

Women Empowerment and Workplace Harassment in Real Estate Sector in Islamabad: An Appraisal

By

Asifa Noor Tahira



**NATIONAL UNIVERSITY OF MODERN
LANGUAGES, ISLAMABAD**

April 2025

Women Empowerment and Workplace Harassment in Real Estate Sector in Islamabad: An Appraisal

By

Asifa Noor Tahira

M.PHIL, National University of Modern Languages

A THESIS SUBMITTED IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE DEGREE OF

MASTER OF PHILOSOPHY

In **PAKISTAN STUDIES**

TO

DEPARTMENT OF PAKISTAN
STUDIES

FACULTY OF SOCIAL SCIENCES



**NATIONAL UNIVERSITY OF MODERN
LANGUAGES, ISLAMABAD**

April 2025

@ Asifa Noor Tahir



NATIONAL UNIVERSITY OF MODERN LANGUAGES FACULTY OF SOCIAL SCIENCES

THESIS/DISSERTATION AND DEFENSE APPROVAL FORM

The undersigned certify that they have read the following thesis, examined the defense, are satisfied with the overall exam performance, and recommend the thesis to the Faculty of Social Sciences for acceptance:

Thesis Title: Women Empowerment and Workplace Harassment in Real Estate Sector in Islamabad: An Appraisal

Submitted By: Asifa Noor Tahira

Registration #: 25 MPhil/PS/S23

Name of Student

Master in Philosophy
Degree Name in Full

Pakistan Studies
Name of Discipline

Dr. Fazal Rabbi

Name of Research Supervisor

Signature of Supervisor

Prof. Dr. Muhammad Riaz Shad

Name of Dean (FSS)

Signature of Dean FSS

ABSTRACT

In the context of the socio-economic development of Pakistan, women empowerment has currently become an important topic to be explored. Women of Pakistan constitute almost half of the population and their empowerment is considered very crucial for the state and society of Pakistan. Over the past few years, certain efforts were made to enhance women role and its participation in the various professional sectors. Apart from many rooms of opportunities there are visible challenges such as gender discrimination and more importantly workplace harassment that continue to hinder progress within Pakistan. Recently there are growing number of women in the field of real estate sector of Pakistan, and particularly in the urban center of Islamabad. Apart from the positive trends, there are many women who still faces barriers that effects their professionalism, safety, growth and dignity within the real estate sector.

Despite constituting legal framework and spreading awareness about women rights and their protection, harassment at workplace remained an impactful barrier to women empowerment and professional development within Pakistan. In male dominated real estate sector, women employees usually faces certain unique challenges that are not addressed properly by social attitude and lack of institutional effective policies. Recently as more women have joined real estate sector in Islamabad, they often faces difficult situation and workplace harassment but usually reluctant to talk about enough.

The real estate sector in Islamabad is heavily male-dominated, offering limited opportunities for women, who often face gender bias, cultural barriers, and exclusion from leadership roles despite their qualifications. Workplace harassment is widespread, including verbal abuse, intimidation, and inappropriate behavior, creating an unsafe environment and forcing many women into silence due to fear of retaliation. While some organizations have anti-harassment policies, they are poorly implemented, with ineffective complaint mechanisms and indifferent leadership, undermining trust and support. The impact on women includes reduced productivity, emotional distress, and career abandonment. To improve conditions, it is essential to enforce anti-harassment laws, establish effective complaint systems, provide regular training, and promote structural reforms like mentorship and gender-sensitive recruitment, along with stronger legal oversight and public awareness.

Keywords: Women Empowerment, Workplace Harassment, Real Estate Sector, Islamabad

CANDIDATE DECLARATION FORM

I Asifa Noor Tahira

Son/Daughter of _____

Registration # _____

Discipline Pakistan Studies

Candidate of Master of Philosophy at the National University of Modern Languages do hereby declare that the thesis “**Women Empowerment and Workplace Harassment in Real Estate Sector in Islamabad: An Appraisal**”, submitted by me in partial fulfillment of MPhil degree, is my original work, and has not been submitted or published earlier. I also solemnly declare that it shall not, in future, be submitted by me for obtaining any other degree from this or any other university or institution.

I also understand that if evidence of plagiarism is found in my thesis/dissertation at any stage, even after the award of a degree, the work may be cancelled, and the degree revoked.

Signature of Candidate

Name of Candidate

Date

CONTENTS

S. NO.	TITLES	P/O
1	ABSTRACT	iii
2	ACKNOWLEDGEMENT	iv
3	DEDICATION	v
4	CHAPTER-1: INTRODUCTION 1.1. Statement of the problem 1.2. Justification of the study 1.3. Aims and Objectives of the Study 1.4. Research Questions 1.5. Significance of the Study 1.6 Research Methodology 1.7.Theoretical Framework 1.7.1 Women Empowerment Theories 1.7.2 Theories Related to Workplace Harassment 1.7.3 Psychological Theories of Harassment 1.8. Organizations of the study	1-14
5	CHAPTER-2: Literature Review THE DYNAMIC OF WOMEN EMPOWERMENT AND WORKPLACE HARASSMENT IN PAKISTAN 2.1 Women Empowerment in Pakistan 2.1.1 Historical perspective of women role in Pakistani society 2.1.2 Recent Trends in women’s Participation in the workforce, Especially in Non- Traditional Sectors like Real Estate 2.2 Workplace Harassment 2.2.1 Definition and explanation of workplace harassment 2.2.2 Types of Harassment at workplace	15-36

	2.3 Global Studies and Regional Studies on Workplace Harassment 2.4 Specific Challenges Faced by Women in Male-Dominated Industries Such as Real Estate 2.5 Legal and Policy Framework in Pakistan 2.6 Laws and its implementation in the Real Estate sector of Pakistan: Case Study of Islamabad 2.7 Conclusion	
6	CHAPTER-3: RESEARCH METHODOLOGY 3.1 Research Design 3.2 Mixed Method Approach 3.2 Case Study Approach 3.3 Data Collection Methods 3.4 Sampling Technique 3.5 Data Analysis	37-43
7	CHAPTER-4: FINDING AND ANALYSIS 4.1 Survey Result (Quantitative Questioners) 4.2 Findings/Analysis of the Qualitative Interview	44-73
8	CHAPTER-5: CONCLUSION AND RECOMMENDATIONS	74-78
9	BIBLIOGRAPHY	79-82
10	APPENDIXES	83-89

ACKNOWLEDGEMENT

I feel utmost obliged to offer my best thanks giving ALMIGHTY ALLAH, the greatest companionate and efficient to all the human beings, who blessed me with health, talented teachers, good friends and expression of thoughts.

Research work is an arduous undertaking and requires help, guidance and support of many people. I have the honor to express my heartiest gratitude and profound indebtedness to extend thanks to my kind and brilliant teacher, my supervisor Dr. Fazal Rabbi Associate Professor of Pakistan Studies, NUML Islamabad. His patience, constant encouragement, guidance, constructive criticism and valuable suggestions were of immense help to me during the entire tenure of my research period.

I am indebted in profound to respected Head of Pakistan Studies Department Dr. Muhammad Sohaib Malik who always been a source of knowledge to the contemporary domain of Pakistan studies and political thought. The knowledge and skill I learnt from them during my M Phil helped me in my research work for this thesis.

I am indebted to my dear brothers, sisters my parents and, for their all kind of support they showed in completing this journey of knowledge and research.

Asifa Noor Tahira

DEDICATION

I would like to dedicate this entire milestone journey to my beloved **MOTHER** and my Elder sister, **MEHWISH MANAN**, and younger sisters who truly supported me throughout this journey. Whenever I stumbled, they stood by me, encouraged me, and helped me to achieve this milestone. I am very grateful to Allah Almighty and to these two beloved personalities, who never left my side.

CHAPTER 1

INTRODUCTION

In the context of the socio-economic development of Pakistan, women empowerment has currently become an important topic to be explored. Women of Pakistan constitute almost half of the population and their empowerment is considered very crucial for the state and society of Pakistan. Over the past few years, certain efforts were made to enhance women role and its participation in the various professional sectors. Apart from many rooms of opportunities there are visible challenges such as gender discrimination and more importantly workplace harassment that continue to hinder progress within Pakistan. Recently there are growing number of women in the field of real estate sector of Pakistan, and particularly in the urban center of Islamabad. Apart from the positive trends, there are many women who still faces barriers that effects their professionalism, safety, growth and dignity within the real estate sector.

The purpose of this research study is to examine the dynamic of Women Empowerment and Workplace Harassment in Pakistan focusses on the Real Estate Landscape in Islamabad. It also explored various cultural practices within the Pakistani society which inhibits women and assist to disseminate gender based violence, discrimination and inequalities within the public and private spheres. Gender as an institutional and symbolic power is usually assumed and even practice within Pakistani society, which help to maintain the subordinate status of women. And thus delve into multi-layered and complex issues which bridges academia and activism. By examining the experiences of women working in the real estate sector of Islamabad this research study pursues to understand the nature of women empowerment and the challenges they faced especially in relations to harassment in the workplace.

This research also uses the case study of the real estate business to understand and deconstruct the mindsets, attitudes, and behaviors of Pakistani men which often serve to perpetuate gender discrimination and at worst incite various forms of gender-based violence. In accordance with this, it will looks to provide a gender analysis of the Pakistani male. This not only helps to understand the perceptions that Pakistani men hold towards women and gender issues but also

serves to enable them to engage with their own gender identity and recognize the various ways in which they are shaped and molded by the wider socio-political processes.

1.1 Statement of the Problem

Despite constituting legal framework and spreading awareness about women rights and their protection, harassment at workplace remained an impactful barrier to women empowerment and professional development within Pakistan. In male dominated real estate sector, women employees usually faces certain unique challenges that are not addressed properly by social attitude and lack of institutional effective policies. Recently as more women have joined real estate sector in Islamabad, they often faces difficult situation and workplace harassment but usually reluctant to talk about enough.

The lack of academic inquiry and documented evidence into the intersection of empowering women and harassment at workplace in the real estate sector has resulted in an inadequate understanding of the issues face by women employees. The lack of much information or availability of research work about what female go through in this field. This gap in knowledge make it difficult to implement effective measures to ensure working environment safe and promote gender equality. Two problems in specific have been most prevalent: harassment and conditions unfavorable to women. Harassment has been a problem for women ever since they have become integrated in the job market. Therefore this research work has tried to fill the gap in knowledge and tried to find out the extent to which women are empowered in the real estate landscape of Islamabad and how harassment at workplace affects their professional life, role and growth.

The focus of the study is to determine the problems faced by women in the patriarchal society (male dominated) like Pakistan, and how this mindset affects the role of women working in the real estate sector of Islamabad. This research is basically stimulated from the personal observations and experiences of researcher and numerous anecdotal stories of colleagues, friends, and friends of friends who either in or have been working in the real estate sector of Islamabad. Though there were wide range of stories but usually held common assumption: Women who are in the job market including real estate sector of Islamabad have been subject to a numerous challenges including harassment that affect them both personally and

professionally.

1.2 Justification of the study

The role of women in the development and prosperity of any nation is considered vital, where they take part in the formal and informal sectors. Official statistics and few experts' opinions suggest that harassment at the workplace in a reality in Pakistan, but this issue is usually ignored because of the private nature and sensitivity of the problem. Workplace harassment in the real estate sector of Islamabad remains a major issue that limit female ability to freely work, professionally grow, and contribute to the overall economic development of the country. This study highlights the experiences of working women in the real estate sector of Islamabad, a field that is often ignored in the academic research. By understanding and examining the barriers and factors women faced and that it hinder their empowerment, this research study can help/suggest particular solution for safe and more inclusive work environment for women to excel in this specific sector. The finding of this research will not only contribute to fill the gap in knowledge but can also provide suggestion for organization, policy makers and civil society in promoting workplace protection and ensuring women participation and promoting their career in the real estate industry.

1.3 Aims and Objectives of the Study

Objectives of this study are as follows:

1. To analyze women's empowerment and participation in the real estate sector of Pakistan, especially Islamabad.
2. To identify workplace harassment faced by women in the real estate sector of Islamabad.
3. To examine the implementation of workplace harassment laws in the real estate landscape of Islamabad.
4. To assess the impacts of workplace harassment on the professional and personal lives of women in the real estate of Islamabad.
5. To identify policy recommendation for making workplace environment of the real estate sector of Islamabad, free of harassment and more inclusive for women professionals

development.

1.4 Research Questions

This research study will be engulfed by the following research questions:

1. How are women participating and being empowered in the in the real estate sector of Pakistan, particularly in Islamabad?
2. What forms of workplace harassment do women face in the real estate sector of Islamabad?
3. To what extent are workplace harassments laws implemented?
4. What impacts does workplace harassment have on the professional and personal lives of women in the real estate of Islamabad?
5. What policy recommendation can be proposed to create free-harassment and inclusive environment for women employees in the real estate sector of Islamabad?

1.5 Significance of the Study

This study has examined one of the most crucial issues of women empowerment and workplace harassment, a part of the vision of the founder father Quaid-e-Azam Muhammad Ali Jinnah, Pakistan's vision of 2030, and UNSGDs agenda for promoting women empowerment around the globe.

Quaid-e-Azam Muhammad Ali Jinnah says “No nation can rise to the height of glory unless your women are side by side with you; we are victims of evil customs. It is crime against humanity that our women are shut up within the four walls of the houses as prisoners. There is no sanction anywhere for the deplorable condition in which our women have to live. You should take your women along with you as comrades in every sphere of life.”¹

¹ Shami, Asma Afzal. "Political empowerment of women in Pakistan." *Pakistan Vision* 10, no. 1 (2009): 141. Also see Butt, Ghazala. "Jinnah's concept of “an ideal Muslim women”." *Pakistan*

Women empowerment in Pakistan in general and working class women in the particular real estate sector of Islamabad is as challenging as well as rewarding one. Despite noteworthy steps in promoting women empowerment, gender equality, and participation in the workforce, harassment in the workplace remained a crucial barrier to promote the empowerment of women in Pakistan. This issue in particular can be seen in the real estate sector that is mostly male dominated, where patriarchal norms, lack of regulatory, informal structure, create hostile environment for women professionals.

The study based on analyzing the dynamic of Women Empowerment and Workplace Harassment in Pakistan: A Case Study of Real Estate Landscape in Islamabad has foremost significance in its scope. It's country specific and carries distinctive features which have never been analyzed critically. Women empowerment is “considered as a pertinent agenda of international development. Empowerment is multi-faceted and has different dimensions at individual, familial, communal, social, national, and international level.

This study has taken one of the sectors of Pakistan economy i.e. Real Estate but is quite important for understanding the overall women empowerment and capabilities in the paid work which is economic arena. Empowerment lies in changes in relationship (especially relations of power), within institutions, and in self-image, all of which enable poor people to gain more control over factors which affect their lives. Paid labor is one of the factors through which people can gain control over their life decisions and hence increase their income”. The ability to make choices has been considered an important part of (satisfying) empowerment. This study analyzes the nature of women empowerment and paid work in the perspective of their bargaining power and income control.

Characterizing by rapid urban development and increasing women labor force participation-in the real estate sector of Islamabad-women continues to face certain forms of workplace harassment issues, usually ranging from verbal abuse to physical. It not only hinder women psychological wellbeing and professional career but also discouraging them from entering into the industry. The existence gap between policy formulations, and ground realities raises compelling questions about the effectiveness of avail mechanism for women protecting, reporting, and accountability.

Therefore, a research study is needed to understand the intersection of empowering women and harassment in workplace within the specific context of the real estate sector of Islamabad, to explore the possibility of systematic reforms and how to create safe, dignified and more productive inclusive spaces for women to promote their career in the real estate landscape of Islamabad.

This study also carries much importance for policymakers and activists in women's rights and improvement in women's life. Last but not least, it's especially not just a study but an exposition and motivation for the students and researchers of women's studies.

1.6 Research Methodology

This research work is descriptive analytical in nature and is conducted in Islamabad real estate sector. Mixed method of both qualitative and quantitative approaches have been used. Both Primary and secondary sources are utilized. Published materials in the forms of books, journals, newspapers have been used as secondary sources, while primary data is enumerated from interviews and survey. Questionnaires and interviews have been conducted in the real estate sector of Islamabad. Non-probability purposive sampling techniques is used for collecting data from women working in the real estate sector of Islamabad. A sample of 100 women working in the real estate of Islamabad were selected for filling questioners. Cross tabulation and percentage analyses have been used to interpret and analyze data. Apart from questionnaire, interview were conducted from 20 women working in the real estate sector of Islamabad. Detail of research methodology have been discussed in a separate chapter.

1.7 Theoretical Framework

Theoretical framework is the most important part of research work to clearly understand that in the real estate sector in Islamabad, how harassment at workplace effects empowerment of women. Under this chapter different aspect and dimensions will be describes through the lens of different theories related with women empowerment, study related to gender as well as the workplace harassment theories as well. In this theoretical framework uses the different theories related to the workplace harassment and will be describes how they badly effect the women at the workplace as well as their living environment.

1.7. Women Empowerment Theories

- **Feminist theory**

“Feminism is the belief in full social, economic, and political equality for women worldwide and is represented by various institutions committed to activity on behalf of women’s rights and interests. The core concepts in feminist theory are sex, gender, race, discrimination, equality, difference, and choice. There are systems and structures in place that work against individuals based on these qualities and against equality and equity.”²

- Key points of this theory:
- Gender inequality,
- Gender discrimination,
- Impact on participations,
- Work place harassment
- Root causes,
- Social and Cultural Barriers.

Feminist theory briefly describes it that how the gender discrimination and gender inequality plays a worse role in both sectors private and public sectors. Moreover, how they badly effect the women participation in the social activities. According to the feminist approaches workplace harassment is one of the biggest issues for the women empowerment because they badly effect the women work efficiency and work productivity around the society and at the workplace. Workplace harassment raised from the gender discrimination in any society where the women are not fully empowered and they facing the biggest issues called the gender based issues.

One of the other important thing raised in the feminist theory called “**inter sectionality**” which mean is that how the race, color, raised the different kind of inequality within the society as well as the gender discrimination. According to the” kimberle Crenshaw” describes the workplace harassment through the lens of intersection framework and describes the how the women are face the workplace harassment in the different location gender based and different class and real estate

² Hooks, bell. *Feminism Is for Everybody: Passionate Politics*. Cambridge, MA: South End Press, 2000.

sector as well.³

According to the feminist theory they give the Empowerment to the women in every sphere of life where they can live freely and raise the voice against her rights. On the other hand some types of challenges and outcomes also describes in this theory related to type women empowerment and some kind of cultural and social barriers as well.⁴

○ **Empowerment Theory**

The primary founder of empowerment theory is generally considered to be Julian Rappaport, who introduced the concept to community psychology in the 1980s. While the roots of empowerment can be traced back to Marxist sociology and other fields, Rappaport's work in the 1980s, particularly his 1981 article "In praise of paradox: A social policy of empowerment over prevention," is widely credited with bringing the concept to the forefront of community psychology and social work. He emphasized empowering individuals and communities to gain control over their lives and resources.

