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**SEXUAL HARASSMENT AGAINST WOMEN EMPLOYEES
AT WORKPLACES**

MASTER THESIS

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MANAGEMENT AND ORGANIZATION

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PLAGIARISM PAGE

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ABSTRACT

Sexual Harassment against Women Employees at Workplaces

This monograph focuses on study of sexual harassment that happens to women workers. The most disadvantaged employees in organizations around the globe were women staff. They are abused, misused, exploited and coerced to please their opposite gender supervisors, senior managers and coworkers' sexual pleasure. Indeed, the freedom to enjoy rights, which are central to the protection and integrity of individuals worldwide, is highly limited for a vast swath of Afghan community, and especially women. Violence has always been an important part of working life. Millions of workers across all countries are scarred by it. In reality, the issue could be much worse than expected since there are indications that the prevalence of violence in the workplace is still unreported.

The health sector is particularly impacted by the issue of abuse. In fact, almost a third of the world's abuse in the workforce is inside the health sector. The victims are typically patients and visitors although there is also intimidation from fellow workers or authoritarian supervisors. Not only does workplace violence harm employee satisfaction, but it can also trigger poor health that leads to misery, sick leave and loss in income. This, in effect, sometimes affects the entire household, and can result in abuse of drugs and alcohol. It can cause, in extreme situations, post-traumatic stress disorder and lead to suicide.

Afghanistan is, from various aspects, one of the most dangerous countries. History has many examples to describe the relatively small progress being made in safeguarding and developing Afghan women's lives and health. The truth for the majority of women victims is that they are failing government institutions. This research has considered a Hospital in Kabul as its target population and has conducted it interviewing female employees of this hospital.

Keywords: Consequences, Coping Strategies, Sexual Harassment, Systematic Study, Workplace

ÖZET

İş Yerlerinde Kadın Çalışanlara Karşı Cinsel Taciz

Bu çalışma, kadın işçilerin başına gelen cinsel taciz olaylarını konu almaktadır. Kadın personeller, dünyadaki kuruluşlarda en fazla dezavantaja sahip çalışanlardır. Kadın çalışanlar; kötüye kullanıma, yanlış kullanıma maruz kalıp karşı cins denetçileri, üst düzey yöneticileri ve iş arkadaşlarını memnun etmek zorunda bırakılmaktadırlar. Gerçekten de, dünya çapında bireylerin bütünlüğü ve korunması için yer alan haklardan yararlanma özgürlüğü, Afgan toplumunun ve özellikle kadınların büyük bir kısmı için oldukça sınırlıdır. Şiddet her zaman çalışma hayatının önemli bir sorunudur. Bütün ülkelerdeki milyonlarca işçi bundan korkmaktadır. Gerçekte ise işyerinde şiddetin yaygınlığı hala tam olarak bildirilmediğinden, sorun beklenenden çok daha kötü olabilir.

Özellikle sağlık sektörü kötüye kullanımdan etkilenmektedir. Aslında, dünyadaki işgücüne yönelik istismarın neredeyse üçte biri sağlık sektöründedir. Mağdurlar tipik olarak hastalar ve ziyaretçilerdir. İşyerinde şiddet sadece çalışan memnuniyetine zarar vermekle kalmaz, aynı zamanda personelin sağlık drumunu etkileyip hasta olmasına, buna bağlı olarak da hastalık izni ve gelir kaybına yol açan sorunları da tetikleyebilir. Bu durum uyuşturucu ve alkol kullanımına neden olabilir ki, bazen de tüm hane halkını olumsuz etkiler. Nadir durumlarda; travma sonrası stress bozukluğuna ve intihara yol açabilir.

Afganistan, birçok açıdan en tehlikeli ülkelere biridir. Tarihte, Afgan kadınlarının yaşamını ve sağlığını koruma ve geliştirme konusunda kaydedilen, nispeten küçük ilerlemeyi tanımlayan birçok örneği var. Kadın mağdurların çoğunluğu için gerçek şu ki, devlet kurumlarında başarısız oluyorlar. Bu araştırma Kabil' deki bir hastaneyi hedef kitlesi olarak almıştır ve bu hastanenin kadın çalışanlarıyla görüşülerek gerçekleştirilmiştir.

Anahtar Kelimeler: Başa Çıkma Stratejileri, Cinsel Taciz, İşyeri, Sistemik Çalışma, Sonuçlar

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LIST OF ABBREVIATIONS

CEDAW	: Commission on the Abolition of All Kinds of Sexism against Women
SH	: Sexual Harassment
AIHRC	: Afghanistan Independent Human Rights Commission
UN	: United Nation
EVAW	: Elimination of Violence against Women
ANP	: The Afghan National Police
UNIFEM	: The United Nations Development Fund for Women



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1. INTRODUCTION

1.1 Background to the Issue

The concept 'sexual harassment' was only introduced in the 1970s as a metaphor for this behavior. Ever since, the problem has become a known trend in all societal and job contexts around the globe. According to the International Labor Organization, sexual harassment is a clear example of sex-related violence based on sexual orientation, a result of the unfair power relations between women and men (1). The problem isn't so much about the real biological gender distinctions – this is about the sex or roles in society that are attributed to males and females in economic and social existence, and the stereotypes regarding men and women identity in community that may lead to unbalanced ties within males and females in power (1).

All of this behavior had nothing to do with conversation or consensus-based lustful connections. Instead, we are concerned here with actions that, by means of sexually suggestive expressions, acts or movements, run against the preferences of people and could damage their reputation, or physical or psychological integrity, or could affect their work. In the last two decades, the prevalence of sexual abuse in the workforce has been gradually recognized. Researchers have discovered perceptions of sexual assault to be adversely correlated to work-related performance, personal wellbeing, and general health conditions (1).

Sexual abuse, for example, impacts women by reducing job satisfaction and productive participation. And by harming their well-being, increased internal pain, increased physical dysfunction and increased disorder in eating. In fact, the very well-being of both male and female workers declines when they operate in an occupational environment viewed as hostile to women, often in the lack of instances of personal animosity (1, 2). Sexual misconduct has been described as an ever-present obstacle to male and female job success and fulfillment (3).

1.2 Workplace Sexual Harassment

Since more and more females have joined the workforce over the last thirty years, their vulnerability to unwelcome job criticism has also risen. Currently, the issue of sexual assault at work is known as a significant concern – as a workplace threat and a violation of civil rights. The international organization for labors has called it a breach of employees ' human rights, a protection and safety threat, a sexism problem, an unfair working environment and a source of abuse, generally against women employees. Even though both males and females can be exposed to sexual assault, theoretical and practical data indicates that women in cultures worldwide are much more likely to be offended and men being offenders (4,5). The United Nation Commission on the Abolition of All Kinds of Sexism Against Women (CEDAW) has also acknowledged the severity of the issue, depicting workplace sexual abuse as gender inequality and a type of sex-based harassment in the General Recommendation No.19 of the CEDAW Commission (6). The CEDAW commission prevailed on Countries Parties to the Committee to take action to deal with the issue. – *"In their papers, States parties could provide statistics on sexual assault and steps to shield women from sexual abuse and other types of occupational aggression or intimidation."* It also has adverse consequences for the company / enterprise, including the detrimental impact sexual assault may have on employees. It adds to stresses in the workforce, which may in effect hinder team work and efficiency, and promote absences, both of which eventually lowers efficiency (6, 7). The company risks losing valued workers good job results, which may benefit from a poor public profile if victims go out about their cases in public. There is also a legal burden in the case of litigation and penalties and fees being imposed (7).

1.3 Understanding Sexual Harassment at Workplaces

Sexual assault is a direct example of sex-based gender inequality, but this is due not just to the real anatomical distinctions between males and females, but to the societal expectations assigned to males and females, and stereotypes of men and women identity within community. Sexual abuse is a direct example of unfair power structures – it is not about deriving personal gratification from the act, but rather about gaining dominance. In the workforce, the abuse occurs typically in leadership roles, maintains decision-making power or other factors that may impact job outcomes, and/or attempts to demonstrate or

show power and control over the victim. The above appears to have little power to make decisions, lacks self-confidence, be in a weak or unstable situation, or be conditioned to “suffer in silence” (8,9).

1.4 Motivation

Employee satisfaction is the level of dedication, participation and creativity that employees contribute to their jobs at an organization. If the economy is increasing or declining, the search for ways to motivate the workforce remains a management primary concern. Competitive viewpoints illustrate benefits (empowerment) or employee participation. Worker motivation can occasionally be especially problematic for small businesses (8). The employer has also spent many years constructing a hands-on company and often find it difficult to attribute important tasks to everyone else. But entrepreneurs should be mindful of these disadvantages: negligible-employee productivity may have a negative effect on small businesses. These issues involve apathy, lack of interest and even general consternation. Such expectations mount up into catastrophes (8).

But the small business can also provide an optimal condition for employees' morale: laborers see the impacts of their accomplishments immediately; guidance is quick and clear. A flawlessly fully operational and empowered work force frees the employer from the day-to-day tasks of thinking about long-term growth. Measurable and emotional benefits can also mean desirable workplace recruiting. Individuals excel in innovative working conditions and aspire to make an impact. Preferably the outcome of the work itself will give them a sense of success but very well-structured reward and recognition programs would exacerbate this effect. Enthusiasm of workers impacts efficiency and part of the role of a boss is to direct enthusiasm for the achievement of corporate goals (10).

A boss may also learn what encourages his workers and what also affects their preference of behavior when they remain in the behavior over time. And the way the people are handled profoundly impacts how they're going to do on the job (10) . Cultural inequality and sexual abuse of women workers at workplace can inevitably impact their efficiency; this research is meant to show how significantly sexual assault impacts woman employee morale at offices. Sexual harassment on female workers happens across the world, and it has been especially seen in underdeveloped countries like Afghanistan (11).

Not just in public service organizations, Afghan females are sexually harassed but has also occurred in Afghan military institutions. Two months earlier, one of the live instances of one such sexual assault went viral on the social media platforms. A senior Afghan military officer was reported when all Afghan citizens and public officials denounced sexual activity at his workplace. That was not the first or last case of sexual abuse against women workers. There are several instances of sexual harassment that have been reported, but have never been prosecuted before a court of justice, or merely ignored by all members of the family and victims to prevent persecution for themselves and their relatives (12,13).

In the event that sexual abuse against female workers occurs at companies, female staff will not get involved and inspired to work or those who do work will avoid their jobs. When organizations push towards integration these days, that ensures that minorities and women will play a bigger role in the workforce than they have in the past but it might be more essential to have them working at their optimal level if progress is expected for the future.

1.5 Company Profile

Several years of battles and civil strife left the health-care system in Afghanistan essentially powerless to provide for its citizens. There is indeed a serious shortage of qualified nurses and physicians, especially female doctors, to resolve the country's growing health needs (14). Female and children's well-being ranks among the poorest in the world. Acknowledging the tremendous necessity, in January 2005 the hospital that I am doing my survey welcomed an offer from the ministry of public health to take charge of a partly revived hospital in Kabul (13, 14).

As well as offering quality healthcare, this hospital provides comprehensive physicians and nurses educational programs to also improve the standard of treatment given across the region. Officially sanctioned by the Ministry of Public Health of Afghanistan, the mentioned hospital prepares medical professionals via internship, pediatrics and gynecology, anatomy, and family medicine programs. Currently this Afghan hospital is one of the country's top healthcare organizations. It is a source of healing and

optimism for pregnant women, children with disabilities, health workers and the country overall.

1.6 Significance of Study

The findings of this study will result in providing specific information on identifying the most important factors which affect the women employees' motivation negatively and how to solve the problems exist against them at workplaces, therefore it benefits the organization as well as the employees. By the insights that can be learned from modulated workplace harassment analysis, job efficiency, regulation and judicial process, this research can affect dialogue, potential regulations, and factual results related to harassment in the workplace. This research would significantly improve employee capacity to criticize discrimination activities and regulations in the workplace, thus improving worker morale and reducing abuse in the work place. Business analysis needs to tackle market issues and have a management problem-solving mechanism. In this context the present research aims to evaluate the effect of sexual abuse on the productivity of employees. Generally speaking, most misconduct cases happen between a supervisor and a subordinate, the bulk of derogatory actions encountered are implicit and verbal in type, and for the most part, misconduct activities are not sexually based.

Sexual harassment against women employees at workplaces is negative and unlawful action which unfortunately happens in most of the organizations everywhere in the world. It is the duty of all the employees in every organization to deem sexual harassment as crime and should never carry it out against anyone of their colleagues' especially female staff. Existence of sexual assault against women employees will definitely discourage them and they won't take part for betterment and development of the country (15). If we want to have free and fair work environment everyone should believe in social justice, gender equality and no abuse of the opposite gender at all, and at that time we can claim being good humans having valued the human dignity (15).

2. LITERATURE REVIEW

2.1 Conceptual Explanation

Sexual assault comprises a variety of behaviors and is not clearly described. Data from the report that was conducted US Merit Systems Protection Board was influential in raising public consciousness about the scale about sexual abuse at work (16). The significant evidence that sexual assault is widespread and harmful to people and places of work has led to massive policy and legislation on the place of work. The correlation between sexual assault and other forms of abuse at work, including intimidation, needs further investigation. There is no understanding of the nature and motives of the harassers and therefore nothing is understood about how to avoid abuse (16).

Spousal abuse, also known as domestic violence or sexual violence, is a pattern of activities including mental, physical, or sexual aggression performed on a person in a domestic setting, such as sexual intimacy or marriage (17).

In other words, Spousal harassment, a more clearly defined form of domestic violence, encompasses a variety of methods one partner uses to influence or exploit the other partner. Either spouse may be the primary abuser, or in some situations both spouses harass each other deliberately in one manner or many ways. Spousal violence can be physical, psychological or sexual in nature (17).

Eve teasing is perceived by many to be rooting from the word "holiday," which simply means early. Thus it is generally concluded that "eve-teasing" implies teasing girls who are at their young age or at the early stage of their sexual growth (18).

Molestation According to the dictionary of law and legal issues is an offence of sexual encounters children aged up to the age of 18, which include touching of private parts, sexual exposure, taking pornographic images, rape, inducing sexual acts involving molesters or other children, and variations of these acts by sexual predators; Molestation often refers to abuse by a parent with a subordinate member of the household, and other inappropriate sexual activities between adults without rape (19).

Abuse can be performed in various ways:

Verbal abuse: this sort of abuse includes use of sexually explicit terms, sexual offers, remarks on a person's looks and reporting, lusty humor, sexual humor, derogatory language and other sexual remarks. (20)

Nonverbal harassment: Nonverbal abuse includes smiling, scowling, sexual expressions and lustful gestures (20).

Physical harassment: like scratching the body of a woman, taking her hands by force, touching with the arms, coming close to the body of the woman (20).

Quid pro quo: Quid pro quo sexual assault happens where the response of unwanted sexual advances is conditional on jobs, salary, compensation, role, position, or other incentives for promotion or preparation (20)

Antagonistic Workplace culture: An antagonistic workplace culture; in other words, dysfunctional work climate is one in which the workforce is dominated with conflict, chaos and disgruntled workers to the extent where it impacts the morale and well-being of the office staff (20).

2.2 Literature Review

It is defined that Sexual harassment involves a wide variety of attitudes, from glimpses and offensive remarks and humiliating statements focused on social roles to sexual assault and other physical abuse. Whilst the legal meaning differs by country, it is comprehended that sexual harassment indicates to inappropriate and unfair sexual behavior (21). A relatively broad definition defines sexual harassment to be "any improper sexual approach, invitation for sexual favor, verbal or physical action or act of a sexual nature, or any other sexual activity that may fairly be anticipated or considered to cause offense or embarrassment to another. This abuse can be, but is not inherently, a type that interferes with jobs, is an employment requirement, or produces an oppressive, threatening, or disruptive working atmosphere (21).

In the workplaces, females are the primary victims of sexual violence. Once sexual harassment has been identified and its cultural context and occurrence addressed, the

writers discuss women's opportunities and the consequences of the topic for social work, research and education (22).

When females initially started to work outside the home, sexual abuse was a part of the workplaces. While there are no real observational studies, wide-scale studies of female workers show that at some stage in their educational or working life, about 1 in 2 women will be harassed. The findings show that sexual assault is humiliating, scary, and sometimes physically abusive; it often stretches over a considerable length of time; and can have profound impacts on work, mental, and wellbeing (15).

A feature of males who intimidate sexually is that they do not know that their deeds are improper or that their power is misused (15,16). In the written research paper, it is explored that the nature and automaticity of a conceptual link regarding power and sex definitions and their implications for patterns of sexual misconduct. Experiment 1 revealed an unconscious correlation between power and sex using a subliminal priming technique and only for people with a high probability of sexual harassment or assault. In Study 2, the unobtrusive priming of male participants was either authority-related or impartial stimuli (23). A female's attraction ratings for men who are likely to be sexually assaulted but no other participants. In power priming, confederates were substantially higher than balanced priming. (24)

The conceptualization of sexual harassment is a type for sex-based abuse that has profound effects on affected people. This article discusses work in three related fields on the consequences of abuse. Job-related, mental, and behavioral consequences of sexual misconduct are examined on female workers, as are the effects on the hiring company. The third section of the study discusses the reactions of female victims of abuse and efforts to deal with abuse (24,25). Under certain conditions, the most widely utilized efforts to manage may not be successful. The research available has substantial limitations and shows significant gaps. It offers a lengthy list of consequences and responds, but it does not require us to determine circumstances under which specific effects can occur or factors affecting response choices. The issue of harassment outcomes has generated relatively little interest among experts particularly in comparison to other aspects of sexual misconduct (25)

Throughout work environment, flirtation, cracking jokes, and closeness among colleagues sometimes are normal. Not all of these experiences or actions are abuse or assault; consensual sexual interactions, described as representing supportive and independent manifestations of the sexual arousal of employees, are also common in the workspace and are the subject of this article (26) The written article written by Williams and colleagues is started by investigating the difference between sexual misconduct and consent for sex. Secondly, the authors have also looked at contemporary literature on illicit affair and company literature in their research article. Lastly, the paper written by Williams and colleagues address social science research on consensual sexual relations, involving mate choice studies, institutional strategy, and the atmosphere of the workplace (26).

