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COLLEGE OF EDUCATION AND BEHAVIORAL STUDIES

SCHOOL OF PSYCHOLOGY

**CONCEPTUALIZATION, PREVALENCE, AND CAUSES OF SEXUAL
HARASSMENT AT THE EAST BRANCH OF BUNA INTERNATIONAL
BANK IN ADDIS ABABA**

**PREVALENCE, CAUSES AND CONCEPTUALIZATION OF SEXUAL
HARASSMENT AT EAST BRANCH OF BUNNA INTERNATIONAL
BANK IN ADDIS ABABA**

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**A THESIS SUBMITTED TO THE SCHOOL OF PSYCHOLOGY IN
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DECLARATION

I Endegen Bekele declared that this research thesis entitled “Prevalence, causes and conceptualization of Sexual Harassment at Buna International Bank in Addis Ababa” submitted to the school of Psychology is my original work and has not been presented for a degree in any other university. All sources of materials used in undertaking this thesis have been duly acknowledged. I understand that non-adherence to the principle of academic honesty and integrity, misrepresentation/fabrication of any idea or source will constitute sufficient ground for disciplinary action by the College and can also revoke penal action from the source which have not been properly cited or acknowledged.

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ABSTRACT

The objective of the study was to assess the conceptualization, prevalence, and causes of sexual harassment at the East Branch of Buna International Bank in Addis Ababa. To address this objective the study employed a mixed method approach design. This study included 166 participants selected using systematic random sampling technique from the employees working in the East Branch of Buna International Bank in Addis Ababa. Nine participants were purposively selected to address the qualitative study objectives. In the present study, (60, 38.7%) of the respondents perceived the presence of sexual harassment at the East Branch of Buna International Bank in Addis Ababa. In the present study there was statistically significant association between sexual harassment experience and gender. In this study, those who were females were 4.76 times more likely to be sexually harassed than those who were male (AOR= 4.76; 95% CI: (2.16-10.4)) with p -value = 0.000. The proportion of sexual harassment in female study participants were 40(55.6%), and in male study participants were 20 (24.1%). In this study, one-way ANOVA was conducted. Based on the one-way ANOVA result, we conclude that the mean sexual harassment score was significantly different for at least one of the age groups ($F1, 153 = 14.49, p = 0.00$), work experiences ($F2, 152 = 12.78, p = 0.00$), work positions ($F2, 152 = 8.70, p = 0.00$), and educational status ($F3, 151 = 3.53, p = 0.016$). The current study revealed that the minimum sexual harassment conceptualization score is sixteen and the maximum score is eighty. The mean and standard deviation of sexual harassment score is 54.47 ± 14.6 . Based on the mean score; the prevalence of high level of sexual harassment conceptualization was 101 (65.2%). Majority of the study participants conceptualized that if their colleague tries unwanted attempt to have sex with them that result in pleading, crying, or struggling, they will consider these attempts as a sexual harassment. For the qualitative study, a total of nine respondents were successfully involved. From the total of nine interviewed participants, six of them expressed the presence of sexual harassment in their institute. The main causes of workplace sexual harassment explained by the participants are culture (the belief or attitude or norms of the society given for females that undermine their roles) and lack of knowledge. Therefore, Buna International Bank should revise or advance the already available organizational gender sensitive strategy and allocate the necessary resources to mitigate sexual harassment prevailing in the organization.

Key words: *Sexual harassment, gender harassment, unwanted sexual attention, sexual coercion*

CHAPTER ONE

INTRODUCTION

1.1. Background of the Study

“Sexual harassment is unwanted sex-related behavior at work that is appraised by the recipient as offensive, exceeding her resources or threatening her well-being” (Fitzgerald, Magley, & Swan, 1997, p.15). Women are getting more and more included in the workforce in today's society, nevertheless they encounter multiple challenges. One of the challenges that affects people on a physical, financial, and psychological level is sexual harassment” (ILO, 2019).

Globally a number of studies has been conducted and revealed sexual harassment among the employees in the work environment. For instance. Study conducted in the eleven (11) northern European countries, pointed that between 30% and 50% of women while approximately 10% of males have experienced sexual harassment at work (IZA World of Labor, 2015). Study conducted by Yusuf (2010) noted that While sexual assault at work is pervasive in all societies and may affect anybody, women are particularly vulnerable for it.

A striking indicator of the frequency of sexual harassment are the 1.7 million tweets that use the #metoo hashtag and were posted across 85 different nations (Park, 2017). Related to that, Facebook acknowledge there were 12 million posts concerning the me-too movement within 24 hours (Gillaspie, 2018). This number highlights the enormity of the harassment problem in general, prompting the examination of the subject of sexual harassment in the work place and what might be done to remove it.

According to a Langer (2017) survey, 33 million American women report having experienced sexual harassment at work. In addition, EEOC (2018) published a study focusing in USA in 2018, there were over 7,500 reports of sexual harassment, which represents a 14% rise from the previous year.

The comprehensive review and meta-analysis by Worke et al. (2020) indicated that work environment prevalence of sexual harassment in Ethiopia's share varied from 17 to 28%, average 22%. This result was greater than the rates of workplace harassment among American and Korean workers. However, it was lower than as compared with work place harassment among Nigerian employees which was 63.8% (Worke et al., 2020).

“Workplace sexual harassment is internationally condemned as sex discrimination and a violation of human rights, and more than 75 countries have enacted legislation prohibiting it” (IZA World of Labor, 2015, P.1). Any type of discrimination based on a person's sex is categorically condemned by Ethiopia Constitution. It is under article 35. Ethiopia is also required by law to ratify the aforementioned international accords as part of its domestic legislation, having signed them.

It appeared to be simple in Ethiopia to refuse complaints of sexually harassing behavior. They are not motivated to report to higher bodies and take corrective measure because it is regarded as an accepted norm of Ethiopian culture (Fiseha,2018). But sexual harassment cannot be seen simply. The prevalence of sexual harassment in the workplace decreases job satisfaction and productivity while also increasing absenteeism and attrition (Merkin, &Shah, 2014). In addition, regardless of their place in life, these bad occurrences have psychological impacts (Merkin & Shah, 2014).

Given their complementary economic support, women are essential to the development of a country. Therefore, identifying prevalence, cause and conceptualization of sexual harassment at work place plays a vital role for the organization to take measure to alleviate the problem for the purpose of creating stable working environment.

1.2. Statement of the problem

According to Sekouaila (2020), sexual assault and harassment in the workplace are forms of gender-based violence that disproportionately affect women worldwide. Millions of female workers are forced to work in an intimidating, hostile or humiliating environment, and experience various unwelcome forms of sexual conduct (ILO, 2019). Women are frequently asked for favors related to sexual activity, also subjected to offensive remarks, jokes, and unwelcome physical contact that may constitute assault. Even though sexual harassment affected many in the workplace it is unreported for fear of professional backlash (Human Right Watch, 2021).

The detrimental impacts that lay on individual and organizations are undeniable (Pina et al., 2012; Nunez, 2017; Sev'er, 1999). Regarding the psychological consequences of sexual harassment, studies show that being the target and receiving sexual harassment acts has a detrimental impact on employees' emotional wellbeing (Fitzgerald et al., 1997).

There are studies in Ethiopia that indicate sexual harassment prevalence among female students. For instance, study conducted by Mulugeta et al (1998) in Addis Ababa and Western Showa on the sample of 1401 female students found out that the seventy-two girls who reported to be raped 17(24%) had vaginal discharge and 12(17%) became pregnant. Social isolation, fear and phobia, hopelessness and suicide attempt were reported in 33%, 19%, 22%, 6% of rape victims, respectively. However, there are scant of literature on the workplace sexual harassment prevalence, causes and conceptualization in the Ethiopian context especially in the Buna International Bank. To address these gaps in knowledge, this study will be conducted among employees of Buna International bank, for the purpose of assessing the prevalence: cause and conceptualizing of workplace sexual harassment.

1.3. Objectives of the Study

1.3.1. General Objective

The general objective of this study is to assess the prevalence, conceptualization, and causes of sexual harassment at Bunna International Bank in Addis Ababa, Ethiopia, 2023.

1.3.2. Specific Objectives

- To determine how the employees of Bunna International Bank S.C. in Addis Ababa conceptualization sexual harassment.
- To estimate the prevalence of sexual harassment at Bunna International Bank S.C. in Addis Ababa.
- To determine whether prevalence of sexual harassment experience differs according to function of socio-demographic variables such at Bunna International Bank in Addis Ababa.
- To explore causes of sexual harassment at Bunna International Bank in Addis Ababa.

1.4. Significance of the Study

This study finding will demonstrate how crucial is to get involved in sexual harassment in workplace occurrences. Furthermore, the study will be essential to design interventions and preventative measures to reduce sexual harassment. This might be beneficial to alter the organizational culture and environment that promote SHW. This will be one step in modifying the normative environment that promotes SHW is establishing unambiguous zero-tolerance policies and procedures.

The results of the study will help Bunna International Bank Addis Ababa branch to recognize prevalence, causes and conceptualization of sexual harassment. That in turn enhance employee's psychological wellness and also increase organizational productivity.

Furthermore, the study will be benefiting policymakers in providing information regarding prevalence, causes and conceptualization of sexual harassment in order to create mechanisms of

prevention. Additional to that, this study will provide information of prevalence, causes and conceptualization of sexual harassment for researchers in the field.

1.5 Scope of the Study

The scope of the study is limited to the East district employee of Bunna International Bank in Addis Ababa. The scope is limited to identifying the prevalence, cause and conceptualization of sexual harassment among employee of the east district bank employees.

CHAPTER TWO

REVIEW OF RELATED LITERATURES

2.1. Sexual harassment overview, prevalence, causes, and conceptualization

2.1.1 Overview of Sexual harassment

The UN Secretariats define sexual harassment as “any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another” (United Nations Secretariat, 2008, P.6).

Scholars like Barnes and Costle (1977) acknowledged for the first time in situations when female employees lost their employment as a result of declining their employers' advances. Quid pro quo sexual harassment is when educational or employment opportunity is contingent up on a particular sexual act.

