

p-ISSN : 2708-2113 | e-ISSN : 2708-3608

DOI(Journal): 10.31703/gesr

DOI(Volume): 10.31703/gesr/.2024(IX)

DOI(Issue): 10.31703/gesr.2024(ix.i)

www.gesrjournal.com

Global Educational
Studies Review



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VOL. IX, ISSUE I, WINTER (MARCH-2024)


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Double-blind Peer-review Research Journal

www.gesrjournal.com

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Article Title

Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan

Global Educational Studies Review

p-ISSN: 2708-2113 €-ISSN: 2708-3608

DOI(journal): 10.31703/gesr

Volume: IX (2024)

DOI (volume): 10.31703/gesr.2024(IX)

Issue: I Winter (March-2024)

DOI(Issue): 10.31703/gesr.2024(IX-I)

Home Page

www.gesjournal.com

Volume: IX (2024)

<https://www.gesjournal.com/Current-issues>

Issue: I-Winter (March-2024)

<https://www.gesjournal.com/Current-issues/9/1/2024>

Scope

<https://www.gesjournal.com/about-us/scope>

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Abstract

The phrase "culture of silence" refers to "the culture that silences women by not consenting to a lifestyle that is not talked about or talked about", so this sentence means "by accepting a lifestyle compatible with women". Pakistani women also have such good relationships all over the world, especially in the workplace, regardless of sexual violence because there are many reasons for respect for the family that affects women's leadership in other ways, so women should not be harassed by their colleagues at work. , since it is aimed at students or students or professionals at the educational level, this study is not about teachers who are bullied in schools by their male colleagues, teachers who are bullied in schools or by their students. This study is qualitative in nature and its aim is to determine the scope and impact of bullying and the solutions offered by teachers.

Keywords: Culture of Silence, Verbal Harassment, Verbal Harassment, Loud and Disgust, Honor-Izzat

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Pages: 155-159

DOI:10.31703/gesr.2024(IX-I).16

DOI link: [https://dx.doi.org/10.31703/gesr.2024\(IX-I\).16](https://dx.doi.org/10.31703/gesr.2024(IX-I).16)

Article link: <http://www.gesjournal.com/article/A-b-c>

Full-text Link: <https://gesjournal.com/fulltext/>

Pdf link: <https://www.gesjournal.com/jadmin/Author/31rvlola2.pdf>

Citing this Article

16	Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan						
	Author	Mahnoor Alvi Abid Ghafoor Chaudhry		DOI	10.31703/gesr.2024(IX-I).16		
Pages	155-159	Year	2024	Volume	IX	Issue	I
Referencing & Citing Styles	APA	Alvi, M., & Chaudhry, A. G. (2024). Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan. <i>Global Educational Studies Review</i> , IX(I), 155-159. https://doi.org/10.31703/gesr.2024(IX-I).16					
	CHICAGO	Alvi, Mahnoor, and Abid Ghafoor Chaudhry. 2024. "Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan." <i>Global Educational Studies Review</i> IX (I):155-159. doi: 10.31703/gesr.2024(IX-I).16.					
	HARVARD	ALVI, M. & CHAUDHRY, A. G. 2024. Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan. <i>Global Educational Studies Review</i> , IX, 155-159.					
	MHRA	Alvi, Mahnoor, and Abid Ghafoor Chaudhry. 2024. 'Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan', <i>Global Educational Studies Review</i> , IX: 155-59.					
	MLA	Alvi, Mahnoor, and Abid Ghafoor Chaudhry. "Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan." <i>Global Educational Studies Review</i> IX.I (2024): 155-59. Print.					
	OXFORD	Alvi, Mahnoor and Chaudhry, Abid Ghafoor (2024), 'Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan', <i>Global Educational Studies Review</i> , IX (I), 155-59.					
	TURABIAN	Alvi, Mahnoor and Abid Ghafoor Chaudhry. "Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan." <i>Global Educational Studies Review</i> IX, no. I (2024): 155-59. https://dx.doi.org/10.31703/gesr.2024(IX-I).16 .					



