PERCEPTION OF SEXUAL HARASSMENT AMONG FEMALE STUDENTS OF QUAID-E- AZAM UNIVERSITY, ISLAMABAD

Rabia Jawed
Ph.D. Scholar, Quaid-i-Azam University, Islamabad

Corresponding Author:
Rabia Jawed
Quaid-i-Azam University, Islamabad
Jawedrabia@yahoo.com

Abstract: Sexual harassment is not a recent or new phenomenon in Pakistani society, neither exclusive to Pakistani society as it exists all around the world. It is an age old problem that results whenever there is an interaction between opposite genders. Pakistani society is composed of strong patriarchy and male dominance where issues related to sexuality and gender are never highlighted. In Pakistan, Higher Education Institutions are the platforms where both genders are interacting due to co-education thus are more susceptible to the issues related Sexual Harassment. The research was designed to study the perception of female students about Sexual Harassment. The research design was qualitative; eight In-depth interviews were conducted to collect data about the perception of Sexual Harassment among female students. The locale of the study was Quaid-e-Azam University, Islamabad.

Keywords: Sexual harassment, female, perception, Higher Education Institutions.

INTRODUCTION
Sexual harassment is not a new social issue, neither exclusive to Pakistani society. It is faced world known social evil faced by many advanced and developed countries of the world. Historically Sexual harassment is present in major and minor forms wherever interaction takes place between opposite sexes. Sexual harassment as a social issue is recognized in the mid-1970s, there is no single definition of Sexual harassment accepted worldwide and that is culturally relative. As explained by FitzGerald (1990) “Sexual harassment is serious though not an exclusive social problem for working women and female students. Recognized as a social issue in the mid-1970s, there has been an explosion of interest, litigation, and research involving sexual harassment. A generally acceptable definition remains, however, unavailable” (Fitzgerald, 1990). One of the earliest definitions quoted throughout literature is given by Farley (1978): Unsolicited, non-reciprocated male behavior that asserts a women’s sex-role over her function as a worker. It can be any or all of the following: staring at, commenting upon or touching a women’s body; repeating non-reciprocated propositions for dates; demands for sexual intercourse; and rape (Farley, 1978).

According to the International Labor Organization (ILO) (2001) definition, Sexual harassment is: Sexual harassment is a clear form of gender discrimination based on sex, a manifestation of unequal power relations between men and women. The problem relates not so much to the actual biological differences between men and women – rather, it relates to the gender or social roles attributed to men and women in social and economic life, and perceptions about male and female sexuality in a society that can lead to unbalanced male-female power relationships (Haspels, 2001)

The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) has also noted the seriousness of the issue, describing sexual harassment (1992) as:
Sexual harassment in the workplace as gender discrimination and a form of gender-based violence in the CEDAW Committee’s General
Recommendation No.19. The CEDAW Committee has called on States parties to the Convention to take steps to address the problem – “States parties should include in their reports information on sexual harassment, and on measures to protect women from sexual harassment and other forms of violence or coercion in the workplace.” (CEDAW, 1992)

Sexual harassment can take many forms and types it is not necessarily physical, it can take several other forms as explained by the U.S. Department of Education and Office for Civil Rights, (2008):

Sexual harassment can take different forms depending on the harasser and the nature of the harassment. The conduct can be carried out by school employees, other students and non-employee third parties, such as a visiting speaker. Both male and female students can be victims of sexual harassment and the harasser and the victim can be of the same sex (Rights, 2008)

Usually, in all societies, it is considered that mostly its girls or women who face sexual harassment, but boys and men equally face Sexual harassment, but due the reported cases are in lesser frequency as explained by young (2004): Girls and boys report experiencing sexual harassment at about the same rate, even though most people believe that girls are more often the target. However, boys and girls experience different types of sexual harassment. Girls are more likely than boys to be physically harassed and are also more likely to be harassed by adults. Girls are more likely to be touched, grabbed, pinched, or brushed up against in a sexual way. However, for all students, sexual harassment is most frequently verbal: sexual comments, name-calling, jokes, gestures, or looks. Boys may find it more difficult to report being sexually harassed. Adults may assume that boys should enjoy the sexual attention of girls or that boys are wimpy if they do not stand up for themselves. Boys are expected to toughen up and put up with harassment (Young, 2004). Sexual harassment in Asian countries is relatively a new concept, although as a social evil occurring from decades. Mostly victims of sexual harassment don’t actually know what sexual harassment is, in some cases even if they know it is reluctant to come forward due to various social factors as AWARE (2008) explains:

