

# Women Harassment in Pakistan: A Phenomenological Analysis of Problems and Trends in Cross-Gender Perspective

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## ABSTRACT

**Aim of the Study:** The purpose of this research is to understand and explore the broader definition and apprehend the essence of the term harassment as implied, understood and experienced by the women dealing with cross-gender in formal educational institutions and workplaces in Pakistan. Therefore, this research focuses primarily on problems and trends in settlement for women in Pakistan.

**Methodology:** The proposed research work is analytical as well as descriptive in nature. This uses a phenomenological method, analyzing the harassing behaviors of men towards victims via interviews at educational institutions and workplaces. The researchers gathered data from 62 people from Pakistan's general population by conducting a survey. This survey included 40 women and 22 men from different backgrounds. While data collection continued, in-depth interviews (5 men, 5 women) were used to gather insights from the participants.

**Findings:** This study helps improve the understanding of women harassment as an issue in Pakistan. It highlights the key problems and current trends. The results guide policymakers, researchers, and safety workers in creating better ways to stop harassment.

**Conclusion:** The study shows that harassment is a complex problem rooted in society's norms, cultural beliefs, and power relationships. It covers many types, including verbal, physical, and emotional abuse. Women face these forms of harassment in public areas, workplaces, and schools. Future research should aim to find better ways to prevent and reduce harassment. The goal is to create a safer, more respectful space for women in Pakistan. Developing clear strategies will help protect women from harm and promote equality. Efforts should focus on understanding the causes of harassment and finding practical solutions. By doing so, we can build a community where women feel secure and valued.

**Keywords:** Women Harassment, Societal Norms and Trends, Culture, Cross-Gender Perspectives.

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# 1. INTRODUCTION

Women harassment is a pervasive and complicated problem in Pakistan. The phenomenon of harassment has been an immovable topic. It happens in many places, like streets, workplaces, and educational institutions (Rahman, Rahman, & Nawaz, 2024). Even though laws and policies exist, harassment remains a serious issue. It is an illegal and unwanted behaviour which you feel humiliated and intimidated by or find offensive, or that scares you and causes emotional or mental suffering (Anjum & Godil, 2019). It includes insults, offensive language, touching, threats and unwanted contact towards cross-gender individuals without any reasonable concerns. It is a growing problem in every sector around the world, be it the public sector, the private sector, schools or institutes, depending on the situation (Asghar & Ramisha, 2024). Women ignore the bad comments, activities, gestures and unethical actions which are harassing to them due to self-respect and shame. These harassing statements and gestures spoil their personalities and cause sheer demoralization (Yaseen, Iqbal, & Rafique, 2019). Currently, it becomes an obstacle to people to their productivity, career and educational paths. Hence, the effects of women's harassment can be psychological, emotional and physical (Younas & Tahi, 2025). Besides, women's harassment in educational institutions and workplaces is deeply rooted, adversely affecting our society and leading to low productivity and low morale (Bhatti & Ali, 2022). However, the most important trend is the relative status of women and men in our society, values and culture. The way men and women are raised in our society affects their attitudes. Generally, women's behaviour from childhood is made a habit of tolerating compromisingly and remaining silent due to a lack of confidence. It is mainly driven by deep-rooted cultural, social, and patriarchal beliefs that are hard to change (Mondal, Prajapati, & Renier, 2025). Patriarchal norms and traditional cultural values have long influenced Pakistan. These social rules often keep women in subordinate roles. Power dynamics in the country further increase women's vulnerability (Sarwar & Imran, 2019). Over time, these factors have shaped society, making women's equality difficult to achieve. Harassment takes many forms and reflects deep power gaps (Ikram, Ishtiaq, & Javed, 2022). It threatens women's dignity, freedom, and rights. The problem gets worse when laws are not properly enforced. Many institutions do not support victims enough. Society often blames or ignores those affected. These issues make it harder to stop harassment and protect women (Shah, 2023; Safdar, 2023; Syed et al., 2023).

