

**SEXUAL HARASSMENT IN GOVERNMENT OFFICES A  
KNOWLEDGE, ATTITUDE AND PRACTICES SURVEY OF  
STAFF WORKING IN MALE'**

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**SEXUAL HARASSMENT IN GOVERNMENT OFFICES A KNOWLEDGE,  
ATTITUDE AND PRACTICES SURVEY OF STAFF WORKING IN MALE'**

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**ABSTRACT**

Till now, there is no published study done in Maldives to assess directly about the current status of sexual harassment based on Maldivians. In this research I will look in to the knowledge, attitude and practices of sexual harassment therefore it is very important to know about the current situation in the Maldives. According to a news report in Haveeru Daily based on a survey conducted jointly by the Human Rights Commission and UNDP, publicized that almost one third of the female population in Maldives is victims of sexual harassment and that 26.7 percent of women in workplaces had been verbally abused also, 7.3 percent of women had been physically harassed in a sexual manner (Haveeru Online, 2006). This research is mainly focused on identifying the knowledge, attitudes and practices towards sexual harassment among the staff of government offices in Male'.185 staff were selected randomly from 14 ministries as the sample from the target population. The sampling technique used was simple random sampling. A self-administered questionnaire was used to collect data. The data was analyzed using SPSS version 17.0 where the mean, mode, median, Standard deviation, frequencies and percentage analysis was done. The research was built with maintaining validity and reliability including pre-testing and clear ethical consideration. The whole research was based on Social Cognitive Theory in order to keep the focus of the research. The results of this study has shown that most of the staff of government Offices in Male' has high knowledge and negative attitude along with lack of appropriate behavior and practices towards sexual harassment among the staff. Finally it was found that sexual harassment could be stopped by having a good interaction within the colleagues in the organization, good rules and regulations in the organizations and implementing them also by respecting each other in the work environment and applying strict religious rules, and giving strict punishment for harassers.

**Key words: Sexual harassment, government offices Male', knowledge, attitudes**

**Practices, Health Research, Primary Health Care**

## **STUDENT DECLARATION**

Name: Fathimath Fauza Ibrahim

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I hereby declare that this project is the result of my own work, except for quotations and summaries which have been duly acknowledged.

Signature:

Date:

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## **LIST OF ABBREVIATIONS**

**(MOU)** - Memorandum of understanding

**(CEDAW)** -Convention on the elimination of all forms of discrimination against women.

**(GBV)** - Gender Based Violence

**(HRCM)** -Human Rights Commission of the Maldives

**(UNDP)** -United Nation Development Program

**(U.S)**- United States

**(UN)**- United Nation

**(WHO)**-world Health Organization

**(CSC)**- Civil Service Commission

**(HR)**-Human Resource

# CHAPTER 1

## INTRODUCTION

### **1.1 Background to the Study**

“Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature create sexual harassment” (U.S Department of State , 2005). Some of the behaviors affecting this could be conditioning promotions, awards as well as job benefits by expecting unwelcome actions of a sexual environment which is totally wrong. Unwelcome actions could be giving sexually indicative gifts or leaving the objects in the workplace or else making gestures which repeatedly reminds about sexuality. Likewise, posting sexually unpleasant pictures, cartoons, etc would affect the work environment. The definition of sexual harassment verbally is considered as sexual teasing, jokes, and verbally abusive language about the appearance in a sexual manner, this adversely affects work environment productivity. Both men and women can be victims of sexual harassment, not necessarily from the opposite sex. Moreover, the harasser could be a senior staff, colleagues working together, staff from other departments and staff who have any work relationship with the same organization (U.S Department of State , 2005).

Globally in U.S (United. States) department of state, the sexual harassment policy describes the importance of providing a safe place to work in which is free from sexual harassment. It also highlights that workplace sexual harassment is against the law and if it happens in the work place they would not accept it. Also the department states that, should any workplace sexual harassment problems arise, they would take immediate and appropriate actions against it. Therefore, department employees including staff, supervisors, and senior staff, are obliged to obey this policy and they are expected to be behaving professionally in the work environment. Further, to

prevent sexual harassment, all employees should take preventive measures before it becomes severe unwelcome behavior of a sexual nature, and it should be stopped in the workplace (U.S Department of State , 2005).

In Asia pacific region, very recently there has been a concern towards sexual harassment in workplace. And it is been recognized that there is an increase of sexual harassment in workplace on the Asia pacific region. It has been documented that over the past 10 years, many initiatives have been taken against sexual harassment. These include the birth of several women's organizations which promote change and works against harassment, governments have implemented new legislation and appropriate action. Moreover, workers and employers have taken steps against it (Hasples, Kasim, Thomas, & Cann, 2001).

Maldives has signed a memorandum of understanding (MOU) International Conventions and Agreements the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The importance of this convention, as with the Universal Declaration of Human Rights, is respect for humans to make responsible choices and self-esteem. The Declaration on the Elimination of Violence against Women, adopted by the UN General Assembly in 1993 (CEDAW), 1978, is the most comprehensive international agreement commanding legally required responsibilities to eliminate discrimination and enforce equality between men and women. Maldives has approved this Convention and is appreciative to reduce discrimination in private as well as public life (Fulu, 2004).

In Maldives 13th may 2014 the Act against for sexual harassment on workplace was published in Maldives gazette as "anti-sexual harassment Act". The Act number was 16/2014 (Human Rights Commission Of The Maldives , 2014).It also highlights that

the workplace Sexual harassment is against law and if it happens in the work place they would not accept it. Employees have to obey the rules and are expected to be behaving professionally in the work environment. Further, to prevent sexual harassment, all employees should take preventive measures before it becomes severe unwelcome behavior of a sexual nature and should be stopped in the workplace.

## **1.2 Problem Statement and justification**

Sexual harassment is a common occupational hazard and has been given very much importance by Anti-sexual harassment Act number 16/2014 (Human Rights Commission Of The Maldives , 2014). Till now, there is no published study done in Maldives to assess directly about the current status of sexual Harassment based on the knowledge, attitude and practice so it is very important to know about the current situation in the Maldives. From the news in past years, in the reference to Haveeru Daily Jun 17, 2006 - 12:00 a news report based on a survey conducted jointly by the Human Rights Commission and UNDP has publicized that (Haveeru Online, 2006), a large number of women working in public offices are sexually harassed and mistreated by their male co-workers. The survey noted that 26.7 percent of women in workplaces had been verbally abused and that 7.3 percent of women had been physically harassed in a sexual manner either intentionally or not purposefully.

Almost one third of the female population in Maldives is victims of sexual harassment, the report said. This justifies the problem. As a consequence the need for identifying the knowledge, attitudes and practices towards sexual harassment among the staff of government offices in Male' is definite.

### **1.3 Purpose of the study**

To assess the knowledge, attitude and practices towards sexual harassment among the staff of government offices in Male'. It will also give an overview of the current situation, knowledge, attitude and practices towards sexual harassment among the staff of government offices in Male'.

### **1.4 Objective of the Study**

#### **1.4.1 General Objective**

Identify the knowledge, attitudes and practices towards sexual harassment among the staff of Government offices in Male'.

#### **1.4.2 Specific Objectives**

1. Identify the knowledge towards sexual harassment among the staff of government Offices in Male'.
2. Identify the attitudes towards sexual harassment among the staff of government offices in Male'.
3. Identify the practices towards sexual harassment among the staff of government offices in Male'.

### **1.5 Research Question**

1. What is the knowledge, towards sexual harassment among the staff of government Offices in Male'?
2. What is the attitude towards sexual harassment among the staff of government offices in Male'?

3. What is the practice towards sexual harassment among the staff of government offices in Male'?

### **1.6 Significance of the Study**

Workplace sexual harassment has led to factors like more stress, depression, and anxiety to staff; as a result, there is low organizational productivity (Merkin, 2012). Therefore, it is important to assess the knowledge, attitudes, and practices towards sexual harassment among the staff of government offices in Male' and also to find out the limitations and the challenges, and address these issues. This study is designed to recognize the knowledge, attitudes, and practices towards sexual harassment among the staff of government offices in Male'. As a result of this, people will become more aware about these kinds of violence. It would also be beneficial for staff and the government of Maldives, Gender Ministry as well as Human Rights Commission of the Maldives as it may provide information about the current statistics and the situation about the possible and existing challenges, both internal and external, including public and private sectors. The findings of this study will be useful in comparing the current and existing knowledge, attitudes and practices towards sexual harassment among the staff of government offices in Male'. Furthermore, to address the challenges, improve and derive positive outcomes for the best interest of government as well as staff and the overall community. Also it will help to carry out future research as well.

### **1.7 Delimitation / Scope of the Study**

It is a limitation of this research that the target population taken would represent only government offices in Male', so it will not capture the knowledge, attitudes and practices of staff in islands and the private sector. The literature review done for the study will be limited to those which focuses on knowledge, attitude and practices towards sexual harassment among the staff in workplace because these literatures were few. However, it will be from a limited number of government offices, the randomness and selection of government offices from Male' makes this study a good representative of the situation at all offices in Maldives. The study results will not have any significant changes if applied to a different sample at a different setting.

## **1.8 Definitions of terms**

**Unwelcome Behavior:** "involuntary." does not mean unwelcome. Though it is, Offensive, a Victim may consent or agree to certain conduct and actively participate therefore, sexual conduct is unwelcome.

**Sexism:** It is an attitude of a person of one sex that he or she is Superior to a person of the other sex.

**Sex Discrimination:** is behavior. It occurs when employment decisions are

Based on an employee's sex or an employee is treated differently because of his or her sex.

**Sexual Harassment:** It is defined as unwelcome behavior of a Sexual nature.

**Hostile work environment:** is a work environment created by unwelcome sexual behavior directed at an employee because of that employee's sex is offensive; affect that employee's ability to do his or her job.

## **CHAPTER 2**

### **REVIEW OF LITERATURE**

A research on Understanding and addressing violence against women by WHO in the year 2012 found that sexual harassment in the workplace is in the early years of an employee's work life. But the studies find that there is widespread harassment especially when more women enter the workforce. Additionally, a survey had found that 40–50% of women report some form of sexual harassment or unwanted sexual behavior in the workplace in the European Union report (WHO, 2012).

The Women's Health and Life Experiences Study of 2007 showed that one in three women aged 15-49 have experienced some form of physical or sexual violence during their lifetime (Jaufar, 2014).

In Maldives, there should be a committee in every state institution to evaluate the complaints regarding sexual harassment in the institution. According to the Act, the committee should consist of three members from the senior management of the institution. The Act has mentioned that, out of three members, there must be a female employee in the committee. The main aim of this committee is to address the sexual harassment complaints and problems in that particular institution. Complaints which are submitted to the committee should be addressed and investigated within 60 days. After addressing the complaints, the committee has the right to give advice to the harasser, suspend and fire the harasser from the office. The committee should be there in every institution where there are more than forty employees working, but the reality is that most of the organizations do not have this committee and institutions where it is established employees are not aware about there is a committee. So this proves that

this is a leading factor for sexual harassment in those places. If there is no sexual harassment committee in the institution this should be informed to responsible authorities as soon as possible. The penalty for it is a fine of 5000 MVR. To this day, very few organizations have been fined. They are obliged to form such a committee in the institution according to the coordinator of Gender Ministry (Ahmed, 2016).

