Chapter 2: Review of Literature

Introduction

A literature search for evidence related to sexual harassment of women garment workers was conducted and search terms included sexual harassment at workplace, sexual harassment of women garment workers, working conditions of garment workers, coping with sexual harassment in Indian population as well as abroad from 1982 to 2015. The comprehensive search resulted in published research articles, reviews and editorials. Out of these 45 relevant studies were selected and were arranged under five main themes:

- Nature, antecedents and consequences of sexual harassment
- Effects of sexual harassment and coping strategies used by the victims
- Models and theories of sexual harassment
- Working conditions and sexual harassment in garment factories
- Intervention studies on dealing with sexual harassment at workplace.

A conceptual model covering the nature of sexual harassment, its antecedents and consequences has been developed in the Western countries and the findings depict organizational policies, work environment, work culture and job gender ratio as antecedents to sexual harassment and consequences being absenteeism, turnover, stress, anxiety and depression. Studies from Asian countries have tried adopting the same model with slight modifications keeping in mind the cultural and contextual differences.

The theories and models explaining the concept of sexual harassment takes a multidimensional view (encompassing socio cultural, organisational, evolutionary and sex spillover).

The view on socio cultural aspect has been supported by many studies as the researchers who studied coping with sexual harassment have articulated that culture of the victim to play a
major role. In addition, organizational culture has indeed known to create a conducive environment for sexual harassment. Studies on garment factories have revealed that the working environment of these factories act as a breeding ground for sexual harassment due to unfair labour practices, unreasonable targets and exploitation of the workforce. To support the view on sexual harassment among garment workers. The researcher has specifically reviewed empirical, theoretical, critical/analytic and methodological studies relating to sexual harassment at workplace. This review has enabled the researcher to obtain an in-depth insight into the subject area and position the intellectual context of this study relative to previous literature and frame methodology that would enable the achievement of the objectives of this study.

**Nature, Antecedents and Consequences of Sexual Harassment**

McLaughlin, Uggen and Black Stone (2009) explored personal characteristics and work conditions as predictors of sexual harassment at workplace. They believed that gender and power played an important role in sexual harassment and hence collected longitudinal data to examine its impact on the frequency and severity of sexual harassment. The data collected through interview revealed that sexual harassment is used as a medium to control and dominate women by male workers occupying higher positions in the organisation. They concluded that sexual harassment is being used as an equalizer against women. Cantisano, Domínguez and Depolo (2008) used meta analysis to test a structural equation model highlighting the causes and effects of sexual harassment at individual level as well as organizational level. They extensively reviewed 42 empirical studies to study the antecedents and consequences of sexual harassment. They collected data from 60 participants. Results of which confirmed the conceptual model of sexual harassment, at the individual level as well as the organizational level. Further, organizational environment was found to be a main
predictor of sexual harassment and organizational antecedents was also found to have an impact on the coping behaviour of the victim.

Lim and Cortina (2005) examined the relationships between general incivility and sexual harassment at workplace by collecting data using questionnaire from two groups of women working in public sector firms. Data analysis revealed that general incivility and sexual harassment jointly occurred leading to a decline in victim’s organisational, psychological and somatic well being. Incivility and sexual harassment together lead to interpersonal workplace mistreatment.

Kyu and Kanai (2003) explored female workers experiences of sexual harassment in organisations of Myanmar. The sample included 271 working Myanmarese women belonging to both government and private sectors. The authors used Myanmar version of Sexual Experiences Questionnaire developed originally by Fitzgerald and colleagues (1988, 1995). The antecedent variables (personal vulnerability, organizational context) and three general types of negative outcome variables (psychological outcomes, physical outcomes, and work-related outcomes) were identified from victims of sexual harassment. Analysis explored the relationship of these antecedents and negative outcomes of sexual harassment and the victim’s coping responses. Findings revealed that experiencing sexual harassment adversely affected victim’s physical and psychological health and there was an increase in absenteeism and turnover and a negative attitude towards the organization.

