



**Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among Women**

A thesis

Presented to Department of Professional Psychology,  
Bahria University, Islamabad Campus

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In Partial Fulfillment  
Of the Requirement for the  
Degree of Bachelor of Sciences  
(BS) Psychology

**By**  
**Minahil Tanveer**  
**&**  
**Palwasha Imtiaz**

**Supervised By**  
**Ma'am Sundas Shakoor**

June, 2022

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## ACKNOWLEDGMENT

We are humbly thankful to Allah Almighty, the Merciful and Hazrat Muhammad (Peace Be Upon Him), who made our lives bountiful and blessed us with the strength and endurance to cope with the stress during this period.

This research project has been quite a journey for us, as we learned a lot throughout the process. We would like to thank our **HOD, Dr Rizwana** Amin and all the faculty members of the Department of Professional Psychology, BUIC. We would like to thank our cluster Head and Research coordinator, **Dr. Shazia** Yusuf, for her kind cooperation and moral support. We are extremely grateful to our supervisor **Ms. Sundas** Shakoor Abbasi, for her continuous guidance, motivation, immense knowledge and her tolerance in teaching us despite of our shortcomings. Our deepest gratitude goes to our **Parents** for their persistent love and support throughout our lives. We are also really thankful to our **Friends** and **Classmates** who helped us in our times of difficulty, it would have not been possible without them.

Minahil Tanveer

Palwasha Imtiaz

## **DEDICATION**

*Dedicated to my institution mentors under whose constant guidance I have completed this dissertation. They not only enlightened me with academic knowledge but also gave me valuable advice whenever I needed it the most.*

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## **Abbreviations**

SH	Sexual Harassment
CS	Coping Strategies
PWB	Psychological Well-Being
WSH	Workplace Sexual Harassment
SHEQ	Sexual Harassment Experience Questionnaire
CWHS	Coping with Harassment Scale
FS	Flourishing Scale

## **Abstract**

*The current research was intended to explore the association between Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among working women. The sample comprised of 355 working women; age 20-60 years old ( $M=1.37$  &  $SD=0.69$ ) were selected. The data was collected from Islamabad and Rawalpindi via purposive and convenient sampling technique. Data were collected using the Sexual Harassment Experience Scale (SHEQ), Coping with Harassment Scale (CWHS) and Flourishing Scale (FS). Results revealed that workplace sexual harassment was positively correlated with coping strategies and negatively correlated with psychological well-being. There was a significant difference among Workplace Sexual Harassment and study variables. There was a significant difference among Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being along the demographic variables. Implications, Limitations and Recommendations for future studies were also discussed.*

**Keywords:** *Workplace Sexual Harassment, Psychological Well-Being, Coping Strategies, Public Private organizations*

## Chapter 1

### Introduction

Women play a pivotal role in a country's socioeconomic development. Their engagement in the labor market has increased as a result of the evolving paradigm of globalization. However, their vulnerability has increased in the context of gender inequalities. They are subjected to violence and discrimination in some way, and they are primarily exploited by men (Mahmood & Ahmad, 2011). Because of this, women get frustrated and it affects their motivation and rate of productivity at work and make problems in their career as well as financial growth. Even though in the organizations, literate people are employed, but still women face harassment at workplace. (Sadruddin, 2013).

As this is a sensitive topic, numerous misconceptions concerning the phenomena exist (Ybarra, 2004). Defining the term “harassment” is not easy. It has its basis in men’s dominant behavior and sexist structure (Dey, 2013). On the basis of gender inequalities, the male dominant behaviors lead to repression of women (Mahmood & Ahmad, 2011). There are different perspectives of sexual harassment such as legal, social and feminist, but there is no general definition for it (Mcmaster, Connolly, Pepler, & Craig, 2002).

SH is described as undesired sexual actions which create a toxic work environment for the individual being affected. It comprises of Gender Harassment (nonsexual gender-based experiences, which include the comments that women are incapable), unwanted sexual attention (uninvited sexual remarks, behaviors, or efforts

at physical contact), and sexual coercion (quid pro quo; job related threats or benefits used to force and compel the sexual cooperation Fitzgerald et al., 1995).

Quid pro quo and hostile work environment are the two most common types of sexual harassment (Mondy and Mondy, 2012, p. 93). When a harasser asks or threatens an employee to perform sexual benefits in return for a promotion, a raise or bonus, or other work-related incentives, as well as to avoid bad repercussions like suspension or expulsion, it is described as quid pro quo sexual harassment. Sexual harassment in a hostile work environment occurs when individuals of an organization are forced to work in a threatening, hostile, or offensive atmosphere because of their gender (Jones & George, 2011).

There are more chances of women to be victims of WSH if a comparison is made with men (Chiodo et al., 2009) because of the society's unequal gender roles and status (Clair et al., 2019). Correspondingly, Workplace Sexual Harassment is also considered as the act of acquiring sexual consent from women using threats, fear, or pressure (Aloka, 2009). Women are affected by WSH for a variety of reasons. First and foremost, it is crucial and important to understand the male domination and superiority structure in the society of Pakistan (Akhtar & Métraux, 2013). In the Pakistani society, strict gender roles dominate and mixing genders; giving each gender the same rank is frowned upon (Sigal et al., 2005). Women in Pakistan are expected to retain conventional decency and respect for their family (Yasmin & Jabeen, 2017). As a result, misogynist men misjudge women's job outside of the home and believe it is acceptable to sexually harass women at work (Mangi, 2011).

Sexual Harassment is a tool that males use to show their manliness and vigor (Mikorski & Syzmanski, 2017) and this behavior is regarded as a form of amusement

for men (Dhillon & Bakaya, 2014) as well as an alternative for their sexual frustration (Farooqi & Hajani, 2017). Women are said to deliberately disempower men in order to harass them sexually, and they gain pleasure from it (Kuruvilla & Suhara, 2014). There are organizational factors that are based on the environment that raise the risk of WSH against women. These include organizations with higher male-to-female ratios, male authority, and organizations that tolerate WSH events (Quick & McFadyen, 2017; Nasem, 2018). The biggest factor that leads to more WSH events is the organization's tolerance for harassing behavior.

Over the last few years, sexual harassment has acquired more attention in the workplace as an aggravating issue that affects individuals and institutions, encompassing diverse social, professional, and regulatory ramifications. WSH can have a variety of harmful or beneficial, health, and work-related consequences. Embarrassment, irritability, anger, worry, helplessness, sadness, emotional fatigue, disease, or even suicide are all possible psychological and health effects. (McDonald, 2012). Job-related repercussions include lower levels of job satisfaction, poor job performance, decreased dedication, disengagement, exhaustion, team rivalries, career setbacks, and turnover (Lockwood & Marda, 2014).

WSH is a common occurrence all over the world. Even today, it is difficult to find a female who has not been a subject to SH of some kind at some point in her life. (Akhtar, 2013; Dhillon & Bakaya, 2014). Simultaneously, WSH has been identified in Pakistani working women in the banking sector (Nauman & Abbasi, 2014). Despite the fact that women's participation in the country's enterprise is growing, and there are currently numerous pro-women occupations in Pakistan, (Zia et al., 2016) Despite the rising involvement of women in the workforce in Pakistan, an alarmingly large proportion of women (93%) become victims of WSH in the government or non-public

sectors (SPDC, 2009). On a daily basis, several incidences of SH against women occur (Farooqi & Hajani, 2017). Pakistan is the sixth worst country in the world when it comes to violence against women, after Saudi Arabia and Somalia., according to a survey by the Reuters Foundation (Reuters, 2018). Women have previously found Pakistan to be an unsafe and insecure environment. (Akhtar & Métraux 2013) due to the high number of cases of SH against women. Different studies in other parts of the world that used accessible sampling revealed prevalence of SH ranging from 50% to 70% (Feldblum & Lipnic, 2016).

In Pakistan, few studies are undertaken, but those that are conducted focus on the qualitative issues in society, such as the nature of SH and women's perspectives of the dilemma. In the qualitative research of Sadruddin (2013), it was determined that the majority of people (200) agree that sexual harassment can include matters like gazing, stroking, bullying, undesirable jokes, sexual discrimination, verbal attacks, putting arms on shoulders, physical contact on hips, illicit nonverbal cues, deleterious text messages, showing pornographic films, and so on. According to Parveen (2010), between 2008 and 2010, there were 24119 incidences of violence against women documented, with 520 of those involving workplace harassment.

Pakistan has passed a set of standard procedures and code of behavior for workplace gender equality, addressing the major issue of sexual harassment. According to the Alliance Against Sexual Harassment at Workplace (2010), collaboration would be made with an inquiry committee to conduct investigations and yield actions in contradiction of WSH. By forbidding gender discrimination in the workplace and promotions due to sexual conduct, this policy aims to protect women from harassment and provide them with security. SH was frequent in the workplace, according to Sadruddin (2013), and had an influence on women's ability to execute job

responsibilities. Approximately 71% of female participants from Lahore-based organizations indicated they were aware of the government's anti-sexual harassment legislation. Only 55% of respondents believed that sexual harassment constituted a crime that could be prosecuted. Furthermore, only 20% of respondents claimed they would sue a coworker who sexually harassed them, while 50% said they would not (Mahmood & Ahmad, 2011).

Despite the fact that academics believe it is crucial to understand the coping strategies associated with sexual abuse encounters, there is little transparency of concept in the literature when it comes to identifying and classifying the coping mechanisms utilized by harassment victims. This lack of conceptual clarity impedes the scientific validity of coping mechanisms with harassment, and consequently the advancement of sexual harassment research as a whole. Historically, the extent to which the subject reacts proactively to the offender, such as by avoiding the culprit or making a complaint to officials, has been assessed on a one-dimensional scale (Jones & Remland, 1992).

Harassment can be dealt with in a variety of ways. According to Fitzgerald, Gold, Brock, and Gelfand (1999), the responses can be divided in two categories: externally focused and internally focused. External responses, also known as Active Coping, might include filing a complaint or report, as well as seeking social assistance. Internally employed Passive Coping methods include ignoring, evading, and taking light. Hunt, Davidson, Fielden, and Hoel (2007) analyze Knapp, Faley, Ekeberg, and Dubois' Typology of Target Responses to Sexual Harassment (1997). The responses can be self-focused, according to this categorisation. Responses that are centered to oneself do not engage the abuser, but initiator-centered responses do. There are four types of responses in this category (self-response, supported response, confrontation,



and advocate seeking). Self-response can include disregarding, ignoring, playing along with harassment, and self-blaming; advised solutions include taking a friend with oneself, communicating, and seeking psychological assistance. In confrontation, someone may threaten the harasser or tell them to cease bothering them, whereas reporting or pursuing legal remedies falls under advocate seeking.

This conceptualization was also confirmed by Sigel et al. (2003). According to Knapp et al. (1997), the level of harassment and the effect of utilizing a given coping technique are always linked. Several coping reactions may prevent the harasser from harassing you, while others may not. When a victim is harassed, they consider how to deal with it. If one approach does not work to end harassment, the victim may switch to another. This behavior will continue until an appropriate approach is developed.

