SEXUAL HARASSMENT TO WORKERS IN PUBLIC INSTITUTIONS: A CASE OF HIGHER LEARNING INSTITUTIONS IN TANZANIA

By
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A Dissertation Submitted to Mzumbe University Dar es Salaam Campus College in Partial/Fulfillment of the Requirements for the Degree of Masters of Science in Human Resource Management (MSc.HRM) of Mzumbe University

2014
CERTIFICATION
The undersigned certifies that she has read and hereby recommends for acceptance by the Mzumbe University Dar es Salaam Campus Collage, a dissertation titled: “Sexual Harassment to Workers in Public Institutions. Case Study of higher learning institutions in Tanzania” in partial fulfilment of the requirements for the Master’s Degree of Science in Human Resource Management.

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Internal Examiner

Accepted for the Board of .........................
DECLARATION

AND

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I, Joyce Abel do declare that this Dissertation “Sexual Harassment to Workers in Public Institutions. Case Study of higher learning institutions in Tanzania” is my original work and has never been presented to any institution or University for the award of Degree or Diploma. In addition, all sources that I have used and quoted have been indicated and acknowledged by means of full references.

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DEDICATION

I dedicate this work to my fiancé Mr. Davis Christian Rwegasha for his love and support. His love and encouragement in my life is beyond measure. I truly appreciated all that he has done and I promise to love him forever and cherish all the good things we have done together.
# LIST OF ABBREVIATIONS

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>AA</td>
<td>Affirmative Action</td>
</tr>
<tr>
<td>CBE</td>
<td>College of Business Education</td>
</tr>
<tr>
<td>EEO</td>
<td>Equal Employment Opportunity Act</td>
</tr>
<tr>
<td>EEOC</td>
<td>The United States Equal Employment Opportunity Commission</td>
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<tr>
<td>FAWE</td>
<td>Forum for African Women Education</td>
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<tr>
<td>ILO</td>
<td>International Labour Organisation</td>
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<tr>
<td>MUCHS</td>
<td>Muhimbili University College of Health Sciences</td>
</tr>
<tr>
<td>MUHAS</td>
<td>Muhimbili University of Health and Allied Sciences</td>
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<tr>
<td>SEQ</td>
<td>Sexual Exploration Question</td>
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<tr>
<td>SPSS</td>
<td>Statistical Package for Social Science</td>
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<tr>
<td>STDs</td>
<td>Sexual Transmitted Diseases</td>
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<tr>
<td>TCU</td>
<td>Tanzania Commission of Universities.</td>
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<tr>
<td>TLRCT</td>
<td>The Law Reform Commission of Tanzania</td>
</tr>
<tr>
<td>TPIA</td>
<td>Tanzania Private Investigation Agency</td>
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<tr>
<td>TWJACR</td>
<td>Tanzania Women Judges Association Country Report</td>
</tr>
<tr>
<td>USMSPB</td>
<td>United States Merit Systems Protection Board</td>
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ABSTRACT
This study aimed at exploring the problem of Sexual Harassments to Workers in Public Institutions taking a close look on two higher learning institutions in Tanzania. The study and the case study was the result of the magnitude to which this social existing problem devastated the working places within public institutions in Tanzania.

After pointing out the research problem and area of study, the researcher aimed at exploring the workers perceptions and attitudes towards sexual harassment to public institutions in Tanzania, to determine whether or not there is sexual harassment on workers in public institutions in Tanzania, to determine the effect of sexual harassment on workers in public institutions in Tanzania and to determine measures that the government and other stakeholders should take to overcome sexual harassment to workers in public institutions in Tanzania.

In so doing the data was gathered from both primary and secondary sources using different methodologies such as Documentary Review, Questionnaires, Interviews and Observations to assure the accuracy and reliability of data. The raw data from the questionnaires was classified into usable categories, edited, coded and then analyzed by using Statistical Package for Social Science (SPSS). Moreover data was tabulated and cross tabulated which is relevant to research questions. The qualitative data was obtained through observations and interviews which were analyzed manually. The data were used to examine whether or not there is sexual harassment to workers in public institutions.

When doing the discussion of findings the study revealed the existence of the sexual harassment to workers working in public institutions pointing out the assumptions made on the conceptual framework as the underlying factors of this problem which included things like level of income, level of education, inferiority and superiority, fear of losing employments and moral corruption within the society.

After concluded the existence and the causes of this existing social problem, the researcher made some recommendations to the problem along with the recommendations on areas of further study.
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CHAPTER ONE
INTRODUCTION AND BACKGROUND OF THE PROBLEM

1.0 Introduction
The world has experienced terrible violent acts against women throughout history, women has been regarded as inferior creatures against male dominance in the society. Due to their inferiority perception, women have experienced discriminations, harassments and are marginalized in every aspect of human life. One of the most common acts against women is sexual harassment; sexual harassment has been a fact of life since human beings inhabited the earth (Ariane, 1990). Historically the propagations of sexual harassment started during the period of industrialization when women working in factories and offices had endured sexual comments and demands by bosses and coworkers as the price for economic survival. Over several decades, there has been a growing awareness worldwide of the existence and extent of sexual harassment in the workplace (Deirdre McCann 2005) this include both men and women and this is what this study intends to investigate and come up with solutions on this existing social phenomenon.

1.1 Background information
Women have long been exposed to workplace harassment which involves conduct of a sexual nature or is premised on the sex of the victim. These kinds of behavior were not given a name, however, until the 1970s, when women in the United States demanded that sexual harassment be recognized as sex discrimination under the federal anti-discrimination legislation (Deirdre McCann 2005). Most histories of sexual harassment begin in 1964; Constance Jones in her book Sexual Harassment identified incidents of sexual harassment back to the 1830’ when increased number of women began working in the textile mills in New England.

Although Sexual harassment has a long history (Fitzgerald, 1990:410) women began to speak in public in mid 1970’s for the first time about this form of sexual abuse. The Women’s Center at Cornell University held the first speaks out in May 1975; feminists in Boston and women workers in New York formed action group so did the
women students who organized at Berkeley and Yale. In this political context, the word “sexual harassment” emerged to describe and give coherence, communality and communicability to an experience that women previously had no choice but to consider just life.

Unlike most abuses of women, sexual harassment was established as a legal claim long before it was commonly accepted as harmful. In the early 1970s, before the law against sexual harassment existed, individual women, brought suits against perpetrators and institutions for acts amounting to sexual harassment under civil rights laws, arguing that they were victimized by sexual harassment because they were women, hence treated unequally on the basis of sex.

Today in many states sexual harassment is criminal offence punishable by penal code because in 1977, in the case of Paulette Barnes, an appeal court first accepted the acts as criminal in nature where other courts used the case as a precedent. After this recognition this crime was penalized in many jurisdictions, for example sexual harassment was recognized as a legal claim for sex discrimination at work under Title VII of the United State of America Civil Rights Act of 1964. In Tanzania for example sexual harassment is a criminal offence penalized under the Penal Code, Cap 16 as amended by the Sexual Offences Special Provisions act No 4 of 1998 [RE. 2002].

Recently, the focus on sexual harassment has moved from “sexual” to “harassment,” and the concept has been extended to same-sex harassment. All sexual behavior or references inappropriate to the workplace are being labeled harassment. Additionally, people are questioning all harassment in the workplace, no matter what the context or focus. Finally, the concept of sexual harassment as has been extended beyond the workplace be legal in the street on in other public places? (Mackinnon,1979).

Once it became possible to hold perpetrators publicity accountable for sexual harassment, it became possible to learn about it. Studies found that most victims of the sexual harassment are women, although some are men and most perpetrators are
men in some position of power over the women (and men) they harass. Almost no
difference in incidence of sexual harassment has been identified on the basis of race,
class, age, marital status or income. Unwanted sexual incursions include threats,
extortion and rape as well as leering and ogling, obscene gestures, misogynist hate
speech, groping and fondling, and pressure of dates. Often pornography is posted,
circulated or directed forced on women as part of the practice. Many perpetrators
have had no idea they were doing anything wrong (Lang élan, 1993).

In the US, a study done by the Merit System Protection Board (MSPB) in 1995
indicated that 44% of women and 19% of men have experienced unwanted sex
interactions in the workplace (Reese and Lindenberg, 1999:2). But while the women
“are much less likely to initiate sexual encounters and yet more likely to be hurt by
sex at work”, men on the other hand “report virtually no work-related consequences
of sex behavior and the majority are flattered by sexual overtures from women”.
(Pringle, 1989; 164).

Although reliable data on sexual harassment are notoriously difficult to collect
because it is a practice that often remains invisible, is never reported or is completely
ignored. Findings from a study at the Olabsi Obasanjo University in Nigeria shows
that women felt that had no alternative but to succumb to men bosses’ unwelcome
requests for sexual favors if they wished to work. She also found that sexual
harassment was so entrenched within the institutions that women advised their
friends ‘to accept the harassment as normal and keep quiet about it. Some were even
impressed upon the advantages of dating male bosses’ (Imasogie, 2002; 22).

Whether it is the men or women who harass, the issue has drawn attention to the
centrality of sexuality in the work place and organizations. There is a strong opinion
that sexual harassment is an organized expression of power by one group that must
be tackled because of its detrimental effects on career and credibility of individuals
and organizations. The matter can no longer be ignored. This study will provide
evidence of the existence of sexual harassment in the public institutions and its
advances possible solutions.
Despite this growing knowledge and the fact that cases and reports of sexual harassment are on the increase in Tanzania and in the Public Institutions in particular, no action has been known to have been taken against its perpetrators. This study will therefore reveal the prevalence and management of sexual harassment in the Public Research and to lay out strategies of dealing with the problem.

1.2 Statement of the problem
All over the world, sexual harassment is well known as a social phenomenon in various public institutions. Awareness about its detrimental effects on society and organizations has also risen. A number of women organizations in the world have risen to challenge and have managed to draw attention to the general public about this social problem. In this endeavor, Tanzania has not been left out because it has joined the international efforts to eradicate this hateful behavior that needs to be addressed along with its detrimental effects.

Despite this growing knowledge and the fact that cases and reports of sexual harassment are on the increase in Tanzania and in the public institutions in particular, no action has been known to have been taken against its perpetrators. This study will therefore seek to reveal sexual harassment to workers in the public institutions and to lay out strategies of dealing with the problem.

1.3 General objectives of the study
The main objective of the study was to examine sexual harassment to workers in public institutions in Tanzania.

1.3.1 Specific objective of the study were;
   i. To explore on workers perceptions and attitudes towards sexual harassment to public institutions in Tanzania.
   ii. To determine whether or not there is sexual harassment on workers in public institutions in Tanzania.
   iii. To determine the effect of sexual harassment on workers in public institutions in Tanzania.
iv. To determine measures that the government and other stakeholders should take to overcome sexual harassment to workers in public institutions in Tanzania.

1.4 Research questions
i. What are the workers attitudes and perceptions towards sexual harassment in public institutions in Tanzania?
ii. Are there any practices and other forms of behaviors of sexual harassment that are common in your Institution?
iii. What is the effect of sexual harassment to workers in public institutions in Tanzania?
iv. What measures can be taken by the government and other stakeholders to arrest sexual harassment to workers in public institutions in Tanzania?

1.5 Significance of the Study
This research is useful to workers in public institutions and it measure the findings in terms of the extent to which enable public institutions benefit. The study contribute to the existing literature of sexual harassment in public institutions and act as the base for influencing attitudinal changes among workers in public institutions. The study can be used to assists the decision-makers and policy makers towards reviewing policies on gender gap recruitment, gender gap in departments and gender gap in leadership.

1.6 Scope of the study
The study was focused on public institutions with particular reference to MUHIMBILI University and College of business Education (CBE) - Dar es Salaam Campuses.

1.7 Study Limitations
Given the nature of the study the researcher was limited to conduct the research within the public institutions basing on the fact that those institutions experiences many of this practices in comparison to other institutions. The study was also limited
to sexual harassment on workplace alone living behind other forms of sexual harassments which affects our society very badly which also needs a critical investigation.

1.8 Study Delimitations
The study was focused on two study areas which were MUHIMBILI University and College of Business Education (CBE) - Dar es Salaam Campuses.