Workplace sexual harassment is a relatively new concern in most Asian countries. Advocates against sexual harassment suggest that in the more traditional and conservative societies of Asia, victims may be reluctant to come forward with complaints or confront their harassers because they may be shy or ashamed, fearful of retaliation, or may not know what to do about it. Often victims also may not even know that what is happening to them is sexual harassment, considering it just part and parcel of working life (AWARE, 2008).

They further tell us about the progress in relation to the amendment of laws related to Sexual Harassment in most Asian countries

Progress has been made in a number of Asian countries to institutionalize ways of dealing with the problem. In 1995, the Philippines passed an Anti-Sexual Harassment Act, and its Civil Service Commission adopted guidelines to promote zero-tolerance for workplace sexual harassment. Thailand amended its Labor Code in 1998 to include penalties for sexual violations by superiors. Malaysia adopted its Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace in 1999 which provides guidelines to employers on forms of sexual harassment, complaint and grievance procedures, disciplinary rules and penalties, and protective and remedial measures. The Malaysian Trade Unions Congress also incorporated a sexual harassment clause in its collective agreements.

In 1996, the Sex Discrimination Ordinance, which includes explicit provisions on sexual harassment in employment, came into force in Hong Kong, while in India in 1997, a landmark judgment by the Supreme Court established sexual harassment as a ‘social problem of considerable magnitude’ and a violation of the fundamental rights of women workers, and laid down guidelines ‘for the protection of these rights to fill the legislative vacuum’(AWARE, 2008).

