



Solomon Islands Government
Ministry of Public Service

Prevalence of Sexual Harassment in Solomon Islands Public Service

Tony Hiriasia and Gordon Nanau

PREVALENCE OF SEXUAL HARRASMENT IN SOLOMON ISLANDS PUBLIC SERVICE

Report prepared for

Ministry of Public Service

By

Tony Hirasia and Dr. Gordon Nanau

June 2023

Funded by Department of Foreign Affairs and Trade



© Ministry of Public Service

Contents

Contents	i
Table of Figures.....	iii
Acknowledgement.....	iv
Acronyms.....	v
Executive summary.....	vi
1. Introduction.....	1
1.1 Brief Background of the Study and Solomon Islands Government Public Service	2
1.2 CEDAW General Recommendation No. 35: Declaration on the Elimination of Violence against Women	3
1.3 Brief Overview of Sexual Harassment	4
1.4 The Sexual Harassment Movement.....	5
1.5 Sexual Harassment in Pacific Islands Workplaces	6
1.6 Impact of Sexual Harassment in Workplaces	6
2. Data Collection Methods	7
2.1 Desk-based research	8
2.2 Survey and Interviews	8
<i>2.2.1 Survey, questionnaires, and semi-structured interviews.....</i>	<i>8</i>
<i>2.2.2 Key Informants and semi-structured interviews</i>	<i>9</i>
<i>2.2.3 Sample size and challenges.....</i>	<i>9</i>
2.3 Research Questions.....	10
2.4 The Analytical Framework	11
2.5 Coding and analysis	12
3. Study Findings.....	12
3.1 Definition of Sexual Harassment	12
3.2 Prevalence of Sexual Harassment: Witnesses of sexual harassment.....	14
3.3 The most witnessed forms of sexual harassment.....	14
3.4 Reasons for not reporting witnessed cases of sexual harassment.	15
3.5 Victims of Sexual Harassment	16

3.6 Reported Cases and Penalties	19
4. Study Highlights and Recommendations	20
4.1 Prevalence of Sexual Harassment.....	20
4.2 Individual Perception/Understanding of Sexual Harassment.....	21
4.3 Lack of Co-worker Solidarity and Shared Responsibilities	22
4.4 Possible Courses of Action	24
4.5 The Need for Appropriate Workplace Policies	25
4.6 Reform and Strengthen Reporting Mechanisms and Procedures	26
4.7 Awareness Programmes for Public Officers Needed.....	28
4.8 The need for Appropriate Workplace Setup	29
4.9 Areas for Further Studies.....	30
5. Conclusion	31
6. Bibliography	32
7. Appendices.....	34

Table of Figures

Figure 1: Analytical framework	11
Figure 2: Common understanding of sexual harassment	13
Figure 3 Witnesses of sexual harassment by gender	14
Figure 4: Witnessed form of sexual harassment in Public Service	15
Figure 5: Reasons for not reporting witnessed cases of sexual harassment	16
Figure 6: Victims of sexual harassment	17
Figure 7: The number of experienced forms of sexual harassment	17
Figure 8: Reasons for not reporting cases of sexual harassment	18
Figure 9: Reported and non-reported witnessed and experienced cases of sexual harassment	19
Figure 10: Possible actions to address sexual harassment in the workplace	25
Figure 11: views on government ministries protection of employees from sexual harassment	28
Figure 12: Opinions on whether workplace set up can deter sexual harassment	30

Acknowledgement

We wish to thank the following people who assisted us and supported this research project.

Simon Dolaiano (Ministry of Public Service)

Late Jude Devesi (Ministry of Public Service)

Human Resource Managers (HRMs) from Government Ministries

Research Assistants

Eric Irosaki

Rosemary Votaia

James Manengelea

Florence Maegaásia

Tanya Marie Saungongo

Acronyms

DFAT Department of Foreign Affairs and Trade

DS Deputy Secretary

EEOC Equal Employment Opportunity Commission (US)

GBV Gender Based Violence

HRM Human Resources Manager

IFC International Finance Corporation

ILO International Labour Organisation

JICA Japan International Cooperation Agency

MPS Ministry of Public Service

MTB Ministry Tender Board

PICs Pacific Island Countries

PS Permanent Secretary

RA Research Assistant (facilitator)

SIG Solomon Islands Government

Executive summary

On 10th November 2021, the Ministry Tender Board (MTB) following its deliberation on submissions from the Ministry of Public Service (MPS) Corporate Service Division awarded the study on *Prevalence of sexual harassment in Solomon Islands Public Service* to our team. The team was tasked to carry out a study on the prevalence of sexual harassment in the Solomon Islands Public Service.

The study was supervised by Tony Hirasia and Dr. Gordon Nanau with the support of five Honiara based Research Assistants (RAs) or facilitators. They were Eric Irosaki, James Manengelea, Rosemary Votaia, Florence Maegaásia and Tanya Marie Saungongo. The study was conducted in Honiara in the later part of 2021 and early 2022 after some delays. It was disrupted and further delayed by the Covid-19 community transmission for at least another four weeks, not to mention the slow and/or lack of response from public servants.

The study covered 28 government ministries and agencies using two methods: a survey carried out among public servants; and key informant interviews undertaken with those in government managerial positions. In total, 540 questionnaire responses and 12 in-depth interviews with Permanent Secretaries (PSs)/Deputy Secretaries (DSs) were analysed to gauge the prevalence of sexual harassment within the Solomon Islands Public Service. The research generated very rich and detailed data as presented in this report. More importantly, the results of the study will assist the MPS to strengthen the work it is currently doing to have in place appropriate legislations and policies to safeguard its workers. Here is a snapshot of some of the major research findings.

