

---

## Nature & impact of harassment of domestic women worker in district Peshawar, Khyber

Pakhtunkhwa, Pakistan

Muhammad Ibrar & Salaam Khattak

University of Peshawar, Pakistan

[ibrarsworker@uop.edu.pk](mailto:ibrarsworker@uop.edu.pk)

### Abstract

Women domestic servants are part of the workforce that rests unseen and invisible in plain sight. This is the most vulnerable and unstandardized among other professions which are the need of the civilizations. The current study was carried out to throw light on the present conditions, problems of domestic women workers and especially exploring the nature of harassment of domestic women workers in district Peshawar and to come up with the solutions to these problems. This study speaks about various aspects of women's labour for extended years to date. A great importance was attached to paid domestic servants. To complete this study, the researcher reviewed related statistics and literature to discuss and address all facets of the women domestic workers. The main objectives of the study are to explore the types and extent of harassment of domestic women workers by domestic women workers in the workplace and explore the impacts of harassment on domestic women workers' jobs and family life. Further to find out the domestic women workers' level of knowledge regarding harassment issues, their possible solutions, and the legal and administrative problems faced by the domestic women workers while seeking justice in the harassment cases. The impediments are broadly divided into general harassment, verbal harassment, physical and sexual harassment, low wages, long working hours, no maternity leaves, humiliation, no recognition of their work at a national level, no union, and no other benefit under a legal framework. This research study provides information for victims as well as for those who are doing legislative research on harassment related to women domestic workers. Serious efforts are required to provide a safe working environment & social security to domestic women workers and to improve the working conditions of domestic women workers in district Peshawar to encourage women to join any profession without any fear. This will lead to the development, empowerment and active participation of women in the decision-making process.

**Keywords:** women, domestic servants, harassment, social security

