Chapter 3: Research Methodology

The research study employs scientific methods, sequential steps, structure, strategy, plan, tools to study the research problem. This chapter deals with the methodology selected by the researcher in order to study the research problem. The focus of the research study is to analyze the nature and frequency of sexual harassment experienced by the victim, organizational mechanisms to deal with sexual harassment, and consequences of sexual harassment on the victim-vocational, psychological, interpersonal and physical strain, the strategies (whether external or internal coping strategies) used by the victim to cope with sexual harassment and develop a training manual based on the findings of the study to help victims effectively deal with sexual harassment at workplace. The research study has adopted a descriptive and quantitative research design. Data has been collected from a sample of 312 victims of sexual harassment (women garment workers) who have approached two unions for support through structured interview method using structured, close ended, standardized interview schedules.

Statement of the problem

To study the antecedents to sexual harassment at workplace which includes organizational mechanisms to deal with sexual harassment at workplace, job status of the victim in relation to the harasser, to analyze the nature and frequency of sexual harassment experienced by the victim, to study the consequences of sexual harassment on the victim-frequency of personal strain experienced by the victim, to analyze the strategies (whether external or internal coping strategies) employed by the victim to cope with sexual harassment and develop a training manual based on the findings of the study to help victims effectively deal with sexual harassment at workplace.
Objectives of the research

- To study the nature of sexual harassment experienced by the victims of sexual harassment at workplace.
- To study the frequency of sexual harassment experienced by the victims of sexual harassment at workplace.
- To study the organizational antecedents to sexual harassment at workplace.
- To study the association between job status of the victim and the frequency of sexual harassment experienced.
- To study the level of personal strain (vocational, psychological, interpersonal and physical strain) experienced by the victims of sexual harassment at workplace.
- To study the type of coping strategies (internally focused coping strategies, externally focused coping strategies) employed by the victims of sexual harassment at workplace.
- To develop a training manual based on the findings of the study to help victims effectively deal with sexual harassment at workplace.

Operational definition of the variables

Sexual harassment-

Sexual harassment is an unsolicited, unwelcome sexual behavior focused towards disgracing the modesty of women directly or indirectly. It includes remarks that are sexual in nature, physical contact and advances, displaying obscene material, demand for sexual gratification and any other forms of unsolicited vocal or nonverbal, physical conduct.
Three dimensional nature of sexual harassment has been implied in this study which is as follows-

**Gender Harassment:** This comprises of an array of nonverbal and verbal behaviors usually that do not aim at sexual favors but convey hostile, insulting, humiliating, sexual attitude towards women.

**Unwanted Sexual Attention:** It comprises of both nonverbal and verbal actions that include repetitive, non-reciprocal appeals for dates, intimidating phones and letters, cornering, grabbing and touching and uncivilized sensual obligations or attacks. Though often described as threatening or forced, this is distinct from the third type (sexual coercion) owing to the absence of employment linked benefits or losses, either indirectly or explicitly.

**Sexual Coercion:** This refers to the typical example of quid pro quo sexual harassment i.e. tradeoffs. Such types of behavior include threats or bribes, whether direct or indirect that elicits employment linked advantage on sexual cooperation.

**Complaints committee**

Complaints Committee is a committee constituted in the workplace under the Sexual harassment of women at workplace (prevention, prohibition and redressal) Act, 2013 where a working woman who is a victim of sexual harassment can approach this committee and file for redressal.

The presiding officer of the committee should be a woman employed at senior level at workplace from among the employees. Two women workers who are committed to the cause of women or who have experience in social work or have legal knowledge to be included as committee members.
Committee should have a member from a non-government organization or association who is acquainted with women’s rights and should have worked on the issue of sexual harassment. Women members must comprise half of the committee. Time bound redressal of complaints. The committee is required to complete inquiry within a time period of 90 days. On completion of the inquiry, the report is sent to the employer or the district officer, as the case may be and they are mandated to take action on the report within 60 days. Confidentiality must be maintained. The plaintiff and the witnesses should be protected against persecution or bias. Report must be submitted annually to the linked governmental division (district officer) with evidence of measures executed. The committee is responsible to create awareness among the workers about the functions of the committee and the members present in the committee and also develop relevant information, communication and training materials and organize awareness programs to advance the understanding of the workers of the provisions of the sexual harassment of women at workplace act, 2013 for protection of women against sexual harassment at workplace.

**Personal strain**

This refers to the perception of strain caused due to overtaxing of the ability of an individual to cope with the demands imposed upon oneself, thereby depleting their physical or psychological resources. Strain ensuing from the stress of any kind at the work manifesting itself in the diverse areas described in brief as follows-

**Vocational Strain:** This is observed in the arena of productivity, attendance & satisfaction at the workplace.

**Psychological Strain:** This is seen in individual's affective responses of various types like depression, anxiety, and weariness.
**Interpersonal Strain:** It includes interpersonal and social behaviors. These behaviors range from isolation, withdrawal and irritability towards other members.