However, in this study of women's harassment, it is difficult to compare it across the world due to differences in the perceptions and definitions of each society (Wajahat, Ali, & Jan, 2021). So, the purpose of this research is to understand and explore the broader definition and apprehend the essence of the term harassment as implied, understood and experienced by the women dealing with cross-gender in formal educational institutions and workplaces in Pakistan. Therefore, this research focuses primarily on problems and trends in settlement for women in Pakistan. This study analyses the harassing behaviours by the cross-gender towards women via face-to-face interviews with the victims at educational institutions and workplaces.

## 1.1 Research Objectives

This study explores how women and men in Pakistan see and feel about harassment. It aims to find out what causes harassment and what trends make it worse. The research looks at how harassment affects women's lives and their mental health. It also examines cross-gender perspectives to view harassment, showing where their experiences and opinions match or differ.

## 1.2 Research Questions

RQ#1: What are the lived experiences of women in Pakistan who have experienced harassment in various settings?

RQ#2: What are the implications of these differences for prevention and intervention strategies?

## 2. RESEARCH METHODOLOGY

The research combined both qualitative and quantitative methods. This mixed approach helped to reveal the complicated patterns and trends that influenced women. The researchers have also analyzed primary sources, including questionnaires and interviews. The main group in the study included 62 individuals chosen through purposive sampling. This size was enough to explore the lived experiences of women in Pakistan who have experienced harassment in various situations. Most of the data was gathered through a survey. A pilot study was carried out before distributing the questionnaire. Therefore, this research focuses primarily on problems and trends in settlement for women in Pakistan. This study also analyses the harassing behaviors of men towards victims via interviews at educational institutions and workplaces. The nature of the topic is broad and exploratory. This study used a mixed-methods approach. It combined different research methods and followed a phenomenological research design. Data was gathered randomly from men and women in Pakistan using a proportionate sampling method.

### 2.1 Population and Sample Size

The researchers gathered data from 62 people from Pakistan's general population by conducting a survey. This survey included 40 women and 22 men from different backgrounds. While data collection continued, in-depth interviews (5 men, 5 women) were used to gather insights from the participants. The data collected through interviews were translated from Urdu, the official language, into English. An interview guide with open-ended questions helped steer the conversations and gather detailed responses.

### 2.2 Data Analysis

The information was examined through thematic analysis to find common patterns and key themes in the stories. The researchers kept the original text within the thematic statements to maintain data quality. Four main themes emerged from the survey data. These themes were identified by analysing the information collected through the survey process. The themes cover how harassment is viewed and experienced, especially by women. The proposed research examines women's experiences with public harassment, the perspectives from different genders, key issues including the effects of harassment, ways to prevent it, and methods for reducing its harm. Each theme provides a clear view of the patterns in the dataset. This process helps ensure that the data analysis remains accurate and trustworthy. This phenomenological study looks at the daily experiences of women and men in Pakistan. It focuses on issues and patterns related to the harassment of women. Women shared how they often feel unsafe and vulnerable in public spaces. They worry about being harassed and fear for their safety in everyday life. Some women said that harassment was a normal part of their lives. They often blamed themselves for what happened. Women shared that the experiences made them feel anxious, sad, and traumatized. Harassment limited women's ability to move freely and take part in public life.

## 3. RESULTS AND DISCUSSION

**Table 1:** *Demographic Information*

Demographics	Responses	<i>f</i>	%
Age	15-30	2	3.2
	31-45	46	74.2
		14	22.6
	<b>Total</b>	<b>62</b>	<b>100.0</b>
Occupation	House Wife	4	6.4
	Student	32	51.6
	Working Professional	26	41.9
	<b>Total</b>	<b>62</b>	<b>100.0</b>
Education	Matric or below	12	19.3
	Intermediate	22	3.4

Graduation	13	20.9
Masters	9	14.5
Above Masters	6	9.6
<b>Total</b>	<b>62</b>	<b>100.0</b>

### 3.1 Perceptions about Harassment

A question was asked about whether harassment is a significant problem. About 49.2% of people agreed with this, while 50.8% strongly agreed. This shows that most people see harassment as a serious issue. When asked face-to-face, people gave their own different opinions openly. Some people blame the victim for harassment by pointing to their clothing or actions. Many see harassment as normal or barely worth mentioning. They might think it's just a part of life that can't be avoided. Others don't fully understand what harassment is or how much it affects women (Mondal, Prajapati, & Renier, 2025). Many people understand how serious harassment is, and they show empathy and support to those affected. These feelings show that education, awareness, and open conversations are needed. They help challenge harmful beliefs and encourage a culture of respect and consent.

