

Sexual Harassment and Productivity in Erbil City's Work and Learning Environment: A Case Study

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ABSTRACT

This study investigates the relationship between sexual harassment in the workplace and learning environment and its effects on productivity in Erbil city. It explores various dimensions of sexual harassment, including its prevalence, types, and the psychological and emotional toll it takes on victims. Furthermore, it examines how these experiences impact work and learning environment dynamics, job satisfaction, and employee morale. As well as assessing the potential organizational costs associated with sexual harassment, such as less creativity, absenteeism, and decreased overall productivity. Conducting the interview approach to further investigate the victims' struggles and harassers' power relations. The study seeks to uncover the extent to which sexual harassment affects employees' and learners' ability to perform their tasks effectively. The researchers analyze the findings according to feminist theory

on sexual harassment by Bell Hooks and apply Michel Foucault's theory on power relations.

By shedding light on the complex interplay between sexual harassment and productivity, this research aims to provide valuable insights for organizations and policymakers. The findings may help develop strategies to create safer and more productive work environments, ultimately fostering a healthier and more equitable work and learning environment.

1. Introduction

1.1 Definition of Important Terms

Sexual Harassment: under the new Iraqi labor law No. 37 which was adopted in 2015 article 10 defines sexual harassment as the following:

Any physical or verbal conduct of a sexual nature or other conduct based on sex, affecting the dignity of women and men, which is undesirable and unreasonable and insulting to those who are victims of this conduct, and the rejection by any person of this conduct, leading explicitly or implicitly, to a decision affecting his job (as cited in Al-Muwali, 2022, p. 8).

Thus, from this definition, it is understood that sexual harassment includes various types of unwanted harassment, it does not only refer to rape. Rather, it is any type of unwelcome sexual or verbal abuse in which 'sex' is implied. Moreover, the harassment will create a toxic and hostile working environment for the victim/s.

Productivity: According to (Investopedia, n.d) productivity in the workplace refers simply to how much "work" is done over a specific period. Personal productivity in work environments is a critical aspect of individual and organizational success. It encompasses the efficiency and effectiveness with which employees manage their tasks, time, and resources to achieve goals and meet deadlines. High levels of personal productivity are often associated with better job performance, increased job

satisfaction, and career advancement. It involves effective time management, setting priorities, minimizing distractions, and continuously improving one's skills and processes. Cultivating personal productivity not only benefits employees but also contributes to a more productive and thriving workplace, ultimately leading to enhanced overall organizational performance.

1.2 The Aim of the Study

This paper aims to examine the impact of sexual harassment on work and learning environment productivity in Erbil-Kurdistan Region, with a focus on understanding how such incidents affect the performance of individuals at work. The paper tries to assess the broader career consequences of sexual harassment, including how it may hinder or alter the career trajectories of victims in the region's work and learning environment. However, it investigates the social and psychological effects of sexual harassment on victims, aiming to gain a comprehensive understanding of how these experiences impact individuals in both social and mental dimensions. Four case studies have been presented as the practical part of this paper. Moreover, the paper further explores the gender dynamics involved in sexual harassment incidents within the Kurdistan Region's work and learning environment, shedding light on whether victims are predominantly females or if both genders are affected. Overall, the paper aims to provide a thorough and nuanced understanding of the multifaceted implications of sexual harassment in the work and learning environment in the Kurdistan Region. The findings will contribute to a broader discussion on addressing and preventing such issues and may inform policy and intervention strategies in the region.

The study attempts to answer the following questions:

1. How does sexual harassment affect productivity during work?
2. How does sexual harassment affect overall career?
3. How does sexual harassment affect the victim socially and mentally?

1.3 The Problem of the Study

This paper “Sexual Harassment and Productivity in Erbil City’s Work and Learning Environment: A Case Study” tries to investigate and understand the prevalence, nature, and impact of sexual harassment within various work environments in Kurdistan region work environment, to identify and contribute factor consequences for individuals and organizations, and potential strategies for prevention and mitigation. Sexual harassment is a very common issue that we face in the workplace, but very few would report and talk about it.