**Physical Strain:** It includes the development of psychogenically-dependent disorders. Often they have a cardiovascular origin. Sleep and eating disturbances too are noticeable.

**Coping Strategies**

Coping strategies refer to the specific efforts, both behavioral and psychological, that people employ to master, tolerate, reduce or minimize stressful events.

Victims of sexual harassment could respond in two ways, either externally or internally. The internal approach includes ways to handle the apprehensions and feelings linked to the incident- denial, detachment, relabeling, illusory control, endurance.

The External approach includes responses aimed at the distressing circumstances itself- avoidance, assertion, seeking social support, seeking institutional redressal, appeasement.

**Internally Focused Strategies**

**Detachment:** where the individuals utilize a distancing strategy that includes such things as minimizing the incident, considering it as a joke, telling oneself it is not really significant.

**Denial:** where the individual denies that the harassment is happening; she pretends that nothing has happened or that she does not notice it and assumes that it won't continue, and she focuses on forgetting the incident altogether.

**Relabeling:** where the individual reexamines the situation as a nontargeting one, she offers reasons for the harasser (he did not mean to distress me) or understands the behavior to be flattering or positive.
**Illusory Control:** where the individual attempts to gain a sense of control by taking accountability for the situation by attributing the harassment to her attire, behavior, demeanor or actions.

**Endurance:** where the individual does nothing; she puts up with the behaviour either through fear of retaliation, hurting the harasser, being blamed of embarrassment or because one believes that there are no options accessible for help.

**Externally focused Strategies**

**Avoidance:** The individual tries to avoid the situation by staying away from the harasser (quitting a job, dropping the meeting or direct contact minimization).

**Assertion/Confrontation:** The individual refuses sexual offers made by the harasser, verbally challenges the harasser or otherwise asserts strongly that the behavior is unwelcome.

**Social Support:** The individual seeks the support of the significant others, seeks endorsement of her discernments, acknowledgement of the reality of the incidence or seeks assurances from others.

**Seeking institutional relief:** The individual reports the incidence, files a grievance or uses appropriate/formal channel to invoke institutional relief.

**Appeasement:** The individual endeavors to dodge the harassment but devoid of any hostility or assertion. She offers a justification to legitimize her action uses humor, invokes external reasons or endeavors to placate the harasser.

**Job Status**

The relative position of the worker in the workplace and also includes the reporting relationship of the worker with the superior.
**Research Hypothesis**

**Hypothesis 1**- There is a significant association between presence of functional complaints committee and frequency of sexual harassment experienced by the victim.

**Hypothesis 2**- There is a significant association between the job status of the victim and frequency of sexual harassment.

**Hypothesis 3**- There is a significant association between frequency of sexual harassment at workplace and personal strain experienced by the victim.

**Hypothesis 4**- There is a significant association between frequency of sexual harassment and the coping strategies employed by the victims of sexual harassment.

**Research Design**

**Descriptive research design** has been utilized to describe the nature and frequency of sexual harassment, the coping strategies employed by the victims of sexual harassment and the personal strain experienced by the victims of sexual harassment. The research study analyzes the association between antecedents such as organizational mechanisms, job status of the victim in relation to the harasser and sexual harassment, the association between the frequency of sexual harassment and the coping strategies employed by the victims and the frequency of personal strain experienced by the victims.

It is a **quantitative study**, employing standardized tools to collect data and statistical methods have been used to measure the relationships between the variables of the study.

**Sample of the study**

Initially for the purpose of sampling, Bangalore city was divided into north, south, east and west zone which helped us to identify areas in each zone which harboured garment factories.
The areas which harboured maximum number of garment factories in the city were Mysore road, Bommanahalli, Peenya, Bannerghatta road. Three factories from each area were randomly selected and approached by the researcher for the purpose of data collection. Data was to be collected from the women workers who would be randomly selected from the list of workers working in each of these factories and the inclusion criteria would be that these women workers should have completed a tenure of one year in each of the respective factories where they were currently employed. 10% of the total number of women workers in each factory would be participating in the research study. Structured interview method was to be adopted for data collection. Phase 1 of data collection was to use the screening tool and screen among the 10% of the sample, victims of sexual harassment. In phase 2 victims of sexual harassment (who have been screened in phase 1) will be interviewed further using the structured interview schedule. The objective of selecting three factories from each area was, since sexual harassment is a sensitive topic, most women garment workers may not be open to share their experience and deny experiencing sexual harassment even if they have been victimized also for the fear that, them sharing their experience may result in negative consequences like dismissal, being exposed to public. Therefore, including larger number of factories increases the sample size which could provide valid data when statistically analyzed and the empirical results procured can be generalized to a larger population. When the researcher approached three factories who are large manufacturers and exporters of garments to well known brands, having many units employing large number of women workers in Bangalore, the researcher was denied permission on the pretext that the data the researcher wants to procure was confidential in nature and the nature of the job is target based so the women workers will not have the time to participate in the study. The researcher tried several methods and sources to reach out to the top management and middle management but the results were futile.
Since the researcher was denied permission by the garment factories to collect data on sexual harassment and the lack of sampling frame (i.e. number of women garment workers who have experienced sexual harassment), the researcher contacted two unions and using the technique of purposive sampling screened 700 women garment workers who were victims of workplace harassment and who had approached the two unions for support over the past one year. In order to confirm, that the harassment experienced by the victims fell into the purview of sexual harassment as defined by the law, a screening tool i.e. an interview schedule was developed based on the legal definition of (behaviors which constitute) sexual harassment using which 700 women garment workers who were victims of workplace harassment and who had approached the two unions for support were interviewed. Out of 700 participants, 380 participants agreed to have experienced sexual harassment at their workplace, out of this 312 victims consented to participate in the research study and were included in the study.

