CHAPTER IV

METHODOLOGY OF THE STUDY

4.1 INTRODUCTION

This chapter attempts to discuss the methodology adopted for the present study. The main aim of this chapter is to elucidate the sampling procedure, data collection and method of data analysis.

4.2 METHODOLOGY

Designing a suitable methodology and selection of analytical tools are important for a meaningful analysis of any research problem. This section is devoted to describe the methodology which includes objectives of the study, hypotheses of the study, sampling procedure, period of study, collection of data, method of analysis, tools of analysis and measurement of variables.

4.2.1 Objectives of the Study

The specific objectives of the study are:

1. To study the demographic background and employment details of the sample women respondents.
2. To discuss the sexual harassment victimization at workplace in terms of nature of victimization, place of victimization, frequency of victimization, victims’ reaction to victimization, professional relationship between victim and harasser, and the like.
3. To examine the relationship between personal and physical characteristics of the victims and level of sexual harassment.
4. To study the correlation between the extent of sexual harassment and the harasser's stimulating factors.
To discuss the reporting behaviour of victims about sexual harassment.

To analyze the impact of sexual harassment victimization of victims.

To offer suggestions for the prevention of sexual harassment of working women at work place and protection of women from sexual harassment.

**4.2.2 Hypotheses of the Study**

1. Age of the victims is independent of the level of sexual harassment for both organized and unorganized sectors.

2. There is no relationship between marital status of the victims and level of sexual harassment for both organized and unorganized sectors.

3. Living style of the victims is independent of level of sexual harassment for both organized and unorganized sectors.

4. There is no relationship between complexion of the victims and level of sexual harassment for both organized and unorganized sectors.

5. Appearance of the victims is no way related to level of sexual harassment for both organized and unorganized sectors.

6. Physique of the victims is independent of level of sexual harassment for both organized and unorganized sectors.

7. There is no relationship between dressing habits of the victims and level of sexual harassment for both organized and unorganized sectors.

8. Make-up and other beauty tips of the victims are not related to the level of sexual harassment for both organized and unorganized sectors.

There is no relationship between sociability of the victims and the level of sexual harassment for both organized and unorganized sectors.
4.2.3 Sampling Procedure

The Tirunelveli District has 11 Taluks. Of them, 8 Taluks were selected randomly. In Tirunelveli District, both organized and unorganized sectors were identified by the researcher for the purpose of selecting the women workers. The secondary data available in the District Employment Office, District Industries Centre and the N.G.Os were used to identify the various establishment/ workplaces both in the organized and unorganized sectors of Tirunelveli District. Thus, the universe is consisting of all women working in organized and unorganized sectors in Tirunelveli District.

The common broad five categories of employment sectors namely (i) manufacturing, (ii) trading, (iii) construction, (iv) hotels and restaurants and (v) ‘others’ includes education, health, finance and the like were selected in Tirunelveli district for the present study. As per the research plan, out of 1000 sample women respondents, 500 each from organized and unorganized units of the above - mentioned five categories of employment sectors were selected on the basis of convenience sampling technique which was necessitated by a host of factors which includes

1. Unwillingness of the employers to permit their employees to take part in discussion with the enumerators,

2. Difficulty of the respondents to supply personal and confidential information to the enumerators, and

3. Fear of the employers that the respondents may furnish wrong and willfully damaging information to the enumerators, and such information may cause damage to the prestige of the concern; In all these cases, study may be vitiated and great care was exercised of both the enumerators and the researcher.

For the purpose of data collection a well designed interview schedule was prepared and conducted pilot study for deletion and addition of questions in the schedule.
After the data collection, interview schedules with incomplete responses, 21 from organized sectors and 63 from unorganized sectors were identified and deleted. Finally, 479 respondents from organized sectors and 437 respondents from unorganized sectors were considered for the analysis.

Based on the information gathered from the interview schedule, out of 479, from organized sector 304 (63.47 per cent) and 437 from unorganized sector 323 (73.91 per cent) were found to be victimized due to any form of sexual harassment at workplace in the selected employment sectors.