1.4 Scope of the Study

Investigation in the query is aimed at identifying one of the factors that might decrease the productivity of any employee working in a company or scholars harassed by their instructors in Erbil City University or companies. However, alongside the productivity, the researchers have shed light on how the encounter has affected their mental health and how they rebuild their social communication due to the aftermath the abuse leaves on the victims.

1.1 Demographic Background of the Participants

Partici pant	Females	Age	College Student	Employee
4	4	20s-30s	1	3

1.2 Demographic background of the harasser

Gender	Age	Position	Academic Degree	Number of Harassers

Male	20s-30s	Manager or college instructor	Master degree and	4
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2. Literature Review

In recent years sexual harassment specifically in workplaces has been widely talked about all over the world. The trending hashtag “#MeToo” on social media platforms mainly on Twitter, began in October 2017 it encouraged women who were victims of sexual harassment to speak up about their experiences in the United States of America (Lee, 2018). Few studies have been conducted about sexual harassment in the workplace in Kurdistan.

Muhamad’s (2022) study titled *the sex-based harassment crime of women and the culture of silence in the Iraqi-Kurdistan Region*, concentrates on the culture behind women’s silence. The study focuses on the legal ramifications of harassment. The study’s findings according to the participants show that although some of them had prior knowledge that sexual harassment is a crime, they were reluctant to report their cases to the police “because speaking out considered a personal stigma.” (p. 969). Other participants acknowledged that if laws and employment policies were available then they would feel more protected to speak out. Furthermore, Muhamad explains that if we as a Kurdish society had more awareness about the crime behind sexual harassment then it would help the victims to speak out more (2022, p. 970).

Khaleel’s (2016) study titled *We Call Upon the Kurdish Community to Take Urgent Action for Women’s Rights and Stand against Sexual Harassment*, highlights in which area of life women are mostly harassed and what type of harassment they experienced. The findings show that 5.2% of the participants were harassed at their workplaces. And 21.3% have experienced verbal harassment. Khaleel’s findings are similar to Muhamad’s (2022) study, in which they show that most of the victims decided to stay silent because they were feeling intimidated by their family’s reaction.

Moreover, Khaleel (2016) declares since Kurdistan is a patriarchal society centered around traditions that encourage the spread of sexual harassment and the silence of women:

The study showed that 77.6% of the sample asserted that their silence may be the reason for their continued vulnerability to exploitation and abuse. This in turn serves to make their harassers ever more persistent. The perpetrator of harassment — the man — is always in a position of strength, and any woman who dares to complain, or take recourse to the law is often subjected to further harassment by the police. The victim is thus afraid of being accused by the police themselves of doing something wrong, a distortion of the truth which could hurt not only her, but the reputation of her family. (Para. 5).

Another study has been conducted by Faeq (2022) entitled *The role of job bullying in enhancing the intention to leave work: An exploratory study of the opinions of a sample of employees in the General Directorate of Tourism in Sulaymaniyah Governorate - Kurdistan Region - Iraq*. This work mentions sexual harassment as one of the types of bullying that can have a great role in obliging employees to quit their jobs in companies and organizations. Faeq used a questionnaire for her study with a population sample of 161 individuals working in the General Directorate of Tourism in Sulaymaniyah Governorate. The findings exclude sexual harassment from having any role in pushing the employees to a stage where they consider leaving their jobs. Instead, it stated four different factors such as: (public shout, constant criticism, prohibition from human sources, unjustifiable pressure). The nature of the tool and the gender of the participants can have a notable influence on predicting and gaining more in-depth, and secure data.

The previously mentioned studies indicate that there hasn't been any study that investigates the title as openly and explores the aftermath of the victim as in depth. This work shows the participants who have encountered becoming a victim of sexual harassment breaking their silence and mentioning their reasons for the typical ways they had decided to deal with the harassers. Contradictory to the

studies above, it will analyze the findings by applying Bell Hooks and Mitchel Foucault's theories.

