St. MARY'S UNIVERSITY

SCHOOL OF GRADUATE STUDIES

DEPARTMENT OF SOCIAL WORK

AN ASSESMENT OF THE PREVALENCE AND FACTORS FOR WOMEN'S SEXUAL HARASSMENT AT THE WORK PLACE AND ITS IMPACTS ON THE VICTMS: IN THE CASE OF FDRE MINISTRY OF FINANCE ADDIS ABABA

BY

LIDYA FEKADU

ID NO.: SGS/0672/2012A

MAY, 2022

ADDIS ABABA, ETHIOPIA

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A THESIS SUBMITTED TO St. MARY'S UNIVERSITY SCHOOL OF GRADUATE STUDIES IN PARTIAL FULFILLMENT OF THE REQUIERMENTS FOR THE DEGREE OF MASTERS OF ART IN SOCIAL WORK

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ENDORSEMENT

This Thesis has been submitted to St. Mary's University, School of Graduate Studies for examination with my approval as a university advisor.

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St. Mary's University, Addis Ababa

DECLARATION

This is to certify that the MA thesis written by Lidya Fekadu titled **"An Assessment of Women's Sexual Harassment at the Work Place and its Impacts on the victims: In the Case of FDRE Ministry of finance"** In partial fulfillment of the requirements for the Degree of Masters in Social Work complies with the regulations of the University and meets the accepted standard with respect to originality and quality.

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Lidya Fekadu

St. Mary's University, Addis Ababa   Signature & Date

ACKNOWLEGMENT

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Acronyms

UN	United Nations
WHO	World Health Organization
ILO	International Labor Organization
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
WWW	Women Working Worldwide
FDRE	Federal Democratic Republic of Ethiopia
USA	United States of America
NGO	Non-Governmental Organization
EEOC	Equal Employment Opportunity Commission

Abstract

The objective of this study was to assess the prevalence and factors for Women's Sexual Harassment at the work place and its impacts on the victims: in the case of FDRE Ministry of Finance. A descriptive and explanatory (mixed) design was employed where both qualitative and quantitative approaches were used in the study a sample of 247 employee respondents were taken for the study using random sampling techniques. In the process of answering the basic questions, a questionnaire capturing various issues including demographic profiles, factors that causes sexual harassment, the prevalence of sexual harassment and the effects of sexual harassment were addressed using Key informant interviews, in-depth-interview and questionnaire .The findings revealed there is sexual harassment but when compared to other workplaces it shows a relatively a lower rate which include attempt to rape, body contact for gratification, touching/pointing sexually sensitive parts, often saw supervisors sexually harass, sexually sensitive assignments by supervisors or coworker, habit to attend sex provoking activity, unconditional gifts in demanding sex, clothing of women, family upbringing, educational status, culture of a society, socialization, drug, alcohol and chat are the cause for sexual harassment. Effects of sexual harassment on the victim it has economic, social and psychological impacts. Organizations should form/strengthen guiding and counseling departments to guide employees in dealing with sexuality issues. They should implement the already existing policies on sexual protection and gender policy on the ground.

Keywords: Sexual harassment, prevalence, factors of sexual harassment

CHAPTER ONE

INTRODUCTION

1.1 Background of the study

Sexual harassment is a recurring problem around the globe. Different nations have taken measures to deal with the consequences of such a problem. Continuous development of policies is observed. Nations or companies are dealing with the topic by either reacting or pro-acting to the silent situations. There is growing and irrefutable evidence that current changes in the world economy are causing increased inequality in terms of geographical region, social class and between the sexes. The functioning of the new global marginalization of the poor. Feminist writers, including Isabella Bakker and Diane Elson, have demonstrated that this includes a widening of the "gender gap' and increased exploitation of women paid and un paid labor. In addition to working women's exploitation on the basis of payment and participation, they also face on work discriminatory treatments. As atypical example one can identify racism. This is being widely practiced. Equally serious but not so well recognized, as a social problem is sexual harassment. (Bakker, 2010)

There are several definitions of sexual harassment. Fitzgerald (2012) defined it as "unwanted sex-related behavior at work that is appraised by the recipient as offensive, exceeding her resources, or threatening her well-being". Farley (2009) defined it as "unsolicited nonreciprocal male behavior that asserts a woman's sex role over her function as a worker". More recently, McDonald (2012) described sexual harassment as "one of a range of abusive or counterproductive workplace behaviors which have hierarchical power relations at their core with an explicitly sexual dimension. The EEOC identifies "unwelcome sexual advances [as] requests for sexual favors, and other verbal or physical harassment of a sexual nature" (EEOC, n.d.). Many other countries have defined and created legislation to prohibit sexual harassment. Although there are differences in these definitions, they typically include similar ideas of unwanted and hostile behavior of a sexual nature (McDonald, 2012).

  At its core, sexual harassment is unwanted, threatening, and often involves an exploitation of power differentials. It is a form of abusive behavior in the workplace. Importantly, the definition of harassment may vary from person to person, as employees' perceptions of what constitutes harassment may differ. It is also somewhat common to frame definitions around the act of men

harassing women. This is not to say that men cannot be targets of sexual harassment—they can be and are (Timmerma ,2010).

Sexual harassment is overwhelmingly directed toward women. Furthermore, the negative effects of harassment are generally much more severe for women than for men. Therefore, many definitions and discussions of harassment tend to focus on men harassing women. Despite this, it is important for organizations' definitions of sexual harassment to include instances where both men and women are targets and perpetrators of sexual harassment (Fitzgerald, 2015)

Sexual harassment is a type of harassment involving the use of explicit or implicit sexual overtones, including the unwelcome or inappropriate promise of rewards in exchange for sexual favors. Sexual harassment includes a range of actions from verbal transgressions to sexual abuse or assault. Harassment can occur in many different social settings such as the workplace, the home, school, churches, etc. Sexual harassment was once a public secret something that everyone knows about but few people talked about. McKinnon support the argument as follows, 'sexual harassment of working women has been one of the most pervasive but carefully ignored features of our national life." (Mackinnon, 2017).

Sexual harassment has been the fact of life since human first inhabited on the earth. However, it is only recently that it has been recognized as a serious problem; particularly in the work place. In Farley first named the unwanted sexual attention in 1974 in her research on women and work, at Cornel University. It has been known from the past, women are not treated equally with men socially, economically and politically, especially in developing nations. Properties are inherited by males of families, women do not get access to education, they have no right to refuse marriage and they cannot participate in the political activities of their country. In general, they are considered as secondary to everything even in their own country and society (Ethiopian Society of Population Studies: 2014).

   Similarly, In Addis Ababa the problem of sexual harassment of working women, which is the main focus of this paper, emerges a serious problem that needs serious attention.

This is because a part from the evil of sexual harassment, the cultural orientation of the area is such that women are looked down as inferior to men. It is mixed forces of culture, social, psychological, economic environment. That led the researcher to examine the problem of sexual harassment at the work place.

1.2 Statement of the Problem

The reality of the matter is that no occupation or calling is protected from sexual harassment. Sexual harassment keeps on being a pervasive issue in workplaces. The recurrence demonstrates the reality of the issue furthermore the dire need to dispose of it. Distinctive studies have demonstrated that women are more inclined to sexual harassment (Mackinnon, 2017). There may be a few clarifications in connection to this statement. Long prior, women were viewed as peons. They were victims of sexual orientation differences and female subordination at all levels. They were viewed as poor, troubled and stacked with challenges in the male overwhelmed social orders. Psychological and physical reactions, depression, insomnia, headaches, all indicate that harassment is a major contributor to stress at work. The long-term damage to the health and personal well-being of people affected by work related stress is well documented. The documented impacts are, decrease in job performance and job satisfaction, Absenteeism, increased alcohol; cigar ate and drug use, sleepless and tiredness, physical and mental illness (Hadjifotilu ,2011).

The issue of sexual harassment has been addressed in the realm of violence against women. Violence against women is a universal, historical and common phenomenon. Studies conducted across the globe have revealed that violence against women is the most common and widely spread problem faced by women and girl in all culture. Thus, it transcends income, class, race and ethnicity. Such violence relegates millions of women and girls to the margin of society where their rights and safety are denied (Seblework, 2004)

According to the 2013 UN global review of available data, 35 per cent of women worldwide have experienced either physical and/ or sexual intimate partner violence or non-partner violence (UN, 2013). The same study has revealed that some national violence studies shows that 70 per cent women have experienced violence in their life time. In similar fashion the WHO recent studies have confirmed that violence against women, affects more than one third of all women globally (WHO, 2013). The absence of a minimum age for sexual consent and marriage exposes children to partner violence in some countries. Globally, at least one in three women and girls have been beaten or sexually abused in her lifetime (International labor organization (ILO, 2011).

Ethiopia is signatory to the CEDAW convention of 1979 and it has subsequently institutionalized the rights of women in the national constitution as a means of addressing gender violence. (Art 35 of the FDRE constitution). It has also adopted its national policy in women in 1995 with the aim of

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bringing gender equality in all aspects of life. However, harassment against women remains one of the most pervasive forms of human rights violations throughout the country in general and in government offices in particular. According to WHO Multi-country study on women's health and domestic harassment against women in 10 mainly developing countries, found that 71% of women in Ethiopia reported physical and/or sexual harassment by an intimate partner in their lifetime (WHO, 2009).

The study conducted by Abebayehu (2011) on prevalence of sexual violence among female students of Wolaita Sodo University, it has been noted that female students experience both physical and verbal sexual harassment. Thus, the issue of sexual harassment is of serious concern since it is estimated that over 50% of all female students have experienced some forms of sexual harassment. Hence this study emphasizes sexual harassment of students.

Worke et al., (2020) investigated Workplace sexual violence is a significant public health problem in low and middle-income countries, including Ethiopia. The pooled prevalence of workplace sexual violence was 22% (95% CI 17%, 28%). The pooled prevalence was 14.1% (95% CI 10.4%, 18.9%) for attempted rape, 8% (95% CI 5.7%, 11.1%) for rape, and 33.2% (95% CI 24.1%, 43.7%) for sexual harassment. The pooled prevalence was the highest among female university staffs 49% (95% CI 45%, 56%), and among commercial sex workers 28% (95% CI 3%, 59%).

Marsh et al., (2009) found that of the 181 staff members who reported at least one type of harassment, only 31 (8.0%) believed that they had actually been sexually harassed at their workplace. The sexual harassment summary score (Cronbach's alpha 0.7–0.85) did not vary significantly across staff types, but was slightly higher for academic staff (0.912) than for administrative staff (0.787). The most common type of sexual harassment reported through the survey was "unwanted suggestions about or references to sexual activity," with 30.2% of the population affected, the majority of which said that the experience did not affect their work. Amongst those surveyed, 53 (13.7%) reported no experience of workplace abuse or sexual harassment, 16 (4.1%) reported only sexual harassment, 153 (39.5%) reported only workplace abuse, and 165 (42.6%) reported both abuse and harassment. Overall, 334 (86.3%) of those surveyed reported at least some form of sexual harassment or workplace abuse.

Based on research carried out by the NGO Women Working Worldwide (WWW) and its partners in Ethiopia, Kenya, Tanzania and Uganda, this article presents a case study of sexual harassment in the cut-flower and horticulture industries. It argues that the structure of work relations in the value chain as well as existing gender subordination, foster sexual harassment. This analysis is important in informing strategies to tackle harassment(Jacobs et al., 2015).

As in every developing nation, Ethiopia also has problems of unequal treatment of men and women. But this problem does not seem to get the attention of many researchers in the past because it is accepted that women are inferior to men. In Ethiopia so far, sexual harassment is ignored, over looked, and accepted as the privilege of the male gender. Even though there is no satisfactory study available on sexual harassment in Ethiopia. The existing very limited studies show high prevalence of sexual harassment at the work place. The researcher noticed that sexual harassment is taking place at different time in different forms. Thus, the researcher is willing to fill the time gap for the prevalence of sexual harassment at the work places.

1.3 Research Questions

To address the existing problem, the researcher was based on the following basic research questions.

- ➢ What factors push or pull people to harass women at work place?
- ➢ How much is the prevalence of women's sexual harassment at work place?
- ➢ What is the social, economic, psychological impacts of Sexual harassment on the victim?

1.4 Objective of the study

1.4.1 General Objective

The main objective of this study is to assess the prevalence and factors for Women's Sexual Harassment at the work place and its impacts on the victims: in the case of FDRE Ministry of Finance

1.4.2 Specific Objectives

The specific objective includes

- ➢ To identify the factors that push and/or pull people to harass others
- ➢ To identify the prevalence of women's sexual harassment at work place.
- ➢ To assess social, economic, psychological impacts of Sexual harassment on the victims.

