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Harassment of Working Women in Quetta City

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Abstract and



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Abstract

The study focuses sexual harassment is a pervasive issue affecting individuals, organizations, and societies worldwide. This study focuses on sexual harassment among working women in Quetta city, Pakistan exploring its prevalence, forms (soft vs. hard harassment), and finds the relationship of its intensity with age, profession, dressing friends and family support and communication style of the victim. Data collected from 150 women working in different organizations with gender diversity, in different districts of Balochistan in accordance with cultural boundaries, through female. One-way ANOVA test was applied using SPSS 25.0 to test the hypothesis. The result shows that intensity of sexual harassment has no relationship with age and, friends and family support, whereas show that there is significant relationship between profession, and communication style. The findings have important practical implications for policy makers and practitioners and stems future research avenues for researchers.

Keywords: Working Women, Sexual Harassment, Tribal, Quetta

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Introduction

In all society employees at workplace interact with different people from different backgrounds and conflict, quarrel, disagreement, annoyance and many other problems occur; harassment is one of them. Harassment was first defined by (Dziech & Weiner, 1990). Although different people have varied definitions of harassment, it is generally understood to be an attempt to annoy, disturb, bother, irritate, or cause someone to panic, belittle, or get confused through verbal or nonverbal acts (Antunovic, 2019; Barbara A. Gutek, 2015; León-Pérez, Escartín, & Giorgi, 2021; Pillinger, 2017). Some may consider an act as harassment, but others may not. In developed and developing countries harassment is dealt differently; in different organizations and industries the frequency of harassment and its treatment varies. In subcontinent region sexual harassment occurring with very high frequency but being male dominant society, it is reported very less. The situation is more serious in Quetta, Balochistan where cultural and normative beliefs makes it very difficult to report any sort of sexual harassment. In Quetta, Balochistan the ratio of working women is very low except few industries such as education and health care. Although, in educational institutions mostly girls' and boys' sections are separate but in co-education environment cases of sexual harassment occur but rarely reported. Whereas in health care people cannot be segregated based on sex, but still many studied its impact and different aspects (Aguiyi-Ikeanyi et al., 2025; Fenwick et al., 2022; Kabat-Farr & Crumley, 2019; La Torre et al., 2022; Madison & Minichiello, 2001; Mohammed, Ansah, & Apaak, 2023; Ogieuhi et al., 2025; Vidanapathirana, Kulathilaka, & Fernando, 2025)

Men may harass women, women may harass men, or people of the same sex may harass one another. Sexual harassment is the most sensitive type of harassment. It is a type of illegal sex-based discrimination. Although sexual harassment and harassment are confined to separate continuums, sexual harassment is essentially a form of harassment. "Sexual harassment is any verbal, non-verbal or physical unwanted conduct of sexual nature that includes sexual remarks, subtle pressure for sexual activity; unnecessary patting or pinching; constant brushing against another person's body; demanding sexual favors accompanied by implied or overt threats concerning an individual's employment status; and demanding sexual favors accompanied by implied or overt promise of preferential treatment with regard to an individual's employment status" (Fitzgerald, 1990).

Sexual harassment is a vast and contentious topic, and misconceptions can arise based on one's definition and perspective. Due to differing schools of thought on sexual harassment, both sexes maintain that what one person perceives as harassment may not be perceived as such by another, which occasionally leads to ambiguity (Collins & Blodgett, 1981; Imtiaz & Kamal, 2021).

Sexual harassment is often characterized by unwanted, distressing, and forceful sexual considerations from which there is typically no practical way out. It is not physically violent.

Sexual harassment at work was outlawed by the Canadian Human Rights Act in 1984. Later, the Criminal Justice and Public Order Act of 1994 and the Protection from Harassment Act of 1997 were introduced in the United Kingdom. In Pakistan 'Protection against Harassment of Women at Workplace Act 2010' was introduced to protect women from harassment in the workplace.

Sexual harassment has been a part of working life of working women since they offered their services in work environment (Anila, 1998; Goodman, 1980). This perspective is supported by the finding that women who challenge male dominance, authority, and power are more likely to be the targets of gender harassment. Working women experiencing sexual harassment is a prevalent issue in both the public and commercial sectors (Fitzgerald, 1992).