1.9 Chapterization of the study
This study is organized into five chapters. Chapter one provides the introductory part of the study and the background of the problem. It outlines the general and specific objective, research questions, scope of the study, significant of the study and rationale of the study.

Chapter two covers the literature review and conceptual frame work of the study. Under this chapter the general overview of the phenomenon sexual harassment was discussed.

Chapter three contains research methodology. Whereas the study design, area of the study, sample size and sampling technique, data collection, data analysis and study population were critically discussed.

Chapter four findings related to sexual harassment at Muhimbili University and College of Business Education were presented and discussed in detailed.

Chapter five gave out some conclusions basing on the findings guided by statement of the problem, research objectives and research questions.
CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction
This chapter presents the literature review which is the foundation on which the study was based and built. Literature review basically helps the researcher to develop a good understanding and insight on previous research that have emerged (Saunders et al, 2003). A lot of literature has been written about sexual harassment in the workplace. This review attempted to look at some of the available literature under the following themes: conceptual definitions, nature of sexual harassment in organizations or institutions, causes of sexual harassment in organizations, effects of sexual harassment in organizations, measures to address the problem of sexual harassment and summary of the chapter.

2.1 Understanding workplace sexual harassment
Sexual harassment is a clear form of gender discrimination based on sex, although this relates not so much to the actual biological differences between men and women, but to social roles attributed to men and women, and perceptions about male and female sexuality in society. Sexual harassment is a clear manifestation of unequal power relations – it is not about deriving sexual pleasure out of the act, but about asserting power. In the workplace, harassers are usually in senior positions, wield decision-making authority or other influences that can affect career outcomes, and/or desire to assert or exhibit power and control vis-à-vis the victim. The latter tends to have limited decision making authority, lack self-confidence, be in a vulnerable or insecure position, or be socialized to ‘suffer in silence’.

2.1.1 Sexual Harassment
Perceptions on what constitutes sexual harassment vary among and within societies. They depend on how men and women are socialized within that society, the existence of gender stereotypes, of socio-economic hierarchies that may exist in public and private life, and set notions and hierarchies that may exist in the workplace. For these reasons, it is impossible to compile an exhaustive list of
harassing conduct that should be prohibited. Some acts may be easily identifiable as ‘sexual’ harassment, such as kissing, fondling and physical contact with genital areas, while many other kinds of verbal, non-verbal, physical conduct may not. This can vary according to cultural and social practices and according to the context in which it occurs. In some cultures for example, a kiss on the cheek in greeting is considered normal behaviour, while in other cultures, this may be considered a sexual advance. What is acceptable in some workplaces, such as sexually suggestive posters for example, may not be tolerable in others.

There is universal consensus however, on the key characteristics of definitions of sexual harassment, with the most essential common denominator being that it is unwanted and unwelcome by the recipient. This is what distinguishes it from friendly behaviour that is welcome, and mutual, such as flirting for example. This also helps prevent seemingly innocuous behaviour (such as a remark intended as a compliment) from being treated as sexual harassment, and protects alleged harassers from being held responsible for behaviour which they could not reasonably have been expected to realize would be considered harassment. Key elements found in most definitions include:

a) Conduct of a sexual nature, and other conduct based on sex affecting the dignity of women and men, which is unwelcome, unreasonable, and offensive to the recipient.

b) A person’s rejection of, or submission to, such conduct is used explicitly or implicitly as a basis for a decision which affects that person’s job.

c) Conduct that creates an intimidating, hostile or humiliating working environment for the recipient.

The definition most commonly cited comes from the European Commission’s Council Resolution (1990) on the protection of the dignity of men and women at work, and its accompanying Code of Practice: “Sexual harassment means unwanted conduct of a sexual nature, or other conduct based on sex, affecting the dignity of women and men at work. This can include unwelcome physical, verbal or non-verbal conduct”. The Code of Practice further states: “The essential characteristic is that it is
unwanted by the recipient that it is for each individual to determine what behaviour is acceptable to them and what they regard as offensive. Sexual attention becomes sexual harassment if it is persisted in once it has been made clear that it is regarded by the recipient to be offensive, although one incident of harassment may constitute sexual harassment if sufficiently serious. It is the unwanted nature of the conduct which distinguishes sexual harassment from friendly behaviour, which is welcome and mutual.”

The UN Committee on the Elimination of Discrimination against Women, in its General Recommendation No.19, defines sexual harassment as including ‘such unwelcome sexually determined behaviour as physical contact and advances, sexually coloured remarks, showing pornography and sexual demand, whether by words or actions. Such conduct can be humiliating and may constitute a health and safety problem; it is discriminatory when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment, including recruitment or promotion, or when it creates a hostile working environment.’

The European Commission, the CEDAW Committee, and the ILO also refer in their definitions to types of sexual harassment in the workplace, both of which are considered necessary to be included for adequate coverage. There are two principal types: ‘quid pro quo’ harassment, and a ‘hostile working environment’. Quid pro quo (‘something for something’) harassment is also referred to as ‘sexual blackmail’ – it refers to the abuse of authority by a person (with such authority), who demands sexual favours, forcing the recipient to choose between acceding to these and losing certain job benefits (such as a salary increase, a promotion, or even the job itself). An example of this type of harassment would be when an employer for example, threatens to fire an employee if he or she does not give in to sexual demands.

The other type of sexual harassment refers to conduct that ‘creates an intimidating, hostile, or offensive working environment for the recipient’, interfering with his or her work performance. An example would be a work environment where an
individual is subject to unwelcome comments about his or her body parts by fellow employees, resulting in the individual feeling embarrassed and distressed and unable to work properly.

Other important aspects contained in definitions of sexual harassment include the notion that it occurs along a continuum, from sexist remarks to non-verbal seductive gestures to European Commission Recommendation, 27 November 1991 on the protection of the dignity of women and men at work (92/131/EEC); the Code of Practice came into effect in 1992. “Unwelcome sexual advances or verbal or physical conduct of a sexual nature which has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, abusive or offensive working environment.” ILO Thesaurus, 2005 career threats, sexual assault and rape.19 Along this continuum, sexual harassment can take place only once, or can be repeated.

Some forms of sexual harassment, such as sexual assault, are inherently offensive and egregious, and need occur only once to be considered a clear form of harassment (and in many countries a criminal offence). Other forms may not be so easily distinguished from harmless behaviour as discussed above. Sexist remarks or non-verbal sexual gestures for example, often present themselves as clearer intentions to harass, when they are carried out more than once, and more specifically, when they occur despite the recipient indicating that such behaviour is unwanted, unwelcome and offensive. Once again, in determining what constitutes sexual harassment, the contextual difficulty that arises is removed if what is considered is the unwanted and unwelcome nature of the conduct.

2.1.2 What is the Working place?
This study expands the concept of the workplace from just the physical space or location of the corporation/enterprise where work takes place. It includes work-related venues and interactions that employees may be involved in, so long as these are related to their employment. Harassers therefore need not only be employers or colleagues, but can also include clients and customers. For example, an incident
where an employee receives harassing SMSes from another colleague or client is considered workplace harassment, even though those SMSes may not be sent at the physical workplace, or during working hours. Similarly, sexual harassment that occurs on a person’s way to and from work, or during a client interaction or work-related dinner or function is also considered workplace sexual harassment.

2.1.3 Forms of Workplace Sexual Harassment
The following forms, or examples, of sexual harassment are those most commonly referred to:

a) Receiving career threats such as indications that you will be fired or withheld promotion if you did not accede to requests for a date, or sexual favours
b) Sexual assault and rape at the workplace
c) Verbal sexual harassment – being addressed by unwelcome and offensive terms such as ‘bitch’, ‘dick’, ‘darling’, ‘mpenzi’, ‘mahabuba’, etc;
d) Verbal sexual harassment – receiving unwelcome comments or being asked intrusive questions about appearance, body parts, sex life, menstruation etc;
e) Verbal sexual harassment - being made to repeatedly and intentionally listen to dirty jokes, crude stories that are unwelcome and discomforting;
f) Verbal sexual harassment – being pestered for dates or receiving unwelcome sexual suggestions or invitations;
g) Verbal sexual harassment – being repeatedly subjected to sexually suggestive, obscene or insulting sounds, which are unwelcome and offensive;
h) Visual sexual harassment – repeatedly receiving emails, instant messages, SMSes, which contain unwelcome language of a sexually-explicit nature;
i) Visual sexual harassment – having someone expose their private parts to you, or repeatedly stare at your body parts in a way that is unwelcome and discomforting;
j) Visual sexual harassment – being made to repeatedly look at sexually explicit images or pictures, or being shown obscene sexual gestures, that are offensive and unwelcome;
k) Physical sexual harassment – being brushed against or touched in any way that was unwelcome and discomforting;
l) Physical sexual harassment - being stood very close to or cornered in a way that was unwelcome and discomforting
m) Physical sexual harassment – being forcibly kissed or hugged, or being forcibly made to touch someone;

2.2 Sexual Harassment in Working Place as a Social Problem

Sexual harassment has been recognized as a worldwide problem that can occur anywhere. And while it has been known to affect mainly women, men have also been subjected to it. While sexual harassment is mainly between the sexes it has also been recognized that, it can happen within same sexes i.e. male or female employees may subject fellow workmates of their gender to harassment on the basis of their sexual orientation. Although sexual harassment has been described in various ways from country to country, and across the various cultures and practices, they all typically refer to “unwanted conduct of a sexual nature, where either the rejection or imposition of such a conduct can have negative employment consequences for the victim, as well as undesirable effects on the work environment” (Eugenia Date-Bah, 132).

Despite the differences in definition, it’s accepted that for an act to be considered sexual harassment, it must be sexual in nature, unwelcome to the recipient of such behavior and must be reasonable in the circumstances that the person who was harassed felt offended or humiliated. Dr. Frank Till (1980) states that sexual harassment takes many forms, from the physical, to the verbal as well as psychological. He summarizes these as the range of conducts that constitute sexual harassment as generalized sexist remarks inappropriate and offensive, but occasionally sanction-free sexual advances solicitation of sexual activity or other sex linked activity by promise of reward; coercion of sexual activity by threat of punishment; sexual crimes and misdemeanors.

Sexual harassment exists and persists in different regions of the world for sometimes different reasons altogether. However, there is a temptation to think of it as a “western concept that only applies to western industrialized society and that it may
not apply to the Muslim world or African setting. That the above mentioned categories have their own way to handle female controlling practices” (Testimonies of the global tribunal on violation of women human rights; at the UN World conference on Human Rights-Vienna, June 1993-Niamh Reilly).

Despite the differences that might exist from region to region, sexual harassment is known to exist at the workplace and is determined more by the gender that controls the workplace and is responsible for the discrimination at work. Gallengah (pg 10) in her research found that in the 43 organizations she researched, the patterns were similar and whatever the exception, women’s overall share of jobs though increasing and achieving greater visibility in certain high profile roles, the men almost still exclusively dominated the decision-making power. Niamh Reilly calls it the “patriarchal play and display of power. Hence Simmels” comments that a man’s position of power does not only assure his relative superiority but it assures that his standards become generalized as genetically human standards”. In other words, in the work place, it is the men who set the agenda.

Richard Anker and Catherine Hein in their studies asserted that because men control the workplace, the women are often subjected to sexual pressure in order to obtain jobs and promotions, and that women seek rich and influential male friends as a means to obtain jobs and money. Karanja (1981) in his study of Lagos, Nigeria found that sexual harassment was widespread and that the main targets for sexual pressure were the less educated, the single and those working in low paying jobs as typists, secretaries or petty contractors. Paul Nyende (2000) found that on women interviewed in Uganda, 65% admitted having been sexually harassed and this was mainly because women’s jobs not only offer low pay, little privilege and routine tasks but also require women to serve emotional support and be sexually attractive to men.According to Paul Nyende (2000), women in all backgrounds and positions in the hierarchy have been subjected to sexual harassment. Where the men have fallen victims of sexual harassment it has been mainly because of the coming into play of such concepts as equality, affirmative action, women’s emancipation, human rights
etc. This has led to change of attitude in women in the way they dress, their attainment of higher position in workplaces and hence their influence over the men.

