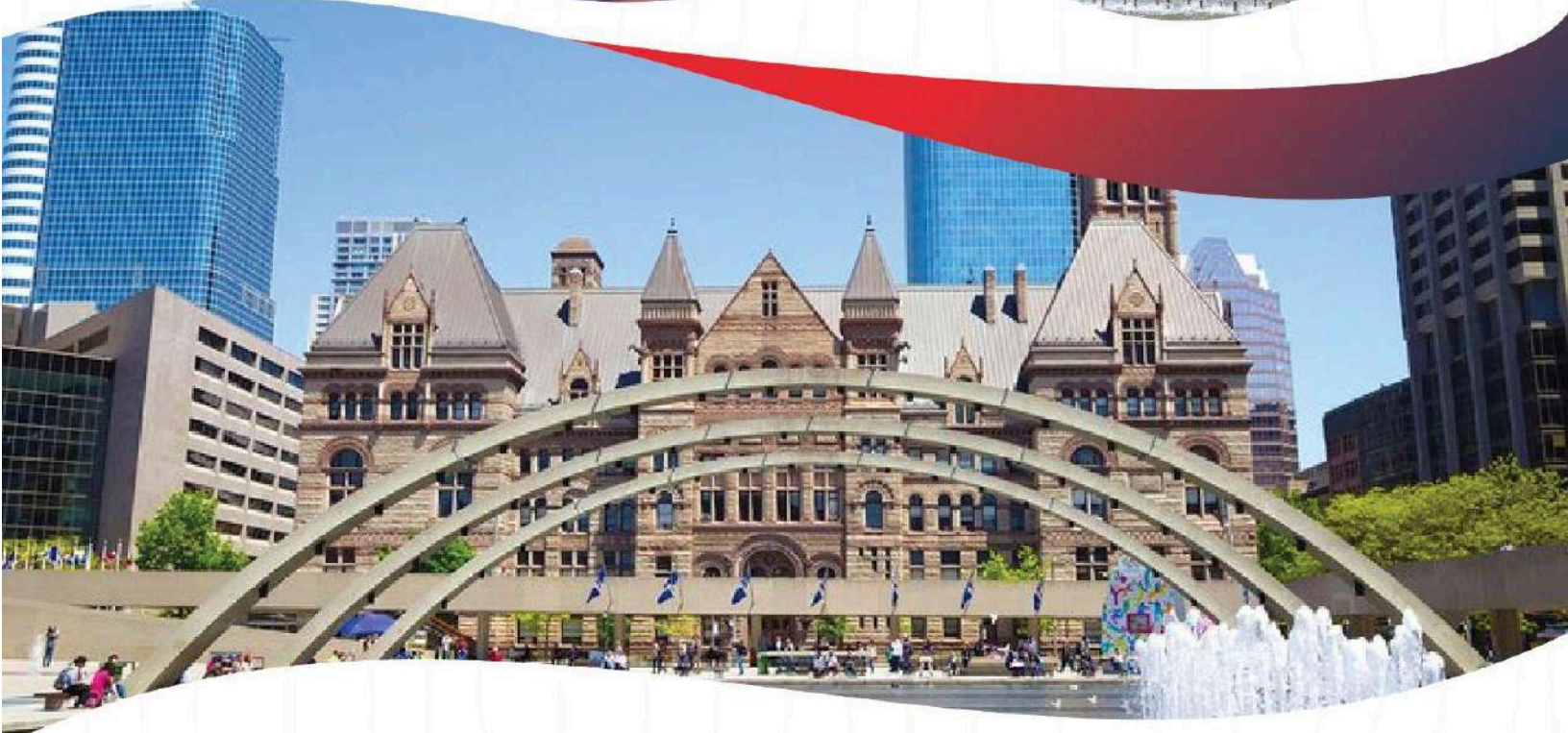


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Content Details:

Nkiawo Ebot Nki (Author) <i>Les Brasseries du Cameroun</i>	Examining the Utilization of Information and Communication Technologies (ICTs) by Parastatal Companies and Small and Medium-sized Enterprises (SMEs) in Cameroon
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Abstract

This study investigated the reasons for the non-utilization of ICTs by SMEs in Cameroon using a survey of 10 parastatal companies and 190 SMEs. The study results indicate that most entities (67%) surveyed utilize basic ICT, such as word processing, fixed landlines, printers, and fax machines. Still, they rarely use computers for advanced business analysis, planning, and decision-making functions. However, key factors inhibit them from effectively utilizing ICT in their various businesses. The survey suggests that electricity (71%) and infrastructural inadequacies (68%) are the most prevalent factors for the non-utilization of ICT among businesses in Cameroon. The overall study is relevant to parastatal companies and SMEs in general, policymakers, and stakeholders in creating initiatives that will assist in developing companies in Cameroon.

