

The effects of Sexual Harassment against working women**- Field Study in Tebessa Province -**

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Abstract:

The study aimed to explore the psychological, physical, social, and organizational consequences of sexual harassment against women in the workplace. A specially designed questionnaire was used to collect field data and answer the research questions. The study was conducted on a sample of 31 female workers who had experienced confirmed incidents of harassment, selected through snowball sampling due to the sensitivity of the topic and the difficulty of directly accessing the target population. The analytical descriptive approach was adopted. The results revealed several adverse effects: psychological (such as chronic anxiety, depression, and low self-esteem), psychosomatic (including sleep disorders and somatic symptoms), social (such as isolation and avoidance of social interactions), and organizational (like decreased productivity, frequent absenteeism, and thoughts of quitting). These findings enabled the study to recommend the following actions to promote a healthy and safe workplace that ensures social protection and institutional accountability: designing specialized professional psychological support programs for victims of harassment, incorporating mandatory training modules on reducing gender bias, and establishing institutional protocols for immediate reporting while maintaining full confidentiality.

Keywords: sexual harassment, sexual harassment in the workplace, Sexual harassment effects

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An introduction:

Sexual harassment in professional environments represents a global challenge with profound implications for mental health, job performance, and institutional stability. The severity of this phenomenon is particularly pronounced in labor-intensive sectors characterized by rigid hierarchies and complex interpersonal dynamics, where female workers face heightened risks due to these structural characteristics. Scientific evidence indicates that such practices, particularly sexual harassment, constitute a violation of workers' rights, especially women's, resulting in adverse effects at multiple levels. At the individual level, these behaviors lead to psychological disorders such as depression and post-traumatic stress disorder (PTSD), while at the institutional level they have negative effects including reduced productivity, more absenteeism, and worsening service quality.

Key instruments such as the International Labour Organization's Convention No. 190 (2019) on the elimination of violence and harassment in the workplace, which requires member states to adopt legislative frameworks and preventive policies, are examples of international efforts that address this issue.

In the Algerian context, despite existing legislation criminalizing sexual harassment in labor law (Article 341 bis) and the constitution (Article 36), practical enforcement faces challenges related to weak reporting mechanisms and social stigma. Some local institutions have begun adopting policies aligned with international standards by establishing safe reporting mechanisms and implementing awareness-raising training programs, in collaboration with specialized local and international entities.

Study Objectives: The study aims to investigate the following:

- The psychological effects of sexual harassment against women in the workplace.
- The physical consequences resulting from sexual harassment against women in the workplace.
- The social implications arising from sexual harassment against women in the workplace.
- The organizational repercussions of sexual harassment against women in the workplace.

Significance of the Study:

The significance lies in addressing a topic long considered taboo in professional settings, in addition to enriching the scientific literature with a multidimensional study of this phenomenon. Furthermore, it aims to provide a scientific foundation for future research and practical interventions, as well as to contribute to the development of legal and institutional protection mechanisms.

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Research Questions:

- What are the psychological effects of sexual harassment against women in the workplace?
- What are the physical consequences of this phenomenon?
- What are the social implications of sexual harassment in the professional context?
- What are the organizational repercussions of sexual harassment against female workers?

- Study Concepts:

- **Sexual Harassment:** Any unwanted behavior that occurs without the victim's consent, including touching or physical contact, requests for sexual favors, verbal comments, displaying sexually explicit images, or any other conduct of a sexual nature (Alaa Abdelhafez Al-Majali (2009), p 7).
- **Sexual Harassment in the Workplace:** As defined by International Labour Organization (ILO) Convention No.190, it refers to a range of unacceptable behaviors and practices, or related threats, that occur in the world of work, whether once or repeatedly. These aim to, result in, or are likely to result in physical, psychological, sexual, or economic harm, including gender-based violence and harassment. (International Labour Organization, (2023), p2)

It is any verbal or physical act of a sexual nature in the workplace by an employer, manager, employee, client, or customer, where such conduct is unwelcome by the person subjected to it and creates feelings of violation, humiliation, and an intolerably hostile environment. (United Nations Economic and Social Commission for Western Asia, 2022)

The present study adopts the following definition:

Any unwanted behavior of a sexual nature that occurs in the workplace without the victim's consent, violating their dignity and/or fostering an unsafe work environment.