Sexual harassment has terrible consequences for both organizations and women. Sexual harassment has several negative effects on businesses, such as lower productivity, more interpersonal problems among coworkers, lower job satisfaction, higher staff absenteeism, and higher health care expenses (Cortina, 2001; Rebecca S. Merkin, 2008)

Some of the main topics that will be covered in this research study include sexual harassment of working women in Quetta, as well as the distinctions between hard and soft sexual harassment.

Sexual harassment

Basically, two types of definition, theoretical definition which is based on informal observation (Anila, 1998). Second type of definition is empirical definition where victims are directly asked to describe their experiences regarding harassment (Anila, 1998). Five general categories were established (Till, 1980). These include coercing sexual conduct with threats of punishment, soliciting sexual engagement or other sex-related behaviour by offering rewards, making inappropriate and offensive but basically approving free sexual advances, and sexual assaults. (Till, 1980).

According to (MacKinnon & MacKinnon, 1979):

"Sexual harassment refers to the unwanted imposition of sexual requirements in the context of a relationship of unequal power. Central to the concept is the use of power derived from one social sphere to lower benefits or imposes deprivations in another. ... When one is sexual, the other material, the cumulative sanction is particularly potent" (P.1).

LaFontaine and (LaFontaine & Tredeau, 1986) define sexual harassment as:

"Sexual harassment is any action occurring within the workplace whereby women are treated as objects of the male sexual prerogative, furthermore, given that women are invariably oppressed by these actions, all such treatment is seen to constitute harassment, regardless of whether the victim labels it as problematic or not." (p.23).

Pakistan 'protection against harassment of women at the workplace Act 2010' states the definition of harassment as (The Protection against Harassment of Women at the Workplace Act, 2010)

"Harassment means any unwelcome 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"

One issue with sexual harassment is how it is perceived; men and women have various perspectives on it. Numerous studies have demonstrated that, in comparison to men, women have a relatively wider viewpoint regarding sexual harassment. It is possible for one individual to perceive unwanted sexually oriented behaviour as sexual harassment, whereas another individual may view same behaviour as flirty instead of bullying (Bendixen & Kennair, 2024). This perception of harassment exhibits itself practically in professional arena where organizational roles have gender related overtones.

The feminist perspective has focused on men's need for power as the root cause of conflict between the sexes, seeing sexual harassment as a tool of patriarchy (Fitzgerald, 1993; Hennekam & Bennett, 2017).

Imposing unwelcome and intentionally insulting social behaviours, especially in a work environment. Negative attitudes, coercion, physical contact, and pressure or proposals are examples of behaviours. Stereotyped jokes and denigration based on gender, and requiring the exchange of sexual favours (i.e., quid pro quo sexual exchanges and threats) to advance. Discrimination is defined as overt acts of bias against a person or group that lead to inequalities, such as threatening conduct and unjust laws. purposefully giving women poor evaluations, limiting their possibilities, or purposefully paying a woman less or extending their work hours even though they are equally qualified as their male coworkers Microaggression, Unconscious Unintentionally displaying biased attitudes and actions toward a group includes stereotype-based praises and culturally insensitive presumptions and remarks based on someone's appearance. Abida Samiuddin and R. Khanam (2002) state that Afghans consider home or grave as the best place for a woman. The situation is not much different in Pakistan (Abdul Khaliq & Ibrahim, 2021; Samiuddin & Khanam, 2002). As per her gender role in the Pakistani society, which is changing with the snail's pace now, women are considered to stay at home. Her role expectations include cooking food, making bread, washing cloths and dishes, pressing cloths, sweeping, and taking care of babies. Prof. Dr. Qamar Jehan, that "it is equally important to recognize the fact that women in Pakistan occupy an underprivileged position in society. Most Pakistani women live in rural areas and are illiterate. Usually, they are married off early, bear innumerable children, suffer from anaemia, and have little or no control over their lives. Along with their urban counterparts they are viewed not as producers but as dependent consumers." (Qamar, 2000). As a result, women staying at home are associated with decency and decent behaviour. Any woman who leaves the house is viewed as defying social expectations and is therefore viewed as vulnerable.