Although Sexual Harassment is an age-old problem in Pakistan, it was considered a social evil from the beginning but people working on
sexual Harassment and raising voice against it are hushed due to it’s a Taboo topic in Pakistani society, discussion or notification of any such incidents are not considered good. Girls who tried to report it are not appreciated. AASHA is a nongovernmental organization working on Sexual Harassment and they together with the government made a code of conduct applicable on the workplace. AASHA--an Alliance against Sexual Harassment raised awareness and is working on Sexual Harassment. 
In the year 2000, hardly any organization, other than the UN, had an anti-sexual harassment policy. AASHA--an Alliance against Sexual Harassment raised awareness on this issue, developed a policy with national consensus and got it introduced in private sector organizations AASHA worked closely with the Government, where senior political leaders took ownership of the suggested legislation and got the law passed through the Parliament within two years. Now with the passage of the 'Protection against Harassment of Women at the Workplace Act 2010’ (Saeed, 2010).
According to AASHA in "Code of Conduct," man and women both as employees face the menace of sexual harassment. To AASHA Sexual Harassment is: “Sexual harassment” means any unwanted sexual advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment (Saeed, 2010).
Usually, in Pakistan, most common and notified kind of Sexual Harassment is faced by women that do not generally recommend that men don’t face Sexual Harassment, but its prevalence is in a lesser degree and notifying is almost none due to the patriarchal setup of the society of Pakistan.
Here Anila (1990) reports about Sexual Harassment in Pakistan:
In Pakistan, the most frequent kinds of Sexual harassments faced by females are unwanted sexual comments, lewd remarks about face and figure, staring, brushing against a female’s body, pinching, following in a car or a bike, and snatching the dupatta (female head and body gear). Usually, a woman experiences this when she is unescorted by male companions or when she is with other females. These incidents occur at public places, e.g., markets, bus stops, cinema halls, girls’ college gates, co-education institutions and also at workplaces. The prevalence of sexual harassment seems to be related to the status of women in Pakistani society. The anticipation of such incidence and the desire to avoid them may influence a women’s freedom in general. This problem is compounded because women are made to feel responsible for their own victimization by being told that if a man harasses them, it is because they have been doing something to provoke him (Anila, 1990).
There are various reasons behind not reporting the incidents of sexual harassment for both genders. It equally difficult for the researcher to do research on sexual harassment as explained by Meek & Lynch (1983): Research in the area of sexual harassment has been difficult to conduct because, at times, the incidences of sexual harassment are so subtle that a large number of women who experience such behavior fail to recognize, label or report their experiences to others (Meek, 1983). It is generally attributed all educational institutions are free from the problem of sexual harassment, but usually, in all co-educational institutions, sexual harassment exists but seldom reported. As reported below by Hill and Silva (2005): On behalf of the American Association of University Women’s Educational Foundation, report that nearly two-thirds of all college students have been sexually harassed, but less than 10 percent of these students ever tell anyone, and even fewer ever report it to college or university administrators. While they only report undergraduate experiences, we can assume that similar, if not higher, statistics exist at the graduate level (Hill, 2005).
In Pakistan, educational institutions were always considered sacred places, where education is distributed to young minds. The concept of sexual harassment is not well accepted on
contrary, many hidden cases of sexual harassment to take place, everyday basis many such incidents are faced by girls and women in especially Higher education institutions but are in most cases not reported or if reported are hushed. Recently especially after the application of 'Protection Against Harassment of Women at the Workplace Act 2010' on the national level, women and girls are comparatively aware of their rights, cases of sexual harassment are reported and highlighted in many workplaces as well as in Higher education institutions. Many cases of sexual harassment were reported in Quaid-e-Azam university are unable to reach their desired judgment due to the incompatibility of 'Protection Against Harassment of Women at the Workplace Act 2010' bill in regards to its application on Higher education institutions. Due which a need raised to specially design a sexual Harassment policy applicable to Higher education institutions. Higher Education Commission of Pakistan specially designed a task force who made “Policy Guidelines against Sexual Harassment in Institutions of Higher Learning” applicable on all Higher education institutions in the country. Here HEC defines sexual harassment: Sexual harassment is a reality which occurs in the classrooms, offices, research laboratories, and HEI environment in general. Sexual harassment may be over or subtle and can range from visual signals or gestures to verbal abuse to physical contact along with hand or sign language to denote sexual activity, persistent and unwelcome flirting. Sexual Harassment generally takes place when there is power or authority difference among persons involved (Student/Teacher, Employee/Supervisor, Junior Teacher/Senior Teacher, Research Supervisee/Supervisor). Further, this also involves treating others unequally on the basis of gender in work-related or academic duties or programs and not providing female students with the same academic opportunities as male students or vice versa; this is also applicable to same-sex harassment (male /male, female/female) The types of behavior constituting sexual harassment may vary in degree of severity. Its definition always has one key element: the behavior is uninvited, unwanted, and unwelcomed (HEC, 2011).

In HEC policy of about sexual harassment, it is not only the female students who face sexual harassment, according to it anyone can be harasser male/female teacher, students, employees etc. It’s basically abuse of power by those who practice it. Here a few other authors describe sexual harassment in educational settings: Kastl and Kleiner (2001) that "sexual harassment has been a problem since there has been the interaction between men and women”. They also add that "as long as there has been a sexual attraction between the sexes and that attraction is not mutual there will be cases of sexual harassment" In an educational environment, Chuang and Kleiner states that “sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the education setting” (Kleiner, 1999). Jones adds that “women students are still subjected to violence, intimidation, discrimination, hostility, and more subtle forms of control from men on university campuses” (Jones, 1996). Regardless of growing awareness about sexual harassment in society in general, Higher education institutions are still susceptible for sexual harassment as Howard-Hamilton et al., (1998) point out that although there is now more public awareness of sexual harassment than in the past, “studies show that higher education institutions continue to provide a fertile environment for this type of behavior” (Howard-Hamilton, 1998). It can clearly be understood that sexual harassment is not an issue which can be understood in isolation as Brandenburg (1982) explains that “sexual harassment must be understood as an exploitation of a power relationship, rather than as an exclusively sexual issue”. Sexual harassment is a global issue faced in a challenge which prohibits the growth and development of individual and organizations as explained by:

Sexual harassment is a global issue that has permeated the fabrics of higher education institutions and many workplaces as long as humans (males and females) have reasons to
interact. Sexual harassment in universities and other higher education institutions is not limited to Africa. As a global challenge, sexual harassment deserves to be mainstreamed into the academic curriculum, particularly for reducing vulnerability among students and increasing access to restorative care of victims. Following are the objectives of the study:

- To understand what is the perception and understanding of female students about sexual harassment.
- To highlight the extent, nature, and forms of sexual harassment in higher education institutions.
- To ascertain the causes of sexual harassment as perceived by the female students of higher education institutions.