- **Effects of Sexual Harassment:** The repercussions of sexual harassment include;
- **Psychological health of working women:** Such as anxiety, stress, depression, sadness, loss of self-confidence, etc;
- **Physical health:** Including hormonal disorders, skin problems, respiratory issues, sleep disturbances, etc;
- **Social level:** Such as social isolation, feelings of helplessness, and inability to confront the situation, etc;

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- **Organizational level:** Including deteriorating job performance, increased absenteeism, reduced productivity, etc.

I. Theoretical Framework

1- Previous Studies:

A Study by **Hakima Hadj Ali and Hocine Hammache:** "The Impact of Sexual Harassment on the Professional Stability of Working Women: A Field Study at the University Hospital Center in Tizi Ouzou, Algeria" the Study aimed to examine differences in exposure to various types of sexual harassment and its relationship to professional stability, according to variables such as age, marital status, and years of experience; The sample size consisted of 100 female workers in the healthcare sector; The analytical descriptive approach was adopted, applying a sexual harassment questionnaire and a professional stability scale; The results showed that there were statistically significant differences in sexual harassment based on age and years of experience, while no statistically significant differences were recorded based on marital status. Additionally, the findings revealed a negative impact of sexual harassment on the professional stability of female workers. (**Hadj Ali, Hakima, (2014), pp. 395-414**).

A field Study by **Naïma Ben Si Saïd Zargine** entitled "Consequences of Sexual Harassment on Female Employees in the Algerian Professional Environment" used the analytical descriptive method, with a sample of 60 female employees in an Algerian company, aged between 20 and 60 years. A self-assessment questionnaire on sexual harassment and its psychological and professional effects was administered. According to the results, 78% of participants had experienced sexual harassment, with 57% of these incidents being perpetrated by superiors and 21% by colleagues.

Furthermore, 99% of the workers suffered from psychological and physical disorders, and 99% showed a decline in their professional performance. Thus, the results confirmed that sexual harassment negatively affects working women's mental and professional health. The primary reason was the existence of obstacles, such as a national social norm that discourages reporting sexual harassment in workplaces. (**Ben Si Saïd Zargine, Naïma, pp. 1-9**)

In a research by **Sahar Salah**, supervised by **Pr. Nihad Aboul-Qumsan:** "Sexual Harassment in the Workplace," a case study approach was adopted, focusing on the analysis of quantitative and qualitative data, relying on interviews and questionnaires to collect data from working women. The study included 100 working women in both public and private sectors in Egypt, taking into account

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diverse variables such as age group, social and cultural level. The results revealed that 89% of working women had experienced various forms of sexual harassment in the professional environment, leading to psychological effects due to silence or avoidance rather than reporting, driven by fear of scandal or job loss. (The Egyptian Center for Women's Rights, (2012), pp. 4-13).

2- Analysis of Previous Studies:

Although Hakima Haj Ali's research accurately studied demographic differences, it failed to address the various consequences of different types of sexual harassment on female workers' psychological and physical health, which our study examines more comprehensively. In contrast, Naima Ben Si Said Zarqin's study analyzed psychological and professional repercussions, but did not delve deeply into the social and physical effects that impacts that harassed female employees face, especially at a social and health level outside of the workplace, which our research highlighted.

Similarly, the study by Sahar Salah examined the psychological effects and reactions of female workers who experienced various forms of sexual harassment in professional settings. However, it did not sufficiently explore the social and physical consequences that could affect their professional and social lives; these will be included in our current study.

Overall, the three studies agree that workplace sexual harassment has a negative impact on female workers' psychological, social, and professional well-being, nevertheless, by observing psychological, physical, social, and professional effects, our study will offer a more comprehensive perspective of the extent to which sexual harassment affects the lives of female employees.

-Study Methodology and Procedures:

- 1. Study Approach:** The current study adopted a descriptive-analytical approach, aiming to monitor and analyze the effects of sexual harassment on female workers. This was achieved by systematically collecting and interpreting descriptive data to understand the nature and dimensions of these effects.
- 2. Study Population:** The population consisted of female workers who had experienced various forms of sexual harassment in their work environments across different sectors (public and private) in the state of Tebessa (Algeria).
- 3. Study Sample:** The sample comprised 31 female workers. They were selected by contacting a core group first, and then the sample gradually enlarged through recommendations from the participants themselves. This method made it possible to include a variety of categories related to age, of age, educational level, job title, years of experience, and marital status.