In the article written by Pryor and colleagues, it is suggested that, as interplay between institutional power and individual agency, sexual activities should be grasped in depth. The Equal Employment and Opportunity Commission rules on sexual misconduct add great significance to the assessment of the receiver's experiences. Study has continuously proven women find sexual harassment and assault more than men. Three hypotheses are suggested in the analysis of Williams' article which account for the interpretations of sexual misconduct by individuals (27). One is that in personal attitudes towards sexual harassment there is a profound difference between male and female and also how they perceive it; Secondly, variable professional experience accounts for distinctions in perception; And the third is that gender-role "spillover" accounts for variations in perceptions — that is, whenever a work comes to be seen mainly as a man's or a woman's job, the role of gender spills into the influence of the worker. Data analysis from a random sample in Los Angeles County of 1,232 working men and women indicated some consensus for all three hypotheses. The three concepts ' parallel contributions and their consequences are addressed for workplace behavior (27)

A psychological social context is defined for the scientific research of sexual assault. In this sense, female sexual assault is conceived as an action often committed by some males. The theory of psychological social context thus suggests that both environmental factors and human factors (or discrepancies between individuals) lead to sexual assault. Proof of this process will be tested. Analysis of societal factors suggest that the number of sexual misconduct is affected by local conventions 26,27). Research of individual factors shows that women who are vulnerable to sexual harassment have a

cognitive correlation between social dominance and sexuality. Eventually, work is checked to show that actions of sexual misconduct can be observed under lab conditions where there is a systemic combination of individual and circumstance factors. The consequences for approaches of this system are explored (27).

Tangri, Burt, & Johnson discuss three examples of sexual misconduct based on previous investigations, court proceedings and judicial defenses: Natural / Biological Model, Sociocultural Model and Organizational Model. In comparison to these methods, evidence from a wide (N=20, 083) the public sector segmented representative sample is analyzed. There is no substantial support for any paradigm, and the image of sexual abuse daubed by these records tends to be more complex and diverse than initially claimed earlier, self-selected samples (28). The findings are addressed in consideration of the challenges of using huge-scale study methods to examine complex sociological phenomena, and proposals for upcoming surveys methods that might supplement research techniques are being made (28).

The main purpose of Tangri, Burt, & Johnson study was to investigate the job-related, emotional and physique consequences of working place sexual abuse. The study conducted by Tangri and colleagues evaluated the observations from 49 main surveys using an algorithm-analytic method, with such a cumulative sample of 89,382, the average demographic impact size of the sexual misconduct relationship for work-related consequences should be calculated (for example, job contentment and dedication to corporation), mental results (e.g. being in a good health condition and suffering) and Physical consequences (e.g. Confidence in being healthy and physical ailments) (28). Analyzes of moderators also were carried out to determine if sex, age (under 40 years of age vs above or equivalent to forty years of age), and the resilience to these organizations is moderated by the sort of calculation (the "the question being direct" approach vs the "list of behavioral" approach) (29).

Using information from the National Career Satisfaction / Un-satisfaction Survey of the American Bar Association (1990), Laband, & Lentz quantify the legal profession's prevalence and effect of sexual misconduct. Just over one-thirds of female lawyers in private practice and half in private or government sector environments indicated that male bosses, coworkers or customers encountered or witnessed sexual assault throughout the

two years leading up to the study (30). Female lawyers whose masculine bosses or coworkers had witnessed or endured sexual abuse showed reduced overall work satisfaction to those who had not, as well as a greater desire to resign. The writers suggest that often bosses and colleagues may be eligible to sexually assault women workers in cases or levels that are not illegal, but cause the victims to leave (30).

Sexual abuse can lead to several facets of female's job experience, along with absences, attrition, efficiency and job morale, job discontent, and joblessness, to an unspecified degree (31).

O'Leary-Kelly, Paetzold, & Griffin say that the scholars and experts in the field of management and organization have paid negligible attention to sexual abusers in bringing awareness among workers in organizations and institutions. This paper's writers portray a performer-focused method of interactions between sexual misconduct. The researchers (31) view sexual assault as one type of action that an individual might choose to achieve valued objectives in the design that is centered on interpersonal violence study. (31).

This article written by Marshall explores the mechanisms used by females to describe their sexual assault ordeals. Though legal systems offer vital guidelines for females determining their coworkers and subordinates ' behavior, women working employed a variety of other interpretative mechanisms while assessing if such actions had affected them (32). Several of these frames arise from feminist responses on work environment violence and harassment of male dominance; many originate from a philosophy of administration that stresses efficiency and effectiveness, while others arise from the rejection of sexual assault laws as an excessive restriction of female sexual independence (33).

Yet having a feeling of being hurt does not turn immediately into sexual assault mark. Alternatively, females also used an objective definition that contrasted their expertise with some level of offensive behavior. Only once the acts reached this unacceptable expectation and were viewed as detrimental did females consider sexual assault to their ordeals. (33).

McDonald a fast food chain organization has explored the relations between sexism, abuse, as well as the glass ceiling in his article, claiming that most of the reasons

that stop women from holding administrative and managerial roles often facilitate sexual assault. It is believed by McDonald that initiatives aimed at increasing the number of females in offices of greater level would lessen sexual abuse. Firstly, McDonald's organization describes and addresses segregation, abuse, and gender gap, relations, and relevant law. then, McDonald's fast food organization states that they explore the relations regarding gender and sexual assault, stressing the sexual assault effect of gender disparity (34). It is said by McDonald company that after which describe suggestions for institutions attempting to lessen sexual abuse, highlighting the part female managers can perform in such attempts, and, most crucially, the recursive consequences of such endeavors on increasing the amount of females in institutions in greater-level positions (34).

Notwithstanding being outlawed in jurisdictions across the globe, in a number of corporate environments, many people of both sexes continue to suffer sexual assault in the working environment. The objectives of the journal article that McDonald organization published are threefold important: initially, to extract the cumulative state of education in the sector with an emphasis on work environment sexual assault as it relates to administration and organizations; Secondly, to analyze this data, to illustrate conflicting insights; and thirdly, to explore areas that need more inquiry. Evidence, attributed differently across interpersonal contexts, socio-cultural interpretations and institutional viewpoints, repeatedly shows that, like many types of sexual abuse, people experiencing sexual assault in the place of work suffer serious emotional, well-being and work-related repercussions (34). Nevertheless, the victims do not often render official complaints by explicit or implicit institutional processes. Legislations, austerity measures and policy decisions have been somewhat effective in increasing awareness to the issue and in shaping jobs rules and standards. Nonetheless, in order to successfully deter and react to sexual misconduct, it is important to avoid more employee behavior (34).

Corrective efforts to curb and deter workplace sexual harassment have focused on delivering legal remedies to victims, defining the obligations of bosses, and empowering workers to avoid abuse. Several different types of reactions to sexual assault are explored in the article written by Livingston. Firstly, the establishment of legislative and legal standards identifying abuse as unlawful conduct and setting employer obligations requirements is checked (35). The debate will then look at the measures recruiters have taken to fulfill their obligations. Supplementary analyzes of data gathered from early 3000

females who reported sexual assault incidents are used to evaluate individual responses to abuse and possible factors of those reactions. Eventually, legal services offered by women's groups are explored, and some observations are taken on the organizational effect of corrective measures on sexual assault avoidance (35).

Sexual assault in the work environment is globally denounced as gender discrimination and a breach of human rights, and therefore more than seventy-five countries passed legislation banning it. Workforce sexual abuse raises absences and attrition, which decreases performance and job satisfaction in the workforce. It still continues to remain omnipresent often under-reported, and it wasn't eradicated by laws or business rewards. Clear company policies that discourage sexual assault, employee counseling and a complaint mechanism that safeguards employees against retribution have seemed to show the most potential in eliminating sexual assault. Questionnaire proof prepared by Joni analyze pervasive sexual assault has also been important for building of sexual assault legislation. Even though both males and females are sexually assaulted, statistics from worldwide surveys indicate that women are the primary victims. Sexual abuse is more common in hierarchical hierarchy organizations with higher power differences, and in masculine-dominated institutions such as the army (21).

Sexual abuse is a constant issue across the world. Various countries have taken steps to shoulder the burden of such a concern. Societies or firms cope with the subject either by responding to the pertinent cases or acting pro-actively. Lebanon is no different from those of other nations. Sexual abuse is taking place in the workforce however there are still no official records of the incidents (36). The Beijing Platform for Action, introduced at the Fourth International Female's Conference of the General assembly, asks on authorities, the global community and civic society to take urgent steps in 12 main problem areas, particularly women's violence: In particular, the avoidance of employee sexual abuse. Assault and sexual abuse are known as a type of sexual harassment, and therefore are opposed to the concept of fair treatment between males and females (36).

Sexual acts of violence are often known as sexual assault (as well as violent acts). Suggestive comments or insulting statements aimed at one gender could, in the legal context, be called sexual harassment, but not necessarily, based on context and duration (37). And there is no straight distinction between awkward sexual advances in

relationships and sexual assault. It becomes even more complicated to measure the seriousness of sexual harassment, as people respond differently to treatment that is impartial identical. Additionally, feminists prefer to use the word sexual assault even to more serious types, such as sexual abuse (37).

Moreover, to comprehend sexual assault, the two fundamental types of sexual abuse need to be made public, In other words, Quid Pro Quo, and Antagonistic Workplace culture. Quid Pro Quo sexual abuse usually happens whenever a harasser wants to ask or pressures a worker to undertake sexual services in order to maintain a job, obtain a promotion, earn an increase, acquire some prospects job related, or prevent harmful effects like disqualification to termination. Whilst, sexual abuse throughout the Antagonistic Working environment happens when institutional employees experience an aggressive, combative or insulting working environment due to their gender (20, 37).

The phenomenon of sexual misconduct at job has proved hard to evaluate. Experts estimate of U.S. goals for sexual assault vary between 24 percent to 75 percent of female profile and 13 percent to 31 percent of males, with a rather recent census that these thresholds are set at 38 percent for females and 13 percent for males. The broad range of incidence calculations is mainly because targets often reduce or understate occurrences that meet the criteria as sexual misconduct by nature. Targets of sexual misconduct can minimize or give less importance to abuse experienced due to fear of negative results, not believing in the strong desire or capability of a corporate to do anything to stop this abuse, a tendency to overstep boundaries in a world dominated by men (38).

Additionally, the concept and measure of sexual misconduct can vary by location or research, resulting in certain variability in calculations of incidence. Generally, it is evident that sexual abuse is not rare in the workforce, and evidence indicates that incidence rates might be understated (38).

Distinguishing job-related factors linked to higher risk of sexual misconduct and work environment assault can assist target efforts to remove sexual misconduct in specific professions and circumstances. There are some key risk factors which include: doing job for tips like restaurants workers, doing job in isolated spaces like, baby sitters, illegal immigrants and those on short term work visas may be at risk of assault and harassment in specific. Female workers in professions where they're a fringe group, especially under very

bodily settings or typically men-oriented conditions also, might be especially susceptible to rape and sexual assault. Most organizations have major differences in control among employees. Such power differences are a causative reason for sexual misconduct and assault, especially due to the lower female propensity to get in senior roles (39).

Sexual abuse in companies and working conditions is a persistent, systemic occupational safety epidemic. First discussed via a 1998 Separate section on Sexual misconduct in the Journal called job health Science, we refer to that profound problem. If the idea is to make sexual harassment less in organizations, as well as we think it must be, then perhaps a fundamental question is whether we've made significant development in two decades. Response is infused. Indeed, SH grievances are falling by 28 percent. No, masculine concerns are increasing. Indeed, the proportion of merit settlements and financial benefits have increased. Perhaps then how do we clarify SH's intricacy with emerging participants of the homosexual, bisexual and transsexual labor force. One constant issue element of sexual harassment (SH) is lacking definition pact. We take the large, adverse consequences for companies and human perpetrators into consideration. Assaulters and perpetrators ruin lives, with lengthy histories of misery left behind. Furthermore, we make recommendations for advancing in research and education, with focus on the involvement of the observer (40). It is inferred that SH is a workplace health concern that is completely avoidable, though not always predicable.

Sexual assault has been recorded in schools like elementary schools, even though it is most prevalent in adulthood (41). Violence against women and girls, and sexual abuse in particular, occurs in social and cultural contexts steeped in patriarchal systems that are propagated via ceremonial depictions, beliefs and practices that centralize the hetero-normative sexuality order. Changing cultural depictions and practices thus involves measures that convert and build gender equality based contexts (42).

The prevailing strategy to mitigation of violence towards women utilizes a three-level concept of public health (43). Primary prevention efforts aim to reduce the incidence of gender-based abuse, and often tackle the stereotypes that underlie abuse. Secondary and tertiary prevention seeks to limit the adverse effects of violent acts and/or additional violence. Strategies to public health aim at recognizing the circumstances and contexts leading to violence towards women (such as social, economic, cultural, and political

conditions). Specific prevention programs concentrate not on individual offenders or victims but on developing strategies and resources for promoting social, cultural and political progress based on the values of fairness, equality and civil rights (44).

Primary deterrence in this context discusses the particular conditions that enable the outbreak of abuse. It improves awareness of the causes and effects of sexual violence with the goal of changing attitudes, changing behaviors and enhancing approaches for responding to violence. (44).

Educational programs are the most common approaches used in primary interventions and schools are a natural environment for such measures that seek to bring about potential social and cultural improvement. However, assessments of the effect of these initiatives demonstrate mixed results, with less well documented alters over time (45). Preventative initiatives recorded in research focus predominantly on sexual assault and rape, with a focus on university campuses – particularly in the US – and some initiatives that train young women in self-defense abilities. A recent analysis of female's self-defense in European Union Member States shows that while many of these initiatives are more focused on improving personal behavior than on trying to bring about change at community level, it should nevertheless be considered a promising preventive method (46).

Community-based bystander prevention interventions are seen as groundbreaking in that the following: Method does not depend on females being portrayed as suspects, messages which could encourage defensiveness. Such a strategy is assumed to minimize both males and females' exposure to rape prevention messages and increase attempt to change wider group and societal norms surrounding sexual abuse (47). Most prevention programs are run in single gender communities, centered on the premise that action requires to be geared differently at girls and boys due to the nature of victimization and perpetration by sex. Trying to cast young ladies as all possible victims and young men as all potential offenders, nevertheless, risks strengthening the very gender standards which programs aim to undermine (48, 49).

Females are rather influenced by the abuse, and therefore the harassers continue with masculinity and sexual connotations toward them. It makes sexual assault turn into emotional abuse (50). While the documentation relates to sexual misconduct of men as harassers and females as victims, any issue, regardless of sexuality, may be harassed (50).

Place of work discrimination leads in significant costs not only for the victims but also for the companies themselves. Workplace harassment is essentially verbal in nature, and can have devastating effects. It has an adverse effect on the victims ' livelihood (51). The influence of sexual misconduct amongst doctors in the workplace is on the rise (52).

The healthcare sector is not free from sexual assault; in addition, more than 50 percent of women nurses, doctors and students experience sexual harassment. Gender-based sexual harassment is unwanted behavior that undermines the willingness of a person to do his or her work (or complete studies), including inappropriate sexual advances, offensive verbal or physical actions and demands for sexual favors. While much of the sexual misconduct allegations are brought by females, the sexual assault complaints against males have risen. Although some behavior is so overtly inappropriate that it is obviously sexual assault, a lot of activity falls into a grey field. Behavior, while appropriate, does not constitute sexual assault. This is important. Managers can date staff, and co-workers can laugh at corny jokes, kiss each other, and smack each other on butt, and those acts will (or should) breach corporate policy; however, if none of them complain, it is not sexual misconduct (51, 52). However, whether someone protests or is unconsciously exposed to this activity, it is sexual assault. The cautious employer develops a policy that precludes conduct that may be viewed as sexual misconduct and any such activity is prohibited by the cautious employee.

In a research conducted by Jeanne Madison, PhD and Victor Minichiello, PhD, they have stated in their research paper that in order to understand sexual harassment in healthcare sector Victor Minichiello conducted in depth interviews with some 16 female nurses who were registered nurses. Furthermore, they mentioned that to investigate more thoroughly how nurses perceive of sexual harassment, interviews with Australian registered nurses were performed to identify and examine how they identified harassers and interpreted or described their sex-based abuse experience(s) (53). Sex-based assault was described as unwelcome sexual attention for the reasons of this study, which included a variety of unwanted activities such as sexually suggestive remarks, sexual activity offers, personal questions about one's private life, rubbing up against someone else's body, inappropriate pictures which jokes, or verbal violence (53).

The comfort survey consisted of 16 participants who each engaged in nearly 1 hour high-depth interviews. The whistle blowers were licensed nurses who were students participating in comprehensive tertiary education at an Australian institution of teaching, counselling, and hospital administration, who conducted a report on sexual abuse. The study centered on learning how to identify the assaulters and how the insiders explained away their own actions and those of the harassers (53).

Not only did informants describe a number of bullying circumstances but also a number of harassers. It becomes very clear there were several various types of assaulters. For the informants, the definitions they used fall into many categories. To fully understand abuse, it is important to recognize the specific features of abusers and see whether the registered nurses use that knowledge in an event of abuse. For these insiders it appears convenient for identify the abusers and classify them. The harasser's details are descriptive, and a image appears reasonably simple. This means the informants will rely on a language that reflects what they see, hear, and sound while categorizing harassers. Figure 1 describes the different forms of harassers the whistle blowers described (53).

The registered nurses classified the harassers as: the obvious sexual harasser is not unintended harassment. There are numerous signals allowing registered nurse informants to know exactly what to expect from this harasser. This harasser attacked private space; accompanied in smaller, more affectionate physical space registered nurses; and touched without ultimatum. The abuse was blatant, not discreet. The informants did not deny that the conduct was unacceptable and, when explaining it, they were comfortable. To cope with this harasser, the informants found many evasive tactics. The descriptive words used by informants will also contain phrases like "sleaziness," "arrogant," or "talk about God's gift" from the harasser (52, 53).

The sex-based / gender assaulter is closely affiliated with females and nurses, and is commonly defined as rude. This kind of abuse is typically verbal, often correlated with offensive professional environment words, explanations, or names. Most informants reported abuse by an entirely unknown source, typically connected with someone who is known, a patient, or a relative of a patient. The abuse is generally a physical attack, whether kissing, pulling or hitting. Most insiders reported abuse by an entirely unknown

source, typically connected with someone who is known, a patient, or a relative of a patient. The abuse is generally a physical attack, whether kissing, pulling or hitting (53).

Some abuse incorporates many features from other categories, which can only be defined as mixed behavior. Jocalyn explained the Wardman's actions that did not, for instance, restrict his abuse to inappropriate remarks but would entail actual contact and rubbing against the harassed. The wardsman has even told "very rude" jokes, as per Jocalyn (54).