The most neglected area of gender based discrimination in Maldives is workplace harassment for women. This indicates the level of human under- development and lack of civilization regardless of their level of education. There is an important high profile case on workplace harassment charges made against the former President of the Civil Service Commission (CSC), Mr. Mohamed Fahmy Hassan. In this case, a female employee showed her courage and bravery to file a case of sexual harassment against her male employer, who has a great authority. Unfortunately this case resulted in another injustice against working women in Maldives who fight for justice. Therefore, in Maldives, work place should create a convenient environment for women. The above situation also describes that the scales are mostly weighed against for women. In Maldives, women work in situations where men are allowed to spit in the face of their female colleagues in the workplace which actually happened in the country's most prestigious parliament. Moreover, if a male MP can threaten to rape his female colleague, without consequence. In addition, they work in a situation where the hard works of the brave women who stand against sexual harassment in her workplace are carried away by the power of misogynistic groups (Abdulghafoor, 2016).

The Act on Sexual Harassment was ratified in 2014; sexual harassments at workplace is an accepted norm for most female employees in this country because they are unwilling to come forward and report issues like this (Human Rights Commission Of The Maldives , 2014)

The sexual harassment bill banned gender discrimination at the workplace, educational institutes, hospital and other service providers. There were allegations of sexual harassment in both government and private sector even though the law bans sexual harassment in the workplace. There are no filed cases of sexual harassment reported to the Ministry of Law and Gender (Human Rights and Labor, 2014).

## **2.1 Socio demographic characteristics:**

According to U.S. findings experiences of sexual-harassment were greater on unmarried women rather than married women. This is because young women are less aware about sexual harassment and they were known as better targets by harassers. Studies also show that women who are married are powerful and they are less likely to be harassed in the U.S. (Merkin, 2012). Young adult workers are more at risk of experiencing workplace violence, compared to older employee's younger employees will experience greater incidences of Sexual harassment (Merkin, 2012)

According to the study "sexual harassment on education" shows that employees with lower levels of education are at a greater risk of being sexually harassed. Overall, theorists find that as a person's education level increases, sexual harassment decreases. However, some outcomes show that higher education is linked with higher incidences of sexual harassment. It is possible that those with lower social status

attempting to move into more powerful positions through higher education might be harassed by seniors (Merkin, 2012).

According to the article “Sexual Harassment and Sex” Sexual harassment has a large impact on less powerful women and financially vulnerable men. Men can also be targets for sexual harassment. However, a woman remains most frequent targets of sexual behaviors like unwanted touching, invasion of personal space and such. For example, a man who complains about sexual harassment, is less likely to be believed, compared to women (Merkin, 2012).

## **2.2 Age when Sexual Harassment Occurred**

A research conducted in Singapore on workplace sexual harassment 2008 by (aware) the study shows that out of the 215 women respondents who reported experiencing sexual harassment, the highest percentage was from the age group 21-25 which was 24.2%. Out of the 52 men who reported experiencing sexual harassment, the largest age groups were between the ages 21-25 17.3% (aware, 2008).

## **2.3 Occupation when Sexual Harassment Occurred**

A research conducted in Singapore on workplace sexual harassment 2008 by (aware) found that the highest number of incidents of sexual harassment occurred in executive positions (48 women and 5 men), followed by administrative staff (28 women and 2 men) (aware, 2008).

The research conducted on Sexual Harassment at Workplace in Pakistan by Sadruddin in the year 2013 found that people who are more at risk of being sexually harassed are people who are financially dependent such as young employees. Other groups that are subjected to sexual harassment are the single, separated, widowed and divorced (sadrudin & moosa, 2013).

#### **2.4 Knowledge towards sexual harassment**

The article written in nbc.news.com highlights the fact that some men do not discuss the requests for unwelcome advances from women and men in the work place. Therefore, it is becoming a serious issue for men. Some people mistakenly believe that harassment is limited to females. The reality is this kind of experience is damaging even men. The sexual harassment cases filed have decreased constantly in past few years. On the other hand, sexual harassment filings by men have constantly increased. Even though women filing charges makes up the majority of the sexual harassment but men are becoming a bigger piece of the pie with around 2000 filing charges for harassment. Compared to women, men are less likely to talk about cases of harassment for the fear of being mocked by coworkers and so, few would take the charges to a government agency. Nowadays in the workplace there are more female bosses. Unfortunately men do not have any scope for rude behavior. The first case filed for sexual harassment of a man in the work place was in the year 1995 (Eve, 2013).

These things could be done in order to prevent sexual harassment; if a boss asks you out say “no”. If your colleagues keep teasing you with sexual comments, jokes and photos and continue doing it even though you ask them to stop, you may have to file a

case against them because they created a hostile environment for you. Moreover, taking your case to HR is not the best option. If things do not change in your work place you can choose to move on (Eve, 2013).

A research conducted in Singapore on workplace sexual harassment 2008 by (aware) shows that seven out of ten employees surveyed were not aware of any sexual harassment policies in their workplace. Most of the time, these employees were not being protected. In general, victims may lack awareness of what sexual harassment actually is and do not know what to do about it. They also feel that nothing could be done unless it involves rape or sexual assault. In a study, out of the 369 women respondents surveyed, 71.5% has a high level of awareness compared to only 54.8% of the 124 men surveyed. And 7.3% of women respondents and 10.5% men respondents have no awareness of what sexual harassment in the workplace is. Moreover it was found that, out of 500 respondents, 23% said they are aware of the existence of company policies on sexual harassment department to approach or make a report of sexual harassment. In addition 333 of the 500 respondents indicated that they were not aware of any policies in their work place (aware, 2008).

The research conducted on Sexual Harassment at Workplace Pakistan by Sadruddin in the year 2013 the study found that when they asked the respondents about what they have done to raise awareness against harassments, the majority of the participants said that they did nothing, while few participants said that they arranged workshops and trainings to empower women (sadruddin & moosa, 2013).

According to the coordinator of gender ministry of Maldives , the employees in most of the organizations do not know about harassment, they don't know when they get beyond talks and looks and also when and how to consider it as harassment. They also

do not know how to act when they have become a victim of sexual harassment. So to stop this, employees should be more aware and should know what harassment is (Ahmed, 2016).

## **2.5 Attitudes towards sexual harassment**

The article in Los Angeles Times by Kim Elsesser stated that almost two-thirds of male executives are unwilling to have even a one-on-one meeting with a junior female employee. In a study, the researchers found that by conducting sexual harassment trainings, there is no impact upon the participant's knowledge about sexual harassment or engagement in harassing behaviors. In another study, the participants are more confused about what constituted sexual harassment than before they started the training. Moreover, training for staff can be improved by focusing more on the legislation than on reducing bad behavior (Elsesser, 2016).

The research conducted on "Sexual Harassment and Masculinity: The Power and Meaning of "Girl Watching"" by Beth A. Quinn in the year 2009 found that 28 percent of the women surveyed had experienced "unwanted sexual looks or gestures," and 35 percent had experienced "unwanted sexual teasing, jokes, remarks, or questions (Quinn, 2009).

A research conducted in Singapore on workplace sexual harassment 2008 by (aware) 272 of the 500 respondents surveyed 54.4% indicated having experienced some form of sexual harassment. 58.3% women respondents and 42% men respondents indicated having been sexually harassed at the workplace (aware, 2008).

In addition, the study shows many people they knew had also experienced some form of sexual harassment. Forms of sexual harassment includes 447 for verbal sexual

harassment, 268 for visual sexual harassment and 180 for physical forms of sexual harassment (aware, 2008).

An article (Shahira & widad, 2009) presents different forms of violence against women and their negative impact on women's economic, physical and psychological status. The findings of this research highlighted that because of sexual harassment in the workplace, a large number of workers have experience low work performance and lower self-esteem. Some mentioned public humiliation, embarrassment and gossip. For example, the harassed becomes blamed for her dressing, lifestyle, and private life so it effects the reputation of the harassed person unfairly. This may result in loss of employment. Some of the psychological health effects that can occur in someone who has been sexually harassed include depression, anxiety, panic attacks, insomnia and nightmares. Moreover, difficulty breathing, concentrating, loss of motivation, feeling powerless or increased blood pressure, loss of confidence and isolation, general loss of trusting people, traumatic stress, suicidal thoughts or attempts to commit suicide (Shahira & widad, 2009).

The research conducted on Sexual Harassment at Workplace Pakistan by Sadruddin in the year 2013 found that sexual harassment takes place mostly in private sector than public institutions. The form of harassment is mostly verbal abuse. Most of the working women are unwilling to take action against harassment for job security (sadruddin & moosa, 2013).

A study found that 14 percent disagreed that a man could “control his behavior no matter how attracted he feels toward someone”. Therefore they advised women to be careful about the way they talk and dress in the workplace as it may cause their co-workers to harass them. Because of sexual harassment, 29 percent reported there is a

loss of professional opportunities, and 14 percent reported lowered grades or financial support (sadrudin & moosa, 2013)

There was a report “gender based violence in the Maldives” on the findings of qualitative research on GBV (gender based violence) carried out by the Ministry of Gender, in which they have highlighted that the study was conducted among six focus groups in different ages through discussions about the community attitudes towards gender based violence. The participants were randomly selected by the five offices in Male’. The female focus group discussions were carried out by females while the male was carried out by males. The main objective of these discussions was to explore general community attitudes and beliefs about violence against women issues. During the discussion about sexual harassment in workplace the important points noted from female side are; they agreed that workplace harassment is a common problem in the offices; all women agreed that she should report the matter as soon as possible if she is not addressing it or not taking any actions on it, others will indicate that it is happening because of her own will. Some of them said that as an employee, she has a right to complain about what she is going through but it’s not likely that any one would believe her because she is complaining against her boss. In Maldives there would be no support for women in a situation like this; therefore she will be humiliated most of the time (Fulu, 2004).

On the other hand, the discussion about sexual harassment in workplace against men, the important points noted from male side are; these things happen because of the way women presents themselves in front of their bosses and that they encourage them. Another one told that it is really common in offices that a senior staff has affairs with

the female co-workers in the organization. They also noted female workers always take advantage of these kinds of situations for financial benefits as well as for promotions (Fulu, 2004).

## **2.6 Practice towards sexual harassment**

The article in Los Angeles Times by Kim Elsesser in the year 2015 states that organizations need to have influential training on employees including all coworkers in their organization to educate employees and give support to reduce the incidence of harassment in the organization. Also, it is important to encourage employees to socialize with both sexes to develop professional friendships. Men and women can maintain appropriate boundaries at work. And that is the only way women will reach equality with men in the workplace (Elsesser, 2016).