Glomb, Munson, and Hulin (1999) empirically evaluated the longitudinal models of harassment. In this study, 217 women were involved. The respondents filled the computerized questionnaire once in 1994, then once more in 1996. Structural equation model was used to understand if sexual harassment occurred at the organisational level pertaining to job characteristics and not just an individual deviation. The model included organisational climate, i.e., organisational characteristics controlling for parameters such as gender,
tolerance or intolerance of sexual harassment at workplace, gender ratio of work group as antecedents to sexual harassment. From the results it is clearly evident that sexual harassment affected the performance of job, led to negative psychological outcomes, thus linking the antecedents of sexual harassment with adverse outcomes.

Kamal (1998) explored the nature, extent, frequency of sexual harassment, impact of sexual harassment and coping strategies among women working in public and private sectors in Pakistan. One part of the research study also focussed on modifying and adapting of sexual harassment experience questionnaire (originally developed by Fitzgerald, et al. 1997) to suit Asian conditions. Data was collected from 205 working women. Results reveal the association between different socio demographic variables and experience of sexual harassment and effects of sexual harassment on the victim in terms of vocational, psychological, interpersonal and physical stress and association between frequency of harassment and the coping patterns of victims.

Fitzgerald, et al. (1997) developed an empirical, concept based model of sexual harassment to study the causes and effects of sexual harassment. In this model, culture and environment of the organization, gender and job were considered as the antecedents for harassment while job-related outcomes, psychological and physiological outcomes were considered as negative impact on employees. Standardized, structured questionnaires were used to collect data from a sample of 357 working women. Data analysis revealed that high frequency sexual harassment was observed in organisations perceived to be tolerant of sexually harassing behaviour, which in turn leads to job withdrawal, absenteeism, and turnover of the victims. Additionally the health and psychological well-being of the affected individuals is compromised.
Ragins and Scandura (1995) studied the sexual harassment experiences of 365 Caucasian women in their organization in order to examine the antecedents and consequences. The victims worked in male typed, female typed and gender integrated occupations. In the case of women working, in male-typed occupations especially at lower level jobs, reported greater harassment than women occupying higher positions and were also less likely to confront the harasser. The analysis of the job-related consequences revealed that sexual harassment was positively correlated with employment practices adopted by the organizations. Organizations which showed discrimination based on gender while making decisions on promotion brewed a culture of harassment resulting in lower levels of job satisfaction.

Gelfand, Fitzgerald and Drasgow (1995) proposed a tripartite model of sexual harassment consisting of gender harassment, sexual coercion and unwanted sexual attention. This model was tested for its validity using a confirmatory factor analysis and data was collected from three different populations. Each of the category consisting of specific behaviours collectively depicting sexual harassment. From the results, it is evident that the constructs used for the study such as organisational culture and education could be extrapolated across culture (U.S. and Brazil).

Gruber (1992) developed mutually exclusive and exhaustive categories of sexual harassment and has precisely categorized harassment based on empirical studies and legal framework. The research study included specific verbal and non-verbal behaviour under three types of sexual harassment and each behaviour was analysed based on existing research and legal literatures. This study provided an alternate definition for sexual harassment along with proposing new methodological approaches which can be used to study harassment.

Gruber and Bjorn (1982) have assessed harassment frequency, severity, effects of harassment and response patterns among 138 female automobile workers. Results reveal that several
social and work related characteristics were associated with sexual harassment. Women workers who occupy lower positions in the organisation, women who are young and unmarried, women working in jobs which are categorized as men’s area of work, organisations where women workers are less in number compared to their male counterparts become targets of frequent harassment. Sexual harassment had an adverse impact on the attitude of the victim toward colleagues and supervisors. Further negative impact on general well being was also observed.