The broader term PWB is used to refer to one's affective and cognitive evaluations about the well-being (Diener et al., 2002). There are three components of PWB. These are: (a) the presence of positive affect; (b) the absence of negative affect; and (c) the Satisfaction with Life, making it the tripartite model of PWB (Lee et al., 2013; Busseri & Sadava, 2011; Tov & Diener, 2013). The first two components are emotional in nature and a balance between these two components is considered to promote happiness. The third component is the cognitive evaluation of one's PWB. Often, the sources and determinants of both Psychological Well-Being and happiness are same for the people (Tsuladze et al., 2013).

Depression, lower life-satisfaction, anxiety and many other mental conditions, link the WSH with PWB and this relationship has been confirmed consistently by the researches (Fitzgerald, Drasgow, & Magley, 1999; Glomb et al., 1999; Munson, Hulin, & Drasgow, 2000; Palmieri, 2002; Schneider et al., 1997). If SH is a work-

related stress factor, it is linked to a reduced quality of life and PWB (Min, 2014).

Burnout has a detrimental effect on the well-being of tourism and hospitality professionals as well as on organizational culture (e.g., Kara et al., 2013; Koc & Bozkurt, 2017) According to the definition in psychological perspective, it is unpleasant and undesirable sex-based behavior that the victim feels as dangerous, exceeding his or her capabilities, endangering his or her security or well-being (Fitzgerald, Drasgow, Hullin, Gelfand, & Magely, 1997).

## **Literature Review**

The #MeToo movement has brought to light a bitter reality that women have experienced and known for a long time: sexual harassment and other sorts of gender-based prejudice, bias and oppression that are rampant across society. The diverse and complicated role that social psychological phenomenon like gender norms play in the development and response to such behaviors has also become increasingly obvious. Some circumstances are more conducive to women's coping with these unfavorable events for example, by empowering them and making appropriate help more accessible. Although women's reactions to sexual harassment differ, there is universal agreement that SH has a negative impact on their psychological and physiological well-being (Schmitt et al., 2003).

According to definition in psychology, it is an unfavorable and an unacceptable sexual act that the subject views as menacing, exceeding his or her abilities, or placing his or her protection or comfort in jeopardy (Fitzgerald et al. 1997). According to Goonesekere (2004), SH is explained as immoral practice that is viewed as contemptuous and frightening. Almost half of all female workers in European Union

countries have experienced sexual harassment in some way (UNISON, 2008). According to a survey organized by the Australian Council of Trade Unions in 2000, 54% of respondents claimed that threatening types of behavior occur at work (Queensland Government, 2002). According to a study conducted by the Merit System Protection Board (MSPB) in the United States, 44 percent females encounter WSH (Lindenberg et al. 2007). Research in Uganda conducted by Paul Nyende (2000), found that 65 percent of women respondents were harassed. Tragically, there is no valid and well-documented evidence of SH in Asian countries, but their policies to tackle sexual harassment are suggestive of its prevalence (Sadrudin, 2013).

The responses of women to SH are affected by both the event's context (i.e., when and how it happened) and their own psychological perception of what happened. When it comes to sexual harassment, both individual and organizational expenses are taken into account. Researchers should learn about the processes that might either mitigate or intensify the psychological and work-related effects of sexual harassment. According to a prior study, women who work in environments that provide privacy, limit interaction between male and female coworkers to job-related topics, and keep everyone focused on their own responsibilities suffer less unwanted sexual harassment and sexual coercion (Muazzam et al. 2016). As a result, these women report fewer depressed symptoms, worry, and stress in their daily lives. A comparable study conducted in Lahore's banking sector indicated that workplace privacy was negatively correlated with sexual harassment experience (Nauman & Abassi, 2014).

Working women who find the guts to speak out about sexual harassment face unfavorable reactions from their families and inadequate replies from upper legal jurisdiction (Yasmin, 2018). Despite the fact that the "Me Too" campaign has had minimal success in Pakistan (Ahmad et al., 2020), Pakistani society's culture has long

been taught to remain silent on the matter of sexual harassment of women (Abbas, 2011; Mustafa, 2017).

It is seen that using a particular coping strategy is always dependent on the level of harassment. Some coping reactions might prevent the harasser from harassing other, while some might not. When harassment takes place, the victim decides how to deal with it. If one approach does not work to end harassment, the victim may switch to another. This behavior will continue until an appropriate approach is devised. Gender issues are a particularly under-researched topic in Pakistan. Workplace harassment is one of the country's most heinous realities. In addition, the gender question is a distinct and under-researched area in the country. In this context, the current research will provide a disclaimer by focusing on the issue of WSH.

Sexual harassment is all about power, control, and domination, just like so many other offenses. SH was defined by the International Labor Organization (ILO) in 2001 as unwanted and offensive sex-related behavior directed at the victim. As a result, sexual harassment is not only a workplace safety and health issue, but it is also a kind of violence that is mostly directed at women (ILO, 1992). It can be found in a variety of places, including the workplace, academia, residences, and public areas.

There is a lot of studies on women's coping mechanisms for dealing with the WSH. In a meta-analytic research, Gruber (1989) discovered that only 20% of women reported coping with WSH by using active coping devices such as filing a complaint or confronting the harasser. Women commonly use the passive coping methods such as ignoring the harasser and avoiding thinking about the harassment, according to researchers (Magley, 2002).

Three parameters were suggested by Gruber and Bjorn (1986) to explain the reason behind women choosing indirect, passive coping methods (e.g., attempting to avoid the perpetrator and showing as if the abuse never occurred). Women might use passive coping mechanisms to deal with the problem without upsetting their work environment. Women are typically afraid of punishment if they use active coping mechanisms like filing a complaint. As a result, indirect coping mechanisms aid women's psychological well-being.

Finally, sexual harassment is confusing because it might be regarded as either sexual curiosity or disrespectful behavior. Because of the ambiguity, using direct tactics to respond to harassment can be challenging (Gruber & Bjorn). Cultural self-apprehension can also affect the way a person views a stressful circumstance to anticipate the coping mechanisms employed to minimize and end the suffering (Aldwin, 2007).

In both individualist and collectivist environments, women are afraid of being the center of attention for the personal experiences of sexual harassment they had encountered, that is why it stops them from reporting it, rather than confronting the harasser, women with the collectivistic cultures background (i.e., Turkish and Hispanic) reported to have used the denial/avoidance coping technique more frequently than women from individualistic cultures (i.e., Anglo American) to maintain the euphony at workplace (Wasti & Cortina, 2017).

There is a relation between SH and PWB, according to previous studies (Fitzgerald et al., 1997; Munson et al., 2000; Rederstorff et al., 2007). According to research on professionals working in the hospitality sector, sexually harassed women are more probable to feel threatened in their everyday lives, according to Theocharous

and Philaretou (2009). According to Cho (2002), the most common psychological difficulties mentioned by hotel female employees as a result of sexual harassment were stress, anxiousness, and continuous anger and dread.

Sexual harassment has a devastating effect on the physical as well as on their mental health. Those who experience greater rates of sexual harassment victims suffer from melancholy, poor appetite, night terrors, disrupted sleep, lack of confidence, self-doubt, as well as feeling sad, terrified, scared, or ashamed (Gruber & Fineran, 2007). Women receive greater freedom, self-reliance, and decision-making authority when they enter the workplace, in context of the United Nations' Millennium Development Goals Report (2013). Overall, women who have experienced sexual harassment are less satisfied with their lives than women who have never been sexually harassed at work; a study by Merkin and Shah (2014) found that American and Pakistani female employees who have been abused and harassed sexually at work experienced low job satisfaction than those who didn't have any such experience. Sick leave is used by victims to avoid going to work.

WSH is studied and still being researched in several cultures (e.g., Fitzgerald, 1995; Matsui et al. 1995). But in Pakistan, it gained more attention as late as the 1990s, (Anila et al. 1995; Pakistan National Report, 1995; Shah, 1994; Zaidi, 1994). The majority of these research focused on the qualitative components of workplace sexual harassment.

In Pakistan, sexual harassment took the form of gazing, unwelcome sexual comments, and physical touch, among other things (e.g., brushing against, squeezing and pinching). It is especially common in coeducational institutions and public spaces (such as train stations, bus stops, marketplaces, crowded areas, female college gates,

malls, and so on). Males of practically all ages, from various socioeconomic groups, are among the harassers (Anila, 1990).

When compared to younger women, elderly women reported greater instances of Gender Harassment and Sexual Coercion (Kamal, 1998). Enough evidence supports the stance that younger women are way more likely to undergo WSH, and numerous studies support this (e.g., Gutek & Dunwoody, 1987; Martin, 1984; U.S Merit Systems Protection Board, 1981, 1987).

In each of the three classifications, including Gender Harassment, Unwanted Sexual Attention, and Sexual Coercion, women belonging to a lower socioeconomic group reported more incidents of sexual harassment (Kamal, 1998). Many studies in the West have revealed that highly educated women report greater harassment (e.g., Coles, 1986; Fain and Anderton, 1987; Martin, 1984). In Pakistan, women with poor or no education are employed in low-status occupations, making them subject to sexual harassment by men with higher status and organizational influence who work with them (Kamal, 1998). This interpretation is consistent with the organizational power model, which states that men utilize their organizational influence to frighten females (Backhouse & Cohan 1981).

In one study (Kamal, 1998), the marital status of working women was not a significant factor in sexual harassment experiences because all respondents reported the same frequency of sexual harassment events regardless of marital status. Marital status is linked with sexual harassment, according to Fitzgerald and Ormerod (1992), with unmarried (divorced, separated, never married, and cohabiting) women experiencing harassment quite frequently than wedded (widowed) women (Ryan & Kenig, 1991).

Married women and widows, according to Gutek and Nakamura (1982), endure fewer WSH than single women or divorcees. Females who live with a male-figure, on the other hand, have the greatest percentage. Unmarried women are twice as likely to report being sexually harassed at work by a man than other women (29 percent compared to 15 percent). They were also nearly twice as probable to account unwelcome sexual stares or signs as women in general (32 percent vs. 19 percent).

Sexual harassment has been reported by professional women, elderly women, youth, minority women, and others, according to Farley (1978). Sexual harassment affects all women, not just a limited group of women or a specific type of woman.

As per Tangri et al. (1982), women are frequently employed in subordinate positions, i.e., jobs with lesser prestige than men, in work organizations. As a result, females are more prone to be a victim to the WSH (Baker, 1989; LaFontaine & Tredeau, 1986). The male gender has been exploiting their organizational position to pressurize or threaten women has been described by many scholars (Backhouse & Cohen, 1981). In previous research, it was seen that peer or colleagues, not supervisors, are the ones who harass the most (Gutek, 1985; U.S Merit Systems Protection Board, 1981), and that superior can be harassed by subordinates, have put doubt on this viewpoint (McKinney, 1992).

Cleveland and Kerst (1993) used the term "organisational power" to describe the effect of job status, stating that formal organisational power is generated from the employment status of the workers inside the company, with women typically in subordinate positions (Collins & Blodgett; 1981).