The most common definition and understanding of sexual harassment in the public service is “Unwelcome touching and physical contact”. The least common definition /understanding of what constitutes sexual harassment is “Staring or leering”. A total of 186 out of 540 respondents (34%)

witnessed some form of sexual harassment in their workplaces. The most witnessed form of sexual harassment involves “suggestive comments or jokes”. The most cited reason for not reporting witnessed instances of sexual harassment was because “people chose to mind their own business”. A total of 72 out of 540 respondents (13%) indicated that they were victims of sexual harassment in their workplaces. Out of the seventy-two (72) victims, fifty-eight (58) were females while thirteen (13) were males. Most victims were “reluctant to report cases” for a variety of reasons. A predominant reason for not reporting was those victims “did not want to get the perpetrators into trouble / problem”.

In terms of addressing the problem of sexual harassment in the public service, 266 out of 540 respondents (49%) felt that their ministries are not doing enough to curb the problem. A total of 249 out of 540 respondents (46%) suggest appropriate and effective workplace policies as an urgent solution. Moreover, 353 out of 540 respondents (65%) agree that proper workplace setup is important to deter sexual harassment in the public service. These findings are discussed in greater detail in the report.

1. Introduction

The ‘Prevalence of Sexual Harassment in the Public Service Study’ is a joint project of the governments of Australia and Solomon Islands, funded under the Department of Foreign Affairs and Trade (DFAT), Australia and coordinated by the Ministry of Public Service (MPS), Solomon Islands. The purpose of the survey is to determine the prevalence of sexual harassment in Solomon Islands Public Service.

The study commenced in mid-December of 2021, a time of the year when many public officers were away on their annual leave. The survey, therefore, took a while to pick up momentum. In addition, public officers were also unresponsive to the survey, and we did constant follow-ups to collect half of the questionnaires distributed. This added to the delay in the analysis and presentation of this report. The Covid-19 community transmission in Honiara in January and February of 2022 further stalled the effort to complete data collection on time. The fieldwork resumed in March of 2022.

The study comprised of a survey carried out in 28 Ministries and Agencies of the Solomon Islands Government (SIG) and in-depth interviews were undertaken with Permanent Secretaries and Deputy Secretaries from respective government ministries. For the survey, a generic questionnaire was distributed across government ministries and agencies and public officers were given the option to return either a hard copy or an e-copy. The e-copy was also distributed to officers who serve in provinces, making sure that the survey is as inclusive as possible in the circumstances. A total of 540 questionnaires were returned and analysed. There were 250 females and 290 males who responded to the survey questionnaire.

The study addressed three main areas. First was to determine how public servants perceive or understand sexual harassment. We gave respondents a list of possible definitions and from the list provided, they were asked to indicate what they view as sexual harassment. Secondly, we provided respondents with a set of questions aimed at determining the prevalence of harassment in the

workplace. The questions generated detailed and informative data that are discussed in this report. Thirdly, we considered possible actions to take to address the problem of sexual harassment in the Solomon Islands public service.

Before discussing the findings of this study, let us first look at the issue of sexual harassment. Moreover, let us briefly the sexual harassment movement, sexual harassment in Pacific islands workplaces, and the impact of sexual harassment in workplaces.

1.1 Brief Background of the Study and Solomon Islands Government Public Service

The Solomon Islands Public Service has over 17,000 employees. Women represent 44% of the Public Service workforce but they occupy only 5% of senior management positions. The Solomon Islands country gender assessment also notes that as many as 64 per cent of women have been victims of physical or sexual violence from male partners. While anecdotal evidence also points to the prevalence of sexual harassment and abuse in public workplaces, a lot of these incidents are likely to go unreported and unaddressed.

There are also policies and legislations that are in place and aim to protect individuals from sexual harassment and abuse. For instance, the Public Service Code of Conduct (section 2.5) prohibits sexual harassment in workplaces. Similarly, other legislations like the Family Protection Act (FPA) 2014 also criminalizes the “sexual abuse” of a person although that piece of legislation is confined within the family setting. While existing legislations are meant to protect workers and individuals from sexual harassment, available reporting mechanisms may not provide victims with the necessary protection from the backlash of reporting sexual harassment cases. As highlighted by the International Labour Organisation (ILO)

Research in the Pacific suggests that, as in many other regions, victims may not to raise complaints about this issue, including fear of losing their jobs; fear of being stigmatised or blamed for the harassment and simply a lack of awareness of their rights (ILO, 2015: 3).

As the sector with the highest number of employees in the country, the Public Service must set an example for other employers to make workplaces gender friendly with socially inclusive environment for all, thereby enhancing national productivity and well-being.

1.2 CEDAW General Recommendation No. 35: Declaration on the Elimination of Violence against Women

Data available on sexual violence and abuse against women alludes to the need for a concerted effort to address the issue of violence against women and United Nations (among other international and national organizations) has joined the fight to address the issue. To that end, the treaty on Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was established in 1979. Again in 1992, the General Assembly issued the CEDAW **General Recommendation 19** which was upgraded in 2017 to the **General Recommendation 35**. In **General Assembly 48/104 resolution** issued in 1993, specific reference was made to sexual violence in the workplace.

Violence against women shall be understood to encompass, but not be limited to, the following: Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.

Solomon Islands along with other Pacific Island countries ratified the CEDAW and had set up national bodies to promote and monitor human rights situation, especially the rights of women in the country. This study is part of the continuing efforts by the Solomon Islands Government to fulfil this commitment.

1.3 Brief Overview of Sexual Harassment

Sexual harassment in workplaces is internationally condemned and seen as sex discrimination and a violation of the rights of individuals. More than 75 countries have put in place legislations that aim to prohibit and curb instances of sexual harassment in workplaces (EEOC 2010). Solomon Islands, like other Pacific Island countries is in the process of developing relevant legislation and workplace policies to help address and eliminate sexual harassment in its public service and other work places more generally. As the Japan International Cooperation Agency (JICA) stated, “[t]here are currently no specific laws or legislation ... that address sexual discrimination, or that deal with sexual harassment in the workplace” in the Solomon Islands (JICA, 2010: 28). It is this lack of specific legislations and policies that warranted the current efforts by the MPS to address the loophole.