It became apparent quickly in employment law that Hostile work environment which is a form of sexual harassment include coworker pervasive sexist behavior.

Equal Employment Opportunity Commission (1980) Hostile educational or organizational environments includes actions like calling women pejorative or objectifying, putting up pornographic pictures in the workplace, and saying disparaging or degrading things about them, such as making up stories about women.

According to Bundy and Jackson (1981) In addition to displaying one's genitalia, kissing and caressing, and pressing someone into going on a date even in the absence of a trade-off, hostile environment harassment also includes these types of unwelcome sexual advances. Quid pro quo typically entails a one-on-one relationship in which the offender has influence over the target's incentives or penalties connected to work or education.

2.1. 2. Prevalence of Sexual Harassment in Work Environment

A cross-cultural study has been conducted and revealed prevalence of sexual harassment in the work environment. According to the study by Nauman and Abbasi, (2014) in the banking sector in Lahore (Pakistan), two hundred fifty women of sample, revealed that workplace sexual harassment is either increased or decreased by organizational policy to a marginally significant extent. Attractiveness, workplace privacy, and work ethics are all important predictors. presence of the sexual harassment in the sector.

According to a qualitative research conducted in Bahir Dar by Worke, Koricha, and Debelew (2021), all 35 female workers felt that sexual harassment was a prevalent problem at work. Behavior including pressing, threatening, caressing, and kidnapping for sex.

Another study conducted by Mulugeta et al. (1998) in Addis Ababa and Western Shoa on the sample of 1401 female students. This study found out that the 74% of female students reported having experienced sexual harassment. Out of the 72 girls who came forward to claim being raped, 17 (or 24%) experienced vaginal discharge, and 12 (17%) got pregnant. Of rape victims, 33%, 19%, 22%, and 6% experienced social isolation, dread and phobia, hopelessness, and suicide attempt. In the same line study by Bizuayhu et al. (2013) found that the prevalence was 37.3%, 541 sample size in Bahir Dar city. In this study, it was observed that respondents with a rural upbringing were more than 4 times more likely to have experienced sexual assault (AOR = 4.51, 95% CI: 1.67 - 12.16).

Similarly, the study conducted by Semira (2021) on the sample of 627 female students from Debre Berhan University and pointed out that sexual harassment prevalence was 51.8% the percent for attempted rape was 12.8% and follows by rape 9.8%. Likewise, A study conducted in the Gamo Gofa zone by Haymanot et al (2020) on a sample of 354 nurses from chosen public health facilities found that 150 (43.1%) nurses had at least once instance of workplace violence

in the previous year, including 13.5% who experienced physical violence was 28.2% who experienced verbal abuse, 36 (10.3%).

Again, a similar study by Mathewos et al. (2015) on the sample of 660 randomly chosen nurses employed by Hawassa City Administration at public health institutions the prevalence of sexual harassment 25 (13.02%). Furthermore, a research done by Getachew et al. (2019) on a sample of 553 health care professionals selected from Gondar City administration health facilities found a 7.2% (N=38) incidence of workplace sexual harassment. This study shows AOR for people who work in emergency department [AOR = 3.99, 95% CI:(1.49,10.73)], AOR for people who work on shifts [AOR = 1.98,95%, CI: (1.28,3.03)], AOR for people who have short experiences [AOR = 3.09, 95% CI: (1.20,7.98)], and also being midwife [AOR = 4.06, 95% CI: (1.20,13.74)] were all related with higher rates of workplace violence.

Moreover, a qualitative study by Mulugeta et al. (2021) “on the several hospitality workplaces in Bahir Dar City revealed that the most perceived types of sexual harassment were pressuring, threatening, touching, abducting sexual advances, and experiencing verbal, physical, and nonverbal types”.

2.1. 3. Sexual Harassment as a Function of Demographic Variables

On the SEQ instrument the demographic variables are included such as Gender, age, and education level. Since earlier study’s shows links between demographic characteristics and sexual harassment tolerance. (Lonsway et al., 2007). Other research has revealed that as age increase tolerance of sexual harassment decreases (Reilly et al., 1986; Terrance et al., 2004).

Several studies indicate that Males regularly show more tolerance for sexual harassment than females (McCabe & Hardman, 2005; Russell & Trigg, 2004; Terrance et al., 2004).

The study conducted by Bello, (2016, P.24) in Nigeria on a sample 275 bank employees which investigated if there are male and female perceptual differences on sexual harassment.

Finding differences in how men and women perceive gender harassment, the findings indicate that the scores do not differ significantly, “for male ($M = 42.94$, $SD = 21.03$) and female ($M = 38.34$, $SD = 19.125$); $t(275) = 1.9$ and significant difference (two tailed value) is 0.60 . Similarly, there is no discernible difference in the scores for males and females when it comes to the sense of sexual coercion ($M = 37.07$, $SD = 23.17$) and female ($M = 34.51$, $SD = 21.45$); t value $t(275) = 0.9$ and $p = 0.35$. Also, investigating the difference between male and female perception of unwanted sexual harassment, the results show that there is no significant difference in scores for male ($M = 58.38$, $SD = 30.22$) and female ($M = 53.51$, $SD = 28.45$); $t(275) = 1.4$, $p = 0.18$ ”.

Another study conducted by Haymanot et al. (2020) conducted in Gamo Gofa Zone on a sample of 354 nurses from selected public health facilities, chewing tobacco, drinking alcohol, sex, and marital status were determinantal for workplace violence and it is also having statistical significance.

2.1. 4 Causes of Sexual Harassment at the Workplace

Various studies have been conducted and shown causes of sexual harassment in the work environment. For instance, the study conducted by Nauman and Abbasi (2014) conducted in various bank in Lahore (Pakistan) with a sample size of two hundred fifty female (250) indicated factors that significantly predict sexual harassment in the workplace such as attractiveness ($\beta = 0.241$, $t = 4.914$, $p = .000$), office set up ($\beta = -.183$, $t = -3.602$, $p = .000$), organization policy ($\beta = .080$, $t = 1.551$, $p = .102$), and work ethics ($\beta = 0.561$, $t = 11.583$, $p = .000$). Job status and masculinity have no positive and significant relationship with sexual harassment in the work place, respectively ($\beta = -.019$, $t = -.407$, $p = .685$ and $\beta = .023$, $t = .473$, $p = .637$).

2.1. 5 Employees’ Conceptualization of Sexual Harassment at the Workplace

Despite the fact that sexual harassment occurs everywhere, particularly in low-income nations, there is often confusion about how to define it. It is essential to conceptualize sexual

harassment in terms of its context in order to create assessment tools that are accurate, determine how widespread it is, and create interventions that are effective in stopping it (Wamoyi et al., 2022).

Sexual harassment concept is transient, and how it is defined depends greatly on the circumstances. The concept of sexual harassment is based on consent, which is also a key component of its definition and measurement. Sexual norms governing relationships between men and women and gendered power heavily influence consent. To measure and respond to sexual harassment in a suitable manner, there must be agreement regarding what sexual harassment is in schools, workplaces, and communities (Wamoyi et al., 2022).

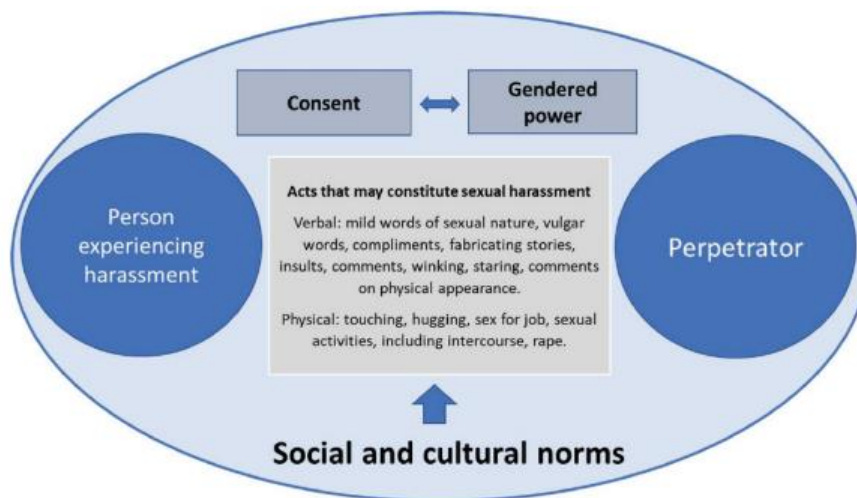


Figure 1: Key Factors in Conceptualizing Sexual Harassment (Wamoyi et al., 2022).

2.2 Theories of sexual Harassment

2.2.1. Tripartite Model of Sexual Harassment

Till (1980) developed tripartite model of sexual harassment. Till pioneered the development of a thorough classification system and made the first attempt systematically to define

concept of sexual harassment. The Tripartite model of Till (1980) indicate five general types of offensive work place behaviors “such as gender harassment, seductive behavior, sexual bribery, sexual threats and sexual imposition or assault”. Subsequently, he condensed five broad categories into three primary general categories, including unwanted sexual attention, coercion, and gender harassment. Gender harassments encompasses a range behaviors such verbal and non-verbal behaviors generally it doesn't have to be cooperation for sex rather includes behavior that convey insulting others, being hostile to others, showing degrading and sexist attitudes about women. On the other hand, unwanted sexual attention can manifest in the workplace as a variety of behaviors, verbal and nonverbal, such as persistent, unrequited date requests, obtrusive letters and phone calls, physical touching, cornering, and severe sexual assault. whereas sexual coercion comprises of being a threat to others, promising giving bribes in exchange for sexual act, that job related gain would be obtained in exchange for sexual collaboration (Till, 1980)

“Tripartite model of sexual harassment indicates that work place sexual harassment includes solicitation of sexual activity or other sex-related behavior by promise or reward, generalized sexist remarks and behavior, coercion of sexual activity by threat of punishment, and sexual crimes and misdemeanors” (Till, 1980).