**Inclusion Criteria**

Women garment workers who are victims of sexual harassment and who have approached the unions for support. Women workers have to be employed in the garment factory for a period of one year.

**Exclusion Criteria**

Women garment workers who were victims of sexual harassment and did not consent to participate in the study and victims who had quit their jobs in the garment factory where they experienced sexual harassment were excluded from the study.

**Pre Test**

A pretest of the tool was carried out in the months of August and September 2012 and data was collected from women garment workers who are members of the two unions.
The key features of the pretest

- Analysing the responses of participants with reference to the items in the interview schedule.

- Noting the time taken to interview each participant, keeping in mind the length of the interview schedule.

- Checking if the participants faced any difficulties with respect to the language employed (as the items in the interview schedule were translated into Kannada), had any problems in understanding any of the items of the schedule, or were uncomfortable with certain items in the interview schedule.

- Analysing the data with respect to the goals and hypothesis of the study.

- Screening out items in the interview schedule that proved to be statistically redundant.

- Testing the reliability of the scales employed (as it has been translated from English to Kannada).

Findings of the pretest

- The participants were found to be comfortable with items of the interview schedule with regard to the content and language.

- Each interview lasted for 35-40 minutes.

- The data analysis reveals that responses with respect to the following variables-sex role orientation (masculinity, femininity), job satisfaction, life satisfaction all fell into one category (owing to the cultural and social conditioning, external conditions of the workplace and labour concerns) where no meaningful statistical conclusion should be arrived at and data was statistically redundant. These variables were not included in
the main study (post approvals from the research supervisor, subject experts, statistician and data arrived at using standard statistical procedures) and the interview schedule in the main study has 165 items.

**Validity and Reliability of the Tool**

In order to measure sexual harassment, initially the researcher wanted to use the Sexual harassment experience questionnaire originally developed by Fitzgerald et al (1988) which has been extensively used in the western studies. But experts from the field suggested that the tool may not be suitable to Asian specifically to Indian conditions as there is a cultural difference in how sexual harassment is perceived in Asian countries to how it is perceived in the West. So the researcher was asked to review studies conducted in Asian countries and find a tool that could be used in the Indian scenario. Extensive search revealed that the SHEQ originally developed by Fitzgerald et al (1988) was modified, adapted and published by Dr Anila Kamal (1998), Professor, Quaid i Azam University, Islamabad, Pakistan who has done extensive research on sexual harassment at workplace in Pakistan. The researcher procured the tool from National Institute of Psychology, Pakistan, and after seeking consent from experts, translated it into the vernacular language Kannada, established validity and reliability and utilized it for data collection. Though the researcher used standardized tools for data collection, validity and reliability of the tools needed to be established because the tools had to be translated from English to Kannada (as majority of the participants of the study were Kannada speaking and could not understand English). To establish the validity of the translated tool, the original English version, was translated into Kannada and back translated into English, seeking the guidance of an expert so that the process of translation does not lead to change in the meaning or interpretation of the words. The translated Kannada version and the back translated English version were reviewed by five experts who have knowledge of the subject area and both the languages.
Their responses confirmed the validity of the translated version. To check the reliability, the researcher used test retest method and Cronbach’s Alpha test. The test retest scores have been analysed using paired t-test.

There are two tools which has been constructed by the researcher- Screening tool containing 7 items and tool measuring presence and functioning of Internal complaints committee containing 18 items.

The objective of the screening tool is to measure whether the participant has experienced sexual harassment. While developing the screening tool, an extensive review of literature was conducted identifying behaviours that constitute sexual harassment or behavioural categories of sexual harassment in order to generate the item pool.