2. METHODOLOGY

The research design for given research is qualitative; a non-probability sampling technique is used. In non-probability sampling, purposive sampling is used as the research topic is related to sexual harassment it requires respondents who are mature and particularly more experienced in an educational environment. MPhil students from various departments of the university were selected as respondents. The tools used in conducting research are In-depth interviews; eight In-depth interviews were conducted in order to collect data on the perception of sexual harassment among students. In-depth interviews are conducted in two phases in phase one respondents are asked to give their own views regarding sexual harassment, in phase two they were told about 'Protection Against Harassment of Women at the Workplace Act 2010' and HEC policy of Sexual Harassment in Higher Education Institutions and then asked about their perceptions on Sexual Harassment. Out of these In-depth interviews, case studies will be drawn of specific incidents and situations. The study locale was Quaid-e-Azam University, Islamabad.

3. THEORETICAL FRAMEWORK

In the theoretical framework, two theories are applicable to this research topic. One is the social theory of "Gender Relations" by Raewyn Connell, other is the theory of “Sexual Harassment” by Catharine MacKinnon.

3.1 Raewyn Connell Theory of “Gender Relations”

Uggen & Blackstone (2004) explain about Raewyn Connell theory of gender relations and how he used the concept of hegemonic masculinity and gender relations:

Feminist theories view sexual harassment as the product of a gender system maintained by a dominant, normative form of masculinity. In particular, Connell (1987; 1992; 2002) posits that gender-based inequalities and discrimination are maintained and negotiated through interrelations among differently gendered (and therefore differently privileged) subjects within a larger gender system. Connell’s constructivist theory introduced the concept of hegemonic masculinity—a gender system that privileges a singular vision of adult heterosexual masculinity over all forms of femininity and alternative masculinities. Connell’s theory acknowledges multiple masculinities and femininities and takes account of the subjective experience of gender and harassment within a larger gender system (Uggen, 2004).

Pakistani society is patriarchal and patrilineal society; it is male-dominated and male-oriented society. Gender relations as male and female are defined, sex roles are fixed from birth, these concepts are reinforced through upbringing of children in a particular way, socialization at very early stage enforce these concepts like males are the breadwinners and females are home runners and child rearers. The dominant role of man is created over women who are subordinate in social position. Gender hierarchy is created as the power role belongs to men due to his breadwinning position and economic independence which created gender inequality in society, usually; a Pakistani woman is unable to make her own decisions of life due to this economic dependence on their males. A particular kind hegemonic masculinity is created whereas only one kind of masculinity is accepted all other forms of masculinity and femininities are rejected, on the basis of this hegemonic masculinity certain stereotype gender roles are
ascribed to each sex role in society. Certain kinds of gender roles are accepted all others are unacceptable. It is unacceptable for a man to act femininely or certain behaviors are unacceptable or even taboo for women. In recent year’s women, sex and gender roles are changing in Pakistani society, women are achieving higher education and becoming economically empowered so as the issues related to gender are highlighted. The social roles and expectations of women are still the same. Women are element of respect as home runners and child rears, so women are expected to stay inside houses they are not supposed to achieve higher education and become part of economic force, it can be said there is certain imbalance in power relations and gender hierarchy as they become economically empowered resulting in such problems as sexual harassment.

**Catharine MacKinnon Theory of “Sexual Harassment”**

Catharine MacKinnon theory of sexual harassment is comprised of two set of theories of Inequality Theory and Disparate Treatment Theory. She basically gave the theory which applies to workplace sexual harassment, but here this theory is applied on sexual harassment problem in higher education institutions.