2.2.2. The Socio-cultural Model

According to socio-cultural model, sexual harassment is a logical result of society's existing sexism and gender imbalance (Gutek, 1985; Thomas and Kitzinger, 1997). According to this hypothesis, male dominance still prevails in the workplace because of the way that women's lower standing in society is reflected in its structures and cultures. Cultural convention has socialized males into sexual assertiveness, being in leadership, and persistent positions, whilst

women have been socialized to be passive (accepting and allowing), to obey without arguing, and to be the gatekeepers.

According to this model “Sexual harassment occurs as a result of these social/cultural roles being played out in the workplace” (Gutek, 1985; Thomas & Kitzinger, 1997; Kapila, 2017).

Sexual harassment, then, is simply one example of a much wider nation govern by men, a system in which men are the dominant group, reflecting power and position unequal distribution of between the sexes in society at large. Early feminists established the socio-cultural explanation, arguing that male having upper hand in the society extends to organizations they work, where the problem is prevalent and men are supposed to be aggressive and domineering and women to be submissive and passive (Farley, 1978 as cited in Pina, Gannon & Saunders, 2009).

In general, the present study is led by frameworks developed from the above two models because of the following main reasons. Firstly, the above mentioned two models of sexual harassment explain workplace sexual harassment in the study site. Secondly, the researcher utilized sexual harassment measurement scale that developed on the basis of the Tripartite model. Thirdly, the researcher developed items measuring causes of sexual harassment and sexual harassment conceptualization based on the Socio-Cultural model and Tripartite models, respectively.

2.3 Conceptual frame work of the study

This conceptual framework was put together using information gathered from a review of related literature sexual harassment experience prevalence, conceptualization and two etiological models of sexual harassment in this study such as Tripartite and Socio-cultural model.

A study of the linked research indicated that socio demographic characteristics such as age, gender, job position, marital status, and educational status have influence on the prevalence and understanding of sexual harassment. Furthermore, numerous academics discovered that demographic characteristics like as age, gender, educational level, and marital status predicted significant variation in the occurrence of sexual harassment.

This is due to an employee’s marital status, education, gender, and age that might alter the predictors of sexual harassment. In the current study, these factors served as control variables. In the current study sexual harassment prevalence, conceptualization and causes is explained by Tripartite and sociocultural model. Therefore, the following figure illustrates conceptual framework of the study

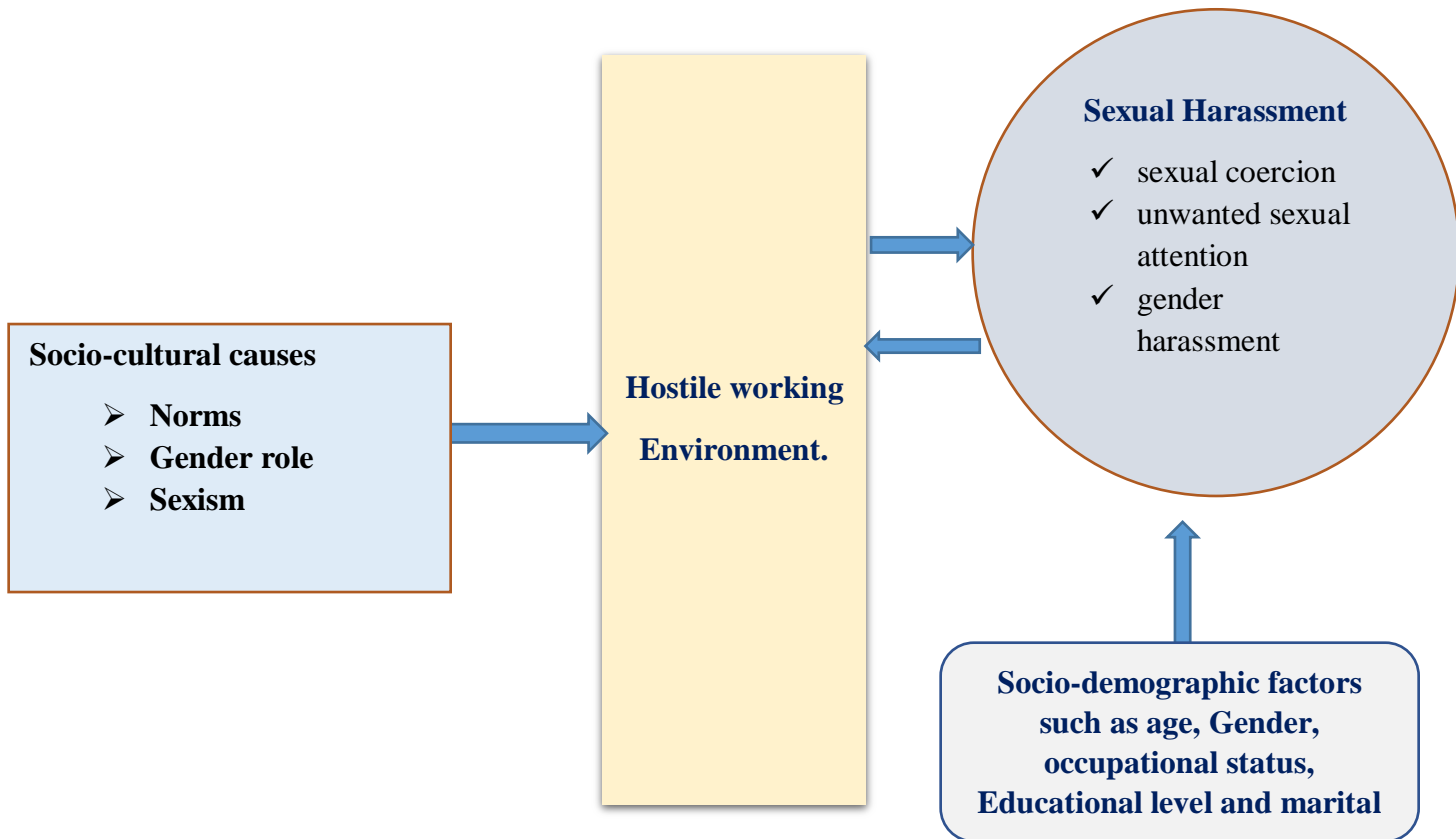


Figure 2. Conceptual framework of the study.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Study Area

The study was conducted in Bunna International Bank Eastern district of Addis Ababa.

The total population of the study consists of 243 employees.

3.1 Research Design

In this study mixed-methods approach (both quantitative and qualitative approach) was used in the process of collecting relevant data. In many cases, mixed method approach using two approaches is superior compared to the use of either qualitative or quantitative approach. A mixed methods research incorporates both quantitative as well as qualitative techniques into a single study. Mixed method allow the researcher detail information about the study at hand (Almeida, 2018).

This research employs quantitative approach predominantly. Using both approaches were assisted the researcher in gathering information needed to make accurate predictions regarding a certain hypothesis. “A descriptive research is one that aims to characterize the distribution of one or more variables without considering any causal or other hypothesis (Aggarwal & Ranganathan, 2019, p.13)

3.2 Study Population

The target populations of the study were all the employees currently working in East Branch of Bunna International Bank in Addis Ababa. East Branch of Bunna International Bank located in Addis Ababa was selected due to large number of employees were working in this branch. Furthermore, relatively more female employees were working in this bank. In 2022, 243 employees were working in the East Bank of Bunna International in Addis Ababa. Therefore, the

study population of the present study was 243 employees working in the East Branch of Buna International Bank in Addis Ababa from these 141 were male and 102 were females.

3.3 Sampling Techniques

In the present study, the researcher employed probability and non-probability sampling techniques. Among probability sampling techniques, the researcher employed stratified random sampling techniques because of the following main reasons. In the East Branch of Buna Bank there are three main job categories in each district such as managers (42 employees), clerical (173 employees) and non-clerical workers (28 employees). Therefore, stratified random sampling technique was used to select participants from managers, clerical and non-clerical workers from each district. Simple random sampling procedures were used to choose each person from each stratum.

Sample Size Determination

Yamane's formula (Yamane, 1967) was used to obtain the sample size for this investigation, with 5% error level and 95% confidence coefficient.

$$n = \frac{N}{1 + Ne^2}$$

Where,

n = The sample sizes

N = The size of the source population

e = the error level 5% with 95% confidence interval

In this study the number of employees in target branch is 243. Therefore, $N = 243$

$$e = 5 \%$$

$$n = \frac{N}{1+Ne^2} \quad , \quad n = 243/ 1 + 243 (0.05)^2 \quad n = 243/ 1.60 \quad n = 151$$

10% of the sample size was added to the research sample to account for potential attrition. The sample size is 151 and 15 were added that yields a total of 166 employees.

When compared to the overall population, the sample size of each stratum was proportionate to the stratum's population size. Regardless of stratum population size disparities, this approach used the same sample fraction for each stratum. The sampling fraction is calculated as n/N , where n is the sample size and N is the population size.

In this study the sample size (n) = 166, population size (N) = 243. Therefore, $f = \frac{n}{N} = 166/243 = 0.683$. Therefore, 0.683 was the sampling fraction to select study participants from each position in the district (Table 1).

Table 1: Sampling technique for studying conceptualization, prevalence, and causes of sexual harassment at the East Branch of Buna International Bank in Addis Ababa.

No	District	Employee Positions	Number of Employees	Sampling Fraction (n/N)	Number of Study participants
1.	East district	Managers	42	0.683	29
		Clerical workers	173	0.683	118
		Non-clerical workers	28	0.683	19
Total			243		166

To support the quantitative findings, this study was also used non-probability sampling techniques. Purposive sampling was employed as one of the non-probability sampling approaches to gather the data regarding cause of sexual harassment in Bunna International Bank in Addis Ababa. Employees who were working in the Bunna International Bank were purposively taken until saturation level reached.

