

ANALYSIS OF THE CAUSES AND EFFECTS OF SEXUAL HARASSMENT ON THE PERFORMANCE OF FEMALE EMPLOYEES IN SOME SELECTED ORGANIZATIONS IN KOGI STATE, NIGERIA

IDRIS HARUNA

DEPARTMENT OF MATHEMATICS AND STATISTICS,
FEDERAL POLYTECHNIC IDAH,
KOGI STATE NIGERIA
Email: iharunadanali@yahoo.com

ADAJA JOSEPH

DEPARTMENT OF MATHEMATICS AND STATISTICS,
FEDERAL POLYTECHNIC IDAH,
KOGI STATE NIGERIA
Email: joetopa@yahoo.com

AUDU SAMSON

REGISTRY DEPARTMENT, FEDERAL POLYTECHNIC IDAH,
KOGI STATE, NIGERIA.
Email: joelsamsonaudu@gmail.com

&

AYE GABRIEL A.

DEPARTMENT OF MATHEMATICS AND STATISTICS,
FEDERAL POLYTECHNIC IDAH,
KOGI STATE NIGERIA.
Email : goblrielaye@gmail.com

ABSTRACT

Sexual Harassment globally is perceived to be an offensive act aimed at violating the fundamental human right of women and also violate their dignity. This negative trend though unpleasant wherever it takes place have a very adverse effect when it occur within an organizational setting. This is because apart from the physical and psychological trauma it exposes the victims to, their productivity are greatly affected. This paper titled "Analysis of the causes and effects of sexual harassment on the performance of female employees" is written to appraise the causes and effects of sexual harassment in some selected organizations and the extent to which it affect employee productivity. The researchers elicit data from both primary and secondary sources, analysis were made using the simple percentage while hypotheses were tested using the statistical package for social sciences (SPSS). The paper concludes that women at the lower cadre are mostly harassed and it affects their performance in the organizations. Finally, the paper recommends stringent rules be put in place to protect women against sexual harassment.

Keywords: Sex, Harassment, Performance, Employees

INTRODUCTION

Female employees do encountered several challenges in organization but sexual harassment is one of the major constraints because the effects according to Yusuf (2010) cut across physical,

emotional, psychological and economic dimensions. Yalokwu (2006) noted that organization is a complex social system which utilizes the cumulative variables of both human and material resources. Achieving the short medium and strategic objectives of an organization solely relied on its human resources but the employees must be well motivated to carry out their tasks enthusiastically.

More so, employees performance is germane towards an organizational survival thus Haralambos and Holborn (2000) argued that demographic variable of employees have little or nothing to do with goal accomplishment rather it is the extent of productivity that is considered. Consequently, female employees would not have been faced with these demographic and socio-cultural constrains which restrict their performance. Nigerian working environment have recently exposed the women to one form of discrimination or another, Mackinon (1979) observed that female employees are restricted to certain kinds of job schedule, some peculiar working environment and some reward system. Therefore, while the skill and ability of these employees may be better the socio-cultural attributes do not only restrain their performance but also exposes the organization to weak morale and mediocrity.

Sexual harassment encompasses behaviour which humiliates, intimidate and coerce female employee through personal attack. This act though may be personality based on generally applied it affects the emotional and psychological sense of the victims therefore, their performance are greatly affected.

Reskin and Padavic (1994) argued that resulting from the nature of sexual harassment to female employees which normally comes from the superior officers the ability and willingness to freely communicate incidences of sexual harassment in most organizations is very low thereby making it to strive.

While sexual harassment may not be stipulated in the organizational guidelines as an offence the various laws towards the protection of women and Acts against sexual violence serves as a guide because of the moral and ethical values of Nigerian society, sexual harassment becomes an offence. The dimension of this paper is to study the causes and effects of sexual harassment in some organizations and how it affects their productivity.

STATEMENT OF THE PROBLEM

Women play a pivotal role to national development considering their complementary economic support, domestic activities and emotional attributes which greatly enhances the economic fortunes of the family, society and the nation. Therefore, performing these salient roles require a secure and stable working environment. Thus, when faced with sexual harassment, it does not only affect their social and psychological wellbeing but also threatened their level of productivity both within and outside the organizational settings.

Consequently, sexual harassment in the workplace have recently threatened women job security, women earning potentials and productive capacity thereby exposing them to weak morale and unhealthy organizational atmosphere.