Effects of Sexual Harassment and Coping Strategies used by the Victims
Buchanan and Fitzgerald (2008) took a different view on sexual harassment and studied its co-existence with racial harassment, along with their combined effect on job related and psychological well-being. The authors studied 91 African-American women who have filed a law suit on sexual harassment. Regression tests were used to analyse the data. The analysis indicates that the correlation of sexual and racial harassment is statistically significant and has negative impact on the victim’s mental, physical and vocational well being. Supervisory satisfaction and perceived organizational tolerance of harassment are two facets where the interaction of these two concepts are significantly reflected.
Cortina and Magley (2003) focussed specifically on interpersonal mistreatment at workplace and retaliation by the victim using voice as a medium. Data has been collected from 1,167 public sector employees who resisted interpersonal mistreatment at workplace and these employees became victims of negative reactions from colleagues and other employees at
work and society. Analysis suggests that victims use varied modulations of their voice to retaliate which is dependent on the job and societal status of the victim and perpetrator. Discriminant function analyses disclosed that these victims have low psychological and physiological well-being, as they were further subjected to trauma because of vocally confronting the mistreatment. Further, Cortina (2004) analysed the availability of social-support for the sexually harassed working women who belong to Hispanic American culture. Data has been collected from a sample of 249 Hispanic American working women, who have experienced sexual harassment at workplace. Findings reveal that frequency of harassment and power relations between victim and perpetrator positively correlate with the victim seeking support from informal sources than institutional support.

The victims perceived more support from family and friends than from their organisation which reflects the concept of acculturation. Further a study conducted by Cortina and Wasti (2005) examined how women’s coping behaviours vary in the same harassing situation. To understand this intra-individual variation in coping, a person centred paradigm which is idiographic in nature was developed by the authors. Coping behaviour of women belonging to diverse cultural and economic groups were analysed in this study. Coping has been analysed on three facets, namely avoidant negotiating, detached, and seeking support. Data analysis indentifies differences in the pattern of coping which mainly were dependant on individual factors and contextual factors. Social support was mainly used by women from a collectivist culture as a strategy to cope with sexual harassment. Further, Shupe, et al. (2002) examined if there was any difference between the number of sexual harassment incidences encountered by the Hispanic and non Hispanic white women, and its effect on the psychological and job related outcomes. Chi square tests suggested a positive correlation between increase in harassment and affiliation to Hispanic culture, and regression analysis suggested that there is a strong association between sexual harassment and being affiliated to
a specific culture and occupation. The authors have analysed the reactions of the victims from the viewpoint of economic vulnerability, societal pressure, and culture.

Osman (2004) examined the use of token resistance by women to sexual attention by studying 337 working women from different cultures holding different job status. Victims resisted unwanted sexual attention in workplace through verbal and non verbal cues (facial expression, using the word stop). The study focused on which type of harassment elicits what kind of resistance. Results indicated that unwanted physical behaviour was strongly perceived as sexual harassment in comparison to verbal abuse. Victim’s verbal and nonverbal resistance increased the seriousness of the offence and showed that the harasser’s behaviour is unwelcome to the victim.

Chan, Tang and Chan (1999) examined the effect of sexual harassment that occurs in Hong Kong organizations. Data was collected from 161 Hong Kong Chinese female secretaries who have been victims of sexual harassment about perceived prevalence of sexual harassment and how it affects their organizational commitment and job satisfaction. A positive correlation exists between sexual harassment experience and job satisfaction of the respondents. However, the negative experience does not have any association with participant's organizational commitment. Majority of the victims have used coping strategies which are non-confrontative in nature.

Glomb, Swan, and Fitzgerald (1997) focussed on sexual harassment experiences, victim’s response to harassment and how it affected the victim’s job and psychology. Of the 747 women who participated in the study, 447 belonged to private sector, while 300 were employed in universities. Discriminant function analysis was conducted and it demonstrated that there was a significant difference among the women who have experienced and not experienced sexual harassment in terms of job and psychological status. The frequency of harassment also had a great impact on these outcomes. These outcomes are directly related to
experiencing harassment at workplace and not to any other assumed factors like attitude towards harassment or job stress.

Findings also suggested that harassment that occurred even at low frequency can negatively affect the victims.