3.5 Data Collection Instrument

In this study questionnaire was used to gather data from the respondents. The questionnaire for this study has three parts. The first section includes questions on the respondents' demographic characteristics. The second part of questionnaire contains Sexual Harassment Experience Questionnaire (SHEQ) which measures prevalence of sexual harassment. Sexual Experiences Questionnaire is developed by (Fitzgerald et al., 1995). The Sexual Experiences Questionnaire-Workplace (SEQ-W) is a 17-item questionnaire developed to quantify the frequency of sexual harassment experienced by women at work. SEQ includes three dimensions of workplace sexual harassment: gender harassment, unwanted sexual attention, and sexual coercion. Gender Harassment sub-scale has 5 items with minimum score 5 and maximum possible scores 25 and 25, Unwanted Sexual Attention sub-scale has 7 items, with minimum score 7 and maximum scores 35; and Sexual Coercion sub-scale has 5 items with minimum score 5 and maximum score 25. Till's (1980) description of five categories of sexually harassing behavior (gender harassment, sexual coercion, sexual imposition attractive behavior and sexual bribery) inspired the subscales' three-factor structure. The three elements correspond to the two legal definitions of sexual harassment: quid pro quo which represent sexual coercion and hostile environment represent gender harassment and unwelcome sexual attention. Based on an estimated sample of 1700, the initial version of SEQ had an internal consistency coefficient of 0.92. For the five original

subscales, corrected split-half reliability coefficients varied from 0.62 to 0.86, with an average of 0.75. Over a two-week period, test-reliability showed a coefficient of 0.86.

Fitzgerald et al. (1994) to be considerate that the retest sample was significantly smaller than the initial sample. The criterion item and the average item criteria for each subscale were used to verify content validity. The revised SEQ, which has a 5-point Likert scale, yielded alpha reliability coefficients of gender harassment is 0.86; for unwanted sexual attention 0.75; and for sexual coercion 0.87. Total alpha scale was 0.89 in the pilot study. Comparable results were obtained in the validation sample. This scale was used without translation (Fitzgerald et al., 1994).

To measure the employee's sexual harassment conceptualization the researcher developed sixteen items based on the tripartite model of Till's (1980). The content validity of original English version instrument was established by subject matter experts. To establish content validity four subject matter experts were identified from the field of Psychology which is two psychologists who have MA degree, Sociology with MA degree and social work who has MA degree). Subject matter expertise from Addis Ababa University were chosen based on their competence, qualifications, and experience. The study relied on Amharic and English language specialists to overcome equivalency and translation issues. The original scale which is in English was translated to the target language for this research which is Amharic version by two English language specialists. Two Amharic professors then translated the text back into English. Following the back translation by Amharic language instructors, the researcher formed an expert committee to resolve issues of meaning disparities among back translators and to establish the equivalence of the two versions. Qualitative data gathered based on the developed semi-structured interview items. The

researcher developed six (6) items to explore the major causes of sexual harassment in work place based on sociocultural theory of sexual harassment. The validity of these items was established by expert committee (senior researchers and colleagues) before administered.

Piloting

After the validity of data collection instrument was checked by panel of experts, the researcher conducted pilot study in Dashen Bank in Addis Ababa by selecting 16 participants from Mexico branch based on simple random sampling so as to check reliability of data collection instruments. Based on the pilot study; Cronbach alpha scale was 0.89. This indicates the reliability of the tool is acceptable.

3.6 Data Collection procedure

The researcher first obtained a letter of collaboration from the Addis Ababa University School of Psychology. The letter of cooperation was submitted to Buna International Bank Head Office in Addis Ababa. After that the researcher got permission to conduct the study in the East Branch of Buna International Bank in Addis Ababa. The researcher started contacting participant by going to the place where the branches were located in Addis Ababa, with the help of the bank Human resource assistant. Before the start of data collection, the researcher briefed participants about the purpose of the study. The researcher then handed the survey questionnaire to participants. All questions that were unclear to responders were addressed by the researcher.

Scoring Procedure

“The Sexual Experiences Questionnaire-Workplace (SEQ-W) measure is a 17-item measure designed to assess the frequency of sexual harassment that employees experience while at work. This measure is a revised version of the Sexual Experiences Questionnaire. It includes three dimensions of workplace sexual harassment: gender harassment, unwanted sexual attention, and sexual coercion.

The sum of each subscale is calculated and then weighted by the frequency of each of the events. The mean cutoff value was used as to categorize as high and low” (Fitzgerald, Gelfand, & Drasgow, 1995, P 39).

This study used Fitzgerald, Gelfand, and Drasgow, (1995) theoretical and psychometric advances tools. Gender Harassment sub-scale has 5 items with minimum 5 and maximum possible scores 25, Unwanted Sexual Attention sub-scale has 7 items, with minimum 7 and maximum possible score 35; and Sexual Coercion sub-scale has 5 items with minimum 5 and maximum possible scores 25. The overall prevalence of sexual harassment calculated by adding all the sub-scales on the three items. Based on this, the minimum and maximum possible scores were 17 and 85, respectively. Furthermore, the prevalence of sexual harassment was also determined by taking the mean score as a cutoff point. Study participants who scored below mean were categorized as not sexually harassed and those who scored the mean value and above were categorized as sexually harassed.

3.8 Study variables

3.8.1 Dependent variable: presence and absence of sexual harassment.

3.8.2 Independent variables: socio-demographic variables, socio-cultural variables, and work position.

3.9 Operational Definition

- **Gender Harassment** - encompasses a range behaviors such verbal and non-verbal behavior generally it doesn't have to be cooperation for sex rather includes behavior that convey insulting others, being hostile to others, showing degrading and sexist attitudes about women (Till,1980).

- **Unwanted sexual attention** - manifest in the workplace as a variety of behaviors, verbal and nonverbal, such as persistent, unrequited date requests, obtrusive letters and phone calls, physical touching, cornering, and severe sexual assault (Till,1980).
- **Sexual coercion**- being a threat to others, promising giving bribes in exchange for sexual act, that job related gain would be obtained in exchange for sexual collaboration (Till,1980).

3.10 Data Analysis Techniques

This study's analyses were carried out in accordance with the research goals described in the introduction section of this paper. Accordingly, the analysis was made in three stages. Firstly, percentage and frequency distribution were determined to see the prevalence of sexual harassment. Secondly, inferential statistics such as bi-variable and multi-variable logistic regression were utilized to examine statistical linkage between prevalence of sexual harassment and socio-demographic variables such as age, job position, gender, marital status and educational level. Bi-variable and multi-variable logistic regression were utilized after recoding the mean score of gender harassment, unwanted sexual attention, and sexual coercion as presence and absence of sexual harassment.

The one-way analysis of variance (ANOVA) was utilized to explore whether there were any statistically significant differences between the means of three or more independent groups. Finally, the researcher was implemented qualitative technique by using thematic method to explore causes of sexual harassment in Buna International Bank in Addis Ababa.

3.11 Ethical Considerations

At the start of the study, the whole study's techniques were outlined in straightforward and simple terms and informed consent was obtained. The confidentiality of the participants' replies will be protected to safeguard their rights, needs, values, and anonymity. Participants were

informed that they had the opportunity to withdraw from this study at any moment without being questioned.

CHAPTER FOUR

RESULT AND DISCUSSION

In this chapter, the results of both quantitative, and qualitative data are presented. The quantitative findings of the present study are demographic characteristics of the respondents, prevalence of sexual experience, sexual experience conceptualization, the relationship between sexual experience with socio-demographic variables such as age, work experience, gender, marital and educational status. Furthermore, the prevalence and correlation of gender harassment, sexual harassment and sexual coercion with sexual experience was shown. In the qualitative section the causes of sexual harassment were investigated.

4.1 Results of the Study

4.1.1 Findings of the Quantitative Data

4.1.1 Socio-demographic characteristics of the respondents

A total of 155 respondents correctly completed the questionnaire yielding a response rate of 91.1%. The majority 83 (53.5%), 74 (47.7%), 90 (58.1%), and 79 (51%) of the respondents were men, married, clerical workers, and BA degree holders in profession, respectively. Majority 55 (35.5%) of the respondents had six to ten years of work experiences. Their ages ranged from 22 to 47 years with a mean and a standard deviation of 30.66 and 4.78 years, respectively.

Table 2. Socio-demographic characteristics of East Branch of Buna International Bank employees

4.1.2. The Prevalence of Sexual Harassment in Buna International Bank in Addis Ababa

Number	Categories of variables	Frequency	Valid percent	
1	Gender	Female	72	46.5
		Male	83	53.5
		Total	155	100
2.	Marital status	Un-married	64	41.3
		Married	74	47.7
		Divorced	17	11
		Total	155	100
3.	Educational status	High school and below	16	10.3
		Diploma	8	5.2
		Degree	79	51
		Masters and above	52	33.5
		Total	155	100
4.	Total work experiences in years	0-5 years	49	31.6
		6-10 years	55	35.5
		Greater than 10 years	51	32.9
		Total	155	100
5.	Job position	Non-clerical	39	25.2
		Clerical	90	58.1
		Manager	26	16.8
		Total	155	100

The overall prevalence of sexual harassment was categorized as sexually harassed and non-harassed using mean score. This study used (Fitzgerald, Gelfand, & Drasgow, 1995) theoretical and psychometric tools to categorize sexual harassment into sexually harassed and non-harassed group.

Scoring procedure

The general frequency of sexual harassment calculated by adding all the sub-scales on the three items that is gender harassment, unwanted sexual attention and sexual coercion. Furthermore, the prevalence of sexual harassment was also determined by taking the mean score as a cutoff point. Study participants those who scored less than the mean was classified as not sexually harassed, while those who scored the mean or higher were classified as sexually harassed. (Fitzgerald, Gelfand, & Drasgow, 1995).

The current study revealed that the minimum sexual harassment score is sixteen and the maximum score is seventy-six. The mean and standard deviation of sexual harassment score are 30.33 and ± 12.95 , respectively. Based on the mean score; the prevalence of high level of sexual harassment is 60 (38.7%). The level of sexual harassment between the two sex was different (Figure 2).