1.5 Significance of the study

This study will bring lots of benefits to different stakeholders. First it helps FDRE Ministry of Finance in order for them to improve their attitude and awareness towards women's sexual harassment. Secondly the conclusion and recommendation of this research will help any other organizations either governmental or non-governmental organizations to improve their awareness and even their policy towards the issue under study. Thirdly, the final report of this research will help human right and gender issue policy makers as a tool or input for their decision making. Fourthly, it will help other researchers as empirical evidence for their research work. Finally, the final report of this research will help an ordinary citizen by giving the awareness of women's sexual harassment and help them to prohibit themselves from such actions weather they are knowingly or a knowingly with in such practices.

1.6 Scope of the Study

In Ethiopia, workplace sexual violence is one of the high burdens of women under work. Thus, this study was conceptually intended to cover women's sexual harassment which happens at their working place and its influence on their usual life and also the study was geographically be delimited to the FDRE ministry of finance employees in Addis Ababa. Methodologically, and pertinent data was gathered through questionnaire and interview from FDRE ministry of finance employees.

1.7 Limitation of the Study

Victims are more likely to be younger, hold lower-position jobs, work mostly with and be supervised by members of the opposite sex, and, for female victims, work in male-dominated occupations, also women who are working in small or large-scale offices are mostly affected by

sexual harassment. But some studies have revealed that men are also sexually harassed by women at the work place.

The other limitation of the study is, there was difficulty to find information about the prevalence of sexual harassment in the organization, and employees were not willing to disclose information regarding the prevalence.

1.8 Operational definition of Terms

Sexual Harassment: sexual harassment is unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work. This can include unwelcome physical, verbal or non-verbal conduct.

Work: The supply of physical, mental, and emotional effort to produce goods and services for own Consumption by others.

Employment: The term employment comprises more than just an individual at work. The UN bureau Labor statistics and bureau of the census define the employed as those who, during the Survey week.

   1. Worked paid employees

   2. Worked at least fifteen hours per week at their own business, profession

   3. Had jobs in business but were temporarily absent from work due to illness vacation, whether, Labor, dispute, or personal reasons.

Gender: is culture and period specific concept pertaining the relations of power between men and Women. In many instances it has been articulated with regard to the division of labor, the Share of private and public space and other resources and women's visibility.

1.9 Organization of the study

This study was organized in five chapters. Chapter one deals with introduction and background of the study and includes, statement of the problem, objective of the study, significance of the study, scope of the study and limitations of the study. Chapter two reviews both theoretical and empirical studies related to the under study. The third chapter discusses research methodology including research design, data sources, methods of data collection, target population and sampling, and methods of data analyses. Chapter four deals with data presentation and interpretations of the collected data. The last chapter presents summary, conclusion and recommendation.

CHAPTER TWO

REVIEW OF LITRATURE

2.1 Definition and Conceptualization

In the North, sexual harassment was identified only from the late 1970s. MacKinnon noted the dearth of vocabulary to frame experience: `…lacking a term to express sexual harassment, it becomes unspeakable. Following MacKinnon's work, harassment came to be defined as an exercise of power and to be theorized as an aspect of wider male domination. In the USA, the Supreme Court recognized harassment in a hostile work environment as well as quid pro quo behavior (see below) as infringements of the 1964 Civil Rights Act in Meritor vs. Vinson (1986). The ILO defines sexual harassment as `sex-based behavior that is unwelcome and offensive to its recipient.' It may take two forms:

 I) Quid Pro Quo: when a job benefit – such as a pay rise, a promotion, or continued employment – becomes conditional on some form of sexual behavior (often, between superior and subordinate); and

ii) Hostile Working Environment: in which the conduct creates conditions intimidating or humiliating for the victim (often between co-workers) (ILO 2013).

Harassing behaviors range from whistling and sexually suggestive gestures to comments about appearance, unwanted proposals and invitations to go on dates and sexual taunts. Physical harassment includes touching, physical violence, unnecessarily close proximity and rape. McDonald (2012) notes that while there is no universal definition of harassment, most legal statutes contain similar elements such as descriptions of conduct that has the purpose or effect of being intimidating, hostile, degrading humiliating or offensive. Quid Pro Quo behavior is a common feature. Moving on from these understandings, the concept has been applied more broadly to gendered behavior that appears to have little to do with sex but much to do with forms of masculinity prone to intimidating or belittling (Berdhal, 2014).

2.1.1 Estimates of incidence

The reported incidence of harassment is often intertwined with definitions: naming a phenomenon both helps to construct it and affects perceptions of it. For instance, Wilkerson (1999, cited in O'Leary-Kelly 2009) found training on harassment had a positive effect on labeling of sexual coercion. Welsh's (1999) review noted extreme variation in reported incidence, reflecting measurement issues as well as differing perceptions. The study of incidence of sexual harassment is also hampered due to fear of reprisal and concern about reputation. A number of 'Northern' studies have attempted estimates of the extent of sexual harassment. These have yielded variable percentages -from 23-55% - of women affected (for a selection, see Gruber, 1990; ILO, 2014; Maypole and Skaine, 1982; Uggen and Blackstone, 2014). Some studies carried out in the global South also indicate incidence. In Siddiqui's (2003) Bangladeshi study, 35% of women had experienced sexual expletives and/or propositions at work; 14% were physically harassed and 16% 'had heard' of rape in their own factory. Pantaleón (2003) in the Dominican Republic found that 41% of women factory workers reported harassment and a 2007 Hong Kong survey found that 25% of female workers experienced harassment (ILO, 2014). It is notable that both 'Northern' and 'Southern' studies have found that a minority of men - particularly GBTQ men or men perceived as 'effeminate' – also suffer sexual harassment at work (Uggen and Blackstone, 2004). Thus, in both the global 'North' and 'South', sexual harassment is found to be widespread, especially within factories and supply chains.

2.1.2 Discussion of sexual harassment

Defining sexual harassment

Sexual harassment includes a wide range of behaviors, from glances and rude jokes, to demeaning comments based on gender stereotypes, to sexual assault and other acts of physical violence. Although the legal definition varies by country, it is understood to refer to unwelcome and unreasonable sex related conduct. A fairly comprehensive definition considers sexual harassment as "any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual

nature that might reasonably be expected or be perceived to cause offense or humiliation to another. Such harassment may be, but is not necessarily, of a form that interferes with work, is made a condition of employment, or creates an intimidating, hostile, or offensive work environment. Acts of sexual violence are always considered to be sexual harassment (as well as criminal acts). Suggestive jokes or insulting remarks directed at one sex may be considered sexual harassment in the legal sense, but not always, depending on context and frequency. And there is not a clear line between annoying courtship overtures and sexual harassment. Quantifying the severity of sexual harassment is even more challenging, as people react differently to objectively identical treatment. Furthermore, women tend to apply the term sexual harassment to more severe forms only, such as sexual violence.

2.1.3 Prevalence and trends

Survey evidence documenting that sexual harassment is widespread has been important to the development of sexual harassment law. But survey methodologies differ widely, and, even among studies with representative samples, estimates of the prevalence of sexual harassment vary considerably. Surveys use two methods to elicit responses on experiences of sexual harassment: direct query, in which respondents are asked to report whether they have been sexually harassed according to their own perception of what behaviors constitute harassment; and a behavioral experiences survey, which asks respondents to indicate whether they have experienced any of the behaviors on a list identified by the researchers as sexual harassing behavior. Among other questions, respondents to behavioral surveys are typically asked to report whether they have experienced any of the following unwanted or uninvited behaviors within a specified time period: sexual teasing, jokes, remarks, questions; sexual looks, gestures; deliberate touching, leaning, cornering; pressure for dates; letters, calls, sexual materials; stalking; pressure for sexual favors; and actual or attempted rape or assault. A meta-analysis using 55 probability samples (random selection) for the US finds that the reported incidence is about double when based on a behavioral survey (58%) than on direct query.

2.1.4 Types of sexual harassment

According to the Equal Employment Opportunity Commission (EEOC), there are two types of sexual harassment claims: "quid pro quo" and "hostile work environment." The EEOC provides guidance on defining sexual harassment and establishing employer liability.

1.**Quid pro quo**: means "this for that." In this context, it involves expressed or implied demands for sexual favors in exchange for some benefit (e.g., a promotion, pay increase) or to avoid some detriment (e.g., termination, demotion) in the workplace. Quid pro quo harassment is perpetrated by someone who is in a position of power or authority over another (e.g., manager or supervisor over a subordinate). A clear example of quid pro quo harassment would be a supervisor threatening to fire an employee if he or she does not have sex with the supervisor.

2.**Hostile work environment harassment:** arises when speech or conduct is so severe and pervasive it that creates an intimidating or demeaning environment or situation that negatively affects a person's job performance. Unlike quid pro quo harassment, this type of harassment can be perpetrated by anyone in the work environment, including a peer, supervisor, subordinate, vendor, customer or contractor. Hostile work environment situations are not as easy to recognize, given that an individual comment or occurrence may not be severe, demeaning behavior may occur that is not based on sex, and there may be long periods between offensive incidents. Examples of conduct that might create a hostile work environment include inappropriate touching, sexual jokes or comments, repeated requests for dates and a work environment where offensive pictures are displayed.

The EEOC (2019) says sexual harassment can occur in a variety of circumstances, including the following:

- ✓ The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- ✓ The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker or a nonemployee.

✓ The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

✓ Unlawful sexual harassment may occur without economic injury to or discharge of the victim.

✓ The harasser's conduct must be unwelcomed.

Prevention is the best tool to eliminate sexual harassment in the workplace. By communicating to employees that sexual harassment will not be tolerated, by training on harassment prevention, by establishing an effective complaint process, and by taking immediate and appropriate action when an employee complains, employers have an opportunity to stop inappropriate behavior before it reaches the level of illegal harassment. (EEOC ,2019)

2.1.5 Forms of Sexual Harassment

In some cases, sexual harassment is obvious and may involve an overt action, threat, or reprisal. In other instances, sexual harassment is subtle and indirect, with a coercive aspect that is unstated. Some examples include the following:

✓ Sexual harassment can occur between persons of equal power status (e.g., student to student, staff to staff) or between persons of unequal power status (e.g., faculty member to student, coach to student-athlete). Although sexual harassment often occurs in the context of the misuse of power by the individual with the greater power, a person who appears to have less or equal power in a relationship can also commit sexual harassment.

✓ Sexual harassment can be committed by (or against) an individual or by (or against) an organization or group.

✓ Sexual harassment can be committed by an acquaintance, a stranger, or people who shared a personal, intimate, or sexual relationship.

✓ Sexual harassment can occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation (Uggen and Blackstone, 2004).

Examples of behavior that might be considered sexual harassment include, but are not limited to:

- ✓ Unwanted sexual innuendo, propositions, sexual attention, or suggestive comments and gestures; inappropriate humor about sex or gender-specific traits; sexual slurs or derogatory language directed at another person's sexuality, gender, gender identity, sexual orientation, or gender expression; insults and threats based on sex, gender, gender identity, sexual orientation, or gender expression; and other oral, written, or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome.
- ✓ Written graffiti or the display or distribution of sexually explicit drawings, pictures, or written materials; sexually charged name-calling; or the circulation, display, or creation of e- mails, text messages, or websites of a sexual nature.
- ✓ Display or circulation of written materials or pictures degrading to an individual or gender group where such display is not directly related to academic freedom or to an educational/pedagogical, artistic, or work purpose.
- ✓ Unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or brushing against an individual's body.
- ✓ Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances.
- ✓ Use of a position of power or authority to: (1) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (2) promise rewards in return for sexual favors.
- ✓ Acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping.

2.1.6 Who is sexually harassed?

Although both men and women are sexually harassed, international survey data show that a majority of victims are women. Victims are more likely to be younger, hold lower position jobs, work mostly with and be supervised by members of the opposite sex, and, for female victims, work in male dominated occupations. Vulnerable populations such as migrant workers are especially subject to sexual assault and other forms of abuse and violence. Sexual

harassment of women is particularly high in the military. Records of legal charges of sexual harassment provide further information on characteristics of victims. The rate of sexual harassment per 100,000 workers calculated from charges filed with the US EEOC exhibits substantial variation by industry, age, and sex. Women are at far greater risk of sexual harassment than men in every industry and at every age. For both men and women, the risk is highest for those ages 25–44. The risk of sexual harassment is higher for women in male dominated industries, but the risk for men does not vary with the sex composition of the industry. The sexual harassment rate for women in the female dominated industries of education and health services is low but about double the rate for men in those industries. The rate for women in the male dominated mining industry is 71 cases per 100,000 female workers, which is 31 times the male rate.