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4. Data Collection Tools:

4.1. Interview:

-The interview was employed in an exploratory study in which a sample of seven female workers who had experienced sexual harassment in the workplace. The aim was to understand the nature of the sexual harassment they had encountered.

- The interview results revealed multidimensional consequences of sexual harassment, including psychological effects such as anxiety, stress, guilt, and self-blame; social effects such as isolation and distrust of others; physical effects such as headaches, insomnia, and stomach aches; and organizational effects such as decreased productivity and thoughts of quitting work, among others.

-The results also showed that harassment might take multiple forms, such as verbal, physical, and nonverbal. Based on these results, a multifaceted questionnaire measuring the effects of sexual harassment on female workers was created, encompassing psychological, physical, social, and organizational dimensions.

4.2. Questionnaire

To investigate the effects of sexual harassment on working women, the researcher developed the study instrument based on previous literature and the findings of the exploratory study, the instrument consisted of two parts:

- **Personal variables** (age, marital status, job title, and years of experience);
- **The study scale**, comprising **60 items**, with responses based on a “**Likert scale**” as follows: (Always, Often, Sometimes, Rarely, Does Not Apply), corresponding to scores of (5, 4, 3, 2, 1), respectively.

The scale items were distributed across **four dimensions** as follows:

- **First Dimension : Psychological Effects** – Items : (1, 16, 31, 46, 02, 38, 04, 51, 21, 03, 22, 11, 60, 52, 41);
- **Second Dimension: Physical Effects** – Items: (05, 20, 35, 50, 17, 25, 19, 40, 36, 58, 07, 18, 45, 53, 42);
- **Third Dimension: Social Effects** – Items: (09, 24, 39, 54, 32, 23, 34, 26, 15, 08, 12, 33, 30, 56, 28);
- **Fourth Dimension: Organizational Effects** – Items: (09, 14, 29, 44, 59, 47, 55, 49, 13, 06, 43, 10, 48, 37, 57, 27).

- Psychometric Properties of the Questionnaire:

To ensure the reliability and validity of the questionnaire, face validity, internal consistency (reliability), and construct validity were measured as follows:

- **Face Validity:** The questionnaire was presented to a panel of experts, including professors from local universities (Annaba, Constantine) and a university in **Egypt**.

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- To calculate face validity, Cooper’s formula was applied, which measures the level of agreement between two or more evaluators assessing the same phenomenon (in this case, the questionnaire’s content). This formula provides an indicator of the consistency of the evaluators' assessments.

The agreement percentage among the expert evaluators and the researcher was 90.41%, indicating a high level of consensus. This confirms that the evaluators found the majority of the questionnaire items suitable for their intended purpose, justifying its legitimacy for use in this study.

- **Questionnaire Reliability:** Cronbach’s alpha coefficient was calculated to measure internal consistency.

Reliability coefficients range between 0 and 1, with values closer to 1 indicating a higher level of consistency. A value of 0.928 reflects a high level of reliability, giving the researcher confidence that the questionnaire has strong internal consistency, making it a reliable tool for measuring the effects of sexual harassment on female workers.

- **Construct Validity:** Unlike face validity, construct validity focuses on the extent to which the questionnaire items are coherent with each other and measure the same theoretical construct. The construct validity value was estimated at 0.96, which is very high (approaching 1), indicating that the questionnaire is reliable and appropriate for the study.

1. **Statistical Analysis:** To process the data, the Statistical Package for the Social Sciences (SPSS) was used to calculate percentages, frequencies, and arithmetic means.

2. **Study Sample and Its Characteristics:**

Table (01) below presents a description of the personal characteristics of the sample as follows:

- **Age:** 40% of the sample members belong to the age group (20-30) years, while 35% are between 31-40 years, and 25% are 41 years or older.
- **Marital Status:** 65% of the sample members are single, whereas 6% are married, 23% are divorced, and 6% are widowed.
- **Work Experience:** 71% of the sample have less than 5 years of work experience, while 26% have between 5 to 10 years, and 3% of the workers have professional experience exceeding 10 years.
- **Job Title:** 84% of the sample members work in administrative positions, whereas 10% hold senior management positions, and 6% work in support services (Food and hygiene service).