**Table 2: Harassment is a Significant Problem**

Questions	Responses	f	%
Harassment is a Significant Problem	Agree	32	51.6
	Strongly Agree	30	48.4
	<b>Total</b>	<b>62</b>	<b>100.0</b>
Do you think societal norms, cultural values, and patriarchal structures contribute to harassment in Pakistan?	Strongly Disagree	2	3.2
	Disagree	7	11.8
	Agree	42	67.5
	Strongly Agree	11	17.7
	<b>Total</b>	<b>62</b>	<b>100.0</b>

Another question asked about how patriarchal systems, cultural beliefs, and social norms help spread harassment in Pakistan. Almost half of the people surveyed, 66.1%, agreed with this idea. An additional 18.6% strongly supported it. Most often, patriarchal societies place women in unequal roles. This generates a situation where men sensation more entitled and asserts more control. Social norms can make it seem normal to treat women like objects. Cultural beliefs and social rules influence how people view and treat women. These beliefs can lead to harmful attitudes that increase the likelihood of When society accepts certain ideas, it becomes harder to see and stop harassment. These attitudes often excuse bad behavior and make victims feel ignored or ashamed. Tackling these deep beliefs is essential to stop harassment from happening more often. These attitudes often excuse bad behavior and make victims feel ignored or ashamed. Tackling these deep beliefs is essential to stop harassment from happening more often. Changing these views requires understanding the cultural habits that allow this behavior to persist. It's essential to question these patterns to help build a healthier environment. Patriarchal rules and social norms often prevent women from speaking out about harassment or seeking help. Addressing these deeper issues is crucial to making real change. Fixing these problems is necessary to stop harassment and help victims.

### 3.2 Experiences of Harassment

Workplace harassment can greatly affect a woman's daily work routine. It makes her job more difficult and stressful. It can significantly hurt their mental and emotional well-being. An uncomfortable work setting makes it harder for women to concentrate on their work. Ongoing stress makes it hard for people to do well at work and feel secure in their environment. This issue greatly affects women's health and happiness. Many communities have long marginalised women, pushed them down, and treated them as less than men. When asked if they had ever experienced harassment, 71.2% responded yes, which was

surprising. Meanwhile, 28.8% said they had not faced harassment themselves but had witnessed such kind of acts.

**Table 3: Experiences of Harassment**

Questions	Responses	f	%
Do you faced harassment?	No	20	32.3
	Yes	42	67.7
	<b>Total</b>	<b>62</b>	<b>100.0</b>
	Other	11	17.7
If yes, What kind of harassment did you experience?	Physical	11	17.7
	Verbal	21	33.9
	Visual	15	24.2
	<b>Total</b>	<b>62</b>	<b>100.0</b>

When asked if they experienced harassment, 38.2% said it was verbal abuse. About 27.3% observed others committing harassment. Sixteen point four percent reported facing physical harassment. Eighteen point two per cent selected other options, which described harassment occurring through online platforms.

During face-to-face interviews, some interviewers shared their experiences. These stories are listed below.

A person who experienced workplace harassment shares:

*“I faced harassment from a male co-worker at work. Two colleagues started talking about my outfit when I arrived at my department. They also called me hurtful names. I am young, so they make comments about my age. I believe young women are more likely to be harassed at work.”*

Another person said that:

*“The head of the Department treats me unfairly. He gives supervisory roles to male colleagues but not to me. He claims I am not suitable for such roles because I am a woman. I see this as a form of harassment at work”.*

Another participant shared that they have never faced harassment at work. She said that:

*“Their colleagues and department heads treat them with respect. The young person explained that their male coworkers never saw them as inferior because of their gender. Instead, they are respected just like senior faculty members”.*

