



Harassment As a Performance Limitation

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Abstract

In the present investigation, the theoretical development based on gender violence against women and in sexual harassment towards women, specifically. Harassment in any field: school, work, street, etc., limits performance and can even go so far as to abandon productive activities. An offensive phrase, a leering look or a sexual touching, are everyday experiences when it comes to commuting to school or work in the life of a woman in virtually all sociocultural contexts. Sexual harassment in public places is an invisible component of everyday interactions, which affects the lives of many people, but is rarely talked about. The brevity of its duration, as well as the veiled way in which it is often presented, disguising itself as flattery, whispering in the ear or blending into the crowd, they make it seemingly intangible (Gaytan, 2007).

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1 Introduction

The World Health Organization (2002) defines violence as: The intentional use of force or physical power, in fact, or as a threat against oneself, another person, or a group or community, that causes or is likely to cause injury, death, psychological harm, developmental disorders, or privations.

The World Health Organization (WHO) divides violence into three general categories, according to the characteristics of those who commit the act of violence:

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- Self-inflicted violence (suicidal behavior and self-harm),
- Interpersonal violence (family violence, which includes minors, couples and the elderly),
- Violence between unrelated people,
- Collective violence (social, political and economic).

The nature of the acts of violence can be: physical, sexual, psychological, the above include deprivation or neglect (WHO, 2002). There is a form of violence that is directed mainly towards women, a product of a society socialized by gender, which promotes the hierarchy of the male sex over the female, thereby tolerating and naturalizing violence against women (Valdez & Ríos, 2014).

The Belem Do Para convention defines violence against women and specifies sexual harassment as a manifestation of violence. Sexual harassment is located within the types of sexual violence and this It is defined as an expression of violence that occurs in different contexts, which makes visible the position of inequality and exercise, where the gender condition plays a central role. They mention Echeverria, et al. (2016) that according to the offenders who carry out this type of sexual harassment are mostly men. Although it is possible that men also suffer this type of harassment, it is much more common to speak of offending/man and victim/woman (Rodríguez, 2020).

Violence against women is not the result of inexplicable cases of deviant or pathological behavior; is a learned, conscious and oriented practice, product of an organization structured on the basis of inequality between men and women (Alberdi & Matas, 2002). This behavior is learned through what is called gender socialization, arises under the nature of the people, and the education received by of the environment that surrounds individuals, it is possible that they will develop behaviors oriented to how they should act or think according to the sex that individuals weigh (Lugo, 1985). It is a form of power and control that is constitutes a form of discrimination such as sexism, homophobia and transphobia (Lampert, 2016).

The ecological approach supports the analysis of the determinants and risk factors that impact the relationship dynamics of people with their environment and vice versa, interfering or favoring reciprocal transformation. In other words, it helps to identify the roots of the phenomena that impede, retard or favor the climate of violence, as well as the factors that can benefit change (Olivares & Inchaustegui, 2011).

The ecological approach states that the origin of violence lies in the various systems in which individuals unfold during their development, in such systems they may be learned and later they replicate violent behaviors. These systems are according to Monreal et al. (2013):

- The ontosystem is related to the individual characteristics of the adolescent, taking into account the differences based on gender.
- A microsystem is a pattern of activities, roles, and interpersonal relationships that the developing person experience in a given environment.
- A mesosystem comprises the interrelationships of two or more environments in which the developing person actively participate. A mesosystem is a system of microsystems and, therefore, its description and analysis must be done in the same terms as microsystems: relationships, activities, and roles.
- An exosystem refers to one or more settings that do not include the developing person as a participant, but in which events occur that affect what happens in the environment that includes the developing people.
- The macrosystem refers to the correspondences, in form and content, of lower order systems (micro, meso and exo) that exist or could exist at the level of the subculture or the culture as a whole.
- Lastly, the chronosystem implies temporary changes in the environment that produce new conditions that affect development and performance in all fields.

