

Perspectives on Sexual Harassment: A Quantitative Approach

By :

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A dissertation submitted to the Faculty for Social Wellbeing in part fulfilment of the requirements for the degree of Bachelor of Arts (Honours) in Criminology at the University of Malta

CRM 3011

April 2021



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PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Abstract

The objective behind this study was to explore sexual harassment in Malta through a quantitative approach in order to discover the frequency, type and location in which sexual harassment takes place. The literature review defined sexual harassment especially in legal terms, as well as evaluated various research studies to assess which gender experiences more sexual harassment and in which age range, which type of sexual harassment is the most commonly experienced as well as, the locations reported. It was noticed that sexual harassment is quite an untouched subject in Malta and needs to be researched more. Additionally, the literature review included an explanation of why sexual harassment is often not reported along with two theories which aim to unravel possible intentions behind sexual harassment.

After comparing different research studies and exploring several different results, it was time to gather results from the Maltese population. Results were gathered through an online survey and some surveys being taken physically in one chosen gym. Participants were only asked for their age and gender and no other detail which may identify them, as this survey was anonymous. Findings agree with the literature review in terms that females tend to experience more sexual harassment than men. However, results differed from other research studies in the case of locations. Whereas, the majority of research studies indicated that sexual harassment often takes place in workplaces, findings show that public spaces such as clubs, bars and busses are the most common hot spots for sexual harassment.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Acknowledgements

The first person I would like to express my gratitude to, is Mr. John Testa, for his superb guidance throughout my dissertation journey as well as his patience and understanding. I received his full support and confidence when I doubted my work.

Additionally, I would like to show great appreciation to my family for all the love and support they have given me throughout these three years of studies and my life in general. Moreover, I am thankful for their encouraging words when I felt hopeless and anxious. I also cannot forget my wonderful friends, both from outside and inside of university, as well as my partner for being by my side through ups and downs and being my reason to smile every day.

Last but not least, I would like to make a dedication to Frances, who sadly passed away in our second year of studies. She was like a second mother to our group and would often make us laugh with her witty humour. She has not been forgotten and will always remain in our hearts.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Table of Contents

Title Page	
Declaration.....	i
Abstract.....	ii
Acknowledgements.....	iii
Table of Contents.....	iv
Table of Contents.....	v
CHAPTER 1: INTRODUCTION	1
1.1 Preamble	1
1.2 Objectives and Usefulness of study	1
1.3 Research Approach and Procedure.....	1
1.4 Key Terms	2
1.5 Structure of Dissertation	2
2 CHAPTER 2: LITERATURE REVIEW	3
2.1 Introduction.....	3
2.2 Defining sexual harassment	3
2.2.1 Types of sexual harassment.....	3
2.2.2 Legislation	4
2.3 Prevalence	6
2.3.1 Gender	6
2.3.2 Location.....	7
2.3.3 Age	9
2.4 Reporting.....	10
2.5 Psychological Effects	12
2.6 Theoretical Framework	13
2.6.1 Social learning theory	13
2.6.2 Dominance	14
2.7 Conclusion	15
3 CHAPTER 3: METHODOLOGY	16
3.1 Introduction.....	16
3.2 Research Question and Aim of study	16
3.3 Participants.....	17
3.4 Research Design	17

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

3.5	Research Instrument	18
3.6	Data Collection Method	18
3.7	Ethical Considerations	18
3.8	Data Analysis	19
3.9	Strengths and limitations	19
3.10	Conclusion	20
4	CHAPTER 4: ANALYSIS AND DISCUSSION OF RESULTS	21
4.1	Introduction.....	21
4.2	Descriptive Statistics	21
4.3	Gender Differences	22
4.4	Location.....	23
4.5	Age.....	26
4.6	Reporting.....	28
4.7	Form of Harassment.....	29
4.8	Conclusion	31
5	CHAPTER 5: CONCLUSION.....	32
5.1	Introduction.....	32
5.2	Summary of the study	32
5.3	Limitations of the study	33
5.4	Usefulness of study	34
5.5	Recommendations for future studies	34
5.6	Recommendations for tackling sexual harassment	34
5.7	Conclusion	36
6	References.....	37
7	Appendices.....	45
	Appendix A	45
	Appendix B	48
	Appendix C	54

CHAPTER 1: INTRODUCTION

1.1 Preamble

This study will concern sexual harassment which can be defined as “...an act of physical intimacy...request for sexual favours...sexual connotations....unwelcome to the person to whom they are directed...” (The Laws of Malta, Cap 456 Article 9 (1) , 2003). While there is plenty of research regarding workplaces and schools, very little is found regarding sexual harassment at gyms and training facilities. Additionally, research regarding sexual harassment in general in the Maltese context, is quite limited.

1.2 Objectives and Usefulness of study

For the purpose of this study, sexual harassment was studied in order to discover the frequency, type and severity of sexual harassment occurring within the Maltese population, as well as explore sexual harassment in gyms. The majority of studies report that females tend to experience more sexual harassment, especially ones in their young adulthood at their workplace (Cirt, 2004), (DeLuca, 2017), (Emerson & Manning, 2016). This study will be useful in educating the Maltese population about sexual harassment as well as raising awareness about the current situation of sexual harassment in Malta.

1.3 Research Approach and Procedure

This study focused on different perspectives of sexual harassment through a quantitative approach. Participants within this study were given a survey of 10 questions, in which the majority consisted of multiple-choice options in order to gather statistics regarding sexual harassment. Participants varied in genders, ages and experiences and no other identification details were asked for. Results were then inserted into Excel in order to use certain formulas to produce the featured statistics. Once results were produced, they were further explained and compared to research found.

1.4 Key Terms

The main key term which will be used throughout this research paper is sexual harassment which can be defined by EEOC¹ as referenced by Benya, Widnall and Johnson as “unwelcome sexual advances...and other physical or verbal conduct of sexual nature...” (Benya et al, 2018). This kind of behaviour is found in all types of places and is predominantly committed by males (Alice et al, 2020).

1.5 Structure of Dissertation

The structure of dissertation will be displayed in the following sequence, Chapter 2: Literature Review in which sexual harassment is defined in further detail along with legal definitions, types and theories explaining this phenomenon. Chapter 3: Methodology will follow in which it will describe the research design, approach, hypotheses and research plan. Followed by Chapter 4 in which results obtained from the survey will be analysed through Excel and discussed in detail. Additionally, they will be compared to literature found and the hypothesis assumed. Last but not least, Chapter 5 will consist of a conclusion which will briefly summarise the study, its usefulness and provide recommendations for future research.

¹ EEOC refers to The US Equal Employment Opportunity Commission which is a federal agency enforcing civil rights laws against discrimination on the workplace.

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction

This research project focused on sexual harassment with regards to prevalence according to gender, age and location. The following section provides the definition of sexual harassment as well as the variety of legislations across countries. The main focus of this research was to discover which gender and age group experiences more sexual harassment and in which locations it is most prevalent between educational facilities, workplaces and training facilities such as gyms. By reviewing various literature, explanations could be provided regarding prevalence, reasons for the lack of reporting and psychological effects such experiences leave behind.

2.2 Defining sexual harassment

According to the Equal Employment Opportunity Commission (EEOC), sexual harassment has been defined in various ways by a variety of different sources and might even differ between one country's laws to another, but the most compelling of all is defined as "unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature" (Heather McLaughlin, 2016). Although this term nowadays is commonly known and even acknowledged by various countries as a legal offence, it wasn't until 1975 that the term was used to describe what we now know as sexual harassment (Farrell, 1997).

2.2.1 Types of sexual harassment

Sexual harassment comes in different forms, actions and level of severity. In fact, the National Commission for the Promotion of Equality of Men and Women (NCPE), explain that "It may take many different forms such as physical acts, words or gestures, and display of sexually offensive material." (NCPE, 2005).

The most commonly known types of sexual harassment are physical, verbal and psychological. Physical sexual harassment, as the name implies, is when a victim is

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

touched, grabbed or caressed without consent. Verbal harassment involves sexual connotations, suggestions and comments which may be humiliating and degrading. While psychological sexual harassment may involve showing the victim several forms of media such as images and videos of sexual nature, gesturing sexual actions and even commenting about a person's body image in a sexual context. All these examples are forms of sexual harassment occurring daily mostly at workplaces (Doyle, 2020).

However, two forms of sexual harassment discussed by various sources are quid pro quo and hostile work environment.

Quid pro quo sexual harassment which translates to 'this for that' is when an employer asks an employee for a sexual service in return for an employment reward (Barreiro, 2020). This may also be accompanied by a threat to be dismissed from employment or any other threats if sexual favours are not complied with (Rawson, 2019).

On the other hand, hostile work environment is when the workplace is no longer a safe space in which one can perform work roles and duties but rather being constantly sexually harassed through sexual conversations, physical harassment and any other unwelcome action of a sexual nature (Miller, 2014).

2.2.2 Legislation

As sexual harassment awareness increased over the years, so have laws which define and condone such acts. In fact, the Equality for Men and Women Act Chapter 456 Article 9 of the Laws of Malta, defines sexual harassment in an extensive manner². This Act even goes on to specify that, whoever is found guilty of this

² "To subject other persons to an act of physical intimacy, to request sexual favours.... any act or conduct with connotations, including spoken words, gestures or the production, display or

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

offence will be fined for more than two thousand euros and might even be liable to a maximum of six months incarceration.