4.2.4 Pilot Study

A pilot study was conducted in Tirunelveli district on samples of 60 respondents, each 30 from organized and unorganized sector with a view to establish the reliability, validity and workability of the research tool. The pilot study or pre-test is a reconnaissance operation or exploratory testing of the instrument using subjects similar to the groups to be studied. After two weeks from the collection of data from the respondents, the same tool was used to conduct interview with the same respondents by adopting test-retest method. Then the reliability value 0.768 was obtained through Pearson Moment Correlation for the necessary items of these two sets of responses of the test-retest method, as per the statistician’s suggestion. Validity is generally defined as its capacity to measure what purports to measure. The interview-schedule was studied by three experts of the subject and the content was found to be relevant. On the basis of the response obtained in pilot study and experts’ suggestion, the items in the schedule were suitably modified and refined by deletion and addition of items.

4.2.5 Collection of Data

Both primary and secondary data have been used for the present study. A reconnaissance survey was made in the selected organized and unorganized sectors to get
acquainted with the issue of sexual harassment of women. On the basis of the information collected, a well–designed pre-tested interview schedule (vide appendix) was drafted and used in the field survey to collect primary data. Since the subject of the research is purely women related personal and confidential study, the researcher has employed two well trained women investigators with him for approaching the respondents for personal interview to collect data so as to fulfill the objectives of the study.

The selected respondents were contacted in person and the objectives of the study were clearly explained to them and their co-operation was ensured.

4.2.6 Period of Study

The field survey was conducted from September, 2009 to March, 2010 for the collection of primary data in Tirunelveli District. The reference period of the survey is 2009-10.

4.2.7 Tools of Analysis

In order to analyze the data collected from the respondents using the interview schedule, the researcher used the SPSS packages and the obtained results were presented in the customary ways of usual tables and figures, to the convenient understanding of the same. The following statistical analysis techniques were employed in the present research.

Descriptive statistics like mean, standard deviation and the like have been computed. The percentages for the items relating to the demographic background of the (victims) respondents have been used.

The Chi-square test was employed to examine the relationship between personal and family characters of the victims and level of sexual harassment.

To classify the level of sexual harassment into three categories namely high level, medium level and low level, the following statistics formulate have been used.
The score value $\geq (\bar{X} + SD)$ High level

The score value $\leq (\bar{X} - SD)$ Low level

The score value in between $(\bar{X} - 50)$ and $(\bar{X} + SD)$ Medium level

when

$\bar{X}$ - Mean score value

SD - Standard deviation of the score value.

In order to study the correlation between the extent of sexual harassment and harassers' stimulating factors, Path analysis was used.

4.3 OPERATIONAL DEFINITIONS OF THE PRESENT STUDY

4.3.1 Victim: The woman who has experienced the sexual harassment victimization at her workplace.

4.3.2 Sexual Harassment: Any form of harassment incidence in sexual nature, which comes under the definition given by the Supreme Court’s guidelines on Vishaka Vs State of Rajasthan (1997).

4.3.3 Workplace: The place where woman is working at which she experienced sexual harassment victimization. In all situations it need not necessarily be the exact working organization It may be the places where the woman has to go with regard to work purposes.

4.3.4 Victimization: A process that includes unwelcome act of harasser which made a working woman to become the victim of sexual harassment.

4.3.5 Organized Sector: For this research purpose, all establishments employing ten workers/employees or more as organized sector, regardless of whether the establishment
is private or government. However, all the government establishments are considered as organized sector regardless of number of employees working there.

4.3.6 **Unorganized Sector:** For this research purpose, the unorganized sector consists of all private enterprises/establishments having less than ten total workers, operating on a proprietary or partnership basis.

4.3.7 **Harasser:** It refers a person who sexually harassed a woman (victim) at her workplace.

4.3.8 **Respondents:** In the initial stages of investigation, all those who have participated with consent to respond this study were called as respondents for the analysis of study. Once after the victims were identified during the process of interview, the victims were alone were taken as victims or respondents for the analysis of this study.

4.3.9 **Extent of Sexual Harassment:** It refers to the scores measured by using ‘Likert Type Scaling Technique’ with five points. The sexual harassment score of a victim is obtained by adding up the scores of all the 20 statements which are related to the harassment incidents faced by the victims in their workplace.