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Title

Culture of Silence: Exploring the Workplace Harassment and Coping Strategies of Female Academics in Higher Education of Pakistan

Abstract

The phrase "culture of silence" refers to "the culture that silences women by not consenting to a lifestyle that is not talked about or talked about", so this sentence means "by accepting a lifestyle compatible with women". Pakistani women also have such good relationships all over the world, especially in the workplace, regardless of sexual violence because there are many reasons for respect for the family that affects women's leadership in other ways, so women should not be harassed by their colleagues at work. , since it is aimed at students or students or professionals at the educational level, this study is not about teachers who are bullied in schools by their male colleagues, teachers who are bullied in schools or by their students. This study is qualitative in nature and its aim is to determine the scope and impact of bullying and the solutions offered by teachers.

Keywords: [Culture of Silence](#), [Verbal Harassment](#), [Non-verbal Harassment](#), [Loud and Disgust](#), [Honor-Izzat](#)

Introduction

Workplace bullying can be verbal or nonverbal and affects men and women equally. Women are harassed at all levels and in all workplaces, regardless of their job. According to Scully (2022). (Although the most common forms of bullying are verbal and emotional, there are also many forms of physical and sexual harassment. All forms of workplace

harassment are illegal. Not only do they increase employee productivity, comfort, and safety in the workplace, but they can also expose organizations to liability if they fail to comply with poor quality. Some jobs and occupations are at higher risk for this type of crime than others, including taxi drivers, healthcare workers, teachers, social workers, foreign workers, muscle workers, and especially night workers. Women are



particularly at risk, as are many skilled workers such as teachers, social workers, nurses, and office workers. Employers and employees are increasingly aware that psychological abuse is a serious offense. Psychological violence includes bullying or mobbing (group psychological harassment (Geneva, 1998).

The term "teacher harassment" describes several types of abuse that are perpetrated by or targeted towards teachers solely because of their profession. It can be problematic when students harass professors, especially if they are the target of the harassment. However, when harassment comes from a teacher, it is frequently cause for dismissal and may result in criminal activity. Wissen (2022) teachers face harassment mostly from the students in the classroom.

Celumusa and Mabuza (2020) teachers are not in a position to tell the school administration or make any complaints because there is no one to back them even schools or families.

As opposed to previous studies, which have focused on harassment of teachers at the school level or in online classes by male students, my research has focused on harassment of teachers by male coworkers at the university level. However, these teachers have not discussed the harassment with family or friends because their society and culture have socialized them not to discuss it. I don't feel that the stillness is protecting me. It feels oppressive and heavy. It has to do with hiding something, acting fake, and being embarrassed of oneself. It's like being forced against your will to help commit a crime against oneself and being compelled to bear the consequences of that decision. Awful secret you'll have to live with John (2013) because the curtain of silence hides her humiliation from others and even herself, it is both a curse and a protective measure. A burden since she wants to scream every time she encounters that upsetting truth. Responses to harassment that have an impact on family honor and social beliefs about gender politics in Pakistani society are very obvious. According to Qazalbash (2009), instructors use a variety of coping mechanisms to stay alive in the workplace.

Objectives

- To find out the workplace harassment in academia.
- To determine the influence, of the harassment professional life of teachers.
- To examine the ways a culture of silence influences the response of female academics toward workplace harassment.

- To analyze the copying strategy of female teachers on harassment.