Empowerment theory which is a remarkable theory related to the women empowerment because this theory applies two groups one is individual and second is collectively. It is the process where the individual and groups are get the power and change the society structure and dynamics as well.

In the book *Empowerment Takes More Than a Minute*, the authors illustrate three keys that organizations can use to open the knowledge, experience, and motivation power that people already have.⁵

The three keys that managers must use to empower their employees are:

1. Share information with everyone
2. Create autonomy through boundaries
3. Replace the old hierarchy with self-directed work teams

³ Kimberlé Crenshaw, "Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color," *Stanford Law Review* 43, no. 6 (1991): 1241–99

⁴ Judith Butler, *Gender Trouble: Feminism and the Subversion of Identity* (New York: Routledge, 1990).

⁵ Blanchard, Kenneth H.; John P. Carlos; Alan Randolph (1996). *Empowerment Takes More than a Minute*. San Francisco: Berrett-Koehler. [ISBN 9781881052838](#).

“Rappaport's (1984) definition includes: "Empowerment is viewed as a process: the mechanism by which people, organizations, and communities gain mastery over their lives”.⁶

According to the Julian Rappaport they describes the original version which mean is that individually and collectively change the society structure related all these types of issues which are raising within the society likewise harassment workplace harassment, gender discrimination and gender inequality as well.⁷

Workplace harassment is emphasizes the different types of barriers which are badly effect the women such as the one of the biggest issues is the gender based society they much a horrible for the empowering women and they not fell safe within the society and organization. The theory of empowerment highlights the different aspect such as the organizational policies, polices for the women according to the law which through they can easily safe among the society and they can take the collective action against the inequities which are raising at the organizational level as well as in the society.⁸

1.7.2 Theoretical framework for Understanding Workplace Harassment

○ Social Dominance Theory

According to the social dominance theory to examine how the structure of the society change with the subordinates and ordinance. Sidarus and Felicia discover this theory and highlight the society structure where are the two elements exists one group is belong to ordinance (male) and other is sub ordinance (female).

This theory highly describes the different aspect related with women empowerment and those factor which are not give the freedom to women like social, political and economic issues as well

⁶ Rappaport, J. (1984). Studies in empowerment: Introduction to the issue. "Prevention in Human Services," 3, 1–7.

⁷ Julian Rappaport, "Empowerment Meets Narrative: Listening to Stories and Creating Settings," *American Journal of Community Psychology* 23, no. 5 (1995): 795–807.

⁸ Paulo Freire, *Pedagogy of the Oppressed*, trans. Myra Bergman Ramos (New York: Continuum, 1970).

as the gender discrimination and gender based inequality and the workplace harassment.⁹

Pakistan is a male dominated society and in the real estate marketing is a biggest challenges for those women whom they are work over there. Harassment is one of the biggest issue in this field due to male dominance. According to the social dominance theory harassment is not just the way to harass the women there are some tolls and aspect involved it at all such as the power relations and so on elements which are badly affected the society and women as well. This theory explain it that how under the power and dominance of male badly effect the women work efficiency and productivity as well. Male dominated society always denied the women rights due to that they are dominated in every sphere of life like political, social , economic as well as they can harass the women at the workplace because they have no fear.

- **Organizational Behavior Theories**

Through the lens of organizational behavior theory it is emphasize the structure of the society how the individual and group plays to promote the organizational behavior within the society and how the society and policies tolerated the workplace harassment and dynamics.

This theory is originally based on the structure of the society because structure of the society develop the positive thing among the people as well as they also promote the negative things among the individual and group. Additionally, this theory describes the Pakistan society structure which are the male dominated society as well as they emphasize the different dynamics and elements which are effect the women within the society.

Below mentions two different theories related with the culture of the society and leaderships theory which are clearly gives the image to the reader how the different cultural barriers and the power badly effect the women empowerment.

- **Organizational culture theory**

“These theories focus on the role of workplace structures, culture, and management practices in creating or perpetuating harassment. For instance, hierarchical structures and

⁹ Jim Sidanius and Felicia Pratto, *Social Dominance: An Intergroup Theory of Social Hierarchy and Oppression* (Cambridge: Cambridge University Press, 1999).

power imbalances can contribute to bullying and harassment, especially if not addressed by organizational policies and practices. “¹⁰

Through the lens of organizational culture theory to emphasize the behavior of the organization within the society like beliefs and values. Organizational culture theory and the male dominated society they are relevant with each other’s also in the real estate sector they ignore the workplace harassment due to the male dominance and they take it a normal thing within the organizations. This type of behavior raised the different type of complaint which women raised the voice against the workplace environment and harassment as well.¹¹

- **Leadership theory**

Through the lens of the leadership theory also it’s the part of the organizational culture theory where the leader plays an important role within the society and control the unwanted action and acts against the workplace environment and workplace harassment as well. On the other hand if the leader are not play a vital role against the harassment and atmosphere of the organization at where women can’t not achieve the empowerment.¹²

1.7.3 Psychological Theories of Harassment

Through the lens of the psychological theories and its components such as the cognitive theory and attribution theory briefly describes the mental process of the society against the harassment in the real estate sectors in Islamabad. Moreover, how the individual and groups experience beliefs to conduct all these types of action.

Leon Feininger discovered the cognitive theory and which clearly gives the understanding against the harassment at workplace and why women are tolerate this harmful effect. Sometimes due to the maintenance of her job and avoid any types of conflict with the colleagues, supervisor and line manager they affect her mental health and face the different kind of harassments at the workplace.¹³

¹⁰ MacKinnon, Catharine A. *Sexual Harassment of Working Women: A Case of Sex Discrimination*. New Haven: Yale University Press, 1979.

¹¹ Edgar H. Schein, *Organizational Culture and Leadership* (San Francisco: Jossey-Bass, 2004).

¹² Bernard M. Bass, *Leadership and Performance beyond Expectations* (New York: Free Press, 1985).

¹³ Leon Festinger, *a Theory of Cognitive Dissonance* (Stanford: Stanford University Press, 1957).

- **Cognitive theory**

Cognitive theory is fit on the corporate sectors in the Pakistani society and real estate sectors as well. Because mostly company and organizations adopted this culture they use the power against those lady employees whom are needy and they want to do a job. Most of the women listen much more types of languages which are not tolerable due to maintain her job.

This theory is highlight the different types of harassment which are women facing in current situation in real estate marketing as well as the all the private organizations such as banking sectors, constructions companies, also the insurance industries where are needy women work over there and they are badly harass in every day due to just maintain her job.

Most of the girls which are working in real estate marketing sectors they are earn allot but on the other hand they are facing much more conflict among the organizations. Sometimes they are harass from their colleagues and most of the time they are harass there CEO.

- **Attribution theory**

Through the lens of attribution theory it is explore the behavior of the individual and describes the outcomes of the victims. Organizational responsibility plays an important role if the harassment occur at the organizational level. On the other hand if the harassment occurs on the basis of the misunderstanding and some cultural norms and values so it's easily can be control and the organization responsibility to resolve the issues on the basis of equality which promotes the healthy atmosphere and empowerment among the organization.¹⁴

Summary: In this theoretical framework researcher use the different types of theories to cover all the aspect of workplace harassment and women empowerment as well. Researcher also highlights the workplace harassment in the real estate sectors in Islamabad also they emphasize the factors and elements of workplace harassment.

This theoretical framework consist of the different theories which are related with women empowerment and feminist theory which describes the different dimensions of the women empowerment and negligence of the society which are not empower the women. Social dominance

¹⁴ Fitzgerald, Louise F., and Sandra L. Shullman. "Sexual Harassment: A Research Analysis and Agenda for the 1990s." *Journal of Vocational Behavior* 42, no. 1 (1993): 5–27.

theory, psychological theory, attribution theory, cognitive theory and organizational behavior theory highly describes the role of women and empowerment within the society as well as the workplace harassment in the corporate sectors and particularly in the real estate sector in Islamabad.

All these theories cover the structure of the Pakistani society as well as the corporate organizations. Society plays an important role for the promotion of the women empowerment in every sphere of life either they are working lady and either they are at home. Unfortunately in the context of Pakistani society which are considered the male dominated society where the women are the sub ordinance component and male are the ordinance component.

Due to all these phenomenal structure and cultural barriers, customs, norms and values as well as the Pakistani tradition a do not promote the women empowerment within the society. Above mentions all the theories which are one by one describes its cover the society and organizational behaviors as well.

Researcher wants to cover all the aspect above mention in the theories which are cover all the aspect related with women empowerment and workplace harassment. If we talk about the harassment of real estate sectors they are on the highest level in Islamabad. Cognitive theory which are fit on that just because of that many needy women are work in real estate sectors just due to financial issues and they are facing the different type of harassment. They do not wants to take any action due to maintain her job.

1.8 Literature Review

Workplace harassment is a prevalent issue in various industries worldwide, including the real estate sector. This literature review focuses on examining the dynamics of workplace harassment within the real estate landscape of Islamabad, Pakistan. It delves into the existing literature to understand the nature, causes, consequences, and mitigation strategies related to workplace harassment in this specific context.

“Sheryl Sandberg, *Lean in: Women, work and the will to Lead* (New York: Alfred A. Knopf, 2013)”, emphasizes in the book that women always faces systematic barriers in their professional setting. She noted “We hold ourselves back in ways both big and small, by lacking

self-confidence, by not raising our hands, and by pulling back when we should be leaning in”. This standpoint has its relevancy to the real estate sector of Islamabad where less representations of women is both the cause and effect of deep-rooted gender biases.¹⁵

“Martha C. Nussbaum, *Women and Human Development: The Capabilities Approach* (Cambridge: Cambridge University Press, 2000)”, has advocated women’s rights through the Capabilities Approach, which is considered essential for life functions. She noted “A life that is truly human is one that is shaped throughout by human reason and by human sociability”. In the real estate sector of Islamabad, this underscores the urgency of creating safe, secure and workable in the real estate where female can exercise agency and also achieve personal and professional development.¹⁶

“Nail Kabeer, *Reversed Realities: Gender Hierarchies in development thought* (London: Verso, 1994)”, argues “The neglect of women's agency in development planning has led to the reinforcement of existing gender hierarchies”. Her approach to women empowerment is crucial for the development of any society, where women at the best of its capacity have the rights to pursue their goal free the threat of any harassment or violence.¹⁷

“Amarty Sen, *Development as Freedom* (New York: Knopf, 1999)”, in his book noted that “Freedom is both the primary end and the principal means of development”. This approach of freedom is relevant to women employees working in the any industry including real estate. It also includes women freedom to participate in the economic activities and highlighted the importance of various barriers that hinder women’s full participation in the development of any society.¹⁸

“Farzana Bari, *Women’ Empowerment in Pakistan: A Scoping study* (Islamabad: Aurat Foundation, 2010)”, provides an in-depth analysis of women empowerment in Pakistan. She

¹⁵ Sheryl Sandberg, *Lean in: Women, work and the will to Lead* (New York: Alfred A. Knopf, 2013), 8.

¹⁶ Martha C. Nussbaum, *Women and Human Development: The Capabilities Approach* (Cambridge: Cambridge University Press, 2000), 72.

¹⁷ Nail Kabeer, *Reversed Realities: Gender Hierarchies in development thought* (London: Verso, 1994), 45.

¹⁸ Amarty Sen, *Development as Freedom* (New York: Knopf, 1999), 36.

noted “Patriarchal structures and cultural norms continue to impede women's access to resources and decision-making positions”. Her observation about the patriarchy setup of Pakistani society has very close relevancy to this research, where socio-cultural and religious structure always dictate the role of women and opportunities in the society.¹⁹

“Razeshta Sethna, Tooba Masood, and Ramsha Jahangir, “Sexual Harassment in Pakistan: Misogyny in the Workplace Hidden in Plain Sight”, *Dawn*, March 20, 2018”, focus on the various workplace of Pakistan where women harassment, abuse and discrimination existed. Aggressive behavior of male bosses in various organizations usually created humiliating workplace conditions for women employees. This survey report noted that “only 17pc of those who experienced harassment approached their organization’s internal inquiry committees. Despite 59pc reporting that their managements do take harassment seriously, most women expressed worry that managers wouldn’t sanction harassers and their work situations would not improve. Most women felt they would not be believed during investigations or when perpetrators had support in high places.”²⁰

“Abdul Hadi, “Workplace sexual harassment and its underreporting in Pakistan”, *European Journal of Interdisciplinary Studies*, 8, no. 2 (2022): 45-58”, noted that “Sexual harassment in the workplace is the most frequent form of gender based violence occurring in Pakistani society which is characterized by patriarchy and gender segregation. When women attempt to join workforce and take economic responsibilities of family in opposite to predominating social norms, they have to suffer from sexual harassment. This sort of unfriendly and hostile working environment for women disclose not only the gender-biased structure of the workplace but also ingrained and entrenched culture which objectify women and quite often paints her as mere recipients of male desire. The view of women’s objectification are reproduced and perpetuated in working environment of patriarchal societies.”²¹

¹⁹ Farzana Bari, *Women’ Empowerment in Pakistan: A Scoping study* (Islamabad: Aurat Foundation, 2010), 22.

²⁰ Razeshta Sethna, Tooba Masood, and Ramsha Jahangir, “Sexual Harassment in Pakistan: Misogyny in the Workplace Hidden in Plain Sight”, *Dawn*, March 20, 2018.

²¹ Abdul Hadi, “Workplace sexual harassment and its underreporting in Pakistan”, *European Journal of Interdisciplinary Studies*, 8, no. 2 (2022): 126, https://revistia.com/files/articles/ejis_v8_i2_22/Hadi.pdf

The above literature review is relevant to this research work, and encompasses various issues of women empowerment and workplace harassment. However none of the above study has researched on the real estate sector of Pakistan and especially on Islamabad region. The gap in knowledge and personal experiences (working as an employees in the real estate sector of Islamabad), encourage researcher to conduct study on this topic.

1.9 Organization of the study

This thesis is divided into 5 chapters.

Chapter No.1 Introduction consists of statement of the problem, significances of the study, objectives, research questions, and organization of the study etc.

Chapter No.2 The dynamic of women empowerment and workplace harassment in Pakistan highlights the status of women empowerment in general and particular in Islamabad. Government policies regarding women empowerment and workplace harassment at workplace in the real estate landscape-Islamabad is examined in this chapter. The aim is to explore the women's viewpoint about how empowered they feel at their workplace in the real estate sector. Another specific aim is to understand the kind of harassment women face and through their experiences to see if this harassment is a deterrent in their progression.

Chapters No.3 This chapter consisted of research methodology. It includes overall research methodology including methods, techniques of data collection, sampling and ethical consideration and align to this research study objectives. In this chapter researcher have been outline the research methodology and explore the women empowerment and workplace harassment in real estate sector in Islamabad. The best way to explore the study both qualitative and quantitative approaches have been used to understand the exact nature and extent of problems, challenges and opportunities which women are facing in male dominate sectors.

Chapter No. 4 Discussion and Analysis, consist the result of survey-questionnaires and interviews.

Chapter No. 5 Conclusion and Recommendation, consists of overall finding of this research work along with recommendations.

Bibliography and appendixes are placed in the end of the thesis.

CHAPTER 2

Literature Review

THE DYNAMIC OF WOMEN EMPOWERMENT AND WORKPLACE HARASSMENT IN PAKISTAN

In this chapter, the researcher briefly presents the literature review related to her topic. The literature review is divided into four parts. The first part focuses on women empowerment, the second part discusses workplace harassment, the third part explores various the real estate market—through both primary and secondary sources—and the final part reviews the *Workplace Harassment Act 2010*.

2.1 Women Empowerment in Pakistan

Definition

Empowerment is the process through which individuals or groups gain the power, authority, and capacity to make decisions and implement change in their own lives and communities. It often involves increasing access to resources, enhancing self-efficacy, and challenging structures of oppression or marginalization.²²

Women empowerment plays an important role in every sphere of life, including political, cultural, and economic factors. Historically, women's participation has been largely affected and confined to the domestic level. However, in recent years, their participation has improved across various sectors, including traditionally male-dominated fields such as real estate. In this section,

²² Kabeer, Naila. *Resources, Agency, Achievements: Reflections on the Measurement of Women's Empowerment*. Stockholm: Sida Studies No. 3, 2001.

Zimmerman, Marc A. "Empowerment Theory: Psychological, Organizational and Community Levels of Analysis." In *Handbook of Community Psychology*, edited by Julian Rappaport and Edward Seidman, 43–63. Boston: Springer, 2000.

Sen, Amartya. *Development as Freedom*. New York: Alfred A. Knopf, 1999.

Freire, Paulo. *Pedagogy of the Oppressed*. New York: Continuum, 1970.

the researcher will describe women's participation both historically and in recent years, particularly in non-traditional sectors like real estate.

“In this influential paper, Naila Kabeer presents a comprehensive framework for understanding and measuring **women’s empowerment**. She argues that empowerment is a process by which individuals who have been denied the ability to make strategic life choices gain such ability. Kabeer defines empowerment through **three interrelated dimensions**:

Kabeer emphasizes that empowerment is **context-specific** and shaped by **power relations** and **structural inequalities** in society. She critiques simplistic measurements of empowerment that rely solely on economic indicators, advocating instead for more **qualitative and context-aware** methods. The study particularly highlights the importance of understanding gender norms and social constraints in **South Asian** societies like Pakistan, where empowerment involves challenging deeply rooted patriarchal structures.”²³

“Fareeha Zafar’s book explores the complex relationship between women’s economic participation and their empowerment in the Pakistani context. The book provides empirical insights through case studies and fieldwork, highlighting how women’s experiences vary depending on their **class, location, and type of employment**. Zafar also discusses the role of **social support systems, education, and policy interventions** in empowering women and calls for a more inclusive development framework that addresses gender inequality at its core.”²⁴

2.1.1 Historical Perspective of Women’s Role in Pakistani Society

Women are a significant part of every society and the backbone of every nation, contributing to the promotion and growth of a country’s economy. Historically, women's participation in political, social, and economic spheres was confined, and certain cultural and religious factors did not allow women to participate fully in all aspects of life. This phenomenon of labor division reinforced cultural and religious norms and values, assigning women secondary and primary responsibilities

²³ Kabeer, Naila. *Resources, Agency, Achievements: Reflections on the Measurement of Women's Empowerment*. UNRISD Discussion Paper 108. Geneva: United Nations Research Institute for Social Development, 1999.