Advocates against sexual harassment argue that in more traditional and conservative societies, sexual harassment and misconduct could go largely unnoticed. In a comprehensive study carried out in 2002 by the Fiji Women’s Right Movement in the Pacific, it was found that “...one third of women were victims of sexual harassment in the workplace” (ILO, 2015: 1). Moreover, in Pacific Island societies, research suggests that victims of sexual harassment choose to remain silent for fear of losing their jobs; fear of being stigmatized or blamed for the harassment and simply a lack of awareness of their rights (ILO 2015). In closely knitted societies like Solomon Islands, there is also the likelihood of relatives (especially of female victims) taking the law into their own hands and demanding compensation or even physically harming perpetrators which then spiral into other problems. This often leads to tensions in the workplace that are harmful to the overall performance and output of an organization.

It is in the interest of public and private organizations that such studies on the prevalence of sexual harassment in workplaces are undertaken. For this report, its findings will help inform legislative and policy initiatives that would ultimately provide safe and harassment-free work environments for Solomon Islanders working in the public sector. These workplace policies could be complemented

with workplace training and activation of complaints processes that would protect workers from retaliation by perpetrators.

1.4 The Sexual Harassment Movement

Although sexual harassment has been around for long in public workplaces, the recognition that it is an illegal and unwanted workplace behaviour is only as recent as 1970s. Moreover, sexual harassment does not have a universally accepted definition and is called by different names in different countries (Chamberlain et al. 2008). For instance, in India it was called ‘eve-teasing’; France ‘droit de cuissage’ (right to the thigh); Japan, ‘seku-hara’; Netherlands, ‘unsolicited or undesired intimacies’; and Malay, ‘gatal’ or ‘miang’ to describe it (Haspels, et. al. 2001: 7). According to Chamberlain et al. (2008), the basic definition of sexual harassment is a composite of “women-unfriendly behaviours,” which also include unwelcomed sexual comments and gestures.

In the US, the work of Catharine MacKinnon was influential in bringing about a change in public view and the recognition that sexual harassment is sex discrimination under the USA Title VII of the Civil of Rights Act of 1964 (EEOC 2010). This led to the US Equal Employment Opportunity Commission (EEOC) issuing guidelines that define workplace sexual harassment. According to the EEOC, sexual harassment involves:

... unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature that interferes with one’s employment or work performance or creates a hostile or offensive work environment” (EEOC 2010).

Following in the footsteps of the USA, other countries quickly implemented workplace policies and guidelines that recognizes sexual harassment as an illegal form of workplace behaviour (Howald et. al. 2018: 3). Today, sexual harassment in the workplace is condemned internationally and is recognized as a form of sex discrimination and as a violation of human rights.

1.5 Sexual Harassment in Pacific Islands Workplaces

In a policy brief on sexual harassment in workplaces in the Pacific, ILO (2015) indicated that the issue is often under-reported, or it attracted little discussion in public spaces. The findings of the Fiji Women's Rights Movement survey highlighted above is an indication of how deep this problem is in the Pacific. Such statistics point to the scale and prevalence of sexual harassment in workplaces in Pacific islands countries. Now that the extent of the problem in workplaces have generally been determined, it is important that all key stakeholders, including governments must act to address it. Nevertheless, it will not work if the community is not aware of the deeper implications of sexual harassment.

Apart from society in general, the three important stakeholders in the Pacific that must collaborate to address sexual harassment in the workplace are governments, employer organisations and employee organisations. The ILO for instance highlighted certain areas that these three important stakeholders can do to address sexual harassment problems in workplaces in Pacific Island countries (PICs). These include the development or review of legislations on sexual harassment in the workplace; code of conduct; internal policies/guidelines; awareness raising; training; research/statistics; and support avenues for workers making complaints (ibid: 9-10). Of course, individual PICS are at different levels of development in addressing sexual harassment in the workplace. For countries like the Solomon Islands, it is still at its embryonic stage and require data and information to assist in this effort, thus this research and report.

1.6 Impact of Sexual Harassment in Workplaces

Sexual harassment in the workplace is not only harmful to individuals (victims) but is also detrimental to organizations. Sexual harassment can create an unacceptable working condition that imposes an unsafe and fear-filled climate where workers do not enjoy fulfilling tasks and responsibilities (ibid). In a study produced by the International Finance Corporation (IFC) in the Solomon Islands in 2019, negative impacts of domestic and sexual violence in the workplace were identified. In the survey that

involved 1248 respondents (646 females and 594 males) from nine companies, “63% of women and 55% percent of men participants who have experienced domestic or sexual violence reported that at times this causes them to feel anxious, depressed, or ashamed when they are at work” (IFC, 2019: 22). Moreover, “one in five said that they are currently working in the same workplace as the person who was or is abusive” (ibid). Although sexual harassment may not always end up in sexual violence, the impacts in workplaces may be similar. There may be employee absenteeism, lateness, and low productivity because of sexual harassment in workplaces.

The impact of sexual harassment on victims can also be serious. For individuals, sexual harassment often results in trauma and other health problems that could lower their productivity. Similarly, for employers, sexual harassment also has the potential to degrade work quality among a victim and other employees who are aware of the harassment. This could affect the morale of workers and provide little incentive to perform in an uncomfortable work environment which often leads to costs for employers. Overall, sexual harassment when not addressed could lead to financial loss for victims, employers and organizations.