In India in order to prevent sexual harassment against female employees at the workplace they have implemented a law against this which has been effective since April 23, 2013 and was published in the gazette of India as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013 ("Sexual Harassment Act"). The main focus of this Act is to provide a system to address the complaints towards sexual harassment on the work place and apply right gender equality among employed women. Moreover, other than this it also reflects on creating awareness of workplace on sexual harassment as an issue and create safe and healthy work environment for women (Gopalakrishnan, Solanki, & Shroff, 2013)

It plays a powerful preventive role on sexual harassment by having policies as well as training programs in the work place. Because of this they can reduce the adverse effects on the productivity, and contributes to equal treatment among employees.

They should contain the measures which should be taken to implement them. In addition, training should be conducted frequently for all workers and targeted particularly at staff that plays a specific role in the complaints procedure. Finally, sexual harassment complaints procedures should be monitored and regularly evaluated to ensure that they are functioning effectively (McCann, 2005).

Establishing a preventive and redress mechanism at the enterprise level is the best approach to fight against sexual harassments in the workplace. This approach forms a basis in national policy and practice in dealing with sexual harassment in the workplace (Ministry of Human Resource, 1999).

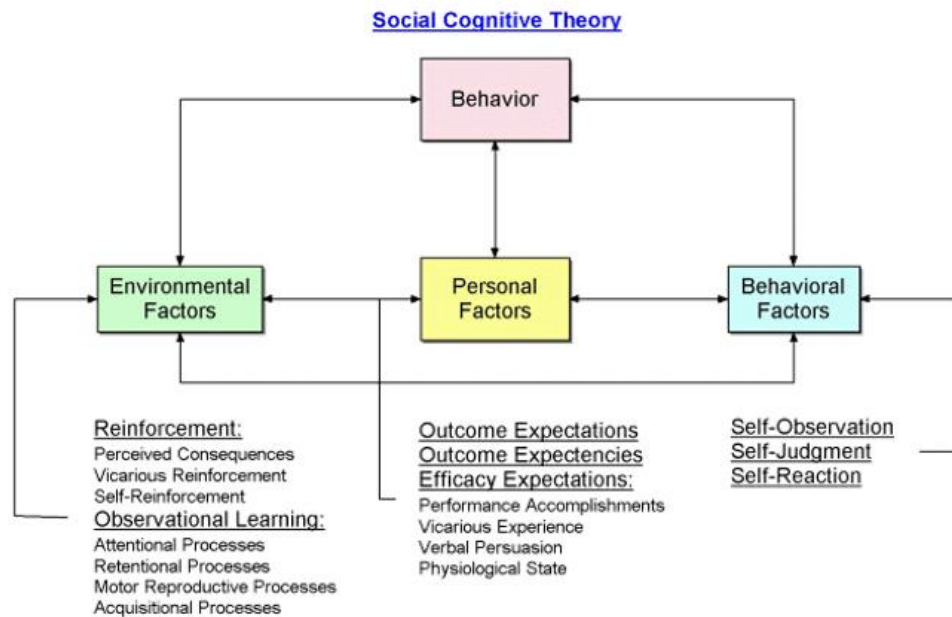
Encourage victims to report sexual harassment, there should be adequate measures ensuring confidentiality to reduce the embarrassment when the victim is reporting and the investigation is going on (Ministry of Human Resource, 1999).

Moreover, the employer should provide special training sessions for supervisory and managerial staff. Also during the sessions train them to identify potential problems and learn how to deal with them when they arise (Ministry of Human Resource, 1999).

## **2.7 Theoretical Framework**

This study is based on Social Cognitive theory proposed by Miller and Dollard as a theory of social learning. This theory emphasizes how cognitive, behavioral, personal, and environmental factors interact to determine motivation and behavior. Human functioning is the result of the connection among all three of these factors. While it may seem that one factor is the main reason, there are numerous factors that play a

role in human behavior and employee performances, behavioral by organizational strategies and environmental factors (Dawn, 2014).



**Figure 1 Theoretical Framework on Social Cognitive theory by (Dawn, 2014)**

Figure 1 show about the theoretical framework on social cognitive theory. This theory is applied in my study the environment factors like from the job they have got sexual harassment like unwanted touching and personal factors depends on how they are presenting their self; for example the way they wear they dress and behavioral factors like they behave that way to gain promotions and they don't take any actions for this and it leads to all the changes in behavior and they are victim of sexual harassment (Dawn, 2014).

## **CHAPTER 3**

### **METHODOLOGY**

#### **3.1 Research Design**

Descriptive cross sectional study is being used as the research design. This kind of study is relatively quick and easy to conduct. Moreover this design was chosen because it will take a snap shot of the condition in a population at a particular time. In addition, can be used to check things at the moment and used to measure the prevalence or risk factor.

#### **3.2 Study Area**

The study was conducted in the island of Male' the capital of Maldives. All the ministries were selected for this study. Furthermore, according to the "civil servant statistics 2014" the grand total of both female and male working in civil services altogether is 24,883. Where as in Male', the working population is 8,749, and in atolls 16,134 (Civil Service Comission, 2014). Here it represents that one-third of working population of government's employees were from Male'. Hence, it represented a clear picture of the country; about knowledge, attitude, and practices towards sexual harassment among the staff on work place.

This area was chosen because we have been given a very limited time to conduct the study. Hence, it was not possible to cover all the government offices around Maldives during this time frame.

### **3.3 Target Population**

The target population for this study was all the civil servants working in the government offices in Male'. The total population of male and females working in government offices in Male' is 8,749. These employees and the government ministries are followed by the civil service registration. The ministries which come under the civil service registration are as follows (Civil Service Commission, 2014) :

- ❖ Ministry Of Foreign Affairs,
- ❖ Ministry of Economic Development,
- ❖ Ministry of Tourism,
- ❖ Ministry of Youth and Sports,
- ❖ Ministry of Housing and Infrastructure,
- ❖ Ministry of Fisheries and Agriculture,
- ❖ Ministry Of Islamic Affairs,
- ❖ Ministry Of Defense and National Security,
- ❖ Ministry Of Education,
- ❖ Ministry Of Finance and Treasury,
- ❖ Ministry Of Home Affairs,
- ❖ Ministry Of Environment and Energy,
- ❖ Ministry Of Health,
- ❖ Ministry Of Law and Gender
- ❖ Therefore, the final frame of target population selected was 8,749employees.

### 3.4 Sample Frame

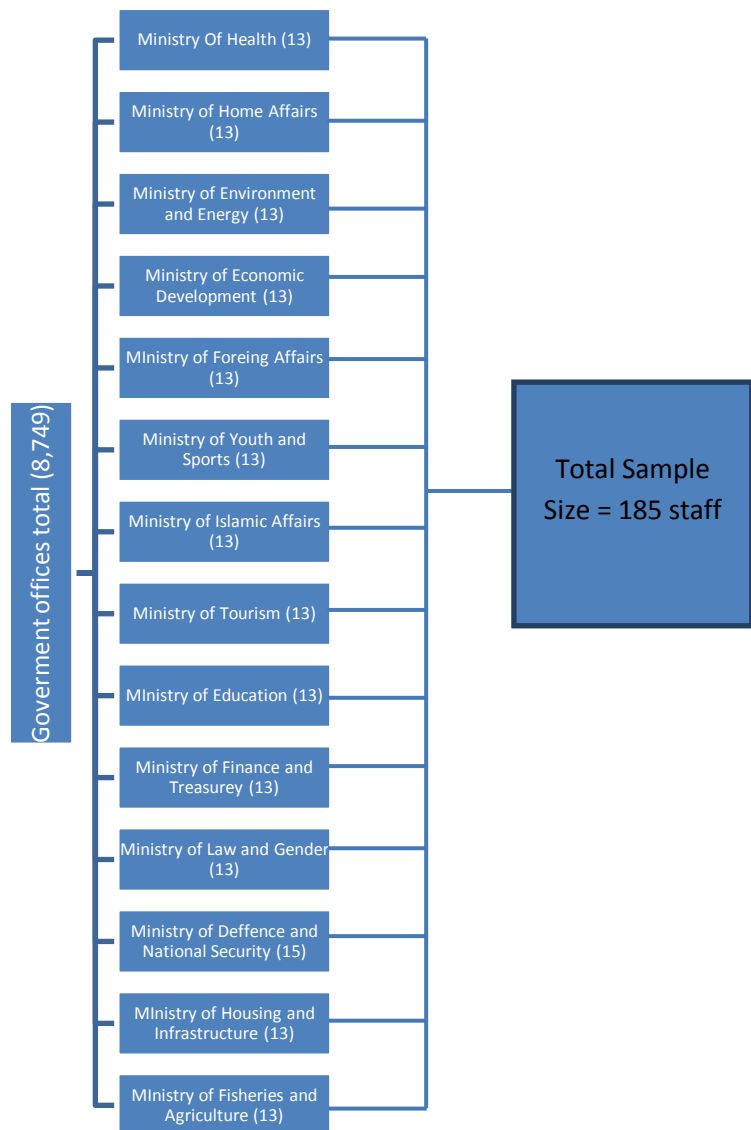


Figure 2 employee population details or the sampling frame (Civil Service Commission, 2014):

### **3.5 Sampling Techniques**

Stratified random sampling technique was used to carry out this research. Where 8,749 were the total government offices and were classified in to 14 stratum as 14 ministries. To achieve total sample size (185) each ministry was given 13 questionnaires except MNDF. MNDF was Given 15 questionnaires to get the total sample size. This will form a basis for our sampling. To derive study sample, simple random sampling was used to select the portion of staff in both gender for each final sample so that all the individuals in the population has an equal chance of been selected. This technique works better in situations where a population contains varieties of characteristics.

### **3.6 Sample Size**

An online illustration calculator provided by [www.raosoft.com](http://www.raosoft.com) was used in this study to originate the sample size. To calculate sample the target population selected was 8,749 employees from the government offices in Male', with a confidence interval of 95%, and response rate of estimated 50. The sample size calculated was 369. Simple random sampling will be used among the government offices in Male'. To select final sample 50% of 369 was taken equals to 185 staff were selected from the 14 government offices randomly (Raosoft, 2004).

### **3.7 Research Instruments**

For this study, a self-administered questionnaire was developed. The main reason for choosing a questionnaire is due lack of time and by using this instrument a large number of data can be collected from a large group of people in a cost effective way.

The questionnaire had four sections. Section A was for their personal information which includes their age, gender, marital status, educational status and their designation. Section B was to assess their knowledge, this section has four questions. First question was a dichotomous question, second was a multiple option, third was a dichotomous question and last question was a likert scale question. Section C was to assess the attitudes towards sexual harassment of the employees and consists of 2 main questions with 7 likert scale questions and 1 dichotomous question. In section D there are total 6 questions. First question of this section is to obtain their recommendation on preventive measures against sexual harassment in the organization. Second and third were dichotomous questions and fourth was a multiple option. The last two questions were dichotomous questions.