**Inequality Theory: Sexual Harassment Is Sex Discrimination Because It Is Sexually Subordinating**

The inequality approach centers upon the analysis that discrimination systemically disadvantages certain social groups. A rule or practice is discriminatory if it participates in the systemic social deprivation of one sex because of sex. The unfairness lies in deprivation because of gender, a deprivation gave meaning in the social context of the dominance or preference of one sex over the other. Women are vulnerable and occupy a lower position than men in society (Scott, 1999).

Applying this theory of inequality on Pakistani society, women and men, in general, does not occupy the same social status in Pakistani society due to societal traditions, norms, and values which ascribe certain type of gender roles and expectations. Women are marginalized because of their sex in society because of the dominance of males over females. Women are considered weak and dependent on men, so basically Pakistani society is male-oriented and dominated, usually, gender imbalance and inequality is seen as men are decision makers of women’s life decisions, and they create certain stereotype roles for women. Whenever a women deviate from these stereotypes she becomes vulnerable to social problems like sexual harassment.

**Disparate Treatment Theory: Sexual Harassment Is Sex Discrimination Because It Violates Formal Equality Principle**

Disparate treatment theory requires that similarly situated persons be treated similarly. According to this theory, sexual harassment is discrimination because a man in a woman’s position would not be treated the same way. As a practice, sexual harassment singles out women as a gender-defined group for special treatment in a way that adversely affects and burdens their status as employees. Sexual harassment limits women in a way that men are not limited. It deprives women of opportunities that are available to male employees without sexual conditions. In so doing, it creates two employment standards: one for women that includes sexual requirements, and one for men that does not. MacKinnon formulated a theory that sexual harassment can also be considered sex discrimination under disparate treatment (Scott, 1999).

In the context of Pakistani society, Disparate Treatment Theory is applicable as women are not treated as men, they are marginalized on the basis of gender in every sphere of life it is private or public. She faces discrimination everywhere educational institutions, workplaces etc which sometimes hinder their development and growth.

For MacKinnon, gender and sexuality are similarly identified as systems of power and domination, with adult men wielding sexual power to assert and maintain dominance over women. MacKinnon (1979) thus locates cultural definitions of deviant and conforming sexual behavior in the individual- and societal-level
processes of gender socialization and in the imposition of power derived from the material economic sphere upon the sexual sphere. For MacKinnon, as for Connell, normative constructions of masculinity disempower those who do not adopt these norms, either because their sex prevents them from doing so (e.g., for biological females) or because they are men who do not adhere to the privileged normative model of heterosexual masculinity (Uggen, 2004).

Applying this concept of power and dominance on Pakistani society, as it is a male-dominated society where males have all the power derived from their economic independence and females’ dependence on them. These dominated males control gender and sexuality by creating stereotype masculinities and femininities which are inculcated through socialization from early childhood. Confirmation is ensured while deviant behaviors not conforming to accepted set norms, values and traditions are disempowered by those who exercise the power.

3.3 Conceptual Model Based on Raewyn Connell and Catharine MacKinnon Theories.

![Figure 1](image.png)

Figure 1 shows an integrated conceptual model of power, masculinity, and sexual harassment, based on MacKinnon’s theory of sexual harassment, Connell’s theory of gender relations, and recent work on legal consciousness. Power arrangements—including the privileging of heteronormative masculinity in the gendered workplace and age relations that give adult men rights and power over adolescents affect the extent to which individuals experience particular harassing behaviors. When these behaviors are severe or pervasive and concurrent in time and place, they constitute a syndrome of behavioral sexual harassment. The prevalence of the syndrome and even its constituent behaviors is likely to vary by gender and age, with power arrangements typically placing adult women at special risk (Uggen, 2004).

