.
   - Quid Pro Quo Sexual Harassment (From boss or Supervisor & Receive a job opportunities or threat).
   - Hostile work environment harassment (unwelcome conduct from co-workers & others).
   - Third Party Harassment (from outsider of organization like supplier, customer or client).

2. Women threaten men with Sexual harassment claims or propaganda.

Women threaten men with sexual harassment claims or propaganda & false allegations of sexual harassment at workplace are very common, nowadays. In 2017, The Senate was informed that the federal ombudsman had fifty-nine cases of harassment at workplace, five of which were reported by men to be harassed by their female colleagues.

The social effects of sexual harassment have left a deep impression in every era of history. The map drawn by the Holy Qurān in the story of Hazrat Yusuf (as) regarding the social effects of sexual harassment by women and Hazrat Maryam (as) regarding the social effects of sexual harassment by men is an example in itself. Anyone can study Sura Yusuf & Sura Maryam to see how the Qurān describes these historical facts in a very interesting & easy way. Two thousand and twenty years later, today’s society is the same.

In the current context of the social impact of sexual harassment at workplace, women in developing countries, in particular, are reluctant to work to protect themselves from sexual harassment. In
many sections of society, working women are not looked upon favorably, especially the role of air hostesses, nurses, engineers & women working in field with men. Incidents of sexual harassment at workplace make people reluctant to give their daughters a higher education. It is very unfortunate to say that in countries like Pakistan, whether it is a case of rape with a little girl or a case of sexual harassment, the majority of people consider the woman & the little girl as an equal participant in it. In such cases of sexual harassment at workplace are also considered from both sides. That is why there are no reports of sexual harassment in the workplace for fear of losing one’s dignity. The following Islamic teachings are very important to stay safe from sexual harassment.

1. Men & women are commanded to keep their eyes down so that all cases of sexual harassment occur in the dream workplace or in the public place; it always starts with the eyes.
2. Men & women are commanded to protect their private parts, which require attention to the opposite sex, tendencies, gossip & love affairs, and you have to work on your workplace.
3. In order to be safe from sexual harassment at workplace, women should also avoid adornment and adopt simplicity.
4. In order to protect women from the eyes of people of weak faith, it is a universal principle not to adopt a sweet, gentle & pleasant tone when talking to a non-mahram. Rather, simplicity & seriousness should be adopted.
5. Men and women should refrain from behaviors that lead to adultery or sexual harassment. Simplicity and seriousness should be adopted to avoid any serious situation.

Regarding the incidence of sexual harassment among men & women, I conducted a survey in the south Punjab & got information from different departments also. According to this survey & information, about 30% of working women in this area are victims of sexual harassment either verbally or in gestures. And about 2% men are also victims of sexual harassment, but usually men & women who have been sexually harassed do not file complaints with their department.

Globally, various NGO’s & governments, not only offers suggestions on how to stay safe from sexual harassment at workplace but also provide various trainings on how to file a complaint to stay safe from sexual harassment & how to get help from various NGO’s on such occasions is also highlighted.

**Important suggestions & recommendations.**

- It is clear from the Holy Qurān & the Prophet (Peace & blessings of Allah be upon him) that in order to avoid sexual harassment in the workplace or in a public place, men & women are commanded to keep their eyes down. In addition it has been ordered not to
associate with non-mahrams & not to make jokes. And orders have been given to women not to adorn themselves and not to adopt soft & sweet accents from non-mahrams. These Islamic injunctions can be followed by all Muslim scholars individually & can be published & preached. There is no impediment to the propagation of these enforceable orders throughout the world.

- The following article gives other practical suggestions on how to avoid sexual harassment & How to report harassment for men & women both at workplace, they must be followed.
- A review of sexual harassment statistics shows that the proportion of such incidents is almost non-existent in Muslim countries where Islamic restrictions and penal laws are being enforced. Therefore, it is duty of the government & international organizations to ensure the implementation of Islamic laws on boundaries & penalties.
- The state department & intelligence agencies are the eyes & ears of any state. There importance has more increase in modern times. Governments are forced to rely on intelligence agencies & the state department’s reports on any country’s foreign policy, diplomacy & law enforcement within the country. That is why, if their agencies & state department officials, influenced by some propaganda, consider the laws of limitations & penalties unworkable or cruel, then no matter how sincere the government may be, they cannot enforce these laws. Therefore, the above mentioned officials should conduct special courses on the limits & penalties & their strategies. Seminars and programs should be conducted & these seminars & programs should also include the judges of the courts, the establishment & the bureaucrats.
- The current government of Pakistan wants to run the affairs of the government in the style of the state of Madinah. In this regard, the electronic media should be required to conduct such programs for some time in prime time, In which Islamic teachings as well as the wisdom of Islamic law of limits & punishments are stated so that the public opinion in this regard is smooth and the way for the rule of the state of Madinah is also smooth.
- International & national women’s rights NGO’s have never downplayed the issue of sexual harassment allegations against men. Even with regard to false claims, legislation like Islamic law Qazaf (slander) & its implementation is a matter of time.

References


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