Because of the gender inequality in Pakistan, women are frequently the targets of harassment. It is particularly prevalent in tribal areas where men, even when younger

than their female family members, manage the day-to-day affairs of women. Their dominance and strength are demonstrated by their behaviour and attitude toward them.

Pakistan's largest province, Balochistan, features a tribal system. In Balochistan, the majority of women are denied the freedom to live their life as they see fit. They rely on the males they produce to grow superior to them. Most significant decisions, including marriage, employment, and further education, are made by men. Quetta, the capital of Balochistan, is a multicultural city with many distinct cultures, including Pashtoon, Baloch, Brahui, Persian, Punjabi, Urdu-speaking, and others, each with its own customs, values, and traditions.

As members of society, women perform a variety of roles. They work in a variety of fields in Quetta, including medicine, nursing, teaching (related to the education sector), law, sales, and domestic services. Furthermore, females also work in different banks, Non-Government Organization's (NGO's), in different Government sectors and in Private institutions etc.

Age of sexual harassment victim cannot be ignored entirely as the current study is concern on working women. Age is a length of time that an individual (in case of human being) lived. Harassment is basically not limited to younger women (Anila, 1998). Thus, although younger women do appear to be at greater risk for sexual harassment, to conclude that the problem is limited to this group may be erroneous. Over half who experienced sexual harassment were less than 35 years old (Cohen & Gutek, 1985). Sunny Hundal (editor) states in a local magazine and discussion site that 42% of young women in the age between 18-34 experience sexual harassment. On the other hand, few research reported that older women are mostly experiencing sexual harassment then younger women (Brooks & Perot, 1991). But in the context of tribal society, it's imperative to study it in accordance with the cultural and tribal setup therefore it is hypothesized:

H₁: There is significant relationship between age and sexual harassment.

There is numerous research carried out on women harassment in different fields such as accounting, nursing, journalists, archaeology, sports and athletes (Fornés, Cardoso, Castelló, & Gili, 2011; Holton, Bélair-Gagnon, Bossio, & Molyneux, 2023; Kirkham, 1997; Miller, 2024; Sarwar, 2024; Ss, Syahirah, & Mohamad, 2017; Voss, 2021). However, no prior research has examined which occupation is more dangerous for women. The purpose of this study is to determine how sexual harassment and occupation relate to one another from a tribal standpoint in Quetta. Thus hypothesis.

H₂: There is significant relationship between profession and sexual harassment.

Dressing is seen as a way to define one's class and please others in addition to covering one's body. "Eat to satisfy yourself, but dress to impress others," as Benjamin Franklin once said. various cultures have various dress codes. Pakistan is multi-cultural where people normally dress more islamically, women wear SHALWAR KAMEEZ (are

loose pajama-like trousers) with DUPATA (Cloth to cover head and upper body in south Asia). Women in Pakistan dress in a variety of ways, including Islamic, Pakistani, modern, and traditional styles. The distinction between traditional clothing and modern fashion is that the former is based on trends that change throughout time. As mentioned by Anila in her Ph. D dissertations (1998) that, it is believed to be that mostly those women are sexually harassed who gets attention by means of their indecent dress and make-up and by non-verbal behaviour & gestures (Anila, 1998). Thus, hypothesize

H3: There is significant relationship between dressing and sexual harassment.

Social standards, customs, and cultural values are important aspects of our society. The joint family structure is in place. When women are given the opportunity to work outside the home, they are expected to be safe and secure. This isn't the case when harassment takes place, though. Sexual harassment of women occurs in the workplace. (Anila, 1998). In Swedish research it was found that quality of peer and family support might reduce the frequency but also lowers psychosomatic complaints (Fridh, Lindström, & Rosvall, 2015). Chistensen et al. (2019) and Ho et al. (2021) found that adolescents support from family and friends has huge impact in handling with situation they face in their everyday life (H.-Y. Ho, Chen, & Yen, 2021; Møller Christensen, Björk, Almqvist, & Huus, 2019). Thus, hypothesis.