3. Methodology of the Research

This paper has conducted a qualitative type of research investigation. It will interpret the results by applying feminist theory and power relations. It adopts the instrument of interview for collecting data regarding the questions that this study investigates to answer. The participants represent four different case studies that have encountered sexual harassment either in the workplace or learning environment, in Erbil. Thus, the data represents the participants' personal experience and their special way of dealing with the situation, it doesn't represent the whole views of all the victims in Erbil.

3.1 Validity and Reliability

To estimate the validity of the interview questions, it was given to five jury members to evaluate the items of the interview questions. The jury members had different specialties like sociology, business and administration, law, and linguistics. Through their feedbacks and valuable suggestions some minor changes were made to the questions. In regard to the modifications made were changed the direct tone of one of the questions, and they suggested changing one of the questions to be more specific, but it seemed that the participants had no sensitivity to the question. Otherwise, the overall questions were generally considered to be good and examined what it's supposed to find. According to Heaton (1990): "If a test looks right to other testers, teachers, moderators and testers, it is considered to have a face validity" (p.153).

A pilot study was conducted on the four participants by giving them the same interview questions two times. The results of the tests showed similar responses from the participants and according to Jhangiani (2013), a test is reliable if it gives the same or similar results on more than one occasion.

4. Data Collection and Analysis

4.1 Analysis

Interview Questions:

1. How were you coping with being harassed sexually in terms of work performance?
2. What was the position of the harasser, and how did they abuse their power to manipulate you?
3. Have you considered reporting the abuse? What happened? If no, why?
4. Were you feeling threatened to leave your job or continue your work?
5. How did it affect your rebuilding relationships after the incident?
6. Did the harassment affect you mentally? If yes, how?

Person One

1. Answer: "I did not cope well. It stressed me a lot and made me hate the work I used to enjoy. It made small tasks difficult. This is coming from someone who felt lucky in the beginning to be able to work on something I loved."

2. Answer: "They were in another department. But were in power because they had more connections and seniority over me"

3. Answer: "I considered and said I would. he replied to which "If you do, they will fire us both." That may seem like only a threat but at the same time it is a chance. And even if I had reported it and didn't get fired, I would be followed by a stigma that will stay with me as long as I stayed working there."

4. Answer: "I left my job. I absolutely left for the sole reason of escaping him, and am glad I did"

5. Answer: "The aftermath was not easy. I still have lingering anxiety around men. It makes me see men generally in a different, worse way. I know this isn't healthy but can't help it. I have also had many nightmares about that person since then"

6. Answer: “The person abused their power socially as well as professionally. Socially a woman is condemned if she speaks even if she is right, and this seeps into the professional part as the way your peers and managers view you is very important to your career”

Analysis

P1 used to work for a private company in Erbil she was verbally harassed and threatened by one of her male co-workers. What is implicated here by her answers is that harassment in the workplace negatively impacts productivity. This shows that harassment will affect the victim professionally because it will create a toxic environment that will make it extremely difficult to function as a productive and creative employee. P1’s experience shows how men in positions of power abuse their powers and connections for their advantage. Kurdistan Region as any patriarchal society is centered around men being superiors and women being considered as second-class citizens. Traditional gender roles show that for men to be seen as powerful they need to insert their superiority by being violent to women not only at their homes but in the workplace. The American Feminist and Activist Bell Hooks believes that men should denounce the toxic idea of masculinity and that manhood is equal to inserting power over others (Hooks, 2000, p. 122). Hook’s theory can be integrated here that men abuse their power in the workplace because they have the advantage of simply being male. P1’s harasser had a higher position than her which made her more susceptible to being a victim. For the longest time socially, it was acceptable to believe that sexual harassment and rape were about ‘sex’. However, this view has changed in the last few years, it is believed that it is more about displaying power over the female subordinates. According to (McLaughlin & Blackstone, 2012) harassment happens when a workplace is mainly dominated by men, they tend to harass women when they are threatened by them and afraid to lose their position (p. 626).