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Table N° 01: Frequencies and Percentages of Personal Variables of the Sample Individual

Variable	Category	Frequency	Percentage %
Age	20-30	20	65
	31-40	9	29
	41+	2	6
Marital Status	Single	20	65
	Married	2	6
	Divorced	7	23
	Widowed	2	6
Work Experience	Less than 5 years	22	71
	5 - 10 years	8	26
	More than 10 years	1	3
Job Title	Senior Management	3	10
	Administrative Staff	26	84
	Support Services (Catering & Cleaning)	2	6

II. Presentation of Results

1. The First Question: What are the psychological effects of sexual harassment on female workers?

The results presented in Table 01 indicate a variation in the prevalence of psychological symptoms among the study sample. Symptoms of "anxiety and stress" and "insomnia and sleep disorders" emerged as the most common, with an arithmetic mean of (3.48) for each. In contrast, symptoms such as "loss of self-confidence" and "feelings of fear and dread" recorded lower arithmetic means of (2.16) and (2.10), respectively. Meanwhile, the least prevalent symptoms were "suicidal thoughts," with a mean of (1.00), as 100% of responses fell under the "does not apply" category, followed by "revengeful thoughts" with a mean of (1.65). Additionally, indicators such as "feelings of guilt" and "difficulty concentrating" showed moderate prevalence, with means of (2.97) and (2.94), respectively. These were notably concentrated in the "sometimes" category, with percentages of (51.6% and 80.6%) for each.

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Table N° 02 Respondents' answers regarding the psychological effects resulting from sexual harassment.

N°	Item	Always (%)	Often (%)	Sometimes (%)	Rarely (%)	Not Applicable (%)	Mean Score
01	I suffer from anxiety and stress	0	52	45	3	0	3.48
16	I feel depressed and sad	0	10	65	13	13	2.71
31	I have lost confidence in myself	0	0%	36	45	19	2.16
46	I have developed feelings of fear and dread	0	0%	39	32	29	2.10
02	I suffer from insomnia and sleep disturbances	0	54.8%	39	7	0	3.48
38	I suffer from an eating disorder (loss of appetite)	0	7	29	36	29	2.13
04	I suffer from an eating disorder (overeating)	0	16	55	7	23	2.65
51	I feel guilty (I blame myself for everything that happens)	13	13	52	3	19	2.97
21	I experience difficulty concentrating and remembering	0	7	81	13	0	2.94
03	I experience suicidal thoughts	0	0	0	0	100	1.00
22	I experience vengeful thoughts	0	3	13	26	58	1.65
11	I experience aggressive thoughts	0	0	39	19	42	1.97
60	I suffer from frequent nightmares and disturbing dreams	3	16	52	26	3	3.00
52	I feel a decline in my self-esteem	0	7	26	45	23	2.16
41	I feel humiliated and ashamed	0	0	32	29	39	1.94

2. The second question: What are the physical effects of sexual harassment on female workers?

The results presented in Table (02) reveal a clear variation in the prevalence of psychosomatic symptoms among the study sample. The indicator "fatigue and exhaustion" emerged as the most common symptom, with a mean score of (4.00), followed by "hair loss" with a mean of (3.39), and "headaches and migraines" with a mean of (3.42). In contrast, symptoms such as "recurrent asthma attacks" and "skin allergies and itching" were the least prevalent, with means of (1.06) and (1.39), respectively. Notably, these symptoms were reported as "not applicable" by over 90% and 77% of respondents. Additionally, symptoms like "stomach pain" and "colon pain" exhibited moderate to high prevalence rates, with the combined categories of "often" and "sometimes" exceeding 80%, and means of (3.23) and (3.06), respectively.