2.1.7 Implications

Sexual harassment has wide-ranging implications for both targets and employers. Some outcomes are strictly individual or strictly organizational, but most are of consequence for both individuals and employers, including: job satisfaction, organizational commitment, stress, task performance, extra-role performance/withdrawal, turnover, mental health, physical health, financial consequences, and potential increased risk for escalated sexual misconduct.

2.1.8 Impact on Job Satisfaction and Organizational Commitment

The links between sexual harassment and both job satisfaction and organizational commitment have been established in many empirical studies and meta-analyses. A statistical summary of 41 studies found that perceptions of sexual harassment are associated with lower work satisfaction and organizational commitment (Willness et al., 2007). In a study of working adults, Clarke et al. (2016) found that the relationship between sexual harassment and job attitudes was affected by status of the harasser. Specifically, job satisfaction and organizational commitment plummets when the harasser is a supervisor as compared to a peer.

2.2 Theoretical Review

2.2.1 Feminism and Feminist Theory

 The term Feminism and Feminist entered the English language in the 1890s at the time of women's emancipation movement. Feminism is the ideology or theoretical commitment to the women's liberation commitment to the women's liberation movements. Feminist theory and Politics is marked by intense internal debates and is generally recognized by now that it would be more accurate to talk about Feminisms in the plural rather than one single feminism. Feminism refers to Political, Cultural and Economic movements aimed at establishing greater rights and legal protections for women. It is the belief in the importance of gender equality, invalidating the idea of gender hierarchy as a socially constructed concept. Although this hierarchy is justified on grounds of natural differences between men and women. Feminist hold that it is in fact based on socio cultural and economic power structures which have little to do with the biological differences between the sexes. Feminist is a person whose belief and behavior are based on Feminism behavior are based on Feminism (Tanwar, 2018)

According to Flax, Feminist Theory has several purposes:

1. To understand the power differential between men and women

2. To understand women's oppression, how to understand women's oppression, how it evolved, how it changes over time, how it is related to other forms of oppression.

3. How to overcome oppression

Flax suggests that feminist theory is intimately related to action: "Feminist theory is the foundation of action and there is no pretense that theory can be neutral. Within feminist theory is a commitment to change oppressive structures and to connect abstract ideas with structures and to connect abstract ideas with concrete problems for political action. There has to be a commitment to do something about the situation of women.

2.2.2 The Diversity of Feminist Thought

It would be a mistake to expect a brief and clear definition in a sentence or two of feminism or feminist thought. Feminism, after all, has a long history, going back at least to the 18th century history, going back at least to the 18th century and the work of early liberal feminist thinkers such as Mary Wollstonecraft and John Stuart Mill. Feminism is also a response to women's lives and experiences and the varieties of feminisms reflects the changing and varied nature of women's experience. Despite these difficulties, all varieties of feminism agree that women have been oppressed and unjustly treated.

2.2.3 Theories of Feminism

There are various theories of Feminism:

2.2.4 Liberal Feminism

It can be understood as equal rights feminism or particularly 'First Wave' of women's or particularly 'First Wave' of women's movement. Throughout the nineteenth century liberal feminism had developed often as an extension of other emancipatory movements. In this approach the explanation for women's position in society is seen in terms of unequal rights or artificial barriers to women's participation in the public world, beyond the family and household. Belief in 'Equality first' which means freedom from unwarranted restrictions by others. Emphasis upon reform than revolutionary change. They asserted that women are not fundamentally different to men and, yet they are denied opportunities on the basis of their sex. Emphasis on traditional understanding of human nature and personhood: rationality, individual autonomy, self-fulfillment (characteristics possessed by all). Sex and gender neutral; all human beings possess a common nature. A just society is a society that allows individuals to exercise their freedom and fulfill themselves (Tanwar, 2018)

2.2.4.1 Lens of gender and gender equality

Emphasis on equality of opportunity: all persons deserve an equal chance to develop their rational and moral capacities so that they can achieve personhood.

Because society has the false belief that women are by nature less intellectually and physically capable than men it excludes physically capable than men it excludes women from many opportunities and the true potential of women goes unfulfilled.

Liberal feminists argue that women share the same rational human nature men do and so should be given the same educational opportunities and civil rights as men are given.

The goal of women's liberation is freeing women from oppressive gender roles: sexual and gender equality. Liberal feminism led to advances in the economic sphere, in equality of opportunity and in civil rights. The main problem of liberal feminism is its tendency to accept male values as universal values. All women should want to become like men, to aspire to masculine values. Liberal feminism often did not include an analysis of class or sexuality (the sex/gender system). (ibid)

2.2.5 Marxist Feminism

Central to all Marxist Feminist is the belief that Women's subordination is not permanent and natural but historically specific product of class society. Marx claimed to provide a comprehensive analysis of human history and society. Family and sexual relationships are other forms of social organization the product of particular stage of economic development. They cannot be altered at will, it can be changed or ended with socio-economic change. In Marxist feminism hierarchical class relations are seen as the source of coercive power and oppression of all inequalities ultimately, sexual oppression is seen as a dimension of class power. They accept some version of what is called the base superstructure model of society, that is social relation including those related to sexual inequality are conceived as crucially shaped by the economic base of society rather than by ideas and attitudes. (ibid)

2.2.6. Social construction of gender theory

Judith Lorber's theory of social construction of gender, which holds that gender is continuously constructed and reconstructed out of human interaction, out of social life, and is the texture and order of that social life. This theory explains that gender, as a social institution is a process of constructing different social statuses for the assignments of rights and responsibilities i.e., it creates social differences that define woman and man. Gender is part of a stratification system that

positions these statuses unevenly such that men are above women of the same race and class. Furthermore, gender is regarded as a major building block in the social structures built on this unequal status. This means that sexual status plays a fundamental role in reflecting gender statuses: different behavior is expected for boys and girls and for women and men. This theory is a useful lens through which the phenomena under study were scrutinized and, as the literature above suggests, understanding constructions of gender is key to understanding sexual harassment. The construction of sexual harassment as an extreme is strengthened by how students define forms of behavior that in their view do not constitute sexual harassment as something common that we all encounter on a daily basis both in and outside school. Various forms of harassment (most often the softer forms, such as sexist comments and jokes, invitations on a date or flirting, some students also mentioned a slap on the bottom or unwanted physical contact) were described as something 'normal' or 'common', as a norm, not an extreme(Malede, 2019).

2.2.7. Socio-cultural Theory of Sexual Harassment

Socio-cultural theory is very important to understand the incident of sexual harassment from a gender perspective. The Socio-cultural theory explains why the problem of sexual harassment occurs in a society. It also discusses how the gender relationship influences the victim's choice of coping strategies to deal with sexual harassment. It posits the idea that sexual harassment is a direct manifestation of a much larger patriarchal system in which men are dominating the society. According to this theory male is more powerful, strong and leaders while females are expected to be attractive and in need of male leadership (Petersen & Hyde, 2013). The current prevalence of sexual harassment is by no means natural, unavoidable and static. This is because the incident of sexual harassment is created as the result of the complex convergence of social and cultural events of the larger society, more specifically, the socio-cultural theory holds the view that men and women have socialized in ways that maintain the structure of dominance and subordination. Historically, different cultures and society norms throughout the world have developed in a way that males exercise their ultimate dominance over women, due to physical, economic and political superiority, and the incident of sexual harassment that we have been observing in any organization is the manifestation of a much larger patriarchal system .More specifically, Vohlídalová argue that ''one of the main reasons it has not yet been possible

to reduce or eradicate sexual harassment is that it occurs within a gender ideology which actively legitimates sexual harassment'. Individual members of any organizations bring with them biased grouping based on social status into organizations from the surrounding community or society. Furthermore, the socio-cultural theory is largely feminist in its orientation that examines the broader societal and political context in which sexual harassment is created and occurs. Advocates of feminist theories situate sexual harassment within the broader pattern of power, privilege and discrimination. Accordingly, the feminist theory posits the view that power is the source of sexual harassment. The eradication of discrimination against women requires critical and gender-based assessments of organizational structure, policies, practices as well as the elimination of speech and interaction that causes aggressive patronizing practices. The socio-cultural theory advocates that people learn from observing and modeling after others behavior and culture of the society even if when there is no serious punishment the practice of sexual harassment continues. If one observes harasser with no punishment other also more likely to imitate it. This theory indicates prevalence and how the students perceive sexual harassment. Socio-cultural theory attempts to explain the presence of generational spread of violence. It is proposed that, while growing up, children receive response from others about their own behaviors, from which they begin to develop standards for judging their behavior and seek out models who match these standards (Hyde-Nolan & Juliao, 2012). Generally, the socio-cultural theory can determine the nature of sexual harassment in high school students and more specifically, it can influence the female students, however, the sociocultural theory has been criticized for the lack of depth in explanation of sexual harassment or empirical adequacy and the absence of internal coherency(Malede, 2019).

2.3 Empirical Literature

2.3.1 Empirical studies of foreign countries

Benedict (2011) conducted a study on Sexual harassment in an east African agribusiness supply chain and concluded that sexual harassment is fostered both by coercive labor conditions within global value chains and by existing hierarchical gender relations.

Fredric (2020) conducted a study on Sexual harassment in higher education and the study suggests that prevalence of sexual harassment among students is reported by on average one out of four female students, but when adding exposure to other forms of sexual violence the numbers double. There are multiple and severe consequences of sexual harassment to individuals, but the effects on quality in research and education are not addressed.

Cortina asserts that in some societies women who are sexually harassed may not report the case because of conservative gender roles, honor and shame code that reflect different values for females and males' sexual behavior. Cultural norms that discourage telling others about such behavior by men may further deter students from reporting sexual harassment. According to Ekore, in Nigeria reported cases of sexual harassment are trivialized. They are frequently responded to with humor and without respect because of social customs across Sub-Saharan Africa, which supports subtle hostility in negotiating sexual decisions. Other research reveals that males and females do not report sexual harassment because of beliefs that the unpleasant incident was not very serious, the need to avoid causing problems, fear of damaging effects on their career, and an opinion that nothing will be done to resolve their case. According to Kwenaite and Van Heerden in some of South Africa's conservative communities women are violated because of the way they choose to dress. It is believed that women encourage their sexual harassment. As a result, this feeds the opinion that women who wear revealing clothes are responsible for violence against them. Violence against women is socially constructed to reflect women's role in women being sexually harassed hence women share the responsibility of the attack with the perpetrator. Because violence is normalized in such South African society's women do not seem to acknowledge violence perpetrated against them(Malede, 2019).

2.3.2 Empirical studies in Ethiopia

Bereket (2008) conducted a study on students Attitude towards Sexual Harassment in the case of Addis Ababa university and concluded that to promote and improve students' attitude towards on sexual harassment some crucial steps regarding gender issue in counseling as well as guiding about sexual harassment should be taken into consideration.

Mulugeta (2020) conducted a study on Prevalence of sexual violence in Ethiopian workplaces and concluded that the prevalence of sexual violence and sexual harassment in Ethiopian workplaces is high. It was also exceptionally high among female faculty staff, commercial sex workers, and workplaces in Tigray National regional state. Thus, concerned stakeholders must design and implement effective interventions to prevent workplace sexual violence in workplaces in Ethiopia and provide necessary support and care to the victims.

Ejeta (2015) conducted a study on Assessment of Sexual Harassment and Associated factors Among Grade 9-12 Female Students at Schools in Ambo District, Oromia National Regional State, Ethiopia and the study identified high prevalence of sexual harassment at school among female students and factors such as not have parents living together, khat chewing, unmarried, peer relationship problem and living in urban showed statistically significant association with sexual harassment at school. Therefore, for improvement school environment ongoing awareness creation, preventive measure, participatory intervention, counselling, and awareness program for female students.