P1 never reported her abuse to her superiors at work or to the police which shows that it is a taboo matter in our society and that victims of harassment are afraid of

losing their jobs and finding a new job will also be a hard task. According to the Iraqi labor law sexual harassment if the accused is convicted, he will receive a conviction of six months in prison or a penalty of 2 Million Iraqi Dinars or he will receive both as punishment (as cited in Al-Muwali, 2022, p. 8). However, as previously mentioned in the literature review victims of sexual harassment tend to not report to the police because of the shame and embarrassment that will follow them socially or in their future jobs. Moreover, P1 did not feel safe or secure enough in her work environment to report it to her superiors. This shows the lack of a human resources department or a proper function HR department will lead to more harassment being unreported. Furthermore, it is clear from her experience that workplace harassment is more difficult to go through than it was initially understood. It does not only affect their career however; it affects their mental health as well as it will have negative effects on their relationships with other men romantically and socially. Moreover, one of the biggest negative effects on victims is the psychological issues that they will suffer from.

Person two

1. Answer: "I have treated the case by being so serious and looking angry and frowning between him and me. He was creating fake work opportunities to contact me again in different agencies."
2. Answer: "He was the manager; it was frustrating and disrespectful. I think when we start working as an employee, they think they can do anything because you need the job."
3. Answer: "I have tried to threaten him that I'll sue him in court for his continuous harassment and frustration."
4. Answer: "I left the job because it was not possible for me to work and be safe. I still feel frightened and I feel I'm always being harassed by the same person; I feel worried and anxious about any new phone call that I receive."

5&6. Answer: “I have answered both 5 and 6 together; I have treated this case by empowering and improving myself, and by increasing self-awareness in treating new relations more carefully. And double checking anything before starting.”

Analysis

P2 applied for a job in a private organization in Erbil city, she was harassed by the manager of the company the exact time she finished the interview. And he planned to keep posting fake vacancies to get her back. The case claims how the position of power would help individuals, especially male employers. However, Michel Foucault’s theories on power and knowledge can be applied to analyze sexual harassment cases in the workplace. Foucault’s ideas emphasize how power operates within institutions and how knowledge is used to reinforce or challenge existing power structures. Therefore, power discourse as Foucault argued that power is not just a top-down force but is also disseminated through discourse. In the context of sexual harassment, this means examining how language, communication, and workplace culture contribute to the abuse of power. And analyzing how certain narratives or discourses might perpetuate harassment or create a climate where it can occur.

Foucault discussed how power normalizes certain behaviors and marginalizes others. In the context of sexual harassment, the above answers clarify how certain behaviors may have become normalized within a workplace culture, making it difficult for victims to speak out or for the organization to address the issue effectively (Foucault, 1979).

Person 3

1. Answer: “I was doing my best and I was one of the best among my colleagues. I was trying my best to avoid the harassment affect my performance and achievements. But doing this with all the burden that the job was quite difficult.”

2. Answer: “The abuser was my supervisor, and he used to find me tasks and arrange unnecessary meetings to contact me more on daily bases and find opportunities to talk to me.”

3. Answer: “I have never tried to report the abuse as he was very well-known for his ill manners about the habit of harassment. And I thought my report would add nothing to it, as he was one of the relatives of the organization’s headmaster.”

4. Answer: “I felt anxious and worried about my reputation, but kept working for a limited period of time then left the place.”

5. Answer: “It affected me as I have difficulty in trusting people, and I keep even refusing promotions for most of the times I don't want to work close to the men in power to never give them an opportunity to harass.”

6. Answer: “I think I have been strong enough to be able to achieve most of my goals and I gained a strong sense of awareness that I’m more careful about where I work and how to be so professional to never give a space for such ill-minded men to get a chance to cross the limited borders that I put. No matter what position they are in.”

Analysis

The above case highlights the power imbalance and the patriarchal norms that placed their roots in different aspects of women’s lives. Bell Hooks’ analysis of the harasser’s use of power is an indication of how the patriarchal roots result in workplace harassment. Rebecca Walker’s article *I’m the Third Wave* (1970) about Anita Hill’s sexual harassment case further highlights the ongoing struggle for women in the workplace and she states that: “A black woman claiming harassment and being discredited by other women.... I could not bring myself to watch that sensationalized assault of the human spirit” (p.1).