**Experiences in Educational Institutions:** Harassment of Women in Educational Institutions. Harassment against women in schools is a widespread problem. It harms their study, feelings, and mental health. This abuse can be verbal, physical, or psychological. Anyone can be the attacker—students, teachers, or staff members 1. Women who face harassment often suffer emotional distress. They may feel anxious, sad, scared, or overwhelmed by trauma. Such experiences can deeply affect their mental health. Harassment damages academic success. Educational institutions are required to take steps to address and stop harassment. They need clear rules that ban harassment and make sure those rules are followed every time, and everywhere. Training and education teach students and staff how to recognise harassment and ways to stop it. These programs are crucial for showing everyone what behavior is unacceptable. Focusing on these efforts helps keep the environment safe and welcoming for everyone. When harassment is taken seriously, women have a better chance of doing well in school and at work. This makes the space safer and more supportive for all.

A courageous lady shared her experience:

*“Once I was in school, I had an experience with a male teacher who always made me feel uneasy during my coaching. It ruined my mental health. I realised I need to do something and ask for someone’s help”.*

Another respondent said:

*“Some classmates shouted and yelled at me during class. Their loud voices made me feel very uncomfortable. I was frightened and asked my brother to help me deal with the problem. I think colleges should make sure every student feels safe and respected”.*

**Experiences in Public Places:** In public places, harassment i.e (physical, verbal and visual) is a serious and widespread issue that should be addressed quickly to keep everyone harmless. Physical harassment can be unwanted touching, brushing past someone, or blocking their path. Many women face verbal attacks like insults, nasty remarks and catcalls. Visual harassment includes actions like staring, leering or displaying unwanted images. This kind of exploitation happens more often and makes public spaces uncomfortable, unsafe and disrespected every day. Such behavior can make women feel scared, anxious, and uneasy. Many steps are required to halt harassment particularly on public areas. Firstly, offering education and Secondly, raising awareness are crucial. These kinds of acts will challenge obsolete societal norms and endorse deferential behavior.

A gentle person shared her personal experience and said:

*“once a boy following me on his bike all the way to my house. During that moment I was really scared because he was continuously trying to stop my vehicle. Hence this horrible experience made me anxious and weirdly ruined my self-confidence. Since then, I never feel safe myself after moving outside”.*

One said:

*“it was a frightening experience when I was touched inappropriately on a school bus by my classmate”.*

Another lady tells her personal experience and said:

*“I was riding in public transport, when a boy touched me. In response I slapped to him. He then shouted me, acted innocent and denied everything. I was totally furious and shocked at that time. When another lady defended me and said she was the eye witness that guy continuously trying to abuse her physically. Then I reached home I discuss with my mother and she said you are my brave child. Now, I stay more vigilant when I travel by public transport”.*

Another stated:

*“I feel myself just like an object when I was catcalled on the street”.*

**Experiences in Online Platforms:** Women often face serious harassment on online platforms. They get threats, rude comments, and hurtful messages frequently. Hence, unwanted emails or messages and friend requests are also common ways to approach someone on social media. In fact, women also faced explicit images that mark them uncomfortable and led them to fear and anxiety. Consequently, they can become unsecured because of it and hide their online presence. While some can't share it with someone just because they can't compromise for their future and career, and unfortunately faced serious consequences, i.e social media influencer “Sana Yousuf Murder Case” that recently happened in Islamabad. Having clear reporting systems and support services in place is very important. Teaching online safety, digital skills, and respecting others' limits is vital. Working together, we can make the internet a safer and more respectful space for women.

A woman shared her strange experience. She said that:

*“Someone sent her inappropriate messages and pictures to her phone. This made her feel anxious, scared, and affected her mental health. It also worried her about her relationships and daily life. She talked openly with her husband about what happened. Together, they reported the incident to cybersecurity”.*

About 49.1% of people said they experienced harassment in public places. Fourteen and a half per cent reported it happening at work. The remaining 14.5% said it took place in schools or colleges.