OBJECTIVES OF THE STUDY

The objectives of this paper include to:

1. Appraise the causes and effects of sexual harassment in some selected organizations.
2. Investigate the extent to which sexual harassment affect productivity.
3. Find out the relationship between sexual harassment and employees morale.
4. Make suggestions on the best way of addressing the incident of sexual harassment in the organizations.

DEFINITION OF CONCEPTS

Sexual harassment operationally is an unwelcome behaviour of a sexual nature. Quid pro quo harassment is when employment decision is based on the employees' acceptance of unwelcome sexual behaviour. Employee performance operationally is the output of employees resulting from the employees' skills and efforts.

CONCEPTUAL FRAMEWORK

Sexual harassment means the verbal or physical act imposed to a victim through body language, verbal, non-verbal communication to coerce women for a sexual intercourse (BZWLCSC, 2010). Yusuf (2010) defined sexual harassment as all forms of behavioural patterns such as sexual teasing, jokes, comments or unwanted pressure for sexual favour or date. Hence, sexual harassment encompasses intimidation, bullying or coercion which is unsolicited or welcome by a victim. More so, Sheffield (1987) Stanko (1988) see sexual harassment as deliberate, repeated or unwelcome verbal comments, unwanted pressure for sexual attention which are imposed by the manager in organizations resulting from work related relationship between them and the victims.

Though Oni, Adeniji, Osibanjo and Heirsmac (2014) argued that sexual harassment occurred in every societies, the socio-cultural perceptions varies and these posed psychological pressure to most women in developing nations resulting from the low level of awareness on one hand and the unwillingness to communicate their ordeal on the other hand. The legal dimension of sexual violence against women has universal perception but such actions are more pronounced and harshly implemented in the developed societies. Katharine (2002) observed that sexual harassment occurs in the workplace or work-related environment and it is a violation of the fundamental human rights of women. This negative incidence have psychological influences on the women regardless of their age, relationship, disability, physical or social background therefore their morale becomes inevitably weak and productivity affected.

The International Trade Union Confederation (2008) noted that those who carryout this act in the working environment ranges from colleagues, supervisors, management or clients. Otulayo (2000) concurring with the above also noted that considering the high rate of unemployment in Nigeria sexual harassment even prevail more to job seekers hence rendering the victims helpless and frustrated. This also include the nature of jobs, placement of cadre wages and salary administration, promotion, training and development of the victims. Consequently, the organization suffers because apart from the perceived compromise that will take place, the employees (victims) either play to the galary hence the strict recruitment procedures are abuse while even those already working their productivity would have little or no supervision because those who suppose to carry out such supervision will rather say "you rob my back, I rob your back".

GAP IN LITERATURE

The research effort has been able to cover the concept of sexual harassment in the work place the causes and effects on employees' productivity. The peculiarity of this research borders on the geographical location it is being carried out because most similar researches have not consider the cultural dynamics of a particular environment therefore, the paper shall address this area through this research.

CAUSES AND EFFECTS OF SEXUAL HARASSMENT

Ogunmosunle (2012) noted that sexual harassment occurred in the working environment resulting from the inferior job positions and job roles occupy by women. More so, resulting from the above, women tend to crave to improve their position since sex discrimination forces women into inferior job positions and low-paying jobs sexual harassment helps to keep them there.

Poverty is also one of the causes of sexual harassment because most victims crave for financial or material favour from their superior without the intent of being harassed however; the harassers do take advantage of them by asking them for sexual favour. Sexual harassment in the workplace can also be caused by dependency and reliance on co-workers for support and teamwork, reliance on superior officers for career advancement and job placement, abuse of authority by the supervisor, workplace bullying, poor management, job instability, job insecurity, low pay package, social problem such as divorce, low level of prosecution of culprit and provocative dressing by women in the work place (Adkins, 1995).

Sexual harassment also has physical and psychological effects, economic effects, and social effects which posed challenge to both the victims and the organizations. The International Labour Organization guideline (2010), Vicki (1998) identified the effects to include the following: Sexual harassment affects the women economic self sufficiency, post-traumatic stress and disorder, publicly harassed by the victims, weakening of support network from colleagues, loss of productivity, decreased employee morale, labour turnover, lost of productivity and low economic profile, loss of goodwill of the victim and the organization.