**Table 1 showing description of five behavioural categories of sexual harassment**

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>Behavioural examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender based derogatory attitudes</strong></td>
<td>Behaviours that reflect derogatory attitudes about a particular gender</td>
<td>Sex stereotyped jokes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Traditional beliefs about roles of a women</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Belittling the target because she is a woman</td>
</tr>
<tr>
<td><strong>Unwanted pressure or attention</strong></td>
<td>Persistent requests for dates after the target has refused</td>
<td>Obnoxious phone calls messages, mails, repeated requests to go out after work or school.</td>
</tr>
<tr>
<td><strong>Physical sexual contact</strong></td>
<td>Behaviours in which the harasser makes physical sexual contact with the target</td>
<td>Embracing the target, kissing the target in a sexual way or in inappropriate places.</td>
</tr>
<tr>
<td><strong>Obscene non verbal gestures</strong></td>
<td>Behaviours in which the harasser conveys sexual intentions through</td>
<td>Obscene gestures, showing pornographic material.</td>
</tr>
</tbody>
</table>
nonverbal cues

| Sexual Coercion | Repeated requests for sexual encounters or forced encounters that are made as a condition for employment | Sexual bribery, threatening punishment unless sexual favours are given. |

The identified behavioural categories of sexual harassment were compared with the legal definition of sexual harassment (section 2(n)) provided by the Sexual harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

Section 2(n) of the Sexual harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 defines sexual harassment as:

"Sexual harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely: --

(i) physical contact and advances; or
(ii) a demand or request for sexual favours; or
(iii) making sexually coloured remarks; or
(iv) showing pornography; or
(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Section 3 of the Sexual harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 explains if the following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment: --

(i) implied or explicit promise of preferential treatment in her employment;
(ii) implied or explicit threat of detrimental treatment in her employment;
(iii) implied or explicit threat about her present or future employment status;
(iv) interference with her work or creating an intimidating or offensive or hostile work environment for her;
(v) humiliating treatment likely to affect her health or safety.

The data describing the behavioural categories of sexual harassment converged with the legal definition of sexual harassment given by the Sexual harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

Using this as a base, items reflecting each behavioural category was generated. While developing the screening tool the researcher had to consider the following objectives:

- The screening tool needs to be short and precise.
- Each item of the screening tool should reflect the above identified behavioural categories of sexual harassment (respectively) so that the generated item pool covers all the behavioural categories.

An item pool consisting of 7 items which covered all the identified behavioural categories (with a ‘Yes’, ‘No’ response category) was generated and then was translated into Kannada. To establish the validity of the translated tool, the original English version, was translated into Kannada and back translated into English, seeking the guidance of an expert so that the process of translation does not lead to change in the meaning or interpretation of the words. The translated Kannada version and the back translated English version were reviewed by five experts who have knowledge of the subject area and both the languages. Their responses confirmed the validity of the translated version. To check the reliability, the researcher used the test retest method (N=10). The test retest scores have been analysed using paired t-test. The mean score confirmed the reliability of the screening tool.

The tool measuring presence and functioning of Internal complaints committee had to be a direct implication of the legal provisions specified by the Sexual harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013. Since the Act specifies the
mandatory norms which workplaces need to follow with regard to constitution and functioning (Section 4, Section 19 of the act) of the internal complaints committee.

The following provisions were used as a base-

- The sexual harassment of women at workplace (Prevention, Prohibition, Redressal) Act, 2013 requires mandatory establishment of internal complaints committee in the workplace for investigating the sexual harassment complaints.

- The presiding officer of the committee should be a woman employed at senior level at workplace from among the employees.

- Committee should have a member from a non-government organization or association who is acquainted with women’s rights and should have worked on the issue of sexual harassment.

- Women members must comprise half of the committee.

- Time bound redressal of complaints. The committee is required to complete inquiry within a time period of 90 days.

- Confidentiality must be maintained.

- The plaintiff and the witnesses should be protected against persecution or bias.

- The committee is responsible to create awareness among the workers about the functions of the committee and the members present in the committee and also develop relevant information, communication and training materials and organize awareness programs to advance the understanding of the workers of the provisions of the Sexual Harassment of Women at Workplace Act, 2013 for protection of women against sexual harassment at workplace.

Using the above provisions as a base an item pool of 18 questions (with two response categories- ‘Yes’, ‘No’) was generated and then was translated into Kannada. To establish the
validity of the translated tool, the original English version, was translated into Kannada and back translated into English, seeking the guidance of an expert so that the process of translation does not lead to change in the meaning or interpretation of the words. The translated Kannada version and the back translated English version were reviewed by five experts who have knowledge of the subject area and both the languages. Their responses confirmed the validity of the translated version. To check the reliability, the researcher used the test retest method (N=10). The test retest scores have been analysed using paired t-test. The mean score confirmed the reliability of the tool.