Fitzgerald, Swan and Fischer (1995) reviewed the response patterns of victims of sexual harassment in terms of types of responses and the impact on victims work life. Coping strategies were analysed within the legal paradigm which sets standards for expected responses to harassment and also analysed implications women have to face for not consenting to the requests of the perpetrator. Using the focussed group data they have classified the coping responses into 10 categories. Five under internal coping strategies (cognitive strategies to avoid the reality of the situation) and five under external coping strategies (problem solving strategy).

Gutek and Koss (1993) classified the effects of harassment into three categories which are complimentary to each other which are job-related, health-related and psychological issues that has a bearing on the organisation. They also reviewed the coping strategies women employ in dealing with sexual harassment which may or may not be appropriate in certain situations. In this study sexual harassment has been reflected upon as gender bias which has negative occupational, psychological and physical effects for the victims.

**Models and theories of Sexual Harassment**

Chamberlain, Crowley, Tope and Hodson (2008) have proposed a model using constructs on worker power, workplace culture, and gender composition. The data collected through qualitative ethnographies were analysed for related patterns between contextual factors of work environment, power status and spill over of gender bias into the workplace. Patronizing, predatory conduct, and taunting were taken as the parameters for predicting sexual harassment and was analysed using multinomial logistic. The results throw light on
organizational factors that can be attributed to the manifestation of specific forms of sexual harassment in the organisational context and each category of sexual harassment can be seen as an occurrence with unique, specific characteristics and with a discreet cause. The concept of sexual harassment can be understood in terms of amalgamation of discreet patterns of causes and discreet patterns of occurrences.

Browne (2006) discussed whether harassment assumes a sexual nature considering the sex of the victim depicting discriminatory practice at workplace or is sexual harassment a manifestation of power depicting patriarchal relationships (socio-cultural view) and whether the culture of work environment perceived to be tolerant of such behaviour should be regarded from the viewpoint of the reasonable person or the reasonable woman. Sexual psychologies of men and women are different and this differentiation is reflected in how they react to sexual harassment.

Jackson and Newman (2004) highlighted the spill over of gender bias into the work culture, which can act as a precursor to sexual harassment. The research study also investigates the effect of worker’s socio-demographic profile, facets of their work routine/environment (supervisor’s sex and gender composition), and agency location on experience of sexual harassment. Three theoretical models which include socio cultural model, social contact model, sex-role spillover model were proposed to provide an insight into differential reactions of men and women towards sexual harassment. From the results, it is clear that men and women perceive sexual harassment very differently, and moreover there is a difference in what they determine as sexual harassment or the causes they attribute it to. Gender composition of the workplace plays a major role in determining sexual harassment, i.e., the more the number of workers belonging to a specific gender more the employees belonging to the opposite gender, perceive unwanted sexual attention.
Cortina, Fitzrerald, and Drasgow (2002) have indentified socio-cultural determinants of sexual harassment and have developed a model that is culturally relevant. The proposed model scrutinized sexual harassment within the framework of culture and cognitive theories explaining stress and appraisal. Study included 184 women belonging to Latin culture who have experienced sexual harassment.

The study provides insights about different factors most prominently cultural factors influencing the job context and the perpetrator’s behaviour and the victim’s reaction. Path analysis has confirmed the correlation between the contextual factors and the qualitative experiences of the victims. The victims reported discontentment with their job and life as well as faced health problems, especially when their experience of sexual harassment was severe.

Rotundo, Nyugen, and Sackett (2001) examined how gender as a concept explains why men and women differ in perceiving workplace sexual harassment. It provides insight into each category of sexual harassment and measures sexual harassment from the reasonable women perspective. A meta-analysis of 62 studies reveals that social conditioning influences perception of sexual harassment. Both genders perceive harassment when it is perpetrated from an individual who occupies a powerful position in the organization. Yet, there is a difference in the way women perceive harassment especially gender harassment and unwanted sexual attention i.e. socio-sexual behaviours.