2.4 Conceptual Framework

The conceptual framework shows the relationship between different causes of sexual harassment, prevalence of sexual harassment and its impact on the victims. Various push and pull factors lead men to harass women, when number factors increase the prevalence also increases and it will have negative impact on women. The pushing factors include chat, alcohol, drug, Culture of a society, Socialization, Power relation, Lack of awareness, sexually sensitive assignments by supervisors or Coworker and Unconditional gifts in demanding sex, whereas clothing of women can be pulling factor. These factors increase prevalence of sexual harassment. When sexual harassment became prevalent its impact on the victim increases. The impacts can be economic, social and psychological. Thus, prevalence of sexual harassment became mediator, because when factors increase prevalence increase and impact also increase on the victims.
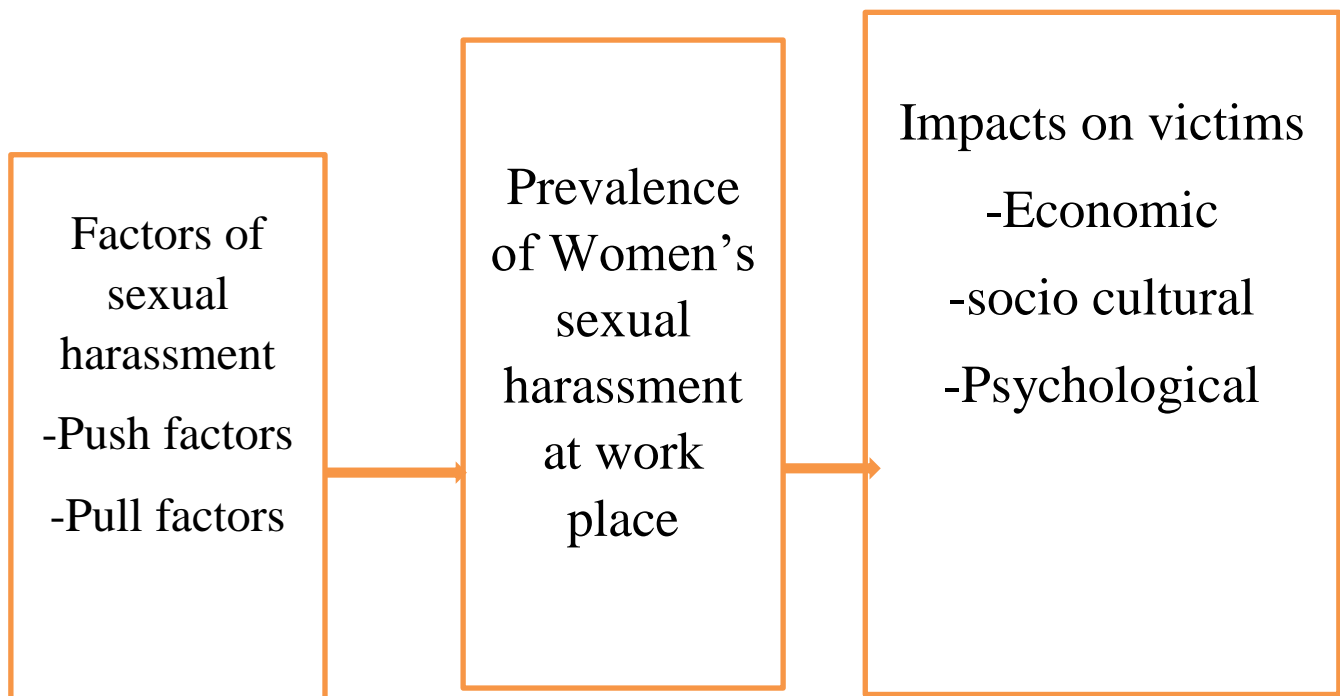
Source: Compiled by the Author (2022)

Figure 0-1: Conceptual Frame Work

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Description of Study Area

FDRE Ministry of Finance is located in Addis Ababa Arada sub city around Sidst Killo. The ministry was established in 1900 E.C during the regime of Emperor Menelik II administration by the name of ministry of finance and palace administration. It is a governmental organization and empowered to perform financial activities in combination with general services. Before this it was known as the ministry of financial management. According to the data from FDRE Ministry of finance (2021), there are about 640 employees from which 370 are female employees whereas 270 are male employees.

Various definitions have been decreed, legislated, and promulgated since the phrase; "sexual harassment" was introduced in the 1960's (Chung, 2011). It is now generally agreed that specific unwelcome verbal comments, gestures, or physical contact of a sexual nature and/or such conduct that creates an intimidating, hostile, or offensive working environment constitutes sexual harassment. There remains, however, much confusion and contradiction over the identification, prevention, and elimination of and responsibility for sexual harassment (Chung, 2011). In line with this, the European Commission Code of Practice has defined sexual harassment as: Unwanted conduct of a sexual nature or other conduct based on sex affecting the dignity of women and men at work. This can include unwelcome physical, verbal or nonverbal conduct (European commission, 2017).

Many more studies also describe sexual harassment in more seemingly identical fashion while bearing an element of differentiation. Despite differences in terminology, researchers agree that these concepts refer to repeated and systematic hostile acts, which are primarily of a verbal or non-verbal, rather than physical, nature. Hence, this study used the sexual harassment definition which is provided by. (ILO, 2014)

Sexual harassment in the workplace is any unwelcome sexual advances or verbal or physical conduct of a sexual nature, acceptance of which is explicitly or implicitly made a condition for favorable decisions affecting one's employment, or which has the purpose or effect of

unreasonably interfering with the individual's work performance or creating an intimidating, hostile, abusive or offensive working environment.

The acts of sexual harassment may consist; insults, remarks, jokes and insinuations of a sexual nature and inappropriate comments on a person's dress, physique, age or family situation, undesired and unnecessary physical contact such as touching, caresses, pinching or assault, embarrassing remarks and other verbal harassment, lascivious looks and gestures 7 associated with sexuality, compromising invitations, requests or demands for sexual favors, explicit or implied threats of dismissal, refusal of promotion, etc. if sexual favors are not granted(ILO, 2016).

3.2 Research Design

This study employed a mixed research design, both descriptive and exploratory research designs. Descriptive design helps to describe the existing phenomenon (who, what, when, where, and how) while exploratory research design will help the researcher to dig or investigate those issues which are not yet well known or investigated. Therefore, a combination of descriptive and exploratory research design was appropriately used.

3.3 Research Approach

For the proper accomplishment of this study, the researcher used both qualitative and quantitative research approach as of our issue under study is just exploring and describing the already known and hidden or unknown phenomenon. In addition to this, since our main issue is just an assessment of the prevalence of women's sexual harassment at the area under study, the proper research approach here was both quantitative and qualitative research approach.

3.4 Population of the Study

The population of this study was employees of FDRE Ministry of finance. According to the data from FDRE Ministry of finance (2021), there are about 640 employees from which 370 are female employees whereas 270 are male employees.

3.5 Data Collection Methods

The researcher used both primary and secondary data for the successful accomplishment of the study. Primary data was gathered from questioners, key informants' interview and In-depth interview. Secondary data gathered from published and unpublished documents, reports, public opinion and internet sources. To collect those data, the researcher used open and closed-ended questionnaire and also semi-structured interview with different team leaders and department managers. In addition to this, in-depth interview with key informants carried out. The key informants were supervisors and managers. Supervisors and managers are considered for key informative interview because since they have the opportunity to hear sexual harassment complaint and cases related to this.

3.5 Sample Size and Sampling Technique

According to the data from FDRE Ministry of finance (2021), there are about 640 employees from which 370 are female employees whereas 270 are male employees. Among, 640 employees, the researcher use the following formula to determine the sample size which is developed by Yamane (1967).

$n = \frac{N}{1+N(e)^2} = \frac{640}{1+640(0.05)^2}$ =247, approximately 247 respondents, by using this formula at 95% confidence level and 5% level

Where:
N= population size
n= sample size
e= level of statistical significance set (5% =0.05)
Therefore, the sample size (n) =247
Moreover, semi-structured interviews were carried out with 10 different team leaders and department managers and 10 key informants. The respondents from the population were selected randomly in order to avoid any bias

3.6Method of Data Analysis

Data gathered through questionnaire was processed by using SPSS version 25 and interpreted through descriptive statistics such as frequency distributions table, mean, and percentages. In similar ways, qualitative data gathered through key informant's interview was analyzed using thematic and narrative analysis.

3.7Ethical Consideration

While doing this study the researcher will have to ask women to share what is socially taken to be the most private experience of their lives. In order to uphold the big responsibility to be sensitive and respectful of research participants and their emotions same measures will be taken by the researcher. First the researcher will made clear the aim and objectives of the study as well as the procedures to be followed up front to everybody taking part in the research. Second all participants will tell that participation voluntary and for some reason if they want to withdraw from participating, they have the right to voluntary do so at any time. Third because most of them will cautious about being recorded, permission will be asking before recording any of the informants and they will be assured that the materials will be used for educational purposes only. Further they will not ask to give out their names on the record. And finally, instead of mentioning the female employees' exact quotes I will use phrases.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.1 Introduction

This chapter presents the data analysis, the research findings, or results, and based on the results, the researcher gives a discussion on the findings and gives an interpretation of the results. To present findings and discussions about **the prevalence and factors for Women's Sexual Harassment at the work place and its impacts on the victims: in the case of FDRE Ministry of Finance,** the researcher used different tables and figures. The data analysis intends to accomplish the objectives of the study and answer the research questions.

The total number of questionnaires distributed to the randomly employees were 25 and 379 respectively. The data collected from the respondents are presented and analyzed in this chapter. This section of the study deals with the research questions and interpretation of the result using SPSS version 25.

4.2 Response Rate

As stated in the previous chapters of this paper, questionnaires were designed and distributed to a total of 247 respondents. Accordingly, 238 questionnaires were appropriately filled in and returned from employees, which gives 96.3% return rate. A total of 238 respondents' responses were collected successfully and used for analysis.

4.3 General Information (Demographic Data) of the Respondents

The first part of the questionnaire consists of items about the demographic information of the respondents. It covers the personal data of respondents, such as gender, age, academic level, marital status and religion. The following table shows the demographic characteristics of the respondents.

Table 0.1: Demographic Information of respondents

		Freq.	%
Gender	Male	44	18.5%
	Female	194	81.5%
Age	Below 25	0	0.0%
	25- 30	27	11.3%
	31- 35	9	3.8%
	36 - 40	114	47.9%
	Above 41	88	37.0%
Level of education	Diploma	124	52.1%
	Bachelor	71	29.8%
	Masters	43	18.1%
	PhD	0	0.0%
Marital Status	Single	157	66.0%
	Married	81	34.0%
	Divorced	0	0.0%
	Widowed	0	0.0%
Religion	Orthodox	126	52.9%
	Muslim	23	9.7%
	Protestant	68	28.6%
	Catholic	21	8.8%

Source: Sample survey analysis (2022)

According to Table 4.1, the demographic data for gender shows that out of the 238 respondents, there were 44 were males and 194 females. Accordingly, the female respondents formed majority of the target population with a percentage of 81.5 %, while female respondents were representing 18.5%. This implies that the higher number of the respondents were females.

As it can be seen in the same table, 27 (11.3%) of the respondents were between 25-30 years old, 9 (3.8%) were 31-35 years old, 114 (47.9%) were 36-40 years old and the rest 88 (37%) were above 41 years old. Thus, the majority of the respondents were 36-40 years old.

It can be seen in the table 4.1, that respondent's educational qualification starting from diploma to master's degree. Most of the respondent have diploma degree which accounted 124 (52.1%); the rest 71 (29.8%) and 43(18.1%) of the respondents Bachelor's degree and master's degree respectively. According to table 4.1, 157 (66%) of the respondents were single and the rest 81(34%) were married. This implies that the majority of the respondents were single. As table 4.1 indicate, 126 (52.9%) of the respondents were orthodox, 23 (9.7%) were Muslim, 68(28.6%) were protestant; the remaining 21 (8.8%) were catholic.