Defenders of the sociocultural origin of violence affirm that aggressive behaviors are institutionalized, that is, based on values and practices that give them justification and acceptance; and normalized in such a way that it is known who, how and when can or should put into action forms of violence, in such a way that they materialize in actions or behaviors that are imposed on individuals –depending on the role and the place they assume or occupy- and by those who are impelled to act aggressively or even to tolerate the own victimization, assuming that violence is a behavior adjusted to the position or social situation in which each person is found (Olivares & Inchaustegui, 2011).

According to Fausto (2011), gender violence affects all Latin Americans and all classes social. Between 1990 and 2007, more than 900 Chilean women were murdered, the vast majority victims of their partners or ex-partners. In the Dominican Republic, emotional violence committed by couples reaches 67.5% of them. In Bolivia, 52.3% of women were victims of physical violence by their partners. In Colombia, 65.7% of women were victims of emotional violence by their current or former partner. The violence emotional or psychological in Peru reaches 68.2%, physical 42.3% and sexual 9.8%; in Nicaragua, that number it is exactly the same. Of every 10 Mexican women, three already suffer emotional violence and two economic violence. In Bahamas, femicide represented, in 2000, 42% of all murders; in 2001, that number reached 44% and in 2002 to 53%. In Costa Rica, gender-related murders were 61% of the total homicides of women. A Uruguayan woman dies every nine days as a result of domestic violence.

Gender violence goes from being a behavior learned in society, to becoming a necessity for affirm the superiority of men over women and thus continue with the inequality between the sexes (Lozano, Zavala, & Solis, 2019).

Women cannot go quietly down public roads without waiting for an unknown man to whistle at them, look or talk obscenely or even touch. Having to go places alone poses a risk that the privacy is violated, personal space is invaded and self-esteem and sense of security are seen affected (Martínez, 2017).

Sexual harassment is conceived as a form of violence and discrimination. It consists of the following element: it is a form of gender violence; it is conduct of a non-reciprocal sexual nature and all other conduct based on sex that affects the dignity of women and men, which is ungrateful, unreasonable and offensive to the recipient; is when a person's rejection of that conduct, or their submission to it, is used explicitly or implicitly as the basis for a decision that affects some area of that person's life and is a conduct that creates an intimidating, hostile or humiliating work environment for the recipient and even for third parties (Medina & Zapana, 2016).

One of the biggest problems of Street Harassment in the daily life of women is that it is a constant threat to women who transit in public space. On a day-to-day basis, it makes many women afraid to go out at night, take longer routes because they are considered safer, or use avoidance strategies to ignore this phenomenon (Martín, 2014).

Street sexual harassment corresponds to any practice with an explicit or implicit sexual connotation, which comes from of an unknown, which has a unidirectional character, which occurs in public spaces and has the potential to cause discomfort in the harassed person (Billi, 2015).

Sexual harassment defined in article 184 of the Penal Code which defines this phenomenon as follows. Anyone who requests favors of a sexual nature, for himself or for a third party, in the context of a labor relationship, teacher or provision of services, continuous or habitual, and with such behavior causes the victim a objective and seriously intimidating, hostile or humiliating situation, will be punished, as the perpetrator of sexual harassment, with a prison sentence of three to five months or a fine of six to 10 months (Rodríguez, 2020).

In general, global explanations about what causes street sexual harassmen are very scarce, the explanations are multicausal, since the problem is complex and has linguistic, psychological, anthropological, historical and sociological that have not been explored in all the depth they deserve (Medina & Zapana, 2016).

The clearest efforts to define the concept are found, indeed, in the legal sphere, where they recognize two broad lines of thought.

The first is the psychologist conception, which reduces the sexual connotation of a behavior to the existence of a particular mental state of the aggressor, a lascivious, libidinous or lubricious mood, an intention or purpose of involving the victim in a sexual context. The foregoing would classify crimes of connotation sexual under an internal and subjective trend.