Relating Both Theories with the results of Research

In relation to the theory of Raewyn Connell, here in Pakistani society specific kind of gender relations are created and defined from childhood. A normative form of masculinity is created through which the roles of males and females are defined. A special kind of inequality has resulted in gender relations where sexual harassment is an acceptable form of behavior as “Boys are acting Boys” and "Boys will be Boys" phrases are commonly used and inculcated in female mind from childhood, which eventually develops acceptance of sexual harassment as a normative behavior of males in male-dominated society. Another dimension of Connel’s theory can be applied as male sexual harassment is also happening, but incidents are never reported because, in acceptable masculinity created by society, no such incidents could happen to a male of Pakistani society. According to Connel’s theory, acceptable gender relations created by Pakistani society also give rise to female subjugation because of their economic dependence on males. In Higher Education institutions the females are also challenging the hegemonic masculinities by deviating from defined feminine roles by achieving higher education which leads to their economic independence. In Catharine MacKinnon theory of inequality and disparate treatment, inequality on the basis of gender is really prevalent in higher education institutions.
Females are marginalized by discrimination in higher education institutions, they are provided with hostile environment constituting sexual harassment which inhabits their growth and development. The system of power and dominance is maintained by societal norms and values which enforce certain kind of gender roles on deviating from such roles, sexual harassment has resulted. The system of power and dominance also controls women sexuality and gender by ascribing acceptable roles.

4. RESULTS AND DISCUSSIONS

Phase One

4.1 Definition of Sexual Harassment

Respondents give these definitions of “Sexual Harassment”

Touching in sexual context, inappropriate touching without consent, unconsensual sexual activity or rape, any sexual activity physical or verbal without the consensus willing partnership in sexual relations is not considered sexual harassment, anything that makes female uncomfortable emotionally and physically, sexual harassment is physical and emotional abuse, blackmailing, sexual gratification of males without the consent of females etc.

4.2 Did it ever happened to you and who are the Victims?

According to almost all respondents they have never experienced any sexual harassment as in extreme form of physical touching and rape. During the first phase of the interview, the general perception about sexual harassment among female respondents is that only physical and extreme forms such as rape are only sexual harassment, they never faced it but they all believe sexual harassment is very common and it's happening in Pakistani society. Mostly females are the victims of sexual harassment, males rarely face the problem of sexual harassment and females generally don’t harass males. The problem of sexual harassment exists everywhere not in general to educational institutions as Pakistani society is male-dominated. Females' walking on the road faces the same problem as the females studying in any educational institution or working. As far as there is an interaction between opposite sexes the problem will exist and will continue to exist. As females are weaker sex they become more affected emotionally with the problem of sexual harassment.

4.3 Do you know about 'Protection against Harassment of Women at the Workplace Act 2010’ and HEC policy of Sexual Harassment in Higher Education Institutions?

When respondents are asked what do you know about 'Protection Against Harassment of Women at the Workplace Act 2010' and HEC policy of Sexual Harassment in Higher Education Institutions, their response was that almost all of the respondents don't know about these both and some of them said they may have heard about 'Protection Against Harassment of Women at the Workplace Act 2010' on television but not in detail. All of the respondents don't know about the HEC policy of Sexual Harassment in Higher Education Institutions and what's basically the policy is.

Phase Two

In phase two of the interview, the respondents are introduced with 'Protection against Harassment of Women at the Workplace Act 2010' and HEC policy of Sexual Harassment in Higher Education Institutions. They were told the definition of sexual harassment and laws regarding sexual harassment in ‘Protection against Harassment of Women at the Workplace Act 2010’ and HEC policy of Sexual Harassment in Higher Education Institutions and same questions were repeated again.

4.4 Did it ever happened to you and who are the Victims, Incidents of Sexual Harassment in University?

After introducing the definition according to both policies that are sexual harassment is not only physical, it's verbal, non-verbal, staring, whistling, commenting, singing songs, telling inappropriate jokes, following in cars etc is also sexual harassment. All respondents faced some kind of sexual harassment both verbal, non verbal and emotional like staring, whistling,
commenting, singing songs, telling inappropriate jokes, following in cars, sexual talk, blackmailing, saying “Mashallah” when seeing a girl etc they believe all females face such kind of harassment and it is very common in Pakistan. They believe harassers are not only the males’ student colleagues in university but also the lower staff of the university.