However, laws in general vary between one country to another let alone laws regarding a subject which was not even recognized until the 1970s. For instance, in a report written in 2004 regarding the variety of legislations across European States, it was found that in the Netherlands, Estonia, Ireland, Lithuania, Hungary and Poland, there were acts and laws which were accompanied by clear definitions of which acts are considered as sexual harassment (Cirt, 2004). On the other hand, a small number of countries such as Latvia and Denmark, although they enacted regulations regarding discrimination based on sex and policies regarding gender equality, had no definitions regarding sexual harassment up until 2004 (Cirt, 2004).

However, quite recently, Denmark has amended outdated laws and the Working Environment Authority introduced new regulations regarding sexual harassment. These new guidelines provide a definition of harassment regardless of the type including sexual harassment and even examples of such (Lage, 2019). This came about after worldwide awareness was brought about by the famous #MeToo movement which prompted the Danish government to amend the Equal Treatment of Men and Women Act (Frederlsken, 2019). Additionally, Denmark started its own campaign called "Where's the Limit?" with the aim of preventing and reducing instances of sexual harassment (Vinding, 2019).

On the other hand, although Latvian law still does not provide a clear definition of sexual harassment, there have been amendments with regard to laws dealing with sexual violence and sexual assault (The Criminal Law of Latvia, 2018).

circulation of any written words, pictures or materials..." (Chapter 456, Article 9, 2003. The Laws of Malta, 2003).

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Several other countries have amended their laws or created new guidelines in order to educate citizens about sexual harassment and prevent further incidents. For example, India introduced the Sexual Harassment of Women at the Workplace Act in 2013 while Israel and Japan revised their laws regarding sexual harassment in 2014 (Cobb, 2014). Even the United Kingdom amended their 1975 Sex Discrimination Act in 2008 in order to adapt to new modern problems (ET Bureau, 2010).

As of 2014 more than fifty countries have in some way or another amended or introduced codes and guidelines which define and condemn sexual harassment especially at workplaces (Kumar, 2014).

Although the way sexual harassment is defined may differ across countries, European Member States can follow the definition provided by the European Union, "...unwanted verbal, non-verbal or physical conduct of a sexual nature occurs... violating the dignity of a person..." (EU Law , 2006).

2.3 Prevalence

Now that the main concepts of sexual harassment have been explained, it is essential to analyse its prevalence with regards to different factors. For the purpose of this study, the prevalence of sexual harassment will be reviewed in terms of which gender experiences the most harassment, in which setting does it prevail and within which age groups. These three factors were chosen in relation to the objectives of my study and in correspondence with the survey questions which seek to dive deeper into the situation of sexual harassment from a quantitative approach in which participants are asked about such constituents.

2.3.1 Gender

There have been various studies conducted and literature written regarding which gender experiences the most sexual harassment. Early research done by Wilson and Thompson, shows that sexual harassment is experienced much more by women

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

since men are more likely to be in control in employment settings (Wilson & Thompson, 2001). They explain how men show and maintain their power by asserting dominance through sexually harassing female employees. Another research conducted in 2003 further confirmed such study, as it was found that men are more likely to be harassers than the harassed due to the fact that the number of women harassed was significantly higher (Menard et al, 2003). Similarly, in a study among middle school students in the US, it was found that a higher percentage of females were sexually harassed by being touched without consent, shown sexual material or being victims of sexual rumours (Espelage et al D. L., 2016). A study conducted in the UK shows that even women in a professional career setting such as cardiology, still get sexually harassed far more than men (Jaijee & Kamau, 2018). From one research to another it can be noticed that, although the years went by between each research, the tendency for women to be sexually harassed more often has been maintained throughout.

So far, no literature has proven that in one single organization, men experience more sexual harassment than women (Spencer & Barnett, 2016). Even if men do experience sexual harassment, they are highly unlikely to report it due to society's perception of masculinity. However, considering that over the past few years more awareness has been raised about men being victims as well, more men are sharing their own experiences. In fact, in a study conducted in Lebanon in a particular workplace by Hesaje, it was found that out of the 28% of respondents that reported being sexually harassed, 12% of them were male (Hesaje, 2015).

Now that it has been established that women tend to experience more sexual harassment than men, the location of where it occurs the most will be evaluated.

2.3.2 Location

With regards to where sexual harassment occurs, one cannot answer with simply one location, since this phenomenon may occur anywhere. In fact, there is plenty of research varying in locations of where sexual harassment occurred.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Nonetheless, most researchers agree and have proved that sexual harassment happens mostly at the workplace (Rabelo et al, 2016), (Emerson & Manning, 2016), (McLaughlin et al, 2012). However, a recent online survey carried out by Stop Street Harassment found that out of the 81% of women who reported instances of sexual harassment, 66% reported being sexually harassed in public spaces while another 38% experienced such at the workplace (Chatterjee, 2018). The results differed for the 43% of men who reported being sexually harassed since the location with the highest score of such occurrence was in public spaces at 19% (Chatterjee, 2018).

A study regarding sexual harassment in middle schools across the US carried out by Espelage, Hong, Rinehart and Doshi (2016), found that school hallways was the most reported location within the school among students while incidences in cafeterias scored only 5% (Espelage et al D. E., 2016). A study conducted in secondary schools in The Gambia also found the presence of sexual harassment within schools. In fact, it was found that out of the 294 students who participated in this study, more than 88% experienced sexual harassment in some form or another (Idoko et al, 2015). Sexual harassment within the educational sector has been further proved by a study conducted in the Copenhagen Business School by Muhr, Guschke, Khalid and Busse (2019) in which 429 students took part of the study. This showed that not only did 41% experience such event, but another 58% were witnesses (Muhr et al, 2019).

Very little research was found with regards to sexual harassment in sports setting however, a study carried out by Fasting, Brackenridge and Knorre (2010) found that 72% of the female athletes who took part in their research, experienced sexual harassment in their sport in which almost 45% were harassed by someone from within the sport (Fasting et al, 2010). Another study carried out by Gunduz, Sunay and Koz (2007) found that sexual harassment can indeed occur within the sports sector.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Thus, since it occurs in a variety of locations, it brings one to question which age range might experience the most sexual harassment.

2.3.3 Age

Similarly, to location, sexual harassment has no specific limitation to a certain age range but rather, a mixture of ages. Nonetheless, it is assumed that sexual harassment is mostly experienced by persons in their teenage years or in young adulthood.

According to a study done by Merkin (2012), employees in their young adulthood are more likely to be sexually harassed than their older colleagues (Merkin, 2012). There is not much literature which focuses on sexual harassment in terms of age however, the Pew Research Centre has conducted a study in 2019 which conforms to the current era. This is because this research was based on sexual harassment online, which found that although women receive the most online sexual harassment, women within the ages of 18 and 34 tend to experience it more often (Anderson & Vogels, 2019). However, Chiodo, Wolfe, Crooks, Hughes and Jaffe (2009) found that some may even experience sexual harassment as early as the age of 14 since they found more than 40% from both girls and boys reporting the occurrence of such event (Chiodo et al, 2009).

However, even students in young adulthood are exposed to such harassment. Aina-Pelemo and Kulshrestha (2017) found that among students in educational institutions, 63% of the participants who have experienced sexual harassment were between the ages of 20 and 30 (Aina-Pelemo & Kulshtrestha, 2017).

Nonetheless, this does not automatically entail that older women do not experience sexual harassment. Sometimes, the reason why it is perceived this way, is because women older than 40 who experience sexual harassment tend to not even recognize that they have been harassed (E.Gibson, 2017). Might also be lack of trust in police,

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

fear of not being believed due to old age. The reason behind older women being misinformed might be due to the fact that as young adults they experienced a time where sexual harassment was considered the norm and not even mentioned within the law.

In the following section the reasons behind why sexual harassment incidents were not reported will be discussed.

2.4 Reporting

In this section the reasons behind sexual harassment going unreported will be discussed in order to further understand the victims' struggles.

Most sexual harassment victims do not report the incident due to fearing that the authority of the facility in which it happened, will not solve the issue should they report it, and so, the perpetrator will make the situation even worse. In fact, in a study of 31 women conducted in 2016 by Johnson et al, found that 71% of women do not report being sexually harassed (Johnson et al, 2016). A vast majority of research focuses mostly on sexual harassment at workplaces which highlight the fact that most often, males tend to have superior positions in workplaces with women being under their supervision (Sarkar, 2017).

To add onto the fact that most often males tend to be in superior positions over females within workplaces, threats of employment security may arise. A male supervisor may threaten the harassed female subordinate with employment dismissal if she attempts to report him to other authorities (Johnson et al, 2016). Additionally, a survey conducted in 2015 by Emerson and Manning, found that out of the 54% that reported being sexually harassed, 66.6% of them had no knowledge that their workplace had a sexual harassment policy which could assist them in such a situation (Emerson & Manning, , 2016). However, this is not limited to workplaces, as a similar incident may occur in educational facilities. Sexual harassment in

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

schools may occur both by an educator towards a student and even vice versa (Cantrell, 2018). In the case where an educator is harassed by a student which although it may sound like an absurd idea, that is today's reality, the educator may avoid reporting the incident from fear of being perceived as not being able to handle students and thus, dismissed for incompetence (Cantrell, 2018).

Moreover, coercion may be used in several circumstances and may come in several forms, however for the purpose of this study, the coercion concerned will be of a sexual nature. Sexual coercion can be described as "...when a person is forced or frightened to engage in sexual activity that they do not want." (De Visser et al, 2007). Such coercion may be accompanied by promise of rewards or threat of punishment if sexual demands are not complied with thus, further decreasing the likelihood of reporting the incident. In fact, in a study conducted by the University of Oregon in 2014, it was found that at least 50% of working women within the US, face sexual coercion at least once in their lifetime (Peters, 2014). Moreover, this may happen to students as well where an educator may promise a student for a better grade in return for sexual favours. Sometimes, students might even be threatened to fail a class if sexual demands are not complied with (Cantrell, 2018). With regards to sport, a study conducted by Fasting and Brackenridge in 2009, found that among 19 female athletes, there were 59 incidents of sexual harassment by coaches which even led to one of them to report how a teammate had quit the sport in order to avoid sexual harassment, while others were embarrassed and had poor sport performances as a result of not complying with coaches' sexual hints (Fasting & Brackenridge, 2009).