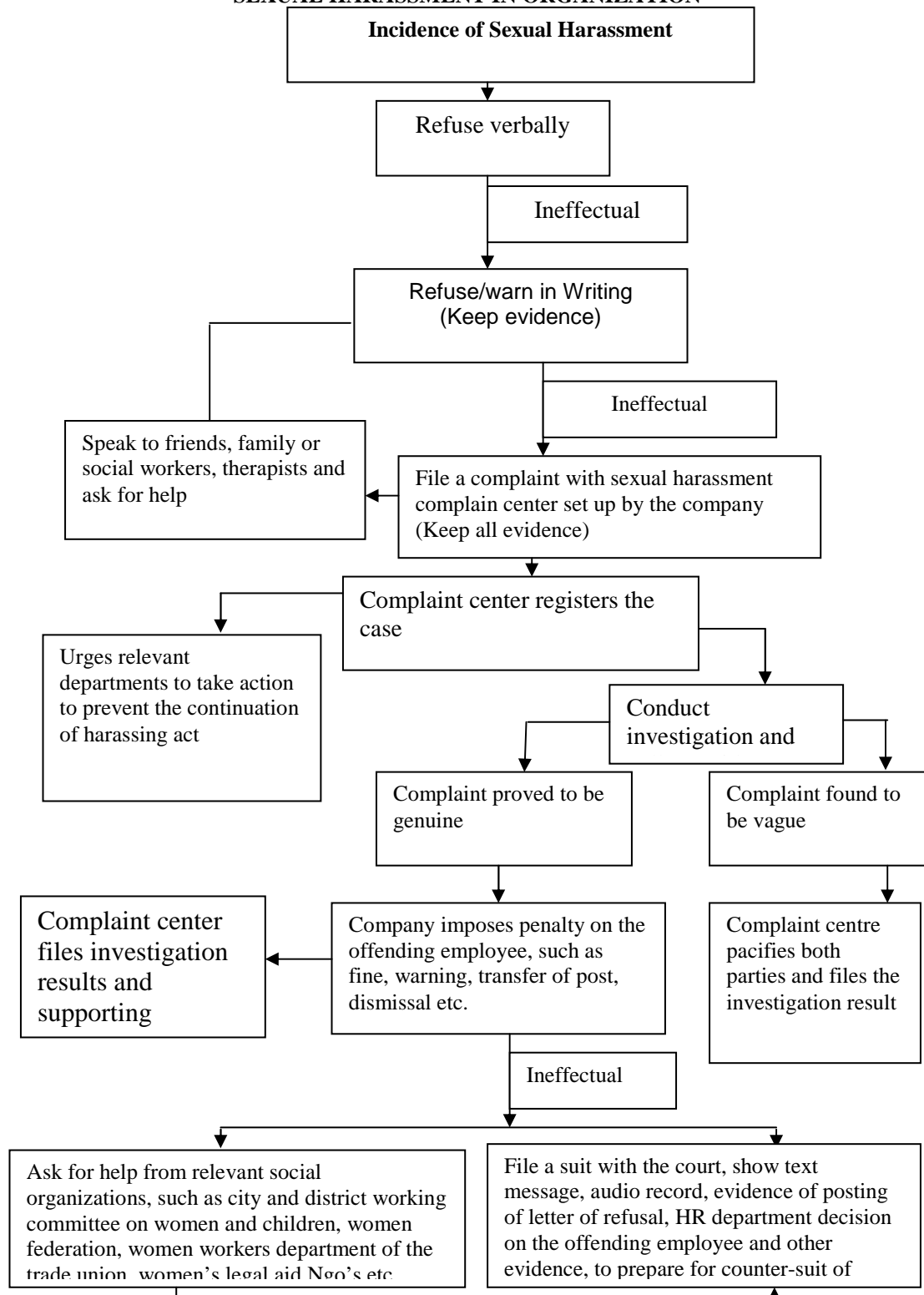
MODES OF SEXUAL HARASSMENT

Table 1: Sexual harassment includes the following

Verbal	Non-Verbal	Physical
❖ Referring to an adult as a girl, babe or honey	* Looking a person up and down (Elevator eyes)	*Giving a message around the neck or shoulders
❖ Whistling at someone, cat, calls	* Staring at someone	*Touching the person clothing, hair or body.
❖ Making sexual comments about a person's body	*Blocking a persons path	*Hugging, kissing, pathing, or stroking
❖ Making sexual comments or innuendos	*Following the person	*Touching or rubbing oneself sexually around another person
❖ Turning work discussion to sexual topics	*Giving personal gifts	*Standing close or brushing up against another person
❖ Telling sexual jokes of stories	*Displaying sexual suggestive visuals	*Giving someone a pat on the shoulder
❖ Asking about sexual fantasies, preferences or history	*Making sexually gestures with hands or through body movements	*Putting someone hand around the shoulder
❖ Making kissing sounds, hauling, and smocking lips.	*Making facial expressions such as winking, throwing kisses, or licking lips	*Intimidating a woman for sexual advances
❖ Making sexual comments about a person's clothing, anatomy or looks.		
❖ Repeatedly asking out a person who is not interested.		
❖ Telling lies or spreading rumours about a person personal sex life.		
❖ Constantly teasing with dirty jokes.		

Source: PSA (1992), ILO, (2010)

**TYPICAL FLOWCHART ON HANDLING
 SEXUAL HARASSMENT IN ORGANIZATION**



Source: ILO (2010)

THEORETICAL FRAMEWORK

Tokenism theory which focuses on gender studies provide a conceptual view in the difficulties of women, relegation and socio-cultural imbalances which posed them to low morale, occupational and career deficits and behavioural patterns which limit their competitiveness with their male counterparts in the workplace (Agba, 2014). This theory therefore suggests the bridging of imbalances and skewed numerical strengths of women through employment of women in large numbers in the organizations.

MEHTODOLOGY

The researchers reached female teachers in some selected primary and secondary schools in Idah local government area Kogi State, Nigeria. The respondents numbering sixty (60) were reached through questionnaire titled Sexual Harassment Questionnaire (SHQ). The questionnaire covers the demographic information and the perception, causes, frequencies and effects of sexual harassment.

The researchers also analyzed the data using simple percentage while hypotheses were tested using the statistical packages for social sciences (SPSS). The variable used for hypotheses is to evaluate the influence of sexual harassment on employee absenteeism.