The above interview proves that the harassment would result in the victimization of women in the workplace in a way that they can no longer perform their best even though they try to. This comes from the social, economic, cultural, and political outcomes of a society-wide structure where women are manipulated by men. The concept of women's victimization occurs in feminist criticism theory in a very wide range. Phyllis Chesler in *Women and Madness* (1972) contends: “Patriarchy victimizes women into a structure of robotitude” (Humm, 2003, p. 292).

Simone Weil's insights on the victims' silence would show the lack of trust in social support for women in such cases. The study by Weil initially delved into the nature of oppression and evil within the French industrial system before World War II. It found that the concept of evil as banality was not as intellectually compelling as the experience of "malheur" or "spiritual affliction." Weil's essay *The Love of God and Affliction* is a significant work that explores the interplay between reason and emotion, freedom and bondage, and the profound impact of spiritual wounding. Her ability to develop her early ideas on spiritual affliction into a well-defined "Statement of Social Obligations Corresponding to Human Needs" in "The Need for Roots" is considered a major achievement. In the context of victims' silence in cases of sexual harassment, Weil's exploration of spiritual affliction and the consequences of oppression can be seen as relevant. Victims of harassment may experience a form of "spiritual affliction" characterized by emotional and psychological distress. Weil's work highlights the profound effects of such affliction, which can contribute to victims' reluctance to speak out about their experiences. This reluctance could be attributed to the emotional and psychological burden imposed by harassment, which may hinder victims from seeking help or reporting the misconduct. Her perspective shows us the lack of trust and ability to rebuild relationships in gender theories that focus on the process of healing and rebuilding relationships.

Person Four

1. Answer "I literally avoided having any academic experience with him, he was my teacher at college. So, I didn't perform academically at all."
2. Answer: "He was my teacher, and likable by every female classmate, because he was handsome. He was offering me an extra chance outside the class to explain the subject more for me. But I was very smart, rejecting his offer. Then in the exam he would reduce my mark on purpose so I go and talk with him. But I always rejected every opportunity. He would call me on my personal phone number multiple times in a week to talk with him and give him a chance. He used to say sexual comments on my body and how pretty my face and eye color were."

3. Answer “No, I didn’t even tell my family members, because I graduated from college. But even after graduating he tried to call me several times. Until my father answered the phone and he was bewildered to say he was asking for me.”

4. Answer: “No, but it was uncomfortable to attend his classes and answer his exam questions, he wouldn’t score my paper with integrity.”

5. Answer: “It affected me in terms of being careful having a connection with male teachers. Although I encountered one during my four years of college.”

6. Answer: “During the process and after he stopped calling for 3 months, I was still afraid and expecting him to call and harass me. Because he was insisting too much on how much he is satisfied with how I look and how my body is perfect for him.”

Analysis

The responses provided contain elements that can be analyzed in terms of power relations and feminist themes, particularly through the lens of Michel Foucault’s ideas on power dynamics. The harasser was the victim’s university lecturer, a position of authority and power. He abused this power by offering “extra chances” to the victim outside of class, which could be seen as an attempt to isolate and control the victim. The victim’s refusal to engage with the harasser’s advances demonstrates a resistance to being manipulated or coerced. The harasser’s attempts to reduce the victim’s exam scores can be seen as a punitive response to rejection, exerting power through grading.