Review of Literature

Physical, verbal, sexual, and emotional abuse can occur in the workplace. People of all genders can be affected by workplace bullying. The victim could be anyone. If you think you have been the victim of workplace bullying, it is important to contact your Human Resources department as soon as possible. According to Schooley (2009), bullying, mocking or teasing, taunting or humiliating, damaging objects or pictures, physical violence or threats, jokes, swearing, calling out or name-calling, and threats are examples of bullying. In addition, bullying can occur in many situations, including supervisors, supervisors in different departments, representatives of the employer, employees together, or non-employees. Anyone affected by the misconduct can be a victim; unlawful harassment can occur even if the harassment is based on one or more of the following: race, color, religion, sex (including gender), pregnancy or gender, national origin, age, disability, or medical history, including family medical history. The harassing behavior is necessary to command your work, or the behavior is so severe or pervasive that it creates a workplace environment that a reasonable person would consider intimidation, harassment, or criminal harassment. Anti-discrimination laws prohibit harassment of anyone in retaliation for reporting the discrimination and when it is proven that the victim was not financially harmed or fired. Harassment is discrimination in the workplace Trysnes (2019) discusses how teachers are exposed to bullying at the academic level. His students are bullying him, so according to the author this is completely different, teachers not only bully teachers but also female students, and boyfriends sexually harass female

students to silence them because of their movies or films. desire to go to school The burial of these young people, Mary and Ingoun, may have resulted from many intentional or unintentional actions (alone or together). These include inappropriate sex, and the use of sexual language to enhance the group's sense of identity and belonging to "the boys" or to influence the management of young teachers in the classroom. One of the limitations of this study is that it only includes Ingen's perspective. Then there will be bullying.

According to Celumusa and Mabuza (2021), due to the high number of reported cases of teachers sexually harassing and assaulting students in schools, we do not hold people

accountable for their actions and feelings. We will examine the problem of bullying in schools through the many recorded examples of sexual harassment. Child abuse is an important problem at all levels of education. Sexual harassment can happen to students in primary and secondary schools, vocational schools, internships, colleges, and universities. Wanting sex and not wanting sex can lead to abuse. Bullying can also occur when it prevents you from completing tasks, attending events, or attending classes. This applies to both men and women (Celumusa and Mabuza [2021](#)). Despite efforts to reflect on the problem of sexual harassment, little has been done to protect students and teachers in schools. The Me-too movement in South Korea (hereafter referred to as South Korea) inspired female students to expose cases of harassment by boys. The initiative, which started with one school in 2018, has spread to approximately 100 schools across the country. Women who mentor students will remain silent and criticize other causes of their problems because society and schools take on the role of perpetrators of patriarchy. Despite these international publications, no studies have been conducted on Korean teachers' sexual harassment of male students. The main purpose of this study is to find out how Korean middle school students sexually harass female teachers. Experiences of sexual violence will be the focus of this investigation. Coping Mechanisms and Need for Help This research can break down the barriers around the problem of teacher bullying by revealing it and making it more visible. The main reason for this is that women are harassed or silenced due to respect or financial problems, they become depressed due to unemployment, or women face or suffer such events (Lim, [1997](#)).

Methodology & Methods

Methods specify the method of data collection used by researchers, which is the focus of scientific social research. Information is presented using a systematic approach. It outlines the methods and procedures for data collecting, data sampling, and research design

Research Methodology

Research methodology is to give direction to your research it defines what type of methods are used to get the result there are different steps that are followed to get the acute result or make your research more precise.

Research Method

A number of methods are used to gather the data case study method and in-depth interview method

Method as Tools

Participant observation and in-depth interviews were used to collect the data.

The semi-structured interview guide included inquiries regarding the goals of the study. Establishing reliable connections is crucial for research. Without it, it would have been difficult to conduct an in-depth interview. Participant observation was also carried out in order to obtain primary data. Participant observation is a research method that enables scientists to watch and participate in the behaviors of the subjects they are researching in the wild in order to learn more about them.

Sampling Technique & Size

In-Depth Interview

An in-depth interview is an effective method to have a descriptive insight into a study in-depth interview means taking an in-depth perception of responses so in my research conducted 10 interviews with university teachers minimum experience of 3 years.

Qualitative Research Design

Qualitative research is used to get the underlying truth to get the underlying reality because reality is relative everyone has a different reality or experience so that is why we use this to get the in-depth reality to get the accurate result.