RESEARCH QUESTIONS

Table 2: Respondents employment status.

Employment status	Frequency	Percentage (%)
Senior staff	17	28
Junior staff	43	72
Total	60	100

Source: Research survey (2015)

Table 3: Perception of respondents on sexual harassment

Perception	Frequency	Percentage (%)
Highly embarrassing	22	37
Offensive	30	50
Normal	06	10
Solicited	02	03
Total	60	100

Source: Research survey (2015)

Table 4: Causes of sexual harassment

Causes	Frequency	Percentage (%)
Poor organizational mechanism	28	47
Offensive dressing by women	20	33
Constant request by women for financial assistance	09	15
Others	03	05
Total	60	100

Source: Research survey (2015)

Table 5: Frequency of Respondent Experience on Sexual Harassment

Option	Frequency	Percentage (%)
Never	19	32
Always	30	50
Sometimes	11	18
Total	60	100

Source: Research survey (2015)

Table 6: Effect of sexual harassment

Effects	Frequency	Percentage (%)
Cow morale	12	20
Psychological threat	14	23
Low productivity	24	40
Loss of organizational and employee goodwill	10	17
Total	60	100

Source: Research survey (2015)

TEST OF HYPOTHESIS

Table 7: Group Statistics

Group	N	Mean	Std. Deviation	Std. Error of mean
Sexually harassment	41	4.1707	1.37663	.21499
Not Sexual harassment	19	.6316	.59726	.13702

Source: SPSS Statistical Analysis

Table 8: Independent Sample Test

	Levene's test for equality of variances			t-test for equality of means					
	F	sig.		df	sig. (2-tailed)	Mean Difference	Std. Error Difference	95% confidence interval of the Difference	
								Lower	upper
Sexual harassed variance assumed	3.828	0.055	10.710	58	.000	3.53915	.33044	2.87770	4.20061
Equal variances not assumed			13.882	57.875	.000	3.53915	.25495	3.02880	4.04951

Source: SPSS Statistical Analysis

RESULTS AND DISCUSSIONS

The table I shows that most of the respondents being harassed are of the junior cadre since forty three (43) representing 72% are junior staff. Table 2 shows the perception of respondents on sexual harassments; the result shows that sexual harassment is offensive to the victims with thirty (30) representing 50%. More so, table 3 shows the causes of sexual harassment in the organizations, the result indicated that twenty eight (28) respondents representing 47% has the

highest frequency and it means that the main causes of sexual harassment is poor organizational mechanism, the result from table 5 shows that total of forty one (41) respondents representing 68% have being victims of sexual harassment in the organizations while table 6 showed the effects of sexual harassment though some of the effect include low employee morale, psychological threat, loss of organizational and employee goodwill but the major effect is low employee productivity.

