

Workplace Harassment

Bhunu Tamang (name changed), 20, lives with her parents along with her two brothers in Godawari-10 Municipality. Due to her family's poor economic conditions, Bhunu had to discontinue her studies after the 5th grade and work since the age of 13 in a factory.

Once a week, she had to work a double shift in the factory which included a night shift. During these night shifts, the women were subjected to abuse by the manager and other male workers in the factory.

In October during Dashain (A national holiday in Nepal), Bhunu, her friend Anju, and three other women were working the extra shift (night shift) in the factory. They had requested only women workers to be mobilized during the night shift but the presence of two male workers shocked them. They objected to this but to no avail. At around 2 am, the two male workers came and started to misbehave with them and molested them. The women screamed and shouted following which the gatekeeper along with two other women arrived at the scene.

Bhunu says, “Instead of helping us, they blamed us for causing unnecessary nuisance and left. A similar incident caused another worker, Nirmala to leave her job. She was so traumatized by the situation that she didn’t even return for her pay. Nirmala said that incidents like these have caused many other women before her to leave the job in that factory.”



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