When respondents were told the reported incidents cited in policy book of HEC in which the harassers were not only males but also females, they were further told about the harassment between the genders as in relations of student/student, student/teacher, student/employee, teacher/employee etc. According to respondents in all these categories both genders can be harassing each other for instance girls are corrupted these days they also harassing the males, they intentionally attract males with dressing and attitude for personal benefits including monetary benefits etc. In case of female students, they ask for teacher's numbers and going unduly to their office and undue interaction etc and harassment of teachers for sake of good grades, numbers, attendance, for approving substandard thesis etc. On other side teachers promising good grades, employment etc harasses the female students for sexual favors. Certain students decharacterize the teacher, if they got lesser marks in the subject, they started linking the male/female teacher with the male/female student who got higher marks that they have an affair etc.

Case Study 1
A particular respondent lives in a university hostel, whenever she leaves for the university with friends a boy follows her meanwhile commenting and singing vulgar songs. On confrontation from the respondent, the boy simply denied any such act and responded why the respondent is overreacting he is not after her it's actually her friend who is the following.

Case Study 2
A respondent was traveling in the bus, a male student sitting on the back seat touches her body, respondent ignored her, he does it thrice on confrontation the student went hyper and run away from the scene. Later on, the respondent requested help from male class fellows who simply refused by saying that it will do no good if they go and ask the particular person.

Case Study 3
A particular teacher unduly discuss sexual topics in class even not relevant to the subject, talks in detail about these topics in class, cracking vulgar jokes in class, female students go overly embarrassed over such topics and bend their heads but the teacher calls them by name and advice them to listen carefully as this information will come to benefit them in future.

Case Study 4
A particular girl in department started a consensual affair with the teacher in the department for the purpose of monetary benefits or good grades, later on, tried to approve a plagiarized thesis from that teacher, the teacher denied it in reaction the girl turned a consensual relation into a complaint of sexual harassment.

4.5 Reasons for Sexual Harassment
Most of the respondents believe that there is no single cause of sexual harassment, sexual harassment is a multi-factor social evil. It occurs wherever male and females are interacting and it is not only the issue of Pakistani society it exists all around the world. According to the respondents Patriarchy and male-dominated society is the basic reason behind such behaviors, our parents while upbringing focus too much on the moral goodness of girls, they are taught from a very early age that they have to respect parents, have unquestionably accepted the decisions of parents and elders, on other hands all such incidents of sexual harassment where harasser is male is ignored by parents by saying "Boys are Boys". Furthermore their no awareness among females about their rights, they are simply ignorant of the laws relating to such problems as well as from childhood such male behaviors are inculcated in their socialization that it’s not a big deal they shouldn’t make an issue out of it as its very common and happens all the time in Pakistani society, it’s better not to react it was advised that they simply ignore such issues. Another big issue if Sexual harassment in context of universities, the girls don’t know the of code of
conduct regarding how to behave and how to dress in presence of opposite gender, most of the girls and boys from early education studies in purely male or female class system while in university there is the system of co-education which both genders are unable to handle maturely. They don't know what appropriate behavior in presence of opposite sex is. Another factor in increasing sexual harassment is the lack of implementation of laws and policies related to Sexual harassment. Another important factor leading to Sexual harassment is following the west without critically thinking, westernizing and forgetting our own cultural values, morals, and traditions.

4.6 Reporting of the Sexual Harassment Incidents

Respondents believe that there are many cases of sexual harassment at Quaid-e-Azam University which are hidden and are not reported due to various reasons. These reasons include strong patriarchy and male dominance in the society which tell us what is Sexual harassment and what is not only the extreme level of physical touching is considered sexual harassment rest should be ignored and not noticed in society in general and is not encouraged to be reported as well. Furthermore their no awareness among females about their rights, they are simply ignorant of the laws relating to such problems as well as from childhood such male behaviors are inculcated in their socialization that it's not a big deal they shouldn't make an issue out of it as its very common and happens all the time in Pakistani society they shouldn't report such incidents. Girls who went brave enough to report such incidents of sexual harassment are not supported by the family due to the societal pressures as girls are linked with family honor, reporting such issues will bring a bad name to the family so they incidentally back out or simply ignore such issues. Another factor that Girls who tried to report such incidents are inflicted with character assignation and stigmatization as they are not supported by the general behaviors in society. Girls are also fearful of excessive highlighting if they report such incidents, everyone will know about the incident in a society where issues are usually hushed or hidden beneath the carpet. Another aspect of stopping from reporting such issues that what will happen if the harasser on taking action will exact an act of revenge from the victim outside the university boundaries and punishment will create more rage in a harasser. Another factor in increasing sexual harassment is the lack of implementation of laws and policies related to Sexual harassment. As well as if reported no justice will be given to them due to strong patriarchy, fair treatment of the issue is impossible.