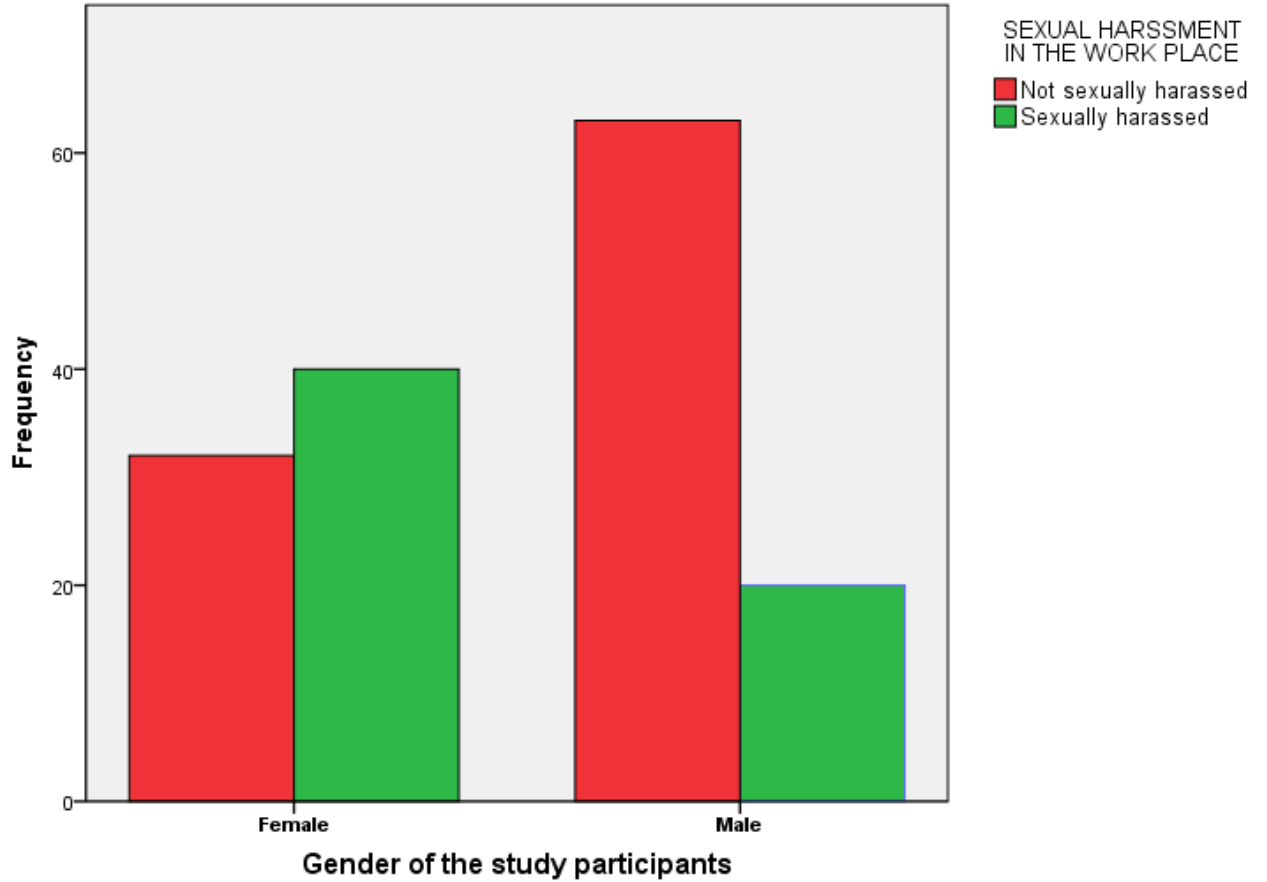


Figure 2. The level of sexual harassment between the two sex in Buna International Bank workers, Addis Ababa

The overall prevalence of sexual harassment includes three dimensions of workplace sexual harassment that includes; Gender harassment, unwanted sexual attention, and sexual coercion.

4.1.2.1 Gender Harassment in Buna International Bank in Addis Ababa

This study indicated that 26 (70.3%) female and 11 (29.7%) male of the respondent’s often received suggestive stories or offensive jokes by their co-workers or supervisors. Furthermore, 22 (57.9%) female and 16 (42.1%) of the respondents revealed that their coworkers or supervisors made offensive sexual remarks either publicly or privately often. The gender harassment components in this study were summarized below (Table 3).

Table 3. Summary of the frequency of gender harassment components in BIB in Addis Ababa

<i>N</i> <i>Q</i>	<i>Gender harassment components</i>	<i>Frequency with percentage</i>									
		<i>Never</i>		<i>Once</i>		<i>Sometimes</i>		<i>Often</i>		<i>Very often</i>	
		<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
1	My coworkers or supervisors habitually told suggestive stories or offensive jokes	7(15.6%)	38 (84.4%)	16(55.2%)	13(44.8%)	17(45.9%)	20(54.1%)	26 (70.3%)	11 (29.7%)	6 (85.7%)	1 (14.3%)
2	My coworkers or supervisors gave unwanted sexual attention	20 (25.0%)	60 (75.0%)	29 (67.4%)	14 (32.6%)	17 (65.4%)	9 (34.6%)	6 (100%)	0 (0%)	0 (0%)	0 (0%)
3	My coworkers or supervisors made offensive sexual remarks either publicly or to you privately	13 (27.1%)	35 (72.9%)	5 (25.0%)	15 (75.0%)	24 (63.2%)	14 (36.8%)	22 (57.9%)	16 (42.1%)	8 (72.7%)	3 (27.3%)
4	My coworkers or supervisors displayed, used, or distributed sexist or suggestive materials (e.g., pictures, stories, or pornography)	39 (41.1%)	56 (58.9%)	18(56.3%)	14 (43.8%)	7 (53.8%)	6 (46.2%)	5 (41.7%)	7(58.3%)	3 (100%)	0 (0%)
5	My coworkers or supervisors	14 (20.9%)	53(79.1%)	31 (72.1%)	12 (27.9%)	9(47.9%)	10 (52.6%)	16 (66.7%)	8(33.3%)	2(100%)	0 (0%)

frequently made sexist remarks										
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4.1.2.2 Unwanted sexual attention in Buna International Bank in Addis Ababa

This study indicated that 18 (11.6%) of the respondent’s often received unwanted sexual attention by their co-workers or supervisors. Furthermore, 42 (27.1%) of the respondents often their coworkers or supervisors staring, leering at them. Additionally, 19 (12.3%) of the respondents often their coworkers or supervisors attempted to establish a romantic sexual relationship with them despite their efforts to discourage them About 19 (12.3%) of the respondents often asked dates, drinks, dinner by their coworkers or supervisors. Lastly, 19 (12.3%) of the respondents often touched in a way that made them feel uncomfortable by their coworkers or supervisors. The unwanted sexual attention components in this study were summarized below (Table 4).

Table 4. Summary of the frequency of unwanted sexual attention components in BIB in Addis Ababa

<i>NO</i>	<i>Unwanted sexual attention</i>	<i>Frequency with percentage</i>				
		<i>Never</i>	<i>Once</i>	<i>Sometimes</i>	<i>Often</i>	<i>Very often</i>
1	My coworkers or supervisors made unwanted attempts to draw me into a discussion of personal or sexual matters	57 (36.8%)	52 (33.5%)	23 (14.8%)	18 (11.6%)	5 (3.2%)
2	My coworkers or supervisors gave unwanted sexual attention	67 (43.2%)	43 (27.7%)	19 (12.3%)	24 (15.5%)	2 (1.3%)

3	My coworkers or supervisors staring, leering at you	69 (44.5%)	16 (10.35)	24 (15.5%)	42 (27.1%)	4 (2.6%)
4	My coworkers or supervisors attempted to establish a romantic sexual relationship with you despite your efforts to discourage him	86 (55.5%)	34 (21.9%)	13 (8.4%)	19 (12.3%)	3 (1.9%)
5	My coworkers or supervisors Continued to ask me for dates, drinks, dinner, etc., even though you have said "no"	83 (53.5%)	28 (18.1%)	18 (11.6%)	19 (12.3%)	7 (4.5%)
6	My coworkers or supervisors touched you in a way that made you feel uncomfortable	79 (51%)	32 (20.6%)	19 (12.3%)	19 (12.3%)	6 (3.9%)
7	My coworkers or supervisors made unwanted attempts to stroke or fondle you	82 (52.9%)	42(27.1%)	13 (8.4%)	11 (7.1%)	7 (4.5%)

4.1.2.3 Prevalence of sexual coercion in Buna International Bank in Addis Ababa

This study indicated that 5 (3.2%) often made them feel subtly threatened with some sort of retaliation for not being sexually cooperative by their coworkers or supervisors. The sexual coercion components in this study were summarized below (Table 5).