Whaley (2001) proposed a holistic model of sexual harassment that integrates three distinct models namely psychological, organizational and socio-cultural model. The holistic model lays more emphasis on psychological nature (of how men view women), the influence of power and the culture of obeying people occupying powerful positions and sex role expectations. The results suggest that interaction of these three models gives rise to an integrated complex model, which is necessary to comprehend the complexity of workplace
sexual harassment and will help develop an alternative approach to combat sexual harassment at workplace.

Dekker and Barling (1998) analysed self-reports of men to understand the organisational factors (their perceptions of organisational policies whether considered as tolerant towards sexual harassment) and discrete variables such as sexual harassment belief and self esteem which were considered as independent variables. Data was collected from the university faculty and support staff (N=278). The findings of the study revealed that male staff felt sexual harassment may ensue if the employees perceive that their organisation is tolerant of such behaviour and action is taken only when proved guilty of the offence. On the contrary, when the male staff perceived that the organisation will not tolerate such behaviour, this inhibited the behaviour. Men having patriarchal, sexist attitudes invalidate the impact of sexual harassment on victims and men who blame victims for their problems are more prone to indulge in gender and sexual harassment.

Gruber (1998) analysed three dominant variables, such as job gender composition, organisational sanctions for dealing with sexual harassment and women’s age and marital status to understand sexual harassment. They found that the frequency of interaction with men increased the occurrence of harassment. Analysis revealed that organisations that depict intolerance to sexual harassment behaviour by using proactive methods are more successful in curtailing such behaviour than organisations who merely provide some information about sexual harassment to their employees as part of their policy.

Baugh (1997) explored the reasons why sexual harassment persisted in the workplace in spite of the behaviour being detested by all and several measures being taken to eradicate the behaviour. The authors identified two major reasons for such negative behaviour which were
discrimination based on gender and power especially where men occupied higher positions when compared to women.

This discrimination emboldens men to justify their behaviour as within their authority. The study highlights the importance of looking at sexual harassment from the victim’s point of view and the impact it has on their well being.

Tangri, Burt, and Johnson (1982) proposed three models of sexual harassment which built its foundation on the basis of literature, legal defences, and court cases. The three proposed models are- organizational Model, natural/biological model, and the socio cultural model. Data has been collected from the federal workforce and has been analysed in the light of the above mentioned models. From the results it can be highlighted that sexual harassment is not a simple phenomenon but entails a complex cultural phenomenon reflecting amalgamation of various facets and it cannot be attributed to any single model. The findings suggest a holistic approach to understand sexual harassment.

**Working Conditions and Sexual Harassment in Garment Factories**

Jahan (2012) focused on the challenges faced by the garment workers in Bangladesh and investigated the organisational context of the garment industry. Data was collected from 30 female garment workers through indepth interviews. The results revealed that the garment workers work in hostile, intimidating, and unhealthy environment where they are target to verbal and physical abuse and sexual harassment. The female workers are subjected to verbal abuses, demeaning remarks by their supervisors or line chiefs. As a result they constantly live in fear. High production targets compel the female workers to work in the night shift or extend their working hours which exposes them to insecurity and sexual harassment. Similar findings can be seen in the study conducted by Lyimo (2010) which discusses about sexual harassment of young women workers working in the garment factories in Bangalore.

Qualitative unstructured interviews were used to collect data about nature of sexual
harassment and other work related factors which inturn lead to hostile working environment. Results indicate that women workers are subjected to vulgar language, sexual coercion and gender harassment by their supervisors and garment workers endure harassment and do not file a grievance.

Begum (2010) has evaluated various factors that lead to sexual harassment in the garment factories in Bangladesh. Mirpur area, Dhaka district, was selected for this study as most garment factories are found in this area. Three factories were chosen and 90 women from these factories were randomly selected to participate in the study. The participants work in the packing, finishing and operation units. They are easily exploited as they come from poor backgrounds with lack of education and training, and they are dependent on their job for their livelihood. Compulsion to meet targets and long hours of work have resulted in physiological problems for the women workers. These workers are exploited sexually by different group of people including supervisors, co-workers, police and even mastans in the street.