²⁴ Zafar, Fareeha. *Women, Work, and Empowerment in Pakistan*. Lahore: Vanguard Books, 1991.

such as homemaking and caregiving.²⁵

“This seminal work provides a detailed historical and sociopolitical analysis of the **struggles, achievements, and setbacks** faced by women in Pakistan from independence to the 1980s. The book concludes that **women’s empowerment in Pakistan is not a linear process**, but one shaped by constant tension between progressive forces and institutionalized patriarchy. It calls for continued political engagement, legal reforms, and grassroots activism to protect and advance women’s rights.²⁶”

“Farzana Bari, *Women’s Empowerment in Pakistan: A Scoping study* (Islamabad: Aurat Foundation, 2010)”, provides an in-depth analysis of women empowerment in Pakistan. She noted “Patriarchal structures and cultural norms continue to impede women's access to resources and decision-making positions”. Her observation about the patriarchy setup of Pakistani society has very close relevancy to this research, where socio-cultural and religious structure always dictate the role of women and opportunities in the society.²⁷

After the creation of Pakistan, women were largely excluded from the political and economic spheres because they had no right to participate in any sector due to cultural, social, and religious factors. Moreover, during the 1950s and 1960s, women's rights and their participation in education, as well as in employment sectors, were highly ignored.²⁸

Despite the lack of women’s participation in Pakistani society during the 1950s and 1960s, Fatima Jinnah played an important role in advocating for women's rights. She recognized that women were being severely ignored in society due to various challenges and barriers, such as cultural and religious factors. These issues greatly affected women's participation in both primary and secondary sectors, as well as their involvement in public life and decision-making processes.²⁹

²⁵ Farida Shaheed, "The Cultural Articulation of Patriarchy: Legal Systems, Islam and Women," *IDS Bulletin* 20, no. 2 (1989): 24–28.

²⁶ Mumtaz, Khawar, and Farida Shaheed. *Women of Pakistan: Two Steps Forward, One Step Back?* London: Zed Books, 1987.

²⁷ Farzana Bari, *Women’s Empowerment in Pakistan: A Scoping study* (Islamabad: Aurat Foundation, 2010), 22.

²⁸ Tahera Aftab, *Inscribing South Asian Muslim Women: An Annotated Bibliography & Research Guide* (Leiden: Brill, 2008), 276.

²⁹ Shaheed, "The Cultural Articulation of Patriarchy," 26.

During the Zulfikar Ali Bhutto era, the situation began to change in the 1970s as actions were taken to promote women's rights, empowerment, and participation in the education and employment sectors.³⁰

After the progressive era of Bhutto, which granted women more rights in society, along with increased employment opportunities and participation in the education sector, the situation became better than before. However, when the Zia regime began in the 1980s, women were once again adversely affected in terms of their legal rights in society. During this time, some ordinances related to Islamic laws, including the Hudood Ordinances, were introduced, which negatively impacted women's rights.³¹

After all of this, a strong movement was initiated by women to demand their legal rights in society. They took actions such as forming the Women's Action Forum to promote women's empowerment and gender equality within society and the country as a whole.³²

A review of the literature on Pakistan highlights that verbal harassment is the most frequently reported form of workplace harassment, as compared to sexual and physical harassment. According to Mirza and Naz, they have briefly described that the most visibly reported cases are of verbal harassment. However, sexual, physical, and psychological harassment often go unreported due to societal pressures and concerns about reputation within the organization.³³

The role of NGOs plays a significant part in promoting women's empowerment in Pakistan. According to Khattak, various programs such as education, advocacy, skill development, and other forms of support mechanisms have helped improve the status of women in society. These initiatives have contributed to women's inclusion in the national economy as well as their participation in the political sector. Awareness raised by non-governmental organizations has played an important role in advancing women's rights and improving their position within

³⁰ Shahla Haeri, *No Shame for the Sun: Lives of Professional Pakistani Women* (Syracuse: Syracuse University Press, 2002), 64.

³¹ Rubina Saigol, "Women's Empowerment in Pakistan: A Scoping Study," *Pathways of Women's Empowerment Research Programme Consortium* (2011): 5–6.

³² Anita M. Weiss, *Interpreting Islam, Modernity, and Women's Rights in Pakistan* (New York: Palgrave Macmillan, 2014), 91.

³³ Mirza, Naima, and Sadaf Naz. *Women's Empowerment in Pakistan: Challenges and Opportunities*. Lahore: Vanguard Books, 2019.

society.³⁴

2.1.2 Recent Trends in women's Participation in the workforce, Especially in Non-Traditional Sectors like Real Estate

In the recent decades women participations are better than before decades due to the participation of women in education and some new policies formulation against the women rights and women contribution among the country economy.

Before the decades women participation are limited they can only work in those sectors which were suitable for her and free from gender like healthcare, education as social services . But in the recent years women are involved all the sectors and nontraditional sectors like real estate, financial department and technology as well.

“This article explores the evolving role of women in Pakistan’s real estate sector, a traditionally male-dominated field. Shabana Mahmood highlights the increasing, yet limited, participation of women due to growing economic demands and shifting social dynamics. The study identifies key **challenges** women face, including **gender discrimination, workplace harassment, lack of institutional support, and societal stereotypes** that limit their mobility and opportunities”.³⁵

“Mahmood also examines the **progress** made in recent years, such as the emergence of **female-led real estate agencies**, greater visibility of women at property expos, and targeted **training programs** that enhance women’s skills and confidence in the sector. The article concludes that while there is growing awareness and change, structural barriers still persist, and **policy interventions, legal protection, and cultural transformation** are needed to fully integrate women into non-traditional economic sectors like real estate”.³⁶

Real estate sectors which are considered the male dominated sectors in Pakistan and the participation of women in real estate sector and entrance in this industry are recently in the biggest

³⁴ Khattak, Saba Gul. *The Role of NGOs in Promoting Empowerment for Pakistani Women*. Islamabad: Sustainable Development Policy Institute, 1996.

³⁵ **Mahmood, Shabana**. 2022. "Exploring Women's Role in Pakistan's Real Estate Sector: Challenges and Progress." *Pakistan Journal of Social Sciences* 40(4): 215–230.

³⁶ **Mahmood, Shabana**. 2022. "Exploring Women's Role in Pakistan's Real Estate Sector: Challenges and Progress." *Pakistan Journal of Social Sciences* 40(4): 215–230.

cities in Pakistan like Islamabad, Lahore and Karachi as well. The participation of women in this sector due to the real estate market situations and growth of income and day by day urbanizations increasing factors which are playing an important role for the changing of women's role in the business and employment.

“This article examines the **emerging trends of women’s participation in non-traditional sectors** in Pakistan, such as real estate, construction, information technology, and law enforcement. Naseem and Akhtar analyze the **factors driving this shift**, including improved access to education, economic necessity, urbanization, and the influence of media and globalization.”³⁷

“The authors discuss the **barriers** women still face in these sectors, such as **gender stereotypes, lack of mentorship, workplace harassment**, and limited career advancement opportunities. The study highlights **case studies and interviews** with women professionals who have broken gender norms and entered these male-dominated fields, shedding light on their **resilience, motivations, and strategies for success**.”³⁸

"Education has played an important role in promoting women's empowerment in recent years. According to the Economic Survey of Pakistan, the literacy rate has increased rapidly, and women's contribution to employment is also rising.

To promote women's empowerment and gender equality, the Government of Pakistan has played a significant role by formulating supportive policies, such as the Benazir Income Support Programme and the National Development Program for Women Empowerment.”³⁹

After all, women are not only involved in the real estate sector but also play active roles as business developers, architects, and consultants. This has significantly contributed to increasing gender equity in society and reducing gender-based labor division.”⁴⁰

Moreover, while women's participation in the real estate sector is a positive step toward women's

³⁷ Naseem, S., and A. Akhtar. 2021. "Women in Non-Traditional Sectors: Emerging Trends in Pakistan." *Journal of Gender Studies in Developing Societies* 3(2): 110–125.

³⁸ Naseem, S., and A. Akhtar. 2021. "Women in Non-Traditional Sectors: Emerging Trends in Pakistan." *Journal of Gender Studies in Developing Societies* 3(2): 110–125.

³⁹ Mahnaz Afkhami, *Faith and Freedom: Women's Human Rights in the Muslim World* (London: I.B. Tauris, 1995), 112.

⁴⁰ *Pakistan Economic Survey 2022–2023*, Ministry of Finance, Government of Pakistan, 2023

empowerment and labor force equality in society, they still face various challenges in non-traditional sectors like real estate. Workplace harassment remains one of the biggest issues in a male-dominated society, where women are often harassed by their colleagues and sometimes even by their bosses.⁴¹

The role of the women in this corporate sectors in Pakistan has play a vital role for the growth of the economy and country as well, on the other hand they also plays a vital role at the global market level and promote the gender equality among the society and women empowerment and women labor force.⁴²

Summary:

Women are a key component of any society and country around the world. Women's empowerment plays an important role in promoting their participation in every sphere of life, including social, political, and economic domains. In this chapter, the researcher has described all aspects of women's empowerment and its historical background in society.

Moreover, the researcher highlights the status of women in past decades and compares it with their current status in society, particularly their presence in the workforce, including both corporate sectors and male-dominated fields such as the real estate industry, which is considered a non-traditional sector for women.

Additionally, the researcher discusses the role of education in promoting women's empowerment and creating employment opportunities in society, contributing to national growth. Education plays a key role in reducing gender inequality and expanding employment opportunities across the country.

All the key elements have been described, and while the current situation is better than in the past, women still face challenges in the workplace, especially workplace harassment. This remains one of the biggest issues affecting women's productivity and work efficiency.

⁴¹ Nadia Agha, "The Changing Dynamics of Women's Participation in Pakistan's Real Estate Sector," *Asian Journal of Women's Studies* 25, no. 2 (2019): 149.

⁴² , " 14 Saigol, "Women's Empowerment in Pakistan.

2.2 Workplace Harassment

Workplace Harassment has “many other names such as: Mobbing, workplace bullying, workplace mistreatment, workplace aggression, workplace molestation and workplace abuse”. On the basis of internationally definition of workplace harassment we can say that any act of discrimination which directly and UN- directly gives the disadvantage which represent health and security risk to the employee and irrational behavior towards an employee called workplace harassment.⁴³

2.2.1 Definition and explanation of workplace harassment

Workplace harassment being considered a biggest issue across the world. Here researcher trying to cover the workplace harassment from international context to national context. There are a lot of types of harassment such as: verbal harassment, physical harassment, sexual harassment and online harassment as well.

“Sheryl Sandberg, *Lean in: Women, work and the will to Lead* (New York: Alfred A. Knopf, 2013)”, emphasizes in the book that women always faces systematic barriers in their professional setting. She noted “We hold ourselves back in ways both big and small, by lacking self-confidence, by not raising our hands, and by pulling back when we should be leaning in”. This standpoint has its relevancy to the real estate sector of Islamabad where less representations of women is both the cause and effect of deep-rooted gender biases.⁴⁴

“Martha C. Nussbaum, *Women and Human Development: The Capabilities Approach* (Cambridge: Cambridge University Press, 2000)”, has advocated women’s rights through the Capabilities Approach, which is considered essential for life functions. She noted “A life that is truly human is one that is shaped throughout by human reason and by human sociability”. In the real estate sector of Islamabad, this underscores the urgency of creating safe, secure and workable in the real estate where female can exercise agency and also achieve personal and professional

⁴³ Lewis, Jacqueline; Coursol, Diane; Wahl, Kay Herting (September 2002). "Addressing issues of workplace harassment: counseling the targets". *Journal of Employment Counseling*. 39 (3): 109–116. doi:[10.1002/j.2161-1920.2002](https://doi.org/10.1002/j.2161-1920.2002).

⁴⁴ “Sheryl Sandberg, *Lean in: Women, work and the will to Lead* (New York: Alfred A. Knopf, 2013)”,

development.⁴⁵

Workplace Harassment has not a proper definition most commonly used in journal and academic writing it's harder to describes the exact definition of workplace harassment. For example when journalist start the discussion about harassment it might be the sexual harassment and sexual intention in the workplace. Here the researcher describes the many laws and framework which is oriented from the UK United Kingdom for the workplace harassment across the world additionally describes polices and laws to control the workplace harassment.⁴⁶

Likewise, Author describes how the workplace harassment effect men and female and their work efficiency as well as which is not on based on the gender discrimination. Workplace harassment badly effect the victims health this health includes the mental health, physical health as well as the psychological health. After all this victims might be go in depression, anxiety, mental disorder, stress and sometimes this situation go the suicide .Most commonly victim go the other drugs sides such as alcohol and some other kind of drugs they start using due to mental health⁴⁷

Moreover, most of the female which are directly harass in the context of sexual harassment they could not take action against the person and they left the job due to some personal social and cultural norms and value .Especially, in the case of sexual harassment due to fear they could not speak in front of anybody and they left the job. A Survey in (2018) 4000 females found that related sexual harassment and 16% women had resigned their job due to fear and cultural barrier and they did go for report due to losing hours⁴⁸

2.2.2 Types of Harassment at workplace

“Workplace harassment refers to any unwelcome conduct that creates an intimidating, hostile, or offensive work environment. The U.S. Equal Employment Opportunity Commission (EEOC) defines harassment as behavior that is based on race, color, religion, sex, national origin,

⁴⁵ “Martha C. Nussbaum, *Women and Human Development: The Capabilities Approach* (Cambridge: Cambridge University Press, 2000)”,

⁴⁶ United Nations, *Harassment*, <https://www.un.org/womenwatch/osagi/pdf/IMFpolicysh3.pdf>

⁴⁷ Bartlett JE, Bartlett ME (2011) Workplace bullying: an integrative literature review. *Adv Dev Hum Resour* 13(1):69–84

⁴⁸ Government Equalities Office (2019). Consultation on sexual harassment in the workplace: govern

age, disability, or genetic information and that is either severe or pervasive enough to affect an individual's employment or create a hostile work environment”⁴⁹

Below given different types of harassment related at workplace such as verbal, sexual, physical and psychological harassment as well.

➤ **Verbal Harassment**

Verbal harassment consist of the different types of languages which involve the insult, slur and use of demeaning language for an individual. In this kind of harassment involves the different types of jokes, different types of name calling and comments for an individual person appearance and gender as well.⁵⁰

In the context of Pakistan which are considered a male dominated society although in the real estate sector women are facing this type of harassment in a daily basis through their colleague and competence authority.

➤ **Physical Harassment**

Physical Harassment consist of any unwelcome and unwanted action like touching, pushing and so many other ways to harass and physical intimations. This type of harassment mostly occurs at those place where the dominancy at on peak and they have to power to control the employee. Due to that many women are harass at the workplace just because of job loss fears.⁵¹

➤ **Sexual Harassment**

Sexual harassment is comparatively different from the two types of harassment mentioned above, such as verbal and physical harassment. Sexual harassment consists of any unwanted and unwelcome interactions. It does not include any other action; women are directly victimized in

⁴⁹ U.S. Equal Employment Opportunity Commission, "Harassment," *EEOC.gov*, accessed September 12, 2024, <https://www.eeoc.gov/harassment>

⁵⁰ Peter Hanford, *Defamation, Libel Tourism and the Speech Act of 2010* (London: Intersentia, 2015), 122.

⁵¹ David C. Yamada, "Workplace Bullying and Ethical Leadership," *Journal of Business Ethics* 125, no. 4 (2014): 76–77.

sexual harassment, primarily due to the fear of job loss.⁵²

In the Pakistan and context of globally workplace harassment is one of the biggest issue especially in the male dominated society where the concern authority use the power and harass the women at workplace just due to misbalance of power among the organizations.⁵³

Particularly in the real estate sector which are the male dominated sector women are badly face the sexual harassment sometime from the colleague, concern authority as well as their client and do not take any actions due to their professional standard in the market.

➤ **Psychological Harassment**

Psychological harassment also called the “mobbing” and “bullying”. In the context of psychological harassment involves any types of rumor and unwanted and unwelcome behavior for any individual which badly effect their work efficiency and reputations among the society and market as well. This types of harassment cannot be justified just in the documents.⁵⁴

In the recent situations women are facing this types of harassment at the highest level due to this Act women cannot do their job responsibility among the organization.

2.3 Global Studies and Regional Studies on Workplace Harassment

Global Studies

In the context of global study and under the gender inequality women are facing the different types of harassment in workplace at the global level. This studies aim to highlights the different kind of harassment additionally under the international Labor Organization many women face the different types of harassment at the workplace due to badly effect their professional carrier.⁵⁵

⁵² Fitzgerald, Louise F., and Sandra L. Shullman. *Sexual Harassment: Theory, Research, and Treatment*. Boston: Allyn & Bacon, 1993.

⁵³ Catharine A. MacKinnon, *Sexual Harassment of Working Women: A Case of Sex Discrimination* (New Haven: Yale University Press, 1979), 88.

⁵⁴ Ståle Einarsen et al., *Bullying and Harassment in the Workplace: Developments in Theory, Research, and Practice* (Boca Raton: CRC Press, 2010), 71.

⁵⁵ International Labour Organization, "Safe and Healthy Workplaces: Women and the Future of

At the global level market and through the lens of MeTo movement which were started in 2017 they were highlight the different types of harassment at the workplace such as sexual harassment physical, verbal as well as the psychological harassment which deeply affected the women at the global market level.⁵⁶

In the corporate sectors and particularly in the different sectors such as construction, finance and non-traditional sector real estate women are facing the highest level of harassment. According to the Real estate industry in the US and the percentage were found the different types of harassment over there were 60% additionally In this 60% not only involve the concern authority, colleagues as well as their client which were harass the women at the workplace.⁵⁷

“Abdul Hadi, “Workplace sexual harassment and its underreporting in Pakistan”, European Journal of Interdisciplinary Studies, 8, no. 2 (2022): 45-58”, noted that “Sexual harassment in the workplace is the most frequent form of gender based violence occurring in Pakistani society which is characterized by patriarchy and gender segregation.

When women attempt to join workforce and take economic responsibilities of family in opposite to predominating social norms, they have to suffer from sexual harassment. This sort of unfriendly and hostile working environment for women disclose not only the gender-biased structure of the workplace but also ingrained and entrenched culture which objectify women and quite often paints her as mere recipients of male desire. The view of women’s objectification are reproduced and perpetuated in working environment of patriarchal societies.”⁵⁸

The study which were conducted in the UK from Chartered institute of building (CIOB) they were found the different types of harassment in the construction sectors such as the sexual harassment and psychological harassment just because of that due to their splinter group in this field.⁵⁹

Work," *ILO.org*, March 2021,

⁵⁶ Susan Chira and Catrin Einhorn, "How the #MeToo Movement Has Spurred a Wave of Sexual Harassment Cases," *The New York Times*, December 3, 2017.

⁵⁷ Sarah L. Matthews, "Sexual Harassment in Real Estate: A Case Study," *Journal of Real Estate Research* 19, no. 2 (2020): 187.