H4: There is significant relationship between sexual harassment and Friends and Family support.

Basically, communication means to exchange verbal and nonverbal views to convey and receive messages whereas communication style is the preferred way to comprise and communicate in a specific manner (Saphiere, Mikk, & DeVries, 2005). Thus, every individual interacts with others in their own preferred way.

In this research sexual harassment has been checked with the women's communication style. Weisz & Karim (2011) mention that four fundamental psychological languages (i.e. Relationship, Idea, Structures and Values) are used to satisfy their attention, affection, confirmation and esteem needs. These four fundamental psychological languages were established after core research on four stages of child development. Weisz & Karim (2011) state "child's behaviour during each stage is regulated by his own needs, desires, goals, skills, knowledge and expectations or by what other people need, desire, and expect for them" (Weisz & Karim, 2011). Infants (birth to 18 months), toddlers (18 months to 3 years), preschoolers (3 years to 6 years), and middle childhood (6 years to 12 years) are the four developmental phases of a kid. According to Weisz and Karim (2011), a kid expresses and meets his or her needs that are likely to manifest in adulthood during these four developmental stages: affection in infancy, attention in toddlerhood, structure and boundaries in preschool, and esteem in middle childhood (Weisz & Karim, 2011).

Each person's personality contains some degree of one of the four psychological languages, depending on which one they prefer to use to meet specific needs. (Weisz & Karim, 2011). Thus, hypothesize

H5: There is significant relationship between victim's styles of communication and sexual harassment.

Methodology

150 women who worked in Quetta's government secretariat, non-governmental organizations, universities, hospitals, and other sectors provided responses for this study. Particularly, the participants came from an organization where men and women cowork. At first, 280 working women in total received the questionnaires. When the initial sample consisted of just 153 questionnaires. Following the screening procedure, all the questionnaires that omitted Part I—which asks 16 questions about experiences of sexual harassment—were removed from the list. There were three questionnaires removed in all. Since part I is seen to be a crucial component of this research. Analysis was done using SPSS v.25, and a group of specialists provided their opinions on the findings, which are discussed in the discussion section.

Measurement scale

Sexual Harassment:

The scale was created in four stages. Several working women from NGOs and government institutions were interviewed during the first phase, specifically regarding sexual harassment instances. Working women who were willing to talk about their experiences with sexual harassment were specifically chosen for this phase. In Phase 2, an excessively long questionnaire pool was created because the study's goal was to determine how sexual harassment related to factors like age, marital status, education, occupation, attire, organizational commitment, job satisfaction, intentions to leave, job stress, support from friends and family, and communication style. Two university professors and two academics who were solely focused on women's issues examined the topics in phase three. Only 16 of the 52 items that were subjected to a thorough content analysis were kept for this study. Following extensive consultation with researchers, academics, and specialists regarding the assessment of those interviews, these 16 questions were ultimately divided into two primary categories in Phase 4: "Soft Harassment" and "Hard Harassment."

Six inquiries were part of the soft harassment. For example, focusing on the body and clothing; attempting to attract attention; offering a lengthy drive, lunch, or tea; standing close (which annoyed you); making remarks about the body, height, hairstyle, or clothing; and touching the hand when passing an object, such as a file, pen, mouse, etc. Compared to light harassment, hard harassment involved more extreme and extensive actions. This includes asking ten questions, such as "dear," "JANU," "JANE_MAN," and so on; displaying sexually suggestive objects; saying "I love you"; getting into a conversation

about his sexual life; touching his intimate areas in front of you; harassing you via phone calls, emails, or mobile messages; touching your hand or other body parts in an odd way; demanding something immoral in exchange for materialistic gains (Quid Pro Quo); blocking your path or following you in person.

- **Friends & family support:** House and Wells (1978) scale was used to measure the family support. The Friends and Family Support (FFS) consisted of five items and respondents were asked to indicate their answer to each item using a Five-point Likert scale. This scale ranged from (1) "Rarely" to (5) "Always".
- **Styles of communication:** According to Robert Weisz and Jahanvash Karim's study, "The Styles of Communication," people primarily employ four physiological languages or communication styles to meet their needs. A chain of interpersonal associations runs through these four stages: Relationship (R) for affection, Idea (I) for attention, Structure (S) for confirmation, and Value (V) for esteem. To assess the four communication types, the authors created the Weisz Communication types Inventory (WCSI) (Robert and Karim, 2011).

