

ABSTRACT

This research focuses on identifying the status of discrimination at the work place of higher education in Jamshoro. Harassment and discrimination issues commonly occur in educational institution at work place. According to teaching of Islam, there is no difference between men and women. They can all perform all duties whether they are concern with politics, economics and social well-being. The constitution and government of Pakistan gave many policies, acts and bills which are giving equal rights to men and women at work place and it's a part of all organization management policy. In the review of above according to Islam, constitutions, and government of Pakistan which gave equal rights for men and women at work place, a question is answered in this research. The question is: what is the status of harassment and discrimination level faced by female faculty members in Jamshoro Education City (JEC).

In this research the data is collected through close ended questionnaires, interviews and discussion. It took more than three month for purpose of data collection from all female faculty members in Jamshoro education city. Above 100 respondents filled structured questionnaires. The SPSS was applied to analyze the data.

The obtained result highlighted the level of harassment and discrimination faced by female's faculty members in Jamshoro education city. Harassment and discrimination is occurring at work place and females are facing harassment and discriminations however, the occurrences level is small. The mostly occurred discriminations are organizational politics and distributions of benefits. In addition, the work place harassment and discrimination are also occurring based on assigning job duties and training and gender biasing. The majority of respondent were not aware about the work place harassment and discrimination policies, acts, and bills passed by government of Pakistan and there is no enforcement at work place. Female employees are facing harassment and discrimination in different situations at work place but because of their low awareness level about policies and acts they do not react to them. But it is

observed that even in the presence of harassment and discrimination they are committed to work at their work place in JEC.