### **3.8 Pre-Testing**

Questionnaire was pre tested prior to the data collection. 10 sample questionnaires were distributed to different government offices to different levels of staff. Changes were made respectively according to participants' suggestions to ensure the highest quality for the final survey questionnaire.

### **3.9 Validity and reliability**

The entire study focused on the knowledge, attitudes and practices towards sexual harassment among the staff of government offices in Male'. Thus the whole questionnaire was built to assess the level of knowledge, attitudes and practices towards sexual harassment among the staff of government offices in Male'. Questionnaire was pretested as mentioned above to minimize errors and bias. This was to enable the

questionnaire to derive specific information of the individual settings which was reliable, and valid. To make validity high, questionnaire was translated to Dhivehi, so that most of them found it easy to answer them and to understand the concept of the questions.

### **3.10 Data Collection techniques**

To derive study sample, Stratified systemic sampling was used. In this method the population is divided into known groups, each group sampled by using a systemic approach. Moreover, this technique is used because it reduces the sample size due low variability in groups and also save money and time.

Letters for permission for data collection were sent to the 14 ministries and as soon as feed-back from them was received, consent forms and the questionnaires were given to the HR who was responsible person to deal with questionnaires from the particular ministry. Before giving the questionnaire, participants were given information on the purpose of the research by HR.

In the process of data collection, a self-administered questionnaire was used for the purpose of collecting field data. The questionnaires were given during the working hours and employees were given the questionnaire to be filled in their own section. Before filling the questionnaire, information sheets and consent forms were given to them and only those who filled the consent forms were taken for this study.

### 3.11 Data analysis

After data was gathered survey questionnaire was analyzed using SPSS® version 17.0 computer statistical Package. mean, mode, median, Standard deviation, frequencies, percentage analysis of the individuals variables, was derived and represented in tables for better understanding and interpretation for readers. The framework for data analysis was done according to the table 3.1 below.

Objectives	Questions	Source of data	Types of data	Technique of analysis
To Identify the knowledge towards sexual harassment among the staff of government offices in male.	What is the knowledge towards sexual harassment among the staff of government offices in male?	Survey questionnaire	Primary data	Using SPSS®
To Identify the attitudes towards sexual harassment among the staff of government	What is the attitude towards sexual harassment among the staff of government offices in male?	Survey questionnaire	Primary data	Using SPSS®

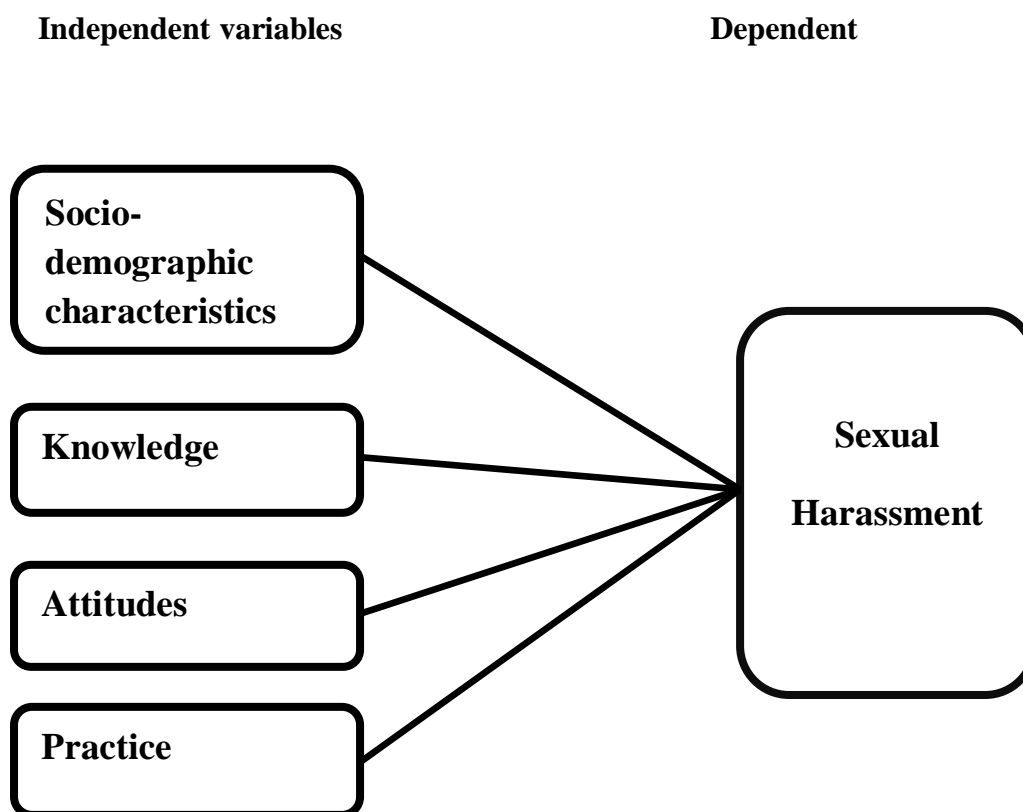
offices in male.				
Identify the practices towards sexual harassment among the staff of government offices in male.	What is the practice towards sexual harassment among the staff of government offices in male?	Survey questionnaire	Primary data	Using SPSS®

**Table 3.1 framework for data analysis**

### **3.12 Ethical Consideration**

All the participants' were given information about the research being conducted through a printed information sheet. It explained that about the content of this questionnaire would be used to gather information on knowledge, attitude and practices towards sexual harassment among the staff of government offices in Male'. The importance of the study and the benefits of this were explained to the participants. No participant's personal information could be derived from the questionnaire and the information shared in this survey would not be used in a harmful way and is purely confidential. They were informed that they have the right to withdraw at any time they wish to even after participating in the study.

### 3.13 Conceptual Framework and measurement of variables



**Figure 3 conceptual Framework and measurement of variables**

The conceptual frame work can be drawn according to health belief model as shown in figure 3. It means the socio demographic characteristics, knowledge of staff's attitude and practice would directly affect the decrease or increase in sexual harassment. As the chart shows, all the independent variables will be assessed to know the level of its effect on the dependent variable. Knowledge, attitude, practice will be assessed to identify any challenges faced in those areas. Socio-demographic characteristics include Gender, age, marital status, education level and designation of staff. Knowledge sexual harassment include Definition, most common constitute

factors for sexual harassment and frequently hear about sexual harassment. Attitudes towards sexual harassment and its seriousness and situations that trigger an environment for sexual harassment towards staff are noted. Practice towards sexual harassment includes mainly behaviors of staff and reporting sexual harassment in the organization.

## CHAPTER 4

### DATA ANALYSIS AND RESULTS

Characteristics	Frequency n = 185	Percent
<b>Age (n= 182)</b>		
18-25 years	77	42.3
26-33 years	72	39.6
34-41 years	25	13.7
42-49 years	6	3.3
50-57 years	2	1.1
<b>Gender (n= 182)</b>		
Male	57	31.3
Female	125	68.7
<b>Educational Level (n=180)</b>		
Basic	6	3.3
Primary	1	0.6
Secondary	21	11.7
Higher Secondary	21	11.7
Certificate	20	11.1
Diploma	46	25.6
Degree	51	28.3

<b>Masters / PHD</b>	14	7.7
<b>Marital Status (n=180)</b>		
<b>Married</b>	88	48.9
<b>Single</b>	81	45.0
<b>Divorced</b>	11	6.1
<b>Widowed</b>	0	0
<b>Designation ( n=121)</b>		
<b>SS</b>	1	0.8
<b>GS</b>	81	66.9
<b>MS</b>	36	29.8
<b>EX</b>	3	2.5

*Table 1: shows social demographic Characters of study population.*

Out of 185 employees, 182 government offices staff' responds that among them are 31.3% male (57) and 68.7% are (125) female.

Out of 185 employees , 182 respondents those age group 18-25 years is 42.3% (77), 26-33 years is 39.6 % (72), 34-41 years is 13.7% (25), 42-49 years is 3.3% (6) years. The age 50-57 years is 1.1% (2).

In education level, among 185 respondents out of 180 basic was done by 3.3% (6). Primary was 0.6% (1) and secondary 11.7% (21) and higher secondary was 11.7% (21). Certificate level was 11.1% (20). Diploma level was 25.6% (46). Degree level was 28.3% (51).At last masters / PHD level was 7.7% (14).

The marital status from 180 respondents out of 185 married was 48.9% (88). Single was 45.0% (81), divorced was 6.1% (11). There was 0 responds on widowed.

About designation out of 185 staff 121 staff responds on SS as 0.8% (1) and GS as 66.9 (81). The MS was 29.8% (36) and EX was 2.5% (3).

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
<b>Do you know what sexual harassment is? (n=183)</b>		
<b>YES</b>	179	97.8
<b>NO</b>	4	2.2
<b>What is the most common constitute as sexual harassment?</b>		
<b>Unwanted whistling</b>	54	9.9
<b>Inappropriate looks</b>	116	21.2
<b>Unwanted touching</b>	110	20.1
<b>Forceful Hugging</b>	28	5.1
<b>Inappropriate way of shaking hands</b>	54	9.9
<b>Showing Sexual videos</b>	68	12.4
<b>Making inappropriate comments about person physical appearance</b>	118	21.5
<b>Do you know someone who has been sexually harassed at work place? (n=185)</b>		
<b>YES</b>	58	31.4
<b>NO</b>	126	68.1

<b>How frequently do you hear about sexual harassment in offices? (n=185)</b>		
<b>Often</b>	94	50.8
<b>Very often</b>	51	27.6
<b>Rarely</b>	30	16.2
<b>Never heard</b>	10	5.4

**Table 2: frequency and percentage of staff knowledge based questions**

The table 4.2 shows the knowledge of staff regarding sexual harassment in the government offices in male from 185 staff 183 respondents said that 97.8 % (179) they knew what sexual harassment is. And 2.2 % (4) responds that they don't know what sexual harassment is.

About the most common constitutes as sexual harassment staff said that unwanted whistling was 9.9 % (54). Inappropriate looks was 21.2% (116). Unwanted touching was 20.1% (110) and forceful hugging was 5.1% (28). Inappropriate way of shaking hands was 9.9% (54) last but not least 12.4% was (68) showing sexual videos. Making inappropriate comments about person physical appearance 21.5 % ( 118).

Out of 185 staff 31.4% (58) respond that they knew someone who has been sexually harassed at work place and 68.1% (126) respond that they don't know someone who has been sexually harassed at work place.

From 185 staff 50.8% (94) hear about sexual harassment in Male 'offices often.27.6% (51) staff said that hear about sexual harassment in Male 'offices very often. 16.2%

(30) staff said that they hear rarely about sexual harassment in Male ‘offices. At last, 5.4% (10) said that they never heard about sexual harassment in Male ‘offices.