Khosla (2009) discusses about women’s employment in garment factories in Bangladesh which has a mixed impact on the status of women. On one hand, employment has resulted in increase in contribution of women for raising the economic standards of families and has given them financial independence but on the other hand women workers are being subjected to hostile working environments and have become targets of sexual harassment. Majority of the women garment workers report shame, unnecessary blaming, retaliation harassment, inability to concentrate on work, a decline in productivity, fear, anxiety and depression. Women become more susceptible to sexual harassment because these factories do not follow any formal human resource practices including recruitment practices and they also do not provide any documented proof of employment to their workers. This situation is augmented as these women are dependent on their jobs to earn a livelihood and fear losing jobs. Filing complaint against the perpetrators incites violence against the
victims which has inculcated a sense of fear among women and there are no legal provisions to protect women.

Chand (2006) explored the physiological and psychological problems of garment workers in Fiji. The sample of the study included 300 garment workers working in 15 garment factories in Fiji. Data was collected during the period of 1997-2007. The results indicate that the workers suffer from occupational stress syndrome, body pain, obesity, bladder and kidney problems. Work stress and depression is caused by the requirement to meet daily targets, poor pay, exploitative working conditions, inhuman abuse, and fear of job loss. Female workers have complained of sexual advances and harassment from male employers, male production managers and male supervisors. Threat of dismissal is used to coerce female workers to get sexual favours. Most of these incidents are hidden and they go unreported.

Siddique (2003) viewed sexual harassment from a different perspective i.e. its impact on productivity of workers, their attitudes and how they respond to their work. Fifty women garment workers were interviewed to understand their views on sexual harassment. The study found women garment workers face different forms of harassment in the workplace which includes verbal, sexual and physical harassment. Women are subjected to vulgar verbal abuses as part of disciplining them which creates a hostile, sexualized, intimidating work environment. Further, women workers faced another severe form of sexual harassment which is sexual coercion where the women workers are forced to succumb to the sexual demands of men who are in a higher position. Women working in night shifts were more vulnerable to sexual assault and rape.

Absar (2001) has explored gender based division of labour, problems associated with low wages, exploitation of women workers, and ineffective trade unionism in garment factories. An in-depth interview was conducted to collect data from 35 women garment workers. Results reveal that irregular wages have pushed the women garment workers to live below
poverty line. The trade union system is not only weak but also male oriented providing no relief to the women workers. Further, overtime work and night shifts have increased the risk of insecurity among women. Similar findings can be seen in the study conducted by Hisam (2000) which explores the status of women workers in textile/apparel factories of Pakistan and Bangladesh and focuses mainly on the institutionally and culturally created barriers that hinder the formation of trade unions. Around 500 garment workers, union activists, representatives of key labour organisations participated in the structured interview and focus group discussions. Results revealed that the women garment workers come from economically poor background and are vulnerable to exploitation. They have no legal benefits and can be dismissed without notice. Women are subjected to verbal and sexual harassment and most of the incidents are not reported by the victims because of cultural barriers and fear of losing their jobs. Garment workers in Pakistan and Bangladesh suffer on account of weak unionization, anti-trade union legislation, ineffective trade union leadership, exploitative working conditions, non-implementation of labour rights and conservative cultural-religious ideology.

Paul Majumder and Begum (2000) discuss about women’s employment in export garment factories in Bangladesh and explore the discrimination based on gender in recruitment practices, fixing wage rates and allotting the jobs. A survey was conducted in different periods (1990, 1993 and 1997) to compare the human resource practices of the export-oriented garment factories with that of non export oriented factories. The study provided insights into differences in the policies and job contexts. The authors recommend policy measures for eliminating gender imbalances and providing healthier working environments in the garment factories.