Taking into consideration that the experience alone is distressing, not being able to report it takes an even bigger toll on the victim. In fact, such experience combined with lack of support creates plenty of negative psychological effects which will be discussed in further detail in the following.

2.5 Psychological Effects

This section will discuss how sexual harassment may affect the victim's psychological well-being overall. As a result, the psychological damage brought about by sexual harassment will be evident in several aspects of life such as intimate relationships, work or education and general behaviour.

Sexual harassment could result in a victim developing a mental health illness such as depression or anxiety. In fact, Mushtaq found that women who have been sexually harassed were between 3 and 8 times more likely to suffer from depression than those who have not (Mushtaq, 2015). Such mental effect has been further proved in a study conducted by Kim, Lee, Han and Park in 2016 among female military personnel forming part of the Republic of Korea Armed Forces, in which they found that the 13 females out of 228 that experienced sexual harassment, had been affected negatively regarding mental health (Kim et al, 2016). The effects of sexual harassment worsens when the victim is a child, especially since in India alone, more than 7000 children annually are sexually abused (Tanwar, 2019). According to Tanwar, children who are sexually harassed tend to have a lower educational performance, increased mental health disorders including PTSD, depression, and anxiety and also have impaired emotional and cognitive development (Tanwar, 2019).

Such an experience may affect the victim's ability to continue with work especially in cases where the harasser is present at the workplace (Hesaje, 2015). A similar study within the same year in Terengganu, Malaysia, conducted by Zakaria, Salleh and Said provided similar results in which sexual harassment negatively impacted the victims' employment (Zakaria et al, 2015). With regards to the educational sector, a study carried out by Idoko, Sn and Ogbe in 2015 in Gambia, found that education was highly affected since almost 18% of sexually harassed students found difficulties in studying and sleeping, more than 5% engaged in absenteeism while another 5% wanted to change the school to avoid it (Idoko et al, 2015). In fact, such effects of sexual harassment on education has been proven by several studies involving

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

different levels of education (Aina-Pelemo & Kulshresta, 2017), (Adebowale, 2019), (Gruber & Fineran, 2015).

Moreover, Osmond and Woodcock (2015) found that 35% of all the female participants felt rather unsafe on public transport whilst another 75 female participants reported being harassed while going for a walk or a run, going back home from work and bars (Osmond & Woodcock, 2015).

Upon understanding the definition of sexual harassment and its prevalence along with other aspects surrounding the topic, the theoretical framework behind it can be constructed.

2.6 Theoretical Framework

So far, we have understood the concept of sexual harassment through several definitions and legislation, analysed the reasons behind the lack of reporting and even explored the psychological effects such incidents produce. The following will focus on the theories in existence which attempt to explain certain aspects of sexual harassment. For the purpose of this research project, the theories to be discussed are, the Dominance theory and the Social Learning theory.

2.6.1 Social learning theory

This theory provides a possible explanation as to why most women either do not realize that they, are being sexually harassed or why they dismiss it. According to Eunice Chan (2019), men are brought up in what is called a 'rape culture' in which it is considered acceptable for them to touch and harass a woman (Chan, 2019). In fact, Alice, Brown, Suitner and Casara (2020) have explained how the current society continues to support patriarchal ideologies which tend to justify sexual harassment by blaming the women (Alice et al, 2020). Bernard (2016) also adds the notion that media plays a role in victim-blaming since it often portrays women as sexual objects (Bernard, 2016). Additionally, what classifies as sexual harassment is

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

often wrongly justified as playful flirting due to social rules accepting the notion that 'boys will be boys' (Jarvis, 2017). In fact, when Plester (2015) presented a poster conveying misogyny, violence against women and masculinity, not only did the men perceive this as humour, but the women as well (Plester, 2015). As a result, women who have been victimised, are afraid to speak up about their experience since society may appoint the blame on them (Bongiorno et al, 2019).

It is important to notice that, regarding literature available, most speak about self-blame for sexual assault rather than sexual harassment (Miller et al, 2007), (Ullman et al, 2014), (Berman et al, 2018). Nevertheless, it is common for women to be brought up into a society where they are taught to justify a man's behaviour by blaming it on their nature and themselves for being sensitive (Suva, 2017).

2.6.2 Dominance

An important concept constantly highlighted within this research project, is that sexual harassment is often perpetrated by a man onto a woman in order to assert dominance.

Thus, this brings us to Connell's theory of Hegemonic Masculinity which explains in further detail the framework behind this need for dominance. One main reason why some men feel the need to assert such dominance is due to the societal pressure brought onto them to be the typical man (Jewkes et al, 2015). In fact, in an interview done by Nikki Wedgwood in 2009, Connell explained that she "saw gender as a structure or a system of social inequality, with its own logic and its own internal complexities." (Wedgwood, 2009). As a result, females and homosexual men tend to be the victims of sexually harassing jokes, gestures and contact (Plester, 2015). Additionally, men tend to have more of what is called 'social power' which according to Elias (2008) as referenced by Elias, Gibson and Barney (2013) is "...the ability of one person to impact or change the behaviour of another..." (Elias et al, 2013).

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

On the contrary, women in superior positions to men tend to experience more instances of sexual harassment than female employees (McLaughlin et al, 2012). This can be the result of men feeling as if their masculinity is threatened due to being ordered by a female. Thus, in order to show off masculinity and prove that the woman does not have complete control, male employees tend to sexually harass their female supervisors. As a matter of fact, Folke and Rickne (2020) conducted a substantial amount of surveys within three countries; Japan, America and Sweden in which it was found that females that supervise a male dominated company experience 30% more sexual harassment than those that supervise female dominated workplaces (Folke and Rickne, 2020).

2.7 Conclusion

It can be concluded that sexual harassment has been more widely acknowledged within the past decade and thus, implemented in the laws of more countries. It was also found that most research proves that women do in fact experience sexual harassment more than men, but it does not mean that men do not encounter such incidences (Jaijee & Kamau, 2018), (Menard et al, 2003), (Schembri, 2017). Additionally, sexual harassment occurs most at workplaces, however, public spaces were the second most popular while incidents were found within schools and among athletes as well (Aina-Pelemo & Kulshresta, 2017), (DeLuca, 2017).

In order to compare with other literature, this research will opt for quantitative research by making use of a survey. In fact, the next chapter will explain in further detail about the methodology used to carry out this research and other considerations that were taken.

CHAPTER 3: METHODOLOGY

3.1 Introduction

Throughout this chapter, the objective of this study will be explained through different aspects and the methodology used in order to achieve results. The objective is to discover where, how often and how severe, does sexual harassment occur. In the following, the research question and its aim will be stated, followed by the explanation behind why a quantitative approach was adopted.

3.2 Research Question and Aim of study

The research question is “Perspectives on Sexual Harassment: A Quantitative Approach”. The aim of this study was to discover the frequency, type and severity of sexual harassment especially at training facilities. Which is why participants were asked for whether or not they have experienced sexual harassment, where they experienced such event and its effects. The hypotheses tested throughout this research paper were as follows:

Hypothesis 1:

Null: There is no significant statistical difference between the frequency of sexual harassment experienced by men and women.

H₁: There are significant statistical differences between the frequency of sexual harassment experienced by men and women.

Hypothesis 2:

Null: There is no significant statistical difference between the frequency of sexual harassment depending on the location.

H₂: There are significant statistical differences between the frequency of sexual harassment depending on the location

Hypothesis 3:

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Null: There is no significant statistical difference regarding which type of sexual harassment is most experienced.

H₃ : There are significant statistical differences regarding which type of sexual harassment prevails.

3.3 Participants

For the purpose of this study, participants were randomly chosen with the only requirement of being older than 16 due to the age restriction of gym memberships. A survey of ten question was created and posted onto social media as well as printed and placed at a gym (refer to Annex B). Participants easily accessed the survey link through social media and others filled the survey on their way in or out of the chosen gym. Their participation was voluntary and anonymous as explained in the information sheet provided to them (refer to Annex A).

3.4 Research Design

A quantitative method was used since this study focused more on finding frequential data rather than specific details about a few incidents (Mishra & Alok, 2017). The large number of participants was required in order to bring out the similarities and the disparities across genders, ages and locations

Another reason why quantitative methodology was preferred for this study, was the fact that this is a rather sensitive topic. Thus, asking participants for further details regarding an uncomfortable experience such as sexual harassment, may be distressing or traumatic. Moreover, interviews would be required in order to be able to gain in-depth perspective of such experiences meaning participants cannot remain anonymous and might be less willing to cooperate. In the quantitative survey, participants were notified that their identity will not be known and so, are more likely to provide feedback.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

The survey is made up of ten simple questions which take approximately 5 minutes to complete. Majority of the questions were multiple choice however, in the end of each question there was a space available for writing a personal answer in which most participants made use of.

3.5 Research Instrument

As aforementioned, a survey was created in order to gather quantitative data regarding the participants' experiences of sexual harassment. In the beginning of the survey, participants were provided with an information sheet and a brief description of the study(Annex A). Here, sexual harassment was explained and participants were notified about the anonymity and confidentiality of the survey as well as provided with contact information should they have any queries. Additionally, in order to decrease limitations, both an English and Maltese version were provided (refer to Annex B).