Case Study 1

A particular respondent was harassed by a male student time and again, she asked him politely she is not interested and his tactics are bothering her, on time and again confrontations and warning the male student didn't yield. The respondent, unfortunately, went to Head of Department for complaining against that particular student. The other male students of the department reacted adversely against the respondent by character assassination of her. In end by such pressures she took the complaint back and now she is silently ignoring all such incidents.

4.7 Prevalence of Justice in reported incidents of Sexual Harassment

All the respondents believe that in the first place the reporting of incidents doesn't take place due to various reasons if reported no justice will be given to them due to strong patriarchy, fair treatment of the issue is impossible because our society is male-dominated. Such issues are always ignored or swept beneath the carpet due to the collective mindset of the society. Another aspect in relation to the prevalence of justice in reported is lesser degree due to a corrupt administration, actual cases are never reported, if reported are never investigated and judged rightly. Most cases are reported and punishment is used for personal benefits and taking out personal grudges against students, teachers, and employees by both genders.
4.8 How to Eradicate Sexual Harassment

Almost all of the respondents believe that eradicating the evil of sexual harassment from society is not a one-day job; it requires a long time period. Following are the suggestions of the respondents for eradicating sexual harassment:

**Implementation of Policies and Laws regarding Sexual Harassment**
Almost all of the respondents believe that rules, laws, and policies are present in Pakistani society but important is this that these rules, laws, and policies should properly be implemented and enforced through proper punishments based on the fair justice system.

**Parenting System**
According to the respondents, the implementation of rules, laws, and policies regarding sexual harassment is not enough; the issue of sexual harassment exists at the core of the society, so the mindset of the society should be changed. The mindset can be changed if, like girls' equal amount of parenting is done on boys as well as moral values, norms, and respect of women should be inculcated through parenting in boys. Issues related to sexual harassment shouldn't be ignored by saying "boys are boys", in fact, the severity of such incidents and their consequences should highlight among genders from early childhood.

**Educational System**
According to the respondents, the responsibility of changing the mindset of society cannot be solely placed on the shoulders of the parents. Teachers can play a very important role in changing the mindset of society by not only focusing on the educational grooming of children but also inculcating moral, ethical values in their students. Teachers can become role models in the society where respect for women, gender equality is promoted through these role models.

**Conclusion**
Sexual harassment is present in many forms and types in Pakistani society, especially in higher education institutions. Sexual harassment is not limited to a particular gender, both genders are facing some sort of Sexual harassment, is not only limited to higher education institutions it is present everywhere wherever genders are interacting. But higher education institutions are more influenced as the recent trend in female education is changed; more females are achieving higher education which ultimately leads to their economic empowerment. Pakistani society is still highly patriarchal and male-dominated society, from childhood gender roles, are defined, expected behaviors from males and females are also defined. Females are also habitual of male dominating attitudes and behaviors. In the current scenario of Pakistan female's perception of Sexual harassment is much dominated by those ideas of male dominance which is inculcated from childhood into their minds, which leads total unawareness about any gender and sexuality issues. This can be especially seen as most of the females don't know about what is Sexual harassment? and what are females basic rights? For females in Pakistani society, all forms of Sexual harassment is acceptable except the extreme form of Sexual harassment in form of physical touching and rape as a society still not accept any discussion on any kind of sexual issues especially from females, which further inhibits a female to report such incidents. Another important and leading factor to lack of reporting is the prevalence of injustice in the society that further stops females from reporting incidents and seeking justice. Sexual harassment is not a current issue; it used to exist in past and for eradicating it we need to change behaviors and attitudes that is a long term process.

**REFERENCES**