There are fifty (50) questions on the scale. Every question has four options that represent an adaptive inclination toward a specific communication style (i.e., R, I, S, or V). Respondents are asked to choose between two options: the one that best describes them and the one that best describes them. The questionnaire was to be scored by the scale's creators.

Cultural procedure for data collection

Due to the tribal nature of Quetta and Balochistan, men are typically not allowed to approach women openly and ask them about their experiences with sexual harassment, a contentious topic. All the questionnaires were given to the participants in an envelope by women (representatives of the Ministry of Women Development and United Nations Women) to obtain authentic answers and experiences. The questionnaire's cover letter instructed the participants to return the questionnaire in the sealed envelope to maintain confidentiality. Each questionnaire included a cover letter that included the following: (1) a brief description of the study; (2) the purpose of the current study or research; (3) a guarantee that all responses would be kept private (as mentioned above); (4) the participant was asked to seal the questionnaire in the enclosed envelope; and (5) the primary researcher's contact information was provided (in case of any queries).

The questionnaire did not include the participant's name so that they would feel free to respond and share their thoughts and experiences. The name of the institution or organization was also left unspecified because the purpose of the study is to draw

attention to the causes and consequences of sexual harassment experienced by working women.

Analysis

Two primary categories are used to analyse all the hypotheses in this study. The 16 items in Part I of the questionnaire that identify experiences of sexual harassment are analysed with each hypothesis in the first phase. In the second phase, each hypothesis is examined independently with both gentle and strong sexual harassment.

The occurrence of the overall sexual harassment experiences has been analysed ($M=1.87$, $S.D=.77$) that clearly shows that participants generally face sexual harassment experiences. However, when sexual harassment experiences were categorized and distributed into two sections: soft and hard as discussed above. Soft harassment was frequently experienced by women. The results also indicated that soft sexual harassment experience ratio ($M=2.23$, $SD=.90$) is higher than hard harassment ($M=1.6$, $SD=.82$). The most frequent harassment faced by the participants was staring at the body and clothes. ($M=2.80$).

H1: There is significant relationship between age and sexual harassment.

In this study the participants were of different age groups, starting from 19 to 60 years. The correlation of the women's age with the overall sexual harassment and soft & hard harassment was checked. The age of women has no relationship, neither with overall sexual harassment nor with SOFT SEXUAL HARASSMENT and HARD SEXUAL HARASSMENT as ($p>.05$).

Further, the age of participants in this study was from 19 (minimum) to 60 (maximum) were distributed into four broad categories (i) 19 to 30, (ii) 31 to 40, (iii) 41 to 50, (iv) 51 to 60, to check which age group of women faces higher sexual harassment. The results were, women with the age from 19 to 30 ($M=1.8$, $S.D=.78$), from 31 to 40 ($M=1.9$, $S.D=.71$), from 41 to 50 ($M=2.1$, $S.D=.92$), and age from 51 to 60 ($M=1.7$, $S.D=.59$). The age group from 41 to 50 faced sexual harassment experiences higher than other age groups. However, there is no significant relationship between the age of women and sexual harassment ($F=.99$, $p>.05$) Furthermore, while analyzing it with SOFT SEXUAL HARASSMENT and HARD SEXUAL HARASSMENT; the results indicated that there is no relationship between age of the victim with SOFT SEXUAL HARASSMENT ($F=2.09$, $p>.05$) and HARD SEXUAL HARASSMENT ($F=.34$, $p>.05$)

H2: There is significant relationship between profession and sexual harassment.