4.4 Descriptive statistics

In this part, various statistical data analysis tools such as mean, standard deviation, frequency and percentage were used to analyze the collected data. The summary of descriptive statistics of all variables that are evaluated based on a 5-point Likert scale ("1" being "strongly disagreed" to "5" being "strongly agreed"). According to Zaidaton & Bagheri (2009) the overall mean (M) score between 4.21-5.00 is considered as the respondents strongly agreed (SA), if the respondents score between 3.41-4.2 means they agreed (A), the score between 2.61-3.40 is considered as the respondents are neutral (N), the respondents score between 1.81-2.60 shows that they disagreed and if the respondents score between 1-1.80 shows that they strongly disagreed. Thus, detail of the analysis is presented as follow

4.4.1 Prevalence of sexual harassment

Table 0.2: Types and Prevalence of sexual harassment

	Strongly disagree		Disagree		Neutral		Agree		Strongly Agree			
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Mean	S. D
I often saw coworkers sexually harass in this organization	45	18.9%	9	3.8%	103	43.3%	45	18.9%	36	15.1%	3.08	1.261
Rape	54	22.7%	9	3.8%	53	22.3%	77	32.4%	45	18.9%	3.21	1.410
Attempt rape	54	22.7%	9	3.8%	59	24.8%	89	37.4%	27	11.3%	3.11	1.330
Body contact for gratification	45	18.9%	18	7.6%	89	37.4%	59	24.8%	27	11.3%	3.02	1.241
Touching/pointing sexually sensitive parts	45	18.9%	18	7.6%	68	28.6%	80	33.6%	27	11.3%	3.11	1.271
Vulgar and obscene language	45	18.9%	9	3.8%	80	33.6%	77	32.4%	27	11.3%	3.13	1.249
Attempt amorphous advances	45	18.9%	18	7.6%	68	28.6%	71	29.8%	36	15.1%	3.15	1.312
I often saw supervisors sexually harass in this organization	45	18.9%	18	7.6%	71	29.8%	77	32.4%	27	11.3%	3.10	1.268
Many complaints of sexual harassments are reported in this organization	45	18.9%	27	11.3%	86	36.1%	53	22.3%	27	11.3%	2.96	1.245
There are many employees' turnover from this organization due to sexual harassment	81	34.0%	9	3.8%	105	44.1%	34	14.3%	9	3.8%	2.50	1.204
Sexual harassment cases in this organization are widely prevalent	54	22.7%	45	18.9%	95	39.9%	26	10.9%	18	7.6%	2.62	1.170

Source: Sample survey analysis (2022)

According to table 4.2, 45 (18.9%) of the respondents strongly disagreed the statement "I often saw coworkers sexually harass in this organization", 9 (3.8%) were disagreed, 103 (43.3%) were neutral, 45(18.9%) were agreed and the remaining 36 (15.1%) strongly agreed. The mean 3.08 shows overall respondents were not sure. The standard deviation 0.817 is slightly higher which indicates that there is dispersion between respondents' responses.

Table 4.2 Item 2 shows, 54 (22.7%) of the respondents strongly disagreed as employees saw rape in the organization, 9(3.8%) were disagreed, 53 (22.3%) were not sure, 77(32.4%) were agreed and the remaining 45 (18.9%) strongly agreed. The mean 3.21 shows the respondents were not sure the presence of rape in the organization.

On Item three of table 4.2, 54 (22.7%) of the respondents strongly disagreed as employees saw attempt to rape in the organization, 9(3.8%) were disagreed, 59 (24.8%) were not sure, 89(37.4%) were agreed and the remaining 27 (11.3%) strongly agreed. The mean 3.11 indicates the overall respondents were not sure about presence of attempt rape.

Table 4.2 Item 4-8 shows the mean for, Body contact for gratification (mean 3.02), Touching/pointing sexually sensitive parts (mean 3.11), Vulgar and obscene language (mean 3.13), Attempt amorphous advances (mean 3.15), often saw supervisors sexually harass in this organization(mean 3.10), and many complaints of sexual harassments are reported in this organization(mean 2.95).This implies respondents were not sure the presence of Vulgar and obscene language , Attempt amorphous advances , not sure as supervisors sexually harass in this organization, and the presence of many complaints of sexual harassments.

According to table 4.2, 81(34%) were strongly disagreed that there are many employees' turnover from this organization due to sexual harassment, 9(3.8%) were disagreed, 105(44.1%) were not sure, 34(14.3%) agreed and the remaining 9(3.8%) were strongly agreed. The mean 2.5 shows the overall respondents were disagreed that there are many employees' turnover from this organization due to sexual harassment. Thus, based on respondent's response it can be deduce employees are not turnover from this organization due to sexual harassment.

Based on table 4.2, 54(22.7%) were strongly disagreed that Sexual harassment cases in this organization are widely prevalent, 45(18.9%) were disagreed, 95(39.9%) were not sure, 26(10.9%) agreed and the remaining 18(7.6%) were strongly agreed. The mean 2.62 shows the overall respondents were disagreed that Sexual harassment cases in this organization are widely prevalent. Thus, based on respondent's response it can be deduce Sexual harassment cases in this organization are not widely prevalent.

One of key informants said the prevalence of sexual violence and sexual harassment in work places is high. But he said this organization is better. The results of this study about prevalence of sexual harassment in in the case of FDRE Ministry of Finance was mostly neutral. The prevalence of sexual harassment in this study was 34%. Similarly, Malede (2019) identified, in one Ethiopian study among 1401 female high school students in Addis Ababa, sexual harassment is highly prevalent at high school. A study conducted in Bugarija among female high school and technical school students in 2006 revealed that the prevalence of sexual violence in their lifetime was reported 35% that is consistent with the corresponding value of finding. A number of female students who are finding it difficult to do well in their academic exercises might be facing the problems of sexual harassment. Sample male students and male teachers were asked about their perception on the prevalence of beating (in the form of initiating sexual relationship), snatching personal belongings of school girls, verbal insult, threats of harm, humiliation, name calling (in the form of violence), sexual harassment, rape and abduction committed against school girls in school as a normal practice. The finding of this research also parallel with this finding, especially when a look at the responses showed female students identifying items in the scale to constitute sexual harassment more than their male counterparts do.

Shimkaw et al (2013) also identified, the prevalence of sexual violence was found to be 37.3% in their life time. The prevalence of any form of sexual violence that means sexual harassment and forced sexual intercourse (rape) was reported to be 35.8% and 6.3% in their life time respectively. Sexual violence among private college female students in Bahir Dar town was found to be a very common phenomenon (Shimekaw et al., 2013). Asfaw (2010) found out a very high prevalence of sexual violence, which include completed rape, attempted rape and sexual harassment. Out of the sexually active participants, 18.3% started sexual activity as a result of rape. This indicates the severity of the problems where girls were forced into sex before they intend to do so. This lies within the prevalence rates found in different studies, ranging from 7-62%.the

prevalence of lifetime sexual violence was found out to be 86.4%. It was found out that 85.7% of the perpetrators were known to the victims. Mostly boyfriends (33.3%) and close relative (22.2%) were involved in the forced sex. This finding is comparable to the result, in Tanzania and USA where 74%-93% of perpetuates of rape were known by the victims and in Adigrat hospital where 90.1% of perpetrators were known by the victims (28,41-45). Mostly, many of the victims do not characterize their victimization as a crime and they may not want to define somebody they know who victimized them as a perpetrator. Most (83.3%) rape victims did not report to the legal body and health institution (Asfaw, 2010). In research conducted in Jimma University, among 385 female students, the prevalence rate of physical harassment (e.g., unwanted sexual touching, unwanted kissing) was 78.2% and verbal harassment (e.g., unwanted sexual comment, offensive jokes) was 90.4% and non-verbal harassment (e.g., showing unwelcomed sexual materials, sexual gestures) was 80.0% (23).

A study conducted in Ambo secondary and preparatory school students, among 414 female students, 35% of the female students had experienced sexual harassment throughout their school life and 33.3% of them had experienced sexual harassment in the 12 months prior to the study. 47.8% of the females had experienced verbal sexual harassment and 35.5% of the students had experienced physical sexual harassment. In the study the most frequent kind of sexual harassment was repeatedly told sexual stories or jokes (50.7%) followed by getting comments on sexual life (47%); being repeatedly asked for date, drink or dinner even when refused (46.4%); encountering several attempts to establish romantic relationship despite efforts to discourage (45.7%) and getting offensive remarks about appearance or body (44.2%). Another study of sexual harassment in Jimma University participated 304 female students and according to the results of the study, 50% of the study participants reported that they had experienced insistent request to establish romantic relationship despite their efforts to discourage the person; 45% indicated that they had been repeatedly asked for dates, dinner or drink even when they said ‗no'; 43% reported that they were touched in a way that made them uncomfortable; 35% reported that men had made attempts to stroke or fondle them, and 30% revealed that they have encountered attempts of drawing them into unwanted discussion of personal or sexual matters . A study in Wolayita Sodo University in Southern Ethiopia revealed that among 374 female students 18.7% of them had experienced verbal harassment; 11.3% of them had faced forced sexual initiation, and 8.7% had experienced completed rape. The study further revealed that 42% of the victims from the total female

participant had experienced violence while they were in high school and during their first year stay at the university, while 11.1% were violated while in their second and third year of their study at the university.

A study in Mekelle University of Adi Haki campus in 2016, female students were the targets of sexual harassment in the campus, male instructors being the perpetrators most of the time. The research also reported that females who are harassed prefer to deal with sexual harassment informally by confronting the victims by their own, telling to a friend, normalizing the behavior or by ignoring the behavior and only very few of the students reported the sexual harassment they faced to the university gender office or to the authorities. In another study conducted in Arbaminch town in Gamo Gofa zone, among 369 female students who participated in the study, the prevalence rate of sexual harassment was reported to be 40.1% for verbal harassment followed by caressing breasts and the genitalia (28.7%), and unwelcome kissing (29.3%)(Tegegne & Tegegne, 2018).

4.4.2 Factors for sexual harassment

Table 0.3: Factors for sexual harassment

	Strongly disagree		Disagree		Neutral		Agree		Strongly Agree			
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Mean	SD
Sexually sensitive assignments by supervisors or Coworker	45	18.9%	9	3.8%	18	7.6%	114	47.9%	52	21.8%	3.50	1.380
Habit to attend sex provoking activity	27	11.3%	27	11.3%	27	11.3%	70	29.4%	87	36.6%	3.68	1.365
Unconditional gifts in demanding sex	27	11.3%	18	7.6%	18	7.6%	78	32.8%	97	40.8%	3.84	1.337
Clothing of women	18	7.6%	9	3.8%	9	3.8%	97	40.8%	105	44.1%	4.10	1.143
Family upbringing	9	3.8%	9	3.8%	27	11.3%	141	59.2%	52	21.8%	3.92	0.905
Lack of awareness	18	7.6%	9	3.8%	9	3.8%	123	51.7%	79	33.2%	3.99	1.098
Educational status	36	15.1%	9	3.8%	9	3.8%	123	51.7%	61	25.6%	3.69	1.310
Power relation	9	3.8%	18	7.6%	18	7.6%	87	36.6%	106	44.5%	4.11	1.076
Culture of a society	27	11.3%	18	7.6%	9	3.8%	124	52.1%	60	25.2%	3.72	1.242
Socialization	9	3.8%	18	7.6%	18	7.6%	78	32.8%	115	48.3%	4.14	1.089
Drug	18	7.6%	9	3.8%	18	7.6%	115	48.3%	78	32.8%	3.95	1.113
Alcohol	18	7.6%	0	0.0%	18	7.6%	87	36.6%	115	48.3%	4.18	1.101
Chat	18	7.6%	0	0.0%	18	7.6%	115	48.3%	87	36.6%	4.06	1.060

Source: Sample survey analysis (2022)

Table 4.3 show factors that causes sexual harassment. These can group as pushing and pulling factor. The pushing factors include chat, alcohol, drug, Culture of a society, Socialization, Power relation, Lack of awareness, sexually sensitive assignments by supervisors or Coworker and Unconditional gifts in demanding sex, where s clothing of women can be pulling factor. The detail is presented below.

According Table 4.3, 45 (18.9%) of the respondents strongly disagreed as sexually sensitive assignments by supervisors or Coworker can cause sexual harassment, 9 (3.8%) were disagreed, 18 (7.6%) not sure, the remaining 114 (47.9%) and 52(21.8%) were agreed and strongly agreed. The mean 3.5 shows the overall respondents agreed as sexually sensitive assignments by supervisors or Coworker can cause sexual harassment. The standard deviation 1.38 was slightly higher which indicates there was dispersion between respondents' responses. Thus, according to the respondents, it can be deduced sexually sensitive assignments by supervisors or Coworker can cause sexual harassment.

Table 4.3 Item 2 shows, 27(11.3%) were strongly disagreed as habit to attend sex provoking activity causes sexual harassment, 27 (11.3%) of the respondents disagreed, 27 (11.3%) were not sure, 70 (29.4%) agreed and the remaining 87 (36.6%) strongly agreed. The mean 3.68 which show the respondents agreed as habit to attend sex provoking activity causes sexual harassment. Therefore, based on the respondents' responses, it can be deduced habit to attend sex provoking activity causes sexual harassment.

On Item 3 of table 4.3, 27 (11.3%) of the respondents strongly disagreed as unconditional gifts in demanding sex can cause sexual harassment, 18(7.6%) were disagreed, 18(7.6%) were not sure, 78 (32.8%) agreed and the rest 97 (40.8%) strongly agreed. The mean 3.84 indicates the overall respondents agreed. Thus, according to the respondents, it can be deduced unconditional gifts in demanding sex can cause sexual harassment.