⁵⁸ Abdul Hadi, “Workplace sexual harassment and its underreporting in Pakistan”, European Journal of Interdisciplinary Studies, 8, no. 2 (2022): 126,
https://revistia.com/files/articles/ejis_v8_i2_22/Hadi.pdf

⁵⁹ Chartered Institute of Building, "Breaking Down Barriers: Women in the Construction

Regional Studies (South Asia and Pakistan)

At the regional level studies especially in the Asian countries like Pakistan and male dominated society involves the different types of factors due to that women face the harassment such as cultural, social, and religious factors as well. According to the United Development Program and this study show the 53% ratio of those women which were facing the different types of harassment in the Asian country at their workplace just because of fear of job loss and this is the biggest issue among at the global level.⁶⁰

Workplace harassment is one of the biggest dilemma all over the Pakistan after the workplace harassment act 2010 which aimed was to protect the women against the harassment at workplace.⁶¹ Without being affected by workplace harassment in the corporate sector is the biggest issue for women additionally under the alliance against the sexual harassment and the report were conducted against the harassment was 90% women are facing the sexual harassment during the professional carrier.⁶²

According to this survey and report this type of harassment mostly occurs in this field like education, healthcare, insurance industries and construction sectors as well where they ignore the gender sensitivity and have no proper policies at the organizational level.⁶³

2.4 Specific Challenges Faced by Women in Male-Dominated Industries Such as Real Estate

Women are facing the specific challenges in the real estate industry. Below given some different types of challenges such as:

Gender Stereotyping and Bias

Industry," *CIOB Report* (2019): 21–23.

⁶⁰ United Nations Development Programme, *Human Development Report: Gender Inequality in South Asia* (New York: UNDP, 2019), 68.

⁶¹ Protection against Harassment of Women at the Workplace Act, Government of Pakistan, 2010.

⁶² Alliance against Sexual Harassment (AASHA), "Workplace Harassment in Pakistan: A Survey Report," *AASHA.org*, 2020.

⁶³ Saima Jabeen and Syeda Zainab Rizvi, "Workplace Harassment in Male-Dominated Industries: A Case of Real Estate in Pakistan," *Journal of Gender Studies* 11, no. 1 (2021): 55–58.

The real estate sector is a male-dominated industry in Pakistan, where women face gender stereotype issues within organizations. Moreover, the nature of real estate marketing is unique, with different aspects and clientele. Due to these circumstances, women sometimes face verbal and psychological harassment within the workplace. Such an environment is not productive for women at the market level. It presents an alarming and critical situation for women in the workplace, reinforcing their subordinate status in both the country and society.⁶⁴

Lack of Supportive Workplace policies

The lack of workplace policies is one of the biggest issues within organizations. In the real estate industry, which is a male-dominated sector, the role and participation of women face increasing challenges due to the absence of effective anti-harassment policies at the organizational level. Moreover, many women leave their jobs because of such harassment, as it severely affects their market presence and professional careers.⁶⁵

Isolation and Exclusion

The real estate industry is considered one of the largest industries worldwide, and the participation of women in this sector remains a significant challenge at the global market level. Women often face various forms of isolation in the workplace, including harassment and exclusion from client networking opportunities. Companies should take responsibility for eliminating such forms of isolation, as they negatively affect women's work productivity.⁶⁶

Fear of Retaliation

In the real estate industry, the alarming situation of retribution is evident, as a large number of women working in this sector face significant barriers when it comes to reporting harassment. Most women do not report such incidents due to cultural constraints, and concerns about their

⁶⁴ Matthews, "Sexual Harassment in Real Estate," 190.

⁶⁵ Saigol, "Women's Empowerment in Pakistan," 17.

⁶⁶ United Nations Human Settlements Programme (UN-Habitat). *Gender Equality and Urban Development: Building Better Communities for All*. Nairobi: UN-Habitat, 2012.

professional careers, family reputation, and social standing. This is a ground-level reality in real estate marketing—women often cannot take action against any form of harassment. As a result, they are unable to grow professionally, as the fear of retaliation prevents them from making the right decisions at the right time.⁶⁷

2.5 Legal and Policy Framework in Pakistan

Women are the main pillar of any nation, and they play an important role in every sphere of life. When women are empowered—politically, economically, and educationally—they contribute significantly to national development. However, various barriers hinder their progress, including cultural and social constraints, gender discrimination, gender inequality, and limited economic opportunities. In addition to these obstacles, one of the most significant factors affecting women's productivity is workplace harassment.⁶⁸

Harassment can take many forms, such as physical harassment, unwanted touching, and both verbal and nonverbal harassment. It is an unwelcome act where the woman is not willing to engage in any behavior that someone else expects from her. This often occurs among women working in public, private, and corporate sectors, where they face such types of harassment without their consent.⁶⁹

To ensure women's rights, the Constitution of Pakistan provides equal rights to women and

⁶⁷ Bharati, Anju. "Gender Disparity and Harassment in Real Estate: A Case Study of Women Professionals." *International Journal of Gender Studies* 9, no. 2 (2020): 45–60.

⁶⁸ Kabeer, Naila. *Gender Equality and Women's Empowerment: A Critical Analysis of the Third Millennium Development Goal*. Geneva: United Nations Research Institute for Social Development, 2005.

⁶⁹ Fitzgerald, Louise F., and Sandra L. Shullman. *Sexual Harassment: Research and Public Policy*. Washington, DC: American Psychological Association, 1993.

guarantees protection against workplace harassment. The *Protection against Harassment of Women at the Workplace Act, 2010* offers legal protection specifically aimed at addressing harassment in professional settings. Additionally, existing legislation continues to work toward the protection of women's legal rights in Pakistan and aims to bring further improvements and recommendations to strengthen these rights.⁷⁰

2.5.1 The Protection against Harassment of Women at the Workplace Act 2010:

A Legislative Review

Harassment against women is the worse reality in Pakistan, according to the several studies conducted related to harassment one of the conducted from the Alliance against Harassment. This research study conducted in Lahore and according to this report about 58% of nurses and doctors are sexually harassed with other doctors and nurses, attendants, patients and visitors as well.⁷¹

According to the *Inquiry Report on Women Employment* (2003) by the National Commission, about 50% of the women interviewed—who were working in the public sector—reported experiencing sexual harassment. Another study on workplace harassment revealed that between 2008 and 2010, a total of 24,119 cases of violence against women were recorded, out of which 520 were related specifically to workplace harassment. These reports highlight that women are severely affected in workplace environments, and harassment has become a common phenomenon in Pakistan.

However, this is not meant to discourage women's participation in the workforce. Nonetheless, such experiences can cause serious health issues. While many women are strong enough to face these challenges, some are unable to cope, which can lead to serious health and safety risks.⁷²

⁷⁰ Government of Pakistan. *Protection against Harassment of Women at the Workplace Act, 2010*. Islamabad: Ministry of Law and Justice, 2010.

⁷¹ Alarming Rise in Crimes against Women: HRCP' Pakistan Press Foundation (4 February 2005), accessed 9 September 2016.

⁷² National Commission on the Status of Women. *Inquiry Report on Women's Employment in Public Sector and Workplace Harassment*. Islamabad: Government of Pakistan, 2003.

To address workplace harassment, the Government of Pakistan passed the *Protection against Harassment of Women at the Workplace Act* in 2010. The main objective of this act is to protect women from all forms of harassment they may face at work, which was a widespread issue prior to the enactment of this legislation. According to the Act, both federal and provincial governments are responsible for hearing complaints filed by women who experience harassment in the workplace. This legislative review is divided into two parts: the first part focuses on analyzing the statement of the Act, protecting the victim, and discussing how harassment occurs in the workplace. The second part examines the provisions of the Act through a legal lens, presented in a structured and sequential manner.⁷³

Part one of the Legislations for the protection against harassment at workplace

Part One of the Act briefly discusses the equal rights of men and women under the *Protection against Harassment of Women at the Workplace Act, 2010*, and emphasizes providing equal opportunities for both genders in all spheres of life, enabling them to earn their livelihoods without discrimination.

The second main objective of the Act is to create a safe working environment where women feel secure, respected, and are able to contribute to the country's economy without fear or gender-based discrimination.⁷⁴

Moreover, some international act which was adopted for women against the harassment are included Universal Declaration of Human Rights according to that there is no gender discrimination gives the equal opportunity both male and female in every part of life, "The convention on the Elimination of all forms of Discrimination against women" according to that by coot all types of discrimination such as gender discrimination, gender inequality gives the equal opportunity both male and female all these international laws Pakistan were adopted for the

Aurat Foundation. *Annual Report on Violence against Women in Pakistan (2008–2010)*. Lahore: Aurat Foundation, 2011.

⁷³ Government of Pakistan. *Protection against Harassment of Women at the Workplace Act, 2010*. Islamabad: Ministry of Law and Justice, 2010.

⁷⁴ IBID

promotion of women in Pakistan and for the awareness of both male and females.

According to the international human rights legal framework they give the equal rights for everyone without any discrimination such as: greed, race, color and religious factors as well as the cultural norms and value they give the equal opportunity and equal gender right to everyone. Moreover, give the freedom of work at workplace, enjoyment of work and also the other benefit among with the essential of the right to work.⁷⁵

According to the Rhona K.M. Smith they explain comprehensive all types of rights and give the classic freedom to the women at workplace and all types of other rights which give the empowered to the women. Rhona said that women should be empowered in every sphere of life such as women are empowered through politic, economic, social life as well as the professional life and they know about her all types of rights which give through the state as well as the international level.⁷⁶

Under the UDHR (Universal Declaration of Human Right) Article no 23 protected the women rights, ICESCR, CEDAW all these are similar protections to give both male and female. However, in the context of Pakistani society Pakistan is included a third one country every aspect of rights which related to women all were adopted but in the implementation were zero since the adaptation to till today. Every kind of protection which is related to the women a present in documentary form but the implementation is zero.⁷⁷

According to the United Nations, harassment includes all forms of unwanted behavior—verbal, nonverbal, and physical. To address this, the UN promotes an effective and safe work environment where women feel comfortable and respected. As stated by the UN, "States parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality between men and women, the same rights." This emphasizes the protection of women's right to work and the obligation of every state to promote gender

⁷⁵ Rhona K.M. Smith, *Textbook on International Human Rights* (3rd edn Oxford University Press) 268.

⁷⁶ Art. 23, the *Universal Declaration of Human Rights* protects the individuals' right to work.

⁷⁷ Art. 6, the *International Covenant on Economic, Social and Cultural Rights* protects an individual's right to work.

equality in the workplace.⁷⁸

Secondly which reason happen it is gender discrimination and violence against the women according the universal declaration of human rights it's all are prohibited under the international human right Law. According to the CEDAW any type of gender based violence is prohibited and that is badly affecting the women than men.⁷⁹

This study discusses the various forms of workplace harassment in both corporate and private sectors, including banks, real estate, insurance companies, construction firms, hospitals, and textile companies. However, the primary focus of this research is on the real estate sector in Islamabad. The researcher examines the legal protections against workplace harassment of women as outlined in the Constitution of Pakistan, as well as in the context of international frameworks and standards.⁸⁰

Part Two Equipment of Legislation: Deep interpretation

Through the lens of 2010 Act part two describes and define the deep interpretation and well manner role of every part of the equipment of legislation. Moreover, its analyses the role of every part of legislation such as the role of inquiry committee, the role of ombudsman, the role of the manager and employer as well and also the briefly describes the implementation of this act at workplace with the respect of the present legislation.

⁷⁸ United Nations. *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*. New York: United Nations, 1979.

⁷⁹ UN Committee on the Elimination of All Forms of Discrimination against Women (CEDAW), 'CEDAW General Recommendation No. 19: Violence against women' 1992, in 'Note by the Secretariat, Compilation of General Comments and General Recommendations Adopted by Human Rights Treaty Bodies' (29 July 1994) UN Doc HRI/GEN/1/Rev.1, accessed 9 September 2016

⁸⁰ Government of Pakistan. *Protection against Harassment of Women at the Workplace Act, 2010*. Islamabad: Ministry of Law and Justice, 2010.
United Nations. *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*. New York: United Nations, 1979.

1. Compass and Jurisdictions

According to The Lahore High Court's and Federal Laws in Pakistan they take decision against the issues which were raising in the territory of the Pakistan at the provincial level as well as federal level. Moreover, under the section 2 which are related to federal law additionally through the lens of the constitutional amendment of 18th which represent the balanced power between at both central and provincial level, below mentioned some important key point such as:

Key Points from the Case:

1. **Scope of the Federal Law:** According to the scope of the Federal Law and under the Section 1(2) of the federal law in the first instance to advisable its opposite across the intact territory of Pakistan, enclose both federal and provincial regions.
2. **Lahore High Court's Interpretation:** “The Court "read down" this provision, effectively limiting the application of the federal law to areas not part of any province. This means that federal jurisdiction is confined to federally administered territories such as the Islamabad Capital Territory, Federally Administered Tribal Areas (FATA) (prior to its merger with Khyber Pakhtunkhwa), and other similar regions.”⁸¹
3. **Impact of the 18th Constitutional Amendment:** The 18th amendment plays an important role both provincial boundaries as well as the provincial Ombudsman. After it that the jurisdiction of the court briefly over view the complaint on both level such as provincial boundaries and along with the provincial ombudsman.

Jurisdictional Clarity: According to the jurisdiction clarity and over view of the complaint of harassment both federal Ombudsman and provincial Ombudsman look after all these matters across the entire territory of Pakistan. The importance of this decision to maintain the harmony according to the constitutional amendment as well as the federal structure. Moreover, highlights the role of judiciary and link between at federal and provincial level and strong implementation against the harassment and will be take quick actions across all the provincial with respect of the provincial Ombudsman and Federal

⁸¹ The Gazette of Pakistan, THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT 2010, Islamabad March 11, 2010. <https://qau.edu.pk/pdfs/ha.pdf>

Ombudsman.⁸²

Workplace Harassment

According to the 2010 Act of workplace harassment has been defined as: place of work and the surface area of an organization such as buildings, factory or any open larger area where the employer doing work along with different activity it's all are linked with the official activity and official work as well. Before the federal Ombudsman According to the this definition and under the 2010 Act of workplace harassment analyze the any organization which are linked with the official activity at where you do any type of unwanted and unwelcome behavior became in your attitudes it's called the Harassment and also included the workplace harassment.

Here the researcher described one of the example of university where the professor harass the student and it is the prohibited and after it that under the section 2n university are also included an organization where nobody can harass the student and teachers as well.

This Act is actually applied on the employer, employees, student and teachers as well. Sexual Harassment Act 2013 in India at the workplace harassment is more protectable than Pakistan and the language of this Act was so simple to understand and accessible for the reader. Under the 2013 Act of India for the women and protection against the harassment at the workplace they are more protected for the women which are working along with the different organization, private sectors as well as the unorganized sectors such as domestic level they protect the women fully in all the context and provide the free and safe environment over there⁸³

Inquiry Committee and Penalties

According One of the important thing is that this inquiry to the 2010 Act and under the section 03 at the level of federal and provincial all the organization which included all private institutes and private organization should have an inquiry committee, This inquiry committee contains three members and one should be a women additionally complaint should be made by against one member of the inquiry itself Immediate.

Inquiry committee has all type of power which described the section of 05 they have power to

⁸² Section-1(2) states that the Act extends to the whole of Pakistan.

⁸³ Section 2(n), the Protection against Harassment of Women at the Workplace Act 2010

inquire the complaint against the harassment and how they deal with them they briefly check the complaint and get the evidence against the person and sometimes they record the evidence also inquiry committee has the right to get the medically examine the recommended to the ombudsmen section for the action against the person if the case is mature against the complaint. The inquiry committee consist of two penalties on of minor and second of major.

“Minor penalties include censure, withholding for a specific period, stoppages, or recovery of compensation payable to the complainant from the pay or any other source of income of the accused. Major penalties include demotion to a lower post, compulsory retirement, removal/dismissal from service and a fine.”

The duty of the inquiry committee is to inquire all the issue against the compliant on the basis of facts and figure and the process is not committee only involved when the case is reported to it and they take the strictly take the action against the harassment which the purpose of that to provide the healthy environment at the workplace.⁸⁴

Role of the Ombudsman

If the complaint and the result is not satisfied which were given from the inquiry committee they can appeal to the Ombudsman because they have the same power as like the inquiry committee under the civil court and code civil procedure act 1908. According to the this Act to quickly provide the justice and which decision made from the federal Ombudsman no one can challenge this decision. The Role of Ombudsman plays a vital role against the complaint because they full of power and they quickly provide the justice and promote the healthy environment.

Duty of Management and Employer of the workplace

The core duty of the management is that to provide the strong and healthy environment at the workplace where men and women both fell free to work and they also know about the company policy against the harassment. All type of knowledge give them which are describes above the section in 03 and 11 and the role of inquiry committee as well as the role of the Ombudsman. All the companies which based on the private and in the corporate sector has one department of this complaint and every employee aware of the company policy as well as the role of Pakistan

⁸⁴ Section 3, the Protection against Harassment of Women at the Workplace Act 2010.

government against the harassment. Through the lens of the above analysis where describes the all type of harassment and their action and responsibilities of the court and code of conduct procedure which play an important role for the promotion of the healthy environment at the workplace. Moreover, described the discrimination both gender at the same place such as salary and so on other things are involved which badly affected the work efficiency and productivity of the employer.

Summary:

The protection against harassment Act 2010 plays an important for the woman rights as well as protection against the harassment at the workplace as a significant legal issue which is violated for the women at the workplace. Moreover, for the purpose of that government of Pakistan adopted the international laws for the protection of women as well as the rights of women in Pakistan such as UNHR and CEDAW. According to them women can raise their voice against her rights as well as the violations against the women at the domestic level as well as the federal and provincial level.

According to the 2010 Act protect the women at the workplace harassment and give them to rights to fight against the person which badly affected their work efficiency as well as their productivity in the market. This Act cover the different dimension against the women protection, such as above describes the harassment first then also describes the workplace harassment at the professional plate form as well as the action against the complaint and the role of the inquiry committee and also describes the role of ombudsman and their justice against the complaint if they were launched at the professional and official level.

2.6 Laws and its implementation in the Real Estate sector of Pakistan: Case Study of Islamabad

➤ Challenges in Implementation

In the real estate industry and comparative study of 2010 Act and its implementation against the harassment at workplace is one of the biggest challenge due the lack of awareness related the Law. Many women are working in the real estate industry but they do not have any idea about their rights among the organization and society. Moreover they do not take any action due to the

isolation and job loss in the real estate marketing.⁸⁵

The second thing is that most of the smallest level at real estate companies they have no a proper human resources department and have no proper inquiry committee for the action against the harassment at workplace. Although in this situation mostly women are affected due to harassment and they cannot launch complaint.⁸⁶

➤ **Cultural Barriers**

Pakistan is the multi-cultural diversity country also they have four provinces and different types of cultural follower lives over here. Moreover, it is considered the male dominated country and society as well. According to women harassment Act 2010 and its implementation on the real estate sector is one of the biggest challenge due to cultural barrier. Most of the women are working in the real estate industries and face harassment in daily basis from their colleagues and clients but they cannot take any action due to her professional carrier because they cannot face any kind of situation which badly disrespect her family among the society and they field shamed at workplace which is also considered the male dominated field.⁸⁷

➤ **Institutional Gaps and Enforcement Issues**

Institutional gaps and enforcement issues is one of the biggest challenges against the harassment control over at workplace. The role of the federal ombudsperson for protection against harassment plays an important role and they lead the all cases which are launch at daily basis. The office of ombudsperson is located in Islamabad and women are not directly approach from different regions and cannot take their proper services.⁸⁸

Additionally, the enforcement of “penalties for non-compliance with the 2010 Act” and certain types of laws are implemented at the different sectors such as type banking and telecommunication

⁸⁵ Ayesha Khan, "Implementation of the Protection against Harassment of Women at the Workplace Act, 2010," *Journal of Gender Studies* 9, no. 2 (2017): 34.