<table>
<thead>
<tr>
<th>Scales</th>
<th>N</th>
<th>Correlation significance</th>
<th>p value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Sexual harassment experience</td>
<td>10</td>
<td>.993</td>
<td>&lt;.001</td>
</tr>
<tr>
<td>2. Coping with sexual harassment</td>
<td>10</td>
<td>.949</td>
<td>&lt;.001</td>
</tr>
<tr>
<td>3. Personal strain</td>
<td>10</td>
<td>.998</td>
<td>&lt;.001</td>
</tr>
<tr>
<td>4. Screening tool</td>
<td>10</td>
<td>.947</td>
<td>&lt;.001</td>
</tr>
<tr>
<td>Presence and functioning of internal complaints committee</td>
<td>10</td>
<td>.952</td>
<td>&lt;.001</td>
</tr>
</tbody>
</table>
Since there are 17 domains (consisting of 125 items) in the scale, Cronbach’s Alpha test was used to establish domain specific reliability. The Cronbach’s Alpha score confirms reliability of each domain.

**Table 3 showing Cronbach’s Alpha test scores (domain wise reliability)**

<table>
<thead>
<tr>
<th>SI No</th>
<th>Categories under each domain</th>
<th>No of items</th>
<th>Cronbach’s Alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gender harassment</td>
<td>7</td>
<td>.949</td>
</tr>
<tr>
<td>2</td>
<td>Unwanted sexual attention</td>
<td>21</td>
<td>.953</td>
</tr>
<tr>
<td>3</td>
<td>Sexual coercion</td>
<td>7</td>
<td>.938</td>
</tr>
<tr>
<td>4</td>
<td>Detachment</td>
<td>5</td>
<td>.959</td>
</tr>
<tr>
<td>5</td>
<td>Denial</td>
<td>5</td>
<td>.967</td>
</tr>
<tr>
<td>6</td>
<td>Relabelling</td>
<td>6</td>
<td>.947</td>
</tr>
<tr>
<td>7</td>
<td>Illusary Control</td>
<td>5</td>
<td>.952</td>
</tr>
<tr>
<td>8</td>
<td>Endurance</td>
<td>5</td>
<td>.998</td>
</tr>
<tr>
<td>9</td>
<td>Avoidance</td>
<td>5</td>
<td>.977</td>
</tr>
<tr>
<td>10</td>
<td>Assertion</td>
<td>5</td>
<td>.959</td>
</tr>
<tr>
<td>11</td>
<td>Seeking relief</td>
<td>5</td>
<td>.985</td>
</tr>
<tr>
<td>12</td>
<td>Social support</td>
<td>5</td>
<td>.989</td>
</tr>
<tr>
<td>13</td>
<td>Appeasement</td>
<td>4</td>
<td>.982</td>
</tr>
<tr>
<td>14</td>
<td>Vocational strain</td>
<td>10</td>
<td>.928</td>
</tr>
<tr>
<td>15</td>
<td>Psychological strain</td>
<td>10</td>
<td>.956</td>
</tr>
<tr>
<td>16</td>
<td>Interpersonal strain</td>
<td>10</td>
<td>.974</td>
</tr>
<tr>
<td>17</td>
<td>Physical strain</td>
<td>10</td>
<td>.970</td>
</tr>
</tbody>
</table>
Methods of data collection

The researcher employed structured interview method to collect data for the main study. The items in the interview schedule were close-ended and each item had multiple response options from which the participants could select the appropriate response. Time taken for each interview lasted between 15- 20 minutes. The interview schedule was translated into the vernacular language (as majority of the participants are well versed in the local language and cannot understand English) to obtain data from the participants.

Organization of items in the interview schedule was as follows:

- Part A- Socio demographic details
- Part B- Sexual harassment experience questionnaire
- Part C- Description of the harasser.
- Part D- Presence and functioning of internal complaints committee.
- Part E-Coping with sexual harassment.
- Part F-Personal strain

The following standardized tools have been utilized to interview the participants of the research study-

**Sexual harassment experience questionnaire** (Kamal, 1998)

This includes 35 behavioral units. It has four response options –never (1), once (2), a few times (3), and very frequent (4). The total score of the 35 items of SHEQ can be thus ranged from 35 to 140. High score indicates the high frequency sexual harassment.
The distribution of 35 items under each sub category is as follows-

**Gender harassment:** Within the category of gender harassment, there are 7 items (lewd jokes or songs, staring, use of obscene material).

**Unwanted sexual attention** – This category includes 21 items (unwanted discussion of private/intimate matters, request for dates, unsolicited and forceful attempts to fondle or touch).

**Sexual coercion** - This category includes 7 items (direct or subtle bribery for sexual favors, negative consequences for noncooperation).

**Coping with harassment questionnaire** (Fitzgerald, 1990) - is a 50 item inventory categorized into two segments i.e., externally focused approach and internally focused approach. There are 26 items under internally focused approach and 24 items under externally focused approach.

**Personal strain questionnaire** (Osipow and Spokane, 1987) consists of 40 items which is classified into 4 subdivisions with ten units categorized under specific area- vocational strain, psychological strain, interpersonal strain and physical strain. There are five response options extending from never to always.