The absence of laws or their inadequate implementation in most regions, particularly in Africa, has also led to the persistence of sexual harassment at the workplaces. Clare Semambo (2001) points out that sexual harassment in Britain came to the fore only when government policies were put in place to hold employers liable for failure to incorporate sexual harassment policies in rules governing their employees. In Uganda, the 1995 constitution provides for affirmative action and the right to work. As a result very few formal complaints are made and victims rarely seek professional advice. It is generally therefore the extent and nature of sexual harassment in the third world and particularly in Tanzania is still a grey area that needs further investigation so that it’s put on the agenda of the public.

2.3 Causes of Sexual Harassment in Organizations
Like in the previous theme of the nature of sexual harassment, causes for this problem may vary from situation to situation. A number of scholars agreed that sexual harassment has its bearings on four aspects, namely biological essences, outcomes of social roles, fundamental political categories and communicational practices and discourses of power. Hearn et al (1992) assumed that sexual harassment is all about sexual differences between males and females so that sexuality becomes natural sexual drives and libidos. That because of biological circumstances, men as well as women has sexual desires or urges, which are natural and normal.

Alvesson and Billing (1997) agreed with Hearn et al, that to understand gender issues one has to look at the “constructions and reconstructions” of gender relations, and how these influence the way things are done. That, these constructions are contingent upon gender roles that society has prescribed. That in their interaction gender roles open up considerable room for detailed forms of sexuality i.e. as in the many ways men might flirt with women in the workplace. In politics, organizations have become a series of sites where the danger of sexuality can be both repressed and
exploited. Historically therefore, sexuality acknowledges sexual interests. Sexual communities and sexual identities can be open to change even in rigid bureaucratic system.

Feminists, (Callagher- 1995), Pringle (cited in Hearn et al) however have insisted that sexual harassment is not only an individual problem but also part of an organized expression of male power. It is one way that women are kept out of non-traditional occupations and re-enforce their secondary status in the workplace. This perception is further re-enforced by the bureaucratic set-up of most organizations. Bureaucracy that was thought to be ideal and progressive has instead created patriarchal structures and reinforced arbitrary power held by fathers and masters in traditional society. In bureaucracy, male domination of organizations and sexuality are emphasized.

According to Ditomaso (cited in Hearn et al), sexual harassment is a result of competition between the sexes for domination. The men who have traditionally held the dominant role have reacted to the challenge from women through hostility expressed in issues of sexual harassment. Semambo (2001) asserts that in Africa context, sexual harassment is viewed as western concept and therefore non-existent in a typical African setting. But, this study recognized that culture and traditional beliefs were other factors responsible for sexual harassment in the workplace.

2.4 Effects of sexual harassment in organizations
Sexual harassment has the overall detrimental effect on a woman’s career and credibility. In some cases, it has led to the loss of job. According to Pringle (Hearn, et al; 1992) even if it is difficult to know where “male power” begins and ends, and whether women are in all cases “victims” or whether women consent to the sexual demands of men or not, there will always be an effect felt by the harassed. Itzin and Newman (1995) have agreed that because of the pressure, the women have to do better at the workplace to keep their jobs, their career paths have become much more fragmented due to managing work, child-rearing and domestic responsibilities. Because of the pressure of “having to work twice as hard to get the same level”,

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some women have had to choose to either remain childless or solicit the aid of maids to take care of the children while they concentrate on their careers thus creating another problem of harassment at home.

Carothers and Crull (1984) assert sexuality has become part of the workplace negotiation so much that sexual favors have become a currency by which women trade for easier jobs, promotions and job security. Even if the woman shows genuine interest, the man will see it as another opportunity to exercise his dominance over the woman, and will use the opportunity to exploit it. There is also a general feeling now by men that they are being feminized, creating unnecessary hostility between the sexes and a breakdown of the social structuring of occupations as there is a move towards individualization of occupations.

Gutek and Koss (1993), Reese and Lidenberg (1999), Stockdale (1996) allude to the costs involved both to the victim and the organization in three areas of Somatic health, psychological health and work outcome. Gender harassment and overt and serious sexual harassment is linked to post-traumatic stress disorders, mainly victims quit their jobs, complainants are subsequently fired, and others do not later find employment owing to poor references. Others withdraw from work in form of absenteeism and low productivity, change career intention, experience low job satisfaction and deteriorated interpersonal relationships with co-workers and other negative attitudinal and emotional changes.

The costs to the organization where sexual harassment goes unchecked can be enormous, whether the complaints are raised or not. Staff who may or may not be victims but are affected by sexual harassment in an organization may react through poor morale, high turn over rate, lower productivity and high absenteeism. As a result of the high turnover of employees, the organization meets costs to replace such staff. An organization with a reputation of sexual harassment or discrimination tendencies as a whole becomes less attractive to potential employees, hence less applicants pool from where to select suitable employees. And where there are appropriate and well defined laws on sexual harassment, legal action by victims
against organizations have proved expensive in legal fees. Organizations that therefore seek to re-invent themselves and compete favorably with others must therefore address the above losses through comprehensive legislation against sexual harassment.

2.5 Measures to address the problem of sexual harassment
Malcovich and Boudeau (1994), Hall and Taylor (2002) all have highlighted the positive changes that have taken place in the USA and UK respectively towards achieving equality and fair treatment of employees at the workplace. Legislations have been put in place like the Employment Law 1970, the Equal Pay Act and the Sex Discrimination Act of 1975 in Britain which have continued to undergo major transformations. In the USA, the trend is similar with Equal Employment Opportunity Act (EEO) and Affirmative Action (AA). These measures allow minorities in workplaces to seek redress in case of discrimination, and encourage women and minorities to take advantage of job opportunities. The studies confirm that as a result of the above, women have made gains since the 1980s while men have made terrible slides.

This lack of uniformity in application of policies across nations and organizations shows the need for identifying areas for policy improvements, finding out rates of reporting of sexual harassment, perceived incidents, respondent definitions of sexual harassment and factors connected to successful policy implementation.

2.6 Empirical Literature
Although there are a lot of literatures on Sexual Harassment little has been done on Sexual Harassment in Tanzania. However, Othman (2000) when focusing on engendering academic freedom did one of the latest studies done in Tanzania. From the study it was revealed that sexual harassment was considered to affect the female workers performance and drive them to dependence. In a study done by the Forum for African Women Education (FAWE 1993), showed that majority of respondents had a perception that women work should primary focus on family responsibilities. This has an impact on female performance at work. A critical analysis of the problem revealed that sexual harassment is aggravated by lack of policy, laws and regulations.
Sexual harassment in these settings is the "systematic, arbitrary use of male power and authority to extract sexual favors, to remind women of their ascribed inferior status, and to deprive them of employment opportunities and equality" (Aggarwal, 1994, p. 67). The implicit message from men to women in these settings may be: "you're taking a man's job."

Indeed, studies of the relationship between sexual harassment and the gender traditionalist of work have produced interesting findings. For example, it has been suggested that women in traditional and nontraditional jobs experience different types of sexual harassment as well as different kinds of harassers (Lach & Gwartney-Gibbs, 1993). That is, women in traditional occupations indicate that harassment is likely to be "characterized by the threat of losing a job for failing to comply with sexual demands. Their harassment may begin as subtle compliments, hints for dates, or playful jokes and teasing" (Lach & Gwartney-Gibbs, 1993, p. 108). Carothers and Pruitt (1984) found that when women in traditional jobs rejected their harassers, they were faced with work sabotage, reprimands, and job loss. However, women in nontraditional jobs are more likely to experience sexual harassment in the form of a sexually demeaning work environment, including hostile and threatening sexual remarks accompanied by other (nonsexual) acts designed to let women know they are outsiders at the workplace" (Lach & Gwartney-Gibbs, 1993, p. 108).

In addition to job context, the organizational context may also have some effect on the presence of harassment. It has been suggested that the provision of inadequate formal policies may encourage the development of sexual harassment. Surprisingly, many companies neglect to draft a policy at all- One Tanzanian study found that only 55% of the organizations surveyed had a sexual harassment policy in place (Falardeau-Ramsay, 1994). Similarly, policies that do not clearly define sexual harassment may discourage their use by victims. Policies may be constructed such that women may be prevented from labeling a negative experience as harassment leading it to go unreported (Riger, 1991).
Survey research findings underlie this point. That is, women report higher rates of harassment when asked if they have been the target of specific harassing behaviours than when asked a general question about whether they have been harassed (Fitzgerald, et al., 1988). Women are also more willing to report negative reactions to offensive behaviours than they are to label those behaviours as sexual harassment (Brewer, 1982). This suggests that inadequate policies and organizational responses may contribute to an underlying tendency for women to consider harassing behaviours to be normative, thus allowing them to continue.

Survey research also shows that men label less behaviour at work as harassment than women do (Kenig & Ryan, 1986; Konrad & Gutek; 1986). In contrast to women who find sexual overtures at work to be insulting, men find similar approaches to be flattering (Gutek, 1985); and, while both men and women agree that certain blatant behaviours, such as sexual assault, constitute harassment, women are more likely to see as harassment more subtle behaviours such as looks or gestures (Kenig & Ryan, 1986; USMSPB, 1981). even when they do identify behaviour as harassment, men are more likely to think that women will be flattered by it (Kirk, 1988).

If policies are constructed in a gender neutral manner, then what constitutes harassment may not reflect women viewpoints (Riger, 1991). Their complaints may not be seen as valid thus discouraging women from pursuing grievances. Policies that are judgment-based may inhibit women from pursuing complaints allowing harassment to continue and perhaps creating a perception that it is tolerated by the organization. Thus organizational context in the form of perceptions of tolerance of sexual harassment and the presence and strength of formal organizational policies against it may play a role in the incidence of sexually harassing behaviours (Fitzgerald, Hulin, & Drasgow, 1992).

Therefore, the literature backs up the contention that the mere presence of a sexual harassment policy is not enough. In order to be effective in dealing with sexual harassment, the organization must develop a policy that is accessible to women and must be willing to stand behind that policy. Simply paying "lip service" to sexual
harassment issues arguably shows a blatant disregard for the seriousness of the problem and constitutes an ineffective means of dealing with it; organizations need to develop a strong commitment to eradicating sexual harassment and be willing to demonstrate that commitment.

It has also been argued, particularly from a feminist perspective, that sexual harassment is fundamentally about power and more specifically, about the subordinate position of women in the workplace. Indeed, the place of women in the workforce renders them vulnerable to sexual harassment. Women typically occupy positions that are lower in status than their male coworkers; 75% of all women working in Tanzania are in sex-segregated jobs supervised by men further, even when women occupy coveted management positions, they tend to be crowded into the lower and middle levels and have little authority over others, especially men.

As such, the organizational power model (e.g., Tangri, et al., 1982) posits that sexual harassment is primarily due to this prevailing organizational structure in which most positions of authority are held by men. It is argued that men abuse their status, and the power that comes with it, for sexual gain. Alternately, Farley (1978) suggests that dominance, not sexual desire, is the motive for harassing behaviour by men. That is, because of its impact on women, sexual harassment is an effective means of "keeping women in their place" and the job market segregated by sex (Farley, 1978).

Arguably, although power always seems to play some role in sexual harassment, different power issues may be involved depending on the source of the harassment (Cleveland, 19%). For example, supervisors possess the ability to distribute and withhold rewards and punishments and are responsible for preparing employee performance evaluations. Thus, one might expect that the formal position power a supervisor holds may be used to harass subordinates; for example, by making a promotion contingent upon sexual cooperation. Indeed, supervisors are typically the ones who engage in these more severe forms of workplace harassment (Gutek, 1985).
However, even though supervisors are associated with more severe forms, coworkers have been found to be the most frequent perpetrators of sexual harassment in organizations (although they tend to engage in less severe forms) (Cleveland, 1994). It has been suggested that male coworkers may be hostile toward women who challenge or compete with them for jobs (Carothers & Crull, 1984). Thus, "coworkers can exercise power by providing or withholding information, cooperation, and support (Cleveland, 1994, p. 176). By highlighting a woman's sex role (e.g., through gender harassment), an environment can be created wherein a woman is made to feel part of an out group; a chilly climate is created.

