



GÖTEBORGS  
UNIVERSITET

DEPARTMENT OF POLITICAL SCIENCE

# **SEXUAL HARASSMENT IN THE WORKPLACE; A CASE OF PUBLIC SECTOR AT ILALA MUNICIPAL COUNCIL, TANZANIA.**

**Author:** Nira Gerion Ndunguru

---

Master's Thesis:	30 Credit
Programme:	Master's Programme in International Administration and Global Governance
Supervisor:	Swati Parashar
Date:	18/03/2023
Word Count:	19132

## **ABSTRACT**

Over the past few years, sexual harassment has received major attention as a social issue. One notable setting where this type of behavior frequently occurs is the workplace, where there are innumerable instances of individuals who have been taken advantage of by coworkers. Sexual harassment at work is a significant problem that affects both individuals and the organization, regardless of its intensity. Knowing how to stop or avoid, as well as how to handle through established policies, is essential to being able to address the issue. These kinds of measures assist in ensuring that the workplace is a place where everyone feels welcome. Therefore, the study aimed at understanding the level of knowledge employees have on the sexual harassment and how they interpret the ELRA, 2004 and the CECPSA, 2004. In Tanzania, no research has been done to investigate the level of understanding on those policies. The study focused on the two policies' interpretations because in every working organization there should be policies that guide, set boundaries and lead to better practice for accepted behavior within the organization. It also allows the managers to communicate and ensure all employees are following them, giving them guidance in any decision-making regarding the employment contract. When handling any disciplinary matter at workplace including sexual harassment in any public sectors in Tanzania the ELRA, 2004 and the CECPSA, 2005 are the major tools used by the Heads of departments.

The study was qualitative research approach using case study design where Ilala Municipal as one of the public sector organizations in Tanzania was used as area for study. The data were collected by using telephone interviews with the Heads of department (group A respondents) and other supportive staffs (group B respondents) from the selected public sector. The public sector selected was representing others because it is the biggest Municipality in Tanzania with larger populations of employees and cases related to the sexual relationships and other related behaviors at workplace. The results from the findings revealed that, most of the employees at workplace understand the context of sexual harassment as it stated on the ELRA, 2004 and the CECPSA, 2005. The study also established that training capacity for employees should continue be practiced in the public sectors organization because learning process require repetition from what is known. The Heads of department are responsible to do monitoring and evaluations from any training that is within their organization to facilitate and increase the level of awareness to all employees in the working place.

Key words: Sexual Harassment, ELRA, CECPSA.

# Table of Contents

ABSTRACT.....	ii
APPENDIX.....	v
ABBREVIATION.....	v
ACKNOWLEDGEMENTS.....	vi
CHAPTER ONE.....	1
INTRODUCTION AND BACKGROUND.....	1
1.0. Introduction.....	1
1.1 Background of the Problem.....	3
CHAPTER TWO.....	8
LITERATURE REVIEW.....	8
2.1 Definition of terms.....	8
2.1.1. Sexual harassment.....	8
2.2. Theoretical Framework.....	10
2.3. EMPIRICAL REVIEW.....	11
2.3.1. The influence of Economic Status on Sexual Harassment in the workplace.....	11
2.3.2. The influence of Power Status on Sexual Harassment in the workplace.....	12
2.3.3. The influence of Culture on Sexual Harassment in the workplace.....	13
2.4. Employee Awareness Campaign and Understanding of Sexual Harassment Conducts.....	14
2.5. Strategy taken by World Governments in preventing sexual harassment in the Workplace.....	15
2.6. Research gap.....	18
2.7. Contributions of theoretical and Empirical Review on addressing the Research Questions.....	19
2.8. Summary of the Chapter.....	19
CHAPTER THREE.....	21
METHODOLOGICAL FRAMEWORK.....	21
3.1. Research Design.....	21
3.2 Sample size and Sampling Technique.....	21
3.3 Method for data collection.....	22
3.4 The study's quality, validity, and reliability.....	23
3.5 Ethical considerations.....	23
CHAPTER FOUR.....	24
DATA FINDINGS AND DISCUSSION.....	24
4.0 Introduction.....	24
4.1. Findings from respondents to address first research question.....	25

4.1.1. Results of data analysis: .....	25
4.1.2. Summary for first research question. ....	32
4.2. Findings from respondents to address second research question.....	33
4.2.1. Results of data analysis. ....	33
4.2.2. Summary of the Second Research Question. ....	36
4.3. Findings from respondents to address third research question .....	37
CHAPTER FIVE .....	41
CONCLUSION FROM THE FINDINGS .....	41
5.1. Introduction.....	41
5.2 Findings from the study .....	41
5.3. Study Contributions to the Existing Literature. ....	43

## **APPENDIX**

1. Interview Guide.....	49
2. Consent Form.....	50

## **ABBREVIATION**

1. ELRA, 2004	The Employment and Labour Relation Acts of 2004
2. CECPSA,2005	The Code of Ethics and Conducts for Public Service Act of 2005
3. RPG A	Respondent group A
4. RPG B	Respondent group B

## **ACKNOWLEDGEMENTS**

First, I would like to thank my family for their countless support all the time during my studies. Also, I wish to thank my classmates for the time we shared during the learning process in groups and as individuals, making the whole course interesting through breakout rooms and other group discussions despite all challenges we faced, especially during Covid-19 which sometimes made us not having enough group discussion or campus classes.

Finally, I humbly thank my supervisor Swati Parashat for her continuous support in the fulfilment of this thesis. The report is a result of her endless guidance and immense knowledge that contribute to its completion. Her guidance helped me a lot in all the time of during the research writing.

## CHAPTER ONE

### INTRODUCTION AND BACKGROUND

#### 1.0.Introduction

Sexual harassment at work is a widespread issue that seriously harms people, organizations, and society. Between 40 and 50 percent of female employees in industrialized nations, such as the United States and the European Union, are believed to have experienced sexual harassment (Dromm, 2012; United Nations, 2011), and surveys in a few Asian nations have revealed that 30 to 40 percent of women have experienced sexual harassment at work (International Labour Organization (ILO), 2013). Studies on sexual harassment in developing nations are still infrequent, particularly in African workplaces where there are almost few data (Prekel, 2001). Regarding the workplace, international research indicates that the frequency of harassment is particularly high in the public administration, social work, health care, and education sectors.

In recent years, there has been an increase in media coverage including publications on sexual harassment throughout the workplace, both locally and globally. Whereas several people believe that sexual harassment is only committed by blue-collar workers, numerous high-profile examples in subsequent years indicate that sexual harassment also isn't limited to low-level employees. Earlier mostly in the 1990s, the difficult problem of sexual harassment in Tanzania had been openly addressed and gained political attention. Tanzanian community was unable to cope with the extent of sexual assault and hence failed to establish appropriate programmes and prevention strategies (Joubert, 2017). Earlier till 1994, the historical and legal foundation of sexual harassment throughout Tanzania required to contend with societal and legal incapacity to define and acknowledge sexual harassment as a sort of maltreatment (Aaron & Dry, 1992).

The scope, manifestation, therefore, will provide an opportunity to enlighten sexual harassment in the workplace; a case of public sector at Ilala municipal council, Tanzania. Public organizations like Ilala Municipal just a few sexual harassment cases and claims have been filed through numerous cases has been occurred. There could furthermore be a misunderstanding of what represents sexual harassment; therefore, the study will provide an opportunity to enlighten employees but also employers regarding sexual harassment at the work place the focus being public sector.

Sexual harassment victims experience multiple negative effects, including decreased job satisfaction, psychological distress such as anxiety, anger, and depression, as well as physical

distress such as fatigue, weight loss, and even post-traumatic stress disorder symptoms (Merkin, 2008; Marsh et al., 2009). Other serious effects of sexual harassment include lost opportunities for career advancement and financial hardship because of losing one's job, whether because one's employer fired them or because the victim quit as retaliation for reporting it. When harassment is widespread, businesses suffer from absenteeism, higher employee turnover, lower job performance and productivity, higher legal costs, and a bad public image (ILO, 2013; Hoel and Lewis, 2011).

In 1993, the United Nations General Assembly declared that "violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men, and the prevention of women's full advancement; and that violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared to men." Most women experience various forms of gender violence throughout their lives, ranging from the most common forms of sexual harassment to life-threatening physical and sexual assaults. Sexual violence against women is not the result of isolated incidents, but rather of a continuum of attitudes, beliefs, and actions that support violence against them.

In many countries, including Tanzania and many municipalities in Tanzania including Ilala, sexual harassment and gender-based violence are common behaviors tolerated by both men and women despite their negative impact on peoples' lives (United Republic of Tanzania and USAID, 2008). These behaviors result from a patriarchal ideology, which supports norms, beliefs, and practices as well as socio-economic inequalities that deny women the same rights, privileges, and opportunities to advance in the workplace as men (Ulicki, 2011).

Apart from denying the victims their basic human rights, sexual harassment, and gender-based violence affect work relations and efficiency, and ultimately personal and national development (Bott et al., 2005). Tanzania has several interventions and policies in place, which address sexual harassment, such as the Sexual Offenses (Special Provisions) Act of 1998, the Employment and Labour Relation Acts of 2004, and the Code of Ethics and Conduct for the Public Service Tanzania (United Republic of Tanzania, 2005). The CECPSA, 2005 includes a section on sexual harassment where all types of conduct, which may constitute sexual harassment at the workplace, are prohibited (Section 8, "Respect for the Law") [4].

## 1.1 Background of the Problem

Sexual harassment at the workplace is a global problem that causes serious harm to individuals, organizations, and society. According to the International Labour Organization (2010), there are two forms of sexual harassment in the workplace. First is when a job benefit is made conditional on the victim agreeing to engage in some form of sexual behavior, and second is when the conduct creates conditions that are intimidating or humiliating for the victim. Sexual harassment is considered a form of gender-based violence that has an impact on the achievement of gender equality [1], equity, and sustainable development, all of which are explicitly stated in the Millennium Development Goals and the Sustainable Development Goals [2]. Gender-based violence is defined as any form of violence "directed against a woman because she is a woman or that affects women disproportionately (the United Nations, 2006).

Sexual harassment is a form of sex discrimination that is both illegal or anti-social, emotional, and mental violence. It includes unwanted sexual advances, requests for sexual favors, and other sexually related verbal or physical actions (Kaushal & Kumar, 2016). According to Lee, Heilmann, & Near (2015) sexual harassment can emerge in a multitude of settings, including industries, schools, universities, the theatre, and the music industry. The attacker frequently has or is expected to have power or influence over the sufferer (owing to differences in social, political, educational or employment relationships as well as in age) (Svedberg & Alexanderson, 2012). Harassment relationships could be defined in a variety of aspects: the perpetrator might be anybody, including a customer, co-workers, parent or statutory guardian, cousin, teacher or professor, student, companion, or stranger. Harassment may emerge in a variety of settings, including schools, universities, organizations, public places, and others. Harassment can happen whether/or not bystanders are present.

The offender may be ignorant that their actions are objectionable or represent sexual harassment (Gaol & Hutagalung, 2016). The culprit may be fully ignorant that their activities are potentially illegal. Harassment can occur in instances when the target individual is unaware or does not comprehend what is going on. An incidence might occur just once. Stress, social disengagement, sleep disturbances, dietary problems, as well as other health problems can all result from harassment. Both the victim and the offender might be of any gender (Baker, 2015). The attacker and victim may be of a similar gender. The occurrence might be the result of a misunderstanding between the offender and/or the victim. These misconceptions might be rational or irrational.

Sexual harassment is a global issue that affects all countries, industries, and occupations. Around the world, international organizations, governments, companies, and labor unions have enacted several laws, rules, and techniques intended to prevent it. Most of the sexual harassment literature appears to have been produced in the 1990s and 2000s, with less recent material having been released. Also, most of that research were looking at sexual harassment as a problem rather than looking at strategies, initiatives, or policies that are in place to prevent sexual harassment. For instance, in studies conducted in the United States and the European Union, 40–50 percent of women working in the public sector have experienced sexual harassment or unwanted sexual behavior (Kaushal & Kumar, 2016). A similar study was also conducted to get responses from healthcare workers to sexual harassment in the workplace by separating the countries into four cultural/geographic groups for the studies: the Anglo region (English-speaking countries with cultural commonalities, such as Australia, Canada, England, and the United States), Europe, the Middle East, and Asia. The Anglo-Saxon area (38.7%) had the greatest rate of sexual harassment of nurses, whereas Europe had the lowest (16.2 percent) (Draucker, 2019). Also, around 62 percent of the 500 Saudi university hospital medical staff members surveyed said they had been harassed (Aljerian et al.,2017).