Several studies have been conducted to investigate the topic of sexual harassment in various types of organisations. Sexual harassment can be discovered in



both the government and non-government sectors, as well as in many types of organizations, according to Fitzgerald (1992). (Farley, 1978; Lach & Gwartney-Gibbs, 1993). Many studies have also indicated that women victims of sexual harassment report being threatened with losing their jobs if they refuse to comply with sexual demands. When women refuse their harasser, they face work sabotage, disciplinary measures, and even job loss (Carothers and Crull, 1984).

As a result, these women may feel compelled to comply with their demands. This sort of harassment is referred to as "exploitation harassment" by Ellis (1981), who believes it is a misuse of authority. The majority of exploitative harassment occurs when a woman is working or doing her job due to financial difficulties, as she requires financial aid to sustain her family including herself also, and is unable to resign from her job as a result of the workplace sexual harassment she has faced. Women who work only to pass the time and are not under any financial strain, on the other hand, are less likely to be subjected to exploitation harassment (Kamal, 1998).

Sexual harassment is thought to have serious psychological consequences (Cleveland, Vescio, & Bames, 2005). This behaviour has a negative impact on women's mental health, both individually and career-wise (Ybarra, Espelage, & Mitchell, 2007). Furthermore, severity of the detrimental psychological impact has a strong link with the length of harassment and the harasser's status in the organization. Sexual misconduct that lasts a long time has a negative psychological impact on the victim (Gettman & Gelfand, 2007). It causes PTSD, anxiety, and depression (Berdahl & Aquino, 2009), as well as psycho-somatic disorders in some cases (Berdahl & Aquino, 2009).

Equal rights are promised by the constitution of Pakistan for both men and women. But in daily lives, there is a lack of gender equality, and women are still discriminated. The GII, Pakistan's Gender Inequality Index rank amid 149 nations is 126th, as given by the Human Development Report 2014, while Pakistan's Gender Gap Index rank is 141 among 142 countries, according to the Global Gender Gap Report (World Economic Forum, 2014). Pakistan is ranked 141 out of the 142 nations in the Gender Gap Index (World Economic Forum, 2014). Despite the fact that Pakistan passed the Protection Against Harassment of Women at Workplace Act in 2010 (NAP, 2010) to penalize stalkers, the government has done nothing to enforce WSH regulations (Akhtar et al. 2013). To conclude, there is still hesitation by women to report WSH incidences and call out for help and support (Yasmin, 2018). The patriarchy embedded in our culture of Pakistan is a key impediment to women reporting occurrences of WSH since such women are viewed as a source of shame in the family and hence, they choose to not report or talk about it (Shams, 2018). In the culture of Pakistan, where women are exposed to sexual harassment, they are taught to remain silent from a young age (Muazzam et al., 2016) and to accept such kinds of attitudes as a normal part of life (Kamal, 2005). According to Spencer et al. (2017), women experiencing sexual harassment become so fragile and sensitive that the matter is neither disclosed nor mentioned to anyone. In Pakistan, women are frequently told to be quiet about the prevalence of sexual harassment, whereas in the United States, women are urged to record abusers and present them to police. (Dey, 2013; Ramezani, 2015).

## **Theoretical Framework**

### **Theoretical Perspectives on Sexual Harassment of Women at Workplaces**

In Pakistan, women's economic empowerment and sustainability are dependent on their participation in the economy. As a result, the violence and anxiety that women face when they go to work are of particular concern; sexist workplaces can sometimes provide a hostile environment for them, discouraging them from continuing to work. Since women began to sell their skills in the marketplace, sexual offenses against women have become a big problem in the workplace (Fitzgerald, 1993).

Sexual harassment is a multidimensional problem. Therefore, it is difficult to focus only on one theoretical framework to draw conclusions to examine the persistence and precipitating factors of sexual harassment of women at the workplace. Sexual harassment is rarely understood via a single ideological perspective, but rather through a confluence of factors. Various frameworks, such as organizational method, feminist theory, role theory, sexual harassment theory, and attributional models, have been used in the past studies. The models discussed below share the same viewpoints and can be categorized as socio-cultural models of sexual harassment (Sheets and Braver, 1999).

#### ***Sex Role Spillover Theory***

People bring needless gender related stereotypical assumptions to work, influencing how they interact with and treat women. Outside of these traditional domains, males depend on gender-based expectations while dealing with women in male-dominated workplaces, perceiving women in their gender role rather than their professional position. In a female-dominated workplace, however, gender and work roles collide, and hence a higher percentage of sexual misconduct remains unreported. (Barbara Gutek, 1982). The main concept that helps to describe sexual abuse and

harassment is power (Cleveland & Kurst, 1993). According to this viewpoint, sexual harassment is a result of power, dominance, and authority interactions that occur from patriarchal organizational structures. (Gruber, 1992). Individuals can take advantage of their power and position to take sexual satisfaction from their colleagues due to an unequal structure of power at work. As a result, this perspective emphasizes why organizational hierarchy structures invest control in certain people above others, it can lead to harassment. As a result, SH is a representation of men power and dominance on women that leads to the existence of sexist relationships.

### ***Organizational Theory***

Power is one of the most important factors in understanding sexual harassment (Cleveland & Kurst, 1993). In light of this point of view, SH occurs because of authoritative and controlling interactions which occurs from the organizations with hierarchy systems (Gruber, 1992). The structural and environmental circumstances at work provide opportunities for harassment or indirectly encourage harassment because of institutional norms, biasness of gender, and established domination dynamics in men and women. Workplace systems and settings provide opportunities for harassment or indirectly facilitate harassment. Individuals may abuse their position of power and authority in the workplace to obtain favors related to sex from the juniors, relating sexual harassment to a range of professional concerns. As a result, sexual harassment is a technique in which men strive to impose power and control on women, leading to patriarchy.

## **Coping Theory**

The pioneers who conducted an abundance of research on coping theory, were Lazarus & Folkman (1984). The definition of coping was constructed by them as it said "Continuously altering cognitive and behavioral endeavors to be in charge of specific external and internal stressors that are considered as challenging or beyond a person's capacity,".

Coping, according to the definition, entails expending mental energy in the kind of way that mitigates stress. The main goal of all coping mechanisms, conscious or unconscious, is to resolve and exit a mental suffering and crisis in order to return to a normal condition. Everyone's way of coping is different. This is a large field of study that can be classified into two groups: focus-oriented theories and approach-oriented theories (micro-analytic and macro-analytic).

The focus-oriented state and trait coping theories consider a person's internal strength and mental capacities when deciding how effectively they can adapt to a situation. The above-mentioned approach-oriented theories, on the other hand, are concerned with the efficacy and utility of coping mechanisms. (Carver et al. 1989).

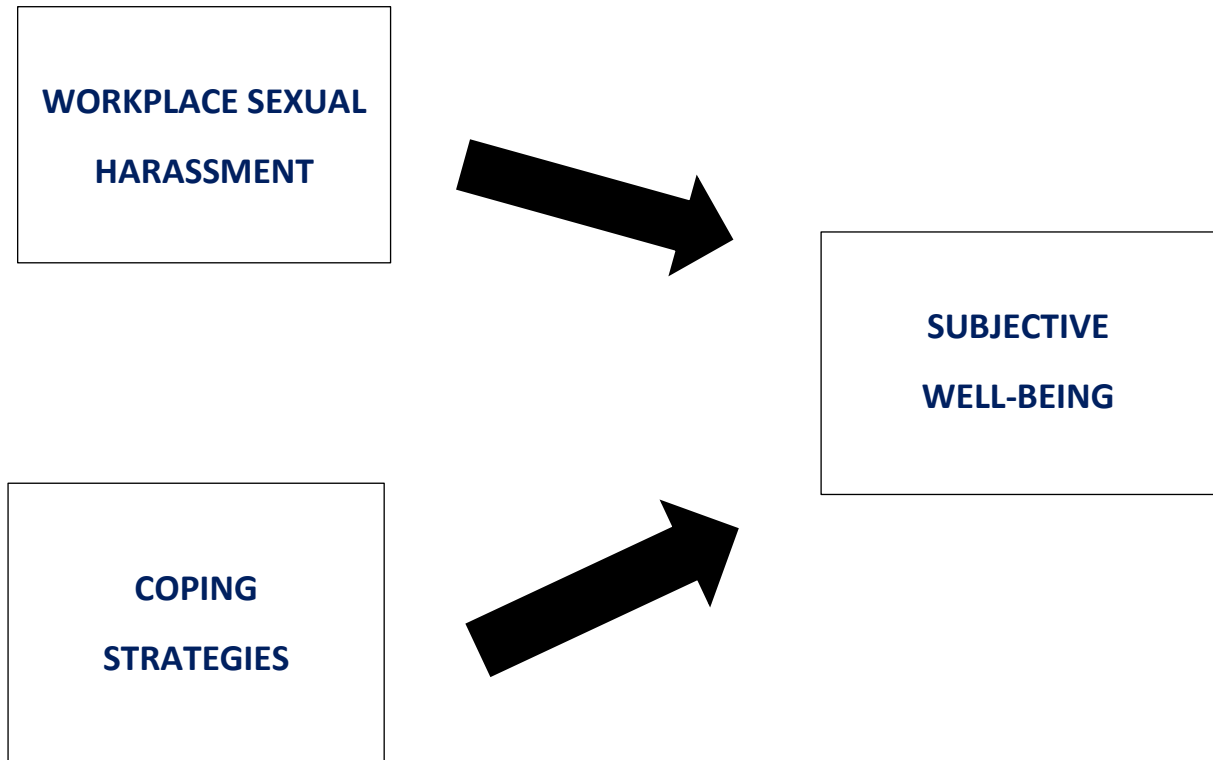
## **Horney's Coping Strategies**

According to Karen Horney, there are three basic coping techniques that are linked to the ten neurotic wants:

Compliance is the first of these strategies. It's associated with neurotic needs for acceptance and affection, all-encompassing love, conflict avoidance, and a lack of rules and regulations.

Aggression is the second coping strategy, and it is linked to aspirations to impose control over others, influence others, be socially recognized, have people admire them, and achieve excessively.

Withdrawal is the last of these. It manifests itself in the desire to avoid conflict and have no norms or laws, as well as the demand for complete independence, which includes the refusal to ask for help and the goal for perfection.

**Conceptual Framework**

*Figure 1: Conceptualized Model of the Current Study*

## **Problem Statement**

It is critical for women to be free of patriarchal and misogynistic attitudes, beliefs, and belief systems on a psychological, emotional, and physical level. In order for this to happen, it is very important for these issues to be highlighted and addressed. What are the coping strategies employed by women in response to such harassing behaviors at a workplace and how does it take a toll on a woman's psychological well-being? This study, which focuses on workplace sexual harassment, could make a little difference in the lives of women.

## **Rationale**

WSH is a menace to women's psychological well-being and social lives as it practically affects every woman. As noted in earlier studies, the existence of such conduct has an impact on the productivity of working women.