⁸⁶ Huma Iqbal, "Challenges in Implementing Harassment Laws in Male-Dominated Sectors," *Pakistan Law Review* 15, no. 3 (2020): 78

⁸⁷ Nadia Agha, "Workplace Harassment in Male-Dominated Industries: A Case Study of Pakistan's Real Estate Sector," *Asian Journal of Women's Studies* 24, no. 1 (2020): 113.

⁸⁸ Pakistan Alliance Against Sexual Harassment (AASHA), "Annual Report on Workplace Harassment in Pakistan," *AASHA.org*, 2020.

sectors and law provides the protection against harassment from employees. However, it is not properly implemented in the real estate industry due to the nontraditional sector In Pakistan as compared to others sectors.⁸⁹

➤ Positive Development

In the recent year of real estate industry in Pakistan many companies adopted and follow the laws against the harassment at workplace. Furthermore for the reputation of the company they spread the awareness among the colleague's against harassment at workplace.⁹⁰

Some real estate companies are working on harassment at workplace such as (PREIF) Pakistan real estate investment forum.⁹¹

Summary:

Protection against the harassment Act 2010 plays an important role for the promotion of women empowerment and control of any kind of harassment at workplace and the legal laws and framework protect the women rights and dignity among the society. In the past decades situation were different which already researcher describes above and also they describes some positive development at the smallest level and biggest level where some companies are working on the harassment and develop some kinds of forums for the protection of women and promotion of women empowerment.

2.5.3 Case Studies on Women Empowerment and Harassment

In the Asian countries Pakistan is also included one of them and researcher doing to discuss in this chapter different case studies from different countries related the women empowerment and harassment. Moreover, all these cases highlight that which kind of barriers are women facing against her rights and barrier related to harassment which cannot take an action against the harassment at workplace.

⁸⁹ Iqbal, "Challenges in Implementing Harassment Laws," 80.

⁹⁰ Tahira Saeed, "Progress and Pitfalls: Implementation of the 2010 Workplace Harassment Act in Pakistan's Corporate Sector," *Business Ethics Quarterly* 30, no. 2 (2022): 216.

⁹¹ Pakistan Real Estate Investment Forum (PREIF), "Gender Diversity in the Real Estate Sector: A Report," *PREIF Report*, 2021.

Case Study: Women in Real Estate Sector Pakistan

Empowerment through non-traditional roles

In the Pakistan real estate industry which is considered the male dominated industry. Further when the times change and started the enrollment of women in this industry are increase day by day in 2015 for the economic independency and advancement of professionalism. Participation of women in this industry bring the changes among the colleague's and clients as well because begin a female agent clients are more comfortable with them for purchasing and buying the product. ⁹²

In the non- traditional industry where the females participation gives the success and economic independency on the other hand many challenges they were facing over there. Many females harass at this firm and they cannot take the action against the harassment due to some cultural barriers as well her reputation among the society and in the organization as well. Through the lens of women harassment act 2010 most of the cases were not reported just due to fear, isolations some cultural barriers and fear of loss of job. ⁹³

According to this case study where the real estate industry gives the opportunity and promote the women through financially on the other hand they still facing the such kind of harassment over there and appearance of 2010 Act they cannot take any action due to barriers.

Case Study: Women in Construction India

Breaking Barriers in Male Dominated Industries

Pakistan real estate industry which is considered the male dominated industry in Pakistan on the other hand in India the construction industry also considered the male dominated industry in India. In the India construction companies and the enrollment of women plays an important role for the promotion of women independency and labor work force among the country and society as well. One of the major case study which were conducted in Mumbai construction companies where the women are more empower through economically because the enrollment of all those women are

⁹² Ayesha Khan, "Women in Non-Traditional Occupations: Case Studies from Pakistan's Real Estate Sector," *Journal of Gender Studies* 12, no. 3 (2021): 67

⁹³ Ibid.69

had less access the formal education and they want to independent through economically.⁹⁴

Meanwhile where the women are economically strong in this industry and they were supporting her families as well they were facing the different kind of harassment at the workplace such as the verbal, physical, psychological as well as the sexual harassment. But the verbal and psychological harassment at on the highest level. According to women harassment Act 2013 India many of women are not aware her right and legal laws against the harassment at workplace. For the purpose of that and free from harassment at workplace government of India gives the resources at the region level where they can easily launched her complaint and take the action against the harassment.⁹⁵

This case study highlight the opportunity for the women empowerment as well as some kind of challenges which they are facing still in this types of industries and due to male dominancy and cultural barriers and some other kinds of barrier not allow to take an action against the harassment. 2013 Act of harassment protect the women rights in India and make the legal frame work for the women at the free from workplace harassment.

Case Study: Female Entrepreneurs in Real Estate Kenya

Navigating Patriarchy and Empowerment

According to case study related to real estate and construction companies In the Kenya women are facing the different type of barriers such as finical issues social issues and harassment at workplace as well. For the purpose of that “entrepreneur Jane MWangi” establishes the real estate company and the purpose of that to provide their employees to low income houses and also gives to opportunity to work over here.⁹⁶

The struggle of Mwangi change the situation of women and they promote the women empowerment among the country. According to Kenya sexual Act 2006 protect the women at workplace and the ratio of sexual harassment weak under this Act.⁹⁷

⁹⁴ Ruchi Sinha, "Empowerment and Harassment: Women Construction Workers in India," *Indian Journal of Labor Economics* 62, no. 2 (2020): 142.

⁹⁵ Ibid

⁹⁶ Jane Wanjiru Mwangi, "Women Entrepreneurs in Real Estate: Challenges and Opportunities in Kenya," *African Journal of Business Management* 14, no. 1 (2019): 99.

⁹⁷ Ibid

The analyzing the case of Mwangi they change the women status in the real estate marking also the sexual offence Act 2006 protect the women against the sexual harassment.

Summary/Conclusion

Chapter Two provides a comprehensive review of existing literature related to women's empowerment, workplace harassment, and the real estate sector, with a specific focus on Pakistan and international perspectives.

The chapter is divided into four main parts:

1. Women Empowerment

This section explores the concept of women empowerment as a fundamental pillar of societal development. It highlights the importance of political, economic, and educational inclusion of women. Despite global advocacy for gender equality, Pakistani women continue to face challenges such as gender stereotypes, inequality, and limited access to opportunities, and socio-cultural barriers.

2. Workplace Harassment

The second part delves into the various forms of workplace harassment, including physical, verbal, nonverbal, and psychological abuse. Research shows that many women, especially in public and corporate sectors, hesitate to report harassment due to fear of retaliation, damage to their professional reputation, or cultural restrictions. This reluctance significantly affects their mental health and career growth.

3. Real Estate Sector Context

This part discusses the male-dominated nature of the real estate industry in Pakistan, particularly in Islamabad. Women in this sector face both direct and indirect forms of harassment, along with exclusion from client networking and decision-making roles. The lack of organizational policies and protective mechanisms makes the working environment hostile and unproductive for women.

4. Legal Framework and Policies

the final section reviews national and international legislation aimed at protecting women from harassment. This includes Pakistan's *Protection against Harassment of Women at the Workplace Act, 2010*, and international frameworks such as the *UN Convention on*

the Elimination of All Forms of Discrimination against Women (CEDAW). These legal measures emphasize equal rights, safe working environments, and government accountability in addressing harassment cases.

Through the lens of various case studies from different developing countries in the real estate and construction sectors, it is evident that women continue to face multiple challenges in these fields. Although legal frameworks and laws have been developed to protect women against workplace harassment and to uphold their rights in society, these laws are often only present in documentary form. In some cases, they are implemented, but in most instances, they remain unpracticed.

However, in recent years, the situation has started to change. Women have become more aware of their rights and the protections provided under workplace harassment laws. Many women are now taking action against harassment. Still, those who do not take action often refrain due to personal, cultural, or reputational concerns, as well as the fear of losing their jobs.

CHAPTER 3

RESEARCH METHODOLOGY

This chapter consisted of research methodology. It includes overall research methodology including methods, techniques of data collection, sampling and ethical consideration and align to this research study objectives. In this chapter researcher have been outline the research methodology and explore the women empowerment and workplace harassment in real estate sector in Islamabad. The best way to explore the study both qualitative and quantitative approaches have been used to understand the exact nature and extent of problems, challenges and opportunities which women are facing in male dominate sectors.

3.1 Research Design

Mix method of research design have been implied in this study. Both qualitative and Quantitative approaches are used.

3.2 Mixed Method Approach (The qualitative cum Quantitative Approach)

Qualitative approach used during the research methodology because allowed to participant to share the proper incident and experiences related to workplace harassment and barriers of women empowerment among the country, society as well as the working organizations. The qualitative approach part is employed to explore the experiences of female working in the real estate sector. It provides rich and detailed information into the multifaceted social issues i.e. gender inequality, discrimination and workplace harassment. In the qualitative approach interview was conducted from the concern women working in real estate sector of Islamabad. This approach allowed participate to describe their personal experiences. This technique facilitated in depth data collection and enable researcher to uncover themes, subthemes, patterns, and meaning.

3.2 Case Study Approach

A **case study approach** was used, with the focus placed on the **real estate sector in Islamabad**. The real estate industry was selected due to its rapid expansion and the relatively low

representation of women in this male-dominated field. To examine the professional experiences of women in real estate sector is a compelling and relevant context where women faces a lot of opportunities as well as challenges.

According to the nature of topic and case study approach a focused place used during the research on the real estate sector in Islamabad. Real estate sector was chosen due to the rapidly participations of women in the male dominated sectors in Pakistan and particularly in Islamabad. Real estate sectors is a male dominated sector around the world as well as it is a fastest income generated field both male and female.

Where the real estate industry has a positive impact on the other hand it has a negative impacts and particularly for the females. To understand the exact nature of topic and concept of women empowerment in the real estate industry and in Pakistan researcher had described the different literature related to real estate industry as well as the workplace harassment and women empowerment in Pakistan.

Participated Criteria

The participant of this study first of all include women population working in the real estate sector of Islamabad along with stakeholder i.e. HR managers, Sale and Marketing personnel. Following is the selection criteria:

Women Employees: Women working in the real estate sector as administrators, managerial roles, sale and marketing roles etc.

HR Representative: HR representatives includes those involved in managing workplace policies, even recruitment and training etc.

Managers: Those who involves and have the responsibilities of supervision the workplace culture and gender harassment related.

3.3 Data Collection Methods

For data collection multiple methods were used i.e. in-depth interviews, survey, and

questionnaires. **Semi structured in-depth interview** were arranged with the women employees of the real estate sector of Islamabad. This technique was very productive as few employees shared their personal opinions, stories, and challenges in their office environment. It also gave me the opportunities to deeply observe individual experiences of harassment and discrimination in the workplace.

Structure Survey in the form of questionnaires was distributed amongst the women employees of the real estate sector to get information about various aspects of workplace including workplace harassment act, workplace policies, grievances, and gender based challenges.

In both Semi structured in-depth interview and Structure Survey in the form of questionnaires only women employees as HR Representatives, sales and marketing managers and employees were targeted to get relevant information.

3.4 Sampling technique

Non probability sample, the Purposive sample techniques was adopted to select targeted participants for this study. This method was helpful to select only those individuals relevant to the study. "Purposive sampling, also known as judgmental or selective sampling, is a non-probability sampling technique where researchers intentionally select participants based on their specific characteristics, knowledge, or experiences relevant to the research question, aiming to gather rich, in-depth data." Based on the women related issues in the workplace harassment and women empowerment in real estate industry so the purpose of that target population were women to ensure and share the relevant experiences related to organization as well as the discrimination, inequality and bias.

Convenient Sampling Technique

In the statistical analyses of an issue, "problem or phenomenon, sampling is usually taken from the larger population, to estimate characteristic of the whole population. For this study, Convenient Sampling Technique (also known as availability sampling) has been used to collect data. Convenient Sample is basically the type of non-probability sampling method, to collect

data from the members of the population who are easily available to participate in a study. This particular sampling method involve information from individuals of the population wherever you can find them and wherever is convenient to approach”. The researcher has adopted the Convenient Sampling method from the real estate sector of Islamabad focus only on women employees.

- **Sample Size**

For qualitative interview, 20 target population have been interview for the study and maintaining the depth findings. Below given describes the sample size which were consist of:

- ❖ **10** women enrolled on any roles in the sector such as sales team staff, administration.
- ❖ **5** HR representatives to discussed the company polices
- ❖ **5** Senior manager to ensure the leading perspective in the organization

For quantitative portion **100 respondents** were selected through convenient sampling technique.

Inclusion Criteria: Women Employees, Managers and HR representative responsible for workplace policies of the real estate sector of Islamabad.

Exclusion Criteria: Men working in the real estate sector of Islamabad were excluded as this study focus only on women population. Employees from other sectors outside real estate were also **excluded**.

3.5 Data Analysis

Qualitative Part

Qualitative research is a type of scientific method of observation, to gather non-numerical data of an issue, problem or phenomena. In such type of research, “the concept or problem is investigating. It is used to answer to particular questions, used a certain type of procedures to answer the question, collect evidences, and producing finding. Qualitative research method is mostly appropriate for a situation where little is known about the problem, and attempt are being made to generate new thinking, ideas through fieldwork in an organized way. This type of research is more effective to identify intangible factors about human and society i.e. social

norms, gender issues, ethnicity, religion, socioeconomic status, and the beliefs, emotions, and behaviors of individual or society. In qualitative research, participant observation, focus groups, and in-depth interviews are the most common methods of data collection”.

In-depth interview is the most common, effective and powerful way of qualitative research method. In this research work, in-depth interview method/technique of the qualitative research has been used to get information from the relevant individuals women employees of the real estate sector in Islamabad.

Thematic analysis was used to analyses the qualitative data collected from interview. “Thematic analysis is a qualitative research method used to identify, analyze, and interpret patterns or themes within data, often used to understand experiences, behaviors, or meanings”. The “thematic analysis technique for analyzing the qualitative interview was used by researcher. Thematic analysis technique helped researcher to identify various themes of this study, to address the research questions. Researcher has transcribed all the date collected from Interview. Before going to analysis the whole data was read again and again in order to be clearer about the data and its relations with the objectives of the study. All the themes were reviewed and modified to interlink with the main themes or research question, of the study. In the final stage the researcher wrote up the final analysis of the data in a comprehensive way”. The collected data was systematically transcribed and codes. This involves multiple times readings of the transcripts to identify keywords, themes and ideas.

- **Coding**

According to the research questions coding were generated related to harassment and women experiences, barriers, empowerment factors and polices and their effectiveness.

- **Theme Identification**

After the coding process them identification is more easy process to analyses the data which were collected from the target participant and focus individual group.it is one of the important process to finding the result because might be theme consist of the different dynamics, barriers at the workplace, policies related to control of harassment and the role of the manager and leading authority in the real estate sectors as well as theme consist of the women status around the

organization and society, gender discrimination, inequality and bias.

Key themes that have emerged from the data were:

- Awareness of Workplace harassment act
- Gender inequity and biases in recruitment and promotion
- Workplace harassment examples and forms
- Harassment complaints and organizational responses
- Workplace culture and shaping women experiences in real estate sector

This thematic analysis allowed researcher to for the comprehensive interpretation of qualitative data and it provide a thorough understanding of the opportunities as well as challenges as workplace harassment faced by women working in the real estate sector of Islamabad.

Quantitative Part

The collected data from 100 respondents was entered into SPSS software for analysis.

3.6 Ethical Considerations

In this study ethical consideration was always keep in mind because of the sensitivity of this topic.

Informed Consent: All those women participated in this study were well informed that this is an academic research work. Verbal consent was obtained from each individual participated in this study.

Confidentiality: Anonymity of all respondent was ensured. Personal information of participants were not shared in any third party and keep it confidential.

Sensitive Issues:

Looking to the nature of the topic, participants was provided a friendly and safe environment. Interview was arranged in a manner to keep it more supportive and encouraging and non-judgmental. Personal caring and support was offered to those participants who might have experiences some sort of distress during interview.

Such ethical measures was to ensured that this research work was to be conducted in a peaceful, respectful way and ensuring the protection wellbeing and rights of all participants.

The research methodology adopted in this research study was designed in way to effectively examine workplace harassment and experiences of women professional working in the real estate

sector of Islamabad. The use of qualitative approach, non-probability purposive sampling, and ethical consideration ensured that the data gathered for this research work is reliable and rich and it offers comprehensive insights into the chosen topic.

Summary:

This research Methodology has design to collect the comprehensive data from the real estate sector in Islamabad and understand the issues related to women at workplace and empowerment in the male dominated sectors in Islamabad. For the purpose of that study has use the qualitative and quantitative method to collect the exact data from the participant which are working in the real estate sector. Additionally, HR and senior manager also participated during the study and assisted to collect them a comprehensive interviews related to control of harassment and policies against the harassment and their leading role among the company. Study has maintained the confidential experiences related to women which they are facing in this sectors because it is a sensitive matter for the women.

Chapter 4:

Finding and Analysis

This chapter is about the finding and analysis of the survey-and Interview conducted in the real estate of Islamabad. This chapter is divided into two parts, part one is about the quantitative part, whereas the finding and analysis of the questioners is presented, while part two represents the finding and analysis of Interview that was arranged with the women employees of the real estate sector of Islamabad.

For data collection multiple methods were used i.e. in-depth interviews, survey, and questionnaires. **Semi structured in-depth interview** were arranged with the women employees of the real estate sector of Islamabad. This techniques was very productive as few employees shared their personal opinions, stories, and challenges in their office environment. It also give me the opportunities to deeply observe individual experiences of harassment and discrimination in the workplace.

To “find answers to research questions of this study, the researcher devised a quantitative survey instrument in the form of questionnaire. The research questions of this study have been operationalized by researcher into several statements in the questionnaire”. **Structure Survey in the form of questionnaires** was distributed amongst the women employees of the real estate sector to get information about various aspects of workplace including workplace harassment act, workplace policies, grievances, and gender based challenges. **Non probability sample, the Purposive sample techniques** was adopted to select targeted participants for this study. This method was helpful to select only those individual relevant to the study.

In both Semi structured in-depth interview and Structure Survey in the form of questionnaires only women employees as HR Representatives, sale and marketing managers and employees were targeted to get relevant information.

4.1 Survey Result (Finding and Analysis of the Quantitative Part of the Study)

This part of the research work presents the findings and results of the quantitative survey.

Section-I

Demographics (Optional)

Part no. 1 of this survey is consisted of only seven optional questions regarding demography of the respondents including department, position, company name, age, marital status, education, and job position. Their responses are recording as under.

Table 1: Department of Respondents

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Sales	60	60.0	60.0	60.0
Marketing	20	20.0	80.0	80.0
HR	10	10.0	90.0	90.0
Others	10	10.0	100.0	100.0
Total	100	100.0	100.0	100.0

This survey consisted of 100 respondents, including 60 percent from sale department, 20% from the marketing, 10% from HR department while 10 % from others.