Delahanty (1999) discussed the situation where large manufacturers outsource production of garments to factories in the developing countries. Though outsourcing increases job
opportunities, it also raises the risk of competition between developing countries to offer the cheapest labour leading to unregulated conditions and over taxation of the workers. Results based on meta analysis reveal that globally two-thirds of the garment workers are women in both developed and developing countries. Women garment workers toil for long hours with low wages in unsafe workplaces. They are subjected to sexual harassment as most often there are no unions to regulate either the working conditions or wages. The factories deliberately maintain informalization strategy to ensure that women workers do not resist the working conditions.

**Intervention Studies on dealing with Sexual Harassment at Workplace**

Puri & Cleland (2006) has explored sexual coercion of young women workers employed in carpet and garment factories in Katmandu. Data has been collected from 550 participants through survey method and 12 indepth case studies have also been conducted. Findings reveal that, the young women have low self esteem, lack of awareness, lack of institutional mechanisms to seek redressal and job insecurity. A range of factory based interventions has been suggested such as awareness training for the women workers, establishment of institutional mechanisms and better grievance procedures which can result in increase of awareness levels of young women workers and thereby more probability of them filing complaints in case of exploitation and therefore will be more equipped to protect themselves. Perera-Desilva (2015) explored the nature of exploitation faced by women garment workers in Srilanka which includes sexual harassment in the factories as well as domestic violence. An experimental study was conducted and the base line data was collected from the women garment workers who were victims of sexual harassment and domestic violence which revealed majority of the victims belong to the age group of 16-19 years and were experiencing high frequency sexual harassment at work place and majority of the victims endured harassment because of lack of awareness on how to respond. Psychological
counselling and assertiveness training were used as intervention strategies. Results reveal significant increase in the awareness levels of the women about sexual harassment and other forms of gender based violence and more inclination towards employing positive coping strategies such as assertion or filing grievance, reduction in stress levels, increase in self-esteem and confidence levels.

Sabitha (2008) has explored the nature of sexual harassment and the difference between men and women in perceiving sexual harassment. An experimental study has been conducted in a public organization to assess the effect of training. Findings reveal that the participants prior to the training program were not clear about definition of sexual harassment, behaviours that constitute sexual harassment as well as they failed to understand the impact of larger patriarchal conventional attitudes towards women as an important antecedent to sexual harassment. After the training program, the participants were aware of what constitutes sexual harassment, its impact on victims and the work environment and there was a significant change in their attitude towards women.

Bowes- Sperry and O’Leary (2005) in their study explored that majority of victims do not report sexual harassment and consequently no action is taken against the harasser. They established an alternate mechanism to deal with sexual harassment at workplace which is observer’s (individuals who hear about the incident as well as witness it) intervention similar to bystander’s intervention. They have produced insights about different types of intervention and have identified the factors that would encourage or inhibit observers from employing them. Findings reveal that, observers differ in employing intervention strategies depending on the frequency of harassment and different types of harassment.

Crull (1982) explored patterns of harassing behaviour and reactions to it. Data was collected from 262 victims of sexual harassment who sought crisis intervention. Findings revealed that
there was a threat to woman’s job security, violation of her personal space, psychological and physiological stress symptoms and decreased productivity and self esteem. The researcher has employed counselling as a method of intervening with the victims in order to help them deal with the situation positively and reduce their stress levels. Counselling as an intervention has proved to be most efficient in cases of depression and has led to use of effective response patterns.

**Research Gap**

Among the few research studies conducted in India on sexual harassment, most of them are anecdotal qualitative studies or survey based studies. There is a lack of quantitative studies which measures the concept of sexual harassment, institutional antecedents to sexual harassment, consequences of sexual harassment and coping with sexual harassment in the Indian scenario. There are also lack of research studies in India which analyse coping behaviours of the victims of sexual harassment in detail classifying them into different coping categories, analysing individual differences in coping strategies employed and differences between coping strategies adopted by victims in individualistic and patriarchal cultures. There is a lack of empirical studies which relates working conditions in the garment factory to the concept of sexual harassment and the coping behaviour of the victims.