2. Data Collection Methods

This study is guided by the major objectives to investigate, determine and respond to the extent and depth of the challenge of sexual harassment in Solomon Islands Public Service. In order to gauge the prevalence of sexual harassment in work places, the study sought to understand how members of the workforce define and perceive ‘sexual harassment’ itself. This is to help us understand how and why sexual harassment occur. Confining sexual harassment to only severe cases such as sexual assault and rape could potentially ignore mild instances of sexual misconduct or sexual discrimination that may be going on in the workforce (Ontario Human Rights Commission, 2022).

Moreover, by finding common definitions people give to ‘sexual harassment’ or how they commonly perceive the issue, the study is able to measure the prevalence of the various levels of sexual harassment and misconduct in the workplace. This was done by coding and categorizing instances of

sexual harassment from mild to serious cases such as sexual assault and rape. The study also sought to understand the conditions and environment that foster instances of sexual harassment. Based on these findings, this report outlines policy recommendations and workplace measures that aim to prohibit and curb sexual harassment in workplaces.

This study mostly depended on qualitative techniques for data collection. However, data collected were also quantified to respond to the research question, sub-questions, and the overall objectives of the study.

2.1 Desk-based research

A major part of the study is the literature review. This step involves reviewing relevant literatures and learning about what has been written on the subject. The literature review pointed to more practical data collection methods and approaches used in past surveys that were found useful and aspects of which were adopted for this study. Moreover, past studies and findings provided directions for this study, especially in guiding its goals and objectives. In that regard, this study adopted similar objectives from previous studies undertaken elsewhere and applied in the context of the Solomon Islands Public Service workforce. Likewise, by reviewing existing literature, the study drew from previous studies, particularly in finding initiatives that could potentially help to address sexual harassment in the Public Service workforce. These assisted us to determine appropriate recommendations for possible actions to address this issue in the Solomon Islands public service.

2.2 Survey and Interviews

2.2.1 Survey, questionnaires, and semi-structured interviews

Apart from the desk-based research, the study also depended on survey questionnaires as a means of obtaining insights from respondents in the public service. We identified key informants (mostly permanent and deputy secretaries), the study commenced with an aim to get responses from 1200 public servants. The initial plan was to give questionnaires for them to complete with the help of

RAs. Questionnaires were to be collected two or three days after they are despatched. The RAs were responsible for the distribution and collection of questionnaires and where necessary they went through the questions with respondents to ensure the respondents understand the questions correctly. There were a few hiccups in the actual field research and responses from public servants as discussed below.

2.2.2 Key Informants and semi-structured interviews

Key informants in this study included those in managerial positions, particularly Permanent Secretaries (PSs) and Deputy Secretaries (DSs), Directors, Human Resources Managers (HRMs), and other senior officers. Their opinions as leaders and decisions makers in their respective ministries are critical for the analysis. Interviews with managers are important to get a sense of existing initiatives (or the lack of initiatives) in place to deal with sexual harassment in their workplaces. Responses from those at the managerial level are useful to determine new and innovative solutions to deal with sexual harassment in the workplace. The interviews with senior public officers in managerial positions were mostly done through semi-structured interviews.

2.2.3 Sample size and challenges

The study set off to involve around 1200 respondents/interviewees in total. This was a very large sample given the total Public Service workforce is only about 20 000 employees. While the research team comprising of two supervisors and five Research Assistants (RAs) or facilitators consulted public servants in 28 government ministries and agencies, only a total of 540 questionnaires were returned and 12 key persons were interviewed, mostly PSs and Deputy Secretaries. For the survey, a generic questionnaire was distributed across government ministries and agencies and public officers were requested to return a hard copy or an e-copy. The e-copy was also distributed to officers who were serving in provinces, making the survey as inclusive as possible. As indicated, a total of 540 questionnaires were returned and analysed. Those who responded included 250 females and 290 males. These responses were made possible with constant efforts and follow-up by the research team.

The study was carried out in the latter part of 2021 and completed in early 2022. While the work was initially meant for three months, it dragged on much longer for reasons explained below. It commenced in the mid of December 2021 at a time when many public officers were in the process of taking their holiday leave. After a year of work, responding to research questions was the least of their priorities at that point in time. Therefore, the survey took a while to pick up momentum.

Even for the public servants who were at post, they were also very unresponsive to the survey despite constant reminders. We expressed the difficulty of getting public servants' responses to the questions to the MPS and they did follow up with ministries and government agencies with reminders. It took constant follow-ups to collect half of the questionnaires distributed to the respective ministries and departments. This added to the delay.

As soon as the study kicked off, Covid-19 community transmission was confirmed in Honiara. This was in January and February of 2022 and that further stalled efforts to complete data collection on time. With movement restrictions and office closures and various Covid-19 mandatory protocols, the team halted all efforts until the SIG relaxed movement restrictions and offices reopened. The fieldwork resumed in March of 2022. Data collected from the 540 respondents were coded, analysed and provided in this report.

2.3 Research Questions

The overarching question that guided the design and scope of this study is **“How prevalent is sexual harassment in the Public Service?”** To respond to the research question, the following important sub-questions are also asked.

- i. How do members of the public service workforce define sexual harassment?
- ii. Do members of the public service workforce experience instances of sexual harassment in their workplaces?

- iii. What conditions and environment give rise to instances of sexual harassment in workplaces?

2.4 The Analytical Framework

Based on the overall question and the sub-questions, specific questions were then designed in the form of a questionnaire (see appendix 1). Data collected from the questionnaire and key person's interviews were analysed as per the analytical framework outlined in **Figure 1**.