The general consensus is that an overwhelming proportion of Pakistani women who leave their homes or go to work have been harassed sexually at some point in their lives, and this occurs in a variety of settings, organizations, and work levels (Pakistan National Report, 1995). Every other step a woman takes in public in Pakistani culture is accompanied by apprehension, as if she would be harassed. Women strive to stay away from anything that can cause them to be harassed. This perspective restricts a woman's mental liberty, independence in terms of choices, and amount of productivity in their life.

Other big issue in Pakistani society is that when females are harassed, they are made to feel responsible for their own abuse and victimization, as if it is their fault. One



of the key motivations for performing this study is to raise awareness, as discussing such things is considered a taboo in Pakistan.

Even when confident and strong women get harassed at workplaces, various factors resist them from filing a complaint against the harasser, including the dread of getting fired, humiliation and disgrace of being harassed. The current study intended to address the gap in the current literature by investigating workplace SH at various organizations through a culturally adapted questionnaire, to minimize the biasness in the responses as there are many factors that entail the biasness involving the responses of women. As it pertains in our society, the idea of victim-blaming, labelling of a woman and the distress of job insecurity; makes them re-think her choices about reporting or taking any necessary measures regarding the workplace harassment they faced. The organizational culture also plays an important role in predicting the workplace environment and paving ways for women for reporting of such crimes.

This study aims to take significant steps to train women on how to analyze unpleasant and unhealthy workplace conditions. The aim is to turn this study into a means for educating, training, and preventing WSH. To function efficiently, women should be given workshops seminars and trainings to deal with such situations. Also, to give them safe working environment and strong legal framework within their respective organizations. At the same time, the Pakistani government should put women's rights into practice.

## **Objectives**

1. To investigate the relationship between workplace sexual harassment, coping strategies and Psychological Well-being among female employees.

2. To find out the impact of workplace sexual harassment and coping strategies on Psychological well-being among female employees.
3. To find demographical differences along the study variables among female employees.

### **Research Question**

Do coping strategies and Workplace Sexual Harassment predict/relate (with) Psychological Well-Being of Women working in Public and Private Sectors?

### **Hypotheses**

1. There will be a relationship between Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among female employees.
2. Workplace Sexual Harassment and Coping Strategies will predict Psychological Well-Being among female employees.
3. There will be a difference in Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among women in public and private sectors.
4. There will be a difference in Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among women from different educational backgrounds.
5. There will be a difference in Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among women of different age groups.
6. There will be a difference in Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among different Marital Status.

## Chapter 2

### Method

The given section discusses objectives, hypotheses, study design, sample, operational definitions, instruments, inclusion and exclusion criteria, ethical consideration and procedure.

#### Research Design

This study used a correlation (cross-sectional) design with the quantitative approach.

#### Sample

This research comprised of female employees (n=355). The age range from 20-60 years was selected. Data was collected from Rawalpindi and Islamabad private and government sectors.

#### Sampling Technique

Purposive and Convenient sampling techniques were used to collect the data. Sample size was calculated by using G-power (version 25).

#### Inclusion Criteria

The women who are currently employed in government and private sectors were included in the research.

#### Exclusion Criteria

Women below the age of 20 and above the age of 60 were also not included.

## **Operational Definitions**

### **Workplace Sexual Harassment**

Sexual harassment is defined as repeated and unpleasant sexual behaviors that include verbal, physical, psychological, and visual types that are common in the workplace (Zeng et al., 2019) and are accompanied by humiliation, insults, or threats to the health of victims (Suhaila & Rampal, 2012). The experiences of unwelcome, inappropriate and behavior related to sex in the workplace is referred to as sexual harassment. Sexual harassment can take the form of sexual coercion or assault in the most extreme and infrequent forms, which can be eligible to act as a severe distress (Gutek, 1985; U.S. Merit Systems Protection Board, 1981, 1988). Unwanted sexual advances, demands for sexual favors, and other sexually related verbal or physical behaviors by males toward females are operationally defined in the current study.

### **Coping Strategies**

The cognitive or behavioral approach used to decrease the impacts of a stressful experience, such as sexual harassment, is referred to as coping (Lazarus and Folkman 1984). Individuals use Active, Passive, Self-Blame, or Benign coping mechanisms when confronted with a stressful scenario, including WSH. Passive Coping techniques are attempts to manage one's feelings or thoughts about the occurrence, whereas active coping strategies are attempts to manage or change the circumstance (e.g., avoiding thinking about it or reframing the situation in a more favorable manner).

## **Psychological Well-Being**

Psychological Well-Being can be defined as condition of being and satisfied content, with little or no stress, overall positive attitude and physical and mental health, high quality and standard of life (VandenBos, 2015). People's evaluations of their lives, involving emotive and cognitive, are a part of their well-being (Diener & Suh, 1997).

Psychological well-being includes things like purpose/meaning in life, life satisfaction, optimism, competence, interest in activities, positive relationships, contributing to others' pleasure, and being respected by others.

## **Instruments**

### **Informed Consent Form**

The informed consent form provided participants with basic but important information about the study as well as their willingness to participate and volunteer. Participants were permitted to withdraw their consent at any moment and were not charged for doing so. They were told that all of the information acquired would be kept completely secret and confidential. They were also asked to provide accurate information, with the assurance that their responses would be used specifically for research purposes.

### **Demographic Information Form**

Demographic form contained Age, Education, Profession, Marital status, Occupation, Occupation Sector, Harasser's status, Socioeconomic status, Reasons for doing job.

### **Sexual Harassment Experience Questionnaire (SHEQ)**

The Sexual Harassment Experience Questionnaire was used to assess WSH (Kamal & Tariq, 1997). The SHEQ is a 35-item questionnaire that has been shown to be a good tool in determining how women in Pakistani workplaces experience sexual harassment.

The distribution of 35 items is in three different sub-scales which include Gender Harassment including the items (1,3,5,7,10,23,25), Unwanted Sexual Attention (2,4,6,8,9,11,13,14,15,16,18,19,20,21,22,24,29,31,33,34,35) and Sexual Coercion (12,17,26,27,28,30,32).

On a four-point Likert scale, responses ranged from 1 (never) to 4 (very frequently), with higher ratings indicating more harassment. Using Cronbach's alpha coefficient, first psychometric study produced an internal consistency coefficient of .94 for the overall 35-item SHEQ, ranging from .70 to .92 for each scale. All of the SHEQ's items are empirically determined, and they are also judged by professionals. As a result, it has enough content validity.

This scale is based on the cultural expressions of sexual harassment which are quite sensitive but explicitly related to Pakistani norms. All SHEQ items are written in terms of behavior and with enough detail for all respondents to comprehend them correctly. The least possible weightage assigned on each item is 1 and maximum is 4. As a result, a total score on the 35 SHEQ items can range from 35 to 140.

### **Coping with Harassment Scale (CWHS)**

The CWHS scale was used to assess how people cope with sexual harassment. It was created by Fairchild and Rudman (2008), who modified items from Fitzgerald's Coping with Harassment Questionnaire (1990). It's a 20-item scale that assesses how

women react to sexual harassment on a regular basis (Fairchild & Rudman, 2008).

There are four subscales in the CWHS.

The first subscale (Passive Coping) has a Cronbach's alpha of .88 and included items 2, 8, 11, 12, 16, 19, and 21. The second component (Benign Coping) had a Cronbach's alpha of .79 and consists of items 1, 3, 9, 13, 17, 20. The third component (Active Coping) had a Cronbach's alpha of .78 and consists of items 5, 6, 7, 15. Finally, the fourth component (Self-Blame) had a Cronbach's alpha of .83 and included items 4, 10, 14, and 18. The subscale elements are put together and divided by the total number of items on the subscale to determine the score.

The Passive Coping subscale has seven items that describe ignoring or avoiding the harasser as a means of coping. Six items make up the Benign Coping subscale, which assesses how well you manage with everyday WSH by perceiving comments as flattering or complimentary. The four items on the Active Coping subscale examine how often you use coping methods such as confronting or reporting the harasser. The Self-Blame scale consists of four items that examine coping by blaming oneself for harassment. The items are graded on a seven-point Likert scale, with one indicating "not at all descriptive" and seven indicating "extremely descriptive."

### **Flourishing Scale**

Diener et al. (2010) developed the Flourishing Scale to examine Psychological /psychological well-being. This instrument includes questions about human flourishing in areas such as life purpose, relationships, self-esteem, feelings of competence, and optimism.

All eight items are scored by adding the responses, which range from 1 to 7. Scores vary from 8 (lowest possible) to 56 (highest possible) (highest Psychological Well-Being possible). A high score indicates psychological strengths and well-being.

### **Procedure**

The permission to conduct the study was taken from the competent authorities of Bahria University. Permission to use the required three scales for each variable was taken from the respective authors. Then, different workplaces were approached along with the consent and permission to collect data from female employees. To collect data, instruments were compiled in a booklet form. Later, written consent was taken from every employee from whom the data was collected. All the participants were given adequate information about the study and the questionnaires.

### **Ethical Considerations**

During the whole process of the study ethical concerns were considered. To conduct the research, permission was taken from the ethical committee of Bahria University. The instruments were used after obtaining consent from the respective authors. The guidelines given by the authors were followed while administering and scoring the respective instruments. After getting the permission questionnaires were distributed among targeted subjects. Then informed consent was taken from these subjects regarding their willingness to be a part of this study. Proper and clear information was given about the aim of the study and they were allowed to withdraw from the study as per their will. All the queries of the participants were properly addressed. Participants were informed that their confidentiality will be maintained. They were assured that their information would be used only for the purposes of research



### **Chapter 3**

#### **Results**

After data collection Statistical Package for Social Sciences (SPSS-IBM version 26) was used to conduct statistical analysis. Descriptive statistics were used to compute frequency, mean, and percentages for socio-demographic variables. Pearson product-moment correlation coefficient (Pearson's correlation) was used to measure the strength of the relationship between variables. Multiple regression was used to measure the causal relationship between variables. Non-Parametric Test Mann-Whitney U test was used to measure the differences among two groups. Kruskal-Wallis test, an approach to one-way ANOVA was used to compare three or more groups.