Research on the disparity between potential and real reactions to ill-treatment within institutions shows that this can be based on expected behavioral impact, preferred coping mechanism, difference in organizational rank and gender between the attacker and the survivor. Maltreatment goals go through challenges, if they reply to circumstances in an aggressive or passive manner. When they protest, co-workers may get hostile or they can get poorer levels of performance; even if they don't protest, they go through mental distress. Furthermore, the results suggest that the supervisors fear of taking action due to the fear of retribution, while supervisors avoid taking action in an effort to be seen as "fair" or because of a lack of relevant policies (55).

Sexual assault is not caused by sexual arousal but used as a leveler against women in power. It is claimed by McLaughlin et al that it is one way for men to manipulate and influence females who are considered to be non-conformist and have ascended to roles typically dominated by men (56). As an act, sexual misconduct is profoundly rooted in corporate processes and procedures, and therefore needs to be analyzed in a particular way. McLaughlin and colleagues find out that workers with precarious employment, economic insecurity, or those who are self-directed are likely to suffer sexual abuse (56).

In the Indian context, sexual assault at work is among the closest forms of discrimination against women and men (57). Workers also do not go beyond forming a complaints panel as required by the legislation. Rather than contributing to reprieve, the sexual harassment statute simply is a way of regulating female sexuality, which in fact leads to further repression. Private organizations, are not responsive to sexual harassment allegations. Notwithstanding the legislation being passed, companies are unable to streamline procedures or develop adequate processes. Also where a redress process is in

place, the gender structure against a individual as she files a formal claim, or the position of the defendant, plays a significant part in the invalidation of the accusation (57).

A field of interest is the assailant's insolent mentality in thinking that the victim wouldn't have the confidence to disclose the crime, and second, even though she did, it will be impossible to "prove" it, as required by statute. A woman who is vulnerable to blame herself for or not disclosing abuse is closely correlated with the attacker who thinks he should get away with these crimes. Social learning plays a vital role in trying to indoctrinate both men and women's responses to these circumstances. Therefore, the primary obligation lies with parents to support children with dignity and at the very beginning instills respect for girls (57).

It is claimed by Chaudhuri in his article that all people must always be conscious of the rules and their rights, as part of their schooling. For women silence is certainly not a choice (58).

The organization's contribution to building a healthy and fair workforce is critical. Although women face sexual assault through various categories of organizations, statistics show that MNCs are comparatively more sensitive to women's workplace demands, as compared to large companies and small private businesses. Organizations that have invested in the development of ethical standards and traditions focused toward people have interconnected practices that pervade organizational processes. It was found that institution working on gender equity and ethical standards concentrated similarly on efficiency and results. Inculcating a positive work ethic in which workers build a sense of loyalty to the organization and are able to go the extra distance is in the interests of the company itself (58).

Although some companies in Chaudhuri's survey have taken long strides towards building a workforce that is inclusive and safe, there are many others who also need to give due attention to this issue. This is far from necessary, but putting a regulation or panel in place is an essential and critical step. Although gender equality, social development, and zero tolerance to any such act would be long-term priorities for every community, a distinction can be made within an organization, particularly if it operates in a democrat setting entrenched in sexism and high-rooted biases (58).

Tackling the effects of sexual abuse on the company and the victim is imperative. Sexual misconduct can cause high attrition, bad working relationships and can affect the organization's economic costs (59). Sexual misconduct affects employees in several ways like compliance and control charges, raises workplace absenteeism and job sick-days, causing workforce turnover to boost recruiting and recruitment affects for new hires, negative public response, decreased efficiency for hires and low morale (59). The occurrence of sexual assault has immediate consequences such as adverse work-related emotions resulting in workplace frustration, termination plans, mental consequences such as depression, headaches and stomach complaints (60).

Given that sexual assault can affect different elements of workplace welfare, the behavior will also impact the performance of a company. The two important factors reported in research on sexual assault are work satisfaction. In turn, loss in career satisfaction is often significantly affected by sexual assault and occupational abuse. Because of the encounter of workers who are sexually abusive at job, the connection and dedication of employees to their company can be greatly reduced. In this case, the company is responsible for sexual harassment incidents within its workers by specifically enforcing no harassment rules, as the abused workers often require the organization to respect and defend their rights (61).

If the subordinate refuses to acknowledge the action, this frustration will escalate to resentment at the company and the individual (for failing to defend them or tolerating this behavior. As a consequence, it can result in loss of employee engagement and commitment to the company (62). Sexual assault cases were also linked to the organization's removal. Generally, withdrawal is calculated by two separate mechanisms, detachment from job (being late, incompetent, ignoring work tasks) and withdrawal from work (turnover or desire to quit company). Another consequence of sexual assault is workplace performance with decreased volume and quality of employment, diminished ability to collaborate and interact with others, as well as poor efficiency (62).

Sexual coercion is characterized as "sexual assault that contributes to a direct impact on the work of the victim," often between a supervisor and subordinates, while sexual frustration is viewed as "aggressive sexual behavior, threatening or harmful to the victim, that has no direct impact on the job gain that might occur between worker and

coworker or customer to an employee. The actions of sexual harassment can also apply to any work related gain in terms of sexual collaboration such as preferential benefits and bribes. While it is almost unanimously acknowledged and branded as abuse, it is perhaps not the least normal, perhaps ironically (63).

Aggressive behavior usually happens in abuse hostile workplace trends and this sexually linked activity will not be applicable to job-related results. Any action of verbal or physical behavior in sexual type, unwelcome sexual comments, the harasser's demands for sexual favors, any other oral or bodily activity in sexual type that may not impair or interact with the job performance of workers, as well as create an aggressive, intimidating or insulting work atmosphere. For example, offensive behavior includes remarks on the look or attitude of someone, lewd observations on the body of anyone, accusation, insult, scowling and intentional unwelcome physical contact (64).

The workers ' own behaviors are assumed to be associated with the incidence of sexual assault. Relaxed workplace and dominant mindset and understanding will even exacerbate and enable sexual harassment cases to continue. Hospitality workers viewed fraud as a more dangerous human being. In addition, the danger of human element related to sexual harassment may also be affected by the power somebody holds. Many that have control over people can exploit many privileges for sexual harassment. Within the hospitality sector the structure is widely respected because it is so associated with authority and seniority Stevens (64).

US reports suggest sexual assault is reducing work satisfaction. However, even though they are not directly abused, workers who work in a corporate environment considered to be discriminatory towards women often report reduced well-being (65). Sexual misconduct has been identified to impinge adversely on workplace engagement and corporate contribution in relation to work satisfaction. Work satisfaction appears to have an opposite relation to the plans for turnover. Therefore, if workers are not happy with their work, they are likely to experience higher planned turnover. Sexual abuse decreases workplace satisfaction by invading goals and participants alike into their working environment (65).

2.3 The Case of Afghanistan

Females in war and post-conflict circumstances experience consistently different types of violence which impact their lives. The destruction caused by recent conflicts and their devastating effect on civilian populations has contributed to increasing awareness and indignation about the consequences of war on females and also the overwhelming post-conflict strain women experience. Women are involved as victims, fighters, guardians and truce-makers in the post-conflict safety sense (66). While noting the effects of war on females, the study shows that ' females are not only victims of conflict and survivors of humanitarian missions, they are also drivers of resilience and main problem solvers in their societies demonstrating obvious examples across Afghanistan. The current history of Afghanistan is commonly seen as being partly a retelling of "internal conflicts around contesting political parties who use rights of women as a barometer of Islamic credibility (68)."

The Mujaheddin regime's inter-factional combat and chaos (1992-96), the Taliban administration's restrictive gender reforms (1996-200 1), and the deteriorating famine impacting the nation have had devastating consequences on Afghan females. The research retraces women's history in Afghanistan for four major factors. Firstly, to prove that females were not always marginalized by extremism in Afghanistan, as happened under the Mujahideen and the Taliban administration. Second, even as early as the 1920s, highlighting such gender issues was an important part of the mainstream building agendas. Third, to illustrate the strength of tribal / community leaders in determining place of women and opposing any change which might question their masculine authority effectively. Fourth to recount the political history of Afghans in order to emphasize the intermittent measures taken to support women in an attempt to establish a feeling of statehood (68).

Afghanistan's topography is very uneven and it is densely populated by diverse ethnic, religious and nomadic tribes. Pashtun, Tajik and Hazara are the major ethnicities. Topological and racial inwardness have stopped Afghanistan from ever building up a cohesive and coherent sense of patriotism. Ethnically related animosities have produced deeply divided societies, along with accessible and complex perceptions of Islam. The effect on women was unduly harsh, as female's lives were sometimes used the commodity

for creating cultural dominance. Nomadic rules and prohibitions have fallen by the wayside over Islamic and constitutional laws in determining gender norms, in particular via hierarchies of ancestry in remote rural areas (69).

Ruins of ethnic dominance, honor structures and patriarchal inter-tribal influence exposes have put women's roles at risk. Nomadic rules consider marriages as associations among groups; females are pawned into marriages and not permitted to divorce; complete submission to the husband and his family is required and females are barred from having any schooling. Women are considered as 'reputation' receptacles, thus remaining in the domestic sphere, watching the veil, and being voiceless (70). The family's honor, the race, and the nation is essentially rooted in females. Afghanistan might be the only nation in the world whereby female's status challenges have made and undone kings and leaders throughout the last century. Lately women's condition under Taliban regime has been at the focus of attention. Female's issue came to signify a war excuse for the Foreign military forces in the name of women's right (70).

Yet modern women's condition in Afghanistan isn't just the product of Taliban practices. There is indeed a history of women's oppression through the ages. Also the history of the Mujahideen (1992-1996) is far worse than the Taliban's in more recent years. Thus, the study of the condition of females in Afghanistan must be approached, not by the political paradigm of 'before and after' the Taliban, but within the wider historic context of Afghanistan. Only such a view will guarantee females are seen as an essential part of the Afghan nation's reconstruction. Underneath the present circumstances, females could reinterpret their roles in families and communities in terms that would change not only themselves but country's lives (71).

Whilst economic restoration is key, it can be related to broader social reform and developing political democracy in forms that also include females on current terms. In other terms, the socioeconomic collapse of Afghanistan provides opportunities to restructure the distribution of resources across gender lines and to contend against female's continued absence from the paid workforce. Social progress of Afghanistan could only be achieved via democracy and reducing poverty, the progress of both being ensured through the full female participation, particularly in rural Afghanistan (71).

Women are not a secluded body in Afghanistan. Their destiny is interwoven with historical, financial, social, economic and religious powers and decided by them. In addition to a number of internal conflicts, there have been significant impacts on Afghanistan from outside or global political powers. Two important eras in Afghan history have influenced the equations of sex and impacted the position of women in Afghanistan (69). The first era occurred under Amanullah Khan's rule in 1923, which included drastic changes to improve the lives of women and the status of women within the family. The proposals met with strong resistance, which led to Amanullah's eventual demise (72). The second period was under the governance of the Afghan Communist-backed People's Democratic Party. This governance enforced a social reform movement to support women that contributed to a decade war between Afghanistan and the Soviets, the Mujahideen's emergence, and the deterioration in the position of women. Given the failure of these changes, the two centuries offer proof that there has been a tradition of moderate attempts in Afghanistan to provide rights of women and to establish the foundations for a more equalized community. At about the same time, this historical study sheds light on the importance of Afghanistan's rural / urban division (72).

The central system of governance in Kabul has failed to preserve its control from the start of the Afghan government to the current day. Different measures and techniques have been used towards such a goal. Gender policy was one of the most important and contentious issues among all the administrations. The governmental interference into personal domestic affairs has always had volatile consequences in particular sex-related matters. So each system of governance has included and/or exploited specific Islamic values and texts to justify their overt political objectives. The main elements of King Amanullah's radical gender change program was promoting participation of women in government schools, public activities, paid labor force and women's participation in social events. The veil problem and girls ' enrollment in government schools were the main elements of his gender changes (72).

While city females were the target of the reforms, discontent against the King's policies rose amongst some of the tribal and ethnic groups. In the regions, in reaction to the introduction of certain services like women's unveiling, the dissemination of the Queen's portrait in a sleeveless dress during her trip to Europe, the journey of young single women to Turkey, unaccompanied by close family relatives, and the concept of co-education were

indicators of the subjugation of Afghan society to Western lifestyles. For the general population, most of those ' progressive ' initiatives have been viewed as ' external ' values forced on Afghan society's ' traditional ' Islamic standards. The collapse of Amanullah's reform projects, albeit very often linked to the strength of his Westernization reform style, cannot be separated from the continuing repression of governmental powers and associated governmental inequities exercised in rural areas of the country (73).

Afghan female's destiny had been determined by and based on Afghan family patriarchs, not authority and legitimized legislation and commitments. Afghan females have therefore questioned the legitimacy of the constitutional provision of equal rights in education and in the workforce. Many Afghan women questioned the motivation of the proposed amendments to be a merely cosmetic deception that the power elite championed for their own growth and propagation. In all social, political and economic relations Afghan youths, females, and the entire nation demanded further reform and overall increase. It has several relationships and cultural significances connected to the exchanging of material goods or cash at marriage (74).

Ultimately, the highest level-down gender changes were limited mostly to the perceptions of Kabul elite women. Such intellectuals have constantly declined to take account of women's distinct economic and cultural positions within Afghan society's varied tribal, national, and racial populations. Tribal and racial cultural norms remain entrenched within patriarchal Afghan society. Gender roles, for instance, are among the Pashtuns the center of their overall social framework. The Pashtun community is the largest minority in Afghanistan and they've also been the ethnic majority. Unable to fully comprehend the symbolic importance of these activities in rural settings has consistently contributed to a lack of the gender policies. In addition, the interference of these policies into the domestic affairs of the tribal social structure has generated intense discontent on the part of rural conservative Afghans (74).

Ultimately, urban females, who made up less than 10 per cent of the country's female population, were the ones who felt mostly the influence of the gender reforms of the Communist regime. Such progressive gender initiatives, involving women's emancipation, women's voting rights, and women's inclusion in public offices, had no impact on most of the Afghan rural women who made up the bulk of the nation's female

population. The rural population usually largely remained unaffected by government actions. Execution of a secular ' modern ' educational system impoverished the bulk of rural females in Afghanistan farther (75). The state's failure to provide most rural Afghan females with essential learning opportunities simply left them marginalized from mainstream labor force participation. The opposition to the Soviet Red Army spread all through the 1980's. During the Marxist period, the revolt of females in protection of public interest against the ' infidel ' dictatorship (1978-1989), as a grass-root campaign, rose in strength. Women in the cities have started wearing the veil as a form of protest against the regime (75).

Until now, the gender politics of successive Afghan governments have struggled to implement fact-based policies to address the concrete interests of the majority of females. This deficiency can only be resolved by the direct participation and involvement of Afghan female's in future decision-making mechanisms. Females comprise the majority of the public with more than 1.5 million fatalities and their concerns can no longer be left silenced and their needs unfulfilled (68). In analyzing the influence females have over culture, health, fertility and cultural expression, it is obvious that women in Afghanistan require support for the basic activities of a mankind since the collapse of the Taliban. The present vociferous need to defend the dignity of females lies in the fact that Afghan community sees females as the victims of the society's values (68).

As just that, they signify family, culture and nation dignity and need to be regulated and preserved in order to sustain moral rectitude. By enforcing strict restrictions explicitly on females, the most vulnerable element of society representing male honor, authorities express their intention to delegate personal autonomy and thus reinforce the illusion that they are capable of exercising power over all forms of men and women social behavior. The most noticeable expression of this mentality is the tradition of purdah, confinement, particularly veiling. This definition involves emphasis on different spaces for males and females, and prohibitions against relations outside the (mahramat) between the sexes (appropriate male guardians such as dad, brother son, or any other man with whom a woman might not marry) (76).

Such limitations restrict the activities of females involving access to education and work outside the home. Many of these are limited solely to the houses. As a consequence,

city women tend sufficiently subservient in community and rural women as examples of reluctance. It is a driving fact that perhaps the social status of a family is based upon the public behavior of its female members. Stepping into the public outside of established positions and cultural codes leads in moral condemnation and social exclusion. It is society's rules that impose costs on conforming males and females. Although improvements have been small but significant for some Afghan females, there is also no clear strategy for involving them in the rebuilding mechanism or in democratic processes (76).

Gender disparities are most apparent in the gap between men and women in the domestic chore. Amid advances in gender equality over the past decade, females still perform a disproportionate share of household chores. Additionally, this is the case with the study's 400 participants. Education as intellectual capital is seen as maintaining a positive impact on economic growth. Trying to educate women in particular increases human resources and development. As a consequence of the cultural theory that males are the monetary providers, traditional cultures prefer to prioritize schooling boys instead of girls; thus, they have to have better education (69, 76). In several traditional societies, marriage means the unification of not only two people but two families as well. In several cases, marriage is determined by the family for traditional societies, rather than by the people that are about to marry. In South Asian countries the mixture of Buddhism, Hinduism, Confucianism and Islamic practices influenced the social standing of males and females there. Unrelenting communities and patriarchal ways underestimate females which end in violence (76).

People who are known as the house's undisputed monarch, under whose control activities in the family are seen as private affairs, lead to domestic abuse. It usually relates to conventional wife battery; apart from that, females are also prone to dowry offenses such as bride burning, adultery abduction, and honor killing. Sexual violence against women is one of Afghanistan's most critical human rights issues (77). Although significant strides have been made in various fields including females and girls' literacy, women's health and engagement in social and political activities over the past few years, tight-rooted social and cultural problems persist in several parts of our society against awareness and their rights. Domestic violence is one of the most serious offences. Furthermore, efforts

were made to draw comparisons of violence towards women that took place within the first six months of the last two years (77).

Sexual abuse is now one of female's most serious issues at national level. A great number of females and girls fall victim to this excruciating abuse. Regardless of the fact that the current statistic of sexual abuse is very troubling and reports of such violence have been published regularly through the media, but they don't always reflect the exact number of these incidents. Consequently, discussing such issues have been deemed repugnant in culture because of the definition of sexual issues as a taboo in conventional Afghan community (77). Additionally, this issue is related to the dignity and reputation of a community or tribe. Hence, publishing of it is prohibited and is generally kept as a mystery. A significant number of violence against women and girls are not reported to be followed up for this purpose. Despite these restrictions, within the first half of the new year 262 cases of sexual violence have been reported in various AIHRC institutions (78).

This number represents 6.3 percent of total breaches against females throughout the stated period. Over the first half of last year, the number reached 256 cases of sexual harassment against women. Sex abuse towards women is perpetrated in a number of ways, including sexual assaults, illicit sexual affair/sodomy, sexual exploitation and ill-treatment, coerced prostitution, forced abortions and so on. Sexual harassment in Afghanistan is seen as a rather significant sexual abuse against women. For the total number for cases of sexual violence, 81% are instances of sexual abuse comprising 31% of all cases of harassment against women. The central investigation undertaken by the AIHRC over the past year on sexual assaults and honor killings also reported 163 cases of sexual assaults from the start of 1390 to 1392 (78).