Table 4.3Item 4 shows, 18(7.6%) were strongly disagreed that Clothing of women can cause sexual harassment, 9 (3.8%) of the respondents disagreed, 9 (3.8%) of the respondents were not sure, 97 (40.8%) were agreed and the remaining 105 (44.1%) strongly agreed. The mean 4.10 indicates the overall respondents agreed that Clothing of women can cause sexual harassment. Therefore, based on respondents, it can be deduced Clothing of women cause sexual harassment.

On Item 5 of table 4.3, 9 (3.8%) strongly disagreed that family upbringing can cause sexual harassment, 9 (3.8%) were disagreed, 27 (11.3%) not sure, 141(59.2%) agreed and the rest 52 (21.8%) strongly agreed. The mean 3.64 shows the overall respondents agreed that family upbringing can cause sexual harassment.

Table 4.3 Item 6 shows, 18(7.6%) were strongly disagreed that lack of awareness can cause sexual harassment, 9 (3.8%) of the respondents disagreed as lack of awareness can cause sexual harassment, 123 (51.7%) were not sure, 79 (33.2%) agreed, and the remaining 79 (33.2%) strongly agreed. The mean 3.99 indicates the overall respondents agreed as lack of awareness can cause sexual harassment. Therefore, based on respondents, it can be deduced stakeholder lack of awareness can cause sexual harassment.

According Table 4.3 Item 7, 36 (15.1%) of the respondents strongly disagreed as educational status can cause sexual harassment, 9 (3.8%) were disagreed, 9 (3.8%) were not sure, the remaining 123 (51.7%) and 61(25.6%) were agreed and strongly agreed respectively. The mean 3.69 shows the overall respondents agreed as educational status can cause sexual harassment. The standard deviation 1.31 was slightly higher which indicates there was dispersion between respondents' responses. Thus, according to the respondents, it can be deduced educational status can cause sexual harassment.

Table 4.3 Item eight shows, 9(3.8%) were strongly disagreed power relation causes sexual harassment, 18 (7.6%) of the respondents disagreed, 18 (7.6%) were not sure, 87 (36.6%) agreed and the remaining 106 (44.5%) strongly agreed. The mean 4.11 which show the respondents agreed as power relation causes sexual harassment. Therefore, based on the respondents' responses, it can be deduced power relation causes sexual harassment.

On Item nine of table 4.3, 27 (11.3%) of the respondents strongly disagreed as Culture of a society can cause sexual harassment, 18(7.6%) were disagreed, 9(3.8%) were not sure, 124 (52.1%) agreed and the rest 60 (25.2%) strongly agreed. The mean 3.72 indicates the overall respondents agreed that Culture of a society can cause sexual harassment. Thus, according to the respondents, it can be Culture of a society can cause sexual harassment.

Table 4.3Item ten shows, 9(3.8%) were strongly disagreed that Socialization can cause sexual harassment, 18 (7.6%) of the respondents disagreed, 18 (7.6%) of the respondents were not sure, 78(32.8%) were agreed and the remaining 115 (48.3%) strongly agreed. The mean 4.14 indicates the overall respondents agreed that socialization can cause sexual harassment. Therefore, based on respondents, it can be deduced Socialization can cause sexual harassment.

According Table 4.3 Item eleven, 18 (7.6%) of the respondents strongly disagreed as drug can cause sexual harassment, 9 (3.8%) were disagreed, 18 (7.6%) not sure, the remaining 115 (48.3%) and 78(32.8%) were agreed and strongly agreed respectively. The mean 3.95 shows the overall respondents agreed as drug can cause sexual harassment. The standard deviation 1.113 was slightly higher which indicates there was dispersion between respondents' responses. Thus, according to the respondents, it can be deduced drug can cause sexual harassment.

Table 4.3 Item twelve shows, 18(7.6%) were strongly disagreed as habit to as Alcohol causes sexual harassment, 18(7.6%) were not sure, 87 (36.6%) agreed and the remaining 115 (48.3%) strongly agreed. The mean 4.18 which show the respondents agreed as Alcohol causes sexual harassment. Therefore, based on the respondents' responses, it can be deduced Alcohol causes sexual harassment.

On Item thirteen of table 4.3, 18 (7.6%) of the respondents strongly disagreed as Chat can cause sexual harassment, 18(7.6%) were not sure, 115 (48.3%) agreed and the rest 87 (36.6%) strongly agreed. The mean 4.06 indicates the overall respondents agreed. Thus, according to the respondents, it can be deduced Chat can cause sexual harassment. Similar to this study Malede (2018) clearly indicated that regarding to clothing as causes or not of sexual harassment, Respondents 27(34.2%) female and 32(51.6%) males strongly agree and 27(34.2%) female and 22(35.5%) male respondents agree to the item as causes. on the other hand, 3 (3.8%) female and 1(1.6%) male respondent's neutral report. However, 12(15.2%) females and 2(3.2%) males strongly dis agree and 10(12.7%) females and 5(8.1%) males were disagreeing to the item as causes. this finding summarizes clothing is as one of the causes of sexual harassment. This confirms with Adeosun's (2005). study about contributive factors of sexual harassment, the study conducted at the Lagos State University of Nigeria identifies lack of academic integrity as well as the wrong perception that female student's way of dressing as factors that increase sexual

harassment in higher education. Similarly, the table about family upbringing indicated that 19 (24.1%) females and 15(24.2%) males strongly agree as cause. similarly, 30(38.0%) female and 28 (45.2%) males were agreeing with to the item. On the other hand, 18(22.8%) females and 7(11.3%) males strongly disagree and 9(11.4%) females and 5(8.1%) males were disagreed. In addition, the respondent's response indicated 3(3.8%) and 7(11.3%) males were neutral. In case the result indicated that, this item is causes for sexual harassment. Consistently, lack of awareness indicated as cause of sexual harassment. Because, the respondent's response showed 23(29.1%) females and 9(14.5%) strongly agree and 34(43.0%) females and 30(48.4%) males were agreeing to the item. However, 8 (10.1%) females and 8(12.9%) males strongly disagree and 9(11.4%) females and 9(14.5%) males were disagreeing to the item. Consistently to this study, Tarekegn(2014) found chat, Alcohol and drug are a main cause for sexual harassment(Tarekegn, 2014)

On the other hand, when discussed interviewees and key informants more than the items described in survey finding of this research identified more causes to sexual harassment such as the community awareness and the education levels discussed as a major challenge communities admit harassment as a norm or cultural perception. Respondent A respond like;

In the work place and out of work place I see different types of sexual harassment practice. The main cause for harassment is societal culture, the way the society perceives about the issue. Different literature has disclosed that there are multiple factors that have been contributing to the prevalence of sexual harassment in educational settings. Research by Adedokun (2005) has identified lack of academic integrity and the wrong perception about female students' ways of dressing as the major contributing factors to the incident of sexual harassment at Lagos State University in Nigeria (Adedokun, 2005). Okoro for, et al. has also identified that limited social roles of women, blaming of victims, the traditional construct of manhood, societal compression to secrecy and silences as well as the lack of specific policies were some of the contributing factors for the prevalence of sexual harassment in Nigeria higher education (Malede, 2019). Some experts believe that a lack of awareness and information about the problem are the reasons why people do not label as sexual harassment forms of behavior that are defined as sexual harassment in legislation and anti-harassment policies.

Key- informant interviewee B direct her idea as follows:

In my opinion, the main cause of harassment is culture, mean there is culturally accepted norm in our society, no more credit to female harassment, consider as normal and common rather than struggle against the problem. In my opinion it needs attention, to create awareness about the severity of sexual harassment up on female victims. It has its own psychological, social and enlightening impact up on the harassed.

Different literature has disclosed that there are multiple factors that have been contributing to the prevalence of sexual harassment in educational settings. Adedokun has identified lack of academic integrity and the wrong perception about female students' ways of dressing as the major contributing factors to the incident of sexual harassment at Lagos State University in Nigeria. Similarly, Okoro for, et al. has identified the limited social roles of women, blaming of victims, the traditional construct of manhood, societal pressure to secrecy and silences as well as the lack of specific policies were some of the contributing factors for the prevalence of sexual harassment in Nigeria higher education. Some experts believe that lack of awareness and information about the problem are the reasons why people do not label as sexual harassment forms of behavior that defined as sexual harassment in legislation and anti-harassment policies(Malede, 2019).

The study by Mulugeta (2014) revealed that sexual harassment against female students is a serious problem at the university. It was found that sexual harassment against female students is a wide spread phenomenon and a day-to-day practice in Ambo University. The study also found out that almost majority of the female students were victims of sexual harassment in their study years of the university. The finding of this study was confirmed with the previous studies. For instance, nearly two-thirds (62%) of college campus of U.S. female students (Hill and Silva ,2005), 67% of female students at Czech University in Czech Republic (Vohlídalová,2011), and 71.8 % of female students at Zambia university (Menon, et al ,2009) experienced some form of sexual harassment during their college education. In another study for 80% of women in Nigerian higher institutions, sexual harassment is the greatest challenge in their attempt to successfully complete their academic goals. These all-aforementioned evidences show that the prevalence of sexual harassments against female students were more serious problem across all nations of educational institutions including

Ethiopia. Another finding of Mulugeta (2014) study was that, female students faced all forms of sexual harassment in their university education. The study shows that all participants of the study agreed that harassers exhibit all forms of harassment against female students. The types of sexual harassment identified in the study were unwanted sexual comments, sexual jokes, laughing at female students, touching female students in unwelcome way, show sexual pictures, sending sexual text, pulling, kissing, forced sex and having sex for exchange of settlements such as good grade and other benefits. In many literatures these types of harassments can be categorized in to four forms of harassments such as verbal, non-verbal, physical and quid pro quo (a gift or advantage that is given to someone in return for something that they have done) harassment; The results of the study show that the former three types of harassments were mostly practiced by male students and other harassers but the forth type quid pro quo (this for that) was practiced by teachers and outsiders in the study site (Mulugeta Wende, 2014).

Similarly, Asfaw (2010) identified, the prevalence of Lifetime completed rape was significantly associated as risk factor with the consumption of alcohol, which was also reported in the study in Addis Ababa, in Adigrat, in Agaro, in Mekele, in Jimma and in Debark. Other finding on the issue in Nigeria, in Chill, South Africa, Viet Nam and USA also revealed similar results. These factors might predispose female because alcohol use cause loss of judgment, self-restrain in sexual intercourse and protective power of female from sexual violence. Alcohol may also inhibit judgment and behavior via physiological mechanism and expose to loss of self-control and ability to process incoming information, making drinkers more likely to expose to violence(Asfaw, 2010).

4.4.3 Effects of sexual harassment on the victims

4.4.3.1 Social effects

Table 0.4: Sexual effects of sexual harassment

	Strongly disagree		Disagree		Neutral		Agree		Strongly Agree			
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Mean	Std. D
Thinking about turnover	18	7.6%	9	3.8%	9	3.8%	96	40.3%	106	44.5%	4.11	1.144
Absenteeism from work	9	3.8%	9	3.8%	18	7.6%	123	51.7%	79	33.2%	4.07	0.948
Participating less in social life	18	7.6%	0	0.0%	0	0.0%	87	36.6%	133	55.9%	4.33	1.065
Discrimination	9	3.8%	9	3.8%	9	3.8%	105	44.1%	106	44.5%	4.22	0.965
Avoiding certain places at work place	18	7.6%	9	3.8%	0	0.0%	88	37.0%	123	51.7%	4.21	1.144
Limits relationship with others	27	11.3%	9	3.8%	0	0.0%	114	47.9%	88	37.0%	3.95	1.244

Source: Sample survey analysis (2022

According Table 4.4, 18 (7.6%) of the respondents strongly disagreed as sexual harassment can lead employees to turnover, 9 (3.8%) were disagreed, 9 (3.8%) not sure, the remaining 96 (40.3%) and 106(44.5%) were agreed and strongly agreed. The mean 4.11 shows the overall respondents agreed sexual harassment can lead employees to turnover. The standard deviation 1.38 was slightly higher which indicates there was dispersion between respondents' responses. Thus, according to the respondents, it can be deduced sexual harassment can lead employees to turnover.

Table 4.4 Item 2 shows, 9(3.8%) were strongly disagreed as sexual harassment can cause employees to absent from work, 9(3.8%) of the respondents disagreed, 18 (7.6%) were not sure, 123 (51.7%) agreed and the remaining 79 (33.2%) strongly agreed. The mean 4.07 which show the respondents agreed as sexual harassment can cause Absenteeism from work. Therefore, based on the respondents' responses, it can be deduced sexual harassment can cause Absenteeism from work.