On the other hand, there is a normative conception, where the sexual connotation refers to a meaning or sense determined by cultural and social guidelines, classifying the crime under an objective, independent tren of the mental state declared by the aggressor or the subjective weighting of the victim (Bustamante, 2015).

There is little literature that allows explaining the cause of street sexual harassment. Although there are authors who lean towards a specific cause. As previously stated, it is difficult to identify a single cause that obeys street sexual harassment, that is, this phenomenon does not only respond to a particular reason. In the study carried out by Medina and Zapana (2016), various reasons that motivate the harasser were identified:

- Establishing a fleeting contact: it is an interest in generating a momentary contact with someone of the same sex. opposite.
- Get along with friends. Being in a group encourages men to do things they might not they would do if they were alone, because the support of others in the event that someone claims makes them a majority difficult to challenge.
- Annoy: coupled with the above, it is found that there are not only purposes of personal and group satisfaction. The presence of friends is not enough, but a very important motivation to carry out this practice is to make the woman or women upset.
- Demonstrate and reiterate a position of power before women: occurs when the majority of women in the face of street sexual harassment they are directed to lower their eyes and remain silent, this kind of results are sought by those who initiate a harassing interaction. The simple fact of obtaining the humiliation of someone after having been offended, it lowers its head and withdraws, it is an incentive to reiterate this practice that confirms men in a privileged situation compared to women.
- Obtain sexual benefit or pleasure from the surprise and fear of others: particularly exhibitionism. and physical harassment provide physical sexual pleasure, which goes beyond confirmation of identity or the demonstration of power. The satisfaction obtained through forced situations for women is part of a form of exploitation of presence in public places that allows stalkers benefit from them, in an evidently instrumental way.

This phenomenon is commonly known as an invisible phenomenon due to the fact that about 40% of the occasions, the victims do not tell anyone about what they experienced, while close to 38% of the occasions do speak about it with relatives and 17% talk about the events with friends. Even in this respect it tends to become visible: experiencing harassment is something that is rarely reported and in circles of great trust, according to the Observatory Against Street Harassment (2014). One factor that intervenes in the fact that this phenomenon continues being an invisible problem is that it is a phenomenon that brings sexuality to the public space. When a unknown person sends a message of sexual connotation in the public space, transfers symbols that are they occur in the private sphere and, in turn, the other person is also sexualized. Thus, being the person harassed is the one who is sexualized and not the person who harasses, the discomfort is transferred to the receiver, although the message of sexual connotation has been emitted by another (Martínez, 2017), the sexual connotation implied by this phenomenon brings with it negative emotions for the victim and in turn the need to try to forget said events.

The Observatory Against Street Harassment (OASH) describes the possibility that street sexual harassment It begins, many times, at nine or ten years old, and at the average age of 14 (2014). As is the crucial age in the identity formation, the situation becomes even more relevant. Three out of four people have experienced bullying street in the last twelve months, 73.31% of the cases have suffered verbal harassment and 37.78% physical harassment, such as touching, "grabbing", enclosing, among others (OASH, 2015).

Street sexual harassment can be exercised through expressive harassment, verbal harassment, physical harassment, persecutions and exhibitionism. Expressive bullying refers to spoken messages accompanied by expressions, i.e., make use of the body to transmit information that complements or reinforces the message that is being transmitted through words, looks, gestures, gestures, others.

Within street harassment, expressive harassment can be considered as those insistent looks at a woman in the street Any look that is directed at specific parts of the woman's body can be sufficiently invasive or intimidating to capture messages alluding to sexuality.

2 Materials and Methods

2.1 Participants

Participants in this investigation: 28 women aged 12 to 60 years old residing in the municipality of Fresnillo, Zacatecas, Mexico, various states civilians and education levels.