Multiple sex crimes reported within the first half of this year involve 85 cases of sodomy, 14 cases of sexual abuse and insults, 16 cases of forced prostitution, 37 cases of external marriage consensual sex, 3 cases of forced abortion, 13 cases of forced viewing of pornographic films and other cases of sexual harassment. In Afghanistan, sexual harassment towards females encompasses detrimental and debilitating social, cultural, and economic effects on women. Despite physical injuries, women who are targets of sexual assault encounter other issues including psychiatric problems, HIV and unintended

pregnancy (79). The corresponding diagram illustrates at nation level different forms of sexual violence against women:

The statistics and data reported at the state and provincial offices of AIHRC clearly show that 3917 cases (94.3 per cent) of all types of abuse against women have occurred in the residences of the victims.

Sexual assault is outlawed under the Eradication of Violence towards Females Act (2009), where Amendment 3 describes "any use of terms or actions by any nature that bring harm to a woman's personality, appearance and psychology" as harassment although what constitutes ' words ' and ' acts ' are not specified (80).

Harassment is made illegal, with incarceration for at least three months or no less than six months if the perpetrator has violated their power or status (EVAW, 2009). Parliament enacted the Anti-Harassment of Women and Children Act in November 2016, but the government has yet to authorize it. Section 3 of the regulation describes abuse as "bodily contact, unreasonable order, verbal and non-verbal abuse and any other actions which have incurred emotional, bodily harm and have humiliated a woman or child" (80). The legislation also describes abuse as "Aggressive action or sexual contact with women; publishing of anti-ethical posters, photographs, audio and video clips; verbal or non-verbal assault or unlawful demands; coercion or degradation of a female by inducing a disqualification, relocation, dismissal, withholding promotion or withholding a positive appraisal" (80).

Nevertheless, the legislation still describes physical assault as "touching the body of a woman who is not a mahram" (women whom men are unable to marry under Islamic law, i.e. girlfriend, daughter or his own wife, etc.), which means that assault by close relatives or husbands is exempt from the concept of physical violence, creating a gap for domestic abuse. Sexual abuse is prevalent and although this bill is being hailed as a move in the right direction, NGOs are challenging the effect it'll have. Afghanistan has adopted both the 100th Treaty on Fair Compensation (1951), and the 111th Treaty on Violence (Jobs and Occupation) (1958). Through employment law (2008, Article 9), all kinds of discrimination are forbidden, including employment, allowances, occupations, specialties or sectors. The employment law does not allow fair compensation for equivalent work, and

no agencies, rules, or rules that are responsible for overseeing and implementing gender equality in jobs in Afghanistan might be found (80).

Females (and disabled people) are not required to be working in work that is ' physically strenuous, bad for health, or concealed (Labor Law, 2008. Article 120). Women have the right, upon issuance of a license issued by the hospital, to 90 hours of paid parental leave, rising to a further 15 days with premature pregnancy or delivering of more than one baby (Labor Law 2008, Article 54). The legislation will not guarantee women's job safety, nor does it preclude questioning during most of the interview process about a female childbirth or child-bearing plans. Afghan law does not accept maternal or parental leave. Legally, females do not need approval from their spouse or guardian to select a career or work, or to enter a business. Nevertheless, owing to Illiteracy, discriminatory perceptions against women in the workplace, and cultural practices, including women seeking consent through their spouses to leave home, women experience major barriers in entering the employment market (81). It is normal for female to be barred from the workforce, with claims that females have been threatened with death or even killed for work but no prosecutions for such offences have been made (81).

UNAMA recorded on incidents of abuse against females and on their rights to justice: 'The incidence of abuse and discriminatory activities toward females remains to be of significant concern. Two prominent cases particularly ignited public outrage and universal criticism throughout Afghanistan and around the world. The very same research that CEDAW Shadow Report conducted, reported that a government study on violence towards women recorded a cumulative of 5,406 documented incidents, reflecting the timeframe from March 2013 to March 2014, suggesting a rise of 20 percent in incident reporting. The results verified the prior pattern of using arbitration prevalently. In 2014 the UNFPA stated that 'studies in Afghanistan indicate an overall high level of abuse towards females. It is reported that at least one form of physical, sexual or psychological abuse or compulsory marriage has been encountered by up to 87.2 percent of women (82).

Over 60 percent of women face difficult types of violence. The Afghanistan Independent committee on Human Rights (AIHRC) stated that abuse against females in Afghanistan was often associated with negative traditions and customs. While several efforts have been made in the field of female rights over the past couple of years, and

sexual violence against women has been battled, violence against females is one of Afghan nation's most real and serious issues. Some women and girls fall victim to various kinds of domestic abuse. Given the problems and limitations, dozens of cases of violence towards women in Afghanistan are reported every year by the offices of the Afghan Independent committee on Human Rights. Gender segregation remains as a rather prevalent trend in Afghanistan's political, cultural, social, and economic structures. According to UNESCO, Afghan nation is one of the world's poorest and least educated countries with significant gender and regional inequalities in terms of access to education (83).

There are important studies conducted by various scientific institutions regarding gender disparity in education. Some of the research refers to theological and cultural beliefs, poverty, insecurity, racial customs, regional boundaries and absence of standard services or state corruption as significant hurdles to women schooling in Afghanistan. In terms of access to schooling, the Commission for International Development describes five major problems for females; deprivation, bad school conditions, discriminatory attitude towards women in community, inequality, and marginalization. Safeguarding women's rights and increasing women's access to protection has been a key focus for the international institution, the Afghan government and the activists of Afghan women since the Taliban's collapse in 2002. Considering the anticipated decline in funding and scope for government and NGO programs since the global departure of the troops in 2014, greater concern for the cultural background and the challenges faced by women will still be crucial in the coming years (83).

Sexual abuse covers a range of types of violence, including forced sexual assault, sexual abuse, molestation, eve-teasing, spousal abuse, sexual exploitation and rape. Specifically, there is relatively less study on sexual harassment; nevertheless, it is commonly known that assault of women is widespread in workplaces, educational places, universities, and on the street. Latest research projects have tried to start recording the nature and extent of sexual misconduct in Afghanistan. Young females for Reform, the feminist youth organization have lobbied against sexual violence and have mass demonstrations in Kabul (80).

The planners anticipated the media attention constant stream would spark a national discussion on the issue of sexual misconduct and inspire more youthful Afghans, including

men, to join the burgeoning campaign to make the roads of their country safe for women (80). Young Ladies for Change and others have identified an atmosphere of harassment, where women walking on the streets are frequently exposed to catcalling, physical abuse, groping and similar types of harassment, with the implications that women's freedom of movement is diminished as women and their families try to escape such harassment (80).

At the given time, females with an economic disadvantage are also at higher risk. Afghan government is a full member of many aspects of international humanitarian law that require women to be protected from violence and discrimination, such as the Universal Declaration of Human Rights, Child Rights Convention, Political rights and Civil Convention (for example prohibiting domestic violence), And the agreement on the Abolition of All Types of discrimination towards Females, the latter is ratified unreservedly by the State of Afghanistan in 2003. The Afghan administration, as member nations to such conventions, is liable and even obligated to prevent any traditional, cultural and religious rituals that breach the requirements laid down to protect women's civil rights (80).

Sexual violence against females is a denial of victims ' basic rights, and a disrespect for civil rights in which the government is responsible. The definition of abuse provided by the United Nation refers to violence towards women including domestic abuse. However, there is a disturbing propensity to elevate domestic violence to the private domain as a problem to also be negotiated within the family structure; and one that is not the state's responsibility to deter, prosecute or pursue justice on account of victims. International humanitarian law urges for proper research on the part of states for the prevention, investigation and enforcement of violence towards women by governments (81).

Data on violence against women cases is now being gathered for the very first time in Afghan history via authority (police, women's affairs ministry and AIHRC), non-governmental organizations, and multilateral (UN Women) agencies. Nevertheless, there is still a shortage of services offered to victims whenever it relates, in specific, to sexual abuse. There is very little professional expertise in dealing either with the physical or emotional requirements of sexual assault victims, low understanding amongst duty bearers such as healthcare professionals or the judicial and even animosity and allegations of immorality against victims (81).

The first domestic violence shelters for women, typically called Women's Security Centers in Afghanistan, started to open in Afghanistan since the end of the Taliban rule, first in the capital city Kabul and then slowly in the other provinces too. At the point of writing this report, there were 24 recognized women's shelters operating within the country. Establishing facilities is a big turning point in combating violence towards women, and women who are fleeing abuse often can mean the difference between surviving and losing their lives. This is a positive move; nevertheless, there is a need for further shelter since more than half of the regions in the country have no sanctuary yet and it is usually hard for survivors to journey far to seek safety. Additionally, additional capacity building is required to expand and improve the administration of some women's security centers, including expert knowledge and procedures to deal with sexual assault victims (81).

Males and females in community are complimentary to one another and equality of rights in all their privileges in life, however most of the time one of these genders creates an atmosphere for harassment and discrimination. Because the historical records describe patriarchy and everyday activities, male domination provides the atmosphere for female's violence in most cases. The abuse of women is a worldwide phenomenon that occurs in all nations, be they industrialized, developed or undeveloped nations. This phenomenon is being considered by researchers around the world including Countries in Asia, particularly in emerging and underdeveloped nations. The ILO (International Labor Organization) states that sexual assault is a primarily gender-based form of gender discrimination, but also entails unfair control for males and females (84).

Verbal assault is an aggressive and apparent type of sexual abuse that takes place by delivering email, insults, name-calling, remarks, comments and regular sex dates.

Afghanistan, an Islamic country in which the prevalence of hunger is huge, nevertheless, official document shows a lower stage as it is a secret problem faced and not officially protested by the majority of female employees for social, cultural and economic reasons. As per the Afghan Research Center (2015), the female and child's data analysis foundation centered in Afghanistan surveyed 346 females in Kabul, Badakhshan, Herat, and some other cities to perform a detailed study focused specifically on sexually abuse of women (80). Ninety percent of participants surveyed said they encountered abuse in public

areas at least once, 87 percent faced abuse in their workplaces and 91 percent endured it in academic institutions. A narrower survey conducted by the Youth Development Association (2016) concentrated on Daykundi province revealed the incidence of sexual misconduct at an unprecedented rate of more than 80 percent of the 115 young women questioned, and various kinds of harassment are also registered (80, 81).

The percentage of verbal abuse among other forms in this sample is considerably high. Men have a significant part to play in society's financial, cultural and economic problems. Woman's place in community, though, isn't much denser particularly in a government. Since a few years, particularly after the fall of the Taliban dictatorship and the establishment of the new administration with the help of the United Nations and coalition countries, the women's role in governments has improved and participated in most government policies. Furthermore, their basic rights have grown and have been recognized for elementary and higher education, particularly employment opportunities. Nevertheless, sexual and verbal harassment are the new phenomenon that stops females from their basic rights such as education and employment. Nowadays, this is a significant challenge for women and their families as they face sexual harassment almost all of the time while women work or need to go to work (80).

Manufacturing, educational, and financial reform have equipped women with rights in various sections of society. Besides these rights, other barriers such as verbal and physical abuse are also created. The surveys and research suggest that female's campaigns set up in Afghanistan in the 19th century to promote the freedom to education, independence, and jobs in Afghan community. In particular, the importance acquired by Afghan females began in 2001 as the United Nations and the United States invaded Afghanistan fighting terrorism and developing human resources capacity. Women also began to work outside their homes and improved their social and economic status, yet created many other problems. Cultural, social, and home honor clearly did not allow women to disclose their troubles (80).

For instance, verbal bullying persisted in Afghanistan for years, yet female workers suffer quietly due to various reasons. The Afghanistan Government launched a bill called EVAW (Elimination of Violence against Women) in August 2009 to eliminate and monitor all forms of abuse and discrimination. This law was a milestone in the passage of reforms

dealing with violence towards women in Afghanistan. In addition, the legislation has defined a list of harassment of females which constitutes crimes, followed by specified punishments for perpetrators. Given the formation of EVAW units at the Department of justice in different provinces and the regulation of a number of international institutions working in assistance of government bodies, the law still faces major hurdles in its application and efforts at even more reform and dismissal (80).

The Afghan National Police (ANP) and authorities play an important role as the first points of contact in protecting women who are victims of abuse and in establishing a direction for proper implementation of the EVAW rule. published an editorial in the Afghanistan Analysts Network titled "Abuse of Females in Afghanistan: The article aimed to find out the nature of abuse in Afghanistan and its types. The statistics examined in this document identified 24.7% verbal abuse, 22.7% telephone conversations, 13.9% female and girl gazing, 10.3% road harassment, 9.3% interfering and disruption, and 7.2% sexual harassment (touching, staking, etc.). in workplaces and etc. This study demonstrates that there is sexual abuse and sexual harassment in workplaces, but all of the victims have suffered quietly and have not stated against that injustice (80).

A research of mental distress among female students at the Jimma University is done. This research aimed to classify the rates of sexual abuse within female students and their various forms such as physical, verbal, and non-verbal and mental stress. The findings of this research showed that physical, verbal, and nonverbal abuse occurs. The incidence of different types of sexual assault has been greater and closely linked to mental distress. The incidence of different types of sexual assault has been greater and closely linked to mental distress. Significant consequences have been developed for university officials and policy-makers including the development of harassment-free universities (85).

In almost all cultures, there is violence towards females that differs in type and degree from society to society. The incidence of abuse in certain countries is big whereas in others it is low. The degree of violence towards women relies on communities ' cultural, social and economic condition, and factors including level of education and the state of civil liberties affect this issue. According to the Sexual Violence Removal Act, abuse of women is a trend of violence towards women and any sort of harassment against women is forbidden and declared illegal. Females in poor and traditional societies usually experience

hazards, but females in the security and defense fields are more susceptible in this regard. Because many of these women's workplaces are in military areas, and the existence of guns and force makes the possibility of violence against women more likely than elsewhere (85).

Harassment of females in government offices decreases women's involvement in political, economic, social, and cultural activities, and consequently lower women's involvement beyond the home. The abuse of females causes them to lose their self-esteem, and therefore cannot be successful in offices. The violence towards women makes them cynical against men and they cannot effectively do collective work. Harassment of women in safety and security agencies is indeed one of the issues which has always been discussed, yet females cannot speak about it openly due to cultural sensitivities. Many females might have very unpleasant abuse encounters but they don't want to share their stories openly with others (80, 85).

Gender inequality is a well-known, though poorly understood, issue in Afghan society. Also it is excellently-known that Afghanistan's women and girls have limited range for their human rights to be enjoyed or enabled. Yes, Afghanistan's modern history is in part a retelling of "power struggles among contesting political parties that use women's rights as a barometer of Islamic validity." This fight to determine the proper position and place of women in Afghan community is one of the tectonic plates forming a rural-urban, or contemporary-traditional, divide that goes to the core of current Afghan politics. Other variables, including especially pervasive and deep-rooted inequality that nurtures and aggravates the repercussions of oppressive power systems, significantly impede efforts to achieve protection for the human rights of Afghan women whose rights are "exchanged in the realm of political agreements and a multinational commitment to justice" (80, 81).

Thirty years of civil war, combined with related anarchy, instability, and poor accountability, have had a huge effect on women's position and condition in Afghanistan, and also efforts directed towards their liberation and emancipation. With the eruption of military war in 1978, separate stages of the conflict have been marked by incidents which have been especially hazardous and detrimental to women. Bombing campaigns were influential in sparking huge-scale migration movements during the Soviet period, which in turn had repercussions for rural poor and agricultural living standards and facilities

including essential irrigation schemes. The time of the Mujahedeen (1992-1996)³ was defined by violent, infighting that traumatized all facets of Afghan life. This severely limited the freedoms and rights of women. Additional-judicial massacres, persecution, sexual abuse, abductions, migration, forced marriage, trafficking and kidnapping involved serious human rights violations. The time is one of the biggest blunders in Afghanistan women's history (80).

However, the Taliban's definition or perception of Islam further legitimized female oppression. During its brutal five-year reign, the Taliban's extreme interpretation of Islam, centered on a twisted and authoritarian form of Islam, sought to alter the nature of Afghanistan community to that of a conservative and authoritarian system of governance, in which Taliban decrees reigns supreme. Taliban rule in urban centers was particularly brutal, where females, in specific, were oppressed and relegated to a clandestine life. Women were systematically discriminated against, essentially confining most women to their houses. Afghan women's present-day circumstance is influenced by oppressive practices, and most of such inhuman actions that occur from the perpetrators (Taliban) on women are justified as rules of Islam by Talibans. Such activities and associated viewpoints violate Islam's fundamental principles but have helped to silence women, limit their out - of-home campaigns, put them at a disadvantage to violence, and abuse their human rights (68, 70).

Much progress has certainly been made on improving the rights of all Afghans particularly women. Notable changes include the introduction of a new constitution with a specific law on equality between the sexes. Afghanistan is a claimant to a number of foreign civil rights treaties, including the unreserved accession, in 2003, of the Treaty on the Eradication of All Types of discrimination against Women; this means the Government's responsibility to secure and uphold the civil rights of all Afghan women and girls. The State has yet to present its preliminary state report, which has been delayed since 2004. With donor community support, UNIFEM negotiated an agreement of understanding with the Ministry of Foreign Affairs (July 2009) to facilitate this preliminary report's scripting process, as requested by the government (81).

Development includes creating a constitutionally required Afghan Autonomous Human rights council that has a woman's rights department and a network across the

world. Furthermore, a women's relations ministry has been created, and the state has implemented a National Women of Afghanistan Action Plan. There is a constitutionally guaranteed limit of 25 percent for women parliamentarians; one of the world's highest. Additionally, advances have been made in literacy and education for women. Importantly, a number of human rights organizations vigorously promote the creation and preservation of the room for women's rights. The progress that has been made is important and could provide a foundation for further advancement in the implementation of women's rights, with sufficient political support. Nevertheless, the success made is threatened by a mix of factors. Although huge amounts of resources have been pumped into Afghanistan in recent times, it's still one of the poorest countries in the world with troubling socio-economic indicators (80).

In the Human Progress Ranking Afghanistan ranks 174th out of 178 countries. Systemic abuse is compounded by extreme poverty levels, such as the continued oppression of females. There are a variety of factors which impede efficient, reasonable and sustainable development. The war, armed crime, corruption and widespread lawlessness, especially in areas ravaged by conflict, work toward social growth and, by extension, accessibility to basic services like systems for medical care and justice. Over longer periods 40% of the world is not open to humanitarian assistance staff. This is especially worrying in a world where 6.6 million individuals do not achieve their basic requirements for nutrition and where nearly half the population living below the poverty line. Afghans over 15 years of age have an adult education level of 28 percent comprising 12.6 percent for women. In rural communities, where 74 percent of Afghans live, 90 percent of females are reported to be unable to write or read (86).