On Item 3 of table 4.4, 18 (7.6%) of the respondents strongly disagreed sexual harassment can reduce employees Participation in social life, 87 (36.6%) agreed and the rest 133(55.9%) strongly agreed. The mean 4.33 indicates the overall respondents agreed. Thus, according to the respondents, it can be deduced sexual harassment can reduce employees Participation in social life.

Table 4.4 Item 4 shows, 9(3.8%) were strongly disagreed that sexual harassment can lead to discrimination, 9 (3.8%) of the respondents disagreed, 9 (3.8%) of the respondents were not sure, 105 (44.1%) were agreed and the remaining 106 (44.5%) strongly agreed. The mean 4.22 indicates the overall respondents strongly agreed that sexual harassment can lead to discrimination. Therefore, based on respondents, it can be deduced sexual harassment can lead to discrimination.

On Item 5 of table 4.4, 18 (7.6%) strongly disagreed that sexual harassment can cause employees avoiding certain places at work place, 9 (3.8%) were disagreed, 88(37%) agreed and the rest 123(21.8%) strongly agreed. The mean 4.21 shows the overall respondents agreed that sexual harassment can cause employees avoiding certain places at work place.

Table 4.4 Item 6 shows, 27(11.3%) were strongly disagreed that sexual harassment Limits relationship with others, 9 (3.8%) of the respondents disagreed, 114 (47.9%) agreed, and the remaining 88 (37%) strongly agreed. The mean 3.95 indicates the overall respondents agreed as sexual harassment Limits relationship with others. Therefore, based on respondents, it can be deduced sexual harassment Limits relationship with others.

4.4.3.2 Economic effects

Table 0.5: Economic effects of sexual harassment

	Strongly disagree		Disagree		Neutral		Agree		Strongly Agree			
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Mean	S. D
Victims of sexual harassment may lose interests in perusing their goals if no counseling is provided	18	7.6%	9	3.8%	0	0.0%	79	33.2%	132	55.5%	4.25	1.153
Females became jobless due to turnover	27	11.3%	9	3.8%	0	0.0%	105	44.1%	97	40.8%	3.99	1.260
Low job performance	18	7.6%	9	3.8%	9	3.8%	88	37.0%	114	47.9%	4.14	1.155
Less able to perform in the office and extra economic activities	18	7.6%	9	3.8%	9	3.8%	114	47.9%	88	37.0%	4.03	1.115
It may limit participation of work	18	7.6%	9	3.8%	0	0.0%	96	40.3%	115	48.3%	4.18	1.135

Source: Sample survey analysis (2022

According Table 4.5, 18 (7.6%) of the respondents strongly disagreed as Victims of sexual harassment may lose interests in perusing their goals if no counseling is provided, 79 (33.2%) were disagreed, the remaining 96 (40.3%) and 106(44.5%) were agreed and strongly agreed. The mean 4.25 shows the overall respondents Victims of sexual harassment may lose interests in perusing their goals if no counseling is provided. The standard deviation 1.153 was slightly higher which indicates there was dispersion between respondents' responses. Thus, according to the respondents, it can be deduced Victims of sexual harassment may lose interests in perusing their goals if no counseling is provided.

Table 4.5 Item 2 shows, 27(11.3%) were strongly disagreed as Females became jobless due to turnover as a result of sexual harassment, 9(3.8%) of the respondents disagreed, 18 (7.6%) were not sure, 123 (51.7%) agreed and the remaining 79 (33.2%) strongly agreed. The mean 4.07 which show the respondents agreed Females became jobless due to turnover as a result of sexual harassment. Therefore, based on the respondents' responses, it can be deduced Females became jobless due to turnover as a result of sexual harassment.

On Item 3 of table 4.5, 18 (7.6%) of the respondents strongly disagreed sexual harassment can decrease job performance, 9(3.8%) disagreed, 9(3.8%) not sure, 88 (37%) agreed and the rest 114(47.9%) strongly agreed. The mean 4.14 indicates the overall respondents agreed. Thus, according to the respondents, it can be deduced sexual harassment can sexual harassment can decrease job performance of employees.

Table 4.5 Item 4 shows, 18(7.6%) were strongly disagreed as sexual harassment can reduce performance of employees in the office and extra economic activities, 9 (3.8%) of the respondents disagreed, 9 (3.8%) of the respondents were not sure, 114 (47.9%) were agreed and the remaining 88 (37%) strongly agreed. The mean 4.03 indicates the overall respondents strongly agreed that sexual harassment can reduce performance of employees in the office and extra economic activities. Therefore, based on respondents, it can be deduced sexual harassment can reduce performance of employees in the office and extra economic activities.

On Item 5 of table 4.5, 18 (7.6%) strongly disagreed that sexual harassment can limit participation of work, 9 (3.8%) were disagreed, 96(40.3%) agreed and the rest 115(48.3%) strongly agreed. The mean 4.18 shows the overall respondents agreed that sexual harassment can limit participation of work.

4.4.3.3 Psychological effects

Table 0.6: Psychological effects

	Strongly disagree		Disagree		Neutral		Agree		Strongly Agree			
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Mean	S. D
Being exposed to sexual harassment has a detrimental effect on the emotional well-being of the victim	18	7.6%	18	7.6%	0	0.0%	87	36.6%	115	48.3%	4.11	1.209
Stress	18	7.6%	0	0.0%	0	0.0%	87	36.6%	133	55.9%	4.33	1.065
Self-discrimination	18	7.6%	9	3.8%	9	3.8%	79	33.2%	123	51.7%	4.18	1.167
Frustration	18	7.6%	0	0.0%	9	3.8%	87	36.6%	124	52.1%	4.26	1.086
Depression	27	11.3%	0	0.0%	9	3.8%	79	33.2%	123	51.7%	4.14	1.250
Insomnia	18	7.6%	0	0.0%	18	7.6%	78	32.8%	124	52.1%	4.22	1.111
Having lowered self-esteem	18	7.6%	0	0.0%	18	7.6%	79	33.2%	123	51.7%	4.21	1.110
Confusion	18	7.6%	0	0.0%	9	3.8%	96	40.3%	115	48.3%	4.22	1.076

Source: Sample survey analysis (2022)

According Table 4.6, 18 (7.6%) of the respondents strongly disagreed as Being exposed to sexual harassment has a detrimental effect on the emotional well-being of the victim, 18 (7.6%) were disagreed, the remaining 87 (36.6%) and 115(48.3%) were agreed and strongly agreed. The mean 4.11 shows the overall respondents agreed being exposed to sexual harassment has a detrimental effect on the emotional well-being of the victim. The standard deviation 1.209 was slightly higher which indicates there was dispersion between respondents' responses. Thus, according to the respondents, it can be deduced being exposed to sexual harassment has a detrimental effect on the emotional well-being of the victim.

Table 4.6 Item 2 shows, 18(7.6%) were strongly disagreed as sexual harassment can cause stress, 87 (36.6%) agreed and the remaining 133 (55.9%) strongly agreed. The mean 4.33 which show the respondents strongly agreed as sexual harassment can cause stress. Therefore, based on the respondents' responses, it can be deduced sexual harassment can cause stress.

On Item 3 of table 4.6, 18 (7.6%) of the respondents strongly disagreed sexual harassment can cause employees Self-discrimination, 9 (3.8%) disagreed, 9 (3.8%) were not sure, and the rest 79(33.2%), 123(51.7%) agreed and strongly agreed respectively. The mean 4.18 indicates the overall respondents agreed. Thus, according to the respondents, it can be deduced sexual harassment can cause employees Self-discrimination.

Table 4.6 Item 4 shows, 18(7.6%) were strongly disagreed that sexual harassment can lead to frustration, 9 (3.8%) of the respondents were not sure, 87 (36.6%) of the respondents were agreed, and the remaining 124 (52.1%) strongly agreed. The mean 4.26 indicates the overall respondents strongly agreed that sexual harassment can lead to frustration. Therefore, based on respondents, it can be deduced sexual harassment can lead to frustration.

Table 4.6 Item 5 shows, 27(11.3%) were strongly disagreed that sexual harassment can lead to depression, 9 (3.8%) of the respondents were not sure, 79 (33.2%) of the respondents were agreed, and the remaining 123 (51.7%) strongly agreed. The mean 4.14 indicates the overall respondents strongly agreed that sexual harassment can lead to depression. Therefore, based on respondents, it can be deduced sexual harassment can lead to depression.

Table 4.6 Item 6 shows, 18(7.6%) were strongly disagreed that sexual harassment can lead to Insomnia, 18 (7.6%) of the respondents were not sure, 78 (33.8%) of the respondents were agreed, and the remaining 124 (52.1%) strongly agreed. The mean 4.22 indicates the overall respondents strongly agreed that sexual harassment can lead to Insomnia. Therefore, based on respondents, it can be deduced sexual harassment can lead to Insomnia.

Table 4.6 Item 7 shows, 18(7.6%) were strongly disagreed that sexual harassment reduce self-esteem, 18(7.6%) of the respondents were not sure, 79 (33.2%) of the respondents were agreed, and the remaining 123 (51.7%) strongly agreed. The mean 4.21 indicates the overall respondents strongly agreed sexual harassment reduce self-esteem. Therefore, based on respondents, it can be deduced sexual harassment reduce self-esteem,

Table 4.6 Item 8 shows, 18(7.6%) were strongly disagreed that sexual harassment can lead to confusion, 9 (3.8%) of the respondents were not sure, 96 (33.8%) of the respondents were agreed, and the remaining 115(48.3%) strongly agreed. The mean 4.22 indicates the overall respondents strongly agreed that sexual harassment can lead to confusion. Therefore, based on respondents, it can be deduced sexual harassment can lead to confusion. Consistently, Malede (2019) result showed frustration, 36(45.6%) females and 5(8.1%) males strongly agree and relatively, 8(10.1%) females and 10(16.1%) males were agreeing as to the item as an outcome. On the other hand, 16(25.8%) females and 11(17.1%) males strongly disagree and relatively, 4(5.1% females and 26(41.9%) males were disagreeing to the item. The result showed that the identified item was an outcome of sexual harassment. In addition, the table showed about depression, 33(41.8%) females and 12(19.4%) males strongly agree and relatively, 27(34.2%) females and 13(21%) males were agreeing as to the item as an outcome. On the other hand, 9(11.4%) females and 6(9.7%) males strongly disagree and relatively, 6(7.6%) females and 26(41.9%) males were disagreeing to the item. The result showed that the identified item was an effect of sexual harassment. About insomnia, 30(38%) females and 7(11.3%) males strongly agree and relatively, 28(35.4%) females and 15(24.2%) males were agreeing as to the item as an outcome. On the other hand, 10(12.7%) females and 6(9.7%) males strongly disagree and relatively, 6(7.6%) females and 25(46.3%) males were disagreeing to the item. Similarly, about low self-esteem, 33(41.8%) females and 10(16.1%) males strongly agree and relatively, 25(31.6%) females and 24(38.7%) male were agreeing as to the item as an outcome. On the other hand, 10(12.7%) females

and 11(17.7%) males strongly disagree and relatively, 9(11.4%) females and 11(17.7%) males were disagreeing to the item, about Confusion, 27(34.2%) females and 9(14.5%) males strongly agree and relatively, 30(38%) females and 17(27.4%) males were agreeing as to the item as an outcome. On the other hand, 8(10.1%) females and 6(9.7%) males strongly disagree and relatively, 4(5.1%) females and 26(41.9%) males were disagreeing to the item. Sexual harassment can have very severe consequences for individual victims as well as for organizations or the society. At the individual level, sexual harassment can have an overwhelming impact on the well-being of the victims depending on the nature and severity of the problem. It can affect the victims' psychological and physical well-being, as well as their employment or educational engagement or success. The above findings are confirmed with the previous study by Taiwo, et al. showed that sexually harassed individuals suffer a number of psychological problems such as irritation, frustration, anxiety, stress, and trauma, and depend on the nature and severity of the problem, individual victims experienced anything from mild annoyance to extreme psychological damage.