3.6 Data Collection Method

The survey was posted online in May of 2020 and left open until January 2021, while the hard copy surveys were issued in July 2020 due to coronavirus restrictions and collected at the end of August 2020.

3.7 Ethical Considerations

An information letter was provided in the beginning of the survey along with a brief explanation of sexual harassment and what the survey contains. Participants were informed beforehand that their answers would be anonymous and confidential, and that their information was to be used for research purposes only and shall be destroyed once the course is complete. They were also informed that they may exit the survey any time they wish. In the case of the surveys at the gym, anonymity was still retained as participants' names were not asked for. No personal details exposing identity were asked for except for the participants' age and gender.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

3.8 Data Analysis

In order to analyse the data collected, Excel was used. First thing used was a formula of =COUNTIF in order to count how many females and males participated in the survey. Then a pivot table was used in order to identify the how many males and females responded yes to being sexually harassed and how many were not. It was also used in order to discover which age group has reported the most experiences of sexual harassment as well as the most common location. Results were created and analysed as seen in the figure below.

Count of 1. Have you ever experienced any form of sexual harassment? (Please tick appropriate box)		Column Labels					
Row Labels		16-20	21-30	31-40	41-50	51+	Grand Total
Female		16	37	15	19	17	104
No		3	6	5	2	2	18
Unsure		6	4	1	1	1	13
Yes		7	27	9	16	14	73
Male		10	11	8	8	9	46
No		7	7	6	5	3	28
Unsure			1		1		2
Yes		3	3	2	2	6	16
Other			1				1
Yes			1				1
Prefer not to tell			1				1
No			1				1
Grand Total		26	50	23	27	26	152

Figure 1: Preview of the raw data collected from the survey

3.9 Strengths and limitations

A strength of this research was that since a quantitative approach was adopted, participants did not need to provide any in depth details. Thus, this could have encouraged the participation in the survey since the questions were mostly closed-ended and straightforward and so, did not take much time. Additionally, participation in this survey was anonymous as no identification details besides age and gender were asked for. Therefore, anyone who wished to share their experience but not their identity could have easily done so. Moreover, the research design adopted proved to be more useful since some of the participants who reported experiencing sexual harassment were males. Had this been an interview, most would not admit to such an experience to safeguard their masculinity (Stockdale et al, 2004). One last strength that applies to this research paper is that due to the results being obtained online as well, the pandemic did not affect data gathering due to certain restrictions.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

One of the main limitations encountered was the fact that, although 152 respondents carried out the survey, some left out certain crucial questions unanswered. While it is normal for those who did not experience sexual harassment to leave most of the survey blank, some who did indeed have such an experience, also did not fully complete the survey. Another limitation with regards to this research paper was the sensitivity of the topic. Although sexual harassment is becoming more widely acknowledged, most still perceive it as a taboo. As a result, some may either not know that what they experienced was in fact, sexual harassment or be too embarrassed to report it to a stranger (Galdi & Guizzo, 2020).

3.10 Conclusion

This chapter has provided an explanation as to what research method and instruments were used, how the participants were chosen and which participants along with ethical considerations. Additionally, this section recognized any strengths and limitations of this study. The next chapter will include the analysis and discussion of the results obtained.

CHAPTER 4: ANALYSIS AND DISCUSSION OF RESULTS

4.1 Introduction

This chapter will be focused on the analysis and discussion of the results based on gender, age, location and the type of sexual harassment experienced by the participants. First, gender will be explored in order to analyze whether the results further support the literature review in stating that females tend to experience sexual harassment far more often than men (Jaijee & Kamau, 2018). Then, the different ages will be evaluated in order to discover which age group experiences the most sexual harassment, especially since research has shown that a variety of ages have such experiences (Idoko et al, 2015), (Anderson & Vogels, 2019), (E.Gibson, 2017) . Following age, locations reported will be explored in order to determine where sexual harassment occurs the most (Aina-Pelemo & Kulshresta, 2017), (Cirt, 2004). Many research papers studies pointed to the workplace as being the location sexual harassment is prevalent. Last but not least, it is important to remember that sexual harassment comes in many forms and so, the results must be assessed to determine which is the most recurring form. Additionally, the results will be further explained through previously mentioned theoretical framework in order to delve deeper into the reasons behind certain outcomes.

4.2 Descriptive Statistics

In this section a brief description will be provided regarding the total of participants and their gender and age.

A total of 152 participants took part in the survey in which 104 (68.4%) were females, 46 (30.3%) were males and 2 (1.3%) preferred not to say. From the total of participants, 86 reported experiencing sexual harassment while 48 did not. It is also interesting to notice that 15 participants were unsure whether what they experienced was indeed sexual harassment. Additionally, although the survey was mainly taken by people in the ages ranging 21 to 30, the other age ranges had similar amounts of participants (refer to figure below)

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

The next sections will each describe a different observation obtained from the results. In fact, five main themes emerged, gender differences, location, age, reporting and form of harassment.

4.3 Gender Differences

One of the main hypotheses in this research, is that women tend to experience sexual harassment more often than men. Additionally, several researchers support this argument (Fairchild & Rudman, 2008), (Jewkes et al, 2015). In this section, results obtained will be evaluated in order to conclude whether said hypothesis is true.

Results show that from the 89 participants that reported being sexually harassed, 73 were females. These results are very similar to the majority of the research found. In fact, this is also supported by Fapohunda's study of 300 males and females in Nigeria in 2014, in which he found that the females experienced far more sexual harassment than males (Fapohunda, 2014). While it is evident that females have had more frequent experiences of sexual harassment, one cannot ignore the fact that 16 participants who responded 'yes', were male. In fact, in the literature review it was acknowledged that although women often experience a higher frequency of sexual harassment, there are men who also have such experiences (Farrell, 1997). Such results agree with the first hypothesis in which it was expected that females experience more sexual harassment than males.

This brings us to the social learning theory which can perfectly describe how women are often sexualized by society and the media and thus, society 'teaches' them to accept such behaviours as normal. In fact, the media often portrays women as "sexual objects" which not only leads to society to adopt such mindset, especially men, but also young girls to develop a sense of acceptance to sexual harassment and perceive it as normality (Galdi & Guizzo, 2020).

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

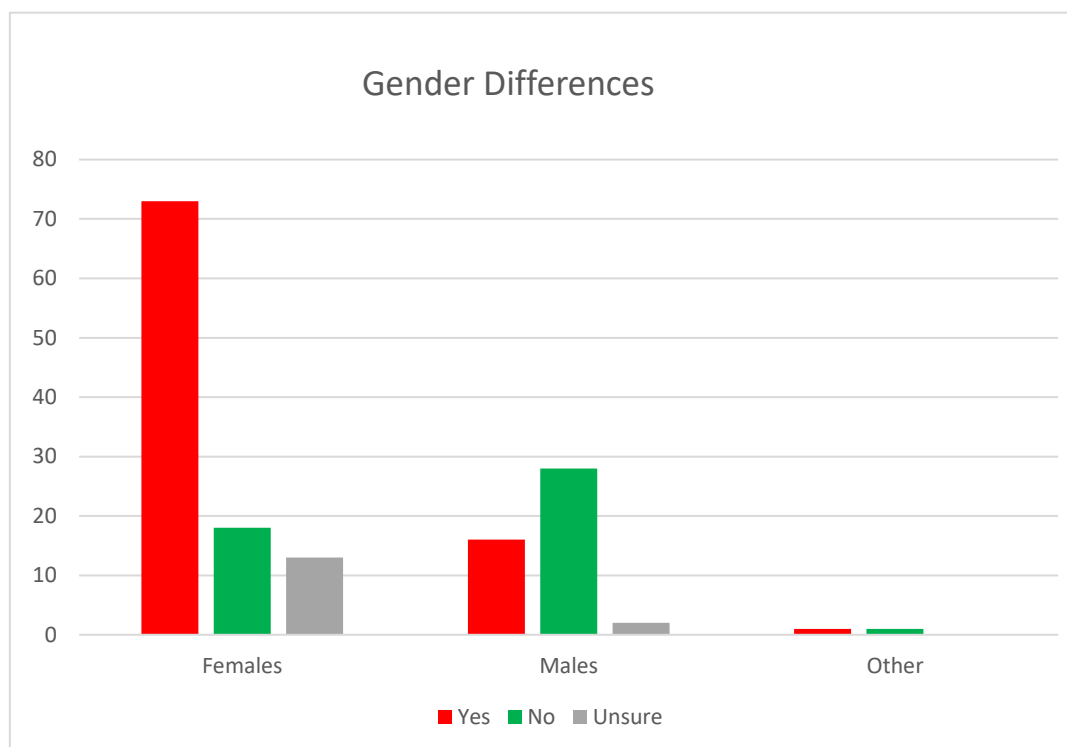


Figure 2: Graph showing gender differences in sexual harassment

4.4 Location

The main aim of asking participants where the incident occurred, was initially to discover whether which was more unsafe between an educational setting, a workplace and a gym or training facility. According to most researchers, sexual harassment is most likely to occur at the workplace (Cirt, 2004), (Emerson & Manning, , 2016), (Fapohunda, 2014). However, from the results obtained, the findings are quite interesting yet contradictory. Although work was among the top locations of sexual harassment incidents, there were other locations listed along the workplace as well as significant amounts elsewhere.

While 37 participants listed work as the location where they were sexually harassed, a total of 52 participants reported public places such as streets, cinemas, bars and clubs specifically in Paceville and even on busses. Thus, it appears that although workplace harassment is present within the Maltese population, the most troubling

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

amount of sexual harassment occurs mostly in public areas especially in entertainment areas which are home to a variety of pubs and bars (Chatterjee, 2018). Additionally, research carried out by Mahesh Nalla, in 2020 in India found that, 75% of women were sexually harassed in public places on their way to families or errands and only less than 6% were sexually harassed at their workplace (Nalla, 2020).