**Table 4: Harassment Places**

Questions	Responses	f	%
Harassment Place	Educational Institution	14	22.2
	Other	13	21.0
	Public Place	27	43.5
	Workplace	8	12.9
	<b>Total</b>	<b>62</b>	<b>100.0</b>
Who was the Perpetrator?	Colleague	10	16.3
	Family Member	4	6.5
	Other	41	66.1
	Superior	7	11.3
	<b>Total</b>	<b>62</b>	<b>100.0</b>

The respondents were asked about the perpetrators who committed harassment against them. Out of 61, 55 respondents answered this question. Approximately 72.7% selected the "other" option, meaning they were not colleagues, bosses, or family members. Only 12.7% said they were the boss. Just 7.3% mentioned they were colleagues.

### 3.3 Problem and Trends

Harassment is a common problem faced by people everywhere. It happens to women in many places, like at work, in public, and online. Many times, victims do not report the harassment because they feel scared, ashamed, or do not have support. Power imbalances often play a part, with offenders abusing their authority or position. Such actions can cause feelings of anxiety, sadness, and trauma.

**Table 5: Problem and trends**

Questions	Responses	f	%
Common Forms of Harassment	Other	10	12.1
	Physical	19	30.6
	Psychological	8	12.9
	Verbal	22	35.5
	Verbal, Other	1	1.6
	Verbal, Physical	1	1.6
	Verbal, Physical, Psychological	1	1.6
	<b>Total</b>	<b>62</b>	<b>100.0</b>
	Educational Institutions	7	11.3
Where do you think harassment most frequently occurs?	Online Platforms	10	14.1
	Public Spaces	29	46.8
	Workplaces	16	25.8
	<b>Total</b>	<b>62</b>	<b>100.0</b>

When asked where harassment often occurs, many respondents said it can happen almost anywhere. Half of them pointed to public spaces as the most common places. About 27.6% said workplaces are where

harassment mostly happens. A smaller group, 12.1%, chose educational institutions. Some respondents mentioned online platforms as well. Harassment can take place anywhere, so it's important to know the risks and take steps to prevent and deal with it.

### 3.4 Impact of Harassment

Harassment can cause serious and lasting harm to people. It often leads to anxiety, depression, and trauma. It also lowers self-esteem and ruins confidence. People's mental health can suffer greatly after experiencing harassment. Harassment can have deep and wide effects on a person's life. When asked about its impact, around 80.7% of people said it affected them emotionally. Many reported feeling strange or unusual effects on their mental health.

**Table 6: Impact of Harassment on Individuals**

Questions	Responses	<i>f</i>	%
How did the harassment affect you?	Emotionally	47	75.8
	Others	6	9.7
	Physically	7	11.3
	Professionally	2	3.2
	<b>Total</b>	<b>62</b>	<b>100.0</b>
Did you Report the incident?	No	50	81.6
	Yes	12	19.4
	<b>Total</b>	<b>62</b>	<b>100.0</b>
Do you think harassment can have long-term effects on mental health?	Agree	33	53.2
	Strongly Agree	29	46.8
	<b>Total</b>	<b>62</b>	<b>100.0</b>
Have you ever felt the need to change your behavior or lifestyle due to fear of harassment?	No	25	40.3
	Yes	37	59.7
	<b>Total</b>	<b>62</b>	<b>100.0</b>

When asked if they reported the incident, about 80.7% said no. They were afraid because of strict social norms. They said reporting the incident would make it hard for them to survive in society. People often blame women the most when such crimes happen. If they report it, their chances of finding work or continuing their education could be at risk.

When asked about harassment, many people believe it can cause lasting harm to mental health. About 50.8% agreed with this idea. Meanwhile, 49.2% strongly agreed that harassment can have long-term effects on mental well-being. The responses show a clear recognition that harassment can impact a person's mental health over time. Experiencing harassment repeatedly can cause mental health issues like anxiety and depression. Long-term exposure to abuse can lead to complex trauma. It can also chip away at a person's confidence and sense of self-worth. Harassment can seriously affect mental health and leave long-lasting effects. Victims often need societal support and sympathy to heal their pain. Because the mental and emotional damages can stay with them for many years. That's why society should help them towards recovery.

When asked if they have ever changed their behavior or lifestyle out of fear of harassment, 62.1% said yes. The remaining 37.9% said they never felt the need to change their behavior. These behavioural changes might serve as ways to cope. However, they can also restrict a person's freedom and independence.