Interestingly, as Cleveland and Kerst (1993) concur, there is accumulating evidence that suggests a woman who occupies the same formal position as a man simply does not have the same level of authority or influence in the organization (e.g., Kanter, 1977; Ridgeway, 1992). Therefore, it appears that sexual harassment perpetrated by male coworkers may be an attempt to maintain power levels that advantage men. Indeed, some research suggests that men are threatened by women coworkers; a belief exists that an increase in power for women translates into a decrease in power for men (DiTomaso, 1989).

Women can even be the objects of sexual harassment from men who occupy less powerful positions in the organization relative to themselves; "contra power harassment is the term coined by Benson (1984) to describe such a situation. For example, in a study of women professors, Graverholz (1989) found that 47.6% of respondents had experienced some form of sexual harassment from students. Gender harassment and sexist comments were most frequently reported. Cleveland and Kerst (1993) point out that "whereas supervisory power may serve as an enabling mechanism in harassment by supervisors (i.e., supervisors harass because they have the power to coerce sexual favors or the latitude to engage in offensive behaviour), harassment by both peers and subordinates is more likely to be done to gain power or to minimize power differentials. Therefore, although power may be a central construct in understanding the harassing behaviour of members of all three groups (i.e., supervisor, peer, and subordinate), the mechanisms linking power (and the
relevant bases of power) to sexual harassment may differ substantially, depending on the position of the harasser.

It has been suggested that certain individual characteristics may play a role in sexual harassment. Sexual harassers tend to be married, older than their target, and the same race as their target (Pryor, 1987). Targets of sexual harassment are likely to be younger, single or divorced, and have a higher education (Lach & Gwartney-Gibbs, 1993). Integrating the Findings the findings to date each address some aspect of harassment, yet none seem to provide a comprehensive explanation of how it evolves as a process. For example, the sex-role spillover model in itself provides an insufficient explanation of sexual harassment in organizations. That is, it speaks only to specific workplace characteristics and neglects the potential influence of other variables that may also be operating, and perhaps interacting, at the same time. For example, how individual characteristics interact with different aspects of the work environment, and with each other, is not clear.

One should keep in mind that sexual harassment is a complex process rather than a series of isolated incidents and that it occurs within a context. Very few models have been proposed which attempt to incorporate the findings that have been made to date into one comprehensive model that examines what variables interact under which conditions to result in sexual harassment. That is, few researchers have sought to integrate the previously identified contributors to, and outcomes of, sexual harassment into one model.

As an example of one exception, Fitzgerald, Hulin, and Drasgowm(1992) provide an integrated model of sexual harassment wherein organizational context (e.g., presence and strength of formal policies) and job context (e.g., gender traditionalist of work), as well as personal vulnerability (e.g., age, race) are thought to contribute to experiences of sexual harassment. In turn, sexual harassment leads to certain outcomes (e.g., job outcomes, and health outcomes). However, this model tends to regard sexual harassment as a unitary construct and does not incorporate the source of the harassment (e.g., supervisor, coworker, subordinate).
Arguably, however, in agreement with Fitzgerald, Gelfand, and Drasgow (1995), there are qualitative differences between different types of harassment (i.e., gender harassment, unwanted sexual attention, and sexual coercion). Presumably, different types of harassment may manifest under different conditions. Further, with all of the different outcomes that have been linked to the unitary construct of sexual harassment, it seems reasonable to believe that not all types of harassment will necessarily lead to the same outcomes; for example, intuitively one would think that being coerced into a sexual relationship with threats of losing one’s job might lead to a different result than the occasional sexist joke in the office.

Researchers need to move away from lumping all types of harassment together. It is also becoming clear that there is no one cause of, or contributor to, sexual harassment. In any given harassment situation, there are many variables operating and interacting at once. When attempting to develop models of sexual harassment, one must appreciate the complexity of the entire process. The present study was designed with this in mind.

2.6.1 Theoretical Framework
A theoretical framework is a conceptual model of how one theory or makes logical sense of the relationship among the several factors that have been identified as important to the problem (Sekaran, 2003). Also conceptual framework focuses on the research concepts variables and their relationships, it is useful for formulating specific research questions of the study (Ndunguru, 2007).
The assumption for this model is that when sexual harassment practice are not used effectively within the Organizations, is likely to increases performance of the workers. Sexual harassment is any unwanted attention of a sexual nature, like remarks about one’s look or personal life. Sometimes these comments sound like compliments but they make one feel uneasy or not comfortable. According to the above assumptions it’s therefore clear that there are 6 factors that can contribute to the sexual harassment in the working place. These factors also play a vital role in the whole process of eradicating the said existing social phenomenon as explained hereunder:

- **Poor policies, procedures and law**: This is one of most contributing factor to this problem. It seen as a major factor simply because these factors gives out the vision and the way of dealing with the problem when it occurs. Laws and policies define and reflect what may count to sexual harassment along with defining the punishment of each act while procedures concentrate on the way of executing the
said laws and policies. These factors are interdependent and they work depending on each other to give out positive results. If laws and policies are week even if the procedures are good the outcome will not be pleasing likewise if the procedures are good the outcome will not be pleasing, likewise if the procedures are week as well. It's therefore undisputed fact that basing on these assumptions policies, laws and procedures are vital in either complimenting or eradicating this problem at large.

- **Lack of knowledge on laws and regulations**: Most of the workers are unfamiliar with what may count for sexual harassment and punishment along with relief that laws and regulations can offer. These also becomes another contributing factor because those who knows took an advantage and suppress those who don't and as a result the social phenomenon deepens its roots. On another hands due to this lack of knowledge others may practice this acts without knowing if they counts to sexual harassments and hence make a social phenomenon to look like a culture in society and not a problem to eradicate.

- **Superiority**: this assumption was based on the fact that in most of organisations the managers are the final decision makers to their subordinates hence they dictate so many things under the umbrella of decision making. This form of organisational dictatorship makes the subordinates inferior to these managers hence courage the subordinates to be stupid and sexually harassed without knowing if they counts to sexual harassments and hence make a social phenomenon to look like a culture in the society and not a problem to eradicate.

- **Power in decision making**: Most of these victims of this existing social phenomenon are encountered with a lack of making a right decision to take the appropriate measures whenever they get sexually harassed at the working place. Unlike the victims in the first world countries, whom most of them can tolerate such acts and hence report and take appropriate measures against those who commits such acts. The scenario in the most developing countries is vice versa due to cultural
and ethnical backgrounds which makes the victims feel shy and lack confidence to reports such acts to the appropriate authorities and as a results this problem keep on flourishing in our society.

- **Eager to good performance (succession):** The assumption was based on the fact that, its undisputed fact that any employee is eager of been promoted from one position to another as promotion come out with other benefit as well. Taking that into account others increase their hardworking inorder to archive those potentials but others easy themselves to the mangers inorder to get favors to archive those potentials. It’s through that when sexual harassments occur, those managers take the advantage of their positions to commit sexual harassment inorder to promote the eager employees and suppress those who are hardworking through sexual harassment as well. This assumption has been one core source to sexual harassments globally and even worse on developing countries.

- **Fear of losing jobs:** In many countries unemployment is one of a threatening problem which makes governments to be overthrown and even cause instability in the country. Taking that into account if someone get an opportunity of been employed he or she wants to retain that opportunity inorder to survive. Organizational managers take this as an advantage to commit sexual harassments as they use a threaten weapon of terminating them or not offering them an opportunity of employment hence makes the victims submissive to this managers and as a result this existing social phenomenon in the society look like a culture in many of these organisations.
CHAPTER THREE
RESEARCH METHODOLOGY

3.0 Introduction
This chapter presents the methodology which was used to conduct the study. It describes methods used to collect and analyze data. It is divided into the following sections appearing under the following headings; study design, area of the study, sample size and sampling technique, data collection, data analysis and study population.

3.1 Research Design
Kothari (2004) defines a research design as the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure. Similarly, Aaker et al (2002) defines a research design as the detailed blue print used to guide a research study towards its objectives.
The researcher used a survey method to collect data on effect of sexual harassment in public institutions. This method described characteristics and other aspect of populations.

3.2 Study Area
The research was conducted at Dar es Salaam by looking at public institutions particularly reference of MUHIMBILI University and College of Business Education 9(CBE). The selected institutions were selected basing on fact that, there is a good number of workers from different areas working on this institutions.

3.2.1 MUHIMBILI University
The Muhimbili University of Health and Allied Sciences (MUHAS) is a successor to the Muhimbili University College of Health Sciences (MUCHS), which was a constituent College of the University of Dar es Salaam. MUCHS was established by an Act of Parliament, Act No 9 of 1991, when the then Faculty of Medicine was upgraded to a College.
Over the years MUCHS made significant achievements in terms of increased student enrollment and development of several new academic programs. The Parliament Act
No 9 of 1991 that established MUCHS was repealed in 2005. Subsequently, in the year 2007, MUHAS was established by Article 1 of the Charter of Incorporation, in line with the recommendations of the Tanzania Commission of Universities (TCU). MUHAS has two campuses; Muhimbili Campus and Mloganzila Campus with its main Campus situated in Ilala Municipality along United Nations Road Upanga. MUHAS has other facilities including the Bagamoyo Teaching Unit at Bagamoyo district.

Up to 2010 The University has a total of 604 staff (241 academic staff, 106 technical staff, 257 administrative and support staff.) Academic and Support Units, the University has 15 academic and support units (5 Schools, 2 Institutes and 8 Directorates).

### 3.2.2 College of Business Education

The college of Business Education was established under the Parliament Act No. 31 of 1965. The College operates under the Ministry of Industry and Trade through the Governing Body which is its highest authority. The College Governing Board governs and administers the College activities. CBE was officially opened in January 1965, by the late J.K. Nyerere, the first President of the United Republic of Tanzania. The College offers Postgraduate Diploma, Professional degree, Diploma and Certificate Courses in different fields such as Business Administration; Accountancy; Marketing; Procurement and Supplies Management; Legal and Industrial Metrology; and Information and Communication Technology.

It produces competent and reputable professionals with excellent Business management skills for the dynamic business environment. The College has three campuses; one in Dar es Salaam (the head-quarter), others are in Dodoma, Mwanza and Mbeya.

College of Business Education made by six departments, namely as: Department of Accountancy, Marketing, Procurements and Supply Management, Business
Administration, Legal and Industrial Metrology and Mathematics, Information and Communication Technology and has a total of about 400 employees.

3.3 Study Population
The target population enquired in this study included staffs for both MUHIMBILI University and Collage of Business Management (CBE) institutions and it was equally investigated for both ganders and it was not bias in age.

3.3.1 Sample Size
Sample is a group of respondent drawn from a population in which the researcher is interested in collecting information. Sample size simply refers to the numbers of cases in the population. The researcher selected a total of fifty eight (58) employees and includes both the management members such as Human Resource Managers, Heads of departments and all other staff working with these institutions. Table 3.1 below represents the sample for the study.

Table 3.1: The sample

<table>
<thead>
<tr>
<th>Departments/Institution</th>
<th>CBE</th>
<th>Muhimbili University</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resource Officers and Management Members</td>
<td>5</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>HoD- Academics</td>
<td>7</td>
<td>6</td>
<td>13</td>
</tr>
<tr>
<td>Academicians</td>
<td>8</td>
<td>6</td>
<td>14</td>
</tr>
<tr>
<td>Administrative Staff</td>
<td>10</td>
<td>13</td>
<td>23</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>30</strong></td>
<td><strong>28</strong></td>
<td><strong>58</strong></td>
</tr>
</tbody>
</table>

3.3.2 Sampling Procedure
Sample size was selected depending on the number of respondents which came from different departments in the institutions and included employees, employers and HR managers that are within the institution. Sampling was strategic in order to cover different department of the population and levels concerned. In so doing the
Researcher used a simple random method to obtain samples on the basis of equality to avoid biasness which could not give the accurate data.

3.4 Sources of Data Collection

3.4.1 Primary Data
The primary data was obtained through visiting the case study area to obtain data.

3.4.2 Secondary Data
The secondary data was obtained through previous studies, journals, books, internet, Medias, books and other documented articles on this study.