**Table 1***Descriptive Statistics of Participants (n=355)*

<i>Characteristics</i>	<i>N</i>	<i>%</i>	<i>M</i>	<i>SD</i>
Age			1.37	0.69
20-30	260	73.2		
31-40	66	18.6		
41-50	22	6.2		
51-60	7	2.0		
Education				
Intermediate	6	1.7		
Bachelors	157	44.2		
Masters	157	44.2		
PhD	29	8.2		
Other	6	1.7		
Marital Status				
Single	137	38.6		
Engaged/committed	56	15.8		
Married	147	41.4		
Widowed	6	1.7		
Divorced	9	2.5		
Occupation				
Teacher	76	21.4		
Doctor	79	22.3		
Banker	27	7.6		
Others	173	48.7		
Occupational Sector				
Public Sector	127	35.8		
Private Sector	225	63.4		
Reason for Doing Job				
Financial Issues	109	30.7		
To Pass Time	24	6.8		
To Gain Experience	166	46.8		
Other	56	15.8		

Socioeconomic Status		
Lower Class	21	5.9
Middle Class	294	82.8
Upper Class	40	11.3
Harassers' Status		
Senior	113	31.8
Junior	29	8.2
Other People at the Workplace	125	35.2
None	88	24.8

---

Table 1 shows the descriptive statistics of the participants. Employees with an age range of 20-30 are 73.2% (n= 260), 31-40 are 18.6% (n= 66), 41-50 are 6.2% (n=7), 51-60 are 2.0% (n=7). Participants who have done Intermediate are 1.7% (n=6), who have done Bachelors are 44.2% (n=157), who have done Masters are 4.4% (n=157), and who have done PhD are 8.2% (n=29) and other participants are 1.7% (n=6). Participants whose marital status is single are 3.86% (n=137), who are engaged/committed are 15.8% (n=41.4), who are Married are 41.4% (n=147), Participants who are widowed are 1.7% (n=6), who are divorced are 2.5% (n= 9). Participants who work as a teacher are 21.4% (n=76), who are Doctors are 22.3% (n=79), who are bankers are 7.6% (n=27), who are working in other occupations are 48.7% (n=173). Participants working in public sector are 35.8% (n=127) as compared to participants working in Private sectors that are 63.4% (n=225). Participants doing job because of financial issues are 30.7% (n=109), who are doing job to pass time are 6.8% (n=24), who wants to gain experience are 46.8% (n=166), Participants doing job for other reasons are 15.8% (n=56). Participants whose socioeconomic status is lower class are 5.9% (n=21), who are from middle class are 82.8% (n=294), who are from upper class are 11.3% (n=40). The descriptive statistic for harassers' status in seniors are 31.8% (n=113), juniors are 8.2% (n=29), other people at workplace are 35.2% (n=125), none are 24.8% (n=88)

**Table 2***Psychometric Properties of Study Variables (n=355)*

<i>Scale</i>	<i>No. of items k</i>	<i>M</i>	<i>SD</i>	<i>Range Min-Max</i>	<i>α</i>
SHEQ	35	52.12	16.73	35-155	.95
Gender Harassment	7	11.76	3.82	7-24	.77
Unwanted Sexual Attention	21	31.32	10.69	21-69	.93
Sexual Coercion	7	9.04	3.36	7-27	.87
Passive Coping	7	3.58	1.72	1-7	.91
Self-Blame	4	2.71	1.58	1-7	.88
Benign	6	2.89	1.39	1-7	.82
Active Coping	4	3.34	1.60	1-7	.80
Flourishing	8	43.10	9.83	8-56	.93

*Note: SHEQ= Sexual Harassment Experience Questionnaire*

Table 2 shows the psychometric properties of the scales utilized in the study. The Cronbach's  $\alpha$  value for SHEQ is .95 ( $> .90$ ) which indicates high internal consistency. The Cronbach's  $\alpha$  for subscales of SHEQ Gender Harassment scale is .77 ( $> .70$ ). Cronbach's  $\alpha$  for Unwanted Sexual Attention scale .93 ( $> .90$ ). Cronbach's  $\alpha$  for Sexual Coercion scale is .87 ( $> .80$ ). The Cronbach's value for subscales of CWHS Passive Coping is .91 ( $> .90$ ). Self-Blame Cronbach's  $\alpha$  is .88 ( $> .80$ ). Cronbach's  $\alpha$  for Benign is .82 ( $> .80$ ) and for Active Coping Cronbach's  $\alpha$  is .80. The Cronbach's value for the Flourishing scale is .93( $> .90$ ) which indicates high internal consistency.

**Table 3**

*Pearson Bivariate Correlation among Workplace Sexual Harassment Experience Questionnaire and its subscales, Coping with Harassment Scale subscales and Flourishing Scale (n=355)*

<i>Variables</i>	<i>M</i>	<i>SD</i>	1	2	3	4	5	6	7	8	9
1.SHEQ	52.12	16.73	-								
2.Gender Harassment	11.76	3.82	.88**	-							
3.Unwanted Sexual Attention	31.32	10.69	.98**	.82**	-						
4.Sexual Coercion	9.04	3.36	.85**	.64**	.78**	-					
5.Passive Coping	3.58	1.72	.50**	.52**	.49**	.33**	-				
6.Self-Blame	2.71	1.58	.62**	.54**	.61**	.51**	.61**	-			
7.Benign	2.89	1.39	.57**	.51**	.56**	.49**	.76**	.74**	-		
8.Active Coping	3.34	1.60	.54**	.55**	.53**	.40**	.61**	.66**	.69**	-	
9.Flourishing	43.10	9.83	-.22**	-.18**	-.22**	-.21**	-.13**	-.22**	-.11**	-.11**	-

\* $p < 0.05$ . \*\* $p < 0.01$ .

*Note: SHEQ=Sexual Harassment Experience Questionnaire*

Table 3 shows the significant correlation among SHEQ, Coping with Harassment Scale subscales and Flourishing Scale. In the table, SHEQ shows high significant positive correlation with Gender Harassment ( $r = .88, p < 0.01$ ), Unwanted Sexual Attention ( $r = .98, p < 0.01$ ) and Sexual Coercion ( $r = .85, p < 0.01$ ). The SHEQ scale also shows significant positive correlation with Passive Coping ( $r = .50, p < 0.01$ ), Self-Blame ( $r = .62, p < 0.01$ ), Benign Coping ( $r = .57, p < 0.01$ ), Active Coping ( $r = .54, p < 0.01$ ), and shows negative low significant correlation with Flourishing scale ( $r = -.22, p > 0.01$ ). Gender Harassment sub-scale shows positive significant correlation with Unwanted Sexual Attention ( $r = .82, p < 0.01$ ), Sexual Coercion ( $r = .85, p < 0.01$ ), Passive Coping ( $r = .52, p < 0.01$ ), Self-Blame ( $r = .54, p < 0.01$ ), Benign ( $r = .51, p < 0.01$ ) and Active Coping ( $r = .55, p < 0.01$ ) and shows negative low significant correlation with Flourishing Scale ( $r = -.18, p > 0.01$ ). The Unwanted Sexual Attention subscale shows significant positive correlation with Sexual Coercion ( $r = .78, p < 0.01$ ). It also shows significant positive correlation with Passive Coping ( $r = .49, p < 0.01$ ), Self-Blame ( $r = .61, p < 0.01$ ), Benign ( $r = .56, p < 0.01$ ) and Active Coping ( $r = .53, p < 0.01$ ). The Unwanted Sexual Attention subscale shows negative low significant correlation with Flourishing Scale ( $r = -.22, p > 0.01$ ). The Sexual Coercion subscale shows significant positive correlation with Passive Coping ( $r = .33, p < 0.01$ ), Self-Blame ( $r = .51, p < 0.01$ ), Benign ( $r = .49, p < 0.01$ ) and Active Coping ( $r = .40, p < 0.01$ ). This scale shows negative low significant correlation with Flourishing Scale ( $r = -.21, p > 0.01$ ). The Passive Coping subscale shows positive significant correlation with Self-Blame ( $r = .61, p < 0.01$ ), Benign ( $r = .76, p < 0.01$ ) and Active Coping ( $r = .61, p < 0.01$ ). It shows low negative significant correlation with Flourishing Scale ( $r = -.13, p > 0.01$ ). The Self-Blame scale shows high significant correlation with Benign ( $r = .74, p < 0.01$ ) and Active Coping ( $r = .66, p < 0.01$ ) and shows low negative significant correlation with Flourishing Scale ( $r = -.22, p > 0.01$ ). Benign scale shows significant positive correlation with Active Coping ( $r = -.69, p < 0.01$ ) and low

negative significant correlation with Flourishing Scale ( $r = -.11, p > 0.01$ ). The Active Coping subscale shows low negative significant correlation with Flourishing Scale ( $r = -.11, p > 0.01$ ).

**Table 4**

*Multiple Regression to predict Psychological Well-Being by Workplace Sexual Harassment and Coping Strategies (n=355)*

Predictors	<i>B</i>	<i>SE</i>	$\beta$	<i>p</i>	<i>95% CI</i>
SHEQ	49.39	1.76		.00	[45.92, 52.85]
Gender Harassment	-.072	.24	-.03	.77	[-.55, .41]
Unwanted Sexual Attention	-.075	.11	-.08	.48	[-.28, .13]
Sexual Coercion	-.15	.25	-.05	.55	[-.64, .34]
Passive Coping	-.58	.49	-.10	.23	[-.37, 1.5]
Self-Blame	-.64	.53	-.10	.23	[-1.69, .40]
Benign	-1.7	.71	-.24	.02	[-.31, -.30]
Active Coping	.86	.48	.14	.73	[-.08, 1.80]

*Note: SHEQ=Sexual Harassment Experience Questionnaire*

$R = 0.29$ ,  $R^2 = 0.83$ ,  $\Delta R^2 = 0.64$ ,  $F = 4.47$ ,  $P = .00$

Table 4 shows the impact of Workplace Sexual Harassment and Coping Strategies on the Psychological Well-Being. The  $R^2$  value 0.83 reveals that the predictors explained 83 % variance in the outcome variable with  $F = 4.47$ ,  $p = .02$ . The findings reveal that Psychological Well-Being is predicted only by Benign Coping.



**Table 5**

*Mann Whitney U test showing difference between Private and Public Sector on Workplace Sexual Harassment, Coping Strategies, and Psychological Well-Being among female employees (n=355).*

<i>Variables</i>		<i>N</i>	<i>Mean Ranks</i>	<i>U</i>	<i>p</i>
SHEQ	Public Sector	130	180.15	14346.00	.76
	Private Sector	225	176.76		
Gender Harassment	Public Sector	130	180.32	14323.50	.74
	Private Sector	225	176.66		
Unwanted Sexual Attention	Public Sector	130	177.08	14505.0	.89
	Private Sector	225	178.53		
Sexual Coercion	Public Sector	130	190.23	13034.50	.07
	Private Sector	225	170.93		
Passive Coping	Public Sector	130	198.90	1198.50	.00
	Private Sector	225	165.93		
Self-Blame	Public Sector	130	197.30	12115.50	.01
	Private Sector	225	166.85		
Benign Coping	Public Sector	130	199.06	11887.00	.00
	Private Sector	225	165.83		
Active Coping	Public Sector	130	180.04	14359.50	.77
	Private sector	225	176.82		
Flourishing	Public Sector	130	163.04	12680	.03
	Private Sector	225	186.64		

*Note: SHEQ= Sexual Harassment Experience Questionnaire*

Table 5 shows that the public sector employees exhibit greater Passive Coping (Mean Rank=198.90) than the private sector employees (Mean Rank=165.93),  $U=1198.50$  and  $p=.00$ . The public sector employees also show Self-Blame Coping Strategy (Mean Rank=197.30) than the private sector employees (Mean Rank=166.85),  $U=12115.50$  and  $p=.01$ . The public sector employees exhibit greater Benign Coping (Mean Rank=199.06) than the private sector employees (Mean Rank=165.83),  $U=1187.00$  and  $p=.00$ . The Psychological Well-Being is higher in women working in private sectors (Mean Rank=225) as compared to those working in public sectors (Mean Rank=130),  $U=12680$  and  $p=.03$ .