There are some stories collected by some respondents during the interview:

*"My colleague made unsolicited acts at work with me. I had to set clear boundaries to stop it".*



A woman said:

*“People often criticize how we dress or act. But no one teaches boys how to respect personal space or boundaries. But no one teaches men to respect boundaries”.*

Another response collected, she said:

*“Harassment has made me less free. I often avoid going out alone. I hesitate to talk to strangers because of it”.*

### 3.5 Cross Gender Perspectives

Harassment was often linked to Pakistan's male-dominated society, where men hold most of the power over women. Men's narratives about women's harassment in society vary widely, reflecting different perspectives and experiences. Some men recognize the prevalence of harassment and advocate for change, while others may downplay or justify such behaviour. Some men acknowledge their privilege and the role they play in perpetuating or challenging societal norms that contribute to harassment. Men may set boundaries with women at workplaces, educational institutes and other public places and should respect those boundaries. Men's narratives often touch on power imbalances in the workplace or public spaces, where harassment can thrive. Some men challenge traditional masculine norms that may contribute to harassment, promoting healthier attitudes towards women and relationships.

Men claimed that men can also be victims of harassment. In fact, 1 in 10 complaints of workplace sexual harassment are reported by men. Hence, the proposed research studies that women are more likely to report harassment in male-dominated societies, such as the construction or transportation industries.

One person recorded his experience and said:

*“We can play a crucial role in promoting education and awareness about harassment, consent, and respect. He further said women should wear appropriate dress in a way that promotes positivity and self-expression”.*

Another said:

*“Women should avoid rushy areas. He also said that the government essentially made some rules for the public transportation system to avoid some kind of harassment”.*

When asked whether men and women experience and see harassment differently, about 74.1% agreed. An additional 25.9% strongly agreed. They believe women face more frequent and harsher forms of harassment.

**Table 7: Cross Gender Perspectives**

Questions	Responses	<i>f</i>	%
Do you think men and women experience and perceive harassment differently?	Agree	44	71.0
	Strongly Agree	18	29.0
	<b>Total</b>	<b>62</b>	<b>100.0</b>
What measures do you think can be taken to prevent harassment in Pakistan?	Cultural	4	6.4
	Educational	9	14.5
	Legal	43	69.4
	Social	6	9.7
	<b>Total</b>	<b>62</b>	<b>100.0</b>

When asked if men can help prevent harassment, 62.1% of respondents agreed. Among them, 29.3% strongly agreed. They believe men should step in when they see harassment, support the victim and speak out against inappropriate behavior. Men can set an example by showing respectful behavior toward women. They can speak out against sexist words and actions that fuel harassment. Supporting policies and practices that stop harassment is also important. When men take an active role, they help create a

culture based on respect and consent. This can lead to fewer incidents of harassment. People who spoke out said perpetrators often face little to no real consequences.

A man shared his narrative and said,

*“I’ve ever seen my colleagues making jokes about women’s harassment. I said it’s not funny, while hurtful and causes real destruction”.*

Another shared that:

*“I trust in our society; harassment is never tolerable. As a man, we emphasise that women should always be respected and feel safe. Every woman should be treated with respect, generosity and kindness”.*

The men’s statements highlight this:

*“It is our concern as men to generate an ethos where women feel respected and safe”.*

Another person expressed his narrative and said that:

*“Harassment is not just a woman’s issue; we also face these types of acts. So, we can link it to human rights. It affects everyone. All people must be capable of living their lives without intimidation or terror, no one should feel undervalued or unsafe. It is important to protect each other’s rights. We should see harassment as an issue where everyone needs help to build a safer world”.*

A person said,

*“I’ve learned a lot from women about the problems they face. My goal is to support and stand by them whenever I can. I want to help make things better, not add to the problems”.*

A gentleman shared his narrative on women’s harassment and recorded that:

*“Women’s harassment is a serious issue that impacts everyone. We need to work towards creating a culture rooted in respect and kindness. Building understanding and standing against harassment should be our main goal. Creating a safe and kind environment requires everyone’s help. It takes teamwork to make this happen. Each person’s actions make a difference. When we all work together, positive change is possible”.*