3.5 Method of Data Collection
Enon (1995) defines methods of data collection as a technique of collecting data. In this study the researcher used both primary and secondary sources of data.

3.5.1 Observation
The researcher interacted with member staff during the study by observing the interpersonal relationships between workers in the institution.

3.5.2 Interviews
Kothari (1990: 232) define “an interview as a selected set of questions administered through verbal communication in a face to face relationship between a researcher and respondent”. The researcher used interviews to the respondents and key informant interviews whereas the researcher biased selected them depend on their experience, the position they hold and the roles that they play that helped to create some confidentiality.

3.5.3 Questionnaires
Questionnaires are data collection method through which subject responds to questions or statements that generally require factual information (Best and Kahn, 1998). These contained pre-coded questions which meant to capture factual data on the existence of sexual harassment in the public institutions. This method was adopted by researcher because it easy to accommodate interm of time and costs.
3.5.4 Documentary Review

Documentary Review is a secondary data collection method. According to Kothari (2004:281), secondary data “refer to the data which have already been collected and analysed by someone else”. Kothari emphasizes on the value of documents as they can provide more insight into the programme being studied by cross validating and augmenting evidence from other sources. Researcher decided to collect Data from the staff registry, the Universities library, National Library and court records as secondary data inorder to improve validity of data.

3.6 Data Validity and Reliability

All the data which that was collected by the researcher was accurate due to the methods which were used in the study.

3.7 Data Analysis

The raw data from the questionnaires was classified into usable categories, edited, coded and then analyzed by using Statistical Package for Social Science (SPSS). Moreover data was tabulated and cross tabulated which is relevant to research questions.

The qualitative data was obtained through observations and interviews which were analyzed manually. The data were used to examine whether or not there is sexual harassment to workers in public institutions.
CHAPTER FOUR
PRESENTATION OF THE FINDINGS

4.0 Introduction
After a critical problem study and data collection, this chapter will present and analyze the findings. Basically the study have examined the sexual harassment on a working place take a close look on workers working with public institutions in Tanzania. To be sure of this existing social problem, the study was set to examine the extent to which the phenomenon exists in this institutions and how it have impacted the working environment.

The data was collected from 58 respondents of which 27 were male and 31 were female. The respondents were selected according to their knowledge, experience and accessibility. The findings are based on documented sources and 58 self-administered questionnaires. In this study, it was considered important to know the age, gender and education level of the respondents. Therefore, questions included names, age, gender, and level of education. The questions went deeper and ask questions that answer the questions and objectives of this study. The data collected were as follows;

4.1 General Information: Demographic Statistics

4.1.1 Gender profile of respondents
In order to establish the gender profile of respondents, researcher analyzed the gender of respondents and the findings of the survey were recorded as shown in the table below:
Table 4.1.1 Gender profile of respondents

<table>
<thead>
<tr>
<th>SCALE</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of respondents CBE</td>
<td>14</td>
<td>16</td>
<td>30</td>
</tr>
<tr>
<td>Percentage CBE</td>
<td>46.7%</td>
<td>53.3%</td>
<td>100%</td>
</tr>
<tr>
<td>No. of respondents Muhimbili University</td>
<td>13</td>
<td>15</td>
<td>28</td>
</tr>
<tr>
<td>Percentage Muhimbili University</td>
<td>46.4%</td>
<td>53.6%</td>
<td>100%</td>
</tr>
<tr>
<td>Total No. of Respondents</td>
<td>27</td>
<td>31</td>
<td>58</td>
</tr>
<tr>
<td>PERCENTAGE</td>
<td>46.6%</td>
<td>53.4%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Field data, 2014

From the data collected shows that 46.7% (14 respondents) of the 30 respondents were male while 53.3% which is equivalent to 16 respondents at CBE; while only 13 respondents (46.4%) were male while female were 15 respondents which were equivalents to 53.6%. Generally, 27 respondents (46.6%) were male while 31 respondents (53.4%) were female. The findings suggested that more female were employed in these institutions especially in administration and HR department.

4.1.2 Age profile of respondents

To determine the profile of respondents, the researcher analysed their ages. The findings from analysis were recorded as shown in table below:

Table 4.1.2: Age of respondents

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency CBE</th>
<th>Frequency Muhimbili University</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-30</td>
<td>10</td>
<td>9</td>
<td>19</td>
<td>32.8</td>
<td>32.8</td>
<td>32.8</td>
</tr>
<tr>
<td>31-40</td>
<td>16</td>
<td>11</td>
<td>27</td>
<td>46.6</td>
<td>46.6</td>
<td>79.3</td>
</tr>
<tr>
<td>41&amp;Above</td>
<td>4</td>
<td>8</td>
<td>12</td>
<td>20.7</td>
<td>20.7</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>28</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

Source: Analyzed Data (2014)
Finding from the questionnaires shows that 46.6% equivalent to 27 respondents who are 31-40 years of age was a likely group that can be exposed to this form of sexual harassment. The rationale behind is that most of people at this age have finished schooling and most of them are job mongers or promotion mongers which to the great extent contributes to this kinds of harassments.

Moreover according to the findings many workers above 41 years of age were the least group that have minimal chance to be exposed to these kinds of harassments with only 20.7% equivalent to 12 respondents. On another hand the workers under 30 years of age were also found to be the least group because most of them are still on their studies and other working part time so the chance to be exposed to these kinds of harassment be of average in term of number in comparison to the other groups whereas the respondents were 19 equivalent to 32.8%.


4.1.3 Level of Education

Table 4.1.3 Level of Education

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CBE</td>
<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certificate</td>
<td>5</td>
<td>3</td>
<td>8</td>
<td>13.8</td>
<td>13.8</td>
</tr>
<tr>
<td>Diploma</td>
<td>4</td>
<td>3</td>
<td>7</td>
<td>12.1</td>
<td>12.1</td>
</tr>
<tr>
<td>First Degree</td>
<td>9</td>
<td>8</td>
<td>17</td>
<td>29.3</td>
<td>29.3</td>
</tr>
<tr>
<td>Master Degree</td>
<td>10</td>
<td>11</td>
<td>21</td>
<td>36.2</td>
<td>36.2</td>
</tr>
<tr>
<td>Postgraduate Diploma</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1.7</td>
<td>1.7</td>
</tr>
<tr>
<td>Others</td>
<td>1</td>
<td>3</td>
<td>4</td>
<td>6.9</td>
<td>6.9</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>28</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: Analyzed Data (2014)

According to the findings, most of the workers working with these institutions have attained a Master’s degree which counts for 19 respondents equivalent to 32.8%. The rationale behind this is that, these are higher learning institutions so most of lectures and tutorials have to attain this level of education because it’s a mandatory. The least level of education was that of Certificate and Diploma comprising of 10 workers equivalent to 17.2%. These workers were just supporting staff and they were not the key employees of these institutions.

4.2 Existence of Sexual Harassment

4.2.1. Sexual Harassment to Workers in Public Institutions in Tanzania

One of the bedrock of this study was to explore whether sexual harassment in the working place real exist with a close reference to the higher learning institutions. According to the finding, 70% of the respondents had confirmed to have encountered or experienced the sexual harassments from their co-workers or managers or even to hear about those conducts. On another hand 25% of the respondents confirmed to have not experienced those acts or even to hear it from their colleagues. Taking these
findings into account it’s also a clear fact that, this social phenomenon does real exist in the higher learning institutions as data below presents;

Table 4.2.1: Is there sexual harassment to workers in public institutions in Tanzania?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>CBE</th>
<th>Muhimbili University</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>24</td>
<td>17</td>
<td>41</td>
<td>70.7</td>
<td>70.7</td>
<td>72.4</td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>6</td>
<td>9</td>
<td>15</td>
<td>25.9</td>
<td>25.9</td>
<td>100.0</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>28</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Analyzed Data (2014)

Figure 4.2: Is there sexual harassment to workers in public institutions in Tanzania?

Source: Analyzed Data (2014)

4.2.2 Sexual Harassment in the Respective Institution
The researcher set specific questions to check whether sexual harassment is common in the respective institutions which she was researching. After data collection it was revealed that, the majority of the respondents from MUHIMBILI and CBE equivalent to agreed 51.7% that there is sexual harassment in their Institutions while
44.8% disagreed to this fact. Taking the above reference there is no doubt that the researcher was researching on the right case study which experiences this existing social phenomenon.

Table 4.2.2: Is there sexual harassment in your Institution

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CBE</td>
<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>16</td>
<td>14</td>
<td>2</td>
<td>3.4</td>
<td>3.4</td>
</tr>
<tr>
<td>No</td>
<td>14</td>
<td>12</td>
<td>30</td>
<td>51.7</td>
<td>55.2</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>26</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: Analyzed Data, (2014)

Figure: 4.3: Is there sexual harassment in your institution

Source: Analyzed Data, (2014)

4.2.3 The Nature of Sexual Harassment Common in the Institution

It was also considered important to know the main behavior that condones female harassment. Therefore the question on the main behavior that condones female harassment was asked. It was assumed that some of these factors influence the behavior of sexual harassment in the respective higher learning institution. According to the study it was found out that 34.5% of the respondents confirmed to have encountered the problem by being forced into sexual harassments, another 19% of the respondents confirmed to have experienced the problem of request for sexual
favors. Moreover, 15.5% of the respondents have confirmed to have encountered the sexual harassment through physical contacts, another respondents pointed out that, they have encountered the sexual harassment through sexual oriented jokes which amounted to 25.9% and another group of 5.2% responded by pointing out that they have encountered the harassments through sexual comments on physical appearance. The findings put out clear that, the main forms of sexual harassments that encounters employees involves forced into sexual harassments which was the leading, then request for sex favors, verbal or physical contacts, sexual oriented jokes and sexual comments on physical appearance.

Table 4.2.3: What is the nature of sexual harassment that is common in your institution?

<table>
<thead>
<tr>
<th>Response</th>
<th>CBE Frequency</th>
<th>Muhimbili University Frequency</th>
<th>Total Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forced to sex</td>
<td>10</td>
<td>10</td>
<td>20</td>
<td>34.5</td>
<td>34.5</td>
<td>34.5</td>
</tr>
<tr>
<td>Request for sex favors</td>
<td>6</td>
<td>5</td>
<td>11</td>
<td>19.0</td>
<td>19.0</td>
<td>53.4</td>
</tr>
<tr>
<td>Verbal or Physical contact</td>
<td>5</td>
<td>4</td>
<td>9</td>
<td>15.5</td>
<td>15.5</td>
<td>69.0</td>
</tr>
<tr>
<td>Telling sexual oriented jokes</td>
<td>9</td>
<td>6</td>
<td>15</td>
<td>25.9</td>
<td>25.9</td>
<td>94.8</td>
</tr>
<tr>
<td>Making sexual comment about person’s body</td>
<td>3</td>
<td></td>
<td>3</td>
<td>5.2</td>
<td>5.2</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>28</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

Source: analyzed Data (2014)
Figure 4.4: What is the nature of sexual harassment that is common in your institution/campus?

Source: analyzed Data (2014)

Also in getting a clear picture of the problem of sexual harassment a number of sub questions were asked to confirm the main behavior ignores female harassment. When a question was asked, to confirm the main behavior condones female harassment. When a question was asked, findings show that respondents had a very low opinion about the main behavior and problems that condones sexual harassment. Elements considered on this regard are education learning environment, environment societal values of male and female, lack of access to legal information aid and protections and traditional customs of that subordinate woman.

The data from questionnaires show that the problem of education learning environment 8.3% environment societal values of male and female 25% lack of access to legal information Aid and protections 36.1% and traditional customs that subordinate women 30.6% experience contributes to sexual harassment. The above findings from the data justify that there is a problem of sexual harassment in Higher Leaning Institution in Tanzania (See Table 4.5). Seemingly the level of some lecturers harassing some students is not that high. Findings show that there are few instances of sexual harassment perpetrates by male lecturers.
4.3 Problems caused by Sexual Harassment

4.3.1 Female Workers Being Terrified by Boss to the extent that they Transfered to another Institution.

On these regard findings from questionnaire revealed that, the *Quid pro sexual harassment* is prevalent whereby managers demanding sex for promotions and other work related favors. According to the findings the respondents that argued whereas (36.2%) of the respondents confirmed to that practice. When respondents were asked to justify the above problem (63%) of them said that sometimes – female have to give in to some fraudulent managers unwelcome sexual favors if they wish to be promoted or to get any work related favors. (See Table 4. 6)

According to those findings its undisputed fact that, most of female workers who are keen to get promoted surrender themselves easily for sexual conducts for them to be promoted.