However, this does not mean that workplaces should be ignored, especially since they are considered as professional settings. Although the highest amount of sexual harassment occurred mostly in public spaces, 37 is still quite a considerable amount, especially since most of the participants that listed a public place, also included work. Sexual harassment at the workplace could be explained through the earlier mentioned Dominance theory.

It is a known fact that the majority of businesses in Malta are either owned by a male or has mostly male employees (Azzopardi & Lubis, 2019). Thus, females tend to be the minority and as a result are the target of sexual harassment from male colleagues who feel the need to establish dominance. On the other hand, rather than dominance motivated harassment, it can also be explained through men's perception of the female nature (Browne, 2006). This entails that men often perceive the kind and friendly nature of a woman as flirting or interest and so, attempt to make advances on the woman without any confirmation on the mutuality.

With regards to gyms, research is very limited in the academic field. However, a study carried out in 2019 by a group of fitness equipment reviewers called "FitRated", found that more than 70% of females are sexually harassed at the gym in which 90% were stared at while exercising and almost 80% had their exercise interrupted for unwanted flirting (FitRated, 2019). However, results showed that only 9 participants reported being sexually harassed at the gym. Nevertheless, this could be attributed to the fact that the number of participants was low and they were chosen at random thus, not representing solely athletes.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Another location which did not indicate as many reports when compared to research found, was educational facilities such as schools. Research shows that students across the US experience some form of sexual harassment at their school regardless if it is by a classmate or educator (Espelage et al D. E., 2016). However, this could be due to the fact that schools in the US have quite large campuses and some might even be boarding schools i.e., the children live at the school. Thus, these children are the perfect example of the routine activity theory in play where they are in a vulnerable state, away from their parents and as a result are an easy target for a motivated offender and there is the lack of capable guardians, as most educational staff tend to overlook such issues.

In fact, the survey resulted in only 14 participants being sexually harassed at school and one participant at private tuition.

In conclusion, while there is plenty of research focusing on the workplace, findings have revealed that public spaces offer far more exposure to harassment. Additionally, another hypothesis has been confirmed which states that there are significant statistical differences between locations and the frequency of sexual harassment.

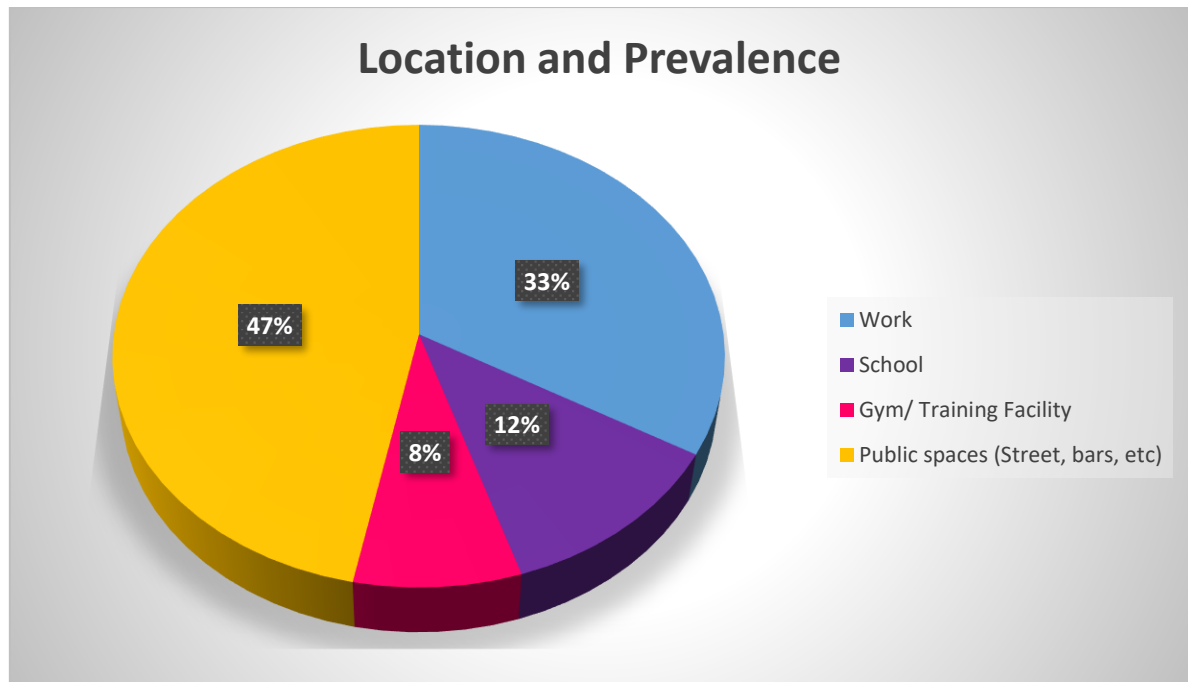


Figure 3: Pie chart showing the percentages of sexual harassment in each location.

4.5 Age

Participants were asked for their age in order to explore which age range is the peak of sexual harassment experiences.

Research carried out by Mallista, Soetikno and Risnawaty found that 123 out of 178 students between the ages of 13 and 19, have experienced sexual harassment (Mallista et al, 2020). A study carried out in 2009 by Chiodo, Wolfe, Crooks, Hughes and Jaffe, indicated that sexual harassment often starts at grade 9 which means at the age of 14 and keeps increasing with age (Chiodo et al D. C., 2009). Another study carried out in 2012 by Rebecca Merkin found that from Argentinian, Brazilian and Chile employees, the younger employees experienced more incidents of sexual harassment "...decrease of 0.3 in sexual harassment for an age increase of one year." (R.Merkin, 2012).

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

The results are in agreement with other studies that younger people tend to experience more sexual harassment. In fact, the majority of sexual harassment was reported by participants between the ages of 21 and 30, in a total of 50 people. While the least incidents reported were by participants between the ages of 31 and 40. Nonetheless there were still 26 participants older than 51 who reported being sexually harassed. However, this may have been something they experienced in their younger years and are only reporting now. It is also interesting to note that the ages between 16 and 20 had the same amount of reports as the age group of 51+.

Thus, it is safe to conclude that the younger populations tend to have more frequent experiences of sexual harassment than the older population, however, they are more likely to be young adults rather than adolescents.

Now that the gender that experiences most harassment along with the most high-risk locations and age groups, the focus is shifted onto reporting. While these cases have been reported through various studies and research papers, there are far more others that remain unknown, often referred to as the dark figure of crime.

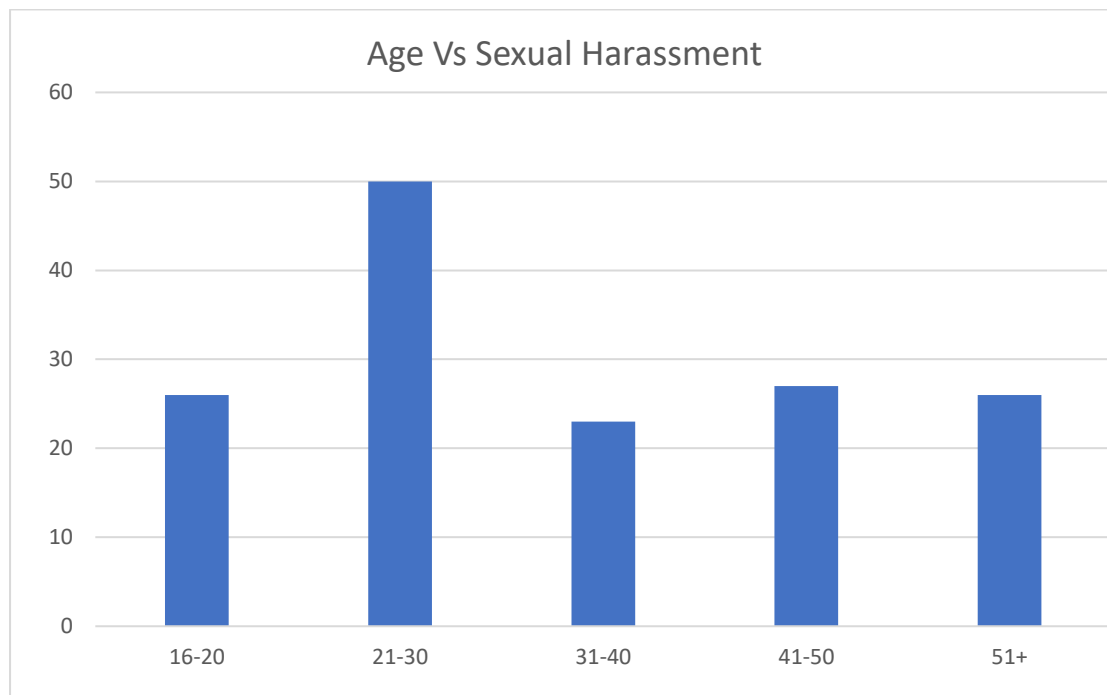


Figure 4: Graph showing the result of sexual harassment incidents in each age group.

4.6 Reporting

More often than not, sexual harassment goes unreported due to a variety of reasons. In fact, in the UK it was found that almost 80% of sexual harassment at workplaces is not reported (European Institute for Gender Equality, 2020). Reasons behind failing to report sexual harassment is often due to embarrassment, fear of the perpetrator and fear of negative consequences such as losing one's job (Johnson et al, 2016).