Table 5. Summary of the frequency of sexual coercion components in BIB in Addis Ababa

<i>NQ</i>	Sexual coercion	<i>Frequency with percentage</i>				
		<i>Never</i>	<i>Once</i>	<i>Sometimes</i>	<i>Often</i>	<i>Very often</i>
1	My coworkers or supervisors made me feel like any one	90 (58.1%)	33 (21.3%)	19 (12.3%)	9 (5.8%)	4 (2.6%)

	was being subtly bribed with some sort of reward					
2	My coworkers or supervisors made me feel subtly threatened with some sort of retaliation for not being sexually cooperative	105 (67.7%)	39 (25.2%)	4 (2.6%)	5 (3.2%)	2 (1.3%)
3	My coworkers or supervisors made it necessary for me to respond positively to sexual or social invitations in order to be well-treated on the job	101 (65.25)	42 (27.1%)	9 (5.8%)	1 (0.6%)	2 (1.3%)
4	My coworkers or supervisors made me feel afraid and treat poorly if I did not cooperate sexually	104 (67.1%)	40 (25.8%)	9 (5.8%)	0	2 (1.3%)
5	My coworkers or supervisors treated me badly for refusing to have sex	98 (63.2%)	38 (24.5%)	8 (5.2%)	9 (5.8%)	2 (1.3%)

4.1.3 Socio-demographic factors associated with sexual harassment

All sociodemographic variables were entered into bivariable logistic regression. During the bivariable logistic regression analysis, those who were females were 3.93 times more likely to be sexually harassed than those who were male (COR= 3.93; 95% CI: (1.98-7.81)) with p-value = 0.000. The level of education was not significantly associated with sexual harassment with p-value of 0.081. The work experience of the respondents was not significantly associated with the level of sexual harassment with p-value of 0.197. Married respondents were 47.9% less likely to be sexually harassed than those who were unmarried (COR= 0.479; 95% CI: (0.23-

0.96)) with p-value of 0.03. For every 1 unit increase in the age of the respondent, the odds of sexual harassment decreased by 90.1% (COR= 0.901; 95% CI: (0.83-0.97) with p-value of

Categories of variables	Sexual harassment	Sexual harassment		COR (95% CI)	AOR (95% CI)	p-value
		Low	High			
Gender	Female	32(44.4%)	40(55.6%)	3.93(1.98-7.81)	4.76(2.16-10.4)	0.000*
	Male	63(75.9%)	20(24.1%)	1	1	
Age group	18-29	39(52.7%)	35(47.3%)	2.01(1.04-3.87)	0.77(0.23-2.52)	0.66
	≥30	56(69.1%)	25(30.9%)	1	1	
Marital status	Un-married	43((53.1%)	38(46.9%)	2.08(1.07-4.05)	2.16(0.97-4.82)	0.05
	Married	52(70.3%)	22(29.7%)	1	1	
Total work experiences in years	0-5 years	26(53.1%)	23(46.9%)	2.12(0.93-4.83)	1.94(0.39-9.53)	0.41
	6-10 years	33(60%)	22(40%)	1.6(0.71-3.59)	1.72(0.49-5.97)	0.39
	Greater than 10 years	36(70.6%)	15(29.4%)	1	1	
Job position	Managers	21(80.8%)	5(19.2%)	0.92(0.26-3.21)	0.45(0.09-2.13)	0.31
	Clerical	43(54.4%)	47(52.2%)	4.23(1.75-10.2)	2.90(0.96-8.77)	0.05
	Non-clerical	31(79.5%)	8(20.5%)	1	1	

0.006. Regarding the job position, workers in the clerical position were 4.235 more likely to be sexually harassed than those who were workers in non-clerical position (COR= 4.235; 95%CI: 1.75-10.21) with p-value of 0.001. All variables with p-value < 0.25 were entered into the multivariable logistic regression model.

The Hosmer and Lemeshow test result were done at p-value = 0.28. The p-value was not significant. So, goodness of test was fit, and binary logistic regression can be utilized.

During the multivariable logistic regression analysis, those who were females were 4.76 times more likely to be sexually harassed than those who were male (AOR= 4.76; 95% CI: (2.16-10.4)) with p-value = 0.000.

Table 6: Socio-demographic factors associated with sexual harassment in BIB, Addis Ababa

“One-Way ANOVA ("analysis of variance") test was performed to know if there is a statistical evidence that means of two or more independent groups of the population significantly different. The dependent variable is continuous (sexual harassment score) (i.e., interval level) and the independent variable is categorical (i.e., two or more groups)”

In this study, One-way ANOVA was done for the sexual harassment score, and for the independent variables such as age group, work experience, educational status and job positions.

Based on the finding, we conclude that the mean sexual harassment score was significantly different for at least one of the age groups ($F_1, 153 = 14.49, p = 0.00$), work experiences ($F_2, 152 = 12.78, p = 0.00$), work positions ($F_2, 152 = 8.70, p = 0.00$), and educational status ($F_3, 151 = 3.53, p = 0.016$).

4.1.3 The Prevalence of sexual harassment conceptualization in BIB in Addis Ababa

This study indicated that majority of the respondents, 93 (60%) strongly agreed that if their colleague tries unwanted attempt to have sex with them that result in pleading, crying or struggling, they consider it like sexual harassing behavior. Furthermore, 72 (46.5%) of the respondents agreed that if they experienced unwanted sexual attention, they consider the action like sexual harassing behavior. One fourth of the respondents, 39 (25.2%) strongly agreed that if their colleague at workplace tells them a sexually sensitive comment, they consider the action like sexual harassing behavior (Figure 3).

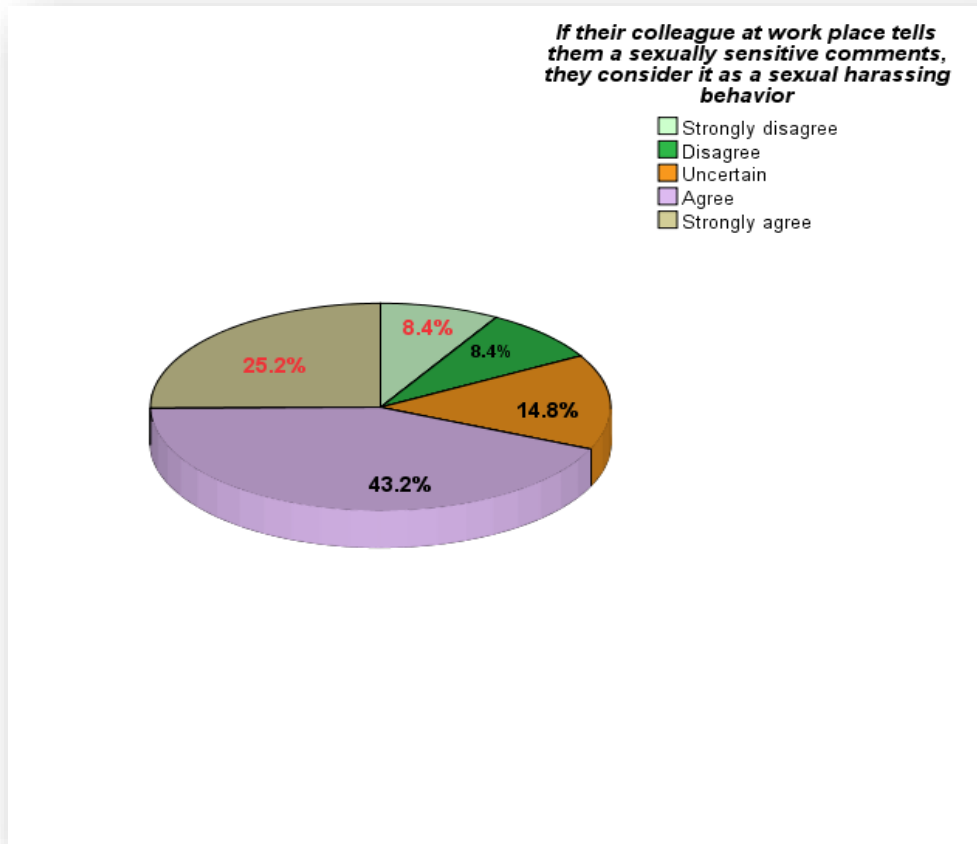


Figure 3: Consider telling about sexually sensitive comment at workplace like sexual harassing behavior in BIB, Addis Ababa.

From the total study participants, 68 (43.9%) agreed that if they are deliberately or inappropriately touched by employee, they consider the action like sexual harassing behavior. Additionally, 70 (45.2%) of the respondents agreed that if their colleagues try unwanted attempt to stroke or fondle them, they consider the action like sexual harassing behavior (Table 6).

Table 7. Summary of the frequency of sexual harassment conceptualization in BIB in Addis Ababa

<i><u>NQ</u></i>	Sexual harassment conceptualization questions (considering	<i>Frequency with percentage</i>				
		<i>Strongly disagree</i>	<i>Disagree</i>	<i>Uncertain</i>	<i>Agree</i>	<i>Strongly agree</i>

	the action is sexual harassing behavior)					
1.	If my colleague at workplace tells me sexual stories	37 (23.9%)	26 (16.8%)	38 (24.5%)	41 (26.5%)	13 (8.4%)
2.	If I experience unwanted sexual attention	21 (13.5%)	17 (11%)	22 (14.2%)	72 (46.5%)	23 (14.8%)
3.	If my colleague at workplace attempt to discuss or comment on your personal matter/ sex life	28 (18.1%)	32 (20.6%)	40 (25.8%)	43 (27.7%)	12 (7.7%)
4.	If my colleague at workplace tells me a sexually sensitive comment	13 (8.4%)	13 (8.4%)	23 (14.8%)	67 (43.2%)	39 (25.2%)
5.	If I asked again and again for dinner or drinks	43 (27.7%)	35 (22.6%)	38 (24.5%)	30 (19.4%)	9 (5.8%)
6.	If my colleagues' stares, leers at me	32 (20.6%)	26 (16.8%)	39 (25.2%)	45 (29%)	13 (8.4%)
7.	If I experience mistreatment because of my gender	32 (20.6%)	21 (13.5%)	47 (30.3%)	37 (23.9%)	18 (11.6%)
8.	If my colleagues, try unwanted attempt to stroke or fondle me	21 (13.5%)	15 (9.7%)	16 (10.3%)	70 (45.2%)	33 (21.3%)
9.	If my colleagues made sexist remark (women can't be a manager or man can't raise a child)	32 (20.6%)	22 (14.2%)	52 (33.5%)	38 (24.5%)	11 (7.1%)
10.	If I am bribed or given special treatment or rewarded to engage in sexual behavior	10 (6.5%)	16 (10.3%)	21 (13.5%)	76 (49%)	32 (20.6%)
11.	If my colleague tries unwanted attempt to have sex with me that	7 (4.5%)	1 (0.6%)	13 (8.4%)	41 (26.5%)	93 (60%)

	result in me to pleading, crying or struggling					
12.	If I am deliberately or inappropriately touched by employee	15 (9.7%)	4 (2.6%)	18 (11.6%)	68 (43.9%)	50 (32.3%)
13.	If I am threatened by my colleague for not cooperating for sexual request	33 (21.3%)	12 (7.7%)	33 (21.3%)	54 (34.8%)	23 (14.8%)
14.	If my colleague put me down or condensing to me because of my sex	14 (9%)	8 (5.2%)	12 (7.7%)	76 (49%)	45 (29%)
15.	If my colleagues imply faster promotion if only, I am sexually cooperative	9 (5.8%)	4 (2.6%)	17 (11%)	57 (36.8%)	68 (43.9%)
16.	If my colleague made me afraid that I will be treated badly if I don't cooperate sexually	12 (7.7%)	3 (1.9%)	17 (11%)	49 (31.6%)	74 (47.7%)

In this study the prevalence of sexual harassment conceptualization calculated by using the mean cut off score and percent. The current study developed sexual harassment conceptualization scale based on the Tills Tripartite model of (1980). Therefore, the prevalence of sexual harassment conceptualization labeled as low, and high based on the mean score.