In addition, one of key interviewee onwards his own idea about the issue as follows:
I know the theory about the badness of harassment, but it is difficult to stop sexual harassment, because of such practices consider as normal in our society. Even I myself not free to such practice I forward at least appreciation and also common Amharic words like kechoo, keyo, konjo…. means that never be free from sexual harassment practice the difference is degree and type of harassment we done.
One of -interviewee participant shares her experience as follows:
Sexual harassment is not simple problem, it is crucial crime. Because of harassment I sometimes said oh my God why you create me as female I face sexual harassment in each day because of I am a female. Harassment is common and obvious practice in our country, also our workplace is part of the problem, from those I my self is a victim.
Sexual harassment affects female workers ability to pursue their studies in a friendly environment.
The identified result was show great effect up on the respondents the above result has integrated with Taiwo, et al. study that shows about sexually harassed individuals suffer a number of psychological problems such as irritation, frustration, anxiety, stress, and trauma, and depend on the nature and severity of the problem, individual victims experienced anything from mild

annoyance to extreme psychological damage. The social and human costs of sexual harassment can be very high also my finding show as the impact of sexual harassment is sever in females' day to day life also the male face problem because of sexual harassment but it is not serious as females.

Similarly, According to Malede (2019), in one Ethiopian study among 1401 female high school students in Addis Ababa and Western Shoa, 74% had reported sexual harassment, with consequences such as physical problems, unwanted pregnancies and social isolation, fear and phobia, hopelessness and suicide attempt. Moreover, students who have experienced gender-based violence are more likely to show depressive. The result showed that the identified sexual harassment became cause to their low education result. Accordingly, he indicated sexual harassment causes absent from school, 15(19%) females and 11(17.7%) males strongly agree and relatively, 41(51.9%) females and 23(37.1%) were agree as to the item as effect of sexual harassment. On the other hand, 14(17.7%) females and 9(14.5%) males strongly disagree and relatively, 5(6.3%) females and 10(16.1%) males were disagreeing to the item. The result showed that the identified item was an outcome of sexual harassment at the area. Furthermore, a study by Woolnough et al., supports the above finding that sexual harassment also causes lower down the commitment of victims, negatively affects academic performance of individual victims, and creates a room for absenteeism. The previous study by Edwin aimed at exploring the nature and effect of sexual harassment in Kenya identifies that the problem force students to avoid school (for example, in case of pregnancy or embarrassment or fear), hardly want to talk in class, experience low academic performance, diminish their academic interest and co-curriculum activities and negatively affect their academic pursuits. Asfaw (2010) support this result. Accordingly, the potential immediate and long-term health outcomes of sexual violence was tried to be assessed and the majority were physiological and psychological ones. The prevalence of unwanted pregnancy was found out to be 33.3% among victims of rape this ensures that the victims did not have the chance to use condoms which can prevent STIs, including HIV, and unwanted pregnancy if used properly and consistently. This is supported by the finding that 11.1% of the victims reported unusual vaginal discharge and 1.4% reported swelling around the genitalia. Though unusual vaginal discharges are not good indicator for STIs in women; this figure shows us a highlight about their vulnerability for STIs as well as for HIV infections as they are young and sexually active. The prevalence of abortion reported to be 16.7% and injury to

genitalia was reported to be 34.7%, which was consistent with other literatures. Psychological outcome also reported in significant number of sexual violence victims. Suicidal ideation and attempts were reported among 8.3% and 11.1% of the victims respectively. The finding is consistent with other literatures from Ethiopia and other developed nation(Asfaw, 2010).

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1. Summary

This study designed to the prevalence and factors for Women's Sexual Harassment at the work place and its impacts on the victims: in the case of FDRE Ministry of Finance. A sample of 247 respondents' taken from the selected organization for the study using random sampling techniques. In the process of answering the basic questionnaires that include demographic profiles, prevalence of sexual harassment, factors that causes sexual harassment and the effects of sexual harassment in the selected organization designed in a Likert scale used. Key informant interview respondents held with manager's ad supervisors and in-depth interview with selected employees. After the data collected, it was analyzed using simple statics (tables, percentages and figures). Based on survey, key informant interviews, in-depth interview the following results acquired and the major findings of this study summarized as follows: Majority of sexual harassment practices perception identified by the respondents, 34% of the respondents often saw coworkers sexually harass in this organization, 48.7(%) saw attempt rape, 44.9 % observe touching/pointing sexually sensitive parts, 43.7% often saw supervisors sexually harass in this organization and 18.5% respond sexual harassment cases in this organization are widely prevalent.

The major items identified as factors for harassment among the respondents were sexually sensitive assignments by supervisors or Coworker (mean=3.5), Habit to attend sex provoking activity (mean=3.68), Unconditional gifts in demanding sex (mean=3.84), Clothing of women (mean=4.10), Family upbringing(mean=3.92), Lack of awareness(mean=3.99), Educational status(mean=3.69), Power relation(mean=4.11), Culture of a society(mean=3.72), Socialization(mean=4.14), Drug(mean=3.95), Alcohol(mean=4.18) and chat(mean=4.06). The major identified effects of sexual harassment, turnover, absent from job, passive work participation, decrease social interaction, discrimination, stress, frustration, depression, insomnia, low self-esteem and confusion.

5.2. Conclusion

The study was examined the prevalence and factors for Women's Sexual Harassment at the work place and its impacts on the victims: in the case of FDRE Ministry of Finance.

Regarding prevalence of sexual harassment in the selected organization, there is sexual harassment but when compared to other workplaces findings of scholars it shows a relatively a lower rate. According to the findings, in the selected organization employees often saw coworkers sexually harass, attempt rape, Body contact for gratification, touching/pointing sexually sensitive parts, often saw supervisors sexually harass, but many complaints of sexual harassments are not reported in this organization, there are no many employees' turnover from this organization due to sexual harassment and Sexual harassment cases in this organization are not widely prevalent as such.

Concerning factors, the cause sexual harassment the study identified, sexually sensitive assignments by supervisors or Coworker, Habit to attend sex provoking activity, Unconditional gifts in demanding sex, Clothing of women, Family upbringing, educational status, Culture of a society, Socialization, Drug, Alcohol and Chat are the cause for sexual harassment

With regards to effects of sexual harassment on the victim it has economic, social and psychological impacts. The social effects on the victim include leads employees to turnover, absenteeism from work, participating less in social life, avoiding certain places at work place and limits relationship with others. The economic effects on the victim include, victims of sexual harassment may lose interests in perusing their goals if no counseling is provided, females became jobless due to turnover, Low job performance, less able to perform in the office and extra economic activities and limit participation of work. The psychological impacts on victims include being exposed to sexual harassment has a detrimental effect on the emotional well-being of the victim, stress, self-discrimination, frustration, depression, insomnia, lowered self-esteem and creates confusion on the victim.

5.3 Recommendation

Based on the findings of the study, the necessary recommendations are forward to minimize sexual harassment in workplace and to create awareness. The following recommendations forwarded.

Social work policy

+ The organization should develop different policy and strategies and clearly defined structure that enable to curb sexual harassment Problem. Moreover, there should be special grievance procedures through which the voice of victims shall be heard by the organization officials.

Social work practice

+ Organizations should form/strengthen guiding and counseling departments to guide employees in dealing with sexuality issues. They should implement the already existing policies on sexual protection and gender policy on the ground.
+ Social Medias are motor of information so they should give attention towards sexual harassment and try to create awareness about the severity of the issues for the societies.
+ Employees should have clear understanding of guidelines on the preventive measures and how they can handle sexual harassment whenever it occurs.
+ There is need to conduct detail study on why the perpetrators of sexual harassment engage in these horrible acts.
+ Encouraging employees to report any types of sexual harassment, even if verbal kind of sexual harassment they have to be active to report and struggle against sexual harassment.

Social work education

+ The organization should work on assertiveness training for employees on their rights and how to deal with sexual harassments. To break the silence of reporting sexual harassment, and to create awareness on the problem, there should be a panel discussion on sexual harassment issue among different groups in order to encourage the victims to breath out their problem without fear.

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APPENDIX A

Questionnaire For Employees

Research Topic: **An Assessment of the prevalence and factors for Women's Sexual Harassment at the work place and its impacts on the victims: in the case of FDRE Ministry of Finance**

Dear Participant,

I am a postgraduate student of **Social Work** at **St. Mary's University.** Currently, I am undertaking research on **An Assessment of the prevalence and factors for Women's Sexual Harassment at the work place and its impacts on the victims: in the case of FDRE Ministry of Finance.** You are one of the respondents selected to participate on this study. Please assist me in giving correct and complete information to present a representative finding on the subject. Your participation is entirely voluntary, and the questionnaire is completely anonymous.

I confirm you that the information that you share me will be kept confidential and only used for academic purpose. Therefore, I, kindly request you to answer the questions freely and openly to share your competence and knowledge with myself.

Thank you in advance for your kind cooperation and dedicating your time
• No need of writing your name

SECTION A: GENERAL INFORMATION (DEMOGRAPHIC DATA)

Fill in the blanks provided by a means of a tick mark (√) by indicating your correct choice.

A. Gender

1. Male ☐   2. Female ☐

B. Age

1. Below 25   ☐   2. 25- 30   ☐   3. 31- 35   ☐

4. 36 - 40   ☐   5. Above 41   ☐

C. level of education

1. Diploma ☐   2. Bachelor Degree ☐

3. Masters   4. PhD   ☐ 5. Other sate here_____

D. Marital Status

1. Single ☐   2. Married   3. Divorced   ☐   4. Widowed ☐

E. Religion

1. Orthodox   ☐   2. Muslim ☐

3. Protestant ☐   4. Catholic ☐

5. Other state here _____

SECTION B: LIKERT SCALE QUESTIONS

please indicate your response to each of the following statements. Put a tick (√) in the

appropriate answer box; Please rate your response as follows:

1=Strongly Disagree (SD)2= Disagree (D) 3=Neutral(N) 4=Agree (A) 5=Strongly Agree (SA)

N<u>O</u>	Questions	1	2	3	4	5
		SD	D	N	A	SA
A	**Prevalence of Sexual Harassment**					
1	I often saw coworkers sexually harass in this organization					
2	I saw or experienced these form of harassment (rate in the 2's below)					
2.1	Rape					
2.2	Attempt rape					
2.3	Body contact for gratification					
2.4	Touching/pointing sexually sensitive parts					
2.5	Vulgar and obscene language					
2.6	Attempt amorphous advances					
3	I often saw supervisors sexually harass in this organization					
4	Many complaints of sexual harassments are reported in this organization					
5	There are many employees' turnover from this organization due to sexual harassment					
6	Sexual harassment cases in this organization are widely prevalent					
B	**Factors for sexual harassment**					

1	Sexually sensitive assignments by supervisors or Coworker					
2	Habit to attend sex provoking activity					
3	Unconditional gifts in demanding sex					
4	Clothing of women					
5	Family upbringing					
6	Lack of awareness					
7	Educational status					
8	Power relation					
9	Culture of a society					
10	Socialization					
11	Drug					
12	Alcohol					
13	Chat					
C	**Effects of sexual harassment on the victims**					
C1	Social effects					
1	Thinking about turnover					
2	Absenteeism from work					
3	Participating less in social life					
4	Discrimination					
5	Avoiding certain places at work place					
6	Limits relationship with others					

C2	Economic effects					
1	Victims of sexual harassment may lose interests in perusing their goals if no counseling is provided					
2	Females became jobless due to turnover					
3	Low job performance					
4	Less able to perform in the office and extra economic activities					
5	It may limit participation of work					
C3	Psychological effects					
1	Being exposed to sexual harassment has a detrimental effect on the emotional well-being of the victim					
2	Stress					
3	Self-discrimination					
4	Frustration					
5	Depression					
6	Insomnia					
7	Having lowered self-esteem					
8	Confusion					

Thank you for your participation!!!

Appendix B: Interview Guide/Protocol for conducting In-depth Interviews
(For employees)

1. How do you explain the prevalence of sexual harassment in your organization?

2. What factors do you think cause sexual harassment in your organization?

3. What do you think about forms of reproductive health related complications due to sexual harassment in your organization? Would you tell me the details of the impacts?

4. How do you detail the mental and psychological impacts that resulted due to sexual harassment in your organization? Would you describe in detail why and how it was occurred?

5. What do you think the social impacts incurred as a consequence of sexual harassment in your organization?

6. What kind of physical impact do the victim of sexual harassment faced in your organization?

Appendix C: Interview Guide for Key Informants (For Supervisors and Managers)

1. How do you explain the prevalence of Sexual harassment in your organization?

2. Can you tell us some of the contributing factors for the spread of Sexual harassment in your organization?

3. Do you have any data/ assessment that you can share me in relation with sexually harassed women workers?

4. How often your office receives complaint from sexually harassed women workers? Would you summarize the main forms of sexual harassments?

5. In your opinion what are the main risk factors for the incidence of sexual harassment against women workers?

6. What do you think about the impacts of sexual harassment faced by women workers in the organization, how do you answer that question?