

Causes and Consequences of Sexual Harassment in an Agricultural Organization in Zimbabwe: The Case of Company A

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Abstract

The main thrust of the book chapter is to offer a detailed understanding of sexual harassment in the workplace in Zimbabwe. The chapter outlines the understanding of sexual harassment, the sources of sexual harassment, and the implications on both the employees and the overall organization. Among the causes of sexual harassment in the workplace, the book chapter highlights the uneven sex ratios, power-threat explanations, biological nature theory, gender nonconformity, and work environment theory. Sexual harassment is said to affect employees' social lives, reduce productivity and earnings, and worsen psychological health. The organization is also affected by financial losses through lawsuits, damage costs, and productivity, a shattered organizational overall picture. Organizations are encouraged to formulate and implement sexual harassment policies and procedures as well as handling procedures. There is also a need to train and empower employees on sexual harassment and how to regulate and manage it. Migratory strategies of such effects are the implementation of workplace policies and procedures governing sexual harassment, regular training and development, and workplace grievance procedures implemented through different frameworks.

Keywords: sexual harassment, uneven sex ratios, patriarchy theory, power-threat explanations, financial loss, social lives, psychological health, organization brand