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Table N° 03: Respondents' answers regarding the physical effects resulting from sexual harassment

N°	Item	Always (%)	Often (%)	Sometimes (%)	Rarely (%)	Not Applicable (%)	Mean Score
05	I suffer from headaches and migraines	0	48	45	6	0	3.42
20	I suffer from stomach pain	0	40	49	9	3	3.23
35	I suffer from colon pain	3	32	52	13	0	3.06
50	I feel fatigued and exhausted	19	61	16	3	0	4.00
17	My immunity has weakened	0	23	48	23	6	2.81
25	I experience hair loss	3	52	32	10	3	3.39
19	I suffer from high blood pressure	0	3	13	26	58	1.61
40	I have menstrual cycle disorders	0	10	52	13	26	2.35
36	I suffer from rapid heartbeat (tachycardia)	0	6	26	58	10	2.19
58	I suffer from shortness of breath (dyspnoea)	0	0	19	26	55	1.71
07	I experience skin allergies and itching	0	3	6	13	77	1.39
18	I suffer from recurrent asthma attacks	0	0	0	6	94	1.06
45	I experience muscle spasms	0	3	10	26	61	1.71
53	I feel fear and panic about engaging in sexual relations	3	10	16	23	48	2.00
42	I have developed a tendency to take sedatives	0	29	45	16	10	2.97

Question Three: What are the social implications of sexual harassment in the professional context?

The results presented in Table (03) highlight variations in the responses of the sample individuals regarding the social indicators of sexual harassment. The statement "I now interpret every look directed at me as a sexual gaze" recorded the highest arithmetic mean (3.74), with high percentages in the "often" and "always" categories (45.16% and 22.58%, respectively). Similarly, a high arithmetic mean (3.71) was recorded for the item "I have become suspicious of others' intentions", with a notable prevalence of the "often" category at 52%. In contrast, the items "feeling weak and submissive" and "lacking social skills" recorded the lowest arithmetic means (1.39 and 1.68, respectively), with the "does not apply" category dominating at 71% and 45%, respectively.

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Table N° 04: Respondents' answers regarding the social effects resulting from sexual harassment

N°	Item	Always (%)	Often (%)	Sometimes (%)	Rarely (%)	Not Applicable (%)	Mean Score
09	have begun isolating myself from family and friends.	0	0	26	45	29	2.03
24	I have lost interest in going out or participating in social activities.	0	0	26	48	26	2.00
39	I struggle with forming new relationships.	0	0	10	61	29	1.81
54	I have lost trust in others.	6	29	55	6	3	3.29
32	I frequently make excuses to avoid attending gatherings.	0	0	13	48	39	1.74
23	I avoid places where there are many men.	0	10	23	45	23	2.19
34	I feel a sense of insecurity in all work environments.	0	19	58	13	10	2.87
26	My behavior has become violent and aggressive.	0	0	19	55	26	1.94
15	My family relationships are strained.	0	23	32	26	19	2.58
08	I feel stigmatized.	0	3	13	32	52	1.68
12	I am suspicious of others' intentions.	6	52	32	10	0	3.71
33	I feel helpless and unable to confront situations.	0	19	42	19	19	2.42
30	I lack social skills due to feelings of shame.	0	0	13	42	45	1.68
56	I feel weak, submissive, and dominated by the opposite sex.	0	3	3	23	71	1.39
28	I interpret every look directed at me as a sexual gaze.	23	45	19	10	3	3.74

Question Four: What are the organizational implications of sexual harassment against female workers?

The results presented in table(04) show a clear variation in the degree of prevalence of functional problems among the sample members, the item "I have become afraid of losing my job" recorded the highest arithmetic mean (3.00), with high percentages of 32% and 13% in the "often" and "always" categories, respectively, indicating widespread feelings of job insecurity. Additionally, the item "I feel that my male colleagues are conspiring against me" showed a high arithmetic mean (2.94), with a notable prevalence in the "sometimes" category (39%), which may reflect tension in the work environment. On the other hand, the lowest arithmetic means were recorded for the items "thinking about quitting the job" (1.45) and "frequent absences" (1.39). Meanwhile, feelings of job dissatisfaction emerged with an arithmetic mean of 2.19, dominated by responses in the "rarely" category at 58%.