The UN General Assembly declared in 1993 that “Violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men, and the prevention of full advancement of women; and that violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men.” Over their life-course, most women experience various forms of gender violence from the most common forms of sexual harassment to life threatening physical and sexual assaults.

Sexual violence against women is not the sum of random, individual acts of misconduct but part of a continuum of attitudes, beliefs and actions that support violence against them. This continuum of sexual violence defines women’s experiences of everyday life and functions to maintain the overarching gender order of female inequality and domination. In this continuum, the more common and everyday abuses might be considered a normal part of male behavior and, consequently, women might not define these as abusive but interiorize them as natural (Kelly, 1988). Gender-based violence occurs any time a woman is forced, coerced, and/or manipulated into any unwanted sexual activity (Martin et al., 2010).

Moreover, the study conducted in East African countries (Tanzania, Ethiopia, Uganda, and Kenya) in the cut-flower and horticultural industry find that sexual harassment at work is widespread and remains under research in Southern contexts. Most of the organization's work structure and gender subordination foster sexual harassment (Jacobs et al., 2015). According to Bello (2016), 38.38% of males and 53.51 percent of females questioned have experienced and see sexual harassment as a barrier to the expansion of the banking sector in Nigeria. A similar study also was done in the legal sector, it was discovered that there was no suitable social framework in place to deal with sexual harassment and that extended exposure to sexual harassment has obscured the genuine impact on victims. To address sexual harassment among attorneys, there is a need for standards of practice.

Furthermore, a study conducted in Mtwara found that particularly, Tanzania, has 21 percent of women and 12 percent of male/men experienced sexual harassment in the workplace (Vuckovic et al, 2017). This is frequently due to the normalization of sexual harassment, fear of retaliation from coworkers, a lack of understanding of what constitutes sexual harassment, incorrect interpretation of sexual harassment policies, supervisors, or the employer, and a lack of effective compensation and reporting mechanisms. As a result of all these weaknesses, the quality of employees' working lives is reduced, gender equality is undermined, and women's and men's well-being is jeopardized (McCann, Deirdre, 2005; McDonald, Paula, 2012).

However, data on a more detailed understanding of the sexual harassment policy is lacking, and yet much of the research has focused solely on female workers' perceptions of sexual harassment and the effectiveness of the ELRA, 2004 (Asherry Magalla, 2018; Pius, I.M.2013). This is even though there is a policy in place that provides fewer advantages to employees who work closely with management. My planned study will investigate how employees understand the ELRA, 2004 and the code of ethics and conduct for Public Service Act of 2005 in the workplace when it comes to sexual harassment.

Although the policy and institutional environment in Tanzania is conducive, actual implementation and awareness of the existing laws is lacking, hence making sexual harassment at Ilala Municipal just like other Municipal in Tanzania, to increase day after day. Basing on that this study is designed to find out the understanding of sexual harassment in the workplace as it stated on the Policies. Ilala Municipal has been chosen because it is the center of Dar-es-Salaam City and it's the leading business center as many businesses are conducted at Ilala including the availability of Port authority and Kariakoo supermarket. This makes Ilala

Municipality to be one the busy business center in Tanzania, hence most of the employees prefers to be work or employed. The study will focus on these two policies' interpretations because in every working organization within the public sectors there should be policies that guide, set boundaries, and lead to better practice for acceptable behavior within the organization. In every Public Government Authority in Tanzania has enacted laws, policies and regulations that guide their dairy activities and employees' benefits; thus, it is the tool to promote worker empowerment as well as worker protection. It regulates individual and collective employment relations. It not only protects from getting into any legal trouble related to labour but also contribute to better employee retention and performance, and hence growth and success of the organization. It also allows the managers to communicate and ensure all employees are following them, giving them guidance in any decision-making regarding the employment contract. Thus, sexual harassment is one of the terms and conditions that have been stipulated under these policies, whereby employees are supposed to abide by them. For instance, in the ELRA, 2004, sections 6 and 7 provide for the prohibition of any form of discrimination in the workplace, including sexual harassment, and provide penalties when any employee goes against it. Together with the code of ethics and conduct, they are complements of the existing laws and regulations that are in place that prescribe the standard of behavior in public services, including sexual harassment.

Considering the foregoing, and notwithstanding awareness efforts highlighting the incidence, nature, as well as scope of the phenomenon, sexual harassment continues to be a source of contention and dispute, and it is a pervasive dilemma for both men and women in all walks of life (Gaol, Kadry, Taylor, & Li, 2013). When people hear the word sexual harassment, they believe the victim is of the opposing sex; nevertheless, the assaulter and the victim may be of the same sex. It also provides for all ethical conduct and standards of performance acceptable in their working place, including respecting human rights, discipline, and teamwork, pursuing excellence in service, transparency, and accountability. Therefore, in this context, every public organization should have policies that guide them. Looking at the interpretation will help to find how far the employees are aware of these policies and if they exactly understand what has been provided under the sections of those policies.

The findings of the study will be utilized to develop an efficient and effective method of making recommendations on how to promote good governance in areas where employees must comply with rules and regulations during their working lives. In addition, the study will provide

a viable method for making the code of ethics a significant instrument regarding sexual harassment at work, as well as explain how my research contributes to the existing literature. Also, the study will contribute a knowledge relating to sexual harassment to policy makers for improving the current sexual harassment policies in effective preventing and addressing sexual harassment issues in the workplace. Therefore, aim of doing my research is to explore employees' knowledge about the ELRA, 2004 and the CECPSA, 2005 regarding to the prevention of sexual harassment at the workplace in Tanzania. To achieve this aim, the following research questions were used as guides.

- What is employee's awareness of Sexual harassment as stated in the ELRA, 2004 and the CECPSA, 2005
- What is the level of employees' awareness about the ELRA, 2004 and the CECPSA, 2005 in regarding to sexual harassment at the workplace?
- What are the measures that are taken in dealing with sexual harassment at the workplace?

## CHAPTER TWO

### LITERATURE REVIEW

#### 2.1 Definition of terms

##### 2.1.1. Sexual harassment

Sexual harassment is an old terminology which has been defined by various individual person, units, small, medium, and international organizations as well as law local and international human rights organs. However, acts constituting sexual harassment do vary among communities and geographical localities due to relationship norms and customs between men and women. Kissing, hugging, and touching private parts may be unwelcome acts in one community but very normal and usual acts in other communities. Despite the variations in the acts constituting sexual harassment, yet those acts contain some common features around the world and that common element of the definitions is non-acceptability of the committed act by the recipient.

Thirty years back in 1990, the European Commission's Council Resolution defined sexual harassment as unwanted conducts of sexual nature which may affect the dignity of men and women including but not limited to verbal, non-verbal and physical conducts.(ECCR, 1990).

Also, Secretary general of the United Nation through what he called the in-depth study on all forms of violence against women defined sexual harassment as any form of violence committed against women because of their gender and affects their dignity disproportionately (United Nations, 2006). Later on, United Nation carried out research which was published by (Garcia-Moreno & Stöckl, 2016) and defined sexual harassment as unwanted sexually motivated behavior such as physical contact and approaches, sexually flavored remarks, displaying pornographic materials, and making sexual demands, whether through words or action.

Furthermore, (ILO, 2013) says that sexual harassment is closely related to power and frequently occurs in the societies that consider women as sex objects and second-class citizens. For example, when a woman is solicited for sexual favors in exchange for a job, promotion, or raise, Harassers can be an employer, a coworker, a customer, a client, a family member, a friend, or someone who is assessing you for work.

The sexual harassment terminology has also defined by individuals across the world in their efforts to combat the practices. For instance, (Kaushal, 2006) argued that, sexual harassment is an unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. The acceptance or rejection of such behavior is utilized as the basis for job decisions, salary increment promotions and even fear to be fired from employment. Such behavior has the intention or effect of unreasonably generating a threatening, hostile, or offensive workplace environment (Samuels, 2003).

In Tanzania as well, study conducted in southern part of the Country (Mtwara region) defined sexual harassment as all forms of sexual based favors and gender discrimination (Vuckovic et al., 2017). Considering all definitions above, the key elements constituting to sexual harassment are the following:

- i. It is a conduct of sexual nature and other sex-based conducts which always affect dignity of men and women and is unwelcomed, unreasonable and offensive act to the recipient.
- ii. The acceptance or rejection of such conduct by a person is used as basis for making decision affecting such person employment or any other benefit.
- iii. Conducts which creates hostile, humiliating and intimidating conditions to the recipient of such conducts.

From the synthesis of the above definitions, this study will define sexual harassment according to the country and general global code of ethics and conduct which state that: A public servant shall refrain from having sexual relationship at the workplace. Likewise, he/she will avoid all types of conduct which may constitute sexual harassment which include: - i) Pressure for sexual activity or sexual favors with a fellow employee. ii) Intentional physical conduct, which is sexual in nature such as unwelcome touching, pinching, patting, grabbing against another employee's body hair or clothes; iii) Sexual innuendoes, gestures, noises, jokes, comments or remarks to another person about one's sexuality or body. iv) Offering or receiving preferential treatment, promises or rewards, or offering or submitting to sexual favors (UDSM et al., 2018; United Republic of Tanzania CC, 2005; Wamoyi, 2021).

## **2.2.Theoretical Framework**

The study was guided by feminist approach on gender and power relation because it is a fundamental to all public structures of organization. Different scholars discussed gender with different perspectives. The theory believes that Sexual harassment exist because of the views of women as the inferior sex, but also it serves to maintain the already existing gender stratification by emphasizing sex role expectations. Previous studies adopted this theory, for instance, a survey performed in certain Tanzanian workplaces indicated that one-quarter of employed women did nothing in response to sexual harassment, believing that it is a shame for them, nothing would happen even if they spoke up or that they would lose their employment if they did. They also keep quiet to retain their standing, and it would be embarrassing to admit that they have been harassed (Masoud, 2013; Godfrey, 2005). Many of the studies on the matter agree with women's perceptions of sexual harassment as a power issue, categorizing it as an abuse of either role or sexual power, with the two main motivators being sexual activity or enhanced power, or both. It's easy to see how role power, or the authority that comes with a job title or position, could allow one person to sexually harass another (Harriet Samuels, 2003).

Feminists also believe that sex-based harassment is associated with the sexist masculine paradigm of male superiority and domination in society. Therefore, feminist theory views harassment based on sex as the consequence of a gender system based on hegemonic, conventional masculinity. Sexual harassment exists because of these ideas that women are the weaker sex, but it also serves to maintain existing gender inequalities by stressing gender obligations (Gutek, 1985). People can take advantage of their position and power to demand sexual fulfillment from their subordinates because work establishments are characterized by vertical classification, relating sexual harassment to characteristics of workplace organization that produce uneven interactions between subordinates and supervisors. As a result, this point of view emphasizes how organizational hierarchy frameworks grant power to some individuals over others, potentially leading to harassment. Sex-based harassment, as a result, is a symbol of male control over women that contributes to the perpetuation of patriarchal systems. To create awareness and building capacity, the feminist theory states that organizations must conducting campaigns globally.

Today, for companies to be considered eligible for operation, they must show evidence of their sexual harassment policies. Employers, trade unions, and employers can use the existing codes of conduct to help them adopt regulations to successfully prevent and resolve sexual harassment in the workplace. They also propose that a workplace policy harassment be

developed, implemented, and monitored to ensure workplace safety. Through the code of ethics and conduct, employees have full knowledge of what sexual harassment is and what is not, forms of sexual harassment (physical, verbal, non-verbal), and the role of trade unions, employers, and themselves in dealing with sex-based harassment (Foxy et al., 2019). Although it may appear that workplace sexual harassment should be self-evident, employers should take measures to ensure that workers are familiar with a variety of acts and behaviors that are not appropriate. This is about more than just extreme cases of unwelcome physical contact. It's also crucial to educate leaders, managers, and employees on more stated forms of sexual harassment. Because harassment undermines employee's authority, reduces them to sexual objects, and reinforces sexist stereotypes about appropriate gender behavior, the theory was relevant for the study because it analyzes all the aspects of sexual harassment in the workplace, which should also be considered. Because many employees would rather quit their jobs than stay to work in a harassing environment, even though sexual harassment is highly documented, still women who work in male-dominated occupations are more likely to be harassed.