4.3.10 **Level of Sexual Harassment:** It refers to the classified level of the extent of sexual harassment into 3 categories namely high level, medium level and low level for analytical purpose. While the score values $\geq \bar{X} + SD$ and the score values $\leq \bar{X} - SD$ have been classified as high level and low level sexual harassment respectively, the score values ranging between $\bar{X} - SD$ and $\bar{X} + SD$ have been classified as medium level sexual harassment. $\bar{X}$ and SD are the arithmetic mean and standard deviation calculated from the score values of 304 and 323 victims of organized sector and unorganized sector respectively.
4.3.11 Personal Characteristics of Victim: The personal characteristics of victims include the age-group, complexion, appearance, physique, dressing habits, make-up and beauty tips, and sociability of victims based upon the victim’s self-estimation. (Operational definitions of these characteristics are given below.)

4.3.12 Family Characteristics: The family characteristics of victims include marital status and living style of victims at the time of sexual harassment victimization.

4.3.13 Age-group of victims: It refers to the victims’ age category at the time of sexual harassment victimization.

4.3.14 Complexion: It refers to the self-estimation of victim about her nature of colour of skin.

4.3.15 Appearance: It refers to the self-estimation of victim about her appearance (whether attractive or simple (normal)) at the time of harassment.

4.3.16 Physique: It refers to the self-estimation of victim about her physique (whether thin or medium or fat).

4.3.17 Dressing Habits: It refers to the opinion of victim about her general dressing habits and implies the nature of dress they wear in her workplace.

4.3.18. Make-up and Beauty Tips: It refers to the victim’s opinion about her general usage pattern of make-up and other beauty tips in her workplace.

4.3.19 Sociability: It refers to the victim’s self-estimation about her social interaction and relationship in the workplace.

4.3.20 Harasser’s Stimulating Factors (or) Inducing Variables: The term ‘Harasser’s stimulating factors’ or ‘Inducing variables’ refers to some characteristics of victim that
may perhaps motivate the harasser to harass the victim, since few studies have attempted to find the relationship between these variables and sexual harassment. These factors include physical appearance, use of makeup and beauty-tips, sociability and dressing habits of victim.

4.3.21 Reporting Behaviour: It refers the victim’s reporting of her sexual harassment victimization to authority or police or others.

4.3.22 Impact of Sexual Harassment: It refers to victim’s estimation of the different forms of physical, emotional, psychological and work related sufferings she had undergone due to victimization of sexual harassment. The different forms of sufferings, expressed by the victims were taken as granted and were not examined or verified by the relevant tools or inventories.

4.4 VARIABLES INVESTIGATED

The dependent and independent variables analyzed in this research are as follows:

4.4.1 Dependent Variables: Sexual harassment victimization is the prime dependent variable and other related dependent variables are level of sexual harassment, reaction to sexual harassment, reporting behaviour of victims and impact of sexual harassment.

4.4.2 Independent variables: The demographic factors of victims and other personal, family characteristics of victims are the independent variables. They include age group, marital status, type of family, forms of harassment, complexion, appearance, physique, dressing habits, make-up and beauty tips, and sociability of victims, etc.

4.5 ETHICS INVOLVED IN THE RESEARCH

The system of social science research’s ethical protections (Neuman & Wiegand, 2000) has been followed in the present research to protect better the rights of research participants/respondents.
4.5.1 Voluntary participation

The participants were not coerced into participating in research. The voluntary participation was encouraged.

4.5.2 Informed consent

Voluntary participation is the requirement of informed consent. The prospective research participants were informed about the procedures and risks involved in research and were explained about the necessary of their consent to participate.

4.5.3 Avoidance of Risk of harm

The researcher did not put participants in a situation where they might be at risk of harm as a result of their participation. Both physical and psychological harms were avoided in the research.

4.5.4 Privacy

The two standards confidentiality and anonymity were applied in order to help, protect the privacy of research participants.

4.5.5 Confidentiality

The participants were assured that identifying information will not be made available to anyone who is not directly involved in the study. Thus the participants were guaranteed confidentiality.

4.5.6 Anonymity

The stricter standard principle of anonymity of the participant remained anonymous throughout the study -- even to the researcher themselves later. The anonymity standard was a stronger guarantee of privacy.