Tools for Data Collection

Interview Guide

The interview guide is built in the light of literature so it's the main source to get the data from the response or shape the research we do not move from that theme so it gives the direction to our research.

Participant Observation

In order to get primary data, participant observation was also done. Participant observation is a technique that allows researchers to observe and take part in the activities of the subjects they are studying in the wild in order to learn more about them.

Purposive Sampling:

Researchers choose samples for purposeful sampling exclusively on the basis of their own knowledge and objectivity. Only those people are chosen for involvement in the study by the researchers who are suitable in their opinion. Participants in this research had to be teachers in Islamabad and have a minimum form of work experience.

Sample Size

The presented study is guided by qualitative and the sample size is kept small a sample of 10 female teachers is taken by the researcher according to the criterion selection is followed by the in-depth interviews 10 in-depth interviews of female teachers in higher education having more than experience 3 years the age ranked 28 to 40.

Unit of Analysis

Teachers at various public universities make up the analysis unit.

Local of Study

The region, area, location, or institute from where the researcher collects the data is known as the locale of research. The Federal Capital of Pakistan, Islamabad is the locale of this research.

Result and discussion

Relationships in a Culture of Silence Pakistani women are prohibited from speaking on these issues regardless of their profession, including university professors. So my research focuses on how successful teachers differ from other women in whether they openly discuss these issues or remain silent. All of my responses indicated that they were being harassed by their male colleagues. Some of my respondents also said they were bullied without speaking up. Others say they keep quiet out of respect for their families or because they fear no one will marry them in the future. In response to my friends, someone said that these women are loyal to men and after working in the same place, they think that you are the same as them. These women may also set up a harem because they want to hit you harder or take your place. All my friends who responded said that these women suffered because men hurt them or because they couldn't leave. Making gender-related comments or even questioning the teacher's life while sexually harassing a teacher at university is unfair and unacceptable. thing. Rabia Yasir (2020) Celumusa and

Mabuza (2021) (According to them, women remain silent about harassment in society, even at work. That is why they rank harassment in the classroom in the fourth place, teachers are harassed by male students or colleagues. So they concluded that the women were being harassed, but they didn't report it because of the culture. Rabiya Yasir, 2020 observes the situation in Pakistan. Since there is little research on this topic, my findings suggest that Pakistani culture also socializes women not to talk about these issues. When asked about this issue, the women interviewed said that they were subjected to verbal and non-verbal harassment from their male colleagues at work, but they could not report this to anyone because there were many things that affected their family's reputation and therefore they were also victims. I can't tell anyone. Talk about the problem, maybe they have it.

Conclusion

The existence of sexual harassment in our society is undeniable and needs to be further investigated for its reality, scope, and impact, especially in schools. Previous studies have addressed sexual harassment at school from the perspective of students who are being bullied, many of which occur regularly in out-of-school settings. The views of teachers who were victims of college bullying were largely ignored. However, achieving excellence in schools requires a safe environment for teachers, which will have a positive impact on teacher education. As this study shows, teachers experience sexual harassment from their students, often through pre-sexual comments. Students ask teachers questions about their sex lives, send them nude photos, and make sexual gestures to persuade teachers to have sex with them. Teachers react to these behaviors in many ways, such as punishing the offender, avoiding the student, attacking the student, or even assuming that the student is possessed by some kind of evil spirit, allowing the student to carry out their will. Therefore, it can be concluded that the impact of sexual harassment on teachers and students is almost the same. Teachers are shy, develop fear and anger, tend to avoid school/classroom, and rarely receive support from friends or family. Sexual abuse of teachers by students in schools is common and needs to be addressed. This is not only beneficial after learning but also for the victim (teacher). This makes the learning environment unsuitable for the teacher to work and therefore this problem should not be ignored but teachers should make efforts to show their dissatisfaction with the government and the country at large.

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