The harasser’s persistent attempts to contact the victim on a personal phone number and make inappropriate comments about her appearance are indicative of attempts to control and manipulate her. The harasser’s tactics are aimed at asserting dominance and creating dependency. The victim’s fear of potential repercussions, even after her graduation, suggests that the harasser’s power extended beyond the classroom. The fear of continuous harassment affected the victim’s mental well-being, indicating the psychological toll of such power dynamics. The experience has made the victim cautious about forming connections with male teachers, reflecting

how power imbalances in educational settings can affect trust and relationships. The harasser's comments about the victim's appearance objectify her and exemplify gender-based harassment. The harasser's focus on the victim's physical attributes reinforces the objectification of women, a common theme in feminist analysis. In Foucauldian terms, this scenario highlights how power operates through institutions like education. The harasser exploits their position of authority to exert control, while the victim's resistance shows a form of resistance to this power dynamic. In a feminist context, the objectification and harassment faced by the victim emphasize the need to challenge and address gender-based power imbalances and the harmful effects they can have on individuals

4.2 Discussion of the Results

The above-mentioned cases of sexual harassment would showcase the existence of sexual harassment in different work and learning environments. Therefore, the lack of investigation into the previous cases resulted in the silence of victims. Hence, some of the victims choose silence to protect their reputations. Our aim in this paper was to indicate the existence of such cases and how to show the victims that they are not alone in what they face, we are all together and this can become a voice for the voiceless and a plea for reducing the sexual harassment cases in learning and work environment. We tried to interview a good number of participants at the beginning and they agreed to participate but it seemed that the words just may not feel safe enough to come out.

5. Conclusion:

5.1 Conclusion

The following conclusions can be made reflecting on the queries the research investigated.

- Regarding the productivity of the victims in the work environment, the incident has affected their self-motivation for further contribution to their work and even affected the normal duties of their everyday routines. As far as the students who have faced this kind of abuse, one of them avoided getting

high marks even though she knew the teacher devalued her performance on purpose. The other student (male) would narrate the whole incident with a sense of bragging and pride. It didn't affect his academic performance since the student had dealt with the instructor with ease and diplomacy.

- In regards to the employees, some of them had left their jobs, while some of them continued working with low enthusiasm. According to the position of the harasser and the extent of the power relations between them. Alongside the victim's need for the job. As for the students, it's obvious that they didn't have the opportunity to leave their studies and cancel the academic year. Thus, they had to deal with it unwillingly. Unsurprisingly the male student hasn't reached a level that he would consider leaving his study or canceling the academic year. Since the social norms and customs in Kurdish society are in a context that devalues the position of women.
- The participants were not suffering in a severe way that they abstained from normal social communication. However, it wasn't easy for them to trust and be involved in social interaction again. And mentally they still suffered from mild stress while communicating and forming new connections.

5.2 Recommendations and Suggestions

This paper focused on doing a practical study by having participants who lived in Erbil to discuss their experience with sexual harassment specifically in the workplace environment. Future studies on this topic can include other areas of life, for instance; women being harassed by relatives and family members.

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**کاریگه‌ریه‌کانی گێچه‌لی سیکسی له‌سه‌ر به‌ره‌مداری تاک له ژینگه‌ی کار و خویندن
له شاری هه‌ولێر**

پوخته:

ئهم لیکۆلینه‌وه‌یه باس له په‌یوه‌ندی نیوان هه‌راسانکردنی سیکسی ده‌کات له ژینگه‌ی کار و خویندن و کاریگه‌ریه‌کانی له‌سه‌ر به‌ره‌مداری تاک به‌تایبه‌تی له شاری هه‌ولێر. توێژینه‌وه‌که تیشک ده‌خاته سه‌ر په‌هه‌ندی جو‌راو‌جو‌ره‌کانی هه‌راسانکردنی سیکسی، ده‌ستپێشخه‌ری و نه‌جامده‌رانی وه هه‌روه‌ها جو‌ره‌کانی و نه‌و زیانه‌ ده‌روونی و هه‌ستییانه‌ی که له‌سه‌ر قوربانیه‌کان دروستی ده‌کات. له‌گه‌ڵ ئه‌وه‌شدا، لیکۆلینه‌وه‌ له‌وه‌ ده‌کات که چۆن ئه‌م نه‌زموونانه کاریگه‌رییان هه‌یه له‌سه‌ر به‌ره‌مداری تاک له ژینگه‌ی کار و خویندن، ره‌زانه‌ندی و وره‌ی فه‌رمانبه‌ران له کاره‌کانیان. سه‌ره‌پای ئه‌وانه