Some of them blame women for harassment, pointing to their clothing, actions, or how they are in public, as “Sana Yousuf Murder Case”. Sana Yousaf was murdered just days after turning 17. The man suspected of killing her, Umar Hayat, had been obsessed with her for some time. He was eager for fame as a social media influencer and kept harassing Sana repeatedly. When she refused him on her birthday, his anger turned into violence, and he became deadly. This second tragedy, Pakistani men blaming the woman even before her body cooled, makes the original harm even worse (Zakaria, 2025). Harassment is a big problem that affects everyone. The speakers stressed that people must work together to fight it. Only by joining efforts can we make a real change. They made it clear that everyone has a role to play in stopping harassment.

### **3.6 Prevention and Mitigations**

About 62.1% of people said yes in response to the question. An additional 25.9% of people strongly believe that education and awareness campaigns play a key role in cutting down harassment. They stressed the importance of teaching people what harassment is and how it hurts others.

**Table 8: Education and Awareness Campaigns to Reduce Harassment**

Questions	Responses	<i>f</i>	%
Do you believe that education and awareness campaigns can help reduce harassment?	Strongly Disagree	4	6.3
	Disagree	6	9.7
	Agree	37	59.7
	Strongly Agree	15	24.2
	<b>Total</b>	<b>62</b>	<b>100.0</b>
What measures do you think can be taken to prevent harassment in Pakistan?	Cultural	4	6.4
	Educational	9	14.5
	Legal	43	69.4
	Social	6	9.7
	<b>Total</b>	<b>62</b>	<b>100.0</b>

When asked how to stop harassment, 71.2% of people said that legal action is very important. They believe that legal steps can effectively stop harassment. The government must pass and enforce laws aimed at preventing harassment. Authorities need to look into reports carefully and make sure those responsible are held accountable. strong punishments should be enforced on those who break the law When crimes happen. People who commit crimes must face real punishments so justice is done. Clear consequences are needed to make sure offenders are held responsible for their actions.

When asked during the interview, some people shared their ideas about how to prevent this problem, these are as follows:

*“We all need to be accountable for our behaviour. Building a culture that rejects harassment is essential. Clear accountability makes everyone feel safer. We must stand up against violence and abuse. Everyone needs to understand that this kind of behaviour is unacceptable. Promoting respect and responsibility benefits us all. Clear standards are the best way to prevent harm before it occurs”.*

*“Men should listen to women without feeling the need to defend themselves. Listening openly helps us learn and see things from fresh perspectives. It is essential to genuinely understand what a woman wants to share. In doing so, we can create a space that feels more respectful and caring for them”.*

*“We need to build spaces where women feel safe and appreciated. Everyone has a part in stopping harassment”.*

*“Teaching men, particularly young boys, about respect and consent is essential in relationships, and the meaning of No is No. so they have to accept women's rejection gracefully. These lessons can help prevent harassment as they grow older. Building a strong understanding early on can create respectful behaviors that last a lifetime”.*

*“Men must understand their role in making society safer. They should treat women with kindness and respect. They also need to speak up and take action against harassment. They must understand everyone has the right to feel secure and appreciated in society. Such kind of choices and behaviour can help to create a safe and sound environment for women”.*

#### 4. CONCLUSION

Harassment affects women from all backgrounds for many reasons. It creates problems in workplaces and throws off the usual balance. Women workers often face harassment through rude comments, name-calling, or repeated calls. Sometimes, their work is delayed, to bother them. This behavior aims to make women feel uncomfortable or unsafe at work. Patriarchy is the main reason women face harassment at work. In these systems, men hold the power and authority. This power often leads to unfair treatment of