**Table 4.3.1 Are there any instances of female worker being terrified by boss to the extent that they transfer to another institution for fear of being sexual harassed?**

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>21</td>
<td>36.2</td>
<td>36.2</td>
<td>36.2</td>
</tr>
<tr>
<td>No</td>
<td>37</td>
<td>63.8</td>
<td>63.8</td>
<td>100.0</td>
</tr>
</tbody>
</table>

**Source: Analyzed Data (2014)**

**Figure 4.5: Are there any instances of female worker being terrified by boss to the extent that they transfer to another institution for fear of being sexual harassed?**
4.3.2 Female worker Marketing Sex for Good Performance
During the study it was also set to determine if female workers had a contribution towards their sexual harassment. According to the findings most respondents adhered to this notion by confirming that, most of the female workers were exposing themselves to this kind of harassment to get some work related favors from their seniors and managers. The result shows that most respondents accounting for (56.9%) confirmed it to be true while (39.7%) argued against.

Table 4.3.2: Is it true that some female workers are so guilt of sexual harassment such that they are marketing sex for good performance?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CBE</td>
<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>21</td>
<td>12</td>
<td>2</td>
<td>3.4</td>
<td>3.4</td>
</tr>
<tr>
<td>No</td>
<td>7</td>
<td>16</td>
<td>23</td>
<td>39.7</td>
<td>56.9</td>
</tr>
<tr>
<td>Total</td>
<td>28</td>
<td>28</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: Analyzed Data (2014)
Figure 4.6: Is it true that some female workers are exposing themselves for sexual harassment such that they are marketing sex for good performance?

4.4 Attitudes and Perception of Sexual Harassment

4.4.1 Images of Harassment are the Factors Prevalence Sexual Harassment
As pointed out above, sexual harassment can have far-reaching and devastating effects on the people. By using data obtained mainly through self-administered questionnaires, the researcher wanted to find out to what extent this aspect has changed or not. Thus a question was asked to check the problems female workers sometimes are forced to change employment for fear of being sexually harassed. According to the findings the most of the respondents equivalent to (65.5%) confirmed to be the most factor while 31% argued against. Most of them as seen they were of the opinion those images of sexual harassment (violence) against women particularly those depicting rape, or sexual slavery and pornography in the media are among factors contributing to the prevalence of harassment against women. Thus rape or sexual slavery and pornography are factors exahcebating (promoting) the prevalence of sexual harassment.
Table 4.4.1 in your View do you Think Images of Harassment, Depicting Rape or Sexual Slavery and Pornography are the Factors contributing to the Prevalence of Sexual Harassment?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CBE</td>
<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>23</td>
<td>15</td>
<td>1</td>
<td>1.7</td>
<td>1.7</td>
</tr>
<tr>
<td>Valid</td>
<td>11</td>
<td></td>
<td>1</td>
<td>1.7</td>
<td>1.7</td>
</tr>
<tr>
<td>No</td>
<td>7</td>
<td>11</td>
<td>18</td>
<td>31.0</td>
<td>31.0</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>26</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Figure 4.7: in your View do you Think Images of Harassment, Depicting Rape or Sexual Slavery and Pornography are the Factors Contributing to the Prevalence of Sexual Harassment?

Source: Analyzed Data, (2014)

4.4.2 Request for Sexual favors from their counterparts in order to perform well
When the question was asked if there are any instances whereby female workers are being harassed by their fellow male counterparts 60.3% of the respondents to the questionnaires agreed with the fact that female workers experience harassment from their fellow male counterparts while 32.8% argued against that notion.
Table 4.4.2 is it true that there is sexual request from colleagues against performance?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CBE</td>
<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>20</td>
<td>15</td>
<td>4</td>
<td>6.9</td>
<td>6.9</td>
</tr>
<tr>
<td>No</td>
<td>9</td>
<td>10</td>
<td>19</td>
<td>32.8</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>29</td>
<td>25</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: Analyzed data (2014)

Figure 4.8: Is it true that there is sexual request from colleagues against performance?

4.4.3 Advantages of Dating Bosses

According to the findings majority of the respondents did not agree with this notion pointing out a lot of disadvantages to that nature of conducts. Most of them pointed out that, most of their managers are married hence dating them is imposing marital problems and are likely to have been affected with STDs which imposes threats to health. However on another hand, other respondents did confirm that dating their managers was of great importance because of favors advantages in comparison to the
risks. The study shows that 46.6% did not agree with the notion pointing out the above disadvantages while 43.1% agreed that there are so many advantages.

Table 4.4.3: Do workers here take advantage of Dating Bosses?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CBE</td>
<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>18</td>
<td>7</td>
<td>6</td>
<td>10.3</td>
<td>10.3</td>
</tr>
<tr>
<td>No</td>
<td>11</td>
<td>16</td>
<td>27</td>
<td>46.6</td>
<td>46.6</td>
</tr>
<tr>
<td>Total</td>
<td>29</td>
<td>23</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: Analyzed Data (2014)

Figure 4.9: Do workers here take advantage of Dating Bosses?

Source: Analyzed Data (2014)

Data from the interview revealed that respondents felt that sexual harassment can have long term psychological effect to women. Some of the respondents said that, the victims of sexual harassment suffer in silence. It was also learned that sometimes the victims of sexual harassment recourse to informal mechanisms like college / friend that they are confident with for intervention.
4.5 Measures to be taken by Government and Stakeholders

4.5.1 Policies, Procedures and Laws that Prevent Sexual Harassment
After a close study it was also important to know if these respondents were knowledgeable enough to understand the mechanisms established by state in counter attacking the problem. The intended question was designed to know if the respondents knew about any policies, procedures and laws that combat this existing social phenomenon and 75.9% confirmed to know that mechanism but only 24.1% responded to have a little knowledge in that mechanism.

Table 4.5.1 Do you know any policies, procedures and laws that prevent sexual harassment in public institution?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CBE</td>
<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Valid</td>
<td></td>
<td></td>
<td>44</td>
<td>75.9</td>
<td>75.9</td>
</tr>
<tr>
<td>Yes</td>
<td>21</td>
<td>23</td>
<td></td>
<td></td>
<td>75.9</td>
</tr>
<tr>
<td>No</td>
<td>9</td>
<td>5</td>
<td>14</td>
<td>24.1</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>28</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source, Analyzed Data, (2014)

Figure 4.10: Do you know any policies, procedures and laws that prevent sexual harassment in public institution?

Source: Analyzed Data (2014)
4.5.2 The categorization of Policies, Procedures, Regulations and Laws

The study also intended to know if the knowledge that they possess about the mechanism holds enough water for them. The researcher designed the questions that intended to know the strength of that knowledge which they possess. According to the findings only 8.6% had strong ability of that knowledge while 48.3% had very poor knowledge and on another hand 31% had a weak knowledge for the same.

Table 4.5.2: How do you categorize those policies, procedures, regulations and laws?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CBE</td>
<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Valid</td>
<td>5</td>
<td>2</td>
<td>7</td>
<td>12.1</td>
<td>12.1</td>
</tr>
<tr>
<td>Weak</td>
<td>13</td>
<td>5</td>
<td>18</td>
<td>31.0</td>
<td>43.1</td>
</tr>
<tr>
<td>Strong</td>
<td>2</td>
<td>3</td>
<td>5</td>
<td>8.6</td>
<td>51.7</td>
</tr>
<tr>
<td>Poor Implemented</td>
<td>10</td>
<td>18</td>
<td>28</td>
<td>48.3</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>28</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Figure 4.11: How do you categorize those policies, procedures, regulations and laws?

Source, Analyzed Data, (2014)
4.5.3 Institutions are Expected to Provide Conducive Working Environment

It was also important to know if these institutions had proper and conducive working environment that don’t attempt this kinds of harassments. According to the findings 56.9% respondents did agreed that, their working environment was conducive while 39.6% argued against. On another words this findings has revealed that the institutions that the researcher visited working environment was not of bias in nature to facilitate those acts but what real happens is the way the female workers exposes themselves to those acts

Table 4.5.3: Institutions are expected to provide conducive working environment without sexual bias or intimidation. Is this happening here?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Total</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
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<td>Muhimbili University</td>
<td></td>
<td></td>
<td></td>
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<tr>
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<td>26</td>
<td>58</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source, Analyzed Data, (2014)

Figure 4.11 Institutions are expected to provide conducive working environment without sexual bias or intimidation. Is this happening here?

Source, Analyzed Data, (2014)
4.6 Discussion of the findings.

After data findings the researcher was able to know some important issues concerning the research problem which also reflected the research objectives at large. According to the study the following were the observations and findings that will be discussed in relation to the research questions and objective.

The survey asked women to report incidents of sexual harassment experienced over the past 24 months. Overall, 69% of the women surveyed reported having experienced at least one sexual harassment incident by men at senior level relative to themselves. Sexual harassment by men at equal levels of position was reported by 62% of the women while harassment by junior level men was reported by 42%. None of the women reported experiencing attempts at sexual assault. Fifty-four percent of the total sample indicated that they believed they had been sexually harassed as indicated by responses the SEQ criterion item: "Have you ever been sexually harassed?"

This study suggests that the sexual harassment of women by men is a relatively common occurrence. However, in accordance with previous studies (e.g., Fitzgerald, et al., 1988; USMSPB, 1981, 1988), it's clear that less severe forms of harassment (e.g., gender harassment) were more widely reported than the more severe types of behaviours (e.g., sexual coercion). This pattern held regardless of the source (or perpetrator) of the harassment.

In contrast to previous studies that have found coworkers (men at about the same level as the women) to be the most frequent perpetrators of sexual harassment in organizations (see Cleveland, 1994), the study found out that sexual harassment was most often perpetrated by men at holding high positions on these institutions. 69% of the women reported having experienced at least one sexual harassment incident by men at higher positions relative to themselves (e.g., supervisors, managers etc.) while harassment by men at equal levels (e.g., coworkers, peers) was reported by 62% of the women and harassment by lower level men was reported by 42%.

The frequency of sexual harassment by higher positions workers men and equal level men was relatively similar with 68% of the women reporting experiencing at least
one incident of sexual harassment by men at higher levels and 61% percent of the women reporting sexual harassment by equal level men. Interestingly, 20% of the women surveyed reported being the target of unwanted sexual attention by higher positioned men and the same percentage reported being the target of equal level men. Sexual harassment of all types was somewhat less frequent when it was analyzed for lower level men with 41% of the women reporting sexual harassment by men at this level and 14% reporting unwanted sexual attention. Sexual coercion was a relatively rare occurrence regardless of which level of perpetrator examined.

It should be noted that there were some differences in the specific types of behaviours reported. For example, men at a higher position were more likely to imply faster promotions or better treatment on the job than were lower level men simply because they have the leverage to enforce that kind of promise whereas, lower level men do not. What is interesting, though, is that the frequency of different types of sexual harassment (e.g., gender harassment, unwanted sexual attention, and sexual coercion) seemed to be relatively consistent across sources (especially across higher positioned and equal level men). However, the circumstances surrounding sexual harassment and the outcomes relating to it were remarkably different in many important respects depending on the relative level of the perpetrator and the characteristics of the targets.