### **2.3.EMPIRICAL REVIEW**

Different researchers have identified factors that are associated with sexual harassment which finally leads to considerable personal pain, reputational damage, loss of dignity and self-esteem in victims, and victim blaming from family, friends, and peers, among other things. It has major health implications and high economic costs, and it has an impact on how businesses operate and, more broadly, how people work. There are a variety of reasons that contribute to workplace sexual harassment, including economic status, Power Status and Culture (Tangri et al., 1982). Therefore, the empirical reviews on factors that contribute to sexual harassment has been grouped into three categories as explained here under.

#### **2.3.1. The influence of Economic Status on Sexual Harassment in the workplace.**

Low-wage female employees are highly exposed to sexual harassment as a result of their low pay, most of them can engage and avoid reporting for the sake of keeping their jobs (Vuckovic et al., 2017). Many sexual harasser's target employees who appear vulnerable due to their gender, sexual orientation, or poverty (United Nations, 2006). As a result, economically challenged women are less reliant on their jobs to survive and are more likely to be targeted for sexual violence than better off women (Samuels, 2003). According to a workplace survey, jobs with better compensation and other benefits are more likely to engage in sexual harassment than jobs with lower income and benefits (ILO, 2013; *UDSM*, 2018).

Also, L. Fitzgerald, (2020) did a study titled the Unseen: the sexual harassment of low-income women in America order to explore the harassment of vulnerable women whose life experiences remained unnoticed. The paper uncovered serious but untold sexual harassment conducts for Farm workers, sub-minimum wage restaurant workers, single mothers, and janitorial workers. These groups are harassed sexually due to their low level of income and economic dependencies to their employers.

Moreover, Reed et al., (2005) investigated the prevalence of sexual harassment of low income women in housing in United State of America. The researcher's motive was driven by the women's vulnerability to landlords for sexual mistreatment. It was then reported that, the women sexual mistreatment to landlord is exacerbated by the significant lack of affordable rental housing. The power imbalance between landlords and tenants is increasingly problematic, especially for low-income tenants with limited residential options.

### **2.3.2. The influence of Power Status on Sexual Harassment in the workplace.**

Also, Power status in the organization, seniority, and popularity all play a role. The higher the rank, the more popular the people are, the less vulnerable they are. Because harassers will use their influence to make and even propose offers to employees in exchange for sexual favors, this can also provide a favorable foundation for female sexual harassment (Hofstede, 1983). If the decision to hire or promote is based on accepting or rejecting sexual activities, women seeking advancement and job seekers may be subjected to this type of harassment (Bott & Morrison, 2005). Therefore, persons with power and prestige have a major influence on intergroup interaction; on other extreme, persons who adhere to lower status categories and have less assured social situations encounter greater intergroup discrimination.

According to (Coles, 2004.) study on sexual harassment complaints and agency response which aimed to examine the types of cases filed with a state enforcement agency California and the outcomes by analyzing four dimensions of sexual harassment complaints including the Complaints, perpetrators, the behavior and the agency action. In most cases, it was adjudged that, the male employers mistreat the female employees sexually while the magnitude was quite small to female employers to mistreat male employees.

Fineran & Gruber, (2009) conducted research titled Youth at work: “Adolescent employment and sexual harassment” to examine the frequencies of sexual harassment and violence on young female employees by their employers and supervisors. It was found that, the percentage of harassed girls was significantly higher than the figures reported to relevant authorities in most studies of working women to the extent that girls who were sexually harassed were less satisfied with their jobs and supervisors.

Also, SAGE (2015.) conducted a study titled “Hey, why don’t you wear a shorter skirt?” Structural vulnerability and the organizations of sexual harassment in temporary clerical employment. The objective of the study was to test the prevalence of sexual harassment to temporary workers. It was found that the organizations of temporary workers foster sexual harassment through the magnification of power relationship.

### **2.3.3. The influence of Culture on Sexual Harassment in the workplace.**

Another cause argued by researchers which cultivating to sexual harassment is Culture. Women have been particularly marginalized from cultural life. They encounter numerous impediments to equal access, participation, and contribution in decision-making and employment opportunities, preventing them from reaching their full potential and impeding social and inclusive sustainable development. It can also happen in the workplace, where the culture believes that women are less vulnerable, resulting in differential treatment, recognition, or other practices (Cooke, 2017). Despite significant advancements in women's education and access to decision-making positions, their status in the labor market does not reflect their educational and job experience (IDEA, 2005; Kaushal & Kumar, 2016). Timmerman, (2003) conducted a study on Sexual Harassment of Adolescents Perpetrated by Teachers and by Peers: An Exploration of the Dynamics of Power, Culture, and Gender in Secondary Schools. It was found that some traditions cultivate the occurrence of sexual violence like early marriage for young girls.

Stainback et al., (2011) study on the context of workplace sex discrimination: Sex Composition, Workplace Culture and Relative Power to examine the extent to which organizational context is meaningful for the subjective experience of sex discrimination the result concluded that the prevalence of supportive workplace cultures in the organizations mitigate the likelihood of sex discrimination.

Martino, (2002) conducted a study to obtain global response on nature and extent of sexual violence at workplace. The research found diverse forms on the nature and types of sexual harassment globally and they differ between cultures. The identified conducts that constitute sexual harassment are homicide, rape, wounding, bettering, physical attacks, kicking, biting, spiting, scratching, squeezing, pinching, stalking, mobbing, bullying, victimizing, intimidation, threats, ostracism, leaving offensive messages, aggressive posturing, rude gestures, swearing, shouting, name-calling, and deliberate silence. These conducts may be labeled as sexual harassment in one community but being acceptable conducts in another community. However, researcher insisted the various global organs to pay more attention to psychological violence at work at they have the same or even more harm as the physical violence.

Marsh et al., (2009) examined the prevalence of workplace abuse and sexual harassment among female faculty and staff in Ethiopia. Out of 387 sampled females, 4.1% of them reported being sexually harassed, 39.5% reported prevalence of workplace abuse and 42.6% reported both sexual harassment and workplace abuse. They noted that, workplace abuse and sexual harassment relates to the symptoms of depression among college female and staff. It was therefore advised that, future policies should include a combination of education, health and public policy initiatives that clearly outline the problems and other consequences of workplace abuse and sexual harassment in education settings.

#### **2.4.Employee Awareness Campaign and Understanding of Sexual Harassment Conducts.**

Studies conducted to assess awareness level and how employees can interpret the existing laws and regulations that prohibit sexual harassment and violence at workplace are very scanty. Although, thorough empirical review found some few research done in Africa and the other parts of the world are explained here under. However, none has been found to be done in Tanzania.

In Egypt, (Dalia El-Sayed Desouky & Marawan, 2013) conducted a study to assess university student's awareness and experience of different forms of sexual harassment. A total sample of 968 university students was taken and surveyed between the March 2012 and May 2012. It was reported that, the female participants had better knowledge about different forms of sexual harassment than males. All of females were exposed to different forms of harassment. It was

concluded that, more study on anti- harassment awareness campaigns should be done to raise the awareness of females on definition, forms, and laws of sexual harassment.

Bhattacharyya, (2018) conducted a study called me-too movement to assess how men and women understating their rights at workplace. The review focused to address the sexual harassment understanding by men and women employees and to check if they understand the existing laws and regulations that interpret the sexual harassment conducts at workplace in India. It was found that, little number of both male and female employees understand what constitutes the sexual harassment and the laws and regulations prohibiting sexual harassment.

(Iyabo., 2012) did a study which focused on the definitions and awareness of sexual harassment among selected university students in Lagos metropolis. Their experience and reaction to being personally harassed were explored, leading to their proposed solution to the problem. A total of four hundred (400) respondents were randomly selected from the two faculties of education in the metropolis. It was found that, more females than males had experienced sexual harassment, while only females reported cases of physical assault such as rape. Males had little knowledge on laws and regulations on sexual abuse and their experience in involvement in sexual harassment is also limited. Based on the findings certain recommendations were made which included public education, promotion of anti-harassment attitudes and behavior right from primary school, and the adoption of anti-harassment policies and grievance procedures by universities, among others.

Also, Fitzgerald et al., (1995) did a study titled why didn't she just report him?. The theme of the study was that why women fails to report men on sexual harassment conducts against them. The study found that, many women have little understanding on the laws, regulations and rights that protect them from sexual abuse. It was recommended to increase awareness campaign and educations to women.

## **2.5.Strategy taken by World Governments in preventing sexual harassment in the Workplace.**

In many places around the world, governments, employers' and workers' institutions, and non-governmental organizations have taken steps to prevent sexual harassment at work and assist victims. Some of these campaigns have centered on enforcing legal rights or securing legislative restrictions. Others try to raise sexual harassment awareness and provide information and support to those who are motivated (Ranganathan et al., 2021). Policies and regulations set by the government are in place to ensure a smooth and favorable environment

for the parties involved in employment interaction to have a positive relationship (Ibrahim, 2013).

Sexual harassment has been addressed by the International Labour Organization (ILO) in a series of treaties and during debates at tripartite conferences. Several research and training have been done on the subject, as well as providing knowledge and technical support on how to interpret and put into action the policies to its members. Sexual harassment policies in the workplace are designed to respond to any cases of sexual harassment as well as prevent them from happening again. Their specifics vary according to the employer's structure, locality, and size, and there are no globally agreed protocols for putting them in place. Many commonalities emerge, and many policies have the following elements: a policy statement, a complaints mechanism, remedial action, learning, and monitoring and evaluation (Ibrahim, 2013; Vuckovic et al., 2017).

Different rules and guidelines apply in other countries. Although each European Union (EU) member country has its own sexual harassment law, EU member countries are directed by Directive 2006/54/EC, which emphasizes equal treatment of men and women in the workplace. Harassment and sexual harassment are opposed to the principle of equal treatment between men and women and constitute discrimination based on sex, the Directive adds (Ranganathan et al., 2021; Samuels, 2003). It was once advised that, men can have significant contributions towards efforts to combat sexual violence to women and even their fellow men if the effective and efficient violence prevention programs like training and educations is initiated (Flood, 2004).

Antecol & College, (2003) conducted a study Australia to determine if sexual harassment training have the power to change attitude towards sexual harassment and find that the proportion of staff receiving training is positively related to the propensity of individual employees to consider various types of unwanted sexual advances as sexual harassment.

Eze, (2013) study on prevention of sexual assault in Nigeria to identify and assess how Nigeria Government Deals with the Sexual Violence issues revealed that, the Government of Nigeria has given the matter due attention by putting in place the strategies to minimize or eradicate the issue. Those strategies are Public Enlightenment, education, Institutional Framework, Emphasis on Primary Prevention, Pre-assault Self-Defense/Assertiveness Training,

Recognizing Vulnerable Groups and Confronting the Challenges. Since Government commenced to institute the measures, there is decreasing trends on sexual assault incidences reported to relevant authorities.

Also, Akpoghome, (2020) Analyzed the Domestic Legal Framework on Sexual Violence in Nigeria to know the legislative and judicial framework for curbing the same. The paper examines various laws especially federal laws which should have uniform application all over the country. The paper discovers that the VAPPA which is a very current law made a lot of improvements on the already existing laws especially in its definition of rape and the sentence imposed on offenders. The paper also discovers that both Criminal and Penal Codes have various provisions addressing sexual violence. The judiciary has not been of much help in as the punishment for offenses are so watered down against the provisions of the statutes.

Kilonzo et al., (2009) conducted a study on” Sexual violence legislation in sub-Saharan Africa: The need for strengthened medico-legal linkages”. It was found that, many sub-Saharan African countries do not yet have a comprehensive post-incidence care service, nor substantial co-ordination between health services, the legal and judicial systems, and sexual violence legislation. Effective legislation requires functioning medico-legal linkages to enable both justices to be done in cases of sexual violence and the provision of health services for survivors of sexual violence.

Tanzania as well has launched several interventions measures through various governmental and non-governmental organizations. The Employment and Labor Relations Act of 2004, as well as the Code of Ethics and Conduct for the Public Service of 2007, are some of the policies that are in place to combat sexual harassment (Lameck Yusuf et al., 2016; Employment and Labour Relation Act., 2004). The Code of Ethics and Conduct for Public Service appears to be very explicit and exact about sexual harassment and what constitutes sexual harassment in the workplace. It states clearly that a public employee may not participate in any type of sexual connection while on the job (Castico, 2015; Ibrahim, 2013).