Study also shows that when they get married 43 percent of women are under 18 years of age. Afghan community has one of the world's worst maternal death rates; every twenty-seven minutes one woman loses their lives from risks associated with pregnancy. That is about 25,000 fatalities per year. Nevertheless, while the average lifespan is 44 years, about 20 years below the world average, despite the high level of male losses in military conflict, "women in Afghanistan die at an earlier age than men." Certain disturbing patterns show a recent outcry against women's advancement and engagement in community life. There is insufficient investment in initiatives required to combat entrenched discrimination which essentially condemns most Afghan women to feudal-like

conditions. Bonn's pledge is no longer a vision for a substantial proportion of Afghan females who have to struggle every day to thrive in a largely overlooked cultural and political climate (86).

Discrimination is an everyday occurrence in the lives of a huge percentage of Afghan females, both in the public and private realms. Abuse and sexual harassment, and also in detention centers, so-called "honor" murders, women and girls trade as a means of dispute settlement Smuggling and kidnapping, premature and coerced marriages, family violence and intimidation or assaults toward women in public life are but some of the issues that many Afghan women have to face (86).



3. MATERIAL AND METHODOLOGY

3.1 Research Problem

Sexual harassment against women employees at their workplaces is a negative phenomenon today around the globe. Women employees have been sexually assaulted by their male colleagues specially their bosses, top level managers and their line managers. Female employees have been vulnerable and victims of their gender. They are not considered equal gender as men. They get fired, demoted; job benefits are decreased or threatened in case they don't fulfill the sexual desire of their managers from opposite gender. Women employees are de-motivated because of sexual harassment at workplaces.

They are not showing interest to apply for jobs and they do prefer to stay home instead of working in an environment where they are not comfortable. Sexual assault does not happen in a specific country or culture. It almost happens everywhere. This research intends to reveal and prove that there is sexual harassment in Afghanistan's governmental and nongovernmental organizations.

We always hear from news and media that sexual assaults have happened in both civil and military organizations. As far as the target population of this research is one of the famous and big hospitals in Kabul (Cure Hospital), it endeavors to collect the primary data from the interview participants. Sexual harassment against women employees at their workplaces de-motivates them, and in case it continues it would be a big challenge for organizations, government and all the people. On the other hand, women form half of our society and their cooperation and collaboration in workforce is a must. and, if sexual harassment continues against them in workplaces they won't show willingness to work and they won't have active participation in development of our war-torn country.

3.2 Research Objectives

* To figure out how sexual harassment towards female workers at workplaces results in fewer female workforce involvement.

* To learn that sexual abuse against female workers at workplaces is a threat to female, civil, political and economic privileges.

3.3 Method

The methodology for the completion of this study is consisted of two methods. Questionnaires were distributed among the participants with fourteen set questions to be answered by the participants. Furthermore, in order to be more accurate and precise for the correct outcome of the study, in person interviews were conducted with some participants. In other words, a combination of survey and interview were applied on this study.

3.4 Sample Size and Population

The mentioned hospital has 200 staff including management. From the total workforce 70 of them are female workers. Out of 70 women employees, 47 of them were surveyed. The research carried out on employees in the different departments of the organization namely Admin & Finance, Surgery, Nursing, Midwifery, Logistics, IT and Security in Kabul province.

3.5 Research Instrument

Self-administered questionnaire and interview questionnaires with Multiple Choice questions and four point Likert's Scale questions have been used.

3.6 Research Reliability

Table 3.1: Reliability statistics

Reliability Statistics	
Cronbach's Alpha	Participants number
0.781	47

Since it was needed to test this survey's questionnaire, we have done the reliability review for Cronbach's Alpha to ensure our questionnaire is correct. As shown in the above figure, our Cronbach Alpha questionnaire is 0.780 which indicates our questionnaires are reliable.

3.7 Research Validity

In order to make the study more valid and reliable, a pilot testing was conducted in which fifteen participants took part. After assessing the pilot testing, some limitations and errors in questionnaire were found which were corrected before the main survey.

4. FINDINGS

4.1 Introduction

This chapter of the study will show the data obtained from research conducted by private hospital workers in Kabul, Afghanistan. This chapter of the study will show the data obtained from research conducted by private hospital workers in Kabul, Afghanistan and will begin to address the results of the study. The education level of the participants in the survey was at least high school graduates. Some of the participants were doctors and nurses who had specialized in their fields of their works. In the interviews conducted, the participants were at least able to read and write (educated).

4.2 Frequency Test & Charts

Gender and Number of population who answered the research questions:

Table 4.1:Survey participants number

Gender	Female
No	47
Percentage	100

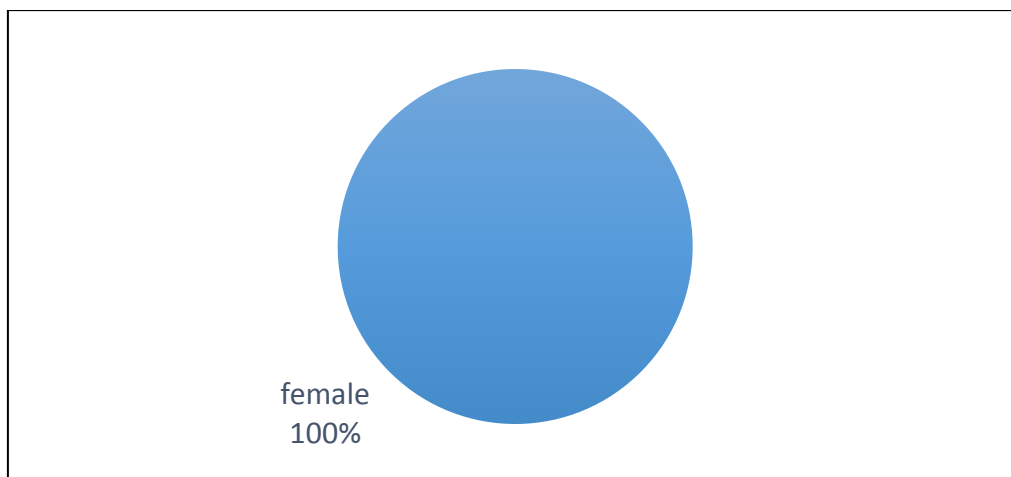


Figure 4.1: Percentage of participants in the survey

Interpretation:

The above figure 4.1 Pie Chart illustrates that the number and genders who participated in this research and answered the questionnaire. The total number of participants in the survey was 47 female employees working in different departments of the hospital. As far as this research about sexual harassment against women employees at workplaces and its impact on their motivation is concerned, all of the participants are considered to be female. All the survey participants were requested to carefully answer the questions so that the accuracy of the result comes out utmost. This survey was conducted only for the purpose of finding out whether sexual harassment exists in the hospital or not.

Question 1

Sexual harassment against women employees at workplaces significantly decreases their motivation to work with the opposite gender together.

Table 4.2: Impact of sexual harassment on women's' motivation

Item	Very Much	Much	Less	Very Less	No Idea
Frequency	30	7	5	3	2
Percentage	63.8	14.89	10.63	6.38	4.25

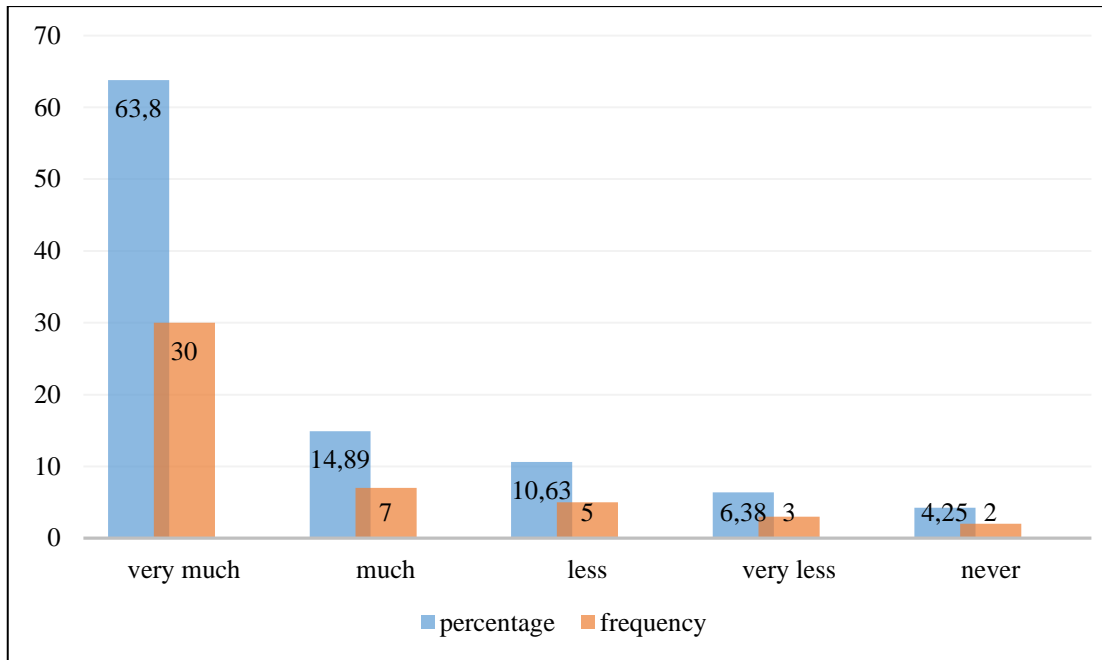


Figure 4.2: Impact of sexual harassment on women's' motivation shown in percentage

Interpretation:

The above bar chart shows that from the total population (47), most of them have selected the options/choices very much and much. Thirty respondents have selected the first option, and seven of them have selected the second option. This bar chart also indicates that some of them have selected the third and fourth options (less/very less). And a few respondents (2 out of 47 respondents) have selected the fifth option (never). According to the above chart, most of the respondents agree that sexual harassment against women employees at workplaces significantly decreases their motivation to work with the opposite gender together in one work environment.

Question 2

Women employees are warned that they get fired or lose their jobs in case they don't fulfill the sexual desire of their boss's/line managers.

Table 4.3: Consequences of women don't fulfill the sexual desires of assailants

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	No Idea
Frequency	27	14	3	2	1
Percentage	7.44	29.78	6.38	4.25	2.12

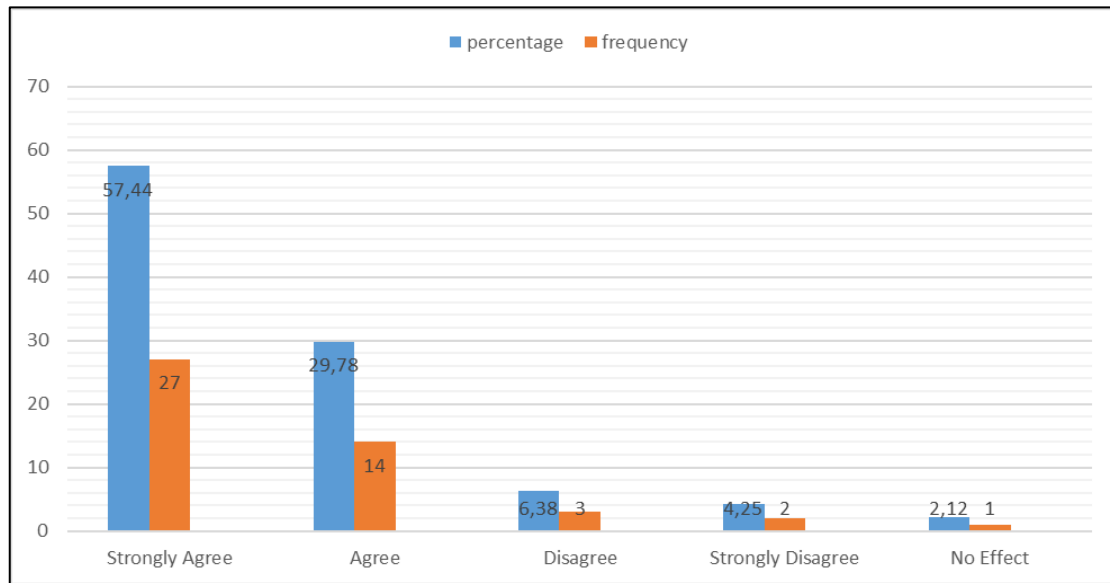


Figure 4.3: Consequences of women don't fulfill the sexual desires of assailants

Interpretation:

The above chart indicates that from the total population (47), many of them have selected the options/choices strongly agree and agree. Twenty-seven respondents have selected the first option which is 57.44 and fourteen of them have selected the second option which equals to 29.78%. This chart also shows that some of them have selected the third and fourth options (disagree and strongly disagree which can be 6.38% and 4.25%). Furthermore, one respondent has answered the fifth option (No Idea which is 2.12%). Based on the above bar chart, most of the participants strongly agreed to the question that women employees are warned that they will get fired or lose their jobs in case they don't fulfill the sexual desire of their boss/line managers. These impacts are seen in countries like Afghanistan where women don't feel themselves secure at workplaces. It is a very unfortunate phenomenon. The effect of Taliban regime can still be felt where females are condemned to stay home and cook for the male partners.

Question 3

To what extent sexual harassment against female employees at workplaces will lower their motivation?

Table 4.4: Impact level of demotivation if women are sexually harassed

Item	Very Much	Much	Less	Very Less	No Idea
Frequency	25	11	5	4	2
Percentage	53.19	23.40	10.63	8.51	4.25

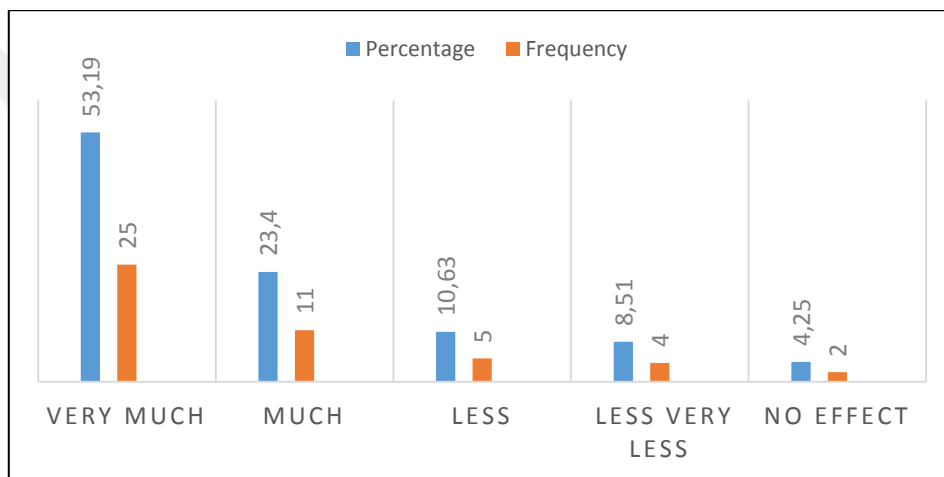


Figure 4.4: Impact level of demotivation if women are sexually harassed

Interpretation:

All the employees whether they are male or female always want to work with full motivation, but there are some certain issues at workplaces that can jeopardize this situation. For females one of them can be sexual harassment in their working environment which can affect them negatively. The chart above clearly illustrates that from the total population (47), twenty-five of them have selected the first option (very much) which equals to 53.19% of the total population. eleven respondents have chosen the second option (much) which is 23.4%. On the contrary, five participants have selected the third option which equals to 10.63%. The chart also shows that there were respondents who believed that sexual harassment does not affect them at all nonetheless the number of participants selecting the last two options were only six from the total people who took part

in the survey. Considering the above chart, most of the respondents have stated that sexual harassment against female employees at workplaces will lower their motivation. If their motivation is influenced, it is very evident that the workers' productivity will lower down and will start declining.

Question 4

What if a woman employee does not accept to be sexually harassed?

Table 4.5: Not to accept to be sexually harassed dire results

Item	Get Fired	Demoted	Job benefits are decreased	Salary Deduction	No Idea
Frequency	19	12	8	3	5
Percentage	40.42	25.53	17	6.38	10.63

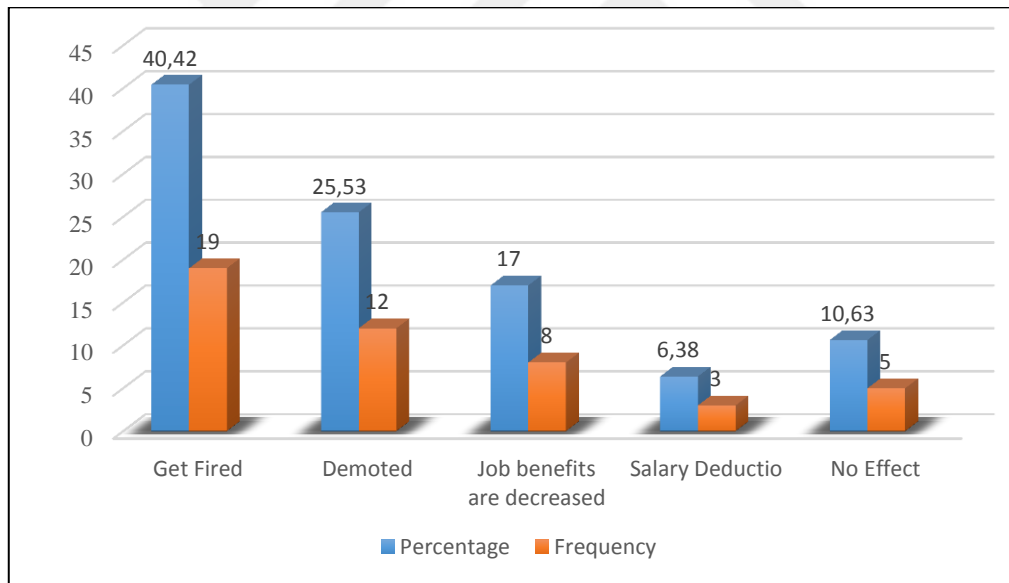


Figure 4.5: Not to accept to be sexually harassed dire results

Interpretation:

While answering this question, the respondents have given mix answers but still it can be seen that if the people in power are not satisfied with their demands female workers would pay the prize for it in different forms and shapes. Ranging from being kicked off to losing job benefits and many direr consequences. Among the answers to the surprise it can be seen that five participants are of the idea that if they do not meet the sexual desires of the people in power it cannot have any negative impact on their working situation. Over all, it is evident that chart still shows negative impact of the situation. This chart also shows that some of them have selected the third and fourth options (job benefits are decreased and salary deduction) which are 17% and 6.38%. In this question five employees have selected the last option (no effect). According to the above bar chart from the total population around 7% of the respondents have opted the first and second options as stated above and the rest of the participation have chosen the third, fourth and fifth options with a little change in the amount of percentage.