One-way ANOVA test was applied, and the results shows positive relationship ($F=3.9$, $p<.05$) between the profession of the working women and sexual harassment. Participants from all professions have experienced sexual harassment Marketing ($M=2.4$, $S.D=.83$), Accounts ($M=2.1$, $S.D=.78$), Human Resource Management (HRM) ($M=2.7$,

S.D=.96), Administrative job (M=1.9, S.D=.64), Social Mobilizer (M=1.6, S.D=.62), Teaching (M=1.6, S.D=.66), Health sector (M=1.9, S.D=.70), Press/ Media reporters (M=1.7, S.D=.89), Showbiz (M=2.1, S.D=1.1), Law Enforcement agencies (M=1.8), Lawyers (M=2.2, S.D=.75). The Mean of each group is having little variance from other professions. However, women from Human Resource Management Profession were facing sexual harassment higher (M=2.7, S.D=.96) than others. Further, while analyzing it with SOFT SEXUAL HARASSMENT and HARD SEXUAL HARASSMENT; the results show that there is significant relationship between professions of the victim with SOFT SEXUAL HARASSMENT ($F=2.73, p<.05$) and HARD SEXUAL HARASSMENT ($F=4.07, p<.05$). The women from HRM profession were facing more sexual harassment than others in all three groups

H3: There is significant relationship between dressing and sexual harassment.

In this hypothesis analysis, the relationship has been checked between sexual harassment and dressing of the victim. As accumulating the different mode of dresses, it is recognized that modern dresses (M=2.39, SD=.94) and traditional dresses (M=2.34, SD=.76) had experienced more sexual harassment than Islamic (M=1.72, SD=.75) and simple Pakistani dresses (M=1.74, SD=.67) and attract higher sexual harassment problems. Thus, there is a significant relationship between dresses of the victim and sexual harassment ($F = 6.13, p<.05$).

While compiling the different mode of dresses of working women with SOFT SEXUAL HARASSMENT and HARD SEXUAL HARASSMENT; the results shown no significant relationship between dresses of the victim and SOFT SEXUAL HARASSMENT ($F=1.7, p > .05$). In SOFT SEXUAL HARASSMENT, the results were almost same and were having little variance i.e. Traditional Dresses (M= 2.5, SD= .94), Simple Dresses (M= 2.1, SD=.87), Islamic Dresses (M= 2.1, SD= .87) and Modern Dresses (M= 2.5, SD= 1.0). However, women used modern dresses faced harassment little higher (M= 2.5, SD= 1.0). Whereas there was a significant relationship found between HARD SEXUAL HARASSMENT and the dresses of the victim ($F= 8.3, p< .05$). For instance, women with modern (M =2.27, SD = 1.01) and traditional dresses (M = 2.23, SD = .78) reported higher level of hard harassment than women wearing simple (M=1.49, SD=.69) and Islamic dresses (M=1.48, SD=.77). It is proofed once again that the women with Islamic dresses had less experiences in hard harassment as well,

H4: There is significant relationship between sexual harassment and Friends and Family support.

In this hypothesis analysis, the relationship has been checked between sexual harassment and Friends and Family support. The results of regression analysis shown that sexual harassment had no relationship with the Friends and Family Support (FFS) (Beta= .03, $t= .41, p>.05$). The results shown that no variance in sexual harassment was explained by the FFS ($F=.17, p>.05$). While analyzing it separately; the results shown no relationship between FFS and SOFT SEXUAL HARASSMENT as (Beta= -.01, $t= -.22$,

$p > .05$) Please see Appendix B table 10.4. The results shown that no variance in sexual harassment was explained by the FFS ($F = .04$, $p > .05$). Same results in the case of hard harassment; results shown no relationship between FFS and HARD SEXUAL HARASSMENT as ($\text{Beta} = .06$, $t = .77$, $p > .05$) Please see Appendix B table 10.7. The results shown that no variance in sexual harassment was explained by the FFS ($F = .60$, $p > .05$).

H5: There is significant relationship between victim's styles of communication and sexual harassment.