Two very interesting pictures of sexual harassment by higher positioned men emerged from the canonical analysis. In the first case, the study had a picture of very highly educated women who worked in male dominated departments or work-units and who possessed negative perceptions of their institutions response to (and sanctions against) sexual harassment. Under such conditions, sexual harassment tended to be associated with increased work-related negative mood, increased perceptions of stress, decreased satisfaction with their supervisors, and increased intentions to leave the organization. In the context of this study, one could argue that this group represents female capacity and perhaps also professional/managerial women. The female talent, for example, could be working in traditionally male-dominated fields.
According to the findings, younger women (i.e., those 35 years and under) were most exposed under these conditions but other women were affected as well: those aged 45 to 49 were also a vulnerable group. In the context of previous seminal harassment studies that have found younger women to be the more frequent targets of sexual harassment (e.g., Lach & wartney-Gibbs, 1993), the vulnerability of the 45 to 49 age group was somewhat surprising. However, the susceptibility to harassment of this group in the current analysis may not be related solely to gender but to issues surrounding ageism as well. Indeed, there is evidence that ageism is a fairly common prejudice in our society (Kimmel, 1988) and that a double standard exists whereby the aging of men is viewed much more positively than the aging of women (Unger & Crawford, 1992).

Arguably, sexual harassment and ageism are not mutually exclusive but rather are interrelated forms of discrimination. Women in their late forties and early fifties are generally at a time in their lives when they begin to show visible signs of aging (e.g., wrinkling of the skin, graying hair). This image contrasts sharply with the picture of the ideal woman's face in our society, a face that is supposed to remain unblemished and child-like (Sontag, 1979); not to mention the accompanying pervasive sexist belief that women are only valuable when they are attractive and useful to men (Healey, 1986). Indeed, Unger and Crawford (1992) argue that women as a class has a lower status than men and that the difference persists as women and men grow older and may even increase.

Therefore, discrimination based on age may have contributed to the sexual harassment that women in the 45 to 49 years age group experienced in this study. Based on the findings, it seems limiting to conclude that younger women are necessarily more vulnerable to sexual harassment, especially in terms of sexual harassment. That is, because they are perceived as more attractive, younger women may be subject to more unwanted sexual attention (e.g., propositions, persistent requests for dates) but it seems that women of all ages are vulnerable to experiences of sexual harassment.
The interrelationships demonstrated in this analysis also support the notion that simply having a sexual harassment policy in place (the universities in this study did have a policy in place) is not enough to prevent sexually harassing behaviours, particularly sexual harassment. Consistent with previous research (e.g., Dekker & Barling, in press; also Riger, 1991), the pattern of results in this analysis suggests that it is not only the presence of a harassment policy that is important. Rather, it is also the perceptions of the organizations willingness to stand behind the policy that has an effect on same harassment.

However, it has also been argued that sexual harassment policies and grievance procedures alone are not sufficient to insure that sexual harassment will be eliminated; an end to the problem requires gender equity within organizations (Riger, 1991). The presence of a good formal policy would likely result in decreased incidents of blatant behaviours. After all, men and women tend to agree that certain blatant behaviours, such as sexual assault or sexual bribery, constitute harassment (USMSPB, 1981). Because such behaviour is apparently more salient and explicit, the presence of a policy would presumably inhibit its occurrence both because the men recognize it as harassment themselves and because they may fear reprisal for engaging in it.

However, there is considerably more disagreement between men and women about whether the more subtle sexual harassing behaviours, such as jokes or leers constitute harassment (Kenig & Ryan, 1986; USMSPB, 1981). When men engage in these less obvious forms of harassment they may not even perceive that their behaviours are harassment. Further, women may be less inclined to pursue complaints either on the basis that they think such behaviours are normative or because they do not think they will be taken seriously thus allowing the sexual harassment to continue.

The institutions in this study had a clearly defined sexual harassment policy and an office in place to handle complaints. Thus, a very small amount of sexual coercion was reported by those that were surveyed. However, sexual harassment was a fairly common occurrence for the women in this study. Further, in this analysis, sexual
harassment was associated with negative attitudes towards the university's response to and sanctions against sexual harassment, because it is delicate and often insidiously embedded in sexist stereotypes and organizational norms, is arguably just as damaging to women in organizations as more severe forms of harassment. So, while formal policies may be quite effective in reducing incidents of blatant sexual harassment, their relationship to the presence of sexual harassment is somewhat more complex.

Combating sexual harassment requires a system-wide approach wherein women need to be encouraged and given the opportunity to move into traditionally male fields in order that they may be allowed to demonstrate their abilities. The main point is that the presence of strong formal policies is a positive step but they should be complemented by environments that demonstrate a firm commitment to equal employment opportunity and an organizational commitment to respecting the value of women in general in order to be effective.

According to the study it was found that, sexual harassment was experienced by women with lower level of education and lower incomes working in environments with a high proportion of female coworkers. These characteristics were likely proxy characteristics for women who worked in predominantly female occupations such as clerical or secretarial staff. Under these conditions, only a decrease in work satisfaction emerged as an outcome of gender harassment. Perhaps these women were more apt to view sexual harassment as normative since they did not seem to react as negatively to it as did the previous group. When exposed to sexual harassment at work these women seem more likely to attribute their dissatisfaction to the work itself. Further, that their perceptions of the organizations harassment policy did not seem to be that important may also suggest that they consider such behaviours to be normative.

It is interesting that this group of women (clerical/secretarial) tended to associate sexual harassment and decreased satisfaction with work itself whereas the other group of women (faculty and professional/managerial) did not. Upon consideration,
this finding is not all that surprising given that the female faculty and professional/managerial women were very highly educated and thus had most likely put a lot of hard work and effort into their respective areas of interest and expertise. The amount of time and commitment it takes to become a faculty member, for example, is somewhat indicative of satisfaction with the work itself. The two dimensions that emerged from the canonical analysis of sexual harassment by higher level men were informative because they showed that the interrelationship of contributors and outcomes is dependent not only on the source of the harassment (e.g., someone at a higher level) but also on the personal characteristics of the targets as well.

The interrelationships that resulted from analysis of equal level men were a bit more difficult to disentangle given that two types of harassment (gender harassment and unwanted sexual attention) emerged on the same canonical dimension. In this analysis, higher levels of sexual harassment and unwanted sexual attention tended to be associated with younger women who were more highly educated in environments with a higher proportion of male coworkers and a higher opportunity to interact with males at the same level. Thus, this are findings are consistent with Gutek (1985) who found that coworker harassment is more prevalent in male-dominated workgroups where there is extensive contact between men and women.

In terms of income, women in the second highest income bracket reported in the study were most vulnerable while the next most vulnerable group was women in the lowest income bracket. A plausible explanation is that those lower in the organizational structure (e.g., those with lower incomes) are the ones being propositioned most often by their male coworkers (i.e., receiving unwanted sexual attention, asked for dates, etc.) while those with higher incomes are the ones being subjected to gender harassment by male coworkers. Previous research has shown that male coworkers may be hostile toward women who challenge or compete with them for jobs (Carothers & Crull, 1984). Because competition for jobs is likely to be more intense at higher positions in the organization, women at lower positions would seem
to be more likely to experience hostility in the form of sexual harassment than would women at higher positions.

Arguably, however, the important point to note about the analysis of sexual harassment by equal level men is that none of the outcome variables tested in this study was found to emerge as important; that is, none of the outcome variables met the cut-off for interpretation. Sexual harassment and unwanted sexual attention by equal level men were somewhat associated with higher levels of perceived stress and increased intentions to leave one's job.

In terms of sexual harassment by lower level men relative to female targets there were some interesting findings. Sexual harassment by men at a lower level tended to be associated with younger women (although those aged 50 to 55 were vulnerable as well), having higher incomes in environments where there was a higher proportion of male coworkers and a higher opportunity to interact with males at a lower level. Women with a higher education especially technical training or post-graduate degrees (or professional designations) tended to be most vulnerable.

The picture one gets from the analysis of sexual harassment by lower level men is one that makes intuitive sense. In this case, this pattern of inter relationships could explain the sexual harassment of female faculty members by male students in traditionally male-dominated fields. These women are surrounded by male faculty members and most of their students would likely be men as well. So, not only is there increased opportunity to be harassed by lower level males (because there are so many around) but their gender is also likely to be highlighted since when the male students look around their department at the faculty they see mostly male faces. Similarly, such a pattern of results could explain the gender harassment experienced by women in technical fields. Some technical work has traditionally been male-dominated.

Thus, the same kinds of issues facing female faculty members could be facing female technical workers in their work environments as well.
What is interesting about this analysis of sexual harassment by lower position men is that none of the outcome variables examined emerged as important. Further, none of them really approached cutoff for interpretation. This suggests that sexual harassment by lower level men, while likely annoying at the time it is happening, does not seem to have long-lasting negative consequences for the target. It is perhaps perceived as simply less threatening because men at lower levels do not, by virtue of the relationship, hold much formal power over the women they harass. However, it must be conceded that there conceivably might be negative consequences associated with harassment by lower level men that were not included in our study.

In comparing sexual harassment perpetrated by each of the three levels of men relative to female targets some compelling findings result. For example, the outcomes of sexual harassment tended to be quite dependent on the source of the harassment. Sexual harassment by men at higher levels had substantially more negative consequences in this study than sexual harassment by equal level or lower level men. While the outcomes of sexual harassment by equal level men did not meet cut-off for interpretation, two of the outcomes (e.g., perceived stress, turnover intentions) approached the cut-off leading the study to believe that perhaps harassment by equal level men has more of a negative effect than harassment by lower level men. Therefore, it seems that the more formal power harassers hold over their targets, the more likely the targets are to experience negative effects.

Another interesting finding surrounds the issue of opportunity for interaction with different levels of men. In the analyses of harassment by equal and lower level men, the opportunity to interact with men of equal and lower levels (respectively) emerged as an important variable in relation to sexual harassment. This makes intuitive sense: if you have a lot of opportunity to be around a particular group of men, you also have an increased opportunity to be harassed by them. Conversely, if you do not come into contact with many men, the opportunity for harassment simply is not as great.
However, in the analysis of sexual harassment by higher level men, the opportunity to interact with men at higher levels did not come through as an important part of the relationship. Perhaps this suggests that women do not have to have a lot of interaction with higher level men in order for the harassment to have an effect. It seems, therefore, that because higher level men have more power, the attitudes and behaviour can set a tone in the workplace and can have long-lasting effects even in their absence.
CHAPTER FIVE
SUMMARY, CONCLUSIONS AND RECOMMENDATION

5.0 Introduction
This chapter presents the summary of the findings, conclusions and recommendation of this study, based on the analysis of the research data, the discussion and interpretations of the results in the previous chapters. The study was examining sexual harassment in Higher Learning Institution in Tanzania. The focus was on the problems caused by Sexual Harassment and its subsequent effects in Higher Learning Institution.

These findings will be useful to the Higher learning institutions which are currently undergoing different transformations. Two Higher Learning Institutions were selected for the study. Data was collected from 36 respondents including female and male workers. Three methods were used to collect data which included questionnaires, interviews and documentary sources.

The general objective of this study was to examine sexual harassment in public Institutions in Tanzania.

The specific objectives arising out of this were

1. To examine sexual harassment in public institutions in Tanzania
2. To examine problems caused by sexual harassment in public institutions in Tanzania.
3. To assess the student’s perceptions and attitudes towards sexual harassment in public institution in Tanzania.
4. To identify measures that the government and other stakeholders should take to arrest sexual harassment in working place taking a close analysis on higher learning Institutions in Tanzania.

Based on these objectives, the research questions that guided the conduct of this study were:

1. Are there any practices and other forms of behaviors of sexual harassment that are prevalent in your institution?
2. What are the problems caused by sexual harassment in higher learning institutions in Tanzania?

3. What are the workers attitudes and perceptions towards sexual harassment in their Institutions?

4. What measures can be taken by the government and other stakeholders arrest sexual harassment public institutions?

5.1 Summary of the findings

There are several interesting findings with regard to sexual Harassment in public Institutions in Tanzania. This was due to fact that many public institutions have been characterized by the system of favors on every aspect of the institutions. The first research question which focused on the existence of the problem of Sexual Harassment in respective public institution findings showed that about 61.1% of the respondents said there is Sexual Harassment in public institutions in Tanzania. Some of the managers demand sex for promotions and other related work favors which triggers some of the weak and myopic female workers to succumb to male managers in order to get those work related favors and promotions. Some of them are aggressive and makes overtures to some male managers but few of female workers who are morally strong do not confer to these harassments. In rare cases workers are victimized in the performance process which results them to be shifted to other institutions or to be terminated from their employments.