Furthermore, The Tanzania Media Women's Association (TAMWA), which is dedicated to strengthening female journalists, was able to persuade parliament to enact a bill dealing with sexual offenses such as rape, defilement, and harassment (Godfrey, 2005). Moreover, training programmes are the strategies that designed to educate employees in their working place.

According to Gomes et al., (2004) ,“training should be oriented towards the fulfilment of certain workplace objectives for instance interpersonal training, which means that a defined policy should be used at the first treatment stage to enhance employee consciousness and dispel misunderstandings, as well as enlighten both workers and employers regarding their duties and obligations. Also, it can increase awareness, motivate, and enlighten employees to be able to detect and prevent from any harmful activities including sexual harassment. Interpersonal behavior training is a crucial part that should be prioritized. It aims at guarantee that all employees recognize that they come from various socio-cultural contexts (Shahzad et al., 2011). Thus, every public sector organization according to the policy, should implement the training need assessment programmes whereby every employer will be able to identify strength and weakness of their services. Hence, among other weakness sexual harassment as a form of violence could be well noticed.

## **2.6.Research gap**

Despite the World governments efforts, interventions, and research aimed at reducing sexual harassment at workplace, there is still a need to analyze how employees interpret the Employment and Labour Relation Acts and the code of ethics and conduct regarding to sexual harassment in the workplace. There has been no research that has been conducted in Tanzania to examine how the employee interpret the Employment and Labour Relation Act and code of ethics and conduct regarding to sexual harassment as provided under the policies. Instead, there are separate research which discusses sexual harassment by looking to the perception of female workers regarding sexual harassment at hospital, sexual harassment, and gender-based violence in Tanzania public service. Particularly in Tanzania, 75 percent of managers said they were not communicated the policies to employees or supervisors (Castico, 2015; Ibrahim, 2013; *UDSM*, 2018). Also, Stainback, Ratliff & Roscigno (2011) indicate that, there may also be a misunderstanding of what constitute sexual harassment. However, despite its importance in decreasing or eliminating sexual harassment in the workplace, little research has been conducted in the field of employee interpretation of codes of conduct and ethics regarding to sexual harassment in the workplace, especially outside of wealthy countries. My planned project will explore how employees interpret the code of conduct and ethics in the workplace when it comes to sexual harassment. It will fill the gap by helping the Managers from public sectors to understand how far the employees understand sexual harassment as provided under those policies and laws. Also, the data-driven findings from this study will be important for the

government in building capacity around policies and regulations that govern them not only for Tanzania but also other countries.

### **2.7. Contributions of theoretical and Empirical Review on addressing the Research Questions.**

The aims of reviewing theories and several past literatures is to formulate the basis, directions, expectations and hypothesis of the study. The expectations will be said to have been attained when three research questions are answered properly, the questions are: -

- i. What is employee's awareness of Sexual harassment as stated in the ELRA, 2004 and the CECPSA, 2005.
- ii. What is the level of employees' awareness about the ELRA, 2004 and the CECPSA, 2005 in regarding to sexual harassment at the workplace?
- iii. What are the measures that are taken in dealing with sexual harassment at the workplace?

Therefore, most of the previous studies have shown that, employees awareness on laws, regulations and rights relating to sexual harassment is of paramount importance, although understanding of what constitutes the sexual harassment is minimal especially in developing countries. Literatures shows that, level of awareness on sexual harassment prevention rules and regulations is low in developing world but high in developed world due to large number of civil rights organizations and awakening programs conducted on regular basis. It has been seen out of the literature reviews that, effective and efficient measures deployed by various nations have played significant roles towards minimizing or eradicating the sexual harassment conducts. These conclusions from previous scholarly works pave the way towards answering the research questions from the data analysis and results of this study. This part of literature review forms the basis and directions of this study towards answering the research questions to meet research objectives.

### **2.8. Summary of the Chapter**

This Chapter highlighted actual situations happening in Tanzania and the world at large regarding sexual harassment, sexual abuse and sexual violence at workplace and interpretations and awareness level on how to prevent sexual harassment behavior by both men and women. Literatures on factors, cause and reasons for sexual harassment are abundant, but the studies addressing the level of understanding and capacity of employees to interpret and understand the Code of Ethics and Conduct and the employment and Labour Laws are limited.

Specifically, in Tanzania, no study found to assess how employees interpret and understand the Code of ethics and Employment and Labor Relations Act (2004) which the primary documents are containing employees' rights in relations to sexual abuse and violence at work and this absence of such studies in Tanzania has created the gap for this present research.

## CHAPTER THREE

### METHODOLOGICAL FRAMEWORK

#### 3.1. Research Design

The study was qualitative research approach whereby instead of using the investigators' opinions and interpretations, the approach offer extensive and reliable process data based on the participants. It is also beneficial for educational research since it answers the how and why research questions and facilitates a greater understanding of phenomena. The study uses a case study design to explore how employees understand the ELRA, 2004 and the CECPSA, 2005 regarding sexual harassment at the workplace. Abdulkadir (2019) describe a case study research design as an in-depth investigation of institutions, phenomenon, group or individual. Also, it helps to get an in-depth examination of a single unit or a small group of units with the goal of comprehending a wider group of similar units (Gerring, J. 2006). Hence, because of the time factor and the magnitude of the geographical spread of the sectors, the study was conducted at Ilala Municipal Council. It is the biggest Municipal Council in Tanzania with 5670 employees from different departments. It is also one of the Municipal Councils that is within a central business area, with a larger population. It has a great number of cases related to sexual harassment that has been reported, so research got different views from the selected area. Also, case study research designs its main goal is to identify the factors and relationships among the factors that have resulted in the behavior being studied (Bhatta, 2017). Since the study intend to explore the level of understanding and opinions from laws, then case study is deemed the best design.

#### 3.2 Sample size and Sampling Technique.

Upon the research design, purposive sampling technique was used to identify the respondents to be interviewed. Due to the purposive sampling approach, the criteria for choosing those respondents were dependent on their understanding because they were supposed to provide in-depth and detailed information on how they interpret those policies which at the end I was able to match those understandings with the aim of the study. The basis for purposeful sampling was the researcher's reasonable assessment that the chosen sample provides accurate information beneficial to the study. According to Saunders et al. (2000) purposive sampling enables the researcher to select cases based on his or her viewpoint, opinion and provides data that are consistent with stated objectives. The respondents were asked to provide an understanding of the ELRA, 2004 and the CECPSA, 2005 in regarding to sexual harassment at

the workplace. Therefore, the selected sample was from five heads of units and human resource managers (group A), these group A are the top in the organization and have the authority to protect employees from any ground of their employment including sexual harassment. Also, they are decision-makers and since they are also specialists in their fields, thus they have a lot of knowledge for the study. Also, ten Employees from different departments at Ilala Municipal Council (group B). The group comprises with (5 women and 5 men) since they were the study's subjects, and they were supposed to perform duties under prescribed policies to avoid misconduct. Moreover, the selection of the respondent for the interview has considered employees of different ages, statuses, education, and culture to get a different detailed understanding of the policies. The selection of the respondents from group B based much to the department that has larger number of employees and have several sexual relationship behavior cases that are related to sexual harassment; that is Education department 4 respondents, Health department 3 respondents and Administration department 2 respondents and 2 respondents were taken from other departments with few numbers of employees (1 from Agriculture and 1 from Finance department). Therefore, together with the Human Resources Manager who help me to identify those group of respondents, the interview was done accordingly.

### **3.3 Method for data collection**

The study data were collected using telephone interviews with the respondent interview (Group A) and (Group B) through a semi-structured interview guide since it was a dynamic interaction of thoughts focused on open-ended questions or relevant issues posed by researchers, along with probes to gather details and responses (Magnusson & Marecek, 2015). After getting the approval to conduct research from the Ilala Municipal Director, I made arrangement with Head of Human Resource Management who was assigned to coordinate those groups for the telephone interview via WhatsApp call for the respondents within two days in their working hours whereby all selected employees were called and schedule for conducive time for interview. It was a useful tool for me because am also working in the public sector, it was easy for them to trust and give cooperation. I got positive results from them despite some of them were not much open to talk more when asked some of the questions. All respondents were asked to provide a level of understanding of those two policies in regarding to sexual harassment to get detailed information on how they interpret the policies. The respondents were signed the consent form and agree to participate in the interview according to the agreed time. The questions were not addressed in any specific order, and they have been rearranged or

formatted in response to the interviewee's response (Trainor & Graue, 2012). Finally, the data collected were analyzed thematically, with significant themes being developed based on the study's stated aims, and in some cases, interviewees' exact words being quoted.

### **3.4 The study's quality, validity, and reliability**

Constant follow-up or extra inquiries have been made to provide more and sufficient answers to improve validity. Also, for the group B respondents, I applied the local language (Swahili) in the interview to get a detailed understanding from the respondents for clarity. Some interview questions were modified to ensure accuracy and consistency (Gerring, J. 2017). The interview was done in two languages; English language was used for the Head of Departments and other two respondents from group B who were ready to speak as well. The other 8 respondents from group B were using Swahili language, because some of the employees cannot speak fluently English because and it is not their first language, but they were given chance to participate in interview. Therefore, their answers were recorded, transcribed them, and converting to English. Moreover, in verifying the study's validity, data were only being collected from respondents in their workplaces and during the working hours. The interview was done in the working days and during the working hours as agreed by each respondent.

### **3.5 Ethical considerations**

The study received ethical approval from the President Office, Public Service Management and Good Governance in Tanzania through Municipal Council Director of Ilala upon the written request to do research in his Council for the accomplishment of my master's programme. Ethical consideration is an important aspect that was observed, this was made to ensure that the research and the researcher prevent any potential harm which may result from any research activities and at any stage of the research process.

Sexual harassment is still considered a delicate problem; hence it is among sensitive theme that will involve people experienced with sexual harassment, involved in any action of intimate, distressing, or possibly damning. Therefore, ethical consideration was involved several aspects such as participants being offered the opportunity to remain anonymous, ensuring that all information was treated with the strictest confidentiality, and allowing the interviewee to have the opportunity of verifying statements when the research was in draft form. Informed written consent has been signed by those who participated in the interview. Respondents were informed about the study's purposes and that participation is voluntary, so they had the right to withdraw from the interview at any time (Aluwihare, 2012).

## CHAPTER FOUR

### DATA FINDINGS AND DISCUSSION

#### 4.0 Introduction

This chapter presents findings derived from the study analysis and their detailed discussion regarding sexual harassment in the workplace a case of a public sector at Ilala Municipal Council in particular. The chapter draws an analysis of data generated through telephone interviews via semi-structured interview guides. To attain the objectives of the study, the study was guided by three research questions as follows.

- a) What is employees' awareness of sexual harassment as stated in the ELRA, 2004 and the CECPSA, 2005?
- b) What is the level of employees' awareness about the ELRA, 2004 and CECPSA, 2005 regarding sexual harassment at the workplace?
- c) What are the measures that are taken in dealing with sexual harassment at the workplace?

Therefore, all findings of this study answers three research questions whereby the first question was crafted for the purpose of understanding how employees at Ilala Municipal Council interpret the term sexual-harassment as explained in the ELRA, 2004 and the CECPSA, 2005. This question is important because it forms the bases for proceeding to the other two questions because in the second question, the researcher wants to explore the extent or level of awareness of employees on subject matter of sexual harassment as defined in ELRA, 2004 and the CECPSA, 2005. It is quite impractical to jump to question number two before obtaining result of question number one because dwelling into gathering the extent or level of awareness on sexual harassment without being assured if the employees understand the matter could be meaningless, it is logical to get an assurance that this focus group do understand what is sexual harassment and how the laws and regulations says about it. That is why the arrangement of three questions have considered the critical flow of ideas from employee's knowledge on laws interpretation regarding sexual harassment to level of awareness (pervasiveness) on the sexual harassment conducts and finally research intends to know measures taken to deal with the sexual harassment issues. Consequently, the results are presented in three sections to clearly address each question separately and precisely.