Rate the following situations that trigger an environment for sexual harassment in work place?

situations that trigger an environment for sexual harassment in work place Variable	Level of agreement					Mean
	1	2	3	4	5	
	Percentage (%)					
<b>When employees are single and young.</b>	30.3	14.6	13.0	20.0	17.3	2.78
<b>Interaction on other colleagues in the organization</b>	43.2	24.3	14.6	10.8	4.3	2.06
<b>The way employees talk and react in the organization</b>	49.2	33.0	6.5	6.5	2.7	1.78
<b>Employees are less (aware) about sexual harassment and policies regarding it</b>	39.5	21.6	9.7	21.1	5.9	2.31
<b>The way employees dress and present themselves in front of their boss/ colleagues</b>	38.9	33.0	12.4	8.1	5.9	2.08
<b>When there is not good appraisal and professional development mechanism in the organizations for the employees</b>	17.8	10.8	29.2	24.9	13.0	3.05
<b>For financial beneficiaries and achieving senior positions in the organization</b>	36.2	21.1	24.3	9.7	6.5	2.28

Score: 1 = Agree, 2 = Strongly Agree, 3 = neither agree / disagree, 4 = Disagree, 5 = Strongly Disagree.

**Table 3: Frequency and percentage of staff by Attitude based questions**

The table 4.3 shows that staffs have the rate the following situations that trigger an environment for sexual harassment in work place. 30.3% has agreed that when employees single and young it triggers an environment for sexual harassment in work place. 14.6% has strongly agree, 13.0% has neither agree/ disagree, 20.0% has disagree, and 17.3% has strongly disagree. The mean equals to 2.78.

43.2% has agreed Interaction on other colleagues in the organization it triggers an environment for sexual harassment in work place. 24.3% strongly agree, 6.5% has neither agreed/ disagree, 6.5% has disagreed, and 2.7% has strongly disagreed. The mean equals to 2.06.

The way employees talk and react in the organization it triggers an environment for sexual harassment in work place 49.2% has agreed. 33.0% strongly agree, 14.6% has neither agreed/ disagree, 10.8 % has disagreed, and 4.3% has strongly disagreed. The mean equals to 1.78.

When employees are less (aware) about sexual harassment and policies regarding it trigger an environment for sexual harassment in work place 39.5% has agreed. 21.6 % strongly agree, 9.7% has neither agreed/ disagree, 21.1 % has disagreed, and 5.9 % has strongly disagreed. The mean equals to 2.31.

The way employees dress and present themselves in front of their boss/ colleagues it triggers an environment for sexual harassment in work place 38.9% has agreed. 33.0% strongly agree, 12.4 % has neither agreed/ disagree, 8.1% has disagreed, and 5.9 % has strongly disagreed. The mean equals to 2.08.

When there is not good appraisal and professional development mechanism in the organizations for the employees it triggers an environment for sexual harassment in work place 17.8 % has agreed. 10.8 % strongly agree, 29.2 % has neither agreed/ disagree, 24.9% has disagreed, and 13.0% has strongly disagreed. The mean equals to 3.05.

For financial beneficiaries and achieving senior positions in the organization for the employees it triggers an environment for sexual harassment in work place 36.2 % has

agreed. 21.1% strongly agree, 24.3% has neither agreed/ disagree, 9.7 % has disagreed, and 6.5% has strongly disagreed. The mean equals to 2.28.

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
	<b>(n= 173)</b>	<b>%</b>
<b>Do you think the legal protections for employees are implementable to prevent sexual harassment at the work place?</b>		
YES	78	45.1
NO	95	54.9

**Table 4: do you think the legal protections for employees are implementable to prevent sexual harassment at work place?**

Table 4.4 shows about whether the legal protections for employees are implementable to prevent sexual harassment at work place, 45.1 % (78) staff responds that the legal protections for employees are implementable to prevent sexual harassment at work place and 54.9% (95) staff responds that legal protections for employees are not implementable to prevent sexual harassment at work place.

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Have you been sexually harassed at work place? (n=182)		
<b>YES</b>	21	11.5
<b>NO</b>	161	88.5

Did you report the harassment to a supervisor or manager at the organization? (n=19)		
<b>YES</b>	9	47.4
<b>NO</b>	10	52.6
If you didn't report being sexually harassed at the organization, why did you choose not to? (n=18)		
<b>No one will believe him/her</b>	1	5.6
<b>Fear of losing the job</b>	4	22.2
<b>Effects to reputation</b>	3	16.7
<b>Humiliating, embracement and gossips.</b>	2	11.1
<b>No support from the colleges and coworkers</b>	3	16.7
<b>Believes that there would be no Action against the complain</b>	5	27.7
Variable	Frequency	Percent
Do you feel your sexual		

harassment report was treated fairly by your organization? ( n=21)		
<b>YES</b>	9	42.9
<b>NO</b>	12	57.1

**Table 5: Frequency and percentage of staff by practice based questions.**

The table 4.5 shows about the practices towards sexual harassment among the staff of government offices in male. Out of 185, 182 responds that 11.5% (21) of staff has been sexually harassed at work place and 88.5% (161) were not harassed.11.5 % ( 21) got harassed and among 19 employees 47.4% (9) has report the harassment to a supervisor or manager at the organization.52.6% (10) do not report.

There were 18 respondents’ and the reasons for not reporting being sexually harassed at the organization include5.6 % (1) said that no one will believe him/her.22.2% (4) said that they have fear of losing the job.16.7% (3) said that effects to reputationand11.1% (2) because of Humiliating, embracement and gossips.16.7% (3) said there will be no support from the colleges and coworkers.27.7% (5) they believes that there would be no action against the complaint.

Out of 21 respondents 42.9 % (9) respondents said that they feel their sexual harassment report was treated fairly by the organization.57.1% (12) said that sexual harassment report was not treated fairly by the organization.

Actions witnessed by the respondents in the work environment happening their Boss/ Co-worker/ Subordinate or your colleagues / themselves	Yes		No	
	Frequency	%	Frequency	%
<b>Unwanted whistling</b>	37	25.2	110	74.8
<b>Inappropriate looks</b>	64	40.5	94	59.5
<b>Unwanted touching</b>	42	28.0	108	72.0
<b>Forceful Hugging</b>	13	8.9	133	91.1
<b>Inappropriate way of shaking hands</b>	48	31.2	106	68.8
<b>Showing Sexual videos</b>	18	11.9	133	88.1
<b>Making inappropriate comments about person physical appearance</b>	59	37.6	98	62.4

**Table 6:** *Actions witnessed by the respondents in the work environment happening their Boss/ Co-worker/ Subordinate or your colleagues / themselves*

Table 4.6 shows about the actions witnessed by the respondents in the work environment happening their Boss/ Co-worker/ Subordinate or your colleagues / themselves. Therefore, 25.2 % (37) said they has experienced unwanted whistling in the organization.74.8% (110) did not experienced. 40.5 % (64) has experienced inappropriate looks while 59.5 % (94) did not. . Unwanted touching was experienced by 28.0 % (42) staff in the organization and 72.0 % (108) did not. Forceful hugging was experienced by 8.9 % (13) staff and 91.1% (133) did not. Inappropriate way of shaking hands was experienced by 31.2 % (48) staff and68.8% (106) did not. Showing sexual videos in the organization has experienced 11.9% (18) staff and

88.1% (133) did not. Making inappropriate comments about person physical appearance has experienced by 37.6% (59) and 62.4 % ( 98) did not.

Variable	Frequency	Percent
Have you been sexually harassed at work place?		
<b>Female</b>	17	81.0
<b>Male</b>	4	19.0

**Table 7: have u been sexually harassed at workplace by gender wise?**

Table 4.7 shows have u been sexually harassed at workplace gender wise. 81.0 % (17) female were harassed. 19.0 % (4) male were harassed.

## **CHAPTER 5**

### **DISCUSSION AND CONCLUSION**

#### **5.1 Discussion**

The objectives of this study were to evaluate the knowledge, attitude, and practice towards sexual harassment among the staff of government offices in Male'. Since this is a descriptive, cross sectional study, and the results are about how much general knowledge and extent of attitude and practice staff has about sexual harassment in quantitative basis. The study of the result is analyzed in descriptive forms. This study showed most of the staff has high knowledge and negative attitude along with lack of appropriate behavior and practices towards sexual harassment among the staff of government offices in Male'.

Out of 185 staff, 182 staff responded to the research, majority (68.7%) of them are female staff compare to male staff working in the government offices in Male'. Among them 31.3% are male and 68.7% are female. So this suggests that gender wise there are more females in the workforce in the government sector in Male'. A research on understanding and addressing violence against women by WHO in the year 2012 found that there is wide spread harassment especially when more women enter the workforce. Likewise, this research also shows that there is high number of female staff working in the government offices in Male', there is a higher chance of widespread harassment.

The majority (42.3 %) of the work populations in the government offices are in the age group of 18-25 years. The fewer 1.1% employees are in the age group between the ages 50-57 years. Other age groups are as follows: 26-33 years is 39.6 %, 34-41 years is 13.7%, 42-49 years is 3.3% years. Therefore, it was seen that most employees working are 18-25 years old. According to the study done in different countries, it is considered that sexual harassment is mostly faced when the employees are 18-25 years or younger. According to U.S. findings, sexual harassment is mostly experienced by younger employees than older employees (Merkin, 2012). Moreover, another study conducted in Singapore on workplace sexual harassment 2008 by (aware) showed that, out of the 215 women respondents who reported experiencing sexual harassment, the highest percentage was from the age group 21-25 which 24.2% was. Out of 52 men who reported experiencing sexual harassment, the largest age groups were between the ages 21-25 17.3%. As a result, in light of other studies, since the majority of the population in this research were aged between 21 and 25, and they were younger so there is a high chance of being a victim of sexual harassment among the staff of government sector in Male' (aware, 2008)

Among 180 respondents out of 185 when looking into the highest level of education the respondents had achieved; majorities (28.3%) of the respondents had completed bachelors and 25.6% of them had completed diploma. The least educational status was primary which 0.6% .Basic was done by 3.3%. Secondary 11.7% and higher secondary was 11.7% .Certificate level was 11.1%. The last masters / PHD level was 7.7 %. According to my study the majority is with higher educational status. Therefore, most of the employees are aware about sexual harassment in Male'. Other countries studies show that according to sexual harassment on education employees at a greater risk of being sexually harassed are of lower levels of education. Overall,

theorists find that as a person's education level increases, sexual harassment decreases. Some outcomes show that higher education is linked with higher incidences of sexual harassment. It is possible that those with lower social status attempting to move into more powerful positions through higher education might be harassed by seniors (Merkin, 2012). Therefore, this study shows most employees are with high level of education so they would know to take measures in order to prevent sexual harassment so there is chance for decrease in sexual harassment in the work environment in Male'. On the other hand, as level of education increases the employees may get more powerful positions by threatening and chance in increases of sexual harassment incidences (Merkin, 2012).