Table (7-8) showed the results of test of hypothesis tables 7-8 are the group statistics and independent t-test and the group that are sexually harassed are forty one (41), this group are also more frequently absent from work while the second group that are not sexually harassed are nineteen (19) and they are more punctual to work. This implies that sexual harassment affects the level of absenteeism. The mean and standard deviation show that there is significance difference between the two groups. The table 8 shows the P value of 0.05 which show that there is significance different between two groups.

CONCLUSION AND RECOMMENDATIONS

This paper has brought to the fore that women at the lower cadre have been mostly harassed and it has affected their productivity in the organizations. More so, the prevalence of sexual harassment in organization is propelled by the poor organizational mechanism to tackle sexual harassment and other related violence against women in the organizations.

Consequent upon the above, the paper makes the following recommendations:

The organizations should strictly adhere to rules regarding recruitment, promotion, discipline, reward, and training so that merit prevails against nepotism. This will also ensure that sexual harassment or sexual demands as a measure for bathe in these processes are avoided. More so, proper communication and complaint channel through the establishment of institutional mechanisms to checkmate incidents of sexual harassment while those being found guilty of such offences be adequately sanctioned.

There should be proper and stringent rules regarding the protection and institutionalizing ethics, norms, values and core principles of the organizations. In addition, the organizations should consciously establish models in appraisal of employees so as to avoid the abuse of the process with the intent of supervisors using such as a threat to female employees.

The organizations should introduce and institutionalize sanctions against indecent dressing in the workplace while unwarranted discussions and gossips be avoided so as to avoid synthesizing sexual harassment in the workplace.

References

- Adkins, R. (1995): *Gendered Work: Sexuality, Family and the Labour Market*. Milton H. Keynes: University Press.
- Agba, M. S. (2014): *Fundamentals of Research Methodology in Social Sciences and Humanities*: Calabar: University of Calabar.
- Beijing Zhongze Women's Legal Consultation and Service Center (2010): *Women Watch China*.
- Haralambos, M. Holborn, M. (2000): *Sociology: Themes and Perspectives*. London: Collins Educational Books.
- International Labour Organization (2010): *Guide on Prevention of Sexual Harassment in the Workplace*.
- International Trade Union Confederation (2008): Belgium: Retrieved 20/09/15 www.ituc-csl.org.
- Katharine, T. B. (2002): *Gender and Law, Theory, Doctrine, Commentary*, Aspen Publishers, Inc. 3rd edn.

- Mackinon, C.A. (1979): *Sexual Harassment of Working Women: A Case of sex Discrimination*. New Haven: Yale University Press.
- Ogunmosunle, S. (2012): *Odds Against Domestic Violence Laws*. Nigeria Punch Newspaper 27th May, 2013.
<http://www.Punchng.Com/Opinion/Odds-against-Dornestic-Violence-Laws>.
- Oni, E. E; Adeniji, A. A. Osibanjo; Heirmsac, T. P. (2014): *Impact of Domestic. Abuse on Female Employee's Productivity in the Nigerian Workforce*. European Scientific Journal, Vol. 10 (26).
- Otulayo, I. (2000): *Violence against Women in Africa: The Case of Nigeria*. LASU: Center for Planning Studies.
- Preventing Sexual Harassment* (1992): BNA Communications, Inc, Manual 1992.
- Reskin, B. Padavic, I. (1994): *Women and Men at Work*, Thousand Oaks, C.A: Pine Forge Press.
- Sheffield, G. (1987): *Rank, Gender and House Sexuality: Manoassa as a Key to Sexual Option*. New York: Gower Publishing Ltd.
- Stanko, E. (1992) *Wife Battering: All in the Family*. Cambridge: Polity.
- Vicki, S. (1998): *Reconceptualizing Sexual Harassment*. Yale Law Journal. Vol. 107.
- Yalokwu, P. O. (2006): *Fundamentals of Management*. Lagos: Akangbe Commercial Enterprises.
- Yusuf, N. (2010): *Experience OF Sexual Harassment at Work by Female Employees in a Nigerian Work Environment*. Journal of Hum. ECol, 30 (3).