#### **4.1. Findings from respondents to address first research question.**

*Research question Number 1: - “What is employees’ awareness of sexual harassment as stated in the ELRA, 2004 and the CECPSA, 2005?”.*

##### **4.1.1. Results of data analysis:**

The findings were presented and analyzed to address the first objective of the study which is to explore how employee understand and interpret sexual harassment at the workplace as covered in the ELRA, 2004 and CECPSA, 2005 especially in public sector in Tanzania, Ilala Municipal Council in particular. Discussion of findings relevant to the first research objective and first research question is addressed as follows:

To answering the first research question, there were different sub questions that were asked to get clear understanding on how employees at Ilala Municipal Council understand the context of the sexual harassment at workplace. The question on the definitions of sexual harassment, ways or methods used to report the problem, factors that contribute to increase in sexual harassment and the effects of sexual harassment at workplace were asked to the selected respondents. All those sub-questions were posed to respondents to prove or disprove employee’s ability to interpret the ELRA (2004) and CECPSA (2005) regarding sexual harassment at workplace.

##### **a. Respondents Answers from first sub-question on meaning of the sexual harassment**

Thus, the first sub questions were asked to provide meaning and understanding of sexual harassment. The purposes of this questions were to know whether employees understood the concept of sexual harassment collectively as stipulated under the sexual harassment policies.

According to (RPG B, 2), sexual harassment takes place when a woman’s sexual role overshadows her work in the eyes of the male, whether it be a supervisor, co-worker, client, or customer, in other words, her gender receives more attention than her work. She further added that in case of fault or failure to submit to any of the sexual demands, the victim party would normally be exposed to unbearable consequences that would largely contribute to their employment termination constructively.

Another respondent (RPG B,3) conceptualized the concept of sexual harassment as an act committed against another person without their consent, which includes the offenses of sexual intercourse (rape), sexual touching or touching someone where he/she does not

want. Sexual harassment happens to both men and women caused by taboos, gender roles and equal power between them. However, when going through different studies women seems to be more vulnerable than men.

Furthermore, another respondent (RPG A,4) defined the term sexual harassment to mean the unwanted imposition of sexual requirements in the context of a relationship of unequal power. He draws his discussion to the fact that the problem is not the result of excessive sexual attraction of men to women, but rather sexual harassment; like rape, is “dominance eroticized”. It is the sexual expression of the economic dominance men have over women in the workplace, equivalent to the sexual and economic dominance he believes men have in the home. Here, he avers that the domination enjoyed by men in their domestic homes has also been extended to the workplace.

**b. Respondents answers from second sub-question on factors contributing to the increased sexual harassment in the workplace.**

To capture the respondents’ understanding of sexual harassment in the workplace, also the question regarding factors contributing to the increase of sexual harassment was asked. The reasons for this question were to find out if the employees know why sexual harassment occurred in the workplace. Moreover, the answer to this question provides the contribution to the awareness of the existing policies that are in place. Because most of the factors that were mentioned relies on the weakness of the sexual harassment policies. Generally, the following were the factors identified and mentioned by the respondents; -

**i. *Poor policies, procedures and law:***

This is one of the most contributing factors to this problem. It is seen as a major factor simply because these factors give out the vision and the way of dealing with the problem when it occurs. Laws and policies define and reflect what may count as sexual harassment along with defining the punishment of each act while procedures concentrate on the way of executing the said laws and policies. These factors are interdependent, and they work depending on each other to give out positive results. If laws and policies are weak even if the procedures are good still the outcome will not be that pleasing likewise if the procedures are poor there will not be very positive results even if the laws and policies are excellent. For instance, a case study done in the United States, 500 businesses lose an anticipated \$6.7 million each year owing to tardiness, low production, and significant staff turnover.

Sickness, absence, and gender stereotyping are major workplace effects of sexual harassment, as per Svedberg as well as Alexanderson (2012).

It was further identified that the lack of confidence in the law on whether it really works to prevent harassment nor provide support to women/men in reporting harassment cases has a role to play in the prevalence of harassment in workplaces. Thus, the lack of reliable information regarding policies and regulations that support harassment issues has resulted in the prevalence of harassment behaviors in the workplace. This confirms McDonald (2015) who argued that most existing administrative and legal options for those subjected to workplace harassment are not specifically designed to condemn all forms of sexual harassment issues that may arise; thus, they still do not provide the most favorable outcomes in the prevention of workplace harassment. Also, all these policies and regulations were established around the year 2000 while now a lot of changes happened in the working environment. Thus, several terms and conditions can not fit with the current system including sexual harassment.

ii. ***Lack of knowledge on Policies, laws and regulations:***

Some respondents were unfamiliar with what may count for sexual harassment and punishment along with the relief that laws and regulations can offer. These also become another contributing factor because those who knows took advantage and suppress those who don't and as a result, the social phenomenon deepens its roots. On the other hand, due to this lack of knowledge others may practice this act without knowing if they count as sexual harassment and hence make a social phenomenon look like a culture in the society and not a problem to eradicate. However sexual harassment policies and grievance procedures alone are not sufficient to ensure that sexual harassment will be eliminated, rather capacity building needed to stimulate the awareness to the employee on all forms of sexual harassment and other related behaviors in the organization.

iii. ***Economic factor or Fear of losing jobs:***

Respondents were of the view that economic status is another problem causing employees with low salaries to frequently find themselves in the middle of sexual harassment conducts. Since the little salary one receive does not suffice to meet daily life requirements, then the victim usually almost doesn't report the problems by afraid to lose his/her job and being unemployed while it is one of the threatening problems in Tanzania, and thus organization managers take this as an advantage to commit sexual harassment as they use a threatening weapon of terminating them or not offering them an opportunity of

employment hence makes the victims submissive to this managers and as a result, this existing social phenomenon in the society look like a culture in many of these organizations.

***c. Respondents answers on third sub-question on the effects of sexual harassment in the workplace***

Together with the level of understanding of the sexual harassment, a researcher also developed another question to see if the employees know the effects of sexual harassment conducts when happen or practiced in their working environment. This question was also asked to understand employee's awareness on sexual harassment. The respondents were also asked to provide effects that might happen in the workplace with the existence of sexual harassment. The respondents were of the opinion that workplace harassment has effects on the performance of an individual and the organization as a whole. Terms such as lowers morale, absenteeism, labor turnover, low productivity, and damaged reputations have commonly appeared in the answers of respondents as effects of sexual harassment at the workplace. As seen by Baker & Edward (2012), with more focus on sexual harassment, supervisors were admitting that sexual harassment damage their staff, and an increasing number of victims were mustering the bravery to file accusations. But while a vast majority of employees could be unaware of the situation and the reasons for sexual harassment, recognizing the notion of sexual harassment seems critical because it has a variety of ramification that can affect employees, employers as well as the workplace.

From the interview discussions with the respondents, it was discovered that the consequences of sexual harassment disturb employees. What's more, it was found that younger employees are more exposed to harassment behaviors than it is for the elderly employees who had the added advantage of having stayed with the organization for a long period of time, thus making them somehow immune to such behaviors. One of the respondents had the following comment:

*I had been employed in this Municipal 6 months after I completed college, with a help of a relative of course who had a connection with my previous supervisor. The nature of the job involved me directly to the boss as it was a Personal Secretary work that among other descriptions required to remind my boss in his every activity of the day. It was during these work duties that my boss approached me and requested a sexual relationship. He used my vulnerability of being a fresh college student who needed a job so badly to get what he desired. Turning him down created a hostile working*

*environment, whereby whenever I got up in the morning to go to work all I felt was fear and anxiety about how the day will turn out to be. (RPG B, 6)*

It was further revealed that women's performance was more affected by sexual harassment in the workplace. It was reported that when an employee feels uncomfortable in the place of work it consequently manufactures unreliable attention to the work and sometimes leads to unsuitable behaviors towards colleagues and customers. This supports Nyende Paul (2002) who argued that sexual harassment in the working places disrupts the concentration of employees at work and thus affects their performance.

Furthermore, workplace sexual harassment is also associated with psychological effects which may involve stress and frustration and marriage conflicts that may result from sexual harassment issues. Explaining this issue, one of the respondents commented as follows:

*“My marriage once underwent a rough passage because of sexually explicit text messages that were being sent to me by one of my colleagues. As we know, especially in our African community it is always the woman who gets the blame. I tried explaining to my husband what the texts were all about and for a while it was hard for him to believe but with time, he believed me, and he was the reason for me to come forward to the management and present them with the problem I was facing. (RPG B, 9)”*

This can also be evidenced by previous research as stated by Stock & Tissot (2012) that, unwanted sexual attractions, frustrations or feeling furious affected person. Individuals' emotions influence their views and experience of sexual harassment. Numerous workplace concerns that might be recognized have been a detrimental influence not only on the employee individually but as well as on their overall job performance. Moreover, the research by Abel (2014) also provides for the effects of the sexual harassment in the organization, that the costs involved to both the victim of employees' sexual harassment and the organization can be the physical health of an individual, psychological health, and impact on performance.

It was further argued by the respondent that victims of sexual harassment at Ilala Municipal are harmed in multiple ways. They reported that, sexual harassment decreased job satisfaction, and psychological distress including anxiety, anger, and depression. Explaining the status of sexual harassment practices in working place at Ilala Municipal Council, one of the respondents explained the presence of sexual harassment practices at

Ilala Municipal Council in the context of male employers taking advantage of female employees. On this account she had the following to comment:

*“In our work, it sometimes happens that when someone with power abuses his/her position and takes advantage of the vulnerable person/people in the workplace by harassing such person or people that make them feel offended. (Interviewed Respondent)”*.

Based on the interview results, workplace harassment still exists. The act of sexual harassment was found to be unacceptable act to most employees. From the respondents, it was identified that workplace harassment was found to be a problem most for women in organizations. Various responses revealed how women have been exploited and tortured in the workplace. Discrimination and gender bias are still a practice in the place of work.

***d. Respondents answers on fourth sub-question Ways of reporting sexual harassment in the working places***

Another question that was asked to the respondents was about the mechanisms established and used by Ilala Municipal for employees to report sexual harassment conducts. This question was important in identifying the effective process of reporting of the complains about sexual harassment. It has the purpose of making awareness on how to report on any unfavorable behavior relating to sexual harassment happening in the working place. It encourages the transparency, accountability, and responsiveness to the Management. From the interview conducted, respondents had the following response regarding three applicable methodologies on reporting sexual harassment conducts.

***i. Reporting Sexual harassment conducts through direct confrontation by telling the harasser to stop***

Respondents were of the firm view that to ensure that sexual harassment practices are discouraged in the working places they tell the harasser to stop and or abstain from such practices. Although this confrontation may be difficult for most of the employees, it is often the most effective way of dealing with harassment. They are more likely to be successful if the harassment hasn't gone beyond things like off-color jokes, inappropriate comments about your appearance, or tacky cartoons posted onto the office refrigerator. One participant argued that:

*“Clearly saying you want the offensive behavior to stop is important, because it lets the harasser know that the behavior is unwelcome (which it must be to meet the legal definition of sexual harassment). It is also a*

*crucial first step if you later decide to take more formal action against the harasser. (Interviewed Respondent)''.*

It is important to note that since sexual harassment is not to be tolerated who experience such situations are advised to tell the harasser to stop. This supports the findings of Sundaresh Noopurah (2013) argued that the sexual harassment victims need to tell the harassers to stop doing such illegal sexual practices in the working places. Because by telling someone what is good and not good for other will make aware of anything that goes beyond and discovered that, he or she has done out of what supposed to be.

**ii. Reporting Sexual Harassment complaints to supervisors/Employers**

It was further argued by the respondents that another way they can use to report is to lodge complaints to supervisors/employers. One respondent argued that:

*“If confronting the harasser doesn't end the harassment, you should escalate your complaint within the company. Check your company's employee handbook, personnel policies, or manual. Is there sexual harassment or complaint policy? If so, follow it. If not, ask your supervisor or someone in the human resources or personnel department how to make a sexual harassment complaint. If you don't get the help you need, move up the chain of command to managers and executives, documenting along the way.” (Interviewed Respondent)''.*

Lodging complaints to the supervisors/employers were said to be another alternative way to report sexual harassment in the working places. This agrees with the findings of Muzaffar S. Mallow. (2013) who also was of the same view that those who are sexually harassed in their working places can report to their employers in their respective working places. Employees are being employed in different department depending on their qualifications or area of specialization. Hence, the Tanzania Local Government Authority has structured their public sectors according to their functions. Therefore, it's easy for the victims to report any complains or actions that are against the laws, policies, and regulations. As seen by Wamoyi (2021), sexual harassment was considered as grievance, and employees must complete the method stated in any organization's grievance procedures manual. The standard legal procedure allows the complaint to submit a written complaint to the management or supervisor. To address the situation, the manager will contact the complainant, and the suspect, however, if necessary, their agents (Shaikh, 2019). A manager of a higher rank is called in whenever the manager or supervisor in question is the suspect. According to Rocha (2019), the complaint is

then be dealt with domestically, and if the individual is unhappy with the resolution or the way it had been managed, they have a legal right to file an appeal with the Commission for Mediation and Arbitration.