Question 5

Families don't allow the female members to work out due to existence of sexual harassment in workplaces.

Table 4.6: Women forbidden by families from working outside

Item	Strongly Agree	Agree	Disagree	Strongly disagree	No idea
Frequency	13	17	9	5	3
Percentage	27.65	36.17	19.14	10.63	6.38

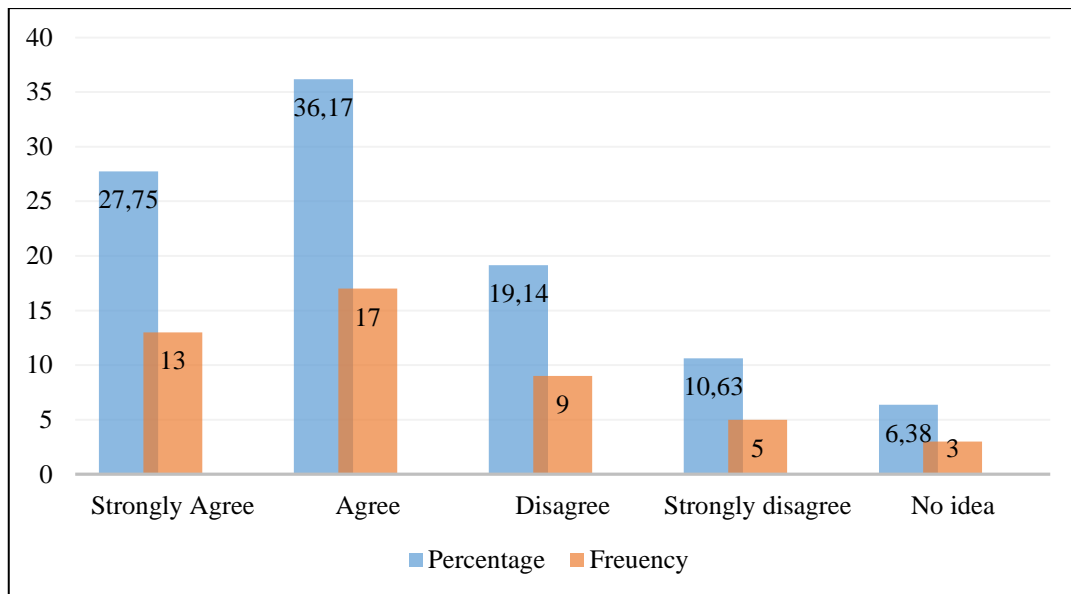


Figure 4.6: Women forbidden by families from working outside

Interpretation:

A lot of new generation of Afghan females is educated as compared to past, but unfortunately they do not work in companies or institutions. The reasons behind this unfortunate fact can be many; however, one of them is the sexual harassment obstacle which becomes an impasse on the way of these educated women. The above question was designed to find out if sexual harassment a reason for females that stops them from working in offices? Their responses were mixed. The above chart explains that from the total population (47), most of them have selected the first and second options/choices (strongly agree and agree). Thirteen respondents have selected the first option which is 27.75% and seventeen of them have selected the second option which equals to 36.17%. This chart also shows that some of them have selected the third and fourth options (disagree and strongly disagree which can be 19.14% and 10.63%). Also, three of the respondents chose the last option (no idea). Based on the above bar chart, most of the survey participants have agreed to the question that families don't allow the female members to work out due to existence of sexual harassment in the workplaces.

Question 6

Who are the culprits scoring the highest number of sexual harassment at workplaces?

Table 4.7: Main assailants in committing sexual harassment against women

Item	Top level managers	Medium level managers	Line managers	Colleagues	All male employees
Frequency	14	11	7	10	5
Percentage	29.78	23.40	14.89	21.27	10.63

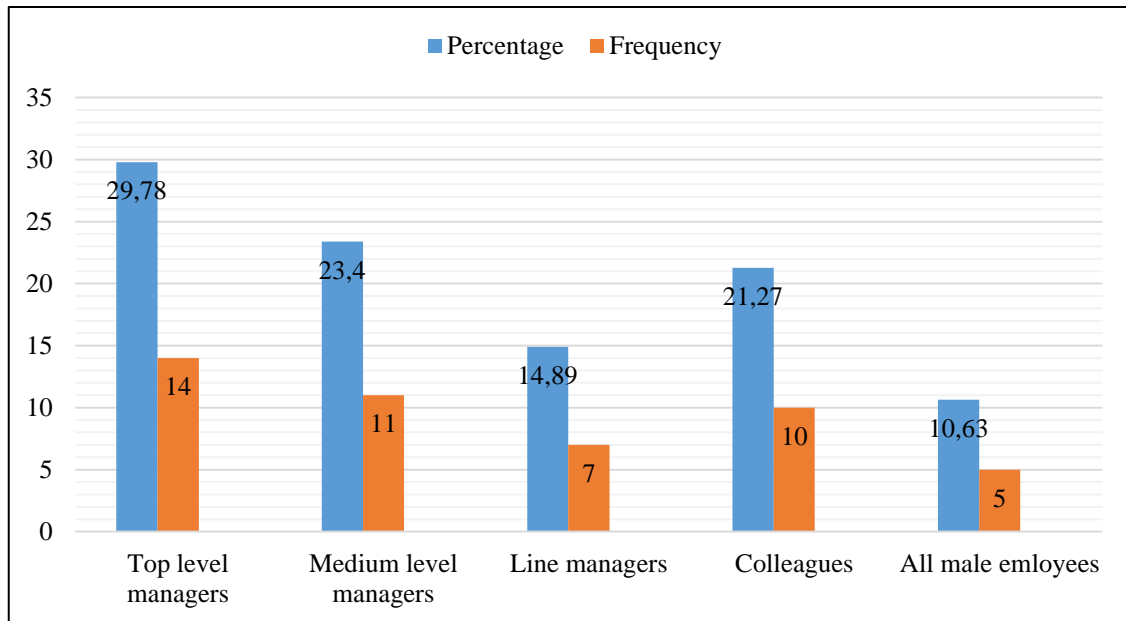


Figure 4.7: Main assailants in committing sexual harassment against women

Interpretation:

Patriarchy is very common not only in the Afghan community but also in the institutions and organizations. A lot of female are exploited for the wrong reasons just to give them a job or a higher working post. Such exploitations mostly come from the top decision making figures. Though. The responses from the participants explicitly show that sexual harassment is adamant from every male who finds the opportunity. In the above chat from the total population top level and medium level managers are the culprits in most cases. The first two mentioned managing position holders were held responsible for more

than half of the sexual harassment the female workers experience. The other surprising result is the existence of sexual harassment among the colleagues which means even if the male coworkers don't possess any significant working position, they will commit this crime if the chance prevails for them. Five respondents said that all male workers are responsible for the sexual harassment irrespective of their working posts or positions.

Question 7

Women employees have not lodged complaints against those who have committed sexual harassment in most of the offices. So, it has paved the way for male employees to harass their female colleagues sexually.

Table 4.8: No complaint lodged against the perpetrators

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	No idea
Frequency	30	10	1	1	5
Percentage	63.82	21.27	2.12	2.12	10.63

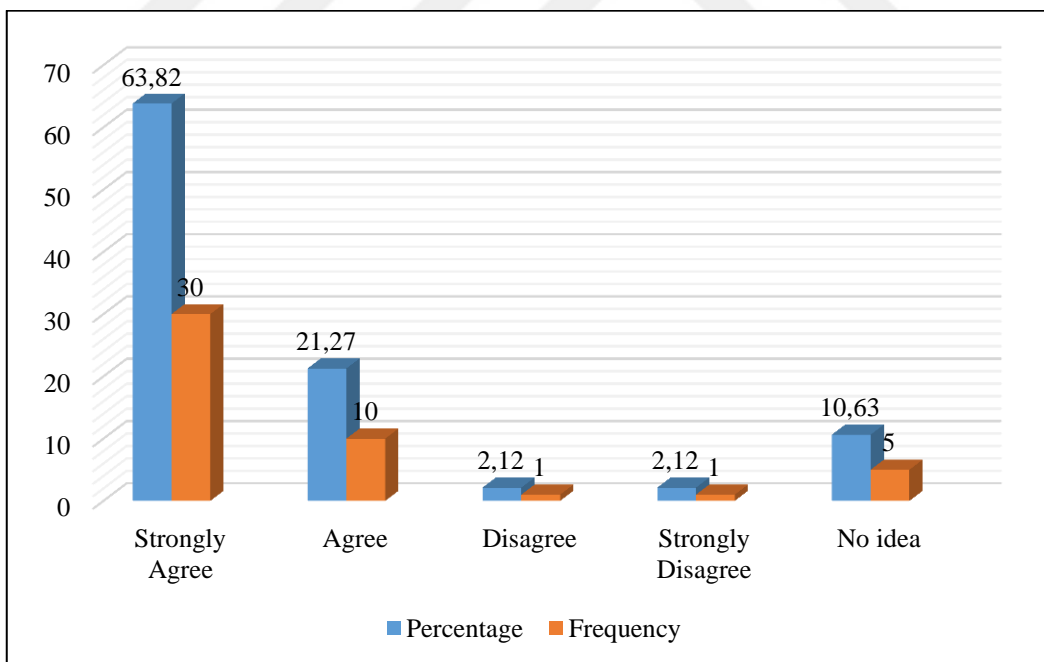


Figure 4.8: No complaint lodged against the perpetrators

Interpretation:

Countries where there are laws and penalties for perpetrators of sexual harassment can think twice before committing this crime, but in third world countries like Afghanistan

where even if there are laws for such crimes, they are not well implemented and families don't want to appear in courts and they think it will defame them. Not filing cases against sexual assailants have always kept them sharp to continue doing what are they doing wrong. The given chart shows that from the total population (47), thirty of them have selected the first option (strongly agree) which is 63.82% and ten of the participants have selected the second option (agree) which equals to 21.27%. The above chart shows that only one of the participants has selected the third and fourth options (disagree and strongly disagree) which is 2.12% each. According to the graph, from the total population more than 85% of the participants selected the first two options as stated above and the rest of the participation have chosen the third, fourth and fifth options which forms the remaining 14%.

Question 8

Women employees who have been sexually abused are suffering from psychological and mental problems.

Table 4.9: Women psychological and mental problems due to sexual harassment

Item	Very Much	Much	Less	Very less	No Idea
Frequency	10	15	7	10	5
Percentage	21.27	31.91	14.89	21.27	10.63

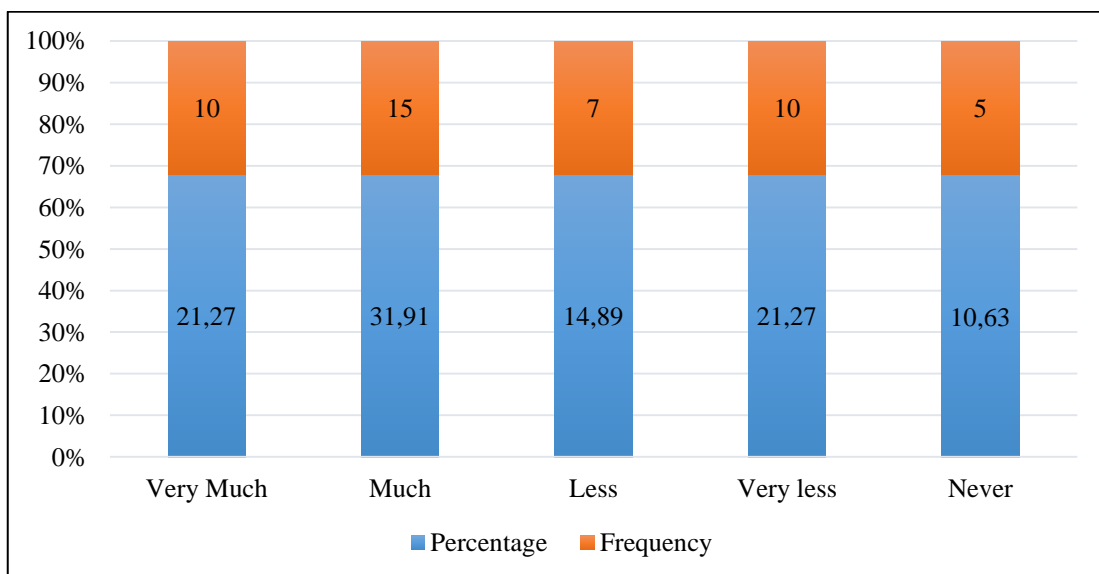


Figure 4.9: Women psychological and mental problems due to sexual harassment

Interpretation:

Since Afghan society is a very conservative community even if the females suffer from post trauma of such incidences they cannot share with their families or doctors. They think it is defaming deed to share your experience. If the people surrounding the sexual harassment victim realize the incident, they will have a negative idea toward the victim. Considering the above chart from the total population (47), most of them have selected the first and second options/choices (very much and much). Ten respondents have selected the first option which is 21.27% and fifteen of them have selected the second option which equals to 31.91%. This chart indicates that seven people of the participants have selected the third while ten participants have answered it as such incidents have very less effect on their health. The chart also shows that five people have selected the last option (never) which just forms 10.63% of the total population. Based on the above bar chart, most of the interview participants have agreed to the question that women employees who have been sexually abused are suffering from psychological and mental problems.

Question 9

Existence of sexual harassment against women employees in workplaces and cause that they choose to stay home.

Table 4.10: Sexual harassment causes women to be reluctant to work out of home

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	No Idea
Frequency	13	14	7	6	7
Percentage	27.65	29.78	14.89	12.76	14.89

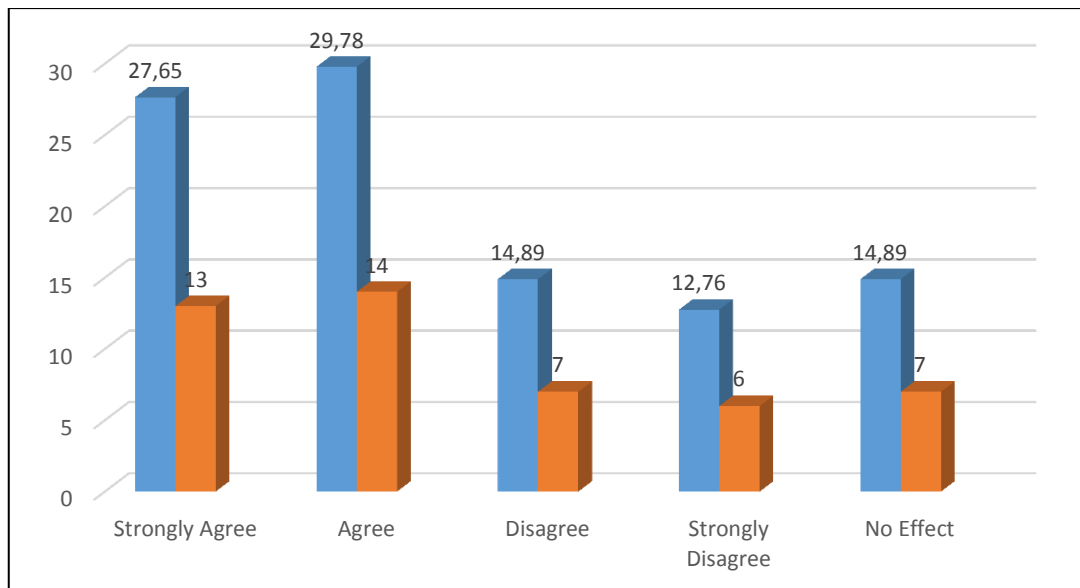


Figure 4.10: Sexual harassment causes women to be reluctant to work out of home

Interpretation:

They are a lot of obstacles on the ways of Afghan females to work outside. Illiteracy of the families, patriarch society and above all sexual harassment do exist in this community, but still some of the females do manage to bypass all the hurdles and perform their desired jobs. During the Taliban regime, women were completely disallowed to work other than at home, but in the last two decades, women have come out of the suppression and can be seen in offices. In the above bar chart from the total population (47), 13 respondents have selected the first option (strongly agree) which equals to 27.65% of the total population. Fourteen respondents have chosen the second option (agree) which is 29.78%. On the contrary, the last three options are chosen by twenty participants who equal 42.54% in total. To sum up, the above chart demonstrates that the existence of sexual harassment against women employees in workplaces disappoint them and cause that they prefer to stay home.

Question 10

Sexual harassment against women employees in workplaces occurs because they are weak to resist against it.

Table 4.11: Women are fragile to resist sexual harassment

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	No Idea
Frequency	11	13	9	7	7
Percentage	23.40	27.65	19.14	14.89	14.89

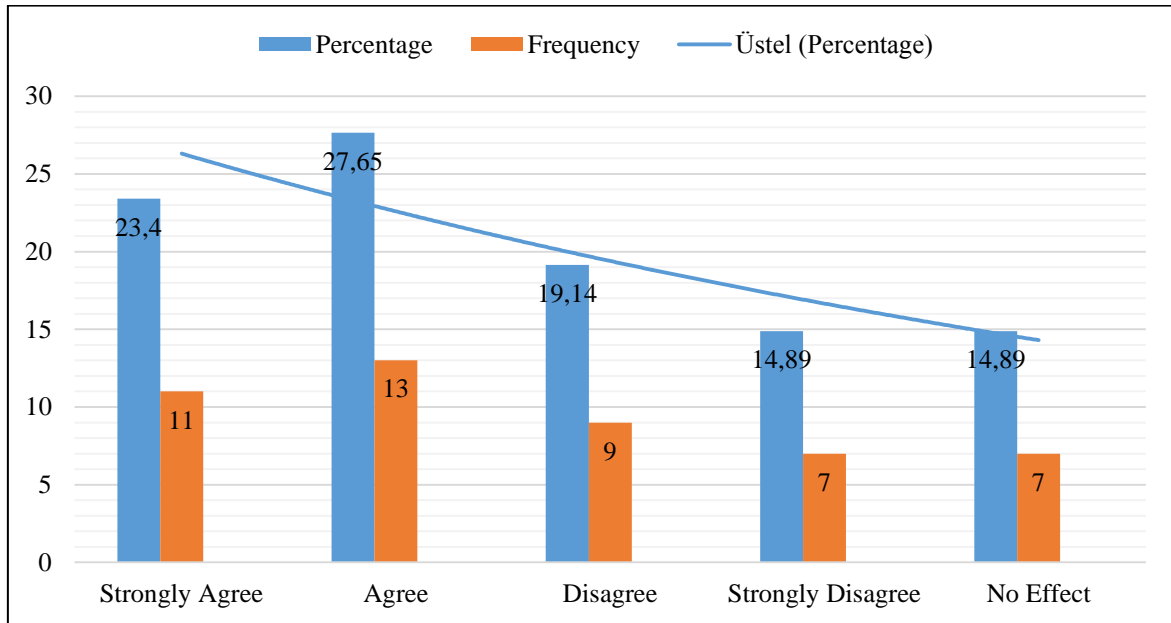


Figure 4.11: Women are fragile to resist sexual harassment

Interpretation:

The dire intimidating feeling of job loss can be a factor which puts the women into silence and prevents them to take any measures against this bad phenomenon individually or collectively. In Afghanistan, the families are large. From the family one of them or two of them work and provide food for the others. So it can be said that economical and physical weaknesses as compared to male workers put the women in a vulnerable position. Considering the above chart from the total population (47), eleven participants selected the first option (strongly agree) which equals 23.4%. Thirteen respondents have selected the second option (agree) which is 27.65% and nine of them have selected the third option which equals 19.14%. This chart indicates that seven people of the participants have selected the fourth and seven people have selected the fifth options (strongly disagree and no effect) which equals to of 14.89 % respectively. As a result, the above bar chart represents that a good number of the interview participants have agreed that sexual

harassment against women employees in workplaces occurs because they are weak to resist against it.