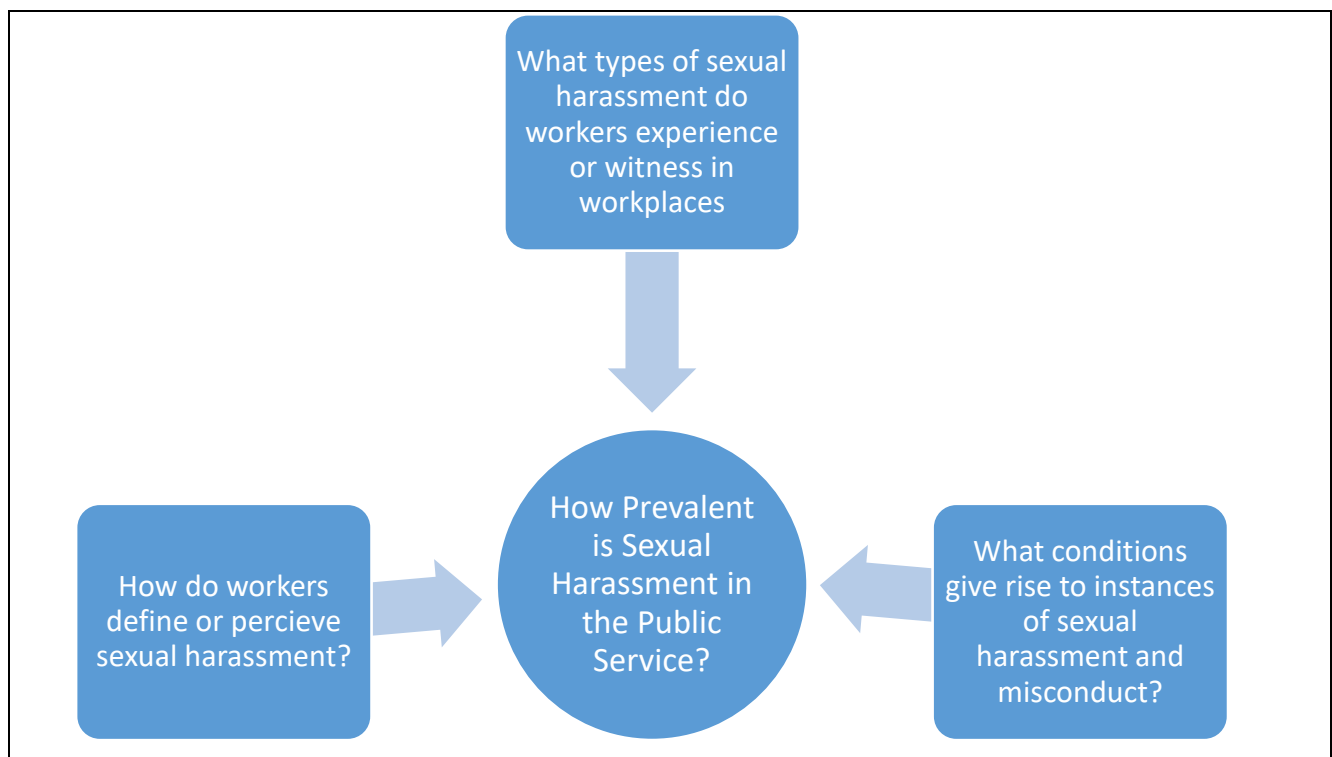


Figure 1: Analytical framework

2.5 Coding and analysis

The collected data were coded and analysed for trends and commonness. The analysed data is used to report on the findings. It is our hope that the research findings and the recommendations that emanate from it justify legislation and policy initiatives that are needed in this area.

3. Study Findings

The findings of the study are presented below. For the survey, most questions allowed respondents to give more than three choices therefore the percentages exceed 100 percent (take note of this when looking at the graphic representations). The detailed analysis of the study findings included written analysis and graphic representations.

3.1 Definition of Sexual Harassment

Respondents were given eight behaviours and actions seen as forms of sexual harassment. These behaviours and actions are referred to as ‘definitions’ within the survey and report mainly because individuals tend to define sexual harassment with reference to these behaviours and actions. Respondents were therefore asked to define ‘sexual harassment’ by choosing four of the eight behaviours and actions provided in survey questionnaires. Moreover, by defining sexual harassment with reference to the provided choices, responses were consistent hence easier to analyse and collate.

Note also that the choices were arranged randomly rather than in order from less to more serious offences. This was done purposely to avoid guiding responses toward more serious offences. The choices ranged from *staring and leering* (less serious) to *rape and assault* (more serious). See choices on the next page.

- A. Sexual assault and rape ☐
- B. Suggestive comments or jokes ☐
- C. Requests for sex ☐

- D. Sending sexually explicit emails or messages ☐
- E. Unwanted invitations to go out on dates ☐
- F. Showing of sexually explicit pictures or posters ☐
- G. Staring or leering ☐
- H. Unwelcome touching and physical contact ☐