### ***iii. Reporting of sexual harassment through documentation of claims***

Another respondent once asked about the ways used to report sexual harassment at the working places said that, claims documentation of claims is one of the best tool to report sexual harassment incidences when happen. The following was her argument: -

*“It is very important to document what is happening to you, and what you are doing to try to stop it, should you ever have to prove your case to a company investigator, a government agency, or a court. Start by collecting as much detailed evidence as possible about the harassment. Be sure to save any offensive letters, photographs, cards, or notes you receive. If you were made to feel uncomfortable because of jokes, pin-ups, or cartoons posted at work, confiscate them, or at least make copies. An anonymous, obnoxious photo or joke posted on a bulletin board is not anyone else's personal property, so you are free to take it down and keep it as evidence. If that's not possible, photograph the workplace walls. Note the dates the offensive material was posted and whether there were hostile reactions when you took it down or asked someone else to do so. (RPG G, 7)”*

By doing documentation will help to get evident on the complaints. For instance, when someone sent a sex joke or phonograph. It will be easy for a victim to print out as an evident according to the claims. The ELRA, 2004 provide for instructions for all necessary persecution for avoidance of any doubt or grounds of sexual harassment at workplace.

#### **4.1.2. Summary for first research question.**

The first research question which wants to explore employee’s ability to interpret the concept of sexual harassment at the workplace has been addressed through formulation of four sub-questions covering meaning of the subject matter, factors causing the sexual harassment to occur, effects of the sexual harassment to employees and employers when happen and finally on ways used by the victims to report sexual harassment conducts. Respondent’s answers on all four sub-questions were to answer the primary research question number one. Therefore, it has been clearly evidenced that, respondents have clear knowledge on the concept of sexual harassment and what constitutes sexual harassment. Their explanations did not deviate from

the ELRA (2004) and CECPSA (2005). Based on the obtained result, the study concludes that the employees at Ilala Municipal Council are aware of what constitutes the sexual harassment practices because data obtained from the study are valid since they were obtained from the viable sources of the respondents who understand subject matter (sexual harassment) well. This understanding of the employee shows public offices compliance with law's requirements to educate and train their employees on laws and regulations regarding sexual harassment in the workplace. For instance, section 15(1) of the ELRA, 2004 obligates the employers to interpret the sections of the Act to employees if the employees do not understand the written particulars including inducing awareness to employees on different definition of terms and conditions that can occur in any working environment.

#### **4.2. Findings from respondents to address second research question**

*Research question number two: - "What is the level of employees' awareness about the ELRA, 2004 and CECPSA, 2005 regarding sexual harassment at the workplace"?*

##### **4.2.1. Results of data analysis.**

The second research question was to understand the level of awareness that employees have regarding the ELRA, 2004 and the CECPSA, 2005. Under this part, the researcher was interested to know how broad the knowledge on two policies has been spread among employees, does few or many employees understand the sexual harassment as covered in the two policies, to what extent or magnitude or what number of employees are familiar with those two policies. Therefore, second question is a continuation of first question because the first question aimed at looking how employees interpret the sexual harassment while the second question wants to establish number of employees who can interpret the sexual harassment conducts at the working place. Again, the information to address the second research question was obtained through interviews with heads of departments and employees from Ilala Municipal Council in Tanzania with the same selected sample size.

The interview results revealed that, many employees have knowledge on sexual harassment as explained in the two policies and the knowledge is widely spread, although some respondents said to have little knowledge on it. For instance, one respondent claimed to have little understanding on ELRA (2004) and CECPSA (2005) as per the following statement: -

*“I understand little about ELRA, 2004 and CECPSA, 2005 in the section that explain sexual harassment because, those are among the tools and guideline for me as a public servant. I must demonstrate a high level of responsiveness including honesty and ethical standards which I can commit to my fellow employee and other staff who are here so that all of us can achieve goals aiming at ending and or discouraging all forms of sexual harassment at workplaces (RPG B, 5)”.*

On the other hand, the other evidence was provided by one of the Heads of Education departments that, most employees are aware of those policies because they have working groups in every school that every Friday during the morning meeting one of the agenda is to discuss any term or condition that is provided in the Laws and were recapped with all good conducts that adhering to the proper values including sexual innuendos, gestures, comments or jokes. This is because in education sector there are several cases that are reported concerning sexual relationships, absenteeism, and other related behaviors. Therefore, they have decided to put special day to discuss what are the employees’ rights and obligations despite of the quarterly meetings that all departments are supposed to have. He was insisting on saying that,

*“For about three years consecutively, we have been conducting various seminars for our newly appointed employees and those who are already in the service regarding all important parts of regulations and laws for the employment context including sexual harassment in the workplace. By doing so we are sure that our fellow employees are not only familiar with it, despite few of them are not ready to change their behaviors (RPG A, 4)”.*

The above respondent statement put clear that, it is not just the matter of one person rather all employees in particular organization meets to discuss and remind each other what laws says in prevention of sexual harassment, hence the knowledge is widely known and this is what was intended by second research question. Employee’s awareness helps in enhancing moral values leading to eradication of all unethical behaviors including forms of sexual harassment in workplaces (Vuckovic et al, 2017). Therefore, a high level of awareness makes respondents have more knowledge, be more organized, and perceive and react positively to their daily work against all forms of sexual harassment in their workplace.

Moreover, the Heads of department from Human Resource and Administration provided another evidence of having staff meetings every Monday of the week and whenever some employees misbehave, when there are changes made by the Director, or any behavior changed in the organization whereby in a meeting all employees together were reminded on the importance of observing and keeping good conduct by adhering to the proper values including sexual innuendos, gestures, noises, jokes, comments, or remarks to another person about one's sex or body. The Heads of department used such meetings to remind employees about the rules and regulations including sexual harassment and other related behavior that occur in the workplace including corruption and sexual relationships. It was elaborated as follows,

*"I always hold staff meetings on Monday morning before work starts, where I remind employees about the professional obligations assigned to us. I sometimes hold a staff meeting with employees when there is sign of misbehaviors. Last month for example I conducted a discipline-related meeting about a male employee who used discriminatory and abusive language to a female employee. It's one of my duties to make sure all employees in my department understand all terms and conditions of employment and follow all the required rules and regulation to archive our agreed goals (RPG A, 3)".*

It was further revealed that some respondents acquired awareness of the ELRA, 2004 and CECPSA, 2005 through work orientation and on job training. The respondents provide that orientation on all necessary tools was conducted immediately after being employed. Upon reporting to their departments, employees were given instructions of all necessary information for their standing. Also, copies of important sections that are in the rules and regulations on promoting professional employees' attitudes. The copy of regulations and policies serves as guidelines on dos and don'ts for every employee and raises awareness on the employee's responsibilities at the workplace, as well as regulating how they should conduct themselves. In that regard, one of the respondents had this to explain,

*"Immediately after being employed Human Resource Officer conduct orientation (induction course) by providing us with some of the terms and conditions of the employment including prohibition on sexual relationship that leads to sexual harassment. Usually, there are two to three days of orientation. It is among the best platform whereby anyone with question can ask and get feedback. But these induction course has now stopped, hence some of the*

*employees still make mistake intentionally or unintentionally depending on the nature of the problem (RPG B, 10)”*

The quote above suggests that public servant regulations aim at giving directions to employees on the level of professionalism expected of them. This suggests that employees are expected to begin displaying qualities of a good employee including being far away from all forms of sexual harassment once they have been employed.

#### **4.2.2. Summary of the Second Research Question.**

The information above from all interviewed respondents ascertains that, the Head of the departments at Ilala Municipal Council used their authority not only to address the contents in the ELRA, 2004 and the CECPSA, 2005 but also to act against those who misbehave. Therefore, it can be concluded that employees’ awareness of the ELRA, 2004 and the CECPSA, 2005 was spread through seminars, meetings, and orientation courses, particularly for newly recruited employees. Employees were informed and reminded of the importance of ethical conduct especially at the beginning of each week when the Head of the department conducted staff meetings. This is in line with the study conducted by Foxx et al., (2019) argued that, to ensure that people understand the professional code of conduct and other laws, there is a need to introduce training and seminars to employees in the working places to build strong awareness and to make employees be responsible when going against it.

Respondents appeared to be familiar with the ELRA, 2004 and the CECPSA, 2005 in their working environment. According the CECPSA, 2005, it is very clear and detailed on the areas of sexual harassment and what constitutes sexual harassment in the working environment. It states that: A public servant shall refrain from having sexual relationships at the workplace. It is also providing for the grounds that any employees who have been employed under public sector organization to follow it.

However, there were also two respondents (group B) who revealed not being familiar with the ELRA, 2004 and the CECPSA, 2005 especially on the sexual harassment context. During the interview the respondent were not aware which part of the policies stated about sexual harassment and either not being sure of what they know. They support their answers by emphasizing that, most of the policies, rules and regulations are being shown during the May Day (Workers’ Day) where employees get chance to see some of the copies of those policies. With these findings, still Human Resource Managers must make evaluations on their training

capacity because when employees are not familiar with the policies then it would be much easier to misbehave in their working environment.

#### **4.3. Findings from respondents to address third research question.**

*Research question number three: - “What are the measures that are taken in dealing with sexual harassment at the workplace”?*

This third research question was presented to the sampled respondents to gather what mechanism has been initiated and used by Ilea Municipal Council office to deal with sexual harassment at the workplace. Respondents were asked to share their views on the measures to prevent sexual harassment in the working place. This was also important question by making sure that sexual harassment in workplace are being stopped or prevented under the proper procedures and using the policies that are in place to settle all matters related to sexual harassment at the workplace. The interview results presented in the coming paragraphs have revealed the methodology deployed by Ilala Municipal Council to combat sexual harassment practices.

##### **4.3.1. Results of data analysis**

Generally, the analysis found that employers were playing the roles of compliers, enforcers, developers, and custodians of laws, regulations, and policies. It is important to note that in Tanzania, both national and international legislation has been enforced to extend guidance towards the prevention of offensive treatment known as sexual harassment encountered at the workplace. These laws were put in place to prohibit, combat, and eradicate sexual harassment and this involved enacting specific laws against its practice, imposing duties on employers as well as holding them liable for the acts committed against their employees, issuance of guidance to employers on how to design anti-sexual harassment policies, development of enforcement procedures to encourage lodging of claims by victims as well as extending assistance to them.

Respondents further were of the view that, despite such legal measures being in place, sexual harassment is still predominantly practiced and has remained an outstanding practice more common than is acknowledged at Ilala Municipal Council. Its widespread is felt most by women employees among other persons in less powerful positions at the workplace who not only possess limited means of fighting against it but also lack the necessary support and

assistance required in case it is committed against them. This is due to its intimidating nature which is both offensive and oppressive to the victim party hence denying them a platform to come out and speak against it as such would automatically jeopardize their job.

Respondents further argued that sexual harassment is considered a very uncomfortable subject to discuss freely among employers, employees, and all other persons that may be involved or affected by its practice. This is due to the psychological impact it creates on the victim party and the substantial costs that may be incurred by the victim and his or her employers in addressing it. On top of that, there has been insufficient compliance from both employers and employees to the laws regulating sexual harassment as far as adherence is concerned. This has encouraged its practice and has thus allowed many of its perpetrators to escape scot-free hence relegating most of its victims to denial.