women. Women see this unfairness as harassment. The root cause lies in the way men dominate these spaces. These groups often fail to enforce policies against harassment, making it hard for victims to come forward. Many victims get little support after reporting incidents. Sometimes, an apology from the offender ends the case, even if the issue persists. The power gap also creates a hostile workplace, especially for women workers. Men's views show they need to understand more about respect and equality. Addressing harassment requires Pakistan to protect women's rights. Promoting equality is essential, and those who commit crimes must face justice. Almost every Pakistani woman has faced harassment from men at some point. It can be as simple as unwanted looks on the street or harsh rules at home. Many women also deal with constant questions about their lives at work. These experiences are common across the country. In Pakistan, every time women leave the house, they have to wear masks on their faces because the smiling mistakes make a man believe that he can stalk, harass and chase them. Hence, we are 100% sure that the inboxes of young women are flooded with unwanted requests and attention from men. In "*Sana Yousaf Murder Case*", a man decided that the child who had scolded him needed to rest just because he couldn't bear rejection. The suspects in "*Sana Yousuf Murder Case*" will face justice, but like him, many others will escape who also commit murder. Secret agreements between men lead them to shelter other men, even when they know that many of them are women haters, victimizing, harassing, and abusive. Abuse is so culturally acceptable in Pakistan that it can be openly expressed without admonition or condemnation. Sana Yousuf's murder tragedy exposes this dreadful fact that an innocent women pay the price.

## 5. RECOMMENDATIONS

Government agencies, organizations, and schools work to make sure harassment policies are followed. Schools may also host seminars and campaigns to raise awareness about harassment. NGOs hold workshops to raise awareness about workplace harassment. The study highlights several important steps they should take. Firstly, to prevent harassment, we needed strong policies and laws. Secondly, we should focus on raising awareness and public campaigns to educate the people. These efforts can challenge old beliefs. Thirdly, the study addresses the importance of a solid supporting system for the affected. When asked for some recommendations during this study for avoiding harassment, the researchers collected a variety of responses. Each person presented a unique suggestion. Here are some of them:

- Empowering women through education, self-defence training, and awareness sessions is essential in building their confidence and ability to respond effectively. Respect for women must be embedded in societal values, and the government should take firm action in handling harassment cases. Creating a protective environment in schools, workplaces, and public spaces is vital, along with integrating self-defense programs, such as karate classes for all genders, recognizing that men can also be victims.
- Make an emergency number. For women who are facing harassment and camera installation to catch the convict, and give instructions on how to prevent harassment in the institute, and also guide them not to be afraid that nobody can do anything, just speak for your Justice.
- Strong legal security by the government and strict rules for the punishment of perpetrators. They should know how to fight for themselves, as we can't always depend on others.
- To prevent harassment of women in Pakistan, the most effective ways include enforcing strict laws, raising public awareness, promoting gender education, empowering women through education and employment, ensuring safe public spaces, and holding institutions accountable.
- Preventing harassment, particularly in Pakistan, demands a robust and coordinated effort from both the government and society.
- Teachers and leaders should set strict rules about respectful behaviour. Encourage open talks so people can share worries early. Quickly deal with problems to stop them from growing. Teach

everyone to look out for each other and report concerns quickly. Make sure all files and reports stay private to protect everyone's safety.

- A website should be available 24/7 for women or men to help or track the person who is being harassed without leaking the women's/men's identity.
- Launch mandatory awareness and training programs in schools, universities, and workplaces to educate people about harassment, consent, and respectful behaviour.
- If we start a campaign about harassment and provide knowledge about good and bad touch in the school level. We should engage the government to play a crucial role in preventing harassment to take strict action against those people who harass
- We shouldn't care about those people who guide in unfair ways; we avoid those people
- Strong steps should be taken by the institutions as well as the general public. Call out the Culprit.
- Institutions and the general public must also actively participate by fostering safe environments, calling out inappropriate behavior, and promoting a culture of mutual respect. Ultimately, building a confident, educated society with zero tolerance for harassment is the most sustainable path to lasting change.
- Researchers just suggest the act of any other way to save the victim by the government, some people not reported the case who harassment by the own house, family member or someone who know you but out of family, this case not reported, so in this type of case provide confident type of Knowledge for everyone who saying everything without judgement anything I think the problem must be solved and victim report the case by own family member, some people have own deportation just to maintain the scale victim not able to report the case of harassment I think just provide knowledge for people who think I'm not able to do this.
- We all have to respect women because they are working just to support of their families financially, so make sure to avoid such kind of acts that affect others' lives, particularly working women.
- Preventing harassment requires a strong foundation of education, family support, societal responsibility, and effective legal measures.

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