Table N° 05: Respondents' answers regarding the Organizational effects resulting from sexual harassment

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N°	Item	Always (%)	Often (%)	Sometimes (%)	Rarely (%)	Not Applicable (%)	Mean Score
14	My work productivity has declined.	0	0	29	48	23	2.35
29	I have started arriving late to work.	0	0	13	45	42	1.84
44	I have lost enthusiasm for my job.	0	10	19	48	23	2.26
59	I am considering quitting my job.	3	13	7	0	77	1.45
47	I am experiencing difficulties in adapting to my colleagues.	0	0	8	58	32	1.87
55	I feel job dissatisfaction.	0.	3	26	58	13	2.19
49	I have developed a fear of losing my job.	13	32	19	13	23	3.00
13	My professional relationships have deteriorated.	0	0	39	32	29	2.10
06	I struggle with interacting with male supervisors.	0	0	23	45	32	1.90
43	I have noticed a change in my behavior toward my coworkers.	0	0	42	39	19	2.23
10	I feel unsafe in my workplace.	0	13	58	42	19	2.65
48	My absences have become more frequent.	0	0	3	29	68	1.39
37	I feel that my male colleagues are conspiring against me.	12	16	39	16	16	2.94
14	My work productivity has declined.	0	0	29	48	23	2.35
29	I have started arriving late to work.	0	0	13	45	42	1.84

III. Interpretation of Results

Discussion of Objectives in Light of Study Findings:

Objective N°1: Investigating the Psychological Consequences of Sexual Harassment Against Female Workers

The data revealed prominent patterns of psychological disorders resulting from sexual harassment in the workplace. Symptoms of anxiety and stress, as well as insomnia and sleep disorders, recorded the highest mean scores (3.48 each), reflecting a state of persistent psychological distress and occupational instability. This confirms that sexual harassment creates a state of chronic anxiety, leading to feelings of job insecurity, along with a range of psychological disturbances that may extend to post-traumatic stress disorder (PTSD). Sample individuals exhibited symptoms such as loss of motivation and psychological withdrawal. Meanwhile, indicators related to low self-esteem (2.16) and feelings of fear and dread (2.10) showed moderate levels, though they remain clinically significant. These factors may undermine the ability of harassment victims to cope and increase their vulnerability to re-victimization.

Collectively, these findings underscore the urgent need for comprehensive institutional interventions, including organizational psychological support programs, specialized career counselling services, and psychological resilience enhancement programs. Additionally, there is a critical necessity to develop

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effective institutional mechanisms for preventing harassment and addressing its psychological and occupational repercussions.

Objective N°2: Investigating the Physical Consequences of Sexual Harassment on Female Workers

The study revealed that the pressures resulting from sexual harassment transform into evident physical symptoms, thereby becoming psychosomatic manifestations. "Fatigue and exhaustion" emerged as the most prevalent symptoms, with a high arithmetic mean (4.00), reflecting the chronic psychophysical burden endured by female workers who are victims of harassment. This was followed by symptoms such as "headaches and migraines," with an arithmetic mean of (3.42), and "hair loss" (3.39), which are classic indicators of chronic stress from a health psychology perspective additionally, gastrointestinal-related symptoms, including "stomach pain" (3.23) and "colon pain" (3.06), showed notable prevalence, reinforcing the strong correlation between psychological stress and somatic dysfunction. In contrast, symptoms such as "recurrent asthma attacks" (1.06) and "skin allergies" (1.39) exhibited limited prevalence, which may reflect individual variations in physiological responses to psychological stressors. These findings underscore the dual negative impact of sexual harassment, extending beyond psychological harm to encompass physical deterioration, thereby adversely affecting occupational performance. The results highlight the urgent need for a comprehensive approach integrating Psychosomatic Medicine and workplace stress management programs. Furthermore, they emphasize the necessity of regular medical screenings for at-risk female workers and the development of effective institutional mechanisms for prevention and early intervention.

Objective N°3: Investigating the Social Ramifications of Sexual Harassment Against Women in the Workplace

The findings revealed a complex pattern of psychological and social disturbances among female employees who were victims of sexual harassment. Social indicators recorded the highest arithmetic means, particularly in the items "interpreting glances as a form of sexual insinuation" (3.74) and "distrust of others' intentions" (3.71), reflecting a state of hypervigilance among the victims. Conversely, behavioral indicators such as "feelings of helplessness" (1.39) and "lack of social skills" (1.68) showed low levels, which may suggest a defence mechanism rooted in denial, from an organizational perspective, these dynamics generate three interrelated phenomena: professional isolation stemming from fear of social stigma, a breakdown in group cohesion, and the proliferation of a culture of

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silence as a maladaptive defence mechanism. These mechanisms may lead to the erosion of the organization's social capital, the disintegration of communication networks among employees, and a decline in service quality, among other consequences. Therefore, multi-level interventions are necessary to restore the psychological balance of the victims and repair the organization's social fabric.