Question 11

Women empowerment organizations and women activists have failed to fight against sexual harassment against women employees in their workplaces.

Table 4.12: Failure of women rights activist to tackle sexual harassment problems

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	No Idea
Frequency	13	17	4	2	11
Percentage	32	40	6	4	18

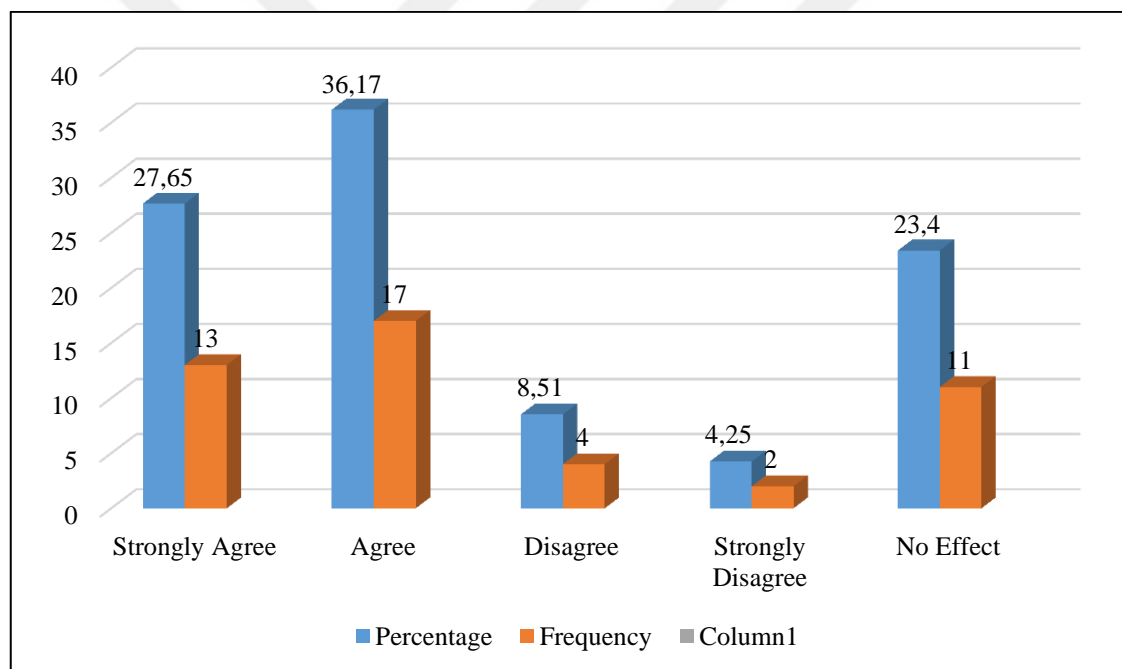


Figure 4.12: Failure of women rights activist to tackle sexual harassment problems

Interpretation:

In Afghanistan, people are deprived of their basic rights such human rights, education rights, and right to freedom of speech. Civil activists have not done much to bring awareness in people regarding the sexual misconduct towards females. Companies and organizations do not consider this as an important topic to have a serious and further

work to diminish this problem. In the above bar chart from the total population (47), thirteen respondents have selected the first option (strongly agree) which equals 27.65% of the total population. Seventeen respondents have chosen the second option (agree) which is 36.17%. The third option (disagree) is selected by four respondents which equals 8.51%, and two respondents have selected the fourth option (strongly disagree) which equals 4%. Surprisingly, eleven participants have gone with the last option (no effect) which equals 23.4%. To sum up, the above chart demonstrates that women empowerment organizations and women activists have failed to fight against sexual harassment against women employees in their workplaces, and it de-motivates them.

Question 12

Sexual harassment against women employees in workplaces is on the rise in the country.

Table 4.13: Lack of women’s presence in top level management

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	No Effect
Frequency	15	22	2	1	7
Percentage	31.91	46.80	4.25	2.12	14.89

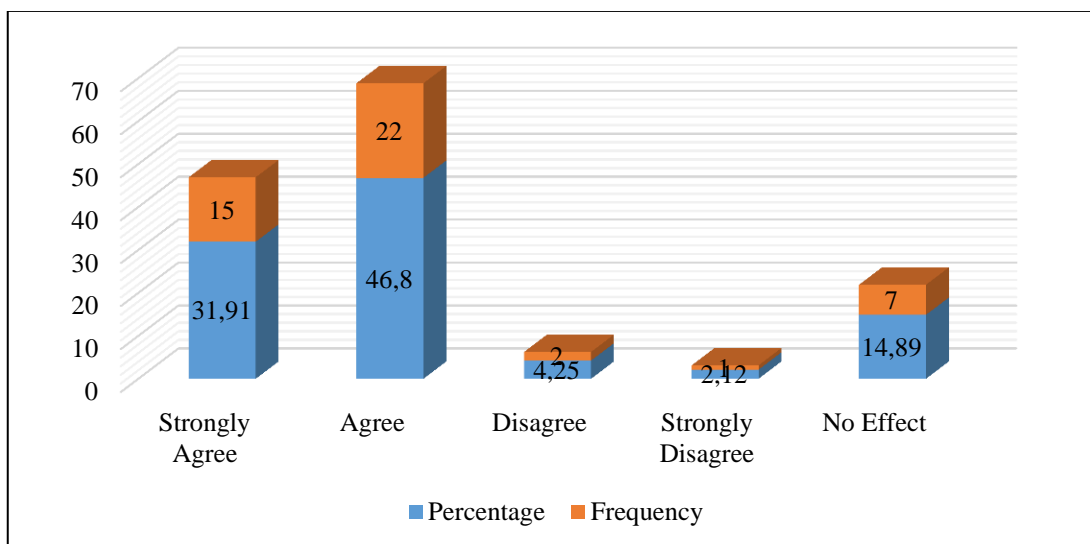


Figure 4.13: Lack of women’s presence in top level management

Interpretation:

The top level management in organizations and institutions in Afghanistan are occupied by males. Female managers are rarely seen at the decision making situations. It is true that female managers cannot represent female workers and voice their concerns be it sexual harassment or other issues. Considering the above chart from the total population (47), fifteen of them have selected the first option (strongly agree) which is 31.91%. Twenty-two respondents have selected the second option which is 46.8%. This chart indicates that two people of the participants have selected the third option. One respondents have selected fourth option (strongly disagree) which has equal percentage of 24.25 and 2.12% respectively. Seven of the respondents have selected the last option (no effect). Based on the above bar chart, from the total population approximately 79% of the survey participants have agreed to the question that top level management of most of the organizations is formed by male and women are not involved in decision making process. Thus, sexual harassment against women employees in workplaces is on the rise in the country.

Question 13

Afghanistan's government isn't determined to combat against sexual harassment of women employees.

Table 4.14: Government lacks determination to fight sexual harassment

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	No Idea
Frequency	23	15	2	5	2
Percentage	48.93	31.91	4.25	10.63	4.25

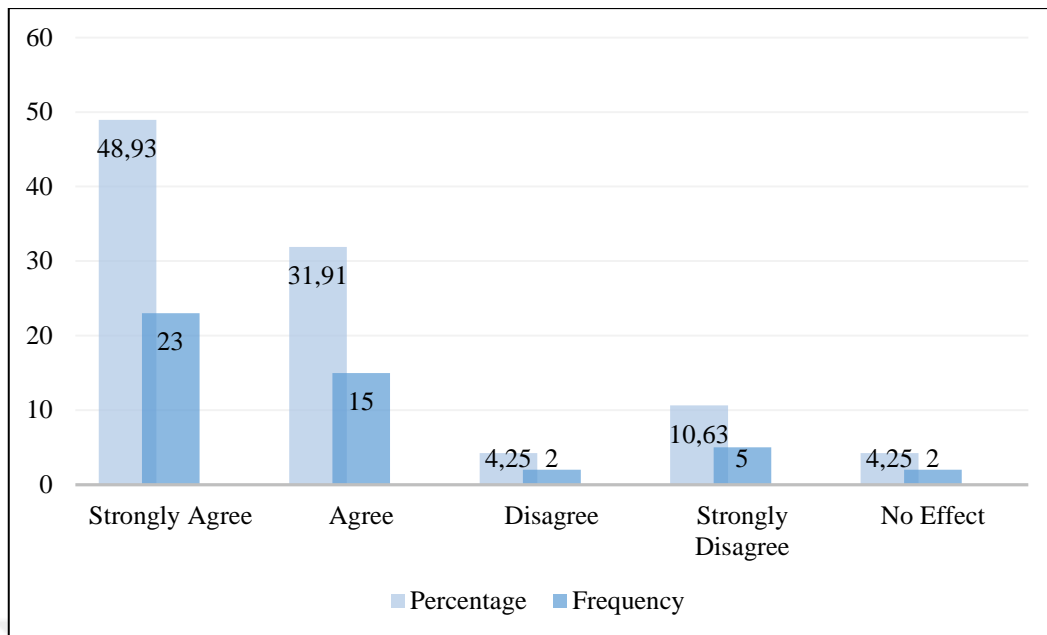


Figure 4.14: Government lacks determination to fight sexual harassment

Interpretation:

Corruption is something that all Afghan citizens suffer from. The lack of transparency has put a lot of burdens on the shoulder of citizens. The civilians pay the prize for the corruption and lack of transparency. That’s why afghan government is not doing enough to bring the trust of afghan women. Afghanistan does not have a single issue to tackle. There are a lot of things to be done. Combatting sexual harassment is one of them. The chart above clearly indicates that from the total population (47), nearly half of them have selected the first option (strongly agree) which equals 48.93% of the total population. Fifteen respondents have chosen the second option (agree) which is 31.91%. On the contrary, just two participants have selected the third option (disagree) which equals 4.25%. The chart also shows that five respondents has selected the fourth option (strongly disagree) which equals 10.63%. two respondents have selected the last option (no effect). Considering the above chart, approximately 80% of the total population has agreed that Afghanistan’s government is not determined to combat against sexual harassment of women employees, and it has lowered their motivation.

Question 14

We need to conduct awareness programs or trainings for women employees to let them know about sexual harassment at workplaces and how to resist/combat against it.

Table 4.15: Bring sexual harassment awareness among employees

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	No Idea
Frequency	27	15	0	0	5
Percentage	57.44	31.91	0	0	10.63

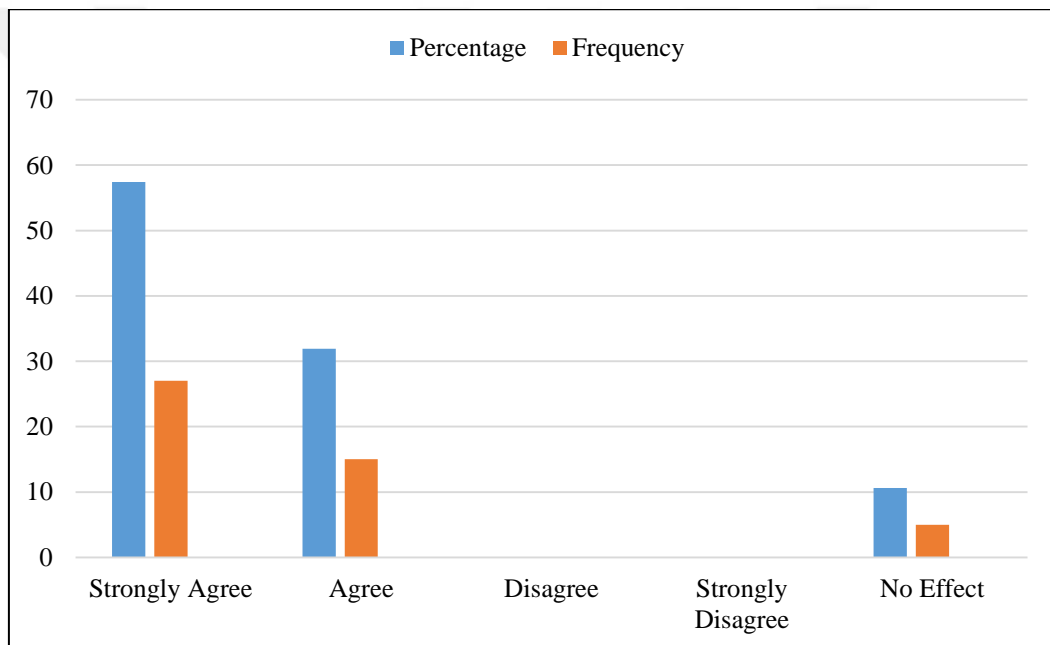


Figure 4.15: Bring sexual harassment awareness among employees

Interpretation:

Bringing awareness in managers and workers is the most important factor that can tackle this problem. All the male and female workers should attend workshops and should be educated that this issue is a serious factor that can make the females stop working out. Awareness is not only important for the employees of institutions but also in the society. All the citizens should be held responsible in combating this issue. In the above bar chart from the total population (47), twenty-seven respondents have selected the first option (strongly agree) which equals 57.44% of the total population. 15 respondents have chosen

the second option (agree) which is 31.91% of the total population. Five people have selected the option that bringing awareness will not help combat this issue. To sum up, the above chart demonstrates that we need to conduct awareness programs or trainings for male and female employees to let them know about sexual harassment at workplaces and how to resist/combat against it. It will definitely help to increase motivation of them to join labor force and fight for their rights and stop being harassed anymore.

4.3 Background to The Interviews For The Survey

This survey not only includes questionnaire but also interviews in order to go in depth of the problems that females face at workplaces especially in health sectors. The interviews conducted for the purpose of my thesis contain personal stories and experiences that these people have faced. The interviewees believed that such sexual harassment and abuse have put a totally negative impact on their motivations and morals to continue their profession in a healthy and secure environment. Furthermore, some of the females who went through the heinous experience of sexual harassment told me that they are afraid of going through the same tough time again but in a different place, thus, some of the them who were interviewed even considered quitting their jobs and talked about changing their roles of women working out to being a housewife. On the other hand, some others had a positive view and said that these experiences exposed some individuals bearing higher positions in their organizations.

In addition, they quoted as saying that sexual harassment has put them from strength to strength and have made them believe to fight even with higher motivations and ambitions. In order to remind the definition of the sexual harassment it is said that "Sexual abuse" refers to any or more of the following inappropriate behaviors or actions (whether explicitly or implied). The interviews conducted for this thesis do not explicitly mention the identities or any information which might put the interviewees in danger of any kind therefore I will not mention any personal information of the mentioned participants in the interview. The cases are mentioned as I have heard from the victims and I have put them into sentences in abstracts and brief.

The dynamics of sexual harassment in workplaces are of different types. Some of the females reported that their sexual harassment was verbal, behavior, or physical. The

sexual harassment included experiences such as male coworker was pulling and pushing her chair repeated and not allowing her to stay stationed and continue working.

In their workplace, it can be difficult for women to report sexual harassment particularly if the suspect is in a position of authority. Not only are certain women fearful of punishment, there's always the risk of not being heard or being blamed for the actions in any way. An employment attorney, says women are much more insecure in unstable work conditions, as are people who depend on small-paying jobs. Any offices are ripe for abuse. Data reveals that health-care staff is facing higher sexual assault rates, as are those in the hospitality sector, including staff and hotel cleaners. People in workplaces where discrimination procedures are lax or where there is no HR team may often have trouble obtaining resources. Harassment can be more prevalent in male-dominated industries, such as engineering, where certain attitudes can be reinforced and then insinuated into the atmosphere of the business.

It is crucial that women retain all evidence of abuse and have clear details about what happened and when. Proof may contain texts, text messages, images and any physical or verbal communications. It is recommended that the office be informed of the abuse first. Also it is recommended to address the problems with a respected mentor whenever possible. If there is a human resources team, arrange a meeting. Therefore, you owe the company a chance to resolve it and you may have an agency that takes the issue seriously and works successfully with the matter. Talking to a job lawyer will help if the case is not dealt with satisfactorily. Legal advice may also help you decide that the police ought to be contacted if the charges are of a criminal nature.

4.4 Interview Method

The interviewing sample consisted of six participants who, in addition to religious convictions, collaborated in interviews with a provision that their identities remain confidential due to the tradition and culture of the community. The participants were involved in different jobs in hospitals or health care sector. The participants were doctors, nurses, sales person and others who were still working in health sector in a way. All the participants were females aged between 32 to 50 years of age. All the interviews were conducted out of the participants' work place as it was risk for them to take part in such

interviews. People in Afghanistan do not indulge in such surveys due to different reasons ranging from religious believes to cultural barriers.

4.4.1 Case One

The victim narrates her experience as, “few years ago, before I come to my current workplace, I was working in a small beauty clinic that had around ten to twelve personnel. The owner and doctor of the clinic was a cosmetic surgeon who had earned some fame for himself through the surgeries done on women. I started my work there thinking that the surgeon was a very well-mannered and high qualified individual. After two to three months of work there, I felt like the surgeon is advancing and is trying to build a more informal rapport with me. In the beginning, I did not feel uncomfortable as I was thinking that the doctor tries to be friendly with me and wants to make the working environment less stressful. His actions of trying to get closer to me got a little more intense as one day he invited me to a dinner outside. I accepted the invitation and we went out that night. A week later, the doctor called me in his office and asked me to come to his home and have a dinner together and said we can have fun time as his demand was a sexual intercourse. I rejected his offer and the doctor started to change his behavior towards me as one day on the phone he threatened me of having sex with him or else he will post my photos of I took with him on social media. As a result, I had to quit my job.