2.2 Method

Semi-structured interview, validated by judges

2.3 Process

Interviews were conducted in person and virtually by video call. In the first modality, in advance agreed with the participants the day and time that the interview would take place. When they arrived at the agreed place, they talked a little with the participants to establish rapport, later the reason for the interview was explained to them, the informed consent was read and they were asked if they agreed with what was stated in the consent informed. Subsequently, they were asked if they knew about street sexual harassment, if they answered that yes, the questions were asked, the definition in the questionnaire was read to them, after that they began with the interview and at the end they were thanked for their participation. In the virtual modality, the schedule was agreed of the video call, and the same procedure was carried out as in person.

Analysis of the information: Content analysis was carried out on the answers provided by the participants, in face-to-face interviews and by video call.

3 Results and Discussions

28 women with ages from 12 to 60 years participated, distributed in ranges from 12 to 20 years (6), 21 to 40 years (13), 41 to 60 years (9); with the following levels of schooling: primary (2), secondary (7), truncated bachelor's degree (16) and bachelor's degree (16). Marital status: single (16), free union (1), married (11). Women perceive harassment as something "natural or normal" in society, such is the case of Raquel in which during the interviews, he expressed "it's still something you learn to live with... if there are moments in which you feel uncomfortable, but I don't know, it's how I already see it as normal, that it's something that has to happen". Being a victim of bullying is something daily in the lives of many women, is normalized by both men and women, despite the effects negative effects that this phenomenon has on the victims.

The victims do not tell anyone about what they experienced, as in the case of Paola who, when asked the question, have you ever been blamed for being harassed? She replied: "Not because I don't talk about it, because I'm ashamed" or the case of Adela that when recounting an occasion in which she was being harassed, she expressed "I did not dare to tell anyone, listen to this guy He's telling me things." 38% of the times the victims talk about it with family members and 17% talk about it. events with friends Even in this aspect it tends to become visible: experiencing harassment is something that is counts little and in circles of great trust (Observatory Against Street Harassment, 2014).

Some of the attributions made by some women who have suffered street harassment describe it from a perspective of machismo, to the question: What do you think the harassment is due to? One interviewee replied: Well, I from my point of view, I believe that because Mexico has always been a very macho country, then it has very subjected to the woman who will endure and if you tell her something she will do absolutely nothing. Then also for the education that these people have in their homes, which their parents allowed them, oh if you tell him, do it. Then i think that is why (Estela, 21 years old).

Before the citizens it is a problem and it is identified as such, it is also possible to identify the origin of this phenomenon. During the interviews, the participants were asked if they were aware of the origin of the harassment, 3 groups were identified within the participants, in each group they coincide in the origin of the sexual harassment street map.

The first group of participants correctly manage to identify bullying as a consequence of the culture: Adela "I think that because of the culture we live in is very macho, so being such a culture macho makes women see as an object", Camila: "I think that these situations occur because still here in Mexico – and not only here in Mexico, throughout the world – machismo, men, believe that they own women and they are not, then they believe they have the right to insult them, even to feel that they are their possession; So I feel that this is why this type of thing occurs, this comes from the parents; then, if one has seen that his sons have these bad situations about women, and instead of correcting them they allow it, so that's why these things happen."

The second group of participants identified bullying as a side effect of education. Karina: "Well, I think that it is already in the education that men receive, well in this case the men, from the family... it does have a lot to do with education or even when they grow up they are married, well, that too It depends a lot on the values you have and what you decide to do with your life, then", Valentina: "Because unfortunately, since we were little, there is no such thing as a subject that teaches us respect between men and women" Raquel: "Ugh, well I think that since they have not been taught, it has always been the lack of something to the values more than anything; say, because if we applied them as such and gave them the definition as such, well, there would be a limit, not implying Primarily respect, if we really respected there would not be this type of offense towards third parties".

The third group identifies the origin of the harassment as a consequence of an organic need or a pathology. Elena: "Well, I think that because of the respect that men have for women, more than anything, they don't have for other people, and I don't know if it's to satisfy some need that they have", Mariana: "By trick of the men, because i don't know, because they have no culture". Cecilia: "Now they are no longer in our hands, from what we already they are people, who already have pathogens, who already have sequelae of or patterns that have passed between their parents, already from your family who have suffered abuse, have suffered I don't know some sexual act or rape, so raise your hands, that's already It is not in our hands of us as women, they are no longer in our hands but, well, he is already a psychopath of men" Alma: "I think he is not right in the head; if one does not provoke it or anything, then in which head it is possible to annoy another person or tell them about things; I say that they are not psychologically well, I don't know if this is correct".