The second research question was probing on the problems caused by sexual harassment in public institution in Tanzania. There were mixed feelings on this regard. All respondents (100%) said that sexual harassment in public institutions in Tanzania is associated with workers who refuse to have sex for promotions and other favors being penalized in the performance appraisals or created a very cumbersome working environment for them. The study further revealed that 66.7% of the respondents said that some of the victims of sexual harassment are made to avoid been terminated on their employment hence become submissive in that regard. So basically the main cause of this problem is subjected to issues like promotions and other public institutions benefits like trips, seminars and the related which are
subject to some allowances. This reasons and other performance appraisals recommendations which are administered by different institutions managers who some of them took advantage of their positions to ask for sexual favors which results to sexual harassments at large.

The third research question which asked about what are the main behavior that condones female harassment in public Institution in Tanzania, majority of respondent’s acknowledged the existence of this problem in their institutions. According to the study only 8.3% of the respondents said that public institutions working environment influences to victimize female workers who are weak in performing hence surrender themselves to these immoral acts easily for nepotism. Such workers are forced by circumstances to bestow in to institutional managers unwelcome sexual favors in order to succeed on their working performance, promotions and other legal benefits. Workers who are weak in working performance or who have weak moral values use their weakness as a scapegoat of justifying the unwelcome sexual string-pulling of institution managers. However, it was realized that there was a growing realization that there is a need of having stringent laws, regulation and policies to guide the conducts of the members of public institutions in order to prevent sexual harassment in public Institutions in Tanzania.

The forth question was answered by the recommendations made in this study. But basically most of the respondents pointed out issues like strict laws and regulations as a means of dealing with that social existing problem.

5.2 Conclusions
Based on the findings of this study it can be concluded that there is sexual harassment public Institutions in Tanzania. Whereby some of the institutions managers demand sex for promotions and other forms of employment nepotism. The current trend shows that morally corrupted workers, low income workers and low level of education workers are more vulnerable to sexual harassment than their counterparts.
Also the study has shown that there is good development being made to address the problems such as increasing the more conducive working environment for workers in public institutions. This is done through affirmative action and the inclusion of gender rights and awareness campaign that help workers to be full capable of knowing their rights and proper channels to lodge their complains. Also other institutions have started new programs that give out training and seminars of that existing problem and the way to combat it at large. The reluctance in changing behaviors toward Sexual Harassment in public Institutions can be attributed to the existing law, policies and regulation which are not fitting to prevent sexual harassment in these Institutions. Although, affirmative action laws, rape, sexual harassment laws have all collectively brought women’s issue to the attention of our system but our fundamental belief system has not yet caught up with legal words on paper because tradition belief and attitudes are not open to precipitous change.

Another reason can be related to sexual harassment is gender stereotype which designate women as mere tools for homemaking. This kind of mentality still impedes women’s access to both public service employment and to playing a meaningful role in the development of our public institutions. Societal attitudes remain tied to old stereotypical roles for sexes. Sexual harassment is basically caused by tradition customs that subordinate women, societal value of male and female, lack to legal information Aid and Protection, and the education-learning environment that appears to be more supportive to male workers than female workers. Unless the laws are improved and their implementation is effective and the mindset of the people change, the problem of sexual harassment will continue.

5.3 Recommendations
In general the problem of sexual harassment has been fundamentally contributed by the extent of moral corruption in our society. Majority of people regardless of their age and status they possess in the society luck basic moral values which in principal stands as a beacon of self-conciseness and discipline. However there are measures that can be used to combat this phenomenon in our public institutions which includes;
5.3.1 Training
Public institutions should develop extensive training programs and materials that will help to identify and sensitize participants and prevent sexual harassment in public institutions and in a general public at large. Moreover, all stake holders should create or strengthen institutional mechanisms so that victims can report acts of sexual harassment against them in a safe and confidential environment, free from the fear of penalties or retaliation, and file charges.

5.3.2 Setting aside fund for sexual harassments campaign.
Organize and fund information campaigns and educational and training programs in order to sensitize girls and boys and women and men to the personal and social detrimental effects of sexual harassments in the family, community and society. Teach participants how to communicate without harassing and protect themselves and others against sexual harassment. All stakeholders should formulate and implement, at all appropriate levels, plans of action to eliminate sexual harassment against female. The institutions must endeavor to educate its members and the moral expectations from each one of them. Further, members must be educated on the inherit risks of sexual harassment.

5.3.3 Promoting gender studies
Gender studies (women studies) should be promoted as a field of knowledge strategies for the transformation of higher education and society. Also it should be an institutions campaign against those acts by giving out gender education to all workers so as to be in a position of doing right decisions against those acts which are immorally incorrect. Things like demonstrations and other legal enforcement mechanisms should also be propagated so as to be accessible with the victims.

5.3.4 Developing clear policies on sexual harassment
All policies concerning access to public servant services must give priority to the approach based on the merit of the individuals and equity of access. All stakeholder’s must adopt all appropriate measures, especially in the field of education, to modify the social and cultural patterns of conduct of men and women and to eliminate prejudices, customary practices and all other practices and all other practice based on
the idea of the inferiority or superiority of either of the sexes and on the stereotyped roles of men and women and all staff of the institutions must be sufficiently aware of the enacted policy.

5.3.5 Establish firm laws and regulations
There must be grievance procedures to investigate and punish those found guilty of the offence of harassment. Members of the investigating panel need be those that are of impeccable character and well respected by the community.

Sexual harassment in the university and the workplace must be recognized and treated as an oppressive from of sex discrimination that undercuts women’s potential for independence and equality. It disrupts women drive for autonomy outside of the home and family by sexualizing women’s work role and by making sexuality a condition of economic survival. Women as a group suffer from two inequalities gender inequalities based on socially defined patterns of sexual initiative and acquiescence and economic inequality maintained by women separate and subordinate place at work. Sexual harassment links these, inequalities by expressing the unequal social power of women, sexualizing their subordination and deepening their powerless as women.

5.3.6 Removing gender stereotypes
Further efforts must be made to eliminate all gender stereotyping in higher education to consider gender aspects in different disciplines and to consolidate women’s participation at all levels and in all disciplines, in which they are underrepresented and particular, to enhance their active involvement in decision making.

5.3.7 Establish counseling unit
Efforts should be made to provide, fund and encourage counseling and rehabilitation programs for the perpetrators of Sexual Harassment and promote research for further efforts concealing and rehabilitation so as to prevent the recurrence of such Harassment.

5.3.8 Promote research,
Promote research, collect data and compile statistics, especially concerning Sexual harassment in high learning Institutions relating to the prevalence of different forms
of Sexual Harassment against workers, and encourage research into causes, nature, seriousness and consequences of sexual harassment against Faculty staffs.

5.3.9 Changing primary socialization
The primary socialization of female and male should be changed the focus to produce learners with different learning environment, which appears to be more supportive to male, than of females have to be balanced so that it can support both male and female workers on equal bases.

5.3.10 The mass media
The mass media has the greatest impact on young people and as such, has the ability to shape values, attitudes and perceptions of women and perceptions of women and girls in both negative and positive ways. It is therefore essential that education teach critical judgments and analytical skills. The mass media must promote non stereotyped images of women and men, as well as in eliminating patterns of media must promote non stereotype images of women and men, as well as in eliminating patterns of media presentation that generate violence, and encourage those responsible for media content to establish professional guidelines and codes of conduct. Also the mass media must raise wakefulness by informing and educating the public about causes and effects of Sexual Harassment against workers and in stimulating public debate on the topic.

5.4 Recommendation for area for further research on sexual harassment
The study was limited to the public institution alone taking a close study to the two higher learning institutions; it therefore recommended that, area for further study to be carried out on different areas of working places other than public institution. In that regard much may be revealed and hence help in formulating proper laws and regulations that will be used to govern the welfare of the working class in our society against those immoral conduct.
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QUESTIONNAIRES FOR WORKERS

The questionnaires will be designed to solicit information on Sexual Harassment to Workers in Public Institutions. This will be a purely an academic work and thus the information given will be kept strictly confidential.

PRELIMINARY INFORMATION

Please assist by putting a tick or fill in the bracket for each of the correct response for each question.

Qn 1. College, University/ Institution
1. MUHIMBILI University ( )
2. College of Business Education ( )

Qn 2. Sex of the respondent
1. Male ( )
2. Female ( )

Qn 3. Age of the respondent
1. 18-30 ( )
2. 31-40 ( )
3. 41 and above ( )

Qn 4. Marital status
1. Single ( )
2. Married ( )
3. Divorce ( )
4. Widowed ( )

Qn 5. Years of services
1. 2-6 years ( )
2. 7-15 years ( )
3. 16-30 years ( )
4. 31 and above ( )
Qn 6. Level of Education
1. Certificate ( )
2. Diploma ( )
3. First Degree ( )
4. Master Degree ( )
5. Others …………………………………………………

Qn 7. Is there sexual harassment to workers in public institution in Tanzania?
1. Yes ( )
2. No ( )

Qn 8. What cases of sexual harassment do you know to have happened in the institution?
1. Sexual harassment by boss demanding sex for better performance ( )
2. Men harassing men ( )
3. Women harassing women ( )
4. All of the above ( )
5. Others please specify……………………………………………………………………

Qn 9. Is there sexual harassment in your institution?
1. Yes ( )
2. No ( )

Qn 10. What is the nature/form of sexual harassment that is common in your institution/Campus?
1. Request for sex favours ( )
2. Verbal or physical contact of physical nature ( )
3. Telling sexual oriented jokes ( )
4. Touching and making physical contact ( )
5. Displaying sexual oriented materials ( )
6. Making sexual comments about persons’ body ( )

Qn 11. What is the main behavior that ignores female harassment?
1. Working environment which sometimes appear to be more supportive to men than women ( )
2. Communal values of male and female ( )
3. Lack of access to legal information aid and protections ( )
4. Traditional customs that subordinate women ( )

PROBLEMS CAUSED BY SEXUAL HARASSMENT TO WORKERS IN PUBLIC INSTITUTION

Qn 12. Are there any instances of female worker being terrified by boss to extent that they transfer to another institution for fear of being sexually harassed?
1. Yes ( )
2. No ( )

Qn 13. Is it true that some female workers are so guilt of sexual harassment such that they are marketing sex for good performance?
1. Yes ( )
2. No ( )

Qn 14. Among the problems that are associated with sexual harassment include the workers who refuse to have sex for performance being penalized in their work and their positions. Do you agree?
1. Yes ( )
2. No ( )

Qn 15 Regarding your answer given in question 12 above, what is the nature of such penalty to the female worker?
1. Poor performance ( )
2. Suspended from work ( )
3. Dismissal from work

ATTITUDES AND PERCEPTION TOWARDS SEXUAL HARASSMENT IN PUBLIC INSTITUTIONS

Qn 17. In your view do you think images of harassment, depicting rape or sexual slavery and pornography are the factors continuing the prevalence of sexual harassment?
1. Yes
2. No

Qn 18. Is it true that sometimes some female have to give in to men bosses unwelcome request for sexual favors if they wish to perform well?
1. Yes
2. No

Qn 19. In other public institution sexual harassment is said to be so entrenched within the institutional culture that females advise their friends to accept the harassment as normal and keep quiet about it?
1. Yes
2. No

Qn 20. Do workers here take that advantage of dating bosses?
1. Yes
2. No

MEASURES TO ADDRESS SEXUAL HARRASSMENT PROBLEM IN PUBLIC INSTITUTIONS

Qn 21. Do you know any policies, procedures and laws that prevent sexual harassment in public institutions?
1. Yes
2. No
Qn 22. How do you categorize those policies, procedures, regulations and laws?
1. Weak 
2. Strong 
3. Poor implemented

Qn 23. Universities and Colleges are expected to provide a conducive working environment without sexual bias or intimidation. Is this happening here?
1. Yes 
2. No

Qn 24. Please give your suggestion on what can be done in order to exterminate sexual harassment to workers in public institutions and in the society in general………………………………………………………………………………
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THANK YOU FOR THE INFORMATION AND YOUR CO-OPERATION