One-way test was applied and there was significant relationship shown between style of communication of the victim and overall sexual harassment as ($F = 2.39$, $p < .05$). For instance, a woman whose preferred way to communicate with others is Ideas (I) ($M = 2.00$) or Values (V) ($M = 2.00$) had faced more harassment than those who use to communicate by way of Relationship (R) ($M = 1.83$) and Structure (S) ($M = 1.59$). While analysing it with the soft and hard harassment it was shown that the result of hard harassment was having resemblance with the overall sexual harassment and had significant relationship with the communication style of the victim ($F = 3.43$, $p < .05$). Again I ($M = 1.80$) and V ($M = 1.81$) were faced higher sexual harassment than R ($M = 1.59$) and S ($M = 1.29$) in the HARD SEXUAL HARASSMENT. Whereas soft harassment ($F = .55$, $p > .05$) was opposite to hard harassment and had no relationship with communication style of the victim.

Discussion

The purpose of this study is to determine whether working women experience sexual harassment, and if so, what the causes and consequences of such harassment are for them. There are two main ways in which this study varies from earlier research: first, a novel idea of sexual harassment encounters has been created, dividing sexual harassment into two major categories (a). Sexual harassment that is kind (b). Sexual harassment that is severe. Second, this study is dynamic and wide-ranging, acknowledging the connection between sexual harassment and the victim's age, occupation, attire, support from friends and family, and communication techniques. Weisz & Karim (2011) only recently found the type of communications, and identifying its connection to sexual harassment is undoubtedly the most recent avenue that has been opened up for studies.

This report unequivocally demonstrates that sexual harassment is a problem for working women. More often than not, they experience soft sexual harassment, which includes things like staring at their body and clothing, trying to attract attention, offering a long drive, lunch, or cup of tea, standing close (which irritates you), making remarks about their height, body, hairstyle, or clothing, and touching their hand while passing an object like a file, pen, or mouse. Staring at the body and clothing was the most common kind of harassment experienced by the participants. For There is no correlation between the victim's age and the total amount of sexual harassment, according to the data's **HI** study. After a separate analysis, it was found that there is no correlation between age and either hard or gentle sexual harassment.

In fact, data showed that those between the ages of 41 and 50 experienced greater sexual harassment than those in other age categories. Three experts—Expert 1, Expert 2, and Expert 3—were informed of the findings. While Experts 1 and 2 are Ph.D.-holding working women who teach or serve as assistant professors at the public university, Expert 3 is a man who specializes in management and psychology and works as an assistant professor at the same institution. According to Experts 1 and 3, young women are less likely to work outside and/or are only permitted to socialize with men. This is because society does not value young women going outside by themselves to engage with men, whether at work or elsewhere. However, women are more mature and mobile when they are between the ages of 41 and 50. Because of their position and authority, they are widely known and can readily talk about their experiences of sexual harassment. Expert 1 confirmed that cultural differences exist because young women are more likely to experience harassment in developed and international nations due to exposure. The same results were shared with Expert 2, who has reservations that young women in the jobs face more sexual harassment, but they don't share their experiences due to cultural constraints.

In **H2** results show relationship between sexual harassment and profession. For instance, women from Human Resource Management (HRM) profession; faced higher sexual harassment experiences. Sexual harassment was found in all the professions. The ratio of different professions was having extreme value i.e. administrative jobs (N=18), Social Mobilizer (N=20), Teaching (N=40), Press/ Media reporters (N=04), Showbiz (N=04), Law Enforcement agencies (N=01), Lawyers (N=02).

According to the expert, women in human resource management are more involved in public relations because they handle job applications, transfers, postings, and other related tasks. Compared to other professions, HRM workers have higher exposure because they engage with employees both inside and outside the building. Expert 2 claims that because HR professionals deal with management procedures, sexual harassment policy issues, and are better positioned to emphasize experiences, they are more aware of such issues, such as sexual harassment. Expert 3 disagreed, stating that women who work as social mobilizers, nurses, or in the entertainment industry are more likely to encounter sexual harassment.

Analysis of **H3** dressing of the victim significant relationship with sexual harassment. The result of this hypothesis acknowledged results from Anila (1998). Compared to other women, women who wore modern clothes experienced more sexual harassment. Sexual harassment issues also centered on traditional clothing. Nonetheless, there were fewer threats of sexual harassment for women who dressed in Islamic and basic Pakistani garb. In hard sexual harassment, modern clothing was formerly far more likely to be sexually harassed than plain Pakistani and Islamic clothing.