**Analysis of the data**

A data sheet was prepared based on the categories of variables of the study. This was further analyzed using SPSS (Statistical Package for the Social Sciences) software. The statistically analyzed data has been presented bivariate and composite tables with interpretations and inferences. The Kolmogorov Smirnov test was used to check normality of the data. The results reveal that the data does not follow normal distribution.
Therefore Man Whitney U test was used to analyze the association between frequency of sexual harassment and coping strategies of the victim and personal strain experienced by the victim.

The following are the statistical tests used:

- **Descriptive statistics (mean, frequency)** has been used to analyze the socio demographic variables, presence or absence of internal complaints committees, functioning of internal complaints committee, the extent of sexual harassment experienced by the victims, to identify high scores among sub categories of sexual harassment, internal focused coping and external focused coping and personal strain.

- **Inferential statistics (chi square, Mann Whitney U test)** has been used for cross tabulation of socio demographic variables with sexual harassment, distribution of the sample under low and high frequency sexual harassment in relation to absence of functional internal complaints committee, job status of the victim, to analyze the association between frequency of sexual harassment and coping strategies of victims and personal strain experienced by the victim.
Development of the training manual to deal with sexual harassment at workplace

The research study analyzes the nature and frequency of sexual harassment experienced by the victim, consequences of sexual harassment - vocational, psychological, interpersonal and physical strain, the strategies (whether external or internal coping strategies) used by the victim to cope with sexual harassment.

The training manual is the direct outcome of the current research study. The findings of the current research study clearly reflects the need for training on certain aspects or the components that need to be included in the training manual in understanding the concept of sexual harassment and dealing with sexual harassment at workplace and the research studies reviewed act as a supporting evidence for the need to include specific components into the training manual as clearly reflected by the findings of the current study.

Based on the findings of the research study which reveals majority of the victims in the study experience high frequency sexual harassment (75.3%) which has a negative impact on their physical, mental health and their relationships at work as well as relationship with their families and majority of the victims have employed negative coping strategies such as endurance (95%), avoidance (75.6%), or seeking social support (75%) to cope with sexual harassment instead of confronting the harasser (only 5% of the victims have been assertive or confronted the harasser) or filing formal complaint (only 2% of the victims have sought organizational relief from their factories). One of the important reasons not to display assertion is social conditioning as well as vulnerable economic situation and job insecurity which encourages enduring the behavior and lack of formal mechanisms such as internal complaints committee within the garment factories where harassment can be reported.

The main objective to extend the study into developing the training manual is to empower women to be assertive when faced with harassment, demand for a safe workplace through
pursuing their factories to establish workplace policies with regard to sexual harassment and establish internal complaints committees where sexual harassment can be reported and the victims are empowered to approach the internal complaints committee and seek redressal.

**The objectives of the manual include**

1. Understanding the concept of gender and social conditioning in relation to sexual harassment.
2. To understand the definition of sexual harassment and different types of sexual harassment.
3. To understand the provisions of the Prevention Prohibition and redressal of Sexual Harassment at workplace Act, 2013.
4. Develop strategies on how to respond when faced with sexual harassment and to empower women to be assertive and file complaints to seek redressal.
Finding of the current research study
During the interview, the participants of the study agreed that they had experienced sexually harassing incidents, behaviours from their male supervisors, coworkers, subordinates. But the participants were unaware that the offensive behaviours that they had experienced fell under the legal purview of sexual harassment. They were also unable to distinguish between behaviours that come under gender harassment, sexual coercion, unwanted sexual attention.

The findings reveal that there is a significant association between high frequency sexual harassment and experience of high personal strain (mean = 152.04).

The participants were unaware of negative impact on their physical, mental health and their relationships at work as well as relationship with their families was due to them experiencing sexual harassment.

Outcome (component included in the training manual)
Part A of the training manual deals with creating awareness on the definition and types of sexual harassment, myths and facts about sexual harassment, impact of sexual harassment.

So there was a need to create awareness about the behavioural categories constituting sexual harassment and how sexual harassment is defined legally, what are the types of sexual harassment, myths and facts about sexual harassment and impact of sexual harassment.
Finding of the current research study

Findings reveal that there is a significant association between sexual harassment experienced by the victim and presence of a functional complaints committee.

75.6% of the garment factories in which the victims are employed do not have a functional complaints committee and workplace sexual harassment policy.

Outcome (component included in the training manual)

Part B deals with legal provisions of the Sexual harassment of women at workplace (Prevention, Prohibition, Redressal) Act, 2013, and functioning of the sexual harassment committee.

There was a need to provide training about the legal provisions specified by the Sexual harassment of women at workplace Act 2013 which specifies mandates with regard to constitution and functioning of internal complaints committee and duties of an employer and rights of the victim.
The training will be provided to the women garment workers who have approached the two unions for support (including the participants of the study). Training program is designed to be a 10 hour program with 11 sessions. The women workers of the union meet only on Sundays. A two day training program can be scheduled on two consecutive Sundays i.e. the 10 hour program with 11 sessions is spread across two days (refer annexure for the training manual).