The current study revealed that the minimum sexual harassment conceptualization score is sixteen and the maximum score is eighty. The mean and standard deviation of sexual harassment score is 54.47 ± 14.6 . Based on the mean score; the level of sexual harassment conceptualization was 101 (65.2%).

The sexual harassment conceptualization of the tripartite model is adapted in our context and tested in the BIB. Therefore, the mean result illustrated in the table 7 above confirmed that the tripartite model is similarly conceptualized in BIB in Addis Ababa.

4.2. Findings on the qualitative data

This section contains the demographic characteristics of study participants as well as findings related to the causes of sexual harassment in BIB in Addis Ababa.

A total of 9 respondents were successfully involved for the qualitative study. The majority 5 (55.5%), 6 (67%), and 6(67%) of the respondents were female, unmarried, and degree holders respectively. Majority 5 (55.5%) of the respondents had below five years of work experiences. Their ages ranged from 24 to 30 years with a mean of 27.55 years.

Table 9: Socio-demographic characteristics of the interview participants

<i>Code</i>	<i>Sex</i>	<i>Age in years</i>	<i>Years of experience</i>	<i>Educational status</i>	<i>Occupation</i>	<i>Marital status</i>
<i>P1</i>	Female	27	6	Masters	Accountant	Not married
<i>P2</i>	Male	27	2	Degree	Customer service officer	Not married
<i>P3</i>	Female	30	9	Masters	Manager	Married
<i>P4</i>	Female	26	3	Degree	Sales	Not married
<i>P5</i>	Male	30	7	Degree	Customer service officer	Not married
<i>P6</i>	Male	29	4	Degree	Accountant	Married
<i>P7</i>	Male	27	3	Degree	Accountant	Not married
<i>P8</i>	Female	24	2	Degree	Sales	Not married
<i>P9</i>	Female	28	5	Degree	Sales	Married

4.2.1. Qualitative data analysis

To analyze the data the researcher used deductive coding strategy and found out the following emergent themes from the collected data.

To Identify Prevalence of Sexual Harassment at Bunna International Bank in Addis Ababa.

From the total of nine interviewed participants, six of them expressed the presence of sexual harassment in their institute. Although the degree, magnitude, type, and cause of sexual harassment indicated by the study participants were varied. For example, a female participant said: “I think there is sexual harassment acts in our bank” (P3, female). The interviewees believe that in spite of the presence of legal system in the institute, sexual harassment specifically in female workers are common. According to this participant, few co-workers and managers undermine the roles of

female workers in the institute. Their mistakes were taken seriously and approached differently that exposed them to sexual harassment.

Another male respondent (P2, male) stated that: “Sexual harassment acts are common in our bank, despite the presence of strict rules and regulations that govern relationships among staff members which protects them” (P2, male).

All (5) female interviewees said that they had experienced sexual harassment in some point of time in their workplace. However, three male participants expressed the absence of sexual harassment in their bank. According to (P5, male): “There is not any act of sexual harassment so far in our bank” (P6, male); and “There is no such kind of act [sexual harassment] in our bank “(P7, male).

To Identify conceptualization of Sexual Harassment Among the Employees at Bunna International bank s.c in Addis Ababa.

The qualitative data indicates that most interviewees understand sexual harassment in terms of rape. Their perception of sexual harassment in their workplace is based on their conceptualization.

One female participant expressed: “If my colleague or co-worker at work place tells me a sexually sensitive comment, asked me again and again for dinner or drinks, stares, leers at me, and mistreated me because of my gender; I considered these acts as a sexual harassment” (P1, female).

Another female participant indicated: “If my colleague or co-worker at workplace tells me sexual stories, attempt me to discuss or comment on my personal matter/ sex life, told me a sexually sensitive comment; I considered these acts as a sexual harassment” (P4, female).

One of the statements from male participant that indicates the existing conceptualization reads: “I hear sexual harassment acts exist in conflict areas where there is no peace and stability. Here [in Addis Ababa], it is peace and laws are in order so that no chance for women to be harassed” (P3, male).

To Explore the Causes of Sexual Harassment in Bunna International Bank in Addis Ababa.

Six of the qualitative interviewed participants expressed the presence of sexual harassment. The causes of sexual harassment explained by the majority of participants include; culture, our culture give power to men and our norm impose female to be weak in their position. or attitude, men have higher decision-making power than women whether be at home or in public, lack of

knowledge, rigid adherence to gender roles and stereotyped constructions of masculinity and femininity, and male peer relations that emphasizes aggression and disrespect towards women.

Most importantly more than half of the interviewed participants agreed that the main cause of sexual harassment in workplace is the norms, beliefs of the society (P1, P3, P4, P8, P9).

4.2 Discussion

In this chapter, the results of both quantitative, and qualitative data were discussed.

Globally, several studies on workplace sexual harassment been done and several results have been found in different geographical areas investigated. This study compares its findings with the existing body of literatures locally and globally.

5.1.1. Prevalence of Sexual harassment in BIB in Addis Ababa

The current study revealed that the prevalence of sexual harassment was 60 (38.7%).

Comparable findings were noted with the study conducted in the hospitality workplace of Ethiopia, Bahirdar city by Mulugeta et al (2021) study, the majority of participants viewed sexual harassment to be threatening, pushing, touching, abducting sexual approaches, and experiencing verbal, physical, and nonverbal kinds. However, this finding was higher than the result of a cross-sectional study conducted among nurses in Sub-Saharan Africa which showed that 9.6% of the participants had experienced some form of SH at their workplace (Tollstern Landin et al., 2020). This difference might be due to the scope of the study, socio-economic difference and sample size variations.

The current study found that the reporting of sexual harassment was low when compared to studies from other regions of the world that found a greater proportion of self-reported incidents of sexual harassment, in the case of North Korea it is 50.8%, Egypt 70% and 91% in Israel (Ali et al., 2015), (Bronner et al., 2003). Three different hypotheses can be made about the variations in prevalence: first, that the prevalence of Sexual harassment actually varies across

nations and regions due to various sociocultural contexts; second, that the interpretation and level of acceptance of inappropriate sexual behavior may vary due to the same; and third, and most likely, that both of these factors influence how sexual harassment is experienced.

The current study indicated that 25.8% of female respondents reported experiencing sexual harassment at their workplace. The multivariable logistic regression analysis of this study showed that, those who were females were 4.76 times more likely to be highly perceived sexually harassment than those who were male (AOR= 4.76; 95% CI: (2.16-10.4)) with p-value = 0.000. This study was comparable to an American study, which discovered that 25% of American women report sexual harassment in workplace. When they respond on a specific behavior, the prevalence rises to 40%. The result also differs on sampling method utilized Feldblum and Lipnic, (2016).

High prevalence of sexual harassment in female results from processes of gender role socialization that is putting man dominance as a norm, sexual objectification of women putting women as object of male sexual desire and cultural acceptance of violence against women, as a sociocultural gender perspective accord (Galdi, Maas, & Cadinu, 2014). Furthermore, “sexual harassment was understood to be a result of men being in positions of power and in charge of material resources, school grades, or employment opportunities”.

The current finding was slightly lower than the study conducted by Semira M, (2021) on the sample of 627 female students from Debre Berhan University which pointed that the prevalence of sexual harassment was (51.8%). This variation could be due to socio-demographic difference. However, another study by (Mathewos, F et al., 2015). The study was conducted in a public health institution in Hawassa with 660 randomly chosen nurses and found that the

prevalence of sexual harassment was 25 (13.02%). Similarly, this difference could be due to socio-demographic factors.

5.1.2. Causes of Sexual Harassment Among the Employees in BIB in Addis Ababa

The qualitative finding of this study indicated that majority of the interviewed participants indicated the presence of sexual harassment in their workplace. The main causes of workplace sexual harassment explained by the participants include; culture (the belief or attitude or norms of the society given for females that undermine their roles), and lack of knowledge.

The current study result is in line with a qualitative study by (Mulugeta et al., 2021) a qualitative study through in-depth interview and focused group discussion in Bahirdar hospitality workplace discovered that different factor caused sexual harassment. The perceived factor was organizational factor, costumers, financial and health related.

5.1.3. Conceptualization of sexual harassment among employees in BIB in Addis Ababa

The current study showed that 78.89 % of the participants have a high-level of sexual harassment conceptualization whereas only 21.1% study participants have a low-level sexual harassment conceptualization. Furthermore, the total mean score of sexual harassment conceptualization score is 3.40 which was higher than the cutoff point of the scale which is 2.5.

The present study result is somewhat not consistent with the study conducted by Courtney (2009) on a sample of 311 participant's Northwestern University students by employing several attitude scales which revealed that there was some divergence in the attitudes as measured by the Modern Sexism Scale.

However, the present study result is similar with the study by Courtney (2009) which indicated that attitudes portrayed in the Benevolent Sexism scale were the most accepted by

respondents of all the sexism scales. Therefore, the respondents overall sexual harassment conceptualization in Buna International Bank in Addis Ababa, Ethiopia was similar to cross – cultural sexual harassment conceptualization based on the revised sexual harassment experience scale

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1. Summary

The general objective of the study was to assess the prevalence, causes and conceptualization of sexual harassment at East Branch of Buna International Bank in Addis Ababa. The study had four specific study objectives such as identifying prevalence and conceptualization of sexual harassment among the employees at Buna International bank **S.C** in Addis Ababa, determine whether prevalence of sexual harassment experience vary as a function

of demographic variables such as age, sex, occupational status and marital status in East branch of Buna International bank in Addis Ababa and explore causes of sexual harassment. To address these objectives the study employed a mixed approach design.