Keywords: ICT, Effective, Utilization, Parastatal, SMEs, Cameroon

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<p>Bubacarr Drammeh (Author) <i>Gambia Maritime Administration</i></p> <p>Mariama Marong (Co-Author) <i>Gambia Maritime Administration</i></p>	<p>How to Address Sexual Harassment At The Gambia Maritime Administration (GMA).</p>
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ABSTRACT.

Though primarily affecting women, it has a harmful impact on persons of both genders. By considering both male and female employees, this study aims to expand on previous research by investigating the effects of workplace sexual harassment on the mental health and productivity of individuals impacted.

Furthermore, the research endeavors to enhance our comprehension of the diverse manifestations of sexual harassment that transpire in professional settings, and to investigate the variables that can contribute to its heightened frequency as well as potential preventive approaches. A review of the literature will be studied for this goal.

This research aims to investigate the effects of workplace sexual harassment on the physical and mental well-being of workers, as well as identify strategies for preventing such incidents. (**National Human Rights council Banjul**)

Therefore, gaining knowledge that could aid in creating programs against sexual harassment at work may be beneficial. It is believed and hoped that expanding knowledge in this area of study can aid in raising awareness and assisting in the creation of initiatives that could support victims of sexual harassment at work.

Keywords: Workplace Harassment, Mental Health Issues, Domestic Violence against women, and Laws of the Gambia

Overview of Sexual Harassment in the Gambia.

The penal laws of the Gambia have effectively prohibited rape, sexual assault, and domestic violence against women. While anecdotal evidence shows that sexual harassment occurs in homes, schools, workplaces, and communities, it is significantly underreported and prosecuted partly due to inadequate laws.

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The Sexual Offences Act was passed by the National Assembly on 17 December 2013 and assented to by the President. The Act amends the law and procedure relating to the trial of rape and other sexual offenses and for matters incidental thereto. **(Sexual Offences Act, 2013) of the Gambia**

Introduction

No business entity is immune from the issues relating to workplace sexual harassment, Gambia Maritime Administration as a responsible business entity finds it imperative to introduce a policy that will help address and mitigate this menace. Sexual Harassment is prevalent at every workplace and most times affected victims do not come forward to place complaints against sexual predators. Hence, the need for the introduction of this policy document that will serve as a guide to address this issue going forward. Anybody found wanting will be dealt with according to the prescribed remedies available.

Scope of the Policy.

This Policy serves as a guide for the prevention of sexual harassment in the Gambia Maritime Administration work environment. Its application extends, but not limited, to the following:

Employers, Managers, Employees, Clients or customers, Partners, Suppliers, Contractors, Consultants, Volunteers, Board Members, Job applicants Interns, and others having dealings with the organization. **(National Human Rights council (Banjul)**

Available Procedures

The procedure accessible under the Policy those not pre-empt or override any legitimate systems or remedies accessible to a victim under the Laws of the Gambia.

Objective

The objective of this document is to define Workplace Sexual Harassment and to outline procedures for filing complaints, investigating sexual harassment claims and issuing appropriate disciplinary measures in the case of violations.

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Scope

This policy applies to all employees of Administration at all locations. All employees, at every level, will be subjected to disciplinary actions, including dismissal, for any violation of this Policy. Employees are prohibited from harassing during or outside of work hours.

Defining Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature that is persistent, offensive and interferes with an employee's job performance or creates an intimidating, hostile or unfriendly environment

Prohibited conduct

Though sexual harassment encompasses a wide range of conduct, some examples of specifically prohibited conduct will include the following:

- Physical assaults of a sexual nature, such as rape, , molestation or attempts to commit these assaults, and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, brushing against another employee's body or poking another employee's body.
- Unwelcome sexual advances, propositions or other sexual comments, such as sexually oriented gestures, noises, remarks, jokes, or comments about a person's sexuality or sexual experience.
- Preferential treatment or promises of preferential treatment to an employee for submitting to sexual conduct, including soliciting or attempting to solicit any employee to engage in sexual activity for compensation or reward.
- Retaliation for reported sexual harassment complaints.