Out of 89 participants that experienced sexual harassment, 56 of them admitted to changing their workout facility in order to avoid such incidences, while 41 also attempted to change the time of their workout routine rather than report it to the gym staff. In terms of workplaces, only 7 people reported the harassment to their management for something to be done and yet 4 of them proved to be ineffective.

Thus, the lack of policies and initiative within Maltese workplaces to ensure that harassment is stopped is itself a barrier to reporting.

On the other hand, from the 15 participants who reported that they have experienced sexual harassment in school, 5 of them reported the incident to the competent staff and something effective was done to put a stop to the situation.

Certain results were excluded since they were unclear such as participants who answered no to experiencing sexual harassment and yet reported that the action taken to stop sexual harassment was ineffective. Thus, results presented do not represent the entire sample due to inconclusive submissions.

Similarly, to research found, sexual harassment is often ignored and unreported. The victim may feel as if they are exaggerating the situation and afraid no one will believe

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

them (Sarkar, 2017). Additionally, as seen from the results, when a victim does in fact build up the courage to report their harasser, the efforts put into counteractions, if any are done at all, often prove to be ineffective leading to worse consequences for the victim.

This leads to the question of which form of harassment is mostly reported. Indeed, the next section will discuss which form of harassment was the most prevalent in the participants' experiences.

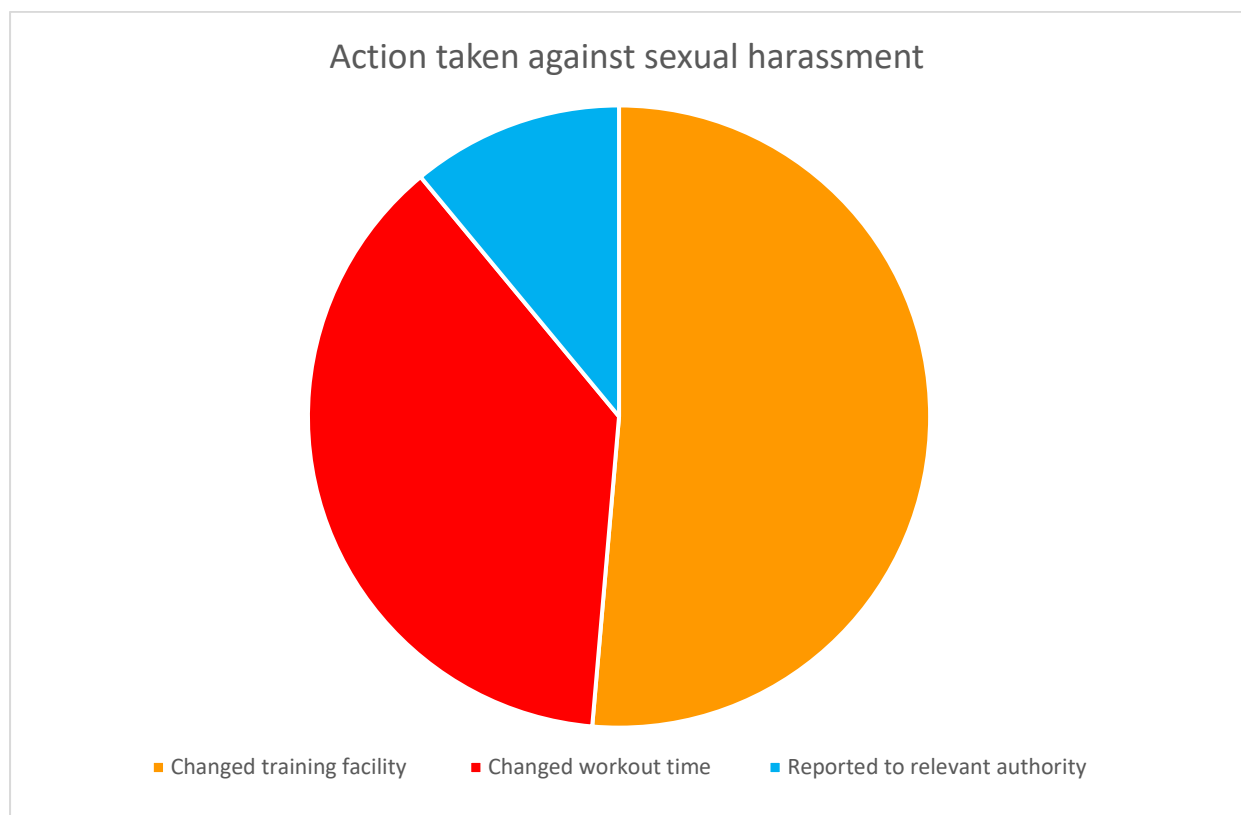


Figure 5: Pie chart showing how participants handled sexual harassment

4.7 Form of Harassment

As it has been previously established, sexual harassment can be committed through various forms (Barreiro, 2020). Whether it is physical, verbal or non-verbal, any inappropriate action which leads to the target feeling uncomfortable and humiliated, can be considered as sexual harassment, regardless of the location and age. However, one thing noticed from several academic research studies evaluated is

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

that, more focus is put onto gender, location and age and almost none on the form of harassment experienced. Thus, in this research this question was added in order to explore this underrepresented area.

The participants were given forms of harassment to choose from including prolonged staring, whistling, sexual comments and unwanted physical contact. However, they were also given the option to type any other form they have experienced since there are so many, that it would take an entire page to list them all.

From the 89 participants who reported being sexual harassed, in almost all accounts, more than one form of harassment was selected. However, for the purpose of this research it can be said that unwanted physical contact was the most prevalent form of harassment at 56 responses accompanied by sexual comments at 46 responses. However, the other two options, prolonged staring and whistling, both accumulated 40 responses which is still relatively high.

Participants were also given the option to write any other experience they have had and this resulted in some interesting feedback. One respondent reported that a man touched his private part while staring at her while another participant was shown a man's private part without any form of invitation from the woman. Moreover, one participant responded with stalking which eventually progressed to the woman being raped.

From the results it seems that various forms of harassment are committed in a combination of each. The third hypothesis has also been proven to be true as there are in fact, significant differences between the forms of harassment experienced. Additionally, it proves that sexual harassment, if left unreported, can escalate to much graver actions such as rape and sexual assault.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

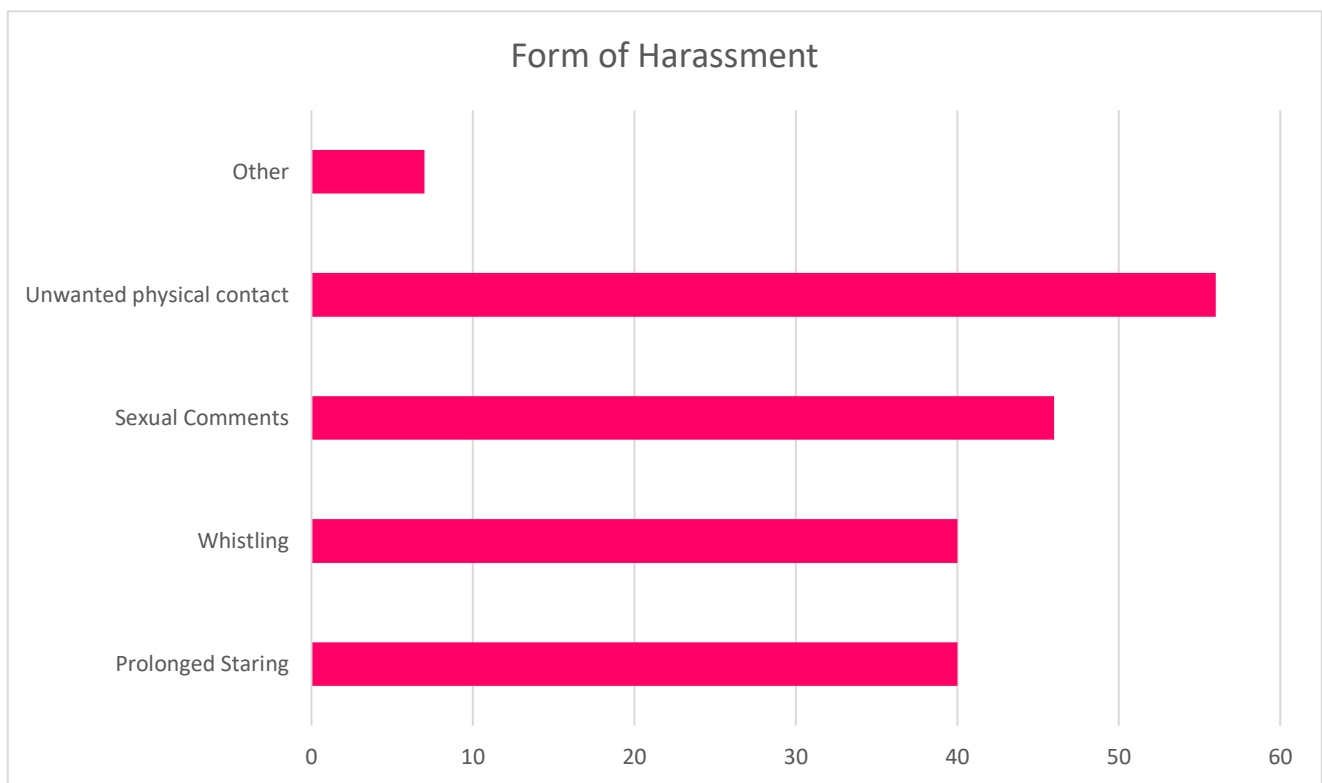


Figure 6: Graph showing the number of incidents of each form of sexual harassment

4.8 Conclusion

From the analysis and discussion of the results obtained one would argue that sexual harassment in Malta is more prevalent among females aged between 21 and 30, at public spaces such as bars, clubs and streets in which they experience a significant amount of unwanted physical contact accompanied by sexual comments.