Some of the interviewed respondents said that, the role of employers to comply with the laws and policies in dealing with sexual harassment play a vital role in reducing sexual harassment at the workplace, so they mentioned compliance to the ELRA, 2004 and CECPSA, 2005 as one of the best methodology adopted by the employers to combat sexual harassment at the workplace. It was realized that employers understood the importance of maintaining proper behavior within the acceptable norms of public office as stipulated in the ELRA, 2004 and the CECPSA, 2005. In this aspect, the researcher found that employees used to learn from employers on how to refrain from sexual harassment conducts to the extent that, sexual harassment practices such as gender based discrimination in the workplace were found to be well understood by most of the employees and minimized. The respondent said: -

*“Our head of human resources and administration is in front line in adhering to the laws and policies regarding several aspects including dressing style, relationship with employees, team works, kindness, loyalty to organization and on discouraging sexual harassment practices. By so doing, we other employees are automatically motivated and empowered to follow the rules as our leader does, indeed our leaders leads us by example”.*

Furthermore, it was revealed that employees were behaving positively contrary to what used to happen in the past years. Employers were reported as not discriminating women/men employees at the working places in the public offices. Sexual harassment practices such as offering or receiving preferential treatment, promises or rewards, and offering or submitting to

sexual favors were found not among the frequently reported cases to the employers/employees at Ilala Municipal Council. One Head of the department had this to explain,

*“I have been working here at Ilala Municipal Council for sixteen years now. Formerly, issues of women/ men employees being discriminated against, sexual innuendo, and sexual abuse were very common with female employees. These days such cases are very rare as most the employees are becoming aware of the effects of sexual harassment. We have now received several cases of drunkenness’ that appear to be common than sexual harassment (RPG A, 3)”.*

Therefore, referring to those explanations above, the study findings suggest that both employers and employees were complying with their policies as some indiscipline acts were found not committed by employees because they were aware of their impact. Awareness of the policies and employer’s commitment to uphold the laws has helped to reduce incidences of sexual harassment conducts.

Also, not only compliance but enforcement of the ELRA, 2004, the CECPSA, 2005 and other laws were found to be one of the key role played by employers at Ilala Municipal Council. Employers were given the task to supervise, give information, and ensuring proper performance of the public service obligations as well as being accountable to their respective employees. Findings show that heads of departments were supplied with important documents regarding sexual harassment such as the ELRA, 2004, the CECPSA, 2005, Standing Order for Public Service 2009 and public service Regulation Acts of 2003 just to mention few. The interviewed Head of the department agreed that documents that were given to them helped in making the supervision of employees become easier and implementable. Almost every term and conditions of employment has been stated in those Laws and regulation. The Head of the department explained that one of the methods used in enforcing ELRA, 2004 and the CECPSA, 2005 was a regular on job training conducted for employees on various matters including sexual harassment in the working places because sexual harassment cuts along all the departments in the Municipal Council. One of the respondent said: -

*“Despite the insufficient budget for monitoring and evaluation as well as capacity building but still most of department trying their best to use the staff meeting to remind rights and responsibilities of each employees as proclaimed by the laws and its consequences for non-compliance, heads have been reminding employees with example of the staff who have been severely warned by engaging in sexual harassment conducts, some of the actions taken by the*

*management is issuing warning letter, suspension of employee and termination”.*

The statement above evidence the level of power invested to the employers (Ilala Municipal Council) in supervising the upholding to ELRA, 2004 and the CECPSA, 2005. For instance, in the CECPSA, 2005 Regulation 8 (3) (4) provides to the effect that Public Servant shall refrain from having sexual relationships or discrimination, likewise, they will avoid all type of conduct which may constitute sexual harassment at the workplace. Therefore, to ensure the implementation of this provision, the employers are obliged to enforce this.

#### **4.3.2. Summary of the third Research Question.**

Data collected and analyzed has put clear that employers have great role to play in combating reducing sexual harassment practices at the workplace. In Ilala Municipal Council, compliance and enforcement of the laws and policies are the primary tactics deployed by the management of the council to fight against sexual harassment practices at the workplace to ensure healthy working environment for all employees regardless of one's sex.

## CHAPTER FIVE

### CONCLUSION FROM THE FINDINGS

#### 5.1. Introduction.

The study designed to assess if employees at Ilala Municipal Council are able to interpret the Employment and Labor Relation Act of 2004 and Code of Ethics and Conducts for Public Sector Employees and the extent to which employees understand that laws. The assessment has been carried out thematically analyzing data collected within from selected respondents in Ilala Municipal Council.

#### 5.2 Conclusion from the Findings

Findings from the study revealed that sexual harassment practices are more uncontrolled at Ilala Municipal Council. In common, respondents believed that workplace harassment is an existing phenomenon, experienced in a variety of forms of unwanted and offensive conduct that in some ways leaves one feeling uncomfortable with the work environment. Respondents further revealed that women are more sexually harassed in various ways while working at their working place. As it was evidenced by several respondents that: *“Sexual harassment has been practiced here through unwelcome sexual advances, requests for sexual favors, and sexual conduct that is directed toward a person. Some of Heads of department are reluctant in dealing with the reported complaints. Hence, employees feels like it is useless to report their complaints because no action taken. Also, some of the complaints were slowly handling either by failure of valid evidence or that Human Resource Managers close the files for their interest or the perpetrators.*

The problem of sexual harassment is not new. In fact, generations of employees have suffered unwanted sexual attention. But it is only in the last 20 years that these policies have been given a name. This is a sex discrimination issue since a person is targeted for harassment because of her sex. There is a popular misconception that any kind of sexual violence should involve visible proof and thus we have neglected some other non-visual forms of sexual violence such as sexual oblique remarks etc. This study has examined the awareness from respondents about the ELRA, 2004 and the CECPSA, 2005 regarding sexual harassment.

Findings from the study revealed that the issue of sexuality in the workplace became visible and was brought to public attention in the form of sexual harassment. However according to

the findings of the study sexual harassment can be said to be unwanted conduct of a sexual nature, which can take the form of either quid pro quo harassment (something for something or something in return) or a hostile working environment. The ELRA, 2004 and the CECPSA, 2005 as per the findings of the study from Ilala Municipal Council has been interpreted in the context of employment discrimination, physical contact, staring or leering, indecent exposure, comments or jokes of a sexual nature, sexual propositions, displaying offensive material, sending sexually explicit texts, and asking intrusive questions about a person's private life or physical appearance. Furthermore, despite all these, the persistence of sexual harassment in the workplace has remained unresolved and thus calls for government intervention like the introduction of strict laws that punish the wrongdoers.

However, failure to amend some of the sections under the laws against sexual harassment is also a challenge in combating the problem. For instance, in the ELRA, 2004 sexual harassment is stated under sex discrimination and not as separate section that could be more emphasized when dealing with those matters. However, it has also been argued that sexual harassment policies and grievance procedures alone are not sufficient to ensure that sexual harassment will be eliminated; an end to the problem requires gender equity within organizations. The presence of a good formal policy would likely result in decreased incidents of blatant behaviors.

Generally, the findings reveal that, capacity building to employees is one of the major area where by every Heads of department required to commit him/herself to ensure every employee are enabled and trained on sexual harassments matters. By doing training, it will help to identify and sensitize employees and prevent sexual harassment in their working place and the public at large. There should be training program that will clearly establish mechanisms to stop or prevent sexual harassment conducts. Provided the insufficient funds allocated to the public sectors, there is a need for action to promote positive behaviors that will help employee against all forms of the sexual harassment. On top of that the public sector should encourage the teamwork for facilitating any activities in the organization, because it will be helpful for others to keep on learning. All policies concerning access to public services must got priorities to the approach based on the merit of the individuals and equity of access. There must be grievance procedures to investigate and punish those found guilt of the offence of sexual harassment. This also among the result found that, some of the heads of department are reluctant in handling employee's disciplinary matters as a result some employees did not report their complaints with the idea that, the complaints will not be concluded.

Finally, the study provides policy recommendation to the Government of the United Republic of Tanzania through all Public sectors that, they should continue building capacity to their employees and making monitoring and evaluation to see if those policies are clearly understood to their employees. They should provide enough materials to every department if not to every employee access to those policies as it was found in the research when one of the respondent provides information that, the policies are just kept to the Heads of department until May Day is where other employees can see it. As researcher I could not cover everything especially the amendment of the policies. Therefore, I suggest further research to be done in the area especially in providing recommendations for the new policies because most of the policies that are in place are not going together with the changes that had happened in recently years.

### **5.3. Study Contributions to the Existing Literature.**

Basically there are countless number of literatures globally speaking about sexual harassment issues in the work place. The existing literatures talk about various aspects of sexual harassment including definitions of sexual harassment, interpretation of the sexual harassment conducts, vulnerable groups for sexual harassment conducts, factors for sexual harassment, what constitutes sexual harassment, ways to reduce or prevent sexual harassment, sexual harassment and gender, frequency of reporting sexual harassment conducts, existing laws against sexual harassment and how public awareness on sexual harassment (Antecol & College, 2003; Bott & Morrison, 2005; Box, 2013; Castico, 2015; Cooke, 2017; *Gender Identity , Violence and Human Rights*, n.d.; Edition, n.d.; Flood, 2004; Garcia-Moreno & Stöckl, 2016; Gomes et al., 2004; Hofstede, 1983; Mansūr, 1988; Samuels, 2003; United Nations, 2006; Vuckovic et al., 2017). The pointed studies covered different geographical locations in the world including Tanzania, but the specific and detailed assessment on Ilala Municipal employee's awareness and interpretation of existing ELRA (2004) and CECPSA (2005) was not done before this. Hence, it stood beyond reasoning that, this study has added valuable and significant input to the existing body of knowledge by focusing on the Tanzania Environment since the studies' observations from other geographical boundaries with different norms, culture, working style and the like might not be replica in Tanzania Environment. Through this study, future researchers and students have got the starting point for their studies.

## REFERENCES

- Aaron, T., & Dry, E. (1992). *Sexual harassment in the hospitality industry*. The Cornell.
- Abel, J. (2014). *Sexual harassment to workers in public institutions; A case of higher learning institutions in Tanzania*. Unpublished Master's thesis, Mzumbe University, Dar es Salaam.
- Abdulkadir, A.S. (2019). *The role of Local Government for Community Development in Banadir Region Mogadishu- Somalia Journal for New Generation Science*, 6 (3)
- Aluwihare-Samaranayake Dilmi. (2012). Ethics in qualitative research: A view of the participants' and researchers' world from a critical standpoint. *International Journal of Qualitative Methods*, 11(2), 64-81. doi: <http://dx.doi.org/10.1177/160940691201100208>
- Baker, S.E., & Edward, R. (2012). *How many qualitative interviews are enough?* Discussion Paper. NCRM. National Centre for Research Methods Review Paper
- Baker, J. A. (2015). *The sexual harassment workbook: Recognising, Preventing & Managing Sexual Harassment in the Workplace*. Bayou Publishing LLC.
- Bhatta, T.P. (2017) *Local Development Plan: An Avenue for University-Local Government Community Collaboration for Sustainable Community Development*, *Journal of Education and Research*, 7(1)
- Berdahl, J.L., & Moore, C (2006). *Workplace harassment; double jeopardy for minority women*. *Journal of applied Psychology*, 91 (2), 426
- Bello, S. M. (2016). *Gender Differences in Perception of Sexual Harassment among Nigerian Banks' Employees*. Proceedings of ISER 29th International Conference, UAE (pp. 21-26). Dubai: Proceedings of ISER. 22nd April 2016, ISBN: 978-93-85973-83-3. 21-26.
- Bott, S., Morrison, A. and Ellsberg, M. (2005), "*Preventing and responding to gender-based violence in middle and low-income countries: a global review and analysis*", Policy Research Working Paper No. 3618, World Bank Gender and Development Group, Washington, DC, p. 12.
- Brassard, R., Montminy, L., Bergeron, A. and Sosa-Sanchez, I. (2015), "*Application of intersectional analysis to data on domestic violence against aboriginal women living in remote communities in the province of Quebec*", *Aboriginal Policy Studies*, Vol. 4 No. 1, pp. 3-23.
- Chappel, D. and Di Martino, V. (2006), *Violence at Work*, 3rd ed., International Labour Office, Geneva.
- Cruz, A. and Klinger, S. (2011), "*Gender-based violence in the world of work: overview and selected annotated bibliography*", Working Paper No. 3, ILO Bureau for Gender Equality, Geneva, pp. 11, 13, 19-20.
- Di Martino, V. (2002a), "*Violence at the workplace: the global response*", *Africa Newsletter on Occupational Health and No.*, 12, Helsinki, p. 5.

Di Martino, V. (2002b), “*Workplace violence in the health sector – country case studies synthesis report*”, ILO, Geneva, p. 17.

Di Martino, V., Hoel, H. and Cooper, C.J. (2003), “*Preventing violence and harassment at the workplace*”, European Foundation for the Improvement of Living and Working Conditions, p. 29.

Draucker, C.B., (January 31, 2019) "Responses of Nurses and Other Healthcare Workers to Sexual Harassment in the Workplace" *OJIN: The Online Journal of Issues in Nursing* Vol. 24, No. 1, Manuscript 3. <https://doi.org/10.3912/OJIN.Vol24No01Man03>

Dromm, K. (2012), *Sexual Harassment: An Introduction to the Conceptual and Ethical Issues*, Boradview Press, Peterborough, Ontario, and Buffalo, NY.