Objective N°4: Organizational Repercussions of Sexual Harassment against Women in the Workplace

The study's findings revealed organizational repercussions stemming from sexual harassment, evident through behavioral and professional indicators among female employees. At the occupational level, the item "fear of job loss" recorded the highest mean score (3.00), reflecting a chronic state of job insecurity that threatens professional stability. Additionally, a hostile work environment is highlighted by the high mean score (2.94) for the item "experiencing conspiracy from colleagues," indicating deteriorating professional relationships and diminished organizational trust, on the other hand, regarding job performance, the results show a significant decline in productivity and motivation, with the indicators "considering quitting" and "frequent absences" recording the lowest mean scores (1.45 and 1.39, respectively), reflecting a state of psychological and occupational withdrawal. This condition signals a genuine threat to output quality and negatively impacts social cohesion within the organization. These findings necessitate the adoption of multi-level institutional strategies, including stringent sexual harassment prevention policies, specialized psycho-professional support programs, effective reporting mechanisms, etc. These measures aim to build a safe work environment that fosters professional resilience and preserves human capital.

Overall, the study's results uncovered the multidimensional repercussions of sexual harassment against female employees across various institutions, spanning psychological, physical, social, and organizational dimensions. Furthermore, the study provided significant theoretical and practical contributions by analyzing the underlying psychological mechanisms behind organizational effects, interpreting the psychosomatic transformation of psychological and occupational stressors, revealing the dynamics of three-dimensional social isolation, and linking sexual harassment to specific institutional performance indicators.

It is worth noting that, despite the scientific significance of the study's findings, their generalizability across all states of the country remains limited due to variations in cultural and social factors between regions, as well as the sensitive nature of the topic and the methodological challenges associated with sample selection and data collection. Nevertheless, this study opens new avenues for future

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research, whether in complementary applied frameworks or within the same theoretical context, thereby enriching scientific knowledge in this field.

Conclusion:

Sexual harassment in workplace environments is a profound issue that extends beyond being merely a legal or ethical violation. It leaves severe psychological impacts (such as mental disorders like depression and anxiety) and social consequences (including the disintegration of family ties and increased isolation), in addition to organizational effects manifested in (declining job performance and the collapse of career trajectories). These repercussions are not limited to the victims alone but also weaken the organizational structure due to reduced productivity and eroded trust among employees (both men and women), leading to increased absenteeism and higher resignation rates.

To address this phenomenon, it is essential to adopt multifaceted strategies, including strengthening preventive policies, developing reporting mechanisms that ensure confidentiality and support for affected individuals, and providing specialized therapeutic programs to mitigate physical and psychological harm. Furthermore, fostering an organizational culture based on respect for rights and ensuring a safe work environment particularly for women can help curb the prevalence of this issue and enhance the quality of professional life.

In this context, the need for a comprehensive approach integrating psychological and organizational dimensions becomes evident. Eliminating sexual harassment is a shared responsibility requiring collaboration among governments, institutions, and individuals to establish fair and inclusive work environments. Through these integrated efforts, sustainable workplaces can be fostered, upholding values of dignity and equality, which in turn positively impact organizational performance and internal cohesion.

Recommendations and Suggestions:

Based on the study's findings, which highlighted the multiple adverse effects of sexual harassment on female workers spanning psychological, physical, social, and professional dimensions the establishment of evidence-based and practical strategies to address this phenomenon becomes imperative. Below is a set of actionable recommendations that may contribute to mitigating sexual harassment and supporting victims:

1. Developing clear workplace policies against sexual harassment and implementing effective reporting mechanisms grounded in transparency and accountability.

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2. Providing training programs for employees on recovery strategies and coping mechanisms for dealing with the consequences of sexual harassment in professional settings.
3. Promoting an organizational culture of support through sustained awareness initiatives that foster mutual respect, gender equality, and the reporting of inappropriate conduct.
4. Encouraging open communication between employees and management to build trust and cultivate a collaborative, healthy, and supportive work environment.
5. Strengthening institutional oversight through periodic assessment systems (e.g., organizational climate surveys).

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