**Table 6**

*Kruskal-Wallis test showing difference across the levels of education on Workplace Sexual Harassment, Coping Strategies, and Psychological Well-Being among female employees (n=355).*

<i>Variables</i>		<i>n</i>	<i>Mean Rank</i>	<i>K</i>	<i>P</i>
SHEQ	Intermediate	6	248.33	6.62	.16
	Bachelors	157	188.39		
	Masters	157	168.24		
	PhD	29	162.95		
	Other	6	163.83		
Gender Harassment	Intermediate	6	251.33	6.66	.15
	Bachelors	157	185.77		
	Masters	157	168.19		
	PhD	29	166.16		
	Other	6	215.17		
Unwanted Sexual Attention	Intermediate	6	241.42	6.76	.15
	Bachelors	157	189.48		
	Masters	157	167.51		
	PhD	29	163.78		
	Other	6	157.33		
Sexual Coercion	Intermediate	6	239.17	5.39	.25
	Bachelors	157	183.57		
	Masters	157	172.52		
	PhD	29	175.84		
	Other	6	124.83		
Passive Coping	Intermediate	6	246.67	12.50	.01
	Bachelors	157	193.48		
	Masters	157	163.31		
	PhD	29	151.09		
	Other	6	218.83		
Self-Blame	Intermediate	6	265	13.91	.00
	Bachelors	157	191.65		
	Masters	157	169.14		

Benign	PhD	29	133.41	6.07	.19
	Other	6	181.33		
	Intermediate	6	227.50		
	Bachelors	157	181.31		
	Masters	157	177.99		
Active Coping	PhD	29	141.83	9.82	.04
	Other	6	217.08		
	Intermediate	6	253		
	Bachelors	157	182.65		
	Masters	157	177.99		
Flourishing	PhD	29	141.83	3.95	.41
	Other	6	217.08		
	Intermediate	6	180		
	Bachelors	157	168.72		
	Masters	157	181.30		
	PhD	29	201.21		
	Other	6	220.25		

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*Note: SHEQ= Sexual Harassment Experience Questionnaire*

Table 6 shows the significant difference among different educational levels on Passive Coping, Self-Blame and Active Coping. The women of Intermediate education background exhibit greater Passive Coping (Mean Rank=246.67) as compared to the other educational levels i.e., Bachelors (Mean Rank=193.48), Masters (Mean Rank=163.31), PhD (Mean Rank=151.09) and Other (Mean Rank=218.83),  $K=12.50$  and  $p=.01$ . Self-Blame is also more exhibited by the women from Intermediate education background (Mean Rank=265) as compared to other education backgrounds, Bachelors (Mean Rank=191.65), Masters (Mean Rank=169.14), PhD (Mean Rank=133.41) and Other (Mean Rank=181.33),  $K=13.91$  and  $p=.00$ . Working women with an Intermediate education background indicate a higher level of Active Coping (Mean Rank=253) as compared to the other educational backgrounds i.e., Bachelors (Mean

Rank=182.65), Masters (Mean Rank=177.99), PhD (Mean Rank=141.83) and Other (217.08),  
K=9.82 and p=.04.

**Table 7**

*Kruskal-Wallis test showing difference across the categories of age range on WSH, Coping Strategies and Psychological Well-Being among working women (n=355).*

<i>Variables</i>		<i>n</i>	<i>Mean Rank</i>	<i>K</i>	<i>p</i>
SHEQ	20-30	260	192.83	27.03	.00
	31-40	66	137.44		
	41-50	22	164.95		
	51-60	7	50.50		
Gender Harassment	20-30	260	191.51	22.06	.00
	31-40	66	139.64		
	41-50	22	168.02		
	51-60	7	69.29		
Unwanted Sexual Attention	20-30	260	192.61	25.97	.00
	31-40	66	139.09		
	41-50	22	161.86		
	51-60	7	52.86		
Sexual Coercion	20-30	260	186.87	11.77	.00
	31-40	66	158.02		
	41-50	22	161.11		
	51-60	7	90.00		
Passive Coping	20-30	260	191.05	28.69	.00
	31-40	66	139.16		
	41-50	22	187.50		
	51-60	7	29.50		

Self-Blame	20-30	260	188.31	23.48	.00
	31-40	66	145.23		
	41-50	22	198.91		
	51-60	7	38.50		
Benign	20-30	260	187.32	19.30	.00
	31-40	66	147.92		
	41-50	22	198.18		
	51-60	7	52.14		
Active Coping	20-30	260	184.54	30.66	.00
	31-40	66	145.96		
	41-50	22	243.07		
	51-60	7	32.50		
Flourishing	20-30	260	176.93	2.33	.50
	31-40	66	191.23		
	41-50	22	159.80		
	51-60	7	150.29		

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*Note: SHEQ= Sexual Harassment Experience Questionnaire*

Table 7 shows the significant difference among different age ranges on Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being. Working women in the age range of 20-30 experience more Workplace Sexual Harassment (Mean Rank=192.83) as compared to the other age groups i.e., 31-40 (Mean Rank=137.44), 41-50 (Mean Rank=164.95) and 51-60 (Mean Rank=50.50),  $K=27.03$ ,  $p=.00$ ). They also face greater Gender Harassment (Mean Rank=191.51) as compared to the other age groups i.e., 31-40 (Mean Rank=139.64), 41-50 (Mean Rank=168.02) and 51-60 (Mean Rank=69.29),  $K=22.06$ ,  $p=.00$ ). Unwanted Sexual Attention is also faced the most by this group (Mean Rank=192.61), as compared to the

other age groups i.e., 31-40 (Mean Rank=139.09), 41-50 (Mean Rank=161.86) and 51-60 (Mean Rank=52.86),  $K=25.97$ ,  $p=.00$ . Sexual Coercion is greatly faced by the women belonging to the age group of 20-30 (Mean Rank=186.87) as compared to the other age groups i.e., 31-40 (Mean Rank=158.02), 41-50 (Mean Rank=161.11) and 51-60 (Mean Rank=90.00),  $K=11.77$ ,  $p=.00$ . The Passive Coping is employed by women in the age range of 20-30 (Mean Rank=191.05), as compared to the other age groups that include 31-40 (Mean Rank=139.16), 41-50 (Mean Rank=187.50) and 51-60 (Mean Rank=29.50),  $K=28.69$ ,  $p=.00$ . Self-Blame is highly exhibited by the women belonging to the age range 41-50 (Mean Rank=198.91) as compared to the other age groups, 20-30 (Mean Rank=188.31), 31-40 (Mean Rank=145.23), 51-60 (Mean Rank=38.50),  $K=23.48$ ,  $p=.00$ . Benign Coping is also highly adopted by the women in the age range of 41-50 (Mean Rank=198.18) as compared to the other age groups i.e., 20-30 (Mean Rank=187.32), 31-40 (Mean Rank=147.92), 51-60 (Mean Rank=52.14),  $K=19.30$ ,  $p=.00$ . Working women in the age range of 41-50 exhibit higher Active Coping (Mean Rank=243.07) as compared to the other age groups i.e., 20-30 (Mean Rank=184.54), 31-40 (Mean Rank=145.96), 51-60 (Mean Rank=32.50),  $K=30.66$ ,  $p=.00$ .

### **Table 8**



*Kruskal-Wallis test showing difference across the categories of Marital Status on Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among female employees (n=355)*

<i>Variables</i>		<i>n</i>	<i>Mean</i>	<i>K</i>	<i>p</i>
			<i>Rank</i>		
SHEQ	Single	137	177.86	10.23	.03
	Engaged/Committed	56	214.02		
	Married	147	168.17		
	Widowed	6	140.58		
	Divorced	9	141.39		
Gender Harassment	Single	137	186.53	10.90	.02
	Engaged/Committed	56	208.24		
	Married	147	161.26		
	Widowed	6	146.33		
	Divorced	9	154.50		
Unwanted Sexual Attention	Single	137	176.06	11.11	.02
	Engaged/Committed	56	215.84		
	Married	147	169.47		
	Widowed	6	145.17		
	Divorced	9	133.28		
Sexual Coercion	Single	137	170.82	4.38	.35
	Engaged/Committed	56	195.73		
	Married	147	180.73		
	Widowed	6	133.67		
	Divorced	9	161.78		
Passive Coping	Single	137	189.33	16.82	.00
	Engaged/Committed	56	213.21		
	Married	147	158.26		

	Widowed	6	112.17		
	Divorced	9	152.83		
Self-Blame	Single	137	183.27	7.99	.09
	Engaged/Committed	56	204.80		
	Married	147	165.19		
	Widowed	6	128.25		
	Divorced	9	173.39		
Benign	Single	137	178.23	4.88	.30
	Engaged/Committed	56	202.09		
	Married	147	170.52		
	Widowed	6	136.67		
	Divorced	9	174.33		
Active Coping	Single	137	177.81	6.46	.16
	Engaged/Committed	56	206.52		
	Married	147	167.74		
	Widowed	6	198.67		
	Divorced	9	157.22		
Flourishing	Single	137	191.70	5.47	.24
	Engaged/Committed	56	158.83		
	Married	147	173.35		
	Widowed	6	196.67		
	Divorced	9	152.22		

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*Note: SHEQ= Sexual Harassment Experience Questionnaire*

Table 8 shows the significant difference among different marital statuses on Workplace Sexual Harassment. Women who are Engaged/Committed experience more Workplace Sexual Harassment (Mean Rank=214.02) as compared to the other categories i.e., Single (Mean Rank=177.86), Married (Mean Rank=168.170), Widowed (Mean Rank=140.58) and Divorced (Mean Rank=141.39),  $K=10.23$  and  $p=.03$ . The results reveal that the women who are Engaged/Committed face more Gender Harassment (Mean Rank=208.24) as compared to the other categories i.e., Single (Mean Rank=186.53), Married (Mean Rank=161.26), Widowed (Mean Rank=146.33) and Divorced (Mean Rank=154.50),  $K=10.90$  and  $p=.02$ . Women who are Engaged/Committed face greater Unwanted Sexual Attention (Mean Rank=215.84) as compared to the other categories i.e., Single (Mean Rank=176.06), Married (Mean Rank=169.47), Widowed (Mean Rank=145.17) and Divorced (Mean Rank=133.28),  $K=11.11$  and  $p=.02$ . Women who are Engaged/Committed adopt the Passive Coping Strategies (Mean Rank=213.21) as compared to the other marital statuses i.e., Single (Mean Rank=189.33), Married (Mean Rank=158.26), Widowed (Mean Rank=112.17) and Divorced (Mean Rank=152.583),  $K=16.82$  and  $p=.00$ .

## Chapter 4

### Discussion

The purpose of this study was to see if there was a relationship between workplace sexual harassment, coping strategies, and psychological well-being. The instruments used were Sexual Harassment Experience Questionnaire (SHEQ) developed by (Kamal & Tariq, 1997) to understand the experience of sexual harassment faced by Pakistani female employees in workplaces., Coping with Harassment Scale (CWHS) by Fairchild and Rudman (2008) to measure how females typically respond to the experience of Sexual Harassment, and Flourishing Scale (FS) Diener et al. (2010) was utilized to assess Psychological Well-Being.