Additionally, while the gender and age frequency of sexual harassment corresponds with literature found, the location of prevalence and the most common form experienced showed interesting oppositions.

CHAPTER 5: CONCLUSION

5.1 Introduction

This chapter will provide a summary of this research project including limitations encountered, along with how the study has been useful and how it may recommend solutions for future research.

5.2 Summary of the study

The main aims of this study were to look further into sexual harassment at gym/training facilities, as well as discover the frequency, type and severity of sexual harassment with regards to gender, age and location. A total of 152 participants took part in this study by completing the online survey or survey sheet at the gym. The results obtained proved the hypothesis mentioned to be true as well as agree with literature that women do tend to experience far more sexual harassment than men, especially those aged between 21 and 30. Additionally, while literature showed studies which indicated that public spaces were the most prevalent sexual harassment hot spots, it pointed more towards workplaces. However, the results obtained agree more with the few studies that mention public places as having the highest incidents. It has also been found that the most common forms of sexual harassment experienced in the Maltese streets, are sexual comments and unwanted physical contact. It is interesting to note that this research has also pointed out that some people did not realize that they were sexually harassed since some participants marked 'Unsure' when asked if they experienced it and then continued to mark the forms of sexual harassment they experienced. While most participants indicated that this did not have significant mental health repercussions, there were a few who mentioned that it affected their gym routine, their focus at the workplace or their education. Additionally, with regards to reporting, most opted for the easy way out by changing the time of their workouts or changing the facility in general and only a few reported their experience to relevant authority. However, not all who reported harassment were satisfied as some reported that nothing was done to caution the harasser or the action done was ineffective in inhibiting further harassment. On a more positive note, out of 7 participants who reported to their superiors, 3 of them

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

reported that the harasser was reprimanded effectively. While this isn't a big number, it is still a step towards encouraging sexual harassment victims to report their experiences and for employers, educators and other staff to incorporate sexual harassment policies in their framework.

Nonetheless, this research had its limitations as all research studies do. These will be discussed in the next section and how they could have affected the study.

5.3 Limitations of the study

The most prominent limitation for this study was the sample size as it was quite small in comparison to the Maltese population. Moreover, the sample was randomly obtained thus, it did not focus on particular populations such as athletes or students, meaning it could have excluded certain participants which could have attributed to the results overall.

Another limitation was that from 152 participants, some who have experienced sexual harassment did not fill in the whole survey. Meaning, there were certain participants who might have answered which form of harassment was experienced and yet left out the location. This led to some responses to be inconclusive and thus, not involved in the analysis of results.

Last but not least, the surveys that were filled in physically at the chosen gym, did not have elaborative answers and many were left blank. This could be due to the fact that the person who gave out the survey could identify who the participant is and so, the participant would be too embarrassed to provide the truth.

5.4 Usefulness of study

This study proved to be useful in uncovering a small patch of the situation of sexual harassment in Malta, indicating which gender needs more protection and in which locations. Moreover, all three hypothesis presented in this study proved to be confirmed by the results which shows that sexual harassment in Malta is real and happening.

Besides exposing unknown sexual harassment cases, it also educated participants about what constitutes as sexual harassment. In fact, some participants responded with 'Unsure' when asked if they experienced sexual harassment, indicating the need to implement sexual harassment education as part of our schools' curriculums and workplace ethics.

While the results may represent a very small sample of the Maltese population, it may prove to serve as a foundation for future research studies with larger samples.

5.5 Recommendations for future studies

A researcher planning to study this topic should ensure to collect a much larger sample in order to be more representative of the Maltese population. Additionally, any surveys given must ensure that, in order for the response to be allowed submission, all questions must be answered even if most are ticked as 'I don't know' or 'Unsure', as this will provide much more conclusive results. Last but not least, physical surveys should be avoided if possible as this will deter participants from providing the truth when it comes to sensitive topics such as this.

5.6 Recommendations for tackling sexual harassment

First and foremost, tackling sexual harassment needs to start from a young age by educating children about the matter. This topic should be implemented as part of their school curriculum so they can learn what sexual harassment is and what

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

constitutes it, what to do when one has been sexually harassed and most important of all, learn to not harass others in any way because of its possible consequences. Interestingly enough, the majority of participants, when asked what could be done to improve this situation answered with education including, "Educate boys/men more, telling them how a girl/woman might feel, by trying to put them in a situation where they feel uncomfortable in due to the actions of others" and "More effective education on the matter."

Secondly, in order for improvement to be seen regarding sexual harassment, it must be taken more seriously especially by the law. While the Maltese laws do state, what is considered as sexual harassment and that anyone found guilty can be fined and imprisoned, there needs to be harsher consequences. In fact, some participants explained how harsher laws and penalties need to be administered as well as adding street cameras to increase safety. Even workplaces should start incorporating sexual harassment policies within their work guidelines as many still do not have any besides the basic discrimination policy. Moreover, not only should such policies be instituted but managerial staff should start taking reports more seriously and follow up on the situation until it is ensured that the problem is gone. As found in this study, some of those who did indeed report to their manager or employer, did not see a stop to the situation nor received any support.

Last but not least, since some may be embarrassed or afraid to physically report sexual harassment, advantage of today's technology can be taken in order to create a system of online reporting. While the police have set up their own "Messenger" to enhance online reporting, one specifically for sexual harassment, assault and rape needs to be introduced to encourage more victims to report. The reason behind this suggestion is because the police messenger receives reports relating to several different crimes and thus, sexual harassment may not be prioritized. An online system designed specifically for sexual crimes will employ people who will treat such reports with sensitivity and care, as well as help the victim in any way possible. Even if the victim does not wish to report the harasser, one could find support to learn what can be done and heal from the experience.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

While these may seem like such small actions, the effects they can have are great. By educating children at an early age, the new generation will be more educated thus, decreasing the amount of sexual harassment that occurs as well as having people knowledgeable on how to deal with the situation. Additionally, these educated children will grow up to possibly be employers who will enforce workplace policies regarding sexual harassment, police officers who will charge and reprimand sexual harassers or support workers who will provide the victim with advice and any assistance they might need.

5.7 Conclusion

The objective of this study was to discover the frequency, severity and type of sexual harassment with regards to gender, age and locations, especially gyms and training facilities. It was a satisfying experience to confirm results with hypothesis and other studies as well as putting methodology theory into practice. Additionally, knowledge regarding how to minimise study limitations has been obtained along with interpretation of results.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

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PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Appendices

Appendix A

Information sheet in English and Maltese

Information sheet

Date: 15/03/2020

Dear potential participants,

This letter is an invitation to participate in a study I am conducting as part of my BA (Hons) Criminology course at the Department of Criminology at the University of Malta under the supervision of Mr. John Testa. I would like to provide you with more information about this study and what your involvement would entail if you decide to take part.

The title of my study is, Perspectives on Sexual Harassment: A quantitative approach. The aim of my study is to look at various literature and theoretical frameworks about sexual harassment at the workplace and at schools and then compare them to my findings regarding sexual harassment in gymnasiums and training centres.

Kindly note that, participation in this survey is voluntary and confidential. It will involve a survey of ten questions which will take about only 2 minutes to complete. No details which identify the participant will be asked such as name. Moreover, you may answer a question with unsure if you do not wish to respond. Upon taking the survey you are giving permission for the data to be used for research purposes only in an anonymous manner. Data collected during this study will be securely retained and only researchers associated with this project will have access to such information. There are no known or anticipated risks to you as a participant in this study.

If you have any questions regarding this study, or would like additional information on any queries you might face, please contact me on rebekka.bartolo.18@um.edu.mt. You can also contact my supervisor Mr. John Testa on +356 9944 1941 or at testa.john@gmail.com.

I would like to assure you that this study is being reviewed by the Faculty Research Ethics Committee and the University Research Ethics Committee at the University of Malta.

I hope that my results of my study will be of benefit to those organizations directly involved in the study, other pertinent voluntary, as well as to the broader research community.

I look forwards towards your feedback and thank you in advance for your assistance in this project.

Sincerely,

Rebekka Bartolo

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Department of criminology

Signature: 

Mr. John Testa

Department of criminology

Signature: 

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Formola ta informazzjoni

Għażiż partiċepant

Din l-ittra hija stedina biex tipparteċipa fl-istudju li se nagħmel bħala parti mill-kors tal-kriminoloġija mad-dipartiment tal-kriminoloġija mal-Universita' ta' Malta taħt il-ħarsien ta Mr. John Testa. Nixtieq nipprovdilek iżjed informazzjoni dwar l-istudju tiegħi u xi jfisser l-involvement tiegħek.

It-titlu tal-istudju tiegħi hu il-Perspettivi fuq il-fastidju sesswali: Analizi kwantittativa. L-Għan tal-istudju tiegħi hu li nanalizza diversi litteratura u teoriji dwar il-fastidju sesswali fuq il postijiet tax-xogħol u l-iskejjel, u wara nikkumparahhom mar-riżultati tiegħi rigward il-fastidju sesswali f'faċilitajiet tal-eżerċizzju u gyms.