This study enrolled 155 participants by using systematic random sampling techniques from the employees working in the East Branch of Buna International Bank in Addis Ababa. Nine participants were purposively selected to address the qualitative study objectives.

In the present study less than half of the respondents perceived high level of sexual harassment is 60 (38.7%). Specifically, the prevalence of gender harassment is 79 (51%), the prevalence of high unwanted sexual attention is 68 (43.9%) and the prevalence of high sexual coercion is 62 (40%).

In the present study there was statistically significant association between sexual harassment experience and gender. During the multivariable logistic regression analysis, those who were females were 4.76 times more likely to be sexually harassed than those who were male (AOR= 4.76; 95% CI: (2.16-10.4)) with p-value = 0.000.

Based on the one-way ANOVA finding, we conclude that the mean sexual harassment score was significantly different for at least one of the age groups ($F_{1, 153} = 14.49, p = 0.00$), work experiences ($F_{2, 152} = 12.78, p = 0.00$), work positions ($F_{2, 152} = 8.70, p = 0.00$), and educational status ($F_{3, 151} = 3.53, p = 0.016$).

The current study revealed that the prevalence of high level of sexual harassment conceptualization was 101 (65.2%). Therefore, the participants sexual harassment conceptualization in Buna International Bank in Addis Ababa, Ethiopia was similar with global cross –cultural sexual harassment conceptualization.

The main causes of workplace sexual harassment explained by the participants include; culture (the belief or attitude or norms of the society given for females that undermine their roles). Therefore, Buna International Bank should develop organizational gender sensitive plan and allocate the necessary resources to reduce sexual harassment prevalence and its causes by education and training for the employees.

6.2. Conclusion

Based on the findings the study concluded the following points as per study objectives.

1. In this study, (38.7%) of the study respondents were sexually harassed.
2. In the present study, there was statistically significant association between sexual harassment experience and gender, marital status, and age group.
3. The current study revealed that the prevalence of high level of sexual harassment conceptualization was 101 (65.2%). The study found out that employees' sexual harassment conceptualization in Buna International Bank in Addis Ababa, Ethiopia is not different from cross –cultural sexual harassment conceptualization based on the tripartite model because the study participants grand mean for each adapted item was above the cut point score for all items.
4. The present finding reported factors such as managerial status, gender imbalance, sexism, gender harassment, sexual harassment and sexual coercion found to be the causes to sexual harassment.

6.3. Recommendations

Based on the study findings, the following suggestions will be forwarded

- ✓ Buna International Bank should revise or modify organizational gender sensitive plan and allocate the necessary resources to reduce sexual harassment prevalence by education and training for the employees.

- ✓ Buna International Bank should alter organizational climates and circumstances in order to reduce sexual harassment behavior. Add
- ✓ Buna International Bank managers and supervisors should give effective training regarding sexual harassment that includes education about sexual harassment behaviors and procedures for reporting.
- ✓ In this study the young employees in the BIB are more prone to the sexual harassment than more experienced one therefore the bank should give the necessary protection for the young officers by providing the training and awareness for both the managers and the young employees.
- ✓ The current study confirmed that females experienced more sexual harassment than males. Therefore, BIB strategic leaders should understand the present situation and modify a positive work environment for the females.

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APPENDIXES

Addis Ababa University

College of Education and Behavioral Studies

School of Psychology

Informed consent form

Dear study participants, I am a student of MA in social Psychology at the School of Psychology in Addis Ababa university. Currently I am doing my thesis entitled: Prevalence, conceptualization and cause of sexual harassment in Buna International Bank in Addis Ababa. This research used for a partial fulfillment of MA in social psychology. The purpose of this research is to assess Prevalence, conceptualization and cause of sexual harassment in your work environment. This informed consent form will give you the basic idea of what the research is about and what your participation involves. Please take time to read this form carefully and try to understand any accompanying information. As part of my study I am asking you to participate in this research study by completing a questionnaire survey. My goal is to analyze the information from questionnaire in order to understand Prevalence, conceptualization and cause of sexual harassment in Buna International Bank. You may withdraw your consents if you feel you are inconvenient at any time. In signing this form you are agreeing to participate in this study. I would be most happy to answer any questions you might have. Please call. Thank you in advance!

I, -----, have read the above statement and agree to participate in this study as respondent.

Signature of participant

Date;

Telephone number.

Email

Part one: Socio-demographic questions

In this part you find demographic questions. Please reply to each question either by writing your replies in the space provided, or by marking “X” in the box before your choice.

- 1. Age _____ (years)

2. Gender: 1. Female 2. Male.
3. Marital status 1. Unmarried 2. Married 3. Divorced
4. Level of education: 1. High school graduate 2. Diploma 3. Degree 4. Masters and above
5. Position in bank. 1. Managers 2. Clerical 3. Non-clerical

Part two: Sexual Experience Questionnaire (SEQ)

For each of the following items please circle the response which most closely describes your experiences in work place. The scale is as follows: NEVER= 1; ONCE OR TWICE =2; SOMETIMES=3; OFTEN =4; MOST OF THE TIME=5. During your stay in workplace, have you ever been in a situation supervisors or coworkers.

<i>NQ</i>	<i>Sexual experience questionnaire</i>	<i>Scale of measurement</i>				
		<i>Never</i>	<i>Once</i>	<i>Sometimes</i>	<i>Often</i>	<i>Very often</i>
<i>Gender harassment components</i>						
1	My coworkers or supervisors habitually told suggestive stories or offensive jokes					
2	My coworkers or supervisors made crude sexual remark either publicly or to you privately					
3	My coworkers or supervisors made offensive sexual remarks either publicly or to you privately					
4	My coworkers or supervisors displayed, used, or					

	distributed sexist or suggestive materials (e.g. pictures, stories, or pornography)					
5	My coworkers or supervisors frequently made sexist remarks					
<i>Unwanted sexual attention</i>						
1	My coworkers or supervisors made unwanted attempts to draw me into a discussion of personal or sexual matters					
2	My coworkers or supervisors gave unwanted sexual attention					
3	My coworkers or supervisors staring, leering at you					
4	My coworkers or supervisors attempted to establish a romantic sexual relationship with you despite your efforts to discourage him					
5	My coworkers or supervisors Continued to ask me for dates, drinks, dinner, etc., even though you have said "no"					

6	My coworkers or supervisors touched you in a way that made you feel uncomfortable					
7	My coworkers or supervisors made unwanted attempts to stroke or fondle you					
Sexual coercion						
1	My coworkers or supervisors made me feel like any one was being subtly bribed with some sort of reward					
2	My coworkers or supervisors made me feel subtly threatened with some sort of retaliation for not being sexually cooperative					
3	My coworkers or supervisors made it necessary for me to respond positively to sexual or social invitations in order to be well-treated on the job					
4	My coworkers or supervisors made me feel afraid and treat poorly if I did not cooperate sexually					
5	My coworkers or supervisors treated me badly for refusing to have sex					

Part Three: The following questions are developed on the basis of tripartite model of sexual harassment to study sexual harassment conceptualization in Buna International Bank of Addis Ababa Branch. For each of the following items please indicate whether you strongly agree, agree, undecided disagree or strongly disagree. This five point scale represents the following scores. Strongly agree represents five (5) points, agree represents three points(4), undecided represents 3 points disagree represents two points(2) and strongly disagree represents one point (1).Please provide your answer by marking “X” on the scales representing your choice or make circle on your choices.

<i>NO</i>	Sexual harassment conceptualization questions (considering the action is sexual harassing behavior)	<i>Scale of measurement</i>				
		<i>Strongly disagree</i>	<i>Disagree</i>	<i>Uncertain</i>	<i>Agree</i>	<i>Strongly agree</i>
1.	If my colleague at workplace tells me sexual stories					
2.	If I experience unwanted sexual attention					
3.	If my colleague at work place attempt to discuss or comment on your personal matter/ sex life					
4.	If my colleague at work place tells me a sexually sensitive comment					

5.	If I asked again and again for dinner or drinks					
6.	If my colleagues' stares, leers at me					
7.	If I experience mistreatment because of my gender					
8.	If my colleagues, try unwanted attempt to stroke or fondle me					
9.	If my colleagues made sexist remark (women can't be a manager or man can't raise a child)					
10.	If I am bribed or given special treatment or rewarded to engage in sexual behavior					
11.	If my colleague tries unwanted attempt to have sex with me that result in me to pleading, crying or struggling					
12.	If I am deliberately or inappropriately touched by employee					

13.	If I am threatened by my colleague for not cooperating for sexual request					
14.	If my colleague put me down or condensing to me because of my sex					
15.	If my colleagues imply faster promotion if only I am sexually cooperative					
16.	If my colleague made me afraid that I will be treated badly if I don't cooperate sexually					

PART FOUR: The researcher developed the following interview guidelines to explore the causes of sexual harassment on the basis of Socio-cultural Model of sexual harassment.

The interview questions

- ✓ Do you agree that women's lesser status in the larger society in Ethiopia is reflected similarly at the Buna International Bank structure, position and power? If yes, what are its implications to sexual harassment in the organizations?
- ✓ Do you think that women's attained a higher strategic and managerial position compared to men in Buna International Bank in Addis Ababa? If no, do you agree that it related to sexual harassment in the organization?
- ✓ Do you agree that men's attained a higher strategic and managerial position compared to females in Buna International Bank in Addis Ababa? If yes, do you think it related to sexual harassment in the organization?
- ✓ Do you agree that Sexual harassment in Buna international bank is a logical result of society's existing gender imbalance and sexism?
- ✓ Do you think that the women's natural physical weakness and submissive behavior led them to be victims of sexual harassment?
- ✓ Do you think that females express submissive behavior to male pretending actions in work environment? If yes, do you think it related to sexual harassment in the organization?