The marital status from 180 respondents out of 185, majority (48.9%) of the employees working in government offices is married. Furthermore, there is large amount of employee's single which was 45.0%. And divorced was 6.1%. There were no employees recorded as widowed. As employees become single there is a chance of experiencing sexual harassment in work place. According to U.S. findings sexually-harassing experiences were greater on single people rather than married women. Studies also show that people who are married are powerful and they are less likely to be harassed in the U.S. (Merkin, 2012). Additionally, another study shows that the research conducted on Sexual Harassment at Workplace Pakistan by Sadruddin in the year 2013, the findings consider people who are more at risk of being sexually harassed are people who are financially dependent such as young employees. Other groups that are subjected to sexual harassment are the single, separated, and widowed and divorced people who are more at risk of being sexually harassed are people who are financially dependent such as young employees. (sadrudin & moosa, 2013). Therefore in this study the majority of employees are married and they are not

financially dependent and less expected to get harassed in the workplace and they are less likely to experience sexual harassment in Male’.

About designation out of 185 staff 121 staff responds majority are working on GS as (66.9 %) and MS was 29.8%. There was one employee in SS as 0.8% and EX was 2.5%. In my study the findings show that most employees are as administrative staff. A research conducted in Singapore on workplace sexual harassment 2008 by (aware) The study found that, the highest number of incidents of sexual harassment occurred are those in executive positions (aware, 2008). However, this study shows there is a high chance of experiencing workplace harassment among the employees who work as administrative staff in the organization compared to other designations. Moreover, since they are the majority they have greater risk of being sexually harassed because they are in greater need of money (aware, 2008).

About the knowledge of staff regarding sexual harassment in the government offices in Male’, majority (97.8 %) of the staff were aware about what sexual harassment is. In this study from 185 staff 183 respondents said that they knew what sexual harassment is. And 2.2 % responds that they do not know what sexual harassment is .So as the majority knows what sexual harassment is there is less chances to face sexual harassment incidences in work environment. According to the coordinator of Gender Ministry of Maldives, the employees in most of the organizations do not know about harassment, they do not know when they get beyond talks and looks and also when and how to consider as harassment. They also do not know how to Act when they have become a victim of sexual harassment. To prevent this, it is very important to aware the employees about work place. However, in this study most of the employees are aware about what is sexual harassment so it will reduce the incidences regarding harassment in the organization (Ahmed, 2016).

The most common things which constitutes as sexual harassment in government offices in Male' staff said they were mostly harassed in making inappropriate comments about physical appearance 21.5 % and inappropriate looks 21.2% . And the second most was unwanted touching which was 20.1%.The research conducted in Sexual Harassment and Masculinity: The Power and Meaning of "Girl Watching" by Beth A. Quinn in the year 2009 Research found that 28 percent of the women surveyed had experienced "unwanted sexual looks or gestures," and 35 percent had experienced "unwanted sexual teasing, jokes, remarks, or questions (Quinn, 2009).In addition, according to a previous research 272of the 500 respondent surveyed the study shows many people they knew that had experienced some form of sexual harassment. Form of sexual harassment includes 447 for verbal sexual harassment, 268 for visual sexual harassment and 180 for physical forms of sexual harassment (aware, 2008). This means that it is common in every organization to experience about the sexual harassment in the workplace. In this research also the majority of employees are facing some form of sexual harassment in the organization. So there are many employees that may become a victim of the harassment (Quinn, 2009).

Know someone who has been sexually harassed at work place majority of staff out of 185 staff 68.1% respond that they do not know someone who has been sexually harassed at work place. And 31.4% respond that they knew someone who has been sexually harassed at work place. Even though majority responded that they do not know a colleague who has been harassed, there are a few people who know about victims. So this suggests that there are people who became victims of sexual harassment in the workplace in Male'.

Most employees working in government offices in Male' has agreed that (50.8 %) staff hear about sexual harassment often in Male 'offices. And 27.6% staff said that they hear about sexual harassment very often in Male 'offices. But on the other hand, 5.4% said that they never heard about sexual harassment in Male 'offices and 16.2% staff said that they hear rarely about sexual harassment in Male 'offices. So this concludes that most people do hear about sexual harassment at work place compared to people who have never heard. So this means that it is common thing that is happening in the workplace of Male'.

Staff had to rate the following situations that trigger an environment for sexual harassment in work place. The majority (30.3%) of the employees has agreed that when employees are single and young, it triggers an environment for sexual harassment in work place. 14.6% has strongly agreed, 13.0% has neither agreed/ disagreed, 20.0% has disagreed, and 17.3% has strongly disagreed. The mean equals to 2.78. This considers that the mean falls in neither agree/ disagree. A research on understanding and addressing violence against women by WHO in the year 2012 found that sexual harassment in the workplace is in its early years of work life (WHO, 2012). According to U.S. findings show sexually-harassing experiences were greater on single people rather than married women. This is because young people are less (aware) about sexual harassment and they were known as better targets by harassers. Studies also show that people who are married are powerful and they are less likely to be harassed in the U.S. (Merkin, 2012). Compared to older employees, younger employees will experience greater incidences of Sexual harassment (Merkin, 2012). In my study also the majority of the employees have agreed that when employees single and young it triggers an environment for sexual harassment in work place. So

this tells that harassment is caused mostly when employees are single and young in work place of Male’.

Majority of the employees (43.2%) has agreed interaction with other colleagues in the organization triggers an environment for sexual harassment in work place. 24.3% strongly agree, 6.5% has neither agreed/ disagreed, 6.5% has disagreed, and 2.7% has strongly disagreed. The mean equals to 2.06. The means falls on strongly agree. The way employees talk and react in the organization trigger an environment for sexual harassment in work place majority 33.0% strongly agreed. 49.2% has agreed. 14.6% has neither agreed/ disagree, 10.8 % has disagreed, and 4.3% has strongly disagreed. The mean equals to 1.78. The mean falls to strongly agree. The research conducted on Sexual Harassment at Workplace Pakistan by Sadruddin in the year 2013 the study 14 percent disagreed that a man could “*control his behavior no matter how attracted he feels toward someone*” (sadruddin & moosa, 2013). A study found that 14 percent disagreed that a man could “control his behavior no matter how attracted he feels toward someone”. Therefore they advised women to be careful about the way they talk and dress in the workplace as it may cause their co-workers to harass them. So this also forms a basis that they are more likely to get harassed when employees interact with other colleagues in the organization it triggers an environment for sexual harassment in work place. In this study also the majority of the employees have agreed that when employees interaction with other colleagues in the organization it triggers an environment for sexual harassment in work place. So this tells that harassment is caused mostly when employees interact with other colleagues in the workplace of Male’.

The majority (39.5%) has agreed that when employees are less aware about sexual harassment and policies regarding that, it triggers an environment for sexual

harassment in work place. 21.6 % strongly agree, 9.7% has neither agreed/ disagree, 21.1 % has disagreed, and 5.9 % has strongly disagreed. The mean equals to 2.31. The mean of the staff of the majority has strongly agreed when employees are less aware about sexual harassment and policies regarding so it triggers an environment for sexual harassment in work place. A study shows that seven out of ten employees surveyed were not aware of any sexual harassment policies in their workplace. In a study it showed that out of the 369 women respondents surveyed, 71.5% has a high level of awareness as compared to only 54.8% of the 124 men surveyed. And 7.3% of women respondents and 10.5% men respondents have no awareness of what sexual harassment in the workplace are (aware, 2008). Moreover it found that, out of 500 respondents, 23% said they are aware of the existence of company policies on sexual harassment department to approach or make a report of sexual harassment. In addition, 333 of the 500 respondents indicated that they were not aware of any policies in their work place (aware, 2008). According to the coordinator of gender ministry of Maldives, the employees in most of the organizations do not know about harassment, they do not know when they get beyond talks and looks and also when and how to consider it as harassment. They also do not know how to act when they have become a victim of sexual harassment. In order to prevent these employees must be aware about sexual harassment at workplace (Ahmed, 2016). This study also shows that when employees are less aware about sexual harassment and policies regarding that, it triggers an environment for sexual harassment in work place. Therefore this would be a reason for sexual harassment increasing in government offices in Male'.

The majority (38.9%) has agreed, the way employees dress and present themselves in front of their boss/ colleagues triggers an environment for sexual harassment in work

place. 33.0% strongly agree, 12.4 % has neither agreed/ disagree, 8.1% has disagreed, and 5.9 % has strongly disagreed. The mean equal's to 2.08. This means that most employees strongly agree the way employees dress and present themselves in front of their boss/ colleagues triggers an environment for sexual harassment in work place. The study "Gender Based Violence in The Maldives" report sexual harassment in workplace are as a result of the way women presents themselves in front of their bosses and that they encourage them (Fulu, 2004). Similarly, in this study also most people agree that the way employees dress and present themselves in front of their boss/ colleagues triggers an environment for sexual harassment in work place , therefore there is a chance for increasing harassment in government offices in Male'.

The majority (29.2%) has neither agreed/ disagreed that when there is not good appraisal and professional development mechanism in the organizations for the employees it triggers an environment for sexual harassment in work place 17.8% has agreed. 10.8 % strongly agree, 24.9% has disagreed, and 13.0% has strongly disagreed. The mean equal's to 3.05. My study shows that the majority of people has neither agreed/ disagreed when there is not good appraisal and professional development mechanisms in the organizations as a means to trigger an environment for sexual harassment in work place. This means that it could happen because of no good appraisal and professional development mechanism in the organizations for the employees.

The majority (36.2 %) has agreed for financial benefits and achieving senior positions in the organization for the employees it triggers an environment for sexual harassment .21.1% strongly agree, 24.3% has neither agreed/ disagree, 9.7 % has disagreed, and

6.5% has strongly disagreed. The mean equal's to 2.28. This means the majority has strongly agreed for financial benefits and achieving senior positions in the organization for the employees it triggers an environment for sexual harassment in work place. A study conducted in Maldives study show that gender based violence in the Maldives study show that the study was conducted the men noted that it is really common in offices for the boss to be having an affair with female employees and from what they have heard the females also exploit the situation for financial benefit (Fulu, 2004). The research conducted on Sexual Harassment at Workplace Pakistan by Sadruddin in the year 2013, found that people who are more at risk of being sexually harassed are people who are financially dependent such as young employees (Sadruddin & Moosa, 2013). According to other studies it shows that for financial beneficiaries and achieving senior positions in the organization for the employees it triggers an environment for sexual harassment in work place. Even this study shows that, the same way that there is a chance of offices the boss forcing a female employee to have an affair with him, female employees also exploit the situation for financial benefit. So there is an environment for sexual harassment in workplace of Male'.

The majority (54.9%) staff responded that legal protections for employees are not implementable to prevent sexual harassment at work place, 45.1 % staff responds that the legal protections for employees are implementable to prevent sexual harassment at work place. So this means that in my study majority of the staff said that legal protections for employees are not implementable to prevent sexual harassment at work place. So there should be enough legal protections for employees to prevent sexual harassment at work place.