In the context of contemporary clothing, expert 2 concurred with expert 1, but she adds that because our society is regarded as tribal, people have a soft spot for and

admire those who wear traditional clothing, particularly if it comes from their tribe. Expert 3 asserts that the primary cause of sexual harassment issues in both circumstances is the desire to stand out and attract attention due to the differences between traditional and modern clothing. He goes on to say that there is no connection between clothes and subtle sexual harassment.

In **H4** analysis the results showed no relationship has been analyzed between sexual harassment and friends and family support.

Expert 2 agreed with expert 1 regarding modern attire, but she also notes that because our society is perceived as tribal, people have a soft place for and admiration for those who wear traditional attire, especially if it originates from their tribe. According to Expert 3, the desire to stand out and draw attention because of the disparities between traditional and modern clothes is the main reason for sexual harassment problems in both situations. He continues by asserting that clothing has nothing to do with covert sexual harassment.

He continues by asserting that clothing has nothing to do with covert sexual harassment. The data indicate that women are less likely to report sexual harassment because they are responsible for providing for their families, so financial need may be a barrier to speaking out against sexual harassment.

The findings of the last hypothesis indicate a strong correlation between sexual harassment and communication style. Women who utilized ideas or values as their preferred method of communication experienced more sexual harassment than those who used structures and relationships. It's odd that women who have healthy relationships have experienced less sexual harassment. The idea that victims' communication habits are linked to sexual harassment is novel. Regarding this, expert 1 says that from an Islamic standpoint, women are supposed to "adopt harsh and slightly nasty tone when you talk to male." According to experts two and three, I and V are the women who prefer to interact with others; they are bold and proactive. She would be seen as highly qualified, imaginative, and willing to take risks. She had no trouble sharing her story. The second expert went on to say that the other sex could not stand her success, which may also be a contributing factor to additional instances of sexual harassment.

Limitation of the study

Because asking women about their experiences with sexual harassment is controversial and seen as dishonorable in Balochistani tribal community, the sample size was tiny. Instead of Balochistan, only one geographic location—Quetta—was used for this study. All our measurements were self-reported using a questionnaire. For better results, researchers interested in examining the association between sexual harassment

and age and occupation should gather a bigger sample size that includes an equal number of people from each age group and profession.

Practical Implications

This study may have a beneficial impact on raising awareness of sexual harassment in the environment. It would aid in drawing attention to the issues that tribal women face in the workplace. Social welfare organizations in general and the Ministry of Women's Development in particular may find this study useful in raising public awareness. When developing and implementing workplace harassment policies, many public and private sector organizations can use the information provided by this study as a guide. As a result, female employees may experience less workplace stress, turnover, and discontent.

Conclusion

Finding the causes and effects of workplace harassment in Quetta, the provincial capital of Balochistan, Pakistan's largest province, was the aim of this study. The findings showed that (a) sexual harassment was unrelated to age; (b) sexual harassment was related to the victim's profession; (c) women who wore modern and traditional clothing reported higher rates of sexual harassment than women who wore Islamic and cultural Pakistani clothing; (d) there was no significant correlation between sexual harassment and the support of friends and family; and (e) when it came to communication styles, women who preferred ideas and values over relationships and structures reported more sexual harassment incidents.

The crucial point is that like studies on working women, a comprehensive knowledge of sexual harassment can only be achieved by looking at topics like the viewpoint of the harassed party, cultural impacts, unofficial social norms, and legal and societal restrictions on sexual harassment.

Ethical approval and consent to participation and publication

The Quetta city is conservative, and approaching any women by outsider at workplace for any purpose directly or interviewing her is similar to taboo and can create societal problems for the female which may affect her standing in society, working and performance. Therefore, before taking data from the respondents, researcher took approval from all organizations administration from where the data was collected. The approval included the clear explanation of the research topic, type of data which will be collected from the female employee and its academic uses. At the time of data collection from the female workers, each questionnaire containing consent to participate and publication was clearly explained to respondents. The manuscript does not specific personal data. Whereas it was mentioned in the questionnaire that responses collected from the respondents are solely for academic research purposes which may be published

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