Nixtieq ninfurmak li il-partiċipazzjoni f'dan l-istudju huwa volontarju u kunfidenzjali. Dan se jinvolvi survey ta għaxar mistoqsijiet li ma jieħdux iżjed minn żewġ minuti biex jiġi komplut. L-ebda dettalji li jidentifikaw il-persuna bhal isem jew indirizz, mhu se jkunu mitluba. Addizzjonalment, jekk ma tkunx taf kif se twieġeb xi mistoqsija jew ma tixtieqx twieġeb, tista timmarka 'minix ċert/a'. Jekk inti se taċċetta li twieġeb is-survey awtomatikament qed tagħti permess li nuża l-informazzjoni biss għar-riċerka tiegħi b'mod anonimu. Informazzjoni miġbura minn dan l-istudju se tkun miżmuma sew u riċerkaturi li għandhom x'jaqsmu ma dan l-istudju biss se jkollom aċċess għaliha. Ma hemm l-ebda riskji magħrufa jew antiċipati bl-involvement tiegħek f'dan l-istudju.

Jekk għandek xi mistoqsijiet rigward dan l-istudju, jew tixtieq iżjed informazzjoni, inti ġentilment mitluba li tikkuntattja lili, ir-riċerkatura, fuq rebekka.bartolo.18@um.edu.mt jew li-superviżur tiegħi fuq testa.john@gmail.com.

Fl-aħħar nett nixtieq nassigurak li l-istudju tiegħi qed jiġi rivedut mill-kumitat tal-Fakulta' ta l-Etika tar-riċerki u Kumitat tal-Etika tar-Riċerka fl-Università ta 'Malta.

Nispera li ir-riżultati tiegħi ikunu ta benefiċċju għall-organizzazzjonijiet involuti direttament f'dan l-istudju, volontarji oħrajn pertinenti u anka lill-komunita' tar-riċerka.

Ninsab ħerqana għall-feedback tiegħek u nixtieq niringrazzjak bil-quddiem għall-għajnuna tiegħek f'dan il-proġett.

Tislijiet,

Rebekka Bartolo

Dipartiment tal-kriminoloġija

Firma: 

Mr. John Testa

Dipartiment tal-kriminoloġija

Firma: 

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Appendix B

Survey: Multiple choice and Likert Scales

English version

Perspective on Sexual Harassment: A quantitative approach

This survey is about sexual harassment that may occur in different settings. Sexual harassment as defined by most sources, is the unwelcome sexual behaviour causing discomfort, humiliation or intimidation, moreover, this involves a number of common incidences such as prolonged inappropriate staring, whistling, sexual comments, unwanted contact and much more. Your contributions to this research project are voluntary and all data is treated with confidentiality. Furthermore you may refer to the information sheet provided for further information.

What is your gender? (Please tick appropriate box)

☐ Male ☐ Female ☐ Other

What is your age group? (Please tick appropriate box)

☐ 16-20 ☐ 21-30 ☐ 31-40 ☐ 41-50 ☐ 50+

1. Have you ever experienced any form of sexual harassment? (Please tick appropriate box)

☐ Yes

☐ No

☐ Unsure

2. If you did experience sexual harassment, which of the following did you experience? (You may tick more than one box)

- ☐ Prolonged staring
- ☐ Whistling
- ☐ Sexual comments
- ☐ Unwanted touching
- ☐ Others, please specify: _____

3. Where was such sexual harassment experienced? (You may tick more than one box)

- ☐ Work
- ☐ School
- ☐ Gym/ training facility
- ☐ Other, please specify: _____

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

4. How much has this affected you?

	Strongly affected	Affected	Slightly affected	Not affected
Mental Health				
Ability to continue your normal routine at such facility				

5. If you were sexually harassed at the gym, have you changed such facility in order to avoid it? (Please tick appropriate box)

- ☐ Yes
☐ No
☐ Unsure

6. Have you changed the time of your workout routine in order to avoid sexual harassment? (Please tick appropriate box)

- ☐ Yes
☐ No
☐ Unsure

7. If you were sexually harassed at your workplace, did you report such incidence to the competent authority? (Please tick appropriate box)

- ☐ Yes
☐ No
☐ Unsure

8. If your answer was yes, did the management do anything to improve the situation or caution the harasser? (Please tick appropriate box)

- ☐ Yes, something was done and it was effective
☐ Yes, something was done but it was ineffective

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

☐ No action was taken

9. Have you experienced sexual harassment in school or at any educational facility? If so, was anything done? (Please tick appropriate box)

	Yes	No	Unsure
Experienced sexual harassment			
Affected education			
Something was done to stop the situation			
Was such action effective			

10. In your opinion, what could be done to effectively reduce sexual harassment regardless of the facility?

Thank you for participating in this survey, your response is much appreciated.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Maltese version

Perspettivi dwar il-fastidu sesswali: Analizi kwantittiva

Dan l-istħarriġ jirrigwardja fastidju sesswali li jaf jiġi esperjenzat f'diversi postijiet. Il-fastidju sesswali kif inhu spjegat minn diversi risorsi, huwa imġieba sesswali li mhux mixtieq li jikkawża skumdita', umiljazzjoni u intimidazzjoni. Dan l-att jista jwassal ukoll, numru ta' incidenti komuni bħal, ħars fit-tul, tisfir, kummenti sesswali, kuntatt mhux mixtieq. Il-kontribuzzjoni tiegħek għal din ir-riċerka hija volontarja u l-informazzjoni kollha hija trattata b'mod kunfidenzjali. Jekk tixtieq iżjed informazzjoni, tista tirreferi għal formola tal-informazzjoni annessa.

X'inhu is-sess tiegħek? (Jekk jogħġbok għażel il-kaxxa xierqa)

☐ Raġel ☐ Mara ☐ Oħrajn

X'inhu il-grupp tal-età tiegħek? (Jekk jogħġbok għażel il-kaxxa xierqa)

☐ 16-20 ☐ 21-30 ☐ 31-40 ☐ 41-50 ☐ 50+

1. Qatt esperjenzajt xi tip ta fastidju sesswali? (Jekk jogħġbok għażel il-kaxxa xierqa)

☐ Iva

☐ Le

☐ Minix ċert/a

2. Jekk esperjenzajt xi tip ta fastidju sesswali, liema minn dawn esperjenzajt? (Tista tagħzel iżjed minn kaxxa waħda)

☐
☐
☐
☐
☐

ħars fit-tul

Tisfir

Kummenti sesswali

Kuntatt fiżiku mhux mixtieq

Oħrajn, jekk jogħġbok speċifika: _____

3. Fejn esperjenzajt il- fastidju sesswali? (Tista tagħzel iżjed minn kaxxa waħda)

☐
☐
☐
☐

Fuq il-post tax-Xogħol

L-Iskola

Il-Gym/ Faċilita ta eżerċizzju

Oħrajn, jekk jogħġbok speċifika: _____

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

4. Kemm affetwak dan l-att?

	Affetwatni b'mod qawwi	Affetwatni	Affetwatni kemmxejn	Ma affetwatnix
Is- saħħa mentali				
I- Abilita' li tkompli ir- rutina normali tiegħek fil- faċilita				

5. Jekk esperjenzajt il-fastidju sesswali il-gym jew ġo faċilita tal-eżerċizzju, ippruvajt tbiddel il-faċilita sabiex tevita? (Jekk jogħġbok għażel il-kaxxa xierqa)

- ☐ Iva
☐ Le
☐ Minix ċert/a

6. Ippruvajt tbiddel il-ħin tal-eżerċizzju tiegħek sabiex tevita il-fastidju sesswali? (Jekk jogħġbok għażel il-kaxxa xierqa)

- ☐ Iva
☐ Le
☐ Minix ċert/a

7. Jekk esperjenzajt il-fastidju sesswali fuq il-post tax-xogħol, irrapurtajt l-incident lill-awtoritajiet kompetenti tax-xogħol tiegħek? (Jekk jogħġbok għażel il-kaxxa xierqa)

- ☐ Iva
☐ Le
☐ Minix ċert/a

8. Jekk it-tweġiba tiegħek kienet iva, l-amministrazzjoni tax-xogħol tiegħek hadu passi biex iwaqqfu is-sitwazzjoni jew iwissu lill-persuna li tak fastidju? (Jekk jogħġbok għażel il-kaxxa xierqa)

- ☐ Iva, ħadu azzjoni u kienet effettiva

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

- ☐ Iva, ħadu azzjoni imma ma kinitx effettiva
- ☐ Ma ittieġdet l-ebda azzjoni

9. Ġieli esperjenzajt fastidju sesswali l-iskola jew f'xi faċilita edukattiva? Jekk iva, ittieġdet xi azzjoni f'dan ir-rigward? (Jekk jogħġbok għażel il-kaxxa xierqa)

	Iva	Le	Minix ċert/a
Esperjenzajt il-fastidju sesswali			
Affetwatli l-edukazzjoni			
Ħadu azzjoni biex titwaqqaf is-sitwazzjoni			
Din l-azzjoni kienet effettiva			

10. Fl-opinjoni tiegħek, x'jista isir sabiex jitnaqqas il-fastidju sesswali irrispettivament x'tip ta' faċilita hi?

Grazzi tal-partecipazzjoni tiegħek, ir-risposti tiegħek huma apprezzati ħafna.

PERSPECTIVES ON SEXUAL HARASSMENT: A QUANTITATIVE APPROACH

Appendix C

Registrar permission



SWB FREC <research-ethics.fsw@um.edu.mt>
to me, John ▾

Mon, 20 Apr 2020, 12:15



Dear Rebekka Lara Anne Bartolo,

Thank you for submitting your research ethics proposal.

As indicated in the [Research Ethics Review Procedures](#), E&DP forms which have no self-assessment issues are kept for record and audit purposes only. Hence, **research may commence**.

Please note that **FREC will not issue any form of approval** as the responsibility for the self-assessment part lies exclusively with the researcher.

Regards,

Faculty Research Ethics Committee (FREC)

Faculty for Social Wellbeing
Room 115
Humanities B Building (FEMA)
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