Out of 185, 182 among the staff of government offices in Male' 11.5% of staff has been sexually harassed at work place. And majority (88.5%) of the employees and

were not harassed. It shows been sexually harassed at workplace gender wise and among them majority 9.50 % female were harassed. 2.23% male were harassed. It shows being sexually harassed at workplace is mostly geared against females.

11.5 % got harassed and among 19 respondents, 47.4% has reported the harassment to a supervisor or manager at the organization. The majority of (52.6%) did not report. Even though, this shows in the government sector of Male' when they get harassed most of the employee have fear to complaint. And in Maldives they would be no support for women in a situation like this therefore she will be punished most of the time (Fulu, 2004). So maybe this is the reason for not reporting sexual harassment in the government offices in male'.

The reasons for not reporting being sexually harassed at the organization include majority (27.7%) believe that there would be no action against the complaint. 5.6 % said that no one will believe him/her. 22.2% said that they have fear of losing the job. 16.7% said that effects to reputation and 11.1% because of humiliating, embarrassment and gossips. 16.7% said there will be no support from the colleagues and coworkers. The research conducted on Sexual Harassment at Workplace Pakistan by Sadruddin in the year 2013 the study most of the working women are unwilling to take Action against harassment is to secure their job (sadrudin & moosa, 2013) There was a gender based violence in the Maldives report on the findings of women agreed that she should report the matter as soon as possible if she not addressing it or not talking any actions on it others will indicate that it's happening because of her own will. Some of them said as an employee she has a right to complain what she is going through but not likely any one would believe her because she is complaining against her boss. The older group said that as an employee she has the right to report the matter but it is very unlikely that anyone would believe her because she is

complaining against the boss. And in Maldives they would be no support for women in a situation like this therefore she will be punished most of the time (Fulu, 2004). According to this study it shows that the majority believes that there would be no action against the complaint. So this could be main reason for not reporting sexual harassment problems.

Out of 21 respondents 42.9 % respondents said that they feel their sexual harassment report was treated fairly by the organization. 57.1% majority said that sexual harassment report was not treated fairly by the organization. Out of 21 respondents 42.9 % respondents said that they feel their sexual harassment report was treated fairly by the organization. 57.1% majority said that sexual harassment report was not treated fairly by the organization. Because of this it would lead to injustice for the employees and also a study found that sexual harassment, 29 percent reported there is a loss of professional opportunities, and 14 percent reported lowered grades or financial support (sadrudin & moosa, 2013). So it concludes that because of this there would be loss of professional opportunities for employees in the government sector in Male'. Because of this it would lead to injustice for the employees and also a study found that sexual harassment, 29 percent reported there is a loss of professional opportunities, and 14 percent reported lowered grades or financial support (sadrudin & moosa, 2013). So it concludes that because of this there would be loss of professional opportunities for employees in the government sector in Male'.

The most common actions witnessed by the respondents in the work environment happening is their boss/ co-worker/ subordinate or your colleagues / themselves are the majority (40.5 %) has experienced inappropriate looks and forceful hugging, was experienced by 8.9 % staff and 91.1% did not experience it, showing sexual videos in the organization has been experienced by 11.9% staff and not experienced by

88.1%.Furthermore, 25.2 % said they have experienced unwanted whistling in the organization.74.8%did not experience. Unwanted touching was experienced by 28.0 % staff in the organization and 72.0 % did not. Inappropriate way of shaking hands was experienced by 31.2 % staff and68.8% did not. Making inappropriate comments about person’s physical appearance have been experienced by 37.6% and 62.4 % did not. According to my study the most common actions witnessed by the respondents in the work environment happening is their boss/ co-worker/ subordinate or your colleagues / themselves are experience of inappropriate looks, making inappropriate comments about person’s anatomy. Even other studies done in different countries also show the same way. The research conducted on “Sexual Harassment and Masculinity: The Power and Meaning of "Girl Watching"” by Beth A. Quinn in the year 2009 found that 28 percent of the women surveyed had experienced "unwanted sexual looks or gestures," and 35 percent had experienced "unwanted sexual teasing, jokes, remarks, or questions (Quinn, 2009).So we can come to the conclusion that forms of sexual harassment are quite commonly experienced by the employees from the workforce in Male’.

## **5.2 Limitations**

This study was planned amongst 4900 employees from the government offices in Male’. Out of that, the sample size calculated was 488. To select final 488 subjects for the sample 40 staff are selected from the 10 government offices that has been selected randomly. Nevertheless, due to very limited time allocated for data collection and in the meantime difficulty in collecting data from ministries. However, for this study the final sample was taken to calculate sample the target population selected was 8,749employees from the government offices in Male’ with a confidence interval of

95%, and response rate of estimated 50. The sample size calculated was 369. Simple random sampling will be used among the government offices in Male'. To select final sample 50% of 369 was taken equals to 185 staff were selected from the 14 government offices randomly, able to participate in the study.

Study results will not have any significant changes if applied to a different sample at a different Setting. There is a possibility that there will be no response from the people since it is a sensitive matter. They have a fear that they may lose their reputation, power influences from the job, political Influences, the harassment depend on male to male or female to female, and they will depend on what society will think of them, it depends also on the organization and the culture of that organization. People would be from different ages, different levels of education, they will not know how to fill the questionnaires, therefore people don't have time to fill the questionnaires they do not give the time for it because of the busy schedule. So the relevant information might not be gained from this study. There is no way to check whether respondent is telling the truth. They would not be thinking about the question and give their answers based on thoughts so bias would be there. Low response rate due to time constraints and education level, sensitivity of the matter. Fear of losing job, reputation etc., because they are complaining against their boss. There is no way to check whether respondent is telling the truth.

### **5.3 Conclusion**

“Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature create sexual harassment” (U.S Department of State , 2005) (U.S Department of State , 2005). In Maldives 13th may 2014 the Act against for sexual harassment on workplace was published in Maldives gazette as “anti-sexual

harassment Act". Sexual harassment is a common occupational hazard and has been given very much importance by Anti-sexual harassment Act number 16/2014 (Human Rights Commission Of The Maldives , 2014) (Human Rights Commission Of The Maldives , 2014). The purpose of the study is to assess the knowledge, attitude and practices towards sexual harassment among the staff of government offices in Male'.

According to the article "Sexual Harassment and Sex" Sexual harassment has a large impact on less powerful women and financially vulnerable men. A research conducted in Singapore on workplace sexual harassment 2008 by (aware) shows that seven out of ten employees surveyed were not aware of any sexual harassment policies in their workplace. A research conducted in Singapore on workplace sexual harassment 2008 by (aware) 272 of the 500 respondents surveyed 54.4% indicated having experienced some form of sexual harassment. About the most common constitutes as sexual harassment staff said that unwanted whistling was 9.9 % (54). From 185 staff 50.8% (94) hear about sexual harassment in Male' offices often. 30.3% has agreed that when employees single and young it triggers an environment for sexual harassment in work place. Out of 21 respondents 42.9 %( 9) respondents said that they feel their sexual harassment report was treated fairly by the organization.57.1% (12) said that sexual harassment report was not treated fairly by the organization. According to U.S. findings, sexual harassment is mostly experienced by younger employees than older employees (Merkin, 2012) (Merkin, 2012). Moreover, another study conducted in Singapore on workplace sexual harassment 2008 by (aware) showed that, out of the 215 women respondents who reported experiencing sexual harassment, the highest percentage was from the age group 21-25 which 24.2% was. About the knowledge of staff regarding sexual harassment in the government offices in Male', majority (97.8 %) of the staff were aware about what sexual harassment is. In this study from 185

staff 183 respondents said that they knew what sexual harassment is. And 2.2 % responds that they do not know what sexual harassment is .So as the majority knows what sexual harassment is there is less chances to face sexual harassment incidences in work environment. Form of sexual harassment includes 447 for verbal sexual harassment, 268 for visual sexual harassment and 180 for physical forms of sexual harassment (aware, 2008).Most employees working in government offices in Male' has agreed that (50.8 %) staff hear about sexual harassment often in Male 'offices. Compared to older employees, younger employees will experience greater incidences of Sexual harassment (Merkin, 2012) .The way employees talk and react in the organization trigger an environment for sexual harassment in work place majority 33.0% strongly agreed. The majority (39.5%) has agreed that when employees are less aware about sexual harassment and policies regarding that, it triggers an environment for sexual harassment in work place.21.6 % strongly agree, 9.7% has neither agreed/ disagree, 21.1 % has disagreed, and and5.9 % has strongly disagreed. The mean of the staff of the majority has strongly agreed when employees are less aware about sexual harassment and policies regarding so it triggers an environment for sexual harassment in work place. In order to prevent these employees must be aware about sexual harassment at workplace (Ahmed, 2016) .This study also shows that when employees are less aware about sexual harassment and policies regarding that, it triggers an environment for sexual harassment in work place. Therefore this would be a reason for sexual harassment increasing in government offices in Male'. The majority (54.9%) staff responded that legal protections for employees are not implementable to prevent sexual harassment at work place, 45.1 % staff responds that the legal protections for employees are implementable to prevent sexual harassment at work place. So there should be enough legal protections for employees to prevent

sexual harassment at work place. Furthermore, a longitudinal study regarding factors associated with sexual harassment can be applied.

#### **5.4 Direction for future Researches and Recommendations**

This study recommends creating awareness on the effect of sexual harassment among the staff of government Offices and their attitudes and practices. This should aim at improving sexual harassment knowledge, positive attitudes and appropriate sexual harassment practices. In any organization who ever works at top level can be encouraged to monitor their colleague's behavior. Therefore, education programs can focus on teaching diverse groups about how to deal with sexual harassment situation. A more in-depth and intensive research needs to be on sexual harassment among the staff of government Offices. Areas that can be included can be level of government offices management's knowledge on awareness program on sexual harassment and its importance, willingness of government offices management to implement sexual harassment policy successfully, support received from other sectors of the government and NGOs to implement the sexual harassment Act. Consequently a cross sectional study including all atolls can be helpful to generalize the real picture of whole country. Furthermore, a longitudinal study regarding factors associated with sexual harassment can be applied.

Following are some recommendations to consider:

- ✓ Sexual harassment could be stopped by having a good interaction with the colleagues in the organization.
- ✓ Having good rules and regulations in the organizations and implement them.

- ✓ By respecting each other in the work environment and applying strict religious rules.
- ✓ By giving strict punishment for harassers.
- ✓ Implementing laws
- ✓ If any harassment problem arises in the organization by complaint the harassment should be reported as soon as possible to the respected authorities.
- ✓ Not keeping the harassment a secret and standing against it.
- ✓ Awareness of employees about sexual harassment in the organization.
- ✓ Having specific uniform work environment which society has accepted.
- ✓ If you get any unwanted signals from colleagues report it.
- ✓ By limiting the fun and talks in the work environment.
- ✓ By placing a notice in the organizations about the harassment policies in the organization so everybody can see.
- ✓ Establish independent self-disciplined work environment and the victimized women or men's reputation would protected.
- ✓ Monitoring the harassment complaints and taking actions.
- ✓ Aware the employees about sexual harassment policies and the penalties and legislation of Maldives.
- ✓ By changing the way people think, avoiding unwanted things and being a responsible person.