Each session will be implemented by an expert in the specific field and the sessions are designed to be participatory and interactive where the trainer is more of a facilitator but also provides information on the subject through oral presentation.
The training program is designed in such a way that it

- provides an open environment that encourages voluntary participation where everybody gets an equal chance to express their views, their feelings and emotions which can be validated and also solicit responses from the quiet participants.

- allows storming, norming and performing. Encourage groups to set norms and follow them, help in management of time and pace of each exercise and intervention when the process gets off track.

- guide the participants towards a clear outcome. Conflicts or issues that may crop up should be resolved in case it cannot be resolved it can be taken up later and the session must move on.

The format of the sessions are as follows-

1. **Aim**- purpose of the exercise.

2. **Method**- types of exercises undertaken.

3. **Materials**- physical items needed for the activity.

4. **Time**- Duration of the exercises (approximate estimate)

5. **Process**- step by step instruction on facilitating every activity.

Validation of the training manual

The training manual has been compiled after detailed reviewing of literature and has been validated by four experts from the fields of psychology and social work. Modifications suggested with regard to the content (change in some exercises as participants may not be comfortable, including activities to make the session more participatory and interactive, the case studies used needs to be relevant to the garment factory context) and design of the
Kinds of exercises listed in this manual-

- **Role play**- involves a brief depiction of a scenario to the participants and asking them to enact the scenario. They can do this either in front of the group or with each other privately. It is important to give time after the role play for the participants to debrief from their role before they go onto discussion on how they felt.

- **Case study**- It is a description of an incident with adequate details to allow the group to comprehend the issue. Emphasis is on problem solving and coming up with pragmatic solutions to deal with actual situations.

- **Group discussion**- This allows the trainees to be cognizant of the fact that perceptions vary and that each issue can generate varied perceptions, allow individuals to validate their perceptions or assumptions, provides a safe environment to generate and test solutions. The facilitator should take care that the group always keeps to discussing issues for which the workshop is being conducted and not wander off. Expressing themselves as individuals should not escalate into being aggressive and create a hostile environment and the facilitator should gently channelize the debate into a constructive path when it enters unsafe grounds.

- **Small groups**- includes formation of smaller groups from a large group. Aids in situations where there is constraint of time, where more bonding is required, helps those that are shy and unwilling to share in a bigger group.

- **Information session**- Providing information to the participants either in form of a lecture or by using slides or diagrams.
Designing a schedule for the training program-

Schedule for the 1st Sunday

9:00 – 10:00 AM- Session 1 and Session 2 includes introduction of the training program and ice breaking activities.

10:00- 10:45 AM- Session 3 includes answering the pretest questionnaire to understand whether the participants are aware what defines sexual harassment or what the behaviours constitute sexual harassment. The pretest questionnaire is very brief and close ended. The facilitator will help the participants to answer it incase some of the participants do not know how to read or write.

10:45-10:55AM- Tea Break

11:00-12:00 PM- Session 4 includes activities to differentiate between gender and sex.

12:00-1:30 PM- Session 5 includes screening an educational film on sexual harassment followed by an oral presentation by the facilitator.

1:30-2:15PM- Lunch break

2:15-3:30 PM- Session 6 includes understanding different types of sexual harassment.

3:30- 4:30PM- Session 7 includes understanding myths and facts associated with sexual harassment.

4:30- 4:45 PM- Tea Break

4:45-5:00 PM- Summing up all the inputs of the day and answering any queries/questions of the participants.

5:00 PM- Closure.
Schedule for the 2nd Sunday

9:00-9:15 AM - recap of the previous session.

9:15-10:45 AM - Session 8 includes understanding the implications of sexual harassment.

10:45-11 AM - Tea break.

11:00-1:00 PM - Session 9 includes understanding how to respond to sexual harassment (developing assertiveness).

1:00-1:45 PM - Lunch break

1:45-3:15 PM - Session 10 includes understanding the duties and functions of internal complaints committee.

3:15-3:30 PM - Tea Break

3:30-4:15 PM - Session 11 includes evaluating the training program.