Responding to Conduct in Violation of Policy

Employees

Any member of staff who is subjected to sexual harassment he or she may immediately inform the accused that the conduct is unwelcome and unacceptable and must stop forthwith. If the harassment does not cease, or if the employee is unable to or uncomfortable with addressing the alleged perpetrator directly, he or she should report the matter to their immediate supervisor or to the Human Resource Manager. It will be required, to give a composed record of the date and nature of the incident(s) and the names of the perpetrator involved.

It is important to report all concerns of sexual harassment or inappropriate sexual conduct to the HR Manager or a supervisor as soon as possible. Management must be made aware of the situation

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so that it can conduct or carry out an immediate and impartial investigation and take appropriate action to remediate or prevent the prohibited conduct from reoccurring

Head of Departments

Heads of Departments are required to act swiftly and fairly when they are aware of sexual harassment complaints in their respective Departments, whether or not there has been a written or formal complaint. They must:

- Take all complaints or concerns of alleged or possible harassment seriously no matter how minor or who is involved.
- Report all incidents to the Head of HR Department immediately so that a swift investigation can commence.
- Take any appropriate action to prevent retaliation or prohibited conduct from recurring during and after any investigations or complaints.

Heads of Department/Unit who knowingly allow or tolerate sexual harassment or retaliation, including failing to immediately report such misconduct to the HR Department, violate this Policy and will be subjected to disciplinary action.

Senior Human Resource Manager

1. To ensure that both the individual filing the complaint and the accused know the seriousness of a sexual harassment complaint.
2. To explain the Administration's Sexual Harassment Policy and Investigation Procedures to all parties involved.
3. Explore informal means of resolving sexual harassment complaints where applicable.
4. Notify the Police if criminal activities are alleged and the gravity of the matter is beyond the immediate control of the Department of Human Resources
5. Arrange for an investigation of the alleged harassment and the preparation of a written report.
6. To submit a written report summarizing the results of the investigation and make recommendations to the Director General and where Senior Officers are involved, onward submission to the Board of Directors will be required.

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7. Notify the complainant and the perpetrator of the corrective actions to be taken, if any, and administer those actions.

The HR Manager will determine if an in-house investigation will be conducted or if a third party will be contracted to complete the investigation. All complaints involving senior management officers will be handled by an External Third Party i.e (Police).

Confidentiality

All grievances and investigations should be dealt with privately to the degree the information is revealed carefully on a need-to-know basis. The identity of the complainant would be uncovered to the parties involved during the fact-findings. The Human Resource Manager finds a way to ensure that the complainant is protected from reprisal during and after the Investigation. All information relating to an inappropriate behavior, grievance or investigation to be kept in secured files inside the records office and would be released only at the request or command of SHRM.

Administration

This policy will be administered through the office of the Senior Human Resource Manager in consultation with the office of the Director General.

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DOI: [10.24940/theijhss/2021/v9/i8/HS2108-023](https://doi.org/10.24940/theijhss/2021/v9/i8/HS2108-023)

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Abstract

Cyber-crime constitutes one of the biggest problems facing mankind in the global age. By and large, this development may obviously be attributed to the emergence of the digital age, where online communication has become the norm with internet users facing increased risks of becoming the targets of cyber-attacks. A report by the Congressional Research Service in the United States demonstrates that in, 2003 alone, malicious software caused damages of up to USD 17 billion. Similarly, O’Connel contends that by some estimates, revenues from cybercrime exceeded USD 100 billion in 2007, outstripping the illegal trade in drugs for the first time. Proceeding from this backdrop, this study seeks to examine the challenges that face the police in the fight against cyber-crime in the context of Ghana which have not been adequately explored. Specifically, the study aims to examine comprehensively, the nature and reforms of reported cyber-crimes, the trends in the incidence of reported cyber-crimes, how cybercrimes are committed and the key and non-key challenges facing the Police institution in the fight against cyber-crime. The study employs the qualitative research approach with interviews as the research instrument of data collection. Respondents in the study comprise personnel in the Police Administration tasked with the arresting and dealing with culprits who indulge in cyber-crimes and were all selected using purposive sampling strategy. Results of the study reveal that the police lack the technical know-how and adequate legal support to effectively discharge their duties and also lacks facilities

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and resources to procure latest technologies in fighting against cybercrime. Policy implications of the findings emerging from the study are finally discussed.

Keywords: Challenges, Fight, Cyber-crime, Police, Lessons

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