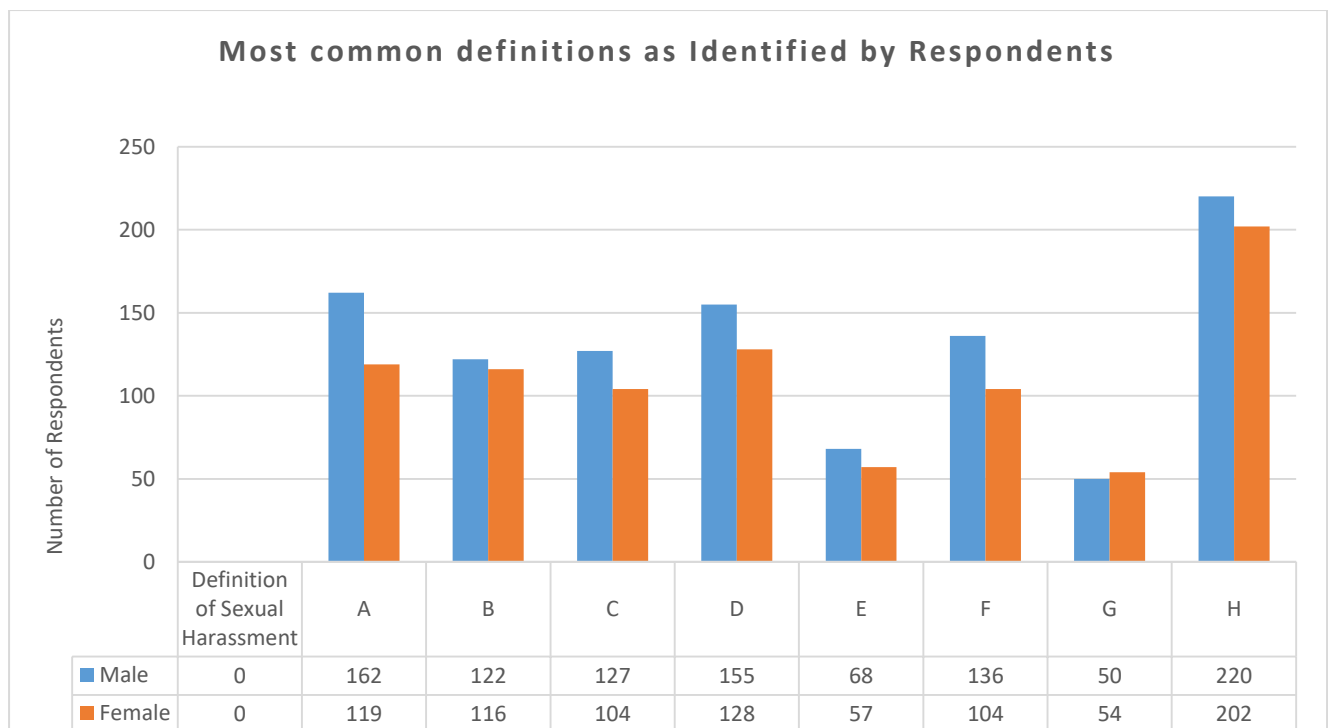


Figure 2: Common understanding of sexual harassment

Figure 2 shows responses from the survey and the score for each option (refer to the list on previous page). The most common definition of sexual harassment among respondents is '**H - unwelcome touching and physical contact**' with 422 respondents choosing that option. Other popular choices include '**A – Sexual assault and rape**', '**D – Sending explicit emails and messages** and '**F – showing of sexually explicit pictures and posters.**'

The least common definition of sexual harassment among respondents is ‘**staring and leering**’ with only 104 respondents acknowledging these behaviours and actions as forms of sexual harassment. Likewise, only 125 respondents defined ‘**unwanted invitations to go out on dates**’ as a form of sexual harassment.

3.2 Prevalence of Sexual Harassment: Witnesses of sexual harassment

Figure 3 below shows the number of respondents who witnessed instances of sexual harassment in workplaces. Of the total 540 respondents, 186 or 34 percent of the respondents across ministries had witnessed some form of sexual harassment in their workplaces.

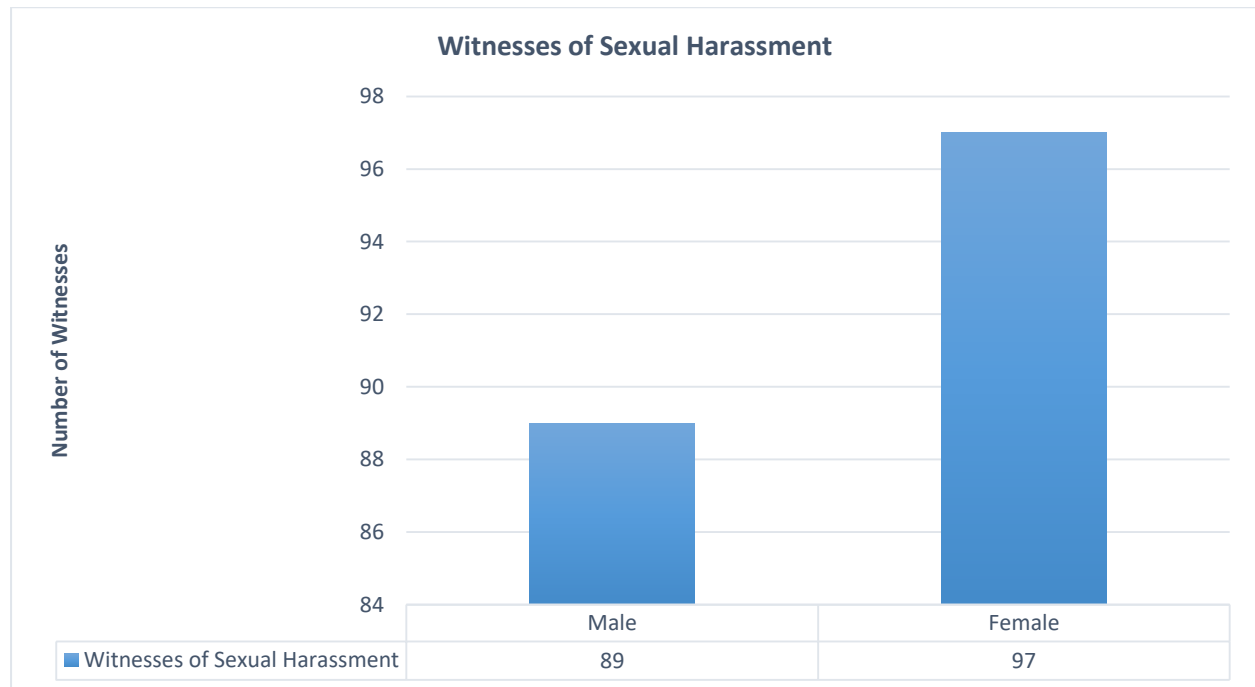


Figure 3 Witnesses of sexual harassment by gender

3.3 The most witnessed forms of sexual harassment

Witnesses of sexual harassment were asked to identify the forms of sexual harassment witnessed in workplaces and rank them from the most to least common. Figure.4 shows their responses. The most

witnessed form of sexual harassment in workplaces is '**B - Suggestive comments and jokes**' with 87 of the 186 (46 percent) witnesses having seen this form of sexual harassment in workplaces.