4:15 PM - Closure
<table>
<thead>
<tr>
<th>Topic</th>
<th>Objectives</th>
<th>Methodology</th>
<th>Duration</th>
<th>Expected outcome</th>
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</thead>
<tbody>
<tr>
<td><strong>Session 1</strong> Introduction to the training session</td>
<td>Introducing the participants to the program goals</td>
<td>Facilitator will guide the session with an oral presentation (power point presentation)</td>
<td>30 min</td>
<td>Participants will be clear about the objective, content, duration, sequence of the training session</td>
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<tr>
<td><strong>Session 2</strong> Getting to know each other</td>
<td>Introducing the group members to each other. An ice breaking session</td>
<td>A group discussion where each participant has to answer four questions- their name, their profession, aspirations expectation from the training session.</td>
<td>30 min</td>
<td>Participants will be able to overcome their inhibitions and be comfortable with their co trainees. This will also help create an environment which encourages the trainees to actively participate and interact.</td>
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<td><strong>Session 3</strong> Understanding the level of awareness participants have about sexual harassment.</td>
<td>To understand the level of knowledge and understanding participants have about sexual harassment.</td>
<td>A pre test questionnaire will be given to the participants to assess their level of awareness about sexual harassment.</td>
<td>45 min</td>
<td>It will help the facilitator to design the training program according to the level of awareness and knowledge of the participants.</td>
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<td><strong>Session 4</strong></td>
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<td>Gender vs sex</td>
<td>To familiarize participants to the notion of gender and explain the differences that exists between sex and gender.</td>
<td>Hand outs with statements specifying the difference between sex and gender are given to the participants and group discussion is initiated to generate their perceptions which will be followed by a presentation by the facilitator.</td>
<td>1hr</td>
<td>The participants will be able to understand the concept of gender as socially constructed notion and associated patriarchal biases which influences behavior.</td>
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<td><strong>Session 5</strong></td>
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<td>Understanding the concept of sexual harassment</td>
<td>To understand the concept of sexual and harassment</td>
<td>Presenting an educational film with intermittent narration explaining sexual harassment at workplace. Group discussion post the film.</td>
<td>1hr 30min</td>
<td>The participants will get a clear understanding about what behaviours constitute sexual harassment and the legal mechanisms that exist for prevention as well as seeking redressal.</td>
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<tr>
<td><strong>Session 6</strong> Insights into different types of sexual harassment</td>
<td>To understand to differentiate between types of sexual harassment</td>
<td>Presentation about different kinds of sexual harassment with appropriate examples. Role play by the participants where they enact different types of sexual harassment.</td>
<td>1hr 30min</td>
<td>The participants will be able to recognize what type of sexual harassment they have experienced and interaction of various factors that result in specific type of harassment.</td>
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<td><strong>Session 7</strong> Myth vs facts</td>
<td>To explain in detail the fallacies about sexual harassment and comprehend how these originate.</td>
<td>Printed flash cards reflecting conventional attitudes are given to the participants to be read aloud followed by a group discussion.</td>
<td>1hr</td>
<td>The participants will recognize myths associated with sexual harassment and conventional, patriarchal attitudes with regard to women.</td>
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<td><strong>Session 8</strong> Insights on the impact of sexual harassment.</td>
<td>To understand implications of sexual harassment.</td>
<td>The participants are divided into groups and role play is performed and a group discussion is initiated.</td>
<td>45 min</td>
<td>The participants will be able to understand the impact of sexual harassment on the victim and empathize with the victim.</td>
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<td><strong>Session 9</strong>&lt;br&gt;Responding to sexual harassment.</td>
<td>To help participants understand how to respond in case they experience sexual harassment. To train them on assertiveness.</td>
<td>The difference between assertion, passivity and aggression is specified and skills of how one can be assertive is demonstrated. The participants are divided into two or three groups and are given case studies which they need to critically analyse and come up with solutions followed by an oral presentation by the facilitator.</td>
<td>2 hr</td>
<td>The participants are motivated to be assertive and also will help them to collect evidence to prove that they were victimized and learn right coping strategies like being assertive or seeking redressal as opposed to endurance or avoidance.</td>
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<td><strong>Session 10</strong>&lt;br&gt;Introducing duties and functions of internal complaints committee.</td>
<td>To help participants understand the functions of ICC and how to file a complaint.</td>
<td>PowerPoint presentation by the facilitator, role play depicting functioning of the ICC followed by group discussion.</td>
<td>1 hr 30 min</td>
<td>The participants will be aware of how an ICC has to function and will also help them to assess whether their organizations have an ICC, and whether it is functioning.</td>
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<td><strong>Session 11</strong></td>
<td>Evaluation of the training program.</td>
<td>Power point presentation by the facilitator, followed by group discussion.</td>
<td>45 min</td>
<td>Participants as well as the facilitator will be able to review whether the aims and purpose of the training program has been achieved and what changes can be made to improve the program.</td>
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<td>To procure feedback from the participants, to evaluate goals set as to whether it has been met and thank the participants for their presence and involvement.</td>
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**Ethical considerations**

The researcher has complied by the following-

- Taking informed consent, maintaining anonymity of the participants, confidentiality of data collected and privacy during data collection.
- Carrying out research objectively, adhering to the norms of the research process, and to contribute to social research.
- To be culturally sensitive and be cognizant of the norms governing socially sensitive issues.
- Presenting research outcomes in a completely objective manner and complete data on research methods utilized are mentioned in detail.