Erhardt, S., Leichtweiss, S. and Temu, A. (2011), “*Critical gender issues in Mtwara Region, Tanzania: findings of a qualitative study for the project ‘towards gender-sensitive and -transformative HIV programming in Mtwara Region, Tanzania’*”, GIZ, Dar es Salaam, Dublin, p. 19.

Fitzgerald, L. (2020). *Unseen : the sexual harassment of low-income women in America*. 39(1), 5–16. <https://doi.org/10.1108/EDI-08-2019-0232>

Fitzgerald, L.F., Swan, S. & Magley, V.J. (1997). But was it really sexual harassment? Legal, behavioral, and psychological definitions of the workplace victimization of women. In W. O’Donohue (Ed.), *Sexual harassment: Theory, research and treatment*, pp 5-28. Boston: Allyn & Bacon.

Foxx, A. J., Barak, R. S., Lichtenberger, T. M., Richardson, L. K., Rodgers, A. J., & Williams, E. W. (2019). Evaluating the prevalence and quality of conference codes of conduct. *Proceedings of the National Academy of Sciences*, 116(30), 14931-14936.

Gaol, F. L., & Hutagalung, F. (2016). *Economic Social Science and Information Management*. London. UK: CRC Press. Taylor & Francis Group.

Gerring, J. (2017). “Qualitative methods”. *Annual Review of Political Science*, 20, 15-36

Gerring, J. (2006). What is a Case Study Good For? Case Study versus Large-N Cross-case Analysis. In *Case Study Research: Principles and Practices*. Cambridge University Press

Giftness Joseph Castico, 2015; The Prevalence of Sexual Harassment to women at Public Workplaces in Unguja Zanzibar; A case of Magharibi District Council, Mzumbe University

Godfrey, C. (2005), “Workplace harassment in Tanzania”, *Women & Environments International Magazine*, Vol. 66 No. 67, p. 24.

Harriet Samuels (2003) Sexual harassment in the workplace: a feminist analysis of recent developments in the UK, *Women's Studies International Forum*, Volume 26, Issue 5, Pages 467-482, <https://doi.org/10.1016/j.wsif.2003.08.004>.

Hoel, H. and Lewis, D. (2011), "Bullying, harassment and sexual orientation in the workplace", in Brown, J. and Walklate, S. (Eds), *Handbook on Sexual Violence*, Routledge, New York, NY, pp. 394-416.

International Labour Organization (2010), "*Frequently asked questions: sexual harassment at the workplace*", Geneva, [www.ilo.org/jakarta/info/public/nl/WCMS\\_149651/lang--en/index.htm](http://www.ilo.org/jakarta/info/public/nl/WCMS_149651/lang--en/index.htm) (accessed November 6, 2014).

International Labour Organization (ILO) (2013), "*Stop violence at work – International Woman's Day 2013*", ILO, Bureau of Gender Equality, Geneva.

Jacobs, S., Brahic, B., & Olaiya, M. M. (2015). Sexual harassment in an east African agribusiness supply chain. *The Economic and Labour Relations Review*, 26(3), 393–410. <https://doi.org/10.1177/1035304615595604>

Joubert, P. (2017). *WITS staff member fired for sexual harassment*. News.

Kaushal, S. K., Kaur, G., & Kumar, R. (2016). Dealing with problem of sexual harassment at workplace in the lucknow city. *Journal of Strategic Human Resource Management*, 5(2) Retrieved from <https://www.proquest.com/scholarly-journals/dealing-with-problem-sexual-harassment-at/docview/1839187408/se-2?accountid=11162>

Kelly, L. (1988), *Surviving Sexual Violence*, Polity Press, Cambridge, MA.

Lee, J. Y., Heilmann, S. G., & Near, J. P. (2015). Blowing the whistle on sexual harassment: Test of a model of predictors and outcomes. *Human relations*.

Lopez, Steven H., Randy Hodson, and Vincent J. Roscigno. 2009. Power, status, and abuse at work: General and sexual harassment compared. *Sociological Quarterly* 50:3-27.

Magalla, Asherry (2018). The Employment and Labour Relations Act of 2004 and Its Success in Tanzania (November 28, 2018). Available at SSRN: <https://ssrn.com/abstract=3292160> or <http://dx.doi.org/10.2139/ssrn.3292160>

Magnusson, Eva, and Jeanne Marecek (2015): *Doing Interview-based Qualitative Research: A Learner's Guide*. Cambridge: Cambridge University Press. Available on GUNDA

Mallow, M. S. (2013). Sexual Harassment in the Workplace: An Overview over the International Law and Current Law and Practice in Malaysia. *International Journal of Humanities and Social Science*.

McCann, Deirdre (2005) 'Sexual harassment at work: national and international responses.', Project Report. International Labour Organization, Geneva <http://www.ilo.org/travail/whatwedo/publications/WCMSTRAVAILPUB2/lang--en/index.htm>

McDonald, Paula. 2012. Workplace sexual harassment 30 years on: A review of the literature. *International Journal of Management Reviews* 14:1-17

McDonald, D., Brown, E., & Smith, K., (2015). Workplace Bullying; A Review of its Impact on Business, Employees, and the Laws. *International Journal of Business and Social Science*, 6 (2)

Marsh, J., Patel, S., Gelaye, B., Goshu, M., Worku, A., Williams, M. and Berhane, Y. (2009), “*Prevalence of workplace abuse and sexual harassment among female faculty and staff*”, *Journal of Occupational Health*, Vol. 51 No. 4, pp. 314-322.

Masoud, Hadija (2013) Tanzanian women suffer sexual harassment in the workplace, despite laws in place to protect them, Write for Right, also available at: <http://wewriteforrights.wordpress.com/2013/08/11>

Martin, S.L., Macy, R.J. and Young, S. (2010), “The impact of sexual violence against women: health and economic consequences”, in White, J. and Koss, M. (Eds), *Violence Against Women and Children: Consensus, Critical Analyses, and Emergent Priorities, Vol. 1, Mapping the terrain*, American Psychological Association, Washington, DC, pp. 173-195.

Merkin, R.S. (2008), “*The impact of sexual harassment on turnover intentions, absenteeism, and job satisfaction: findings from Argentina, Brazil and Chile*”, *Journal of International Women’s Studies*, Vol. 10 No. 2, pp. 73-91.

Nyende Paul (2002); *Sexual harassment; The case of Women in the Workplace and Female students in Tertiary Institutions in Uganda*; Makerere University, Kampala (Unpublished)

Olowookere, F. (2010). *Violence against Women in Nigeria: Implications for the Family Life*. The Social & Management Scientist.

Owens, J. M., Gomes, G. M., & Morgan, J. F. (2004). *Sexual harassment in the European Union: The dawning of a new era*. SAM Advanced Management Journal.

Pius, I.M. (2013). *Assessment of new labour laws adoption in workplaces: a case of Cooperative Audit and Supervision Corporation*. Dodoma: The University of Dodoma <http://hdl.handle.net/20.500.12661/1434>

Prekel, T. (2001), “*Sexual harassment: causes, consequences and cures*”, working paper, CapeTown; [www.westerncape.gov.za/text/2004/4/sexual\\_harassment\\_2nd\\_upload.pdf](http://www.westerncape.gov.za/text/2004/4/sexual_harassment_2nd_upload.pdf) (accessed October 10, 2014).

Ranganathan, M., Wamoyi, J., Pearson, I., & Stöckl, H. (2021). Measurement and prevalence of sexual harassment in low- and middle-income countries: A systematic review and meta-analysis. *BMJ Open*, 11(6) doi: <http://dx.doi.org/10.1136/bmjopen-2020-047473>

Shahzad, K., Hussain, S., Bashir, S., Chishti, A. F., & Nasir, Z. M. (2011). Organizational environment, job satisfaction and career growth opportunities: a link to employee turnover intentions in the public sector of Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*.

Stock, S. R., & Tissot, F. (2012). Are there health effects of harassment in the workplace? A gender-sensitive study of the relationships between work and neck pain. *Ergonomics*.

Sundaresh Noopurah (2013) “Theoretical Orientation of Sexual harassment at the Workplace”, 3, Journal of Business Management & Social Science Research 74-81

Svedberg, P., & Alexanderson, K. (2012). *Associations between sickness absence and harassment, threats, violence, or discrimination: A cross-sectional study of the Swedish Police*.

Tibiita Renatha (2012) The Perception of Female Workers Regarding Sexual Harassment at Sekou Toure Hospital, Faculty of Business Administration, St. Augustine University

Trainor, A. A., & Graue, E. (Eds.). (2012). *reviewing qualitative research in the social sciences: A guide for researchers and reviewers*. Taylor & Francis Group

Ulicki, T. (2011), “‘Just the way things are’: gender equity and sexual harassment in the South African police service”, *Transformation: Critical Perspectives on South Africa*, No. 76, pp. 95-119

United Nations (2011), “*Violence against women*”, available at: [http://endviolence.un.org/pdf/pressmaterials/unite\\_the\\_situation\\_en.pdf](http://endviolence.un.org/pdf/pressmaterials/unite_the_situation_en.pdf) (accessed October 12, 2014).

United Nations (2006), “*Secretary general’s in-depth study on violence against women*”, available [www.un.org/womenwatch/daw/vaw/SGstudyvaw.htm](http://www.un.org/womenwatch/daw/vaw/SGstudyvaw.htm) (accessed October 10, 2014).

United Republic of Tanzania (2005), “*Code of Ethics and Conduct for the Public Service Tanzania*”, United Republic of Tanzania, Dar es Salaam, available at: [www.tanzania.go.tz/egov\\_uploads/documents/Code\\_of\\_Ethics\\_utumishi\\_sw.pdf](http://www.tanzania.go.tz/egov_uploads/documents/Code_of_Ethics_utumishi_sw.pdf) (accessed September 20, 2014).

United Republic of Tanzania and USAID (2008), “*Gender-based violence in Tanzania: an assessment of policies, services and promising interventions*”, USAID Health Policy Initiative, Dar es Salaam, available at [www.mcdgc.go.tz/index.php/publications/more/gender-based\\_violence\\_in\\_tanzania\\_an\\_assessment\\_of\\_policies\\_services\\_a/](http://www.mcdgc.go.tz/index.php/publications/more/gender-based_violence_in_tanzania_an_assessment_of_policies_services_a/) (accessed September 20, 2014).

Vuckovic, M., Altvater, A., Linda, H. S., & Kloss, K. (2017). Sexual harassment and gender-based violence in Tanzania’s public service. *International Journal of Workplace Health Management*, 10(2), 116-133. doi: <http://dx.doi.org/10.1108/IJWHM-02-2015-0011>

## **APPENDICES**

### **Appendix 1: Interview Questions for the Heads of Department (RPG A) and other Employees (RPG B)**

1. What do you understand about sexual harassment at workplace?
2. Do the employees in your department understand about sexual harassment? How?
3. Are the policies on sexual harassment understood to your employees as stated in it?
4. What are the factors that contribute to presence of sexual harassment in your working place? (Mention at least 3)
5. What are the methods or technique used to report sexual harassment in your department? (Mention at least 3)
6. What are measures taken for the employees who are identified to be the victims to the problem?
7. What are the methods or technique used to prevents sexual harassment in your department?
8. Do you have any opinions on how sexual harassment can be prevented in the workplace?

## Appendix 2: Consent Form



### DEPARTMENT OF POLITICAL SCIENCE

#### INFORMED CONSENT

My name is Nira Gerion Ndunguru, I am a student pursuing master's degree in International Administration and Global Governance at Gothenburg University, Sweden. As part of this course requirement, I am expected to carry out a study on "*Sexual harassment at workplace; A case of Public Sectors in Tanzania, Ilala Municipal Council in particular: The aim of the study is to explore how employees interpret the ELRA, 2004 and the CECPSA, 2005 in regards to sexual harassment at work place.*" I, therefore, humbly request for your time and cooperation in responding to the questions during the interview. The information given will be treated with utmost confidentiality and will be used only for the purpose of the study.

During the interview process if you feel you cannot go on providing answers for the questions you can withdraw without any penalty. The interview will take 30 minutes to finish.

#### Participant agreement

I have read the instructions provided above; I am voluntary agree to participate in the study.

Participant name.....

Participant signature.....

Date for the interview.....