ليكۆلينه وهكه ههلسهنگاندى بۆ تىچوونه رېكخراوهيه شياوهكانى پهيوهست به ههراسانكردى سېكىسى دهكات، وهك كه مېونه وهى توانا و ويستى داھېنان و ناماده نه بوون و كه مېونه وهى بهرهمهينان به گشتى. ههراسانكردى سېكىسى كيشهيهكى بهربلاوه كه نهك تهنا پيشيلى مافى تاكهكان دهكات، بهلكو كارىگه ريبهكى زورى ههيه لهسهر تواناى تاك له كار و ژينگهى خويندى. ئهم تويزينه وهيه رېگاي چاوپيكيه وتن به كاردينى بۆ ليكۆلينه وهى زياتر له خهباتى قوربانان و هيزى ههراسانكه ران. ليكۆلينه وهكه ههولدهدات ئهوه ئاشكرا بكات كه تاچ رادهيهك ههراسانكردى سېكىسى كارىگه رى لهسهر تواناى فهريمانبه ران و فيرخوازان ههيه بۆ ئهجامدانى ئهركه كانيان به شپوهيهكى كارىگه ر. تويزه ران دهريه نجامى تويزينه وهكه شيدكه نه وه به پشت بهستن به تيورى فيمينيزمى بيل هووك و پهيوه ندى هيزى ميشيل فوكو.

به تيشك خستنه سهر كارليكه ئالوزهكانى نيوان ههراسانكردى سېكىسى و بهرهمهينان، ئهم تويزينه وهيه ئامانجى پيشكه شكردى تيروانينيكى دياره و بهسوده بۆ رېكخراوهكان و برياره دهستان. دهستكه وتهكانى ئهم ليكۆلينه وهيه رهنگه يارمه تيدهر بن بۆ په ربه پيدان و دارشتنه وهى ستراتيزيه تهكان بۆ دروستكردى ژينگهيهكى سهلامه تتر و بهرهمدارتر، وه ههروهها بره ودان به ژينگهيهكى تهندروستتر و بهكسانتر بۆ كار و خويندى.

التحرش الجنسي والإنتاجية في بيئة العمل والتعليم في مدينة أربيل:

الملخص:

تتناول هذه الدراسة العلاقة بين التحرش الجنسي في مكان العمل وبيئة التعليم، وتأثيره على الإنتاجية في مدينة أربيل. ويستكشف الأبعاد المختلفة للتحرش الجنسي، ويحدد مدى انتشاره وأنواعه، وآثارها النفسية والعاطفية على ضحايا التحرش.

كذلك تدرس كيفية تأثير هذه التجارب على ديناميكيات بيئة العمل والتعليم، والقناعة الوظيفية، ومعنويات الموظفين. فضلاً عن تقييم التكاليف التنظيمية المحتملة المرتبطة بالتحرش الجنسي، مثل انخفاض الإبداع، والتغيب، وانخفاض الإنتاجية الإجمالية. إجراء المقابلة الشخصية لمزيد من التحقيق في صراعات الضحايا وعلاقات القوة بين المتحرشين. تسعى الدراسة إلى الكشف عن مدى تأثير التحرش الجنسي على قدرة الموظفين والمتعلمين على أداء مهامهم بفعالية. وقام الباحثون بتحليل النتائج وفقاً للنظرية النسوية حول التحرش الجنسي من قبل بيل هووكس وتطبيق نظرية ميشيل فوكو حول علاقات القوة.



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ومن خلال تسليط الضوء على التفاعل المعقد بين التحرش الجنسي والإنتاجية، يهدف هذا البحث إلى تقديم رؤى قيمة للمؤسسات وصانعي السياسات. قد تساعد النتائج في تطوير استراتيجيات لخلق بيئات عمل أكثر أمانًا وإنتاجية، مما يؤدي في النهاية إلى تعزيز بيئة عمل وتعلم أكثر صحة وإنصافًا.