Table 2: Job Position of Respondents

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Sale Agent	60	60.0	60.0	60.0
Marketing Agent	30	30.0	30.0	90.0

Floor Manager	5	5.0	5.0	95.0
Others	5	5.0	5.0	100.0
Total	100	100.0	100.0	100.0

This survey consisted of 100 respondents, including 60 percent working as sale agents, 30% working in the marketing/HR department while 5 % are floor manager, and 5% others.

Table 3: Experience in Years of Respondents

Response	Frequency	Percent	Valid Percent	Cumulative Percent
1	70	70.0	70.0	70.0
2	20	20.0	20.0	90.0
3	5	5.0	5.0	95.0
4	5	5.0	5.0	100.0
Total	100	100.0	100.0	100.0

This survey consisted of 100 respondents, of having experience of 70% of one year, 20% of two years, 5% of having 3 years' experience while another 5% having more than four years' experience.

Table 4: Age Distribution of Respondents

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Under 25	70	70.0	70.0	70.0
25-34	25	25.0	25.0	95.0
35-44	5	5.0	5.0	100.0
45 and above	0	0.0	0.0	100.0

Total	100	100.0	100.0	100.0
--------------	-----	-------	-------	-------

The respondents of this survey, having different age, 70% are less than 25 years, 25% are between 25-34years, 5% between 35 to 44 and no one above 45 years age.

Table 5: Marital Status of Respondents

Respon se	Frequenc y	Perce nt	Valid Perce nt	Cumulativ e Percent
Single	75	75.0	75.0	75.0
Married	25	25.0	25.0	100.0
Divorced	5	5.0	5.0	100.0
Window	0	0.0	0.0	100.0
Total	100	100.0	100.0	100.0

From 100 respondents of this survey, 75% are singles, and 25% married.

Table 6: Educational Level of Respondents

Response	Educatio nal Level	Perce nt	Valid Perce nt	Cumulat ive Percent
Matric/Interme diate	30	30.0	30.0	30.0
Bachelor	60	60.0	60.0	90.0
Masters	10	10.0	10.0	100.0
Total	100	100.0	100.0	100.0

Educational Level of Respondents are respondent with matric/intermediate 30%, Bachelors of 60%, Master of 10%. **Table 7: Job Position of Respondents**

Response	Frequen cy	Perce nt	Valid Perce	Cumulat ive
-----------------	-----------------------	---------------------	------------------------	------------------------

			nt	Percent
Sale Agent	85	85.0	85.0	85.0
Office Staff (Amin/HR/Finance)	25	5.0	5.0	90.0
Marketing/HR	5	5.0	5.0	90.0
Manager/Supervisor	5	5.0	5.0	100.0
Total	100	100.0	100.0	100.0

Out of 100 respondents, 85% are sale agents, 5% office (Staff/Admin/HR/Finance), 5% Marketing and PR, while 5% are Manager/supervisor.

Part-II

Section 2: General Awareness

Section 2 of this survey is consisted of only three questions about General Awareness regarding workplace harassment. General questions about workplace harassment were asked from women working in various companies/organization/offices of the real estate of Islamabad. The following tables and figures showed detail about their responses.

Table 8: Awareness of the Company's Policy on Workplace Harassment

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	50	25.0	25.0	25.0
No	30	15.0	15.0	40.0
Don't Know	20	10.0	10.0	50.0
Total	100	50.0	50.0	100.0

The question about “Are you aware of the company's policy on workplace harassment?” company’s policy on workplace harassment was asked from women working in real estate sector

of Islamabad. Out of 100 respondents, 50 (50%) replied that yes they know its company policy on workplace harassment. 30 (30%) respondents replied with no, while only 20 (20%) replied that they do not know their company's policy on workplace harassment.

Table 9: Training on workplace harassment in the last 12 months

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	10	5.0	5.0	5.0
No	80	40.0	40.0	45.0
Don't Know	10	5.0	5.0	50.0
Total	100	50.0	50.0	100.0

The question about “have you ever received any training on workplace harassment in the last 12 months?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 10 (10%) replied that yes they have received any training on workplace harassment in the last 12 months. 80 (80%) respondents replied with no, that have not received any training on workplace harassment in the last 12 months, while only 10 (20%) replied that they do not know about any training on workplace harassment.

Table 10: Knowledge of reporting workplace harassment within the organization

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	45	22.5	22.5	22.5
No	50	25.0	25.0	47.5
Don't Know	5	2.5	2.5	50.0
Total	100	50.0	50.0	100.0

The question about “Do you know how to report workplace harassment within the organization?”

was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 45 (45%) replied that yes they know how to report workplace harassment within the organization. Only 5 (5%) replied that they do not know, while 50 (50%) respondents replied they don't know how to report workplace harassment within the organization.

Section 3: Personal Experience

Section 3 of this survey is consisted of only four questions about Personal Experience regarding workplace harassment. Personal Experience about workplace harassment were asked from women working in various companies/organization/offices of the real estate of Islamabad. The following tables and figures showed detail about their responses.

Table 11: Experience or Witnessing of Workplace Harassment Types

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	20	10.0	10.0	10.0
No	70	35.0	35.0	45.0
Don't Know	10	5.0	5.0	50.0
Total	100	50.0	50.0	100.0

The question “Have you ever experienced or witnessed any of the following at your current workplace? Verbal harassment (e.g., slurs, name-calling, inappropriate comments, Physical harassment (unwanted touch, intimation), visual harassment (offensive images, or gestures), sexual harassment (unwanted advances, inappropriate jokes), Bulling or intimidation”, was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 20 (20%) replied that yes they have experienced or witnessed Verbal harassment Physical harassment, visual harassment and sexual harassment (unwanted advances, inappropriate jokes), Bulling or intimidation. 70 (70%) respondents replied with no, while only 10 (10%) replied that they do not any experience of it.

Table 12: Frequency of Witnessing of Workplace Harassment at Work

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	5	2.5	2.5	2.5
No	75	42.0	42.0	45.0
Don't Know	10	5.0	5.0	50.0
Total	100	50.0	50.0	100.0

The question about “How often have you witnessed or experienced harassment at work?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 5 (5%) replied that yes they have witnessed or experienced harassment at work. 85 (85%) respondents replied with no, while only 10 (10%) replied that they do not know.

Table 13: Reporting of Workplace Harassment

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	25	12.5	12.5	12.5
No	50	25.0	25.0	37.0
Don't Know	25	12.0	12.5	50.0
Total	100	50.0	50.0	100.0

9. The question about “If you experienced harassment, did you report it?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 25 (25%) replied that yes they know have experienced harassment, and did report to the authority. 50 (50%) respondents replied with no, while only 25 (25%) replied that they do not know about any harassment or reporting.

Table 14: Reasons for not Reporting Harassment

Response	Frequency	Percentage	Valid	Cumulative
-----------------	------------------	-------------------	--------------	-------------------

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	30	15.0	15.0	15.0
No	35	17.5	17.5	32.0
Don't Know	35	12.0	12.5	50.0
Total	100	50.0	50.0	100.0

The question about “If you did not report the harassment, the reason was? (Check all that apply) Fear of retaliation Lack of confidence in the reporting process didn't think it was serious enough didn't know how to report other”, was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 30 (30%) replied that yes they did not report the harassment, because of Fear of retaliation, Lack of confidence in the reporting process didn't think it was serious enough and didn't know how to report other. 35 (35%) respondents replied with no, while only 35 (35%) replied that they do not know.

Section 4: Reporting and Response

Section 4 of this survey is consisted of only five questions about Reporting and Response regarding workplace harassment. Reporting and Response in the workplace harassment were asked from women working in various companies/organization/offices of the real estate of Islamabad. The following tables and figures showed detail about their responses.

Table 15: Comfort Level in Reporting Workplace Harassment

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	50	25.0	25.0	25.0
No	20	10.0	10.0	35.0
Don't Know	30	15.0	15.0	50.0
Total	100	50.0	50.0	100.0

The question about “How comfortable do you feel about reporting workplace harassment to your supervisor or HR department?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 50 (50%) replied that yes they feel comfortable about reporting workplace harassment to supervisor or HR department. 20 (20%) respondents replied with no that they feel not comfortable about reporting workplace harassment to supervisor or HR department while only 30 (30%) replied that they do not.

Table 16: Comfort Level in Reporting Workplace Harassment

Respos e	Frequenc y	Percen t	Valid Percen t	Cumulativ e Percent
Yes	65	32.5	32.5	32.0
No	35	17.5	17.5	50.0
Don't Know	0	0.0	0.0	50.0
Total	100	50.0	50.0	100.0

The question about “How confident are you that the organization will handle harassment complaints properly and fairly?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 65 (65%) replied that yes they are confident that the organization will handle harassment complaints properly and fairly, while 35 (35%) respondents replied with no, that they are not confident that their organizations will not handle harassment complaints properly and fairly.

Table 17: Reporting Harassment in the Workplace

Respos e	Frequenc y	Percen t	Valid Percen t	Cumulativ e Percent
Yes	10	5.0	5.0	5.0
No	90	45.0	45.0	50.0
Don't	0	0.0	0.0	50.0

Know				
Total	100	50.0	50.0	100.0

The question about “Have you ever reported harassment in this workplace?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 10 (10%) replied that yes they have reported harassment in this workplace, know its company policy on workplace harassment. 30 (30%) respondents replied with no, while only 90 (90%) replied that they do not report harassment in this workplace.

Table 18: Satisfaction with organization response to Reporting Harassment

Respos e	Frequenc y	Percen t	Valid Percen t	Cumulativ e Percent
Yes	45	45.0	45.0	45.0
No	15	15.0	15.0	60.0
Don't Know	40	40.0	40.0	100.0
Total	100	50.0	50.0	100.0

The question about “If yes, how satisfied were you with the organization’s response?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 45 (45%) replied that yes they are satisfied with the organization’s response. 15 (15%) respondents replied they are not satisfied with the organization’s response, while only 30 (30%) replied that they do not know about it.

Section 5: Company Culture and Support

Table 19: Belief in Workplace Harassment as a problem in the organization

Respos e	Frequenc y	Percen t	Valid Percen t	Cumulativ e Percent
Yes	45	22.5	2.5	22.5

No	50	25.0	25.0	47.0
Don't Know	5	2.5	2.5	50.0
Total	100	50.0	50.0	100.0

The question about “Do you believe workplace harassment is a problem in this organization?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 45 (45%) replied that yes workplace harassment is a problem in this organization. 50 (50%) respondents replied with no, while only 5 (5%) replied that they do not know it.

Part-III: Workplace Harassment Act 2010 (Compliance and Awareness Questionnaire)

This part of the survey is consisted of 17 various questions about Workplace Harassment Act 2010. Questions regarding Workplace Harassment Act 2010 and its relevancy to their company were asked from women working in various companies/organization/offices of the real estate of Islamabad. The purpose of this part is to see whether working women of real estate of Islamabad, are aware of its government policies/legislations for their protection. It also evaluate and assess real estate sector of Islamabad, that either this sector is following rules/regulations and laws of the country to protect their employees at workplace.

Section 1: General Awareness of the Workplace Harassment Act 2010

Table 20: Awareness of the Workplace Harassment Act 2010

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	45	22.5	22.5	22.5
No	55	27.5	27.5	50.0
Don't Know	0	0.0	0.0	50.0
Total	100	50.0	50.0	100.0

The question about “Are you aware of the Workplace Harassment Act 2010?” was asked from

women working in real estate sector of Islamabad. Out of 100 respondents, 45 (45%) replied that yes they are aware of the Workplace Harassment Act 2010. they 55 (55%) respondents replied that they are not aware of the Workplace Harassment Act 2010.

Table 21: Training or information sessions of the Workplace Harassment Act 2010

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	15	7.5	7.5	7.5
No	85	42.5	42.5	50.0
Don't Know	0	0.0	0.0	50.0
Total	100	50.0	50.0	100.0

The question about “Have you been provided with any training or information sessions regarding the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 15 (15%) replied that yes they have been provided with any training or information sessions regarding the Workplace Harassment Act 2010, while 85 (85%) respondents replied that they have been never provided with any training or information sessions regarding the Workplace Harassment Act 2010.

Table 22: Understanding of rights under the Workplace Harassment Act 2010

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	30	15.0	15.0	15.0
No	70	35.0	35.0	50.0
Don't Know	0	0.0	0.0	50.0
Total	100	50.0	50.0	100.0

The question about “Do you understand your rights under the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 30 (30%) replied that yes they understand their rights under the Workplace Harassment Act 2010, while 70 (70%) respondents replied with no.

Table 23: Knowledge of what constitute harassment under the Workplace Harassment Act 2010

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	30	15.0	15.0	15.0
No	50	25.0	25.0	40.0
Don't Know	20	10.0	10.0	50.0
Total	100	50.0	50.0	100.0

The question about “Do you know what constitutes harassment under the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 30 (30%) replied that yes. 50 (50%) respondents replied with no, while only 20 (20%) replied that they do not what constitutes harassment under the Workplace Harassment Act 2010.

Section 2: Company Policies and Procedures

Table 24: Existence of Clear Written policy on Workplace Harassment

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	20	10.0	10.0	10.0
No	50	25.0	25.0	35.0
Don't Know	30	15.0	15.0	50.0

Total	100	50.0	50.0	100.0
--------------	-----	------	------	-------

The question about “Does your employer have a clear, written policy on workplace harassment that aligns with the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 20 (20%) replied that yes their employer have a clear, written policy on workplace harassment that aligns with the Workplace Harassment Act 2010. 50 (50%) respondents replied with no, while only 30 (30%) replied that they do not know about their employer have a clear, written policy on workplace harassment that aligns with the Workplace Harassment Act 2010.

Table 25: Receipt of a copy of the company’s written policy on Workplace Harassment

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	10	5.0	5.0	5.0
No	85	42.5	42.5	47.5
Don’t Know	0	0.0	0.0	47.5
Total	100	50.0	50.0	100.0

6. The question about “Have you received a copy of your company's workplace harassment policy?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 10 (10%) replied that yes they have received a copy of your company's workplace harassment policy. 85 (85%) respondents replied with no, that have never received a copy of your company's workplace harassment policy.

Table 26: Training on the prevention of harassment that complies with the Workplace Harassment

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	10	5.0	5.0	5.0

No	65	32.5	32.5	37.5
Don't Know	25	12.5	12.5	50.5
Total	100	50.0	50.0	100.0

The question about “Does your company provide training on the prevention of harassment that complies with the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 10 (10%) replied that yes their company provides training on the prevention of harassment that complies with the Workplace Harassment Act 2010. 65 (65%) respondents replied with no, while only 25 (25%) replied that they do not about their company provide any training on the prevention of harassment that complies with the Workplace Harassment Act 2010.

Table 27: Knowledge of the procedure for reporting Harassment as Outlined by the Workplace Harassment Act 2010

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	30	15.0	15.0	15.0
No	60	30.0	30.0	45.0
Don't Know	10	5.0	5.0	50.0
Total	100	50.0	50.0	100.0

The question about “Do you know the procedure for reporting harassment as outlined by the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 30 (30%) replied that yes they know the procedure for reporting harassment as outlined by the Workplace Harassment Act 2010. 60 (60%) respondents replied with no, while only 10 (10%) replied that they do not know.

Table 28: Awareness of designated officer/committee responsible for handling workplace harassment complaints in compliance with the act.

Respon s e	Frequenc y	Percen t	Valid Percen t	Cumulativ e Percent
Yes	30	15.0	15.0	15.0
No	40	20.0	20.0	35.0
Don't Know	30	15.0	15.0	50.0
Total	100	50.0	50.0	100.0

The question about “Are you aware of any designated officer(s) or committee responsible for handling workplace harassment complaints in compliance with the Act?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 30 (30%) replied that yes they are aware of any designated officer(s) or committee responsible for handling workplace harassment complaints in compliance with the Act. 40 (40%) respondents replied with no, while only 30 (30%) replied that they do not aware of any designated officer(s) or committee responsible for handling workplace harassment complaints in compliance with the Act.

Section 3: Personal Experience with Workplace Harassment

Table 29: Employer’s adherence to the guidelines of the Workplace Harassment act 2010 in handling Harassment Complaints

Respon s e	Frequenc y	Percen t	Valid Percen t	Cumulativ e Percent
Yes	25	12.0	12.0	12.5
No	60	30.0	30.0	42.5
Don't Know	15	7.5	7.5	50.0
Total	100	50.0	50.0	100.0

10. The question about “In your experience, has your employer followed the guidelines of the Workplace Harassment Act 2010 in handling harassment complaints?” was asked from women

working in real estate sector of Islamabad. Out of 100 respondents, 25 (25%) replied that yes their employer followed the guidelines of the Workplace Harassment Act 2010 in handling harassment complaints. 60 (60%) respondents replied with no, that there employer do not followed the guidelines of the Workplace Harassment Act 2010 in handling harassment complaints while only 15 (15%) replied that they do not.

Table 30: Filling a Workplace Harassment Complaints under Workplace Harassment Act 2010

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	10	5.0	5.0	5.0
No	90	45.0	45.0	50.0
Don't Know	0	0.0	0.0	50.0
Total	100	50.0	50.0	100.0

The question about “Have you ever filed a workplace harassment complaint under the protections of the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 10 (10%) replied that yes they filed a workplace harassment complaint under the protections of the Workplace Harassment Act 2010. 90 (90%) respondents replied with no, that they never filed a workplace harassment complaint under the protections of the Workplace Harassment Act 2010.

Table 31: Employer's Response to Complaint in accordance with the Workplace Harassment Act 2010

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	20	10.0	10.0	10.0
No	40	20.0	20.0	30.0
Don't	40	20.0	20.0	50.0

Know				
Total	100	50.0	50.0	100.0

The question about “If you filed a complaint, did your employer respond in accordance with the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 20 (20%) replied that yes If they filed complaints, their employer respond in accordance with the Workplace Harassment Act 2010. 40 (40%) respondents replied with no that if they filed complaints, their employer respond in accordance with the Workplace Harassment Act 2010, while only 40 (40%) replied that they do not know.

Table 32: Satisfaction with handling of complaints under Harassment under the Workplace Harassment Act 2010

Respos e	Frequenc y	Percen t	Valid Percen t	Cumulativ e Percent
Yes	30	30.0	30.0	30.0
No	40	20.0	20.0	30.0
Don't Know	30	30.0	30.0	100.0
Total	100	50.0	50.0	100.0

The question about “Were you satisfied with how your complaint was handled under the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 30 (30%) replied that yes they are satisfied with complaint was handled under the Workplace Harassment Act 2010. 40 (40%) respondents replied with no, while only 20 (20%) replied that they do not know about it.