Cronbach's alpha was measured to determine the scales' psychometric qualities. SHEQ's dependability ranged from .70 to .92 (Kamal et al. 1997). The dependability of SHEQ was 0.95 in this investigation. The dependability of the SHEQ subscales for Gender Harassment, Unwanted Sexual Harassment, and Sexual Coercion was 0.77, 0.93, and 0.87, respectively (Kamal et al. 1997). Passive Coping, Self-Blame, Benign, and Active Coping had reliability of 0.91, 0.88, 0.82, and 0.80, respectively. The Flourishing scale had a reliability of 0.93.

The first hypothesis stated that there will be a relationship between Workplace Sexual Harassment, Coping strategies, and Psychological Well-Being among female employees. The current findings indicated a positive relationship between Workplace Sexual Harassment and Coping Strategies whereas Psychological Well-Being was negatively correlated.

According to past research, individuals who have been harassed are mentally and emotionally upset, which impairs their work performance, motivation, and productivity. Sexual harassment has a wide range of harmful psychological consequences (Cleveland, Vescio, & Bames, 2005). When women experience such challenges in their daily life or at work, their

mental health deteriorates (Ybarra, Espelage, & Mitchell, 2007). Similarly, the duration of harassment and the standing of the harasser in the company are directly associated to the degree of bad psychological condition. Harassment that lasts a long time has a negative psychological impact on the victim (Gettman & Gelfand, 2007) In examining psychological effects, the length of harassment is crucial. When the study's participants were asked how they coped, large number of women said that they try to ignore, avoid and do not report the harassment they experience at work place. Only 2 out of 235 sexually harassed women filed lawsuit against the perpetrator (Yasmin & Jabeen, 2007). Researches have proved that coping strategies are a potential moderator of sexual harassment outcomes (Fitzgerald, Swan, & Fischer, 1995; Gutek & Koss, 1993; Hulin, Fitzgerald, & Drasgow, 1996). Previous descriptive research has demonstrated that the boldness of the target's response is positively linked with the intensity of the harassment (Gruber & Bjorn, 1986; Loy & Stewart, 1984).

Coping mechanisms, according to researchers, are a potential mediator of the consequences of SH (Fitzgerald, Swan, & Fischer, 1995; Gutek & Koss, 1993; Hulin, Fitzgerald, & Drasgow, 1996). Coping strategies are cognitive and behavioral attempts to cope with certain external and internal demands that are deemed to be challenging or crossing the person's capabilities (Lazarus & Folkman, 1984).

The second hypothesis was that Workplace Sexual Harassment and Coping Strategies will predict Psychological Well-Being among female employees. The findings of this study revealed that WSH and Coping Strategies predict PWB. Few research in this field have demonstrated that harassment has a negative impact on harassed women's psyche, leading to increased absence and emotional exhaustion. This behavior invariably has bad effects for businesses (Gutek & Koss, 1993). Harassment, according to Popovich (1992), does not happen all at once because a this is a recurring issue that leads to confusion/self-blame, fear/anxiety,

depression/anger, and disillusionment. According to Willness et al. (2007), harassment has a negative impact on job productivity.

Since the reactions of women to WSH differ, there is a widespread agreement that it has a negative influence on their mental and physical health (Schmitt et al., 2003). Sadruddin's research from 2013 in Pakistan confirms the same pattern. According to the findings of that study, harassed respondents are mentally disturbed, which has an influence on their work performance. It is natural for a person to experience various psychological repercussions as a result of certain unpleasant behaviors or events with which he or she must deal. Sexual harassment is completely unwanted and undesired.

The third hypothesis stated that there will be a difference in Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among women in Public and Private sectors. The current study revealed, women working in Public Sectors face more Workplace Sexual Harassment.

As per the previous studies, the increasing number of women entering the market in Pakistan is alarming. A large proportion of women (93 percent) become victims of WSH in the public or private sector (SPDC, 2009).

The results of this research were contrary to the previous literature. As awareness is increasing day by day, women are more well-informed and mindful of the Workplace Sexual Harassment acts and policies that are being implemented in the organizations to minimize such behavior. The Alliance against Sexual Harassment at Workplaces (2010) works with the cooperation of an inquiry committee to take queries and actions against WSH, as well as a code of conduct for gender equity in the workplace that deals with the unnerving issue of sexual harassment. The major goal of these measures is to secure women from harassment and give them security by warding off gender discrimination in the workplace and giving promotions if

the sexual favors are given. The private organizations have adopted and implemented these laws and strict actions are taken if any of these policies are violated. Therefore, WSH is less experienced in private sectors as compared to the public ones. Data was collected from universities, where it was informed that women feel safe and comfortable inside their respective allocated offices and cubicles. The male employees working in private sectors are also conscious of losing their job and acquiring a negative image by doing such immoral acts. This is the reason why most men refrain from such behavior.

The fourth hypothesis stated that there will be a difference in Workplace Sexual Harassment, Coping Strategies, and Psychological Well-Being among women from different educational backgrounds. The current study indicated that women from Intermediate education background coped with the WSH by using the Active Coping Strategies, Self-Blame and Passive Coping Strategies.

The educational backgrounds of working women are a major determinant of their WSH experience. In the current study, it was discovered that women with merely an intermediate level of education received more WSH than women with a higher degree of education. Women's education provides them with the knowledge and skills they need to deal with WSH attempts. Less educated women are prime targets for males who attempt to abuse women sexually in the workplace. Another explanation is because women with less education are frequently ranked lowly in organizations, growing their likelihoods of coming across WSH (Nauman & Abbasi, 2014; Sadruddin, 2013).

The fifth hypothesis was there will be a difference in Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among women of different age groups. The current research showed that there was a high level of WSH in a specific age group i.e., 20-30. Elder women, in the age range 41-50 employ benign, self-blame and active coping strategies.

Working women's age group is a powerful indicator of who will receive more WSH (Nauman & Abbasi, 2014). Women in their early adult years (20-30 years) were found to be more vulnerable to WSH than women in their middle years (31-40 years). One reason for this relationship is that young women are physically more appealing. Prior research of Pakistani women bankers demonstrated that being physically attractive was one of the reasons for WSH (Nauman & Abbasi, 2014).

As the results of this research exhibited that elderly woman adopt the benign and self-blame coping style in response to the WSH. This could be related to the fact that elderly working women encounter numerous obstacles, including a lack of work-life balance, discrimination, workplace harassment, and a stressful work environment. This shows that the inclination to blame oneself grows as a result of guilt about not spending enough time with family, not caring sufficiently for children, and so on. Along with everything going on in their lives, when they face WSH, they automatically tend to blame oneself. According to Knapp, Faley, Ekeberg, and Dubois (1997), the level of harassment and the effect of implementing a particular coping technique are always linked. Several coping reactions may prevent the harasser from harassing someone, while others may not. When a victim is harassed, they determine how to deal with it. If one approach does not work to prevent harassment, the victim may switch to another. This behavior continues until an appropriate approach is devised.

The sixth hypothesis stated that there will be a difference in Workplace Sexual Harassment, Coping Strategies and Psychological Well-Being among different marital status. The current research showed that women who are Engaged/Committed experience higher level of WSH. It was revealed that such women face more Unwanted Sexual Attention and Gender Harassment and employ Passive Coping Strategies.



Fitzgerald and Ormerod (1992) found that marital status was linked to sexual harassment experiences, with unmarried women suffering harassment more frequently than married women. Comprehending sexual harassment requires an understanding of marital statuses in particular. Women in Pakistani society are primarily responsible for managing marital and family responsibilities; as a result, ambitious women are undervalued and disparaged for their professional ambitions (Bhatti & Ali, 2020). As a result of their single status and lack of social support, these women are frequently harassed. In a study, single women in academics encountered more verbal and nonverbal harassment (Ali & Bhatti, 2022).

Usually, single/unmarried women are generally thought to be more attractive and to be seeking a relationship with the opposite sex. Single women in the society of Pakistan are generally in their mid to late twenties, a period of greater attractiveness and desirability in Pakistani society. This study found that being single along with being in the early adult years is the ideal blend for becoming a target of WSH, which is consistent with earlier research (Diehl et al., 2018; Nauman & Abbasi, 2014).

## **Conclusion**

The goal of this study was to examine the WSH. It looked at the differences between public and private sectors in terms of workplace harassment, the effects of WSH on women's psychological well-being, and how women coped with such encounters. According to the findings of the survey, harassment is a workplace concern in various Islamabad organizations. When comparing the public and private sectors, it is clear that the public sector has a higher rate of sexual harassment than the private sector. It is more prevalent in women belonging to the age group of 20-30, coming from an Intermediate education background. Elderly women adopt the Self-Blame and Active Coping strategies. To add, the results indicate that WSH negatively affects the psychological well-being of women. Their increasing engagement in

academic headship has provided them with novel individual and professional challenges. Women executives face sexual harassment at all stages of academic and leadership hierarchies, in addition to other workplace challenges. Importantly, traditional conceptions about marital status and age prevent young and unmarried women from occupying positions of authority in the organizations' authoritarian institutional framework. In the socio-cultural context of Pakistan, the discoveries of this research provide useful understanding into the subjective WSH experiences of women in various organizations.

### **Limitations**

Firstly, there was a lack of cooperation by the authorities of workplaces. Furthermore, it was hard to acquire data from employed women because not every woman agreed to participate in the study, implying that sexual harassment is underreported. Future research could be undertaken in other geographical regions and institutions to gain comparative insights into such concerns, as this study is limited to general category institutions and organizations in Pakistan's twin cities. When it comes to sexual harassment, Pakistani women encounter three degrees of problems. Due to shyness and cultural customs, they first try to disguise it. Second, there is no system in place to rectify harassment if they plan to report it. Finally, if they report sexual harassment, women risk being victimized. Therefore, it can be speculated that some women were not completely honest and there could be an element of biasness in their responses.

### **Practical Implications**

The outcomes of this study may be useful to all stakeholders in establishing supportive mechanisms in organizations to combat female intimidation and harassment. As a result, women's presence in senior leadership roles may also improve. The research implies that the

institutional system plays a critical role in curtailing and reducing sexual harassment. Working women in firms with tight rules, regulations, and a well-organized structure may face fewer occurrences of sexual harassment. By creating awareness from gathering the data on such issues that prevail in our society, and by making sure that there is strict adherence to the laws and policies made, different strategies can be formulated for women to tackle this offence and stand up against it. Many therapeutic interventions can be taken in the light of the results of this research, that can help the victims recover from the trauma experienced in the face of WSH. Group Therapies can be introduced by the organizations, whose employees report any kind of such act. Many steps can be taken in the context of clinical psychology.