4.4.2 Case Two

I got married about 9 years ago, but unfortunately I lost my husband in a bomb blast that occurred in a wrestling club here in Kabul. I am a mother to three children back then my husband was working and I was a housewife but after his death I had to search for work and earn a living for my children. I decided to work as a cleaner since I have no educational qualifications and I did not go to school to get education. In order to find a job, I went to a lot of different places but I was rejected time and again. A friend of mine told me to go to a school which I don't want to mention the school's name. I went to that school for more than four or five times and every time the HR manager was making excuses and was asking me to come after every two or three days. Finally, the HR manager told me that if I accept his offer and be in out of marriage relationship with him I can get the job. His

demand was being in a sexual relationship as he found me a suitable victim due to the fact that I am a widow.

4.4.3 Case Three

The victim quoted her ordeal as “I joined a pharmaceutical company as sales person and the company was supplying medicines to pharmacies. I was continuously harassed by my superior. He was passing on vulgar and harassing comments, asking me for unfair favors and often used to act inappropriately towards me. In spite of criticizing him on many instances and voicing my frustration, my subordinate did not prevent himself and kept on treating me very abusively. In response to my displeasure to his actions and behavior, he began to demonstrate flaws in my work. I shared my experience with my other female colleagues but they warned me of bitter consequences and suggested me not to make any kind of complaint as he was a very close person to the owner of the company. A point came that I had to push and tussle him away from me in front of all my colleagues, finally he made some wrong allegations against me and I was left with only the choice of quitting my job. My dire experience did not finish her as I was not paid my last month salary because I was accused of stealing medicines and the owner threatened me that he will sue me.

4.4.4 Case Four

This incident occurred with a nurse who was doing her apprenticeship in a hospital. She exemplified her experience as saying that a doctor who was working at the same hospital where I was a nursing intern used to call me at odd times of the night trying to get in deep conversation with me asking me about how I had my day passed and how were the patients in my ward. In the beginning I was not very sensitive to this topic but after some weeks of continuous calls I started to feel uneasy as the doctor was trying to get personal and pass suggestive sentences as if I am sleeping alone in my room or what is on me. I couldn't complain to hospital management as I was a new apprentice there; moreover, I had the fear of being labelled as a pervert person the only thing I could do was faking that I got engaged and wore a ring until the end of the internship.

4.4.5 Case Five

Currently, I am working here in the finance department of this hospital. And I hope my interview will not cost me my job. Since the bitter experience took place while I was working in a furniture making company, I want my identity and other identity related points remain confidential. Our company annually had a meal party in which all the personnel from different departments were invited and big meal was served. During the function I started chatting with one of my colleagues who was from a different department. We came along well in that conversation since we had same mutual interests and shared senses of humor. I assumed our conversation was solely friendly and in the sense of being in the same company, we can have such normal chats and it was an occasion where people were trying to talk to one other.

Later I found out that he was married too. He was an experienced staff in his department. After that day, he started following me on Facebook and occasionally sent me messages through Facebook since I did not give my phone number. Our sole communication mean was Facebook and during the working time we did not meet each other at all due to the restriction of the company and the conservative society of Afghanistan. This Facebook chatting lasted for about two months. During our conversations and chats it was in the beginning work related stuffs and were short conversations. Later like after a month or so his conversation and talking topics diverted out of work related matters and become increasingly flirtatious.

I was so many times invited by him to meet outside, but I did not want. The matter got worse when one day he sent me a shirt-less picture of him. I did not reply him and stopped seeing his messages but he kept on sending me messages. The matter got worse when one day he sent me a picture of him nude but of course his face was not in the picture. Then it became very clear and obvious that he wanted a wrong relationship and had crossed the line. "It was no longer fun and I didn't want to be interested in that," she says. He kept sending such messages and I found myself very uncomfortable. After consulting with my friends I had to report this to the management. I showed the messages and the pictures, and finally he was fire from the company.

4.4.6 Interviews' summary

The interviews conducted through the participation of the hospital's employees were based on the participants' personal ordeals and experiences. From the interviews conducted, it is clear that the personals and employees who possess a managerial or higher working post in an organization dare themselves sexually misbehave with the female workers. Some of the participants that were interviewed shared their experiences with a fear of still being suspended or fired which it difficult to have the interviews with all minor details. Overall, the female workers are vulnerable to sexual harassment as it was perceived from the interviews.

It can be said from the interviews that male workers misuse their authority in way of taking sexual advantages of their female colleagues. Furthermore, jealousy or unhealthy working environment among females themselves also results in tarnishing female workers' reputation in their working places.

Unfortunately, it is clear from the interviews that lack of transparency and lack of laws implementation becomes obstacle in the ways of sexually harassed women to report to government or management of their working places of sexually harassing behaviors happening from their male colleagues or bosses.

Females who intend to work outside of their homes and possess job offices face societal wrong judgements since Afghanistan is still a conservative society. Since the ruling of Taliban women were condemned to being at home and take care of children, so the interviews indicate that women's participation in workforce is still a new phenomenon in afghan society.

5. DISCUSSIONS

This thesis is written based on data collected through questionnaires and in person interviews. A set of fourteen questions were selected for the sexual harassment evaluation at women's workplaces. Furthermore, six face to face interviews were conducted with the females who were victimized with sexual harassment. From the survey and the interviews, a correlation can be comprehended which that is nearly more than half of the participants in the survey and interviews believe that they can be or have been victims of sexual harassment in the place that they have worked or are working. This SH's have been in different ways and shapes.

In addition, the survey and the interviews indicate that female workers are intimidated or threatened in different ways in order not to report their ordeals with the concerned management of their workplaces or to authorities. This intimidation can range from losing the job to being wrongfully judged by their families and community members of theirs. Even some women are offered jobs and positions in return to fulfill the sexual desire of their male managers or men in the power. It clearly shows and signifies two important things: First, sexual harassment remarkably exists in Afghanistan's working environment. Second, women are targeted by their male counterparts in different ways and means. The data collected in the study has been obtained through the consent of the participants. It is a well-known fact that Afghanistan is a conservative society and the people are not very open to sharing their private life's incidents and the dilemma that they face be it personal or professional problems. In order to collect the data, I approached the manager of the hospital and explained my study purpose, since it is the first study that is implemented in a private health sector in Afghanistan, the manager helped me reach the participants and explain my study purpose to them in person. It was hard in the beginning to convince the employees in the hospital to participate in the study, but when I assured them of keeping their data secret, they finally participated in the study. The interviewees were all promised that the interviews first of all will not be published in Afghanistan and secondly, their workplace along with all their personal data will be kept confidential.

As it is mentioned in the literature review that SH in workplaces occur in various ways and shapes, Fitzgerald, a scholar says that when women initially started to work outside, they sexual misconduct was a part of their workplace ordeals. Although there has not been real and persuasive educational, Fitzgerald says that one in two women are sexually harassed in their working or educational life in some ways. The experience of being sexually harassed is dire and has negative impact on the victims. In correlation with the findings discussed in the literature review, this survey too has found out that women are sexually harassed. The survey and interviews of this study draws a comprehension that a range of reasons tend to be involved in deterring the male workers to allow themselves commit the crime of sexually harassing their female colleagues or subordinates.

5.1 Objective One

To explore whether the sexual harassment against women employees at workplaces decreases their motivation in terms of measuring whether the sexual harassment against women employees at workplaces affects their motivation, this study looks into whether there is decline/decrease in motivation of women employees by existence of sexual abuse in working environment. The participants in my research have almost responded with options “strongly agree and agree” to the most of the questions that of course sexual harassment puts a strong negative effect on motivation of women employees at workplaces. Such findings are a bitter truth which my study has put them into consideration. The influences and effects of such behavior put the whole organization into a big risk. Evidence of sexual assault can lead victims to suffer psychological distress and impact the mental and psychological health of the person. In addition to influencing the person's emotion and personality, sexual assault can also lead to the low growth and raise the victim's expense.

5.2 Objective Two

To find whether sexual harassment against women employees at workplaces causes less participation of women at labor force. Considering that Afghanistan is a traditional country, and people analyze and judge things through religious, cultural and other traditional prospective; indeed, it clearly states that by existence of sexual harassment against women employees at workplaces, they do show less interest to participate in labor

force, and cause that women cannot remarkably participate and find sexual harassment a tremendous obstacle against them. There are always judgement and remark passing on females who experience such sexual harassment. This is also the reason that most of families do not allow their daughters to work outside, and even if they are allowed to have jobs other than housewife, they are limited to some typical female jobs like teaching or working as secretaries for their male bosses. Afghanistan is one of the most closed and conservative societies in terms of women rights and freedoms which is given to women. As a result, such wrong behaviors even make the patriarch afghan society to stop women from gaining good jobs out of the home and participate in building their own paths and choices.

5.3. Objective Three

To know whether sexual harassment against women employees at workplaces is an insult to humanity, social, economic and political rights. Today gender equality is one of the concepts accepted worldwide and gender discrimination, and violence against women is forbidden everywhere around the globe, but still gender inequality, injustice, prejudice and more significantly and importantly sexual harassment against women employees at workplaces can be deemed wrong and illegal actions and considered to be an insult to women but to human society. As stated before, women form half of the society and their participation and all parts is necessary. No society develops without ignoring women and imposing discrimination against them. All humans should consider both men and women equal and fight against all the problems that women face in the world and also in our country, and especially there should be strong determination to stop sexual harassment against women employees at workplaces. Such behavior itself is against the morality and leads to the condemnation of women to stay home and serve their male partners in a community like Afghanistan.

6. CONCLUSION & RECOMMENDATION

* The objective of this research is to investigate the impact and effect of sexual misconduct against women workers at workplaces on their motivation. The goals are as follows:

* To investigate if sexual harassment towards women workers at workplace reduces their motivation and desire.

* Finding if sexual abuse of women workers at work leads to less participation by women in the workforce.

* Knowing if sexual assault of women workers at job is an embarrassment to humanity, social, political and economic rights and freedoms.

To wrap up this objective, a thorough review of the literature on sexual harassment of women employees at work and related areas was undertaken and a questionnaire was conducted with the staff of the hospital. The study explored the prevalence of sexual abuse toward female workers at workplaces and its effect on their morale in the workforce in Afghanistan, as a research sample at a private Hospital in Kabul. The study not only included questionnaire but also interviews in order to find out the depth of this problem in Afghanistan. The significance of such studies and surveys are quite important to the workforce of this community. Interviews were conducted with respect to the anonymity of the participants as it may make troubles for the people who were interviewed.

This study came across many obstacles, difficulties and restrictions in conducting it successfully. The most sensitive problem is sexual abuse of women workers at workplaces. Everyone suspects there's sexual harassment at workplaces against female workers, yet nobody really reaches out and everyone prefers to stay silent and disregard it. I've been to several private and public entities in our country and they have shown unfortunately little interest in being part of this study. I was about to be discouraged, but as I told myself I would, never give up, and I will do it. Eventually, one of my friends working in a private hospital in Kabul made it easier for me to perform my study with this organization's workers even though it was a very major issue for them because they feared getting fired or

thrown out of their job and it's very obvious that people commit sexual assault at their workplaces against woman workers, but they seek to conceal or ignore this problem.

The observations also identified various potential vulnerabilities which avoid sexual harassment against female workers at workplaces from being eliminated. There have been a variety of issues found that need to be addressed if the entire process is to be successful that equitable to those concerned. The company will further strengthen the program if it is to succeed in achieving the objective. Here are the four suggestions I made for the company to address sexual abuse of female workers at workplaces.

The effect of sexual assault goes beyond harming one's emotional state and personality-esteem. Women who expose sexual assault by those in power as being subjected to intimidation, character assassinations, demotion, firing and blacklisting. Every company should recognize that sexual misconduct is a derogatory issue against female workers at workplaces. This not only de-motivates female workers but also produces various forms of emotional and psychological illnesses. Women workers who suffer from deprivation, who have no other male family member to help and feed or who fear of losing their employment cannot talk about sexual assault. For better working conditions they look sad, angry, frustrating and desperate. Organizations especially in Afghanistan should educate their employees to be more respectful and understanding towards this issue. Many bosses and managers misuse their authority and take advantage of female workers.

If all the organizations seem to respect women and look at them as half of society, I would propose that they have a good institutional support network for both men and women workers. There must be no dual approach, because it can be seen that males and females are deprived of much of the rights and benefits granted to them. Free and fair system should exist which all genders find themselves safe, relaxed and fairly benefited. There must be no gender disparity, inequality between men and women and racism among workers of different sexes. And in the meantime, top-level management will be willing to actively combat sexual abuse in their workplaces, embracing and empowering the female staff.

Staff's mindset and empathy towards the problems of sexual abuse would potentially help tackle violence from the very first place. It appears like the problem of sexual misconduct cannot be entirely removed. However, if the workers and other

communities are aware of the cause and effect of sexual assault, the effort to mitigate the case is feasible. Knowledge of sexual harassment relies on an employee's perception of the sexual harassment conduct meaning and framework. To the degree the worker in a workplace recognizes sexual harassment depends on many factors, such as their willingness to learn about sexual harassment, attempts from other parties to make people aware of sexual harassment by lobbying, for example, and also through the perspective of the workers themselves.

An organization's management has an ethical duty to build an efficient, healthy and people-centered climate. Organizational leadership has strength. Sexual abuse as such is a power issue and not a matter of sexual pleasure. Control in the form of violence, aggression, threats, intimidation and assurances are deceptions of power used to manipulate an individual. The sexual abuse is based on another person's influence. Using violence, threats, intimidation and terror, and proposing to some degree, impacts Maslow's Motivation Theory (Hierarchy). Sexual abuse has a detrimental effect on a person's desire for physiological well-being which is a physical survival need. Thus it is the primary role and task of every company's top level management to try to build a working environment in which all the workers from every gender feel safe and secure.

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8. APPENDIX

Questionnaire on Sexual Harassment against Women Employees at Workplaces

I am a student of Yildirim Beyazit University and I am writing my monograph on Sexual Harassment against Women Employees at Workplaces and Its Impact on Their Motivation. I conceived this study on issues relevant to this topic. I'd really appreciate if you could spend a couple of minutes filling in this questionnaire. Your responses are very critical to proper study review. Your comments are regarded as secret and confidential. All details collected out of this study will be handled with the tightest confidentiality and will be accessible only to the researcher and his supervisors of the journal articles. I kindly ask you to honestly complete the questionnaire. Thank you for the help and encouragement.

Gender: Male Female

Age: <20 20-29 30-39 40-49 50 and above

Q.1 Sexual harassment against women employees at workplaces significantly decreases their motivation to work with the opposite gender together.

Very Much	<input type="checkbox"/>	Very Less	<input type="checkbox"/>
Much	<input type="checkbox"/>	Never	<input type="checkbox"/>
Less	<input type="checkbox"/>		

Q2. Women employees are warned that they get fired or lose their jobs in case they don't fulfill the sexual desire of their bosses'/line managers.

Strongly Agree	<input type="checkbox"/>	Strongly Disagree	<input type="checkbox"/>
Agree	<input type="checkbox"/>	No Idea	<input type="checkbox"/>
Disagree	<input type="checkbox"/>		

Q.3 To what extent sexual harassment against female employees at workplaces will lower their motivation?

Very Much	<input type="checkbox"/>	Very Less	<input type="checkbox"/>
Much	<input type="checkbox"/>	No Idea	<input type="checkbox"/>
Less	<input type="checkbox"/>		

Q.4 What if a woman employee does not accept to be sexually harassed?

Get fired

Salary Deduction

Demoted

No Idea

Job benefits are decreases

Q.5 Families don't allow the female members to work out due to existence sexual harassment in workplaces.

Strongly Agree

Strongly Disagree

Agree

No Idea

Disagree

Q.6 Who are the culprits scoring the highest number of sexual harassment at workplaces?

Top Level Managers

Colleagues

Medium Level Managers

All male employees

Line Managers

Q.7 Women employees have not lodged complaints against someone regarding sexual harassment in most of the offices. So, it has paved the way for male employees to harass their female colleagues sexually.

Strongly Agree

Strongly Disagree

Agree

No Idea

Disagree

Q.8 Women employees who have been sexually abused are suffering from psychological and mental problems.

Very much

Very less

Much

Never

Less

Q.9 Existence of sexual harassment against women employees in workplaces disappoint them and cause that they prefer to stay home.

Strongly Agree	<input type="checkbox"/>	Strongly Disagree	<input type="checkbox"/>
Agree	<input type="checkbox"/>	No Idea	<input type="checkbox"/>
Disagree	<input type="checkbox"/>		

Q.10 Sexual harassment against women employees in workplaces occurs because they are weak to resist against it.

Strongly Agree	<input type="checkbox"/>	Strongly Disagree	<input type="checkbox"/>
Agree	<input type="checkbox"/>	No Idea	<input type="checkbox"/>
Disagree	<input type="checkbox"/>		

Q.11 Women organizations and women activists have failed to fight against sexual harassment against women employees in their workplaces, and it de-motivates them.

Strongly Agree	<input type="checkbox"/>	Strongly Disagree	<input type="checkbox"/>
Agree	<input type="checkbox"/>	No Idea	<input type="checkbox"/>
Disagree	<input type="checkbox"/>		

Q.12 Top level management of most of the organizations is formed by male. Women are not involved in decision making process. Thus, sexual harassment against women employees in workplaces is on the rise in the country.

Strongly Agree	<input type="checkbox"/>	Strongly Disagree	<input type="checkbox"/>
Agree	<input type="checkbox"/>	No Idea	<input type="checkbox"/>
Disagree	<input type="checkbox"/>		

Q.13 Afghanistan's government isn't determined to combat against sexual harassment of women employees, and it has lowered their motivation.

Strongly Agree	<input type="checkbox"/>	Strongly Disagree	<input type="checkbox"/>
Agree	<input type="checkbox"/>	No Idea	<input type="checkbox"/>
Disagree	<input type="checkbox"/>		

Q.14 We need to conduct awareness programs or trainings for women employees to let them know about sexual harassment at workplaces.

Strongly Agree	<input type="checkbox"/>	Strongly Disagree	<input type="checkbox"/>
Agree	<input type="checkbox"/>	No Idea	<input type="checkbox"/>
Disagree	<input type="checkbox"/>		

CURRICULUM VITAE

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