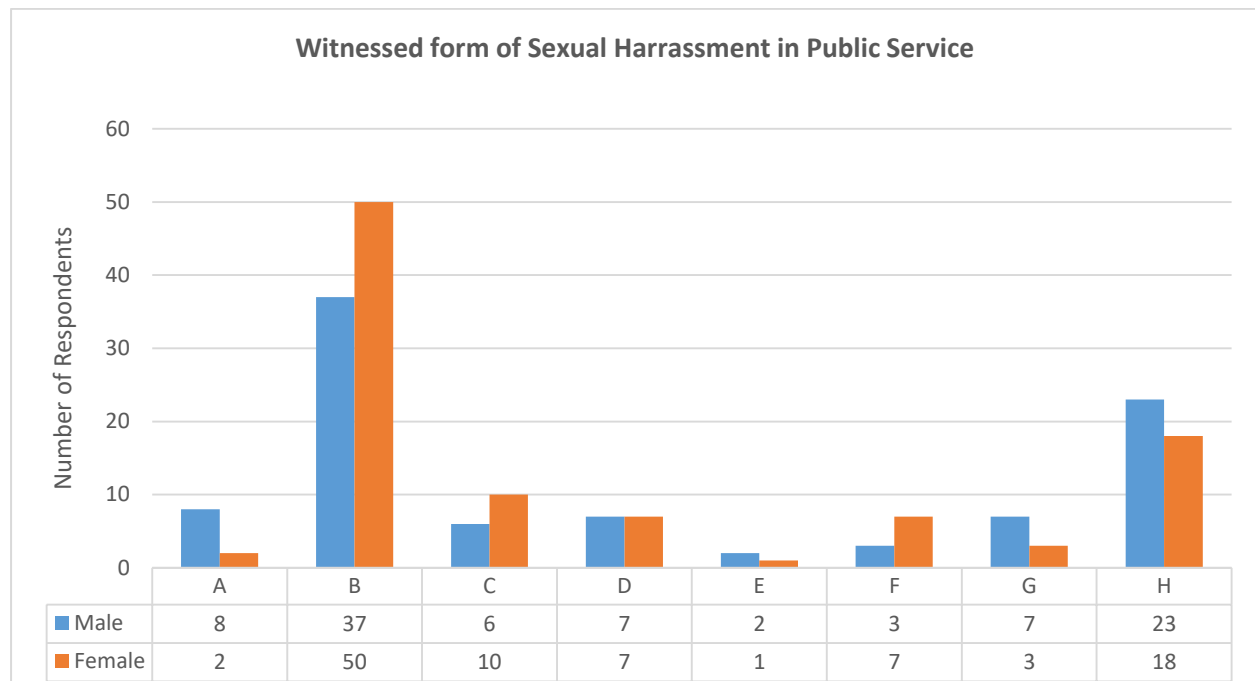


Figure 4: Witnessed form of sexual harassment in Public Service

The second most witnessed form of sexual harassment is '**H - unwelcome touching and physical contact**'. Other forms of sexual harassment were also witnessed across Public Service workplaces.

3.4 Reasons for not reporting witnessed cases of sexual harassment.

Witnesses were also asked why they did not report cases of sexual harassment. They were provided with the following set of possible reasons and asked to choose the ones applicable to them. See the list below.

- i. Reluctant to report cases ☐
- ii. Feared retaliation from perpetrators ☐
- iii. Perpetrator is a superior or boss ☐
- iv. Feared losing job ☐