Medina and Zapana (2016), mention that harassment is a form of violence and discrimination. are made up of the following elements: it is a form of gender violence; it is conduct of a sexual nature non-reciprocal, and all conduct based on sex that affects the dignity of women and men is ungrateful, unreasonable and offensive to the recipient; is when a person's rejection of that conduct, or their submission to her, is used explicitly or implicitly as the basis for a decision that affects some area of that life person and is conduct that creates an intimidating, hostile or humiliating public or work environment for whom receives it and even for third parties. The foregoing is confirmed by some responses from the participants to the question what is bullying? Carmen, 19 years old: "When you go out on the street and without your consent you they can say compliments that you don't like." On the other hand, we have 47-year-old Dulce: "it is when a person makes you uncomfortable and says words mmm... inappropriate or until they physically harass you or touch you"; Emma, 21 years: "When you feel uncomfortable with words that other people say to you or you don't feel comfortable with your environment", Sara, 47 years old: "Harassment is that men see a woman as a sexual symbol and through this they express it, through phrases, aggressive words, to any woman who passes by and they find her beautiful, or correct to say these rude words, because in reality that is, they are rude and disrespectful towards women ". Finally, Salma, 36 years old: "Any act that is not approved by you, mainly from a man obviously your sexuality.

The participants expressed experiencing their first encounter with street sexual harassment on average between the ages of 9 and 23 years old, referring to this experience as an unpleasant or traumatic event, as is the case with Daniela and Karina. Daniela, a 40-year-old woman, when asked, how old was her first encounter with him? street sexual harassment He expressed "I think I was about 12 years old... I don't know if it is also used a lot right now, But it happened to me, for example, that I was going home, with my backpack and everything, and suddenly they spanked me; felt courage, feeling of wanting to cry, that is, all the feelings, because it was something that I did not expect at any time; no one I had touched my body, so I was walking and suddenly I felt that they gave me a spanking

and what was I doing? Was such a strange sensation, that is, very indescribable, one could say, because I had not experienced any of that, I had about 12 or 13 years. On the other hand, we have the testimony of the 15-year-old participant Karina when she asked the question She answered "mmm... well, since I was very little, I don't remember much, but I do remember that I have been afraid since before."

Among the consequences caused by street sexual harassment is that it can cause problems psychological, physiological and low labor productivity, since the actions or words used cause low self-esteem and significantly limits the mobilization of women in public spaces, among other things consequences.

4 Conclusion

Harassment is an aspect that persists in society and lacerates women in different areas (in this study, only women participated), with some repercussions that last over time and can generate from emotional instability to fear for the safety of the participants and their environment. Karina, 15 years old, expressed to the question how do you feel when you are a victim of street sexual harassment? "well, it makes me feel sad, sometimes I feel like, well I don't want to be a woman at that moment and well yes, I mean, I'm afraid to even go out with my mom, because well, even though it's good to talk about it with someone, this one, I don't know, I feel that if I tell my mom is going to be sick or something". There is a need for proposals for programs in the educational field, in which content is proposed that seeks to eliminate street harassment; it is feasible that, if society is educated on the subject, they may even reduce the femicides, since one element to consider is that women are objectified based on street harassment; for of course, several more aspects are implicit, but one that we consider relevant is the topic that was investigated.

Conflict of interest statement

The authors declared that they have no competing interest.


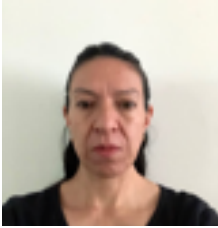
Statement of authorship

The authors have a responsibility for the conception and design of the study. The authors have approved the final article.

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