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**APPENDICES**  
**APPENDIX A**  
**Forms of sexual harassment**

**Sexual harassment includes many things...**

- ❖ Actual or attempted rape or sexual assault.
- ❖ Unwanted pressure for sexual favors.
- ❖ Unwanted deliberate touching, leaning over, cornering, or pinching.
- ❖ Unwanted sexual looks or gestures.
- ❖ Unwanted letters, telephone calls, or materials of a sexual nature
- ❖ Unwanted pressure for dates. bb
- ❖ Unwanted sexual teasing, jokes, remarks, or questions.
- ❖ Referring to an adult as a girl, hunk, doll, babe, or honey.
- ❖ Whistling at someone.
- ❖ Cat calls.
- ❖ Sexual comments.
- ❖ Turning work discussions to sexual topics.
- ❖ Sexual innuendos or stories.
- ❖ Asking about sexual fantasies, preferences, or history.
- ❖ Personal questions about social or sexual life.
- ❖ Sexual comments about a person's clothing, anatomy, or looks.
- ❖ Kissing sounds, howling, and smacking lips.
- ❖ Telling lies or spreading rumors about a person's personal sex life.
- ❖ Neck massage.
- ❖ Touching an employee's clothing, hair, or body.
- ❖ Giving personal gifts.
- ❖ Hanging around a person.
- ❖ Hugging, kissing, patting, or stroking.
- ❖ Touching or rubbing oneself sexually around another person.
- ❖ Standing close or brushing up against a person.
- ❖ Looking a person up and down (elevator eyes).
- ❖ Staring at someone.
- ❖ Sexually suggestive signals.
- ❖ Facial expressions, winking, throwing kisses, or licking lips.
- ❖ Making sexual gestures with hands or through body movements.

**VERBAL**

- ❖ Referring to an adult as a girl, hunk, doll, babe, or honey
- ❖ Whistling at someone, cat calls
- ❖ Making sexual comments about a person's body
- ❖ Making sexual comments or innuendos
- ❖ Turning work discussions to sexual topics
- ❖ Telling sexual jokes or stories
- ❖ Asking about sexual fantasies, preferences, or history
- ❖ Asking personal questions about social or sexual life

- ❖ Making kissing sounds, howling, and smacking lips
- ❖ Making sexual comments about a person's clothing, anatomy, or looks
- ❖ Repeatedly asking out a person who is not interested
- ❖ Telling lies or spreading rumors about a person's personal sex life

### **NON-VERBAL**

- ❖ Looking a person up and down (Elevator eyes)
- ❖ Staring at someone
- ❖ Blocking a person's path
- ❖ Following the person
- ❖ Giving personal gifts
- ❖ Displaying sexually suggestive visuals
- ❖ Making sexual gestures with hands or through body movements
- ❖ Making facial expressions such as winking, throwing kisses, or licking lips

### **PHYSICAL**

- ❖ Giving a massage around the neck or shoulders
- ❖ Touching the person's clothing, hair, or body
- ❖ Hugging, kissing, patting, or stroking
- ❖ Touching or rubbing oneself sexually around another person
- ❖ Standing close or brushing up against another person

(BNA Communications, Inc, 1992)

## **APPENDIX B**

### **Consent Form**

#### **Consent**

My name is Fathimath Fauza Ibrahim. This is a part of the Bachelors in Primary health Care Course conducted by Faculty of Health and Sciences in The Maldives National University. I am doing a Research on the topic Sexual Harassment in government offices in Male. I am collecting data for my research. I will be so appreciative if you help me and become part of my research by filling the questionnaire.

This information will only be used for academic purpose and all the information that you provide for this study will be highly confidential. Your name or representative government offices name will not be included in the survey questionnaire. By participating in this study, you will not be responsible for any illegal offence, and no harm will be caused, this is only a study conducted in partial fulfillment of subject “Research for Health” in Faculty of Health Sciences; Maldives National University.

Even after participating, if you want to withdraw from this study, you can do it at any time. This study will identify the knowledge, attitudes and practices towards sexual harassment among the staff of government offices in Male“. As a result, it will be beneficial for the government of Maldives and this study will be useful in remaking the current and existing knowledge, attitudes, and practices towards sexual harassment among the staff of government offices in Male“. In addition, to address the challenges and improve and derive positive outcomes for the best interest of government as well as staff and the overall community. Also it will help to carry out research in future as well. Therefore, it will be beneficial to you.

I am willingly participating in this study and have understood the above statement. To the level of my knowledge the Information given will be true.

Sign: \_\_\_\_\_ Date: \_\_\_\_\_

**APPENDIX C**  
**English Questionnaire**

**“KNOWLEDGE ATTITUDE, PRACTICE OF STAFF TOWARDS SEXUAL  
HARRASMENT IN GOVERNMENT OFFICES IN MALE”**

**Please Tick [ ✓ ] on your choice.**

**Section A**

1. Social demographic characters

**1.1. Gender :**

- Male  
 Female

**1.2. Age:**

- 18 - 25 Years.  
 25 - 30 Years  
 30 - 35 Years  
 35 – 40 Years  
 Above 40 Years

**1.3. Marital status:**

- Married  
 Single  
 Divorced  
 Widow

1.4 **Educational status:**

- Below O 'level.  
 O'level.  
 A'level.  
 Diploma.  
 Bachelors.  
 Masters / PHD

**1.5 Designation:**

- Support staff  
 Support service staff  
 Middle management staff.  
 Executive's staff.

## **Section B**

### **Questions on Sexual Harassments in Male' Offices**

#### 2. Knowledge based questions

2.1. Do you know what Sexual harassment is?

Yes  No

2.2. In your opinion, from the following what is the most common constitute as sexual harassment?

- Unwanted deliberate touching, leaning over, cornering, or pinching
- Inappropriate looks or gestures
- Sexual comments
- Telling lies or spreading rumors about a person's personal sex life
- Giving expensive gifts
- Facial expressions, winking, throwing kisses, or licking lips
- Turning work discussions to sexual topics
- Making sexual comments about a person's clothing, anatomy, or looks
- Touching the person's clothing, hair, or body

2.3. Do you know someone who has been sexually harassed at work place?

Yes  No

2. 4. How frequently do you hear about sexual harassment in Male 'offices?

- Never heard
- Rarely
- Often
- Very often

### 3. Attitudes based questions

3.1 Rate the following situations that trigger an environment for sexual harassment in work place?

Situations	Strongly disagree	Disagree	Neither disagree/ agree	Strongly agree	Agree
When employees are single and young.					
Interaction on other colleagues in the organization					
The way employees talk and react in the organization					
Employees are less (aware) about sexual harassment and policies regarding it					
The way employees dress and present themselves in front of their boss/colleagues					
When there is not good appraisal and professional development mechanism in the organizations for the employees					
For financial beneficiaries and achieving senior positions in the organization					

3.2 Do you think the legal protections for employees are implementable to prevent sexual harassment at the work place?

Yes  No

4. Practices based questions

4.1 Have you been sexually harassed at work place?

Yes  No

4.2 If yes did you report the harassment to a supervisor or manager at the organization?

Yes  No

4.3 If you didn't report being sexually harassed at the organization, why did you choose not to?

- No one will believe him/her
- Fear of losing the job
- Effects to reputation
- Humiliating, embracement and gossips.
- No support from the colleges and coworkers
- Believes that there would be no Action against the complaint.

4.4 Do you feel your sexual harassment report was treated fairly by your organization?

Yes  No

4.5 In your opinion what are the ways sexual harassment in the organizations could be stopped?

Specify...

.....  
.....

4.6 From the following checklist, please tick [ ✓ ] that you have been experienced (yourself) or seen or happened to other colleagues on work environment ?

<b><u>Your Boss/ Co-worker/ Subordinate or your colleagues / your self has experience any of the following?</u></b>	<b><u>YES</u></b>	<b><u>NO</u></b>
Unwanted deliberate touching, leaning over, cornering, or pinching		
Inappropriate looks or gestures		
Sexual comments		
Telling lies or spreading rumors about a person's personal sex life		
Giving expensive gifts		
Facial expressions, winking, throwing kisses, or licking lips		
Turning work discussions to sexual topics		
Making sexual comments about a person's clothing, anatomy, or looks		
Touching the person's clothing, hair, or body		
Touching or rubbing oneself sexually around another person		

These are all the questions. Thank you for your cooperation and time. ☺





## APPENDIX E

### Dhivehi Questionnaire

މިސީސީ ފޯމް ފުރިހަމަކުރުމަށް ދަންނަވަމެވެ. ދަންނަވާ ފޯމް ފުރިހަމަކުރުމަށް ދަންނަވާ ފޯމް ފުރިހަމަކުރުމަށް ދަންނަވަމެވެ. ދަންނަވާ ފޯމް ފުރިހަމަކުރުމަށް ދަންނަވަމެވެ.

ފޯމް ފުރިހަމަކުރުމަށް ދަންނަވަމެވެ.

1. ސީސީ :

ހަށިގަނޑު

ފަތި

2. ދުވަސް :

18-25 ހަށި

26-33 ހަށި

34-41 ހަށި

42-49 ހަށި

50-57 ހަށި

58 ހަށި

3. ސީސީ :

ހަށި

ފަތި

ހަށި

ހަށި

4. ސީސީ ފޯމް ފުރިހަމަކުރުމަށް ދަންނަވަމެވެ.

ހަށި

ހަށި

ހަށި

ހަށި

ހަށި

ހަށި

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ހަށި

5. ސީސީ :

.....











## APPENDIX F

### Timeframe for this Research.

		FEB-16																
Task		week 1				week 2				week 3				week 4				Task Assigned to:
Pretesting Questionnaire																		Fauza Ibrahim
Sending the consent letter to government offices																		Fauza Ibrahim
Carrying out the survey																		Fauza Ibrahim

		MAR-16																
Task		week 1				week 2				week 3				week 4				Task Assigned to:
Collection of Data																		Fauza Ibrahim
Face to Face interview with experts																		Fauza Ibrahim
Analysis of Data																		Fauza Ibrahim

		APR-16																
Task		week 1				week 2				week 3				week 4				Task Assigned to:
Analysis of Data																		Fauza Ibrahim
Writing the research																		Fauza Ibrahim
Preparing for research presentation																		Fauza Ibrahim

## APPENDIX G

### Estimated Budget

**Estimate Budget**

#	details	Quantity	Rate	Total
1	Prepare the questionnaires	5000	RF 1.00	RF5000
2	A4 ream	2	RF90	RF180
3	Pencil	24	RF2	RF48
4	Pencil sharpener	5	RF3	RF15
5	Eraser	12	RF2	RF24
6	pens	30	RF5	RF150
7	file	14	RF2	RF28
8	Paper clips	14	RF5	RF70
			<b>Total Mrf</b>	<b>5515</b>