- v. Chose to mind own business ☐

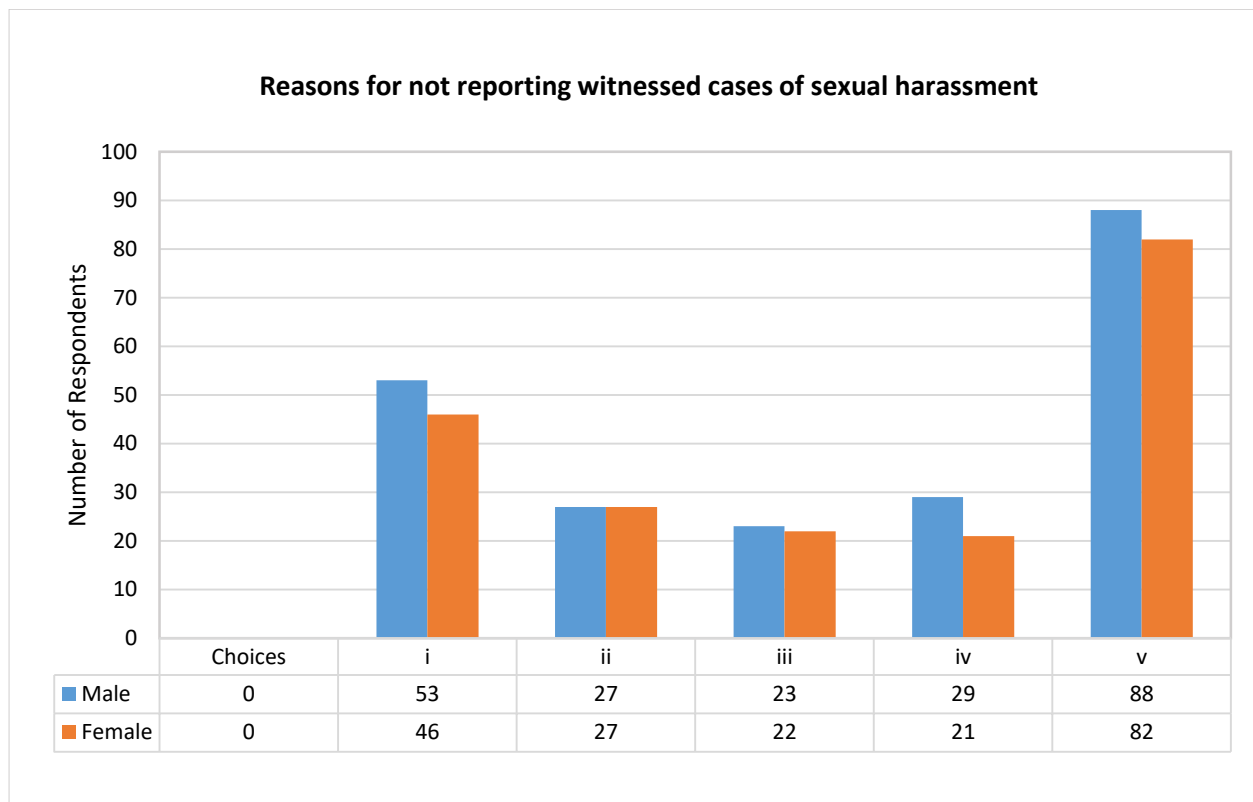


Figure 5: Reasons for not reporting witnessed cases of sexual harassment

Figure.5 shows the number of respondent choice for each of the reasons provided. Most witnesses chose '**v-Chose to mind own businesses**' as the reason for not reporting cases of sexual harassment. The next most common reason for not reporting cases is '**i – Reluctant to report cases**'.

3.5 Victims of Sexual Harassment

Out of the 540 respondents who participated in the survey, 72 or 13 percent of respondents admitted experiencing some forms of sexual harassment in their workplaces. Of this number, 14 victims were males and 58 were females as shown in Figure.6.



Figure 6: Victims of sexual harassment

The most common form of sexual harassment reported by victims is '**B - Suggestive comments and jokes**'. The next most common form of sexual harassment reported by victims is '**H – unwelcome touching and physical contact**'. Figure.7 below shows the number of experienced forms of sexual harassment provided in the questionnaire (see page 12 for the list).

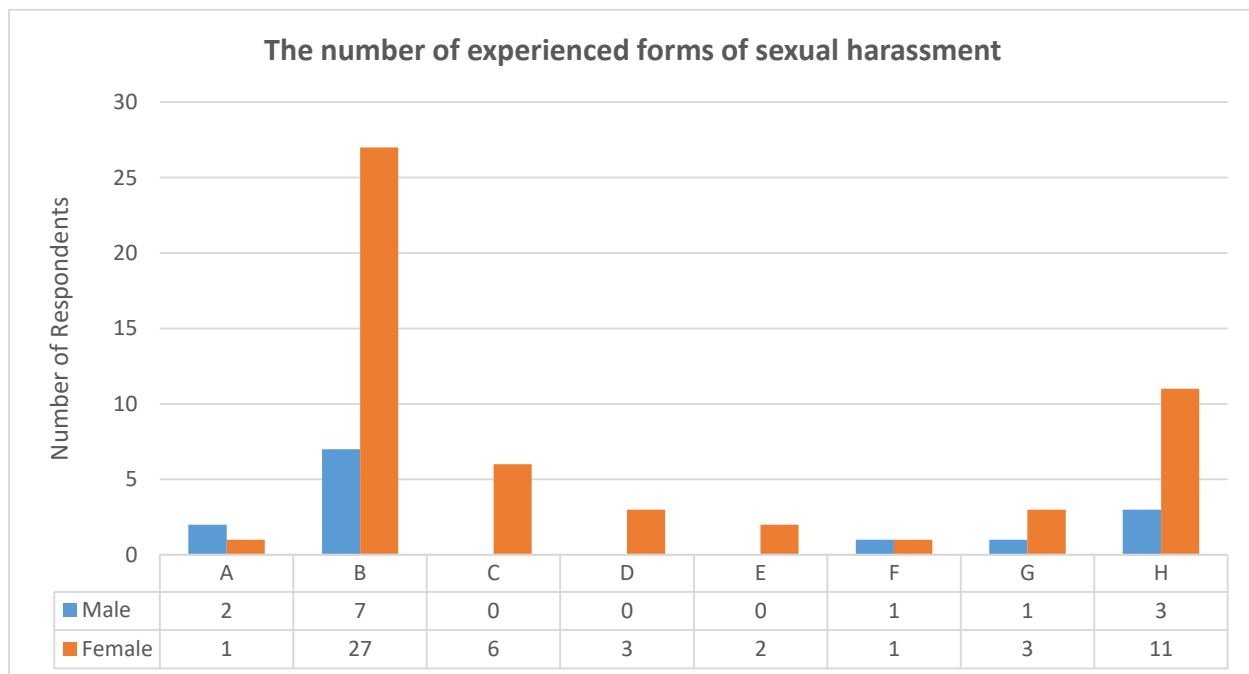


Figure 7: The number of experienced forms of sexual harassment

Victims of sexual harassment were also asked why they did not report cases of sexual harassment. They were provided with 5 possible reasons and asked to choose the ones more appropriate to them. See list below. Figure 8 shows the result for each choice. The most common responses were ‘**i-Reluctant to report cases**’ and ‘**v-Did not want to put the perpetrator into problem**’.

- i. Reluctant to report cases ☐
- ii. Feared retaliation from perpetrators ☐
- iii. Perpetrator is a superior or boss ☐
- iv. Feared losing my job ☐
- v. Didn't want to get the perpetrator into problem ☐