Section 4: Retaliation and Safety

Table 33: Feeling of safety from retaliation when reporting Harassment under the Workplace Harassment Act 2010

Respos	Frequenc	Percen	Valid	Cumulativ
---------------	-----------------	---------------	--------------	------------------

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	30	15.0	15.0	15.0
No	50	25.5	25.5	40.0
Don't Know	20	10.0	10.0	45.0
Total	100	50.0	50.0	100.0

The question about “Do you feel safe from retaliation when reporting harassment under the protections provided by the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 30 (30%) replied that yes they feel safe from retaliation when reporting harassment under the protections provided by the Workplace Harassment Act 2010. 50 (50%) respondents replied with no, while only 20 (20%) replied that they do not about retaliation when reporting harassment under the protections provided by the Workplace Harassment Act 2010.

Table 34: Experience of Retaliation after Reporting Harassment under the Workplace Harassment Act 2010

Response	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Yes	30	15.0	15.0	15.0
No	40	20.5	20.5	35.0
Don't Know	30	15.0	15.0	50.0
Total	100	50.0	50.0	100.0

The question about “Have you ever experienced retaliation after reporting harassment in accordance with the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 30 (30%) replied that yes they have experienced retaliation after reporting harassment in accordance with the Workplace Harassment Act 2010. 40 (40%) respondents replied with no, while only 30 (30%) replied that they do not

know about any retaliation after reporting harassment in accordance with the Workplace Harassment Act 2010.

Section 5: Organizational Commitment to the Act

Table No. 35: Perceptions of Organizational Compliance with the Workplace Harassment Act 2010

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	65	33.0	33.0	33.0
No	35	17.5	17.5	50.5
Don't Know	0	0.0	0.0	50.0
Total	100	50.0	50.0	100.0

The question about “Do you feel your organization is fully compliant with the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 20 (20%) replied that yes their organization is fully compliant with the Workplace Harassment Act 2010. 20 (20%) respondents replied with no, while only 60 (60%) replied that they do not know that their organization is fully compliant with the Workplace Harassment Act 2010.

Table No. 36: Perceptions of Employer's Promotion of a Harassment-Free Environment under the Workplace Harassment Act 2010

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	60	30.0	30.0	30.0
No	25	12.5	12.5	42.5
Don't Know	15	7.5	7.5	50.0

Total	100	50.0	50.0	100.0
--------------	------------	-------------	-------------	--------------

The question about “How well do you believe your employer promotes a harassment-free environment as required under the Workplace Harassment Act 2010?” was asked from women working in real estate sector of Islamabad. Out of 100 respondents, 60 (60%) replied that yes they believe that their employers promotes a harassment-free environment as required under the Workplace Harassment Act 2010. 25 (25%) respondents replied with no, while only 15 (15%) replied that they do not believe that their employers promotes a harassment-free environment as required under the Workplace Harassment Act 2010.

4.2 Findings/Analysis of the Qualitative Interview from Women Employees of the Real Estate Sector in Islamabad

For my thesis women empowerment and workplace harassment in Pakistan: A Case study of real estate sector in Islamabad, I have conducted interview of the working ladies working in the real estate.

1. In response of my first question what challenges do women commonly face in advancing their careers in the real estate sector in Islamabad? I got responses and generate themes and codes for it like gender bias, social barriers, lack of support, misbehave, no respect, no inclusive workplace, honor killings, discrimination, stereotype, limited opportunity and no executive role.

	Themes	Codes
1	Gender Bias and discrimination	Gender Bias, discrimination, no executive role, limited opportunity
2	Social and cultural barriers	Social barriers, stereotype, honor killing
3	Lack of institutional support	Lack of support, no inclusive workplace environment, absence of leadership roles
4	Workplace harassment	Misbehavior, no respect, harassment from colleagues or client

5	Structural exclusion	no inclusive policies, exclusion from decision making underrepresentation
---	----------------------	---

Analysis

One of the most important themes that generated from the responses of the interviewers is gender bias decision. Women employees for the real estate sector of Islamabad often faces unequal opportunity and treatment compare to their male counterparts. Responses reported that Women employees for the real estate sector of Islamabad usually being overlooked for promotion, and always excluded from the leadership role and major deals. This decision is usually connected to the general belief that woman lack the capacity, and ability for leading the organizations and decision making hierarchy in real estate of Islamabad.

Many interviewers shared that their conservative family environment/expectations and the traditional role of male also remained a social and cultural barriers that discourage women from fully participating in workforce and usually faced threats or social backlash working in the male dominated sector. Even honor-based threat are also the extreme situations were also reported. The stereotype that real estate is not a respectable job for the female also has limited the freedom of mobility for women in the field.

The lack of institutional support is also one of the most significant barrier for Women employees for the real estate sector of Islamabad. Many interviews pointed out that lack of mentorship formal mechanism of guiding professional women, absence of networking opportunities and without structural leadership development training also reinforce male dominance in the this industry.

Another significant barrier is the work place harassment and misbehavior that discourage women and hamper long-term for Women employees for the real estate sector of Islamabad. Many respondent pointed out the inappropriate behavior of both male colleagues and clients such as disrespect or verbal harassment. These experiences has created a hostile and unsafe environment for Women employees for the real estate sector of Islamabad. The lack of effective policies within the real estate's organizations of reporting channels, and disciplinary actions further discourage women and thus perpetrating the cycle of fear and harassment within in real estate of Islamabad.

Lastly few women participants also noted that there are limited opportunities for women professional development in the real estate. Mostly women are deprived to held executive positions with the real estate sector of Islamabad. Even having good performances, many years' experiences and highly qualifications woman having rare chances of promoting on top-tier positions. This is to be considered as structural one rooted in the workplace cultural that only male can work on these positions and the absence of executive role of females in these organizations further discourage young women to pursue long-term careers in real estate of Islamabad. "These themes collectively highlight the multifaceted challenges faced by women in Islamabad's real estate sector. From deep-rooted cultural attitudes to institutional neglect and unsafe workspaces, the findings point to an urgent need for gender-sensitive reforms, support structures, and protective policies that can empower women and foster equitable career advancement."

2. In response of my second question **have you or someone else you know experiences workplace harassment in this sector? If so, what was the impacts of the incident?** I got responses and generate themes and codes for it like emotional and physical health, decreased productivity, negative company culture, fare of sharing such experiences and stuck in homes, change job, very limited scope for female working there.

	Themes	Codes
1	Psychological and physical health	Emotional stress, anxiety, health issues, trauma
2	Professional setbacks	Decreased productivity, job disengagement, poor performances
3	Cultural of fear and silence	Fear of sharing, fear of retaliation, no compliant mechanisms
4	Forced career exit or role change	Change of job, women quitting, stuck at home, forced to leave profession
5	Shrinking space for female participation	Limited opportunities for women, discouragement from joining, or staying

Analysis

The question regarding workplace harassment and its impacts have been in the interviewer with cautious observations, while some of the women employees working in the real estate sector of Islamabad remains reluctant to answers. However some of them responding that yes they agree that there are workplace harassment cases within their organizations. The most immediate effects of the workplace harassment in real estate of Islamabad is reported as Psychological and physical toll. Respondents shared that victim often experience Emotional stress, anxiety, health issues, and trauma in worse cases. Women employees the victim of workplace harassment often remained silence or force to be silent as there is the lack of support system within the organization.

Secondly the impacts of workplace harassment remained dominant on women employees' professional performance and productivity. Participant observed that after harassment many female remained less active, less engage in work, and anxious in interacting with others at their full potential. A strong silence and fear also emerged as a persistent theme from the respondents that women experience harassment at workplace are usually hesitate to speak out are considered themselves unsafe due to the fear of losing jobs, or repercussion. Most of the respondents noted that the lack of organizational mechanism to handle harassment cases affectively is also one of the reasons that women usually do not go for complaint. Such culture in real estate of Islamabad protects perpetrators and thus leaves victims feeling powerless and isolated.

Furthermore, workplace harassment in real estate of Islamabad, often resulted in women employees to leave or alter their jobs. Some of the respondent observed that to protect themselves often women quit jobs and avoid public facing. Other noted that few women remained in homes because of lack of support and safety concern and thus marginalized their role in this industry.

It was also revealed by the interviewers that toxic, male dominated and gender discrimination leads towards the lack of tolerance, lack of accountability, inappropriate behavior, and the minimum executive role of the women further create harassment a routine activities and perpetuate inequality.

“The responses make it clear that workplace harassment in Islamabad's real estate sector not only causes emotional harm but also restricts women's professional growth and participation. The

consequences are far-reaching—from mental health issues to job loss and reduced female representation. Addressing these issues requires urgent attention through strict anti-harassment policies, support mechanisms for victims, and a cultural shift toward safe, respectful, and inclusive workplaces.”

3. In response of my question what mechanism or policies does your organization have in place to prevent and address workplace harassment? I got responses and generate themes and codes for it like written policies, reporting procedures, positive work environment, negative company culture, no tolerance in case a situation identify. Some suggested for camera monitoring survival system, suggest for quick action, and considered it a crime.

Themes/Codes

	Themes	Codes
1	Formal organizations policies	Witten anti-harassment policies, HR manual, code of conduct
2	Reporting and redressal mechanism	Complaint procedures, internal committee, lack of follow-up
3	Workplace culture and attitude	Negative male dominated culture, positive environment, silence on issues
4	Suggested preventive measures	CCTV monitoring, surveillance system, awareness sessions, quick action
5	Harassment as a legal offense	Treated as a crime, demand for strict punishment, accountability calls

Analysis

Participants of this interview indicates that certain organizations of the real estate sector having formal anti-harassment policies, however they rarely implement it. Usually the HR branch having such documents and company codes, but their employees are usually unaware of such policies. These organization rarely held any training or meeting to inform and aware their employees of such written documents.

Another theme generated from the responses is the lack of reporting and redressal mechanism. It was noted that though some organization having complaint system to handle harassment complaints, however it lack the effectiveness to deal cases on priority bases. Delays, biases and failure to effectively address complaint usually led to their employees suffer in silence or leave jobs.

The over structure of the real estate sector have been revealed by respondent as a protective or a major enabler of harassment. Many female respondent urged that the top-tier leadership in real estate sector of Islamabad is usually males, thus foster an indifferent culture of male dominated one, where harassment are usually ignored or downplayed, that leads to the institutional support of harassment and open windows of culture of silence for female professionals.

Some of the respondents offers preventive measures to make real estate sector free of harassment and safer for female employees. They forwarded their suggestions for CCTV monitoring, surveillance system, awareness sessions, and quick actions.

“The findings from the participants’ responses reveal a complex and uneven landscape regarding mechanisms to prevent and address workplace harassment in Islamabad's real estate sector. While some organizations have formal policies in place, their implementation remains inconsistent and often ineffective due to a lack of awareness, transparency, or commitment from leadership. The absence of accessible reporting procedures and the prevalence of negative or indifferent workplace cultures further hinder the ability of women to seek justice or protection. On the other hand, the proactive suggestions from respondents—such as installing surveillance systems, ensuring swift responses, and recognizing harassment as a legal offense—indicate a growing awareness and demand for change. To create a truly safe and empowering work environment for women, it is essential that real estate organizations move beyond symbolic policies and adopt a holistic approach that includes enforceable regulations, cultural transformation, accountability mechanisms, and visible support for victims. This is not only critical for women’s safety and empowerment but also for the overall credibility and ethical integrity of the sector.”

4. In response of my question do you feel comfortable reporting workplace harassment if occurs? I got responses where the majority respondent agree that yes they will feel comfortable

of reporting if harassment occurs in the workplace. However certain respondent replies that though it is difficult but we will see if we can report it and there are top executive who can listen us properly.

Themes/Codes

	Themes	Codes
1	Willingness to report	Readiness to report, confidence in raising voice, sense of responsibility
2	Conditional comfort in reporting	Uncertainty, dependent on situation/context
3	Trust leadership/executives	Belief in support from top management, availability of approachable seniors
4	Barriers to full comfort	Emotional difficulty, stigma, fear of judgment or consequences

Analysis

The dominant theme generated from the response are their willingness that will report is any incident happens to them. It shows that the majority of them are well known of the issue and have confidence while working in the real estate sector. It seems that currently women employees of this sector knows their rights and responsibility to report. However significant respondents also reflected that though they can report harassment but will look to the potential consequences and severity of the case, indicates that they are not feel free the external and internal pressure of such action. Furthermore respondent noted that they have trust on some of their leadership that will listen to their complaint and will help them for further action still they remain uncertain about the confidentiality and seriousness of their complaint and the behavior of the top executives. Some of the respondent agreed that they will complaint cases within their organizations but also hesitate due to the fear of social stigma, judgment and doubt of the outcomes.

“The responses show a cautiously optimistic landscape regarding the willingness to report workplace harassment in Islamabad’s real estate sector. While a majority of women feel increasingly empowered to speak up, others still struggle with emotional and cultural barriers. The presence of trusted leadership figures is a positive factor, but broader organizational efforts are

needed to ensure that all women, regardless of position or situation, feel truly safe and supported when reporting harassment. Establishing a robust, confidential, and non-judgmental reporting mechanism, along with continuous awareness and sensitivity training, is essential to reinforce this trust and ensure lasting cultural change.”

5. In response of my question **what initiatives, if any, does your organization have to support and empower women in the workplace?** I got responses from which certain themes have been generated i.e. flexible work arrangement, mentorship opportunities, gender pay equality, safe and respectful workplace, training, awareness sessions etc.

Themes/Codes

	Themes	Codes
1	Flexible work policies	Work-from-home options, flexible hours, family friendly scheduling
2	Mentorship and growth opportunities	Mentorship programs, skill development, leadership training
3	Gender pay equality	Equal salaries for equal roles, performance based compensation
4	Safe and respectful environment	Zero-tolerance for harassment, inclusive policies for women
5	Training and awareness programs	Gender sensitivity workshop, workplace conduct training, legal awareness

Analysis

One of the most important theme generated from this interview is flexible working hours, remote work and adjustable schedules for female working in the real estate industry of Islamabad. Flexible working hours, remote work and adjustable schedules for women employees working in the real estate sector is to be considering very important to sustain their long term career in this sector, as woman have to balancing work life and family responsibility too.

Another them is mentorship and growth opportunity, though some organizations have regularly organized Mentorship programs, skill development, leadership training while other don't. This opportunity will not only enhance female professional skills, but will also prepare for managerial role too. Along with, many respondents urged for similar pay structure on the same role, regardless of gender, in the male dominated sector of real estate. The promotion of inclusive safe, respectful environment and ant—harassment policies, grievance committees, and zero tolerance like suggestions have also been forwarded by respondents. Such initiatives will contribute to more safe, secure working place for women and seems to be psychological support that will leads to women job satisfaction and empowerment

“The findings reveal that while the real estate sector in Islamabad is traditionally male-dominated, some organizations are taking commendable steps to support and empower women. Initiatives like flexible work options, mentorship programs, pay equity, and awareness training reflect a growing awareness of gender inclusion and empowerment. However, the implementation and consistency of these efforts vary widely across organizations. Sustained progress will depend on expanding these initiatives across the sector, reinforcing their importance through leadership, and ensuring that they are not only present in policy but also active in practice.”

6. In response of my question how do societal and cultural norms in Pakistan influences women's role and opportunities in the real estate sector? I got responses from which certain themes have been generated i.e. limit women jobs and access to real estate sector, patriarchy structure etc.

Themes/Codes

	Themes	Codes
1	Gender defined roles and expectations	Cultural view of women as homeworkers, limited role in business/public life
2	Patriarchal social structure	Male dominance decision making, women restricted role
3	Restricted mobility and exposure	Limitation on fieldwork, family disapproval, unsafe environment

4	Stigma around female employment	Negative perceptions of women in male dominated sectors, societal judgment
5	Limited access to professional network	Lack of awareness, exclusion from male dominated business circles

Analysis

The majority of the respondents agree that though the women working in real estate of Islamabad are educated and they have access to the market for employment, but still they agree that the societal and cultural norms in Pakistan influences women's role and opportunities in the real estate sector. They considered Pakistani society a male dominated society as well as the real estate sector of Islamabad and agree that there are still certain restrictions on them while working in this profession. Women are still considered as homemakers and their sole responsibility is considered to manage family affairs. This traditional culture framing lead to the perceptions that in the real estate sector-that involve outdoor interactions, negotiations, and assertive communications are unsuitable for women. Respondents further agreed that due to the patriarchal setup of the society male dominate the decision making spaces in the real estate sector while performing on key positions while women employees face a lot of challenges to lead a real estate organization.

Respondent also noted that cultural norms also restricted women from working late hours, interacting freely with clients, travelling independently, which are the practical requirement of this fields. Certain family restrict the mobility of their female and considered it inappropriate for women of field works that limits the full participation of women as equal to males in real estate sector of Islamabad. Limited access to professional networks and the stigma of women working in the male dominated sector are also significant where women face moral judgment, social scrutiny, or certain type of character based judgment, that create psychological pressure on them and limited their roles.

“The societal and cultural norms in Pakistan significantly influence and often constrain women's roles in the real estate sector. Deep-rooted patriarchal values, rigid gender roles, limited mobility, and pervasive social stigma collectively act as barriers that hinder women's full participation. Even those who manage to enter the field face isolation, lack of support, and diminished career

advancement opportunities. To create meaningful change, there must be a conscious effort to challenge these cultural norms through public discourse, policy support, community engagement, and organizational reforms aimed at inclusivity and gender sensitivity.”

7. In response of my question **do you know about the workplace harassment act in Pakistan?**

I got responses where the majority respondent agree that yes they knows about the workplace harassment act. Some of them noted that their organizations have display this act in their offices while some of the respondents were seems to be unaware of it. Those respondent who pointed out that they are well aware of this act further elaborate it that this act is a very positive initiative from the government to protect working ladies.

8. In response of my question **what role should government or regulatory bodies play in promoting women’s empowerment and addressing workplace harassment in the real estate sector?**, the majority respondent agreed that the government of Pakistan has already made legislations for women protections and empowerment. They were well aware of the government initiatives and various government institutions active for the rights and protection of women, while some female employees seems to be unaware of legislative protection of the government.

Particular in the real estate sector, they urged that the government shall issue instructions that every organization of real estate sector shall display the at least workplace harassment act in their offices and necessary training for awareness.

CHAPTER 5

CONCLUSION AND RECOMMENDATIONS

1. The real estate sector of Islamabad remains predominantly male-dominated, “offering limited roles and growth opportunities for women. Women employees often face gender bias, social and cultural barriers, and stereotypes that hinder their professional empowerment. They are typically excluded from leadership roles and major deals, and despite having qualifications and experience, are often overlooked for promotions. A widespread belief that women lack leadership potential reinforces these barriers, leaving few women in executive positions and discouraging others from pursuing long-term careers in this field. The traditional role of men in society and societal judgment also create external pressure, limiting women's mobility and participation. In some extreme cases, honor-based threats and social backlash have been reported, further marginalizing women’s contributions to the real estate industry.

2. Workplace harassment is a frequent and deeply rooted issue in Islamabad’s real estate sector. Women encounter verbal abuse, disrespect, inappropriate behavior from both clients and male colleagues, and even psychological intimidation. These acts contribute to a hostile and unsafe working environment. The culture of silence, sustained by fear of retaliation and social judgment, discourages women from speaking out. Such harassment is often brushed aside in male-dominated workplaces, where organizational leadership remains indifferent or even protective of the perpetrators. This climate reinforces a cycle of fear and vulnerability among female employees.