### **Future Recommendations**

It is suggested that the government include the problem of sexual harassment in the "Pakistan Labor Force Survey" in order to collect a large amount of data on the subject to strive and improve the working conditions of Pakistani women. The government should ensure that the bill or legislation protecting working women's rights are implemented so that women are safeguarded from sexual harassment at work. Moreover, men were not included in this study, as only women's experiences of Workplace Sexual Harassment were considered. The study aimed to be more exclusive as most research regarding sexual harassment and Workplace Sexual Harassment has been typically centered on women and their experiences, while male survivors do not get nearly as much attention. Therefore, researches should also be conducted on men to gain insights about their experiences to create awareness about the issues which majorly goes unnoticed. Evaluation Surveys can be generated time to time, by the organizations to assess the experiences of the employees at workplace; be it workplace sexual harassment, bullying or any other type of distress. Such interventions can endorse a healthy environment in the workplace, thus increasing their motivatio

## Chapter 5

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## **ANNEXURES**

**ANNEXURE A**

**(Informed Consent Form)**

### **Informed Consent Form**

This research is carried out by the students of BS Psychology at Bahria University, Islamabad Campus. Your participation in this research is voluntary and you may withdraw at any point without facing any penalty. All information collected will be used only for research purposes.

It will be kept confidential. This process would take no longer than 5-10 minutes. The research will complete within next 2-3 months. If you are interested in the outcomes of the research, you can contact us at:

Email: minahiltanveer@gmail.com, palwashawarind@gmail.com

I thereby give my consent to be a part of this study,

Signature: \_\_\_\_\_

**ANNEXURES B**  
**(Demographic Information Sheet)**

## Demographic questionnaire

Age: \_\_\_\_\_

Education:

- Intermediate
- Bachelors
- Masters
- PhD
- Other

Marital Status

- Single
- Engaged/Committed
- Married
- Widowed
- Divorced

Occupation (Teacher, Doctor etc.) \_\_\_\_\_

Occupation Sector

- Public Sector
- Private Sector

Reason for doing Job?

- Financial Issues
- To pass time
- To gain experience
- Other

Socioeconomic Status?

- Lower Class
- Middle Class
- Upper Class

If you've ever been harassed, indicate the harasser's status

- Senior
- Junior
- Other people at Workplace
- None

**ANNEXURE C**  
**(Sexual Harassment Experience Questionnaire)**

## QUESTIONNAIRE 1

Rate each statement in context of your personal experience.

1	2	3	4
Never	Once	A few times	Very frequent

Item no.	Items	1	2	3	4
1	Your boss/coworker/subordinate told a dirty joke to you.				
2	Your boss/coworker/subordinate appreciated your figure				
3	Your boss/coworker/subordinate stared at you from head to toe with dirty looks				
4	Your boss/coworker/subordinate tried to make you sit with him on some lame excuses				
5	Your boss/coworker/subordinate admired your dress or make-up				
6	Your boss/coworker/subordinate invited you for outing or going to a restaurant with him to eat				
7	Your boss/coworker/subordinate tried to show you a magazine containing pornographic material				
8	Your boss/coworker/subordinate tried to flirt with you				
9	Your boss/coworker/subordinate offered you lift in his car				
10	Your boss/coworker/subordinate hummed filthy songs in your presence				
11	Your boss/coworker/subordinate tried to give you a card				
12	Your boss/coworker/subordinate withheld (delayed) your work so that you might go to him again and again regarding that work				
13	Your boss/coworker/subordinate made obnoxious calls to you on the telephone				
14	Your boss/coworker/subordinate took interest in your personal life with the intention that you might start responding favorably to him				
15	Your boss/coworker/subordinate tried to talk about your or his own sexual life				
16	Your boss/coworker/subordinate tried to probe your sexual frustrations and deprivations, and pretended to be a sympathizer				



17	Your boss/coworker/subordinate assured you of promotion in the job or of some other benefits if you could fulfill his immoral (bad) demands				
18	Your boss/coworker/subordinate collided with you while passing by				
19	Your boss/coworker/subordinate tried to touch your hand while giving you something				
20	Your boss/coworker/subordinate called you “darling”, “sweetheart”, etc.				
21	Your boss/coworker/subordinate put his hand on your shoulder or back while working				
22	Your boss/coworker/subordinate tried to give you a love letter				
23	Your boss/coworker/subordinate admired your face or hair				
24	Your boss/coworker/subordinate tried to have body touch with you while sitting for some work				
25	Your boss/coworker/subordinate tried to talk with you about some vulgar movie or a television programme				
26	Your boss/coworker/subordinate threatened you to be fired (turn out of the job) if you do not develop romantic ties with him				
27	Your boss/coworker/subordinate have made you face some loss in your job for not meeting his immoral (bad) demands				
28	Your boss/coworker/subordinate tried to defame you for not fulfilling his immoral (bad) demands				
29	Your boss/coworker/subordinate tried to have an immoral (bad) talk with you				
30	Your boss/coworker/subordinate forced you to fulfill his immoral (bad) demands by exploiting hardships of your personal life at your work				
31	Your boss/coworker/subordinate tried to pat on your shoulders or back while praising your work				
32	Your boss/coworker/subordinate threatened you to put you out of job if you do not have physical/sexual relations with him				
33	Your boss/coworker/subordinate put his hand on your hand while posing to teach you something, e.g., how to work on a computer, or any other such task				
34	Your boss/coworker/subordinate tried to kiss you				
35	Your boss/coworker/subordinate tried to rape you				

**ANNEXURE D**  
**(Coping With Harrasment Scale)**

## QUESTIONNAIRE 2

Think about your personal experience with the situations described on the previous pages and respond accordingly.

Rate each statement for how you would typically react.

**(1 = not at all descriptive; 7 = extremely descriptive)**

Item no.	Item	1	2	3	4	5	6	7
1	I treated it as a joke.							
2	I pretended nothing was happening.							
3	I considered it flattering.							
4	I realized that I had probably brought it on myself.							
5	I let him know I didn't like what he was doing.							
6	I reported him.							
7	I talked to someone about what happened.							
8	I acted like I didn't notice.							
9	I assumed he meant well.							
10	I felt stupid for letting myself get into the situation.							
11	I just let it go.							
12	I just ignored the whole thing.							
13	I assumed he didn't know better.							
14	I blamed myself for what happened.							
15	I let him know how I felt about what he was doing.							

16	I tried to forget the whole thing.							
17	I figured he must really like me.							
18	I realized he probably wouldn't have done it if I had looked or dressed differently.							
19	I didn't do anything.							
20	I assumed he was trying to be funny.							
21	I just 'blew it off' and acted like I didn't care.							

**ANNEXURE E**  
**(Flourishing Scale)**

### QUESTIONNAIRE 3

Below are 8 statements with which you may agree or disagree. Using the 1–7 scale below, indicate your agreement with each item by indicating that response for each statement.

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Mixed or neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree

Item no.	Item	1	2	3	4	5	6	7
1	I lead a purposeful and meaningful life							
2	My social relationships are supportive and rewarding							
3	I am engaged and interested in my daily activities							
4	I actively contribute to the happiness and well-being of others							
5	I am competent and capable in the activities that are important to me							
6	I am a good person and live a good life							
7	I am optimistic about my future							
8	People respect me							

**ANNEXURE F**  
**(Permission for Scales)**

*Dr. Muhammad Ajmal*  
**NATIONAL INSTITUTE OF PSYCHOLOGY**  
*Centre of Excellence*  
 Quaid-i-Azam University, Islamabad  
 (Tele: 051-90644054)

**Student Copy**

Bill No. 47 Dated: 31-8-2022

Name: Minhil

S.No.	Particulars	Rate	Qty.	Rs.
1)	Sexual Harassment Experience Questionnaire (English)		1	1
Total...3500/-				3500/-

*[Signature]*  
Accounts Signature

*[Signature]*  
TRC Signature



Michael T. Henggeler, Director of Behavioral Psychology, Baylor University, Waco, TX, is the author of the "Parenting Stress Scale (PSS)" and the "Parenting Stress Scale (PSS) - Short Form (PSS-SF)". The original article is available at: <https://doi.org/10.1002/ps.100>

Department of Psychology  
Baylor University  
Waco, TX

Dr. Kimberly Forehand, Psychology Department, [kforehand@marhatten.edu](mailto:kforehand@marhatten.edu)

View and Print Items

5. **Children's Behavioral Incompetence (CBI)** (Form of all dimensions - "parental" dimension)

1. I pretend to be happy.
2. I pretend to be confident.
3. I pretend to be obedient.
4. I pretend to be a good person.
5. I pretend to be a good student.
6. I pretend to be a good friend.
7. I pretend to be a good worker.
8. I pretend to be a good citizen.
9. I pretend to be a good neighbor.
10. I pretend to be a good person in general.
11. I pretend to be a good person.
12. I pretend to be a good person.
13. I pretend to be a good person.
14. I pretend to be a good person.
15. I pretend to be a good person.
16. I pretend to be a good person.
17. I pretend to be a good person.
18. I pretend to be a good person.
19. I pretend to be a good person.
20. I pretend to be a good person.
21. I pretend to be a good person.

There is a scale for each dimension, using a 5-point rating scale for each item. The original article is available at: <https://doi.org/10.1002/ps.100>

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[www.marhatten.edu](http://www.marhatten.edu)

Permission for Scale  Inbox x



**Minahil Tanveer**

I, Minahil Tanveer- student of BS Psychology from Department of Professional Psychology, Bahria University, Islamabad, Pakistan, along with my classmate is about

Tue, Mar 8, 11:12 PM 



**Diener, Carol I** <cdiener@illinois.edu>

to me

Permission granted

Sent from my iPhone

> On Mar 8, 2022, at 12:13 PM, Minahil Tanveer <[minahiltanveer@gmail.com](mailto:minahiltanveer@gmail.com)> wrote:

>

>

\*\*\*

Wed, Mar 9, 12:49 AM   

 Reply

 Forward

**ANNEXURE G**

**(Permission Letter for Data Collection)**




**Bahria University**  
Discovering Knowledge

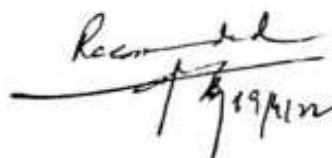
April 12, 2022

## TO WHOM IT MAY CONCERN

### REQUEST FOR DATA COLLECTION

It is stated that **Ms. Minahil Tanveer** Enrollment No. 01-171182-041 is a student of BS Psychology (8<sup>th</sup> Semester) Bahria University Islamabad Campus conducting research on "**Sexual Harassment, Coping Strategies and Psychological Well-being among Female Employees**" under kind supervision of Ms. Sundas Shakoar. It is requested that kindly allow her to collect the data from your esteemed institution.

Respectfully,  
  
 Dr. **Rizwan Ahmad**  
 Head of Department  
 Professional Psychology  
 Bahria University  
 Islamabad

*Respectfully*  


Department of Professional Psychology Shangrilla Road E-8 Islamabad  
 Tel: 051-9260002 Ext. No. 1406 Fax: 051-9260889

**ANNEXURE H**  
**(Plagiarism Report)**

## Workplace sexual harrasment

### ORIGINALITY REPORT

<b>10%</b>	<b>6%</b>	<b>4%</b>	<b>5%</b>
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