3. Though some real estate organizations in Islamabad have formal anti-harassment policies and codes of conduct, these are rarely implemented effectively. HR departments may have documentation, but there is often no awareness among employees, nor regular training sessions to promote understanding and enforcement. Complaint mechanisms, where they exist, are frequently inefficient, biased, and delayed, causing many women to suffer in silence or leave their jobs. Additionally, top-tier male leadership often downplays harassment, further weakening institutional support. These gaps in organizational

mechanisms prevent women from exercising their legal rights and erode trust in internal processes.

4. The effects of workplace harassment are profound and long-lasting. Professionally, women experience decreased productivity, reduced engagement, and reluctance to interact with others, which affects performance and limits career progression. Some choose to leave the industry altogether due to the hostile environment. On a personal level, harassment results in emotional stress, anxiety, health issues, and in severe cases, psychological trauma. Fear of social stigma and lack of organizational support often forces victims into silence, reinforcing their isolation and marginalization within the industry.

5. To improve the working environment, it is essential that anti-harassment laws be actively implemented, and that organizations establish effective, confidential, and impartial complaint mechanisms. Regular training sessions, awareness workshops, and organizational reforms are critical for building a safe and inclusive workplace. There is also a pressing need for structural change, including mentorship programs, leadership training, and gender-sensitive recruitment policies to promote women's inclusion in executive roles. Public awareness, legal literacy, and government oversight must also be strengthened to support women professionals and encourage their long-term growth in Islamabad's real estate sector.”

Recommendations

1. The government shall issue instructions that every organization of real estate sector shall display the at least workplace harassment act in their offices and arrange necessary training for awareness.

2. “The responses make it clear that workplace harassment in Islamabad's real estate sector not only causes emotional harm but also restricts women's professional growth and participation. The consequences are far-reaching—from mental health issues to job loss and reduced female representation. Addressing the issue of harassment in the real estate sector of Islamabad requires urgent attention through strict anti-harassment policies, support mechanisms for victims, and a cultural shift toward safe, respectful, and inclusive workplaces.”

3. “Installing surveillance systems, ensuring swift responses, and recognizing harassment as a legal offense—indicate a growing awareness and demand for change.”
4. “To create a truly safe and empowering work environment for women, it is essential that real estate organizations move beyond symbolic policies and adopt a holistic approach that includes enforceable regulations, cultural transformation, accountability mechanisms, and visible support for victims. This is not only critical for women’s safety and empowerment but also for the overall credibility and ethical integrity of the sector.”
5. “Establishing a robust, confidential, and non-judgmental reporting mechanism, along with continuous awareness and sensitivity training, is essential to reinforce this trust and ensure lasting cultural change.”
6. Flexible working hours, remote work and adjustable schedules for women employees working in the real estate sector is to be considering very important to sustain their long term career in this sector, as woman have to balancing work life and family responsibility too.
7. Mentorship and growth opportunity, though some organizations have regularly organized Mentorship programs, skill development, leadership training while other don’t. This opportunity will not only enhance female professional skills, but will also prepare for managerial role too.
8. Similar pay structure on the same role, regardless of gender, in the male dominated sector of real estate.
9. The promotion of inclusive safe, respectful environment and anti—harassment policies, grievance committees, and zero tolerance. Such initiatives will contribute to more safe, secure working place for women and seems to be psychological support that will leads to women job satisfaction and empowerment.
10. “To create meaningful change, there must be a conscious effort to challenge these cultural norms through public discourse, policy support, community engagement, and organizational reforms aimed at inclusivity and gender sensitivity.”

BIBLIOGRAPHY

Primarily Sources

Government & International Documents

Human Rights Commission of Pakistan (HRCP). *Alarming Rise in Crimes against Women: HRCP*. Pakistan Press Foundation, February 4, 2005.

Pakistan Economic Survey 2022–2023. Ministry of Finance, Government of Pakistan, 2023.

United Nations. "CEDAW General Recommendation No. 19: Violence against Women." In *Compilation of General Comments and General Recommendations Adopted by Human Rights Treaty Bodies*, UN Doc HRI/GEN/1/Rev.1, July 29, 1994.

U.S. Equal Employment Opportunity Commission. "Harassment." EEOC.gov. Accessed September 12, 2024. <https://www.eeoc.gov/harassment>

The Gazette of Pakistan, *PROTECTION OF WOMEN (CRIMINAL LAWS AMENDMENT), ACT*, Islamabad March 11, 2010, https://www.na.gov.pk/uploads/documents/1321341579_812.pdf

The Gazette of Pakistan, *THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT 2010*, Islamabad December 2, 2006. <https://qau.edu.pk/pdfs/ha.pdf>

United Nations Development Programme, *Human Development Report: Gender Inequality in South Asia* (New York: UNDP, 2019), 68.

Secondary Sources

Books

Aftab, Tahera. *Inscribing South Asian Muslim Women: An Annotated Bibliography & Research Guide*. Leiden: Brill, 2008.

Afkhami, Mahnaz. *Faith and Freedom: Women's Human Rights in the Muslim World*. London: I.B. Tauris, 1995.

Bass, Bernard M. *Leadership and Performance beyond Expectations*. New York: Free Press, 1985.

Butler, Judith. *Gender Trouble: Feminism and the Subversion of Identity*. New York: Routledge, 1990.

Catharine A. MacKinnon. *Sexual Harassment of Working Women: A Case of Sex Discrimination*. New Haven: Yale University Press, 1979.

Einarsen, Ståle, et al. *Bullying and Harassment in the Workplace: Developments in Theory, Research, and Practice*. Boca Raton: CRC Press, 2010.

Festinger, Leon. *A Theory of Cognitive Dissonance*. Stanford: Stanford University Press, 1957.

Freire, Paulo. *Pedagogy of the Oppressed*. Translated by Myra Bergman Ramos. New York: Continuum, 1970.

Haeri, Shahla. *No Shame for the Sun: Lives of Professional Pakistani Women*. Syracuse: Syracuse University Press, 2002.

Heider, Fritz. *The Psychology of Interpersonal Relations*. New York: Wiley, 1958.

Kabeer, Naila. *Reversed Realities: Gender Hierarchies in Development Thought*. London: Verso, 1994.

MacKinnon, Catharine A. *Sexual Harassment of Working Women: A Case of Sex Discrimination*. New Haven: Yale University Press, 1979.

Mirza, Naima, and Sadaf Naz. *Women's Empowerment in Pakistan: Challenges and Opportunities*. Lahore: Vanguard Books, 2019.

Nussbaum, Martha C. *Women and Human Development: The Capabilities Approach*. Cambridge: Cambridge University Press, 2000.

Pratto, Felicia, and Jim Sidanius. *Social Dominance: An Intergroup Theory of Social Hierarchy and Oppression*. Cambridge: Cambridge University Press, 1999.

Sandberg, Sheryl. *Lean In: Women, Work and the Will to Lead*. New York: Alfred A. Knopf, 2013.

Schein, Edgar H. *Organizational Culture and Leadership*. San Francisco: Jossey-Bass, 2004.

Smith, Rhona K.M. *Textbook on International Human Rights*. 3rd ed. Oxford: Oxford University Press.

Weiss, Anita M. *Interpreting Islam, Modernity, and Women's Rights in Pakistan*. New York: Palgrave Macmillan, 2014.

Journals Articles

Agha, Nadia. "The Changing Dynamics of Women's Participation in Pakistan's Real Estate Sector." *Asian Journal of Women's Studies* 25, no. 2 (2019): 149.

———. "Workplace Harassment in Male-Dominated Industries: A Case Study of Pakistan's Real Estate Sector." *Asian Journal of Women's Studies* 24, no. 1 (2020): 113.

Ayesha Khan. "Implementation of the Protection against Harassment of Women at the Workplace Act, 2010." *Journal of Gender Studies* 9, no. 2 (2017): 34.

———. "Women in Non-Traditional Occupations: Case Studies from Pakistan's Real Estate Sector." *Journal of Gender Studies* 12, no. 3 (2021): 67.

Bartlett, J.E., and M.E. Bartlett. "Workplace Bullying: An Integrative Literature Review." *Advances in Developing Human Resources* 13, no. 1 (2011): 69–84.

Butt, Ghazala. "Jinnah's Concept of 'An Ideal Muslim Woman'." *Pakistan Journal of Islamic Research* 8 (2011): 69.

Crenshaw, Kimberlé. "Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color." *Stanford Law Review* 43, no. 6 (1991): 1241–99.

David C. Yamada. "Workplace Bullying and Ethical Leadership." *Journal of Business Ethics* 125, no. 4 (2014): 76–77.

Farida Shaheed. "The Cultural Articulation of Patriarchy: Legal Systems, Islam and Women." *IDS Bulletin* 20, no. 2 (1989): 24–28.

Hadi, Abdul. "Workplace Sexual Harassment and Its Underreporting in Pakistan." *European Journal of Interdisciplinary Studies* 8, no. 2 (2022): 126.

https://revistia.com/files/articles/ejis_v8_i2_22/Hadi.pdf

Iqbal, Huma. "Challenges in Implementing Harassment Laws in Male-Dominated Sectors." *Pakistan Law Review* 15, no. 3 (2020): 78.

Jabeen, Saima, and Syeda Zainab Rizvi. "Workplace Harassment in Male-Dominated Industries:

A Case of Real Estate in Pakistan." *Journal of Gender Studies* 11, no. 1 (2021): 55–58.

Matthews, Sarah L. "Sexual Harassment in Real Estate: A Case Study." *Journal of Real Estate Research* 19, no. 2 (2020): 187–190.

Rappaport, Julian. "Empowerment Meets Narrative: Listening to Stories and Creating Settings." *American Journal of Community Psychology* 23, no. 5 (1995): 795–807.

Saeed, Tahira. "Progress and Pitfalls: Implementation of the 2010 Workplace Harassment Act in Pakistan's Corporate Sector." *Business Ethics Quarterly* 30, no. 2 (2022): 216.

Sinha, Ruchi. "Empowerment and Harassment: Women Construction Workers in India." *Indian Journal of Labor Economics* 62, no. 2 (2020): 142.

Shami, Asma Afzal. "Political Empowerment of Women in Pakistan." *Pakistan Vision* 10, no. 1 (2009): 141.

Wanjiru Mwangi, Jane. "Women Entrepreneurs in Real Estate: Challenges and Opportunities in Kenya." *African Journal of Business Management* 14, no. 1 (2019): 99.

Reports (NGOs / Think Tanks / Private)

Alliance against Sexual Harassment (AASHA). "Annual Report on Workplace Harassment in Pakistan." AASHA.org, 2020.

———. "Workplace Harassment in Pakistan: A Survey Report." AASHA.org, 2020.

Bari, Farzana. *Women's Empowerment in Pakistan: A Scoping Study*. Islamabad: Aurat Foundation, 2010.

Chartered Institute of Building. *Breaking Down Barriers: Women in the Construction Industry*. CIOB Report, 2019.

Government Equalities Office. *Consultation on Sexual Harassment in the Workplace*. London, 2019.

Khattak, Saba Gul. *The Role of NGOs in Promoting Empowerment for Pakistani Women*. Islamabad: Sustainable Development Policy Institute, 1996.

Pakistan Real Estate Investment Forum (PREIF). *Gender Diversity in the Real Estate Sector: A Report*. PREIF Report, 2021.

United Nations Development Programme. *Human Development Report: Gender Inequality in South Asia*. New York: UNDP, 2019.

Newspaper Articles

Chira, Susan, and Catrin Einhorn. "How the #MeToo Movement Has Spurred a Wave of Sexual Harassment Cases." *The New York Times*, December 3, 2017.

Sethna, Razeshta, Tooba Masood, and Ramsha Jahangir. "Sexual Harassment in Pakistan: Misogyny in the Workplace Hidden in Plain Sight." *Dawn*, March 20, 2018.

Appendix-I

QUANTITATIVE SURVEY

Questionnaires (Closed-ended)

Women Empowerment and workplace harassment in Pakistan

A Case Study of Real Estate Sector in Islamabad

Section 1: Demographics (Optional)

1. **Department:** _____
2. **Position:** _____
3. **Years with the company** _____
4. **Age:**
 1. Under 25
 2. 25-34
 3. 35-44
 4. 45 and above
5. **Marital Status:**
 1. Single
 2. Married
 3. Divorced
 4. Widow
6. **Educational Level:**
 1. Matric/Intermediate
 2. Bachelor's Degree
 3. Master's Degree
 4. Other: _____
7. **Job Position:**
 1. Sales Agent
 2. Office Staff (Admin/HR/Finance)
 3. Marketing/PR
 4. Manager/Supervisor
 5. Other: _____

Section 2: General Awareness

4. Are you aware of the company's policy on workplace harassment?
 - Yes
 - No
 - Don't know

5. Have you received any training on workplace harassment in the last 12 months?
- ☐ Yes
 - ☐ Don't know
6. Do you know how to report workplace harassment within the organization?
- ☐ Yes
 - ☐ No
 - ☐ Don't know

Section 3: Personal Experience

7. Have you ever experienced or witnessed any of the following at your current workplace?
(Check all that apply) Verbal harassment (e.g., slurs, name-calling, inappropriate comments) Physical harassment (e.g., unwanted touching, physical intimidation) Visual harassment (e.g., offensive images or gestures) Sexual harassment (e.g., unwanted advances, inappropriate jokes) Bullying or intimidation None of the above
- ☐ Yes
 - ☐ No
 - ☐ Don't know
8. How often have you witnessed or experienced harassment at work?
- ☐ Yes
 - ☐ No
 - ☐ Don't know
9. If you experienced harassment, did you report it?
- ☐ Yes
 - ☐ No
 - ☐ Don't know
10. If you did not report the harassment, the reason was? (Check all that apply) Fear of retaliation Lack of confidence in the reporting process Didn't think it was serious enough Didn't know how to report Other: _____
- ☐ Yes
 - ☐ No
 - ☐ Don't know

Section 4: Reporting and Response

11. How comfortable do you feel about reporting workplace harassment to your supervisor or HR department?
- ☐ Yes
 - ☐ No

- Don't know

12. How confident are you that the organization will handle harassment complaints properly and fairly?

- Yes
- No
- Don't know

13. Have you ever reported harassment in this workplace?

- Yes
- No
- Don't know

14. If yes, how satisfied were you with the organization's response?

- Very satisfied
- Somewhat satisfied
- Neutral
- Somewhat dissatisfied
- Very dissatisfied

Section 5: Company Culture and Support

15. Do you believe workplace harassment is a problem in this organization?

- Yes
- No
- Don't know

Workplace Harassment Act 2010	Compliance and Awareness Questionnaire
Section 1: General Awareness of the Act	

1. Are you aware of the Workplace Harassment Act 2010?

- Yes
- No
- Don't know

2. Have you been provided with any training or information sessions regarding the Workplace Harassment Act 2010?

- Yes

- ☐ No
- 3. **Do you understand your rights under the Workplace Harassment Act 2010?**
 - ☐ Yes
 - ☐ No
 - ☐ Not sure
- 4. **Do you know what constitutes harassment under the Workplace Harassment Act 2010?**
 - ☐ Yes
 - ☐ No
 - ☐ Un sure

Section 2: Company Policies and Procedures

- 5. **Does your employer have a clear, written policy on workplace harassment that aligns with the Workplace Harassment Act 2010?**
 - ☐ Yes
 - ☐ No
 - ☐ Unsure
- 6. **Have you received a copy of your company's workplace harassment policy?**
 - ☐ Yes
 - ☐ No
- 7. **Does your company provide training on the prevention of harassment that complies with the Workplace Harassment Act 2010?**
 - ☐ Yes
 - ☐ No
 - ☐ Not sure
- 8. **Do you know the procedure for reporting harassment as outlined by the Workplace Harassment Act 2010?**
 - ☐ Yes
 - ☐ No
 - ☐ Unsure
- 9. **Are you aware of any designated officer(s) or committee responsible for handling workplace harassment complaints in compliance with the Act?**
 - ☐ Yes
 - ☐ No
 - ☐ Unsure

Section 3: Personal Experience with Workplace Harassment

- 10. **In your experience, has your employer followed the guidelines of the Workplace Harassment Act 2010 in handling harassment complaints?**
 - ☐ Yes
 - ☐ No
 - ☐ Unsure

11. Have you ever filed a workplace harassment complaint under the protections of the Workplace Harassment Act 2010?

- ☐ Yes
- ☐ No

12. If you filed a complaint, did your employer respond in accordance with the Workplace Harassment Act 2010?

- ☐ Yes
- ☐ No
- ☐ Not sure

13. Were you satisfied with how your complaint was handled under the Workplace Harassment Act 2010?

- ☐ Yes
- ☐ No
- ☐ Don't know

Section 4: Retaliation and Safety
--

14. Do you feel safe from retaliation when reporting harassment under the protections provided by the Workplace Harassment Act 2010?

- ☐ Yes
- ☐ No
- ☐ Unsure

15. Have you ever experienced retaliation after reporting harassment in accordance with the Workplace Harassment Act 2010?

- ☐ Yes
- ☐ No
- ☐ Not sure

Section 5: Organizational Commitment to the Act
--

16. Do you feel your organization is fully compliant with the Workplace Harassment Act 2010?

- ☐ Yes
- ☐ Not
- ☐ Don't know
- ☐ Not sure

17. How well do you believe your employer promotes a harassment-free environment as required under the Workplace Harassment Act 2010?

- Excellent
- Good
- Fair
- Poor

Notes:

- **Confidentiality and Anonymity:** Assure participants that their responses will be kept confidential and anonymous to encourage honest feedback.
- **Customization:** Tailor questions to reflect the specific challenges in the real estate sector of Islamabad. Focus on issues that are culturally relevant and common in this region.

Appendix-II

QUALITATIVE INTERVIEW

Women Empowerment and Workplace Harassment in Pakistan A case Study of Real Estate Sector in Islamabad

1. **What challenges do women commonly face in advancing their careers in the real estate sector in Islamabad?**

2. **Have you or someone you know experienced workplace harassment in this sector? If so, what was the impact of the incident?**

3. **What mechanisms or policies does your organization have in place to prevent and address workplace harassment?**

4. **Do you feel comfortable reporting harassment if it occurs?**

5. How does workplace harassment affect women's professional growth and mental well-being in the real estate sector?

6. What initiatives, if any, does your organization have to support and empower women in the workplace?

7. How do societal and cultural norms in Pakistan influence women's roles and opportunities in the real estate sector?

8. What specific changes or reforms do you think are needed to create a safer and more inclusive environment for women in this industry?

9. What role should government or regulatory bodies play in promoting women's empowerment and addressing workplace harassment in the real estate sector?

10. Do you know about the workplace harassment act In Pakistan?

These questions strike a balance between personal experiences, organizational practices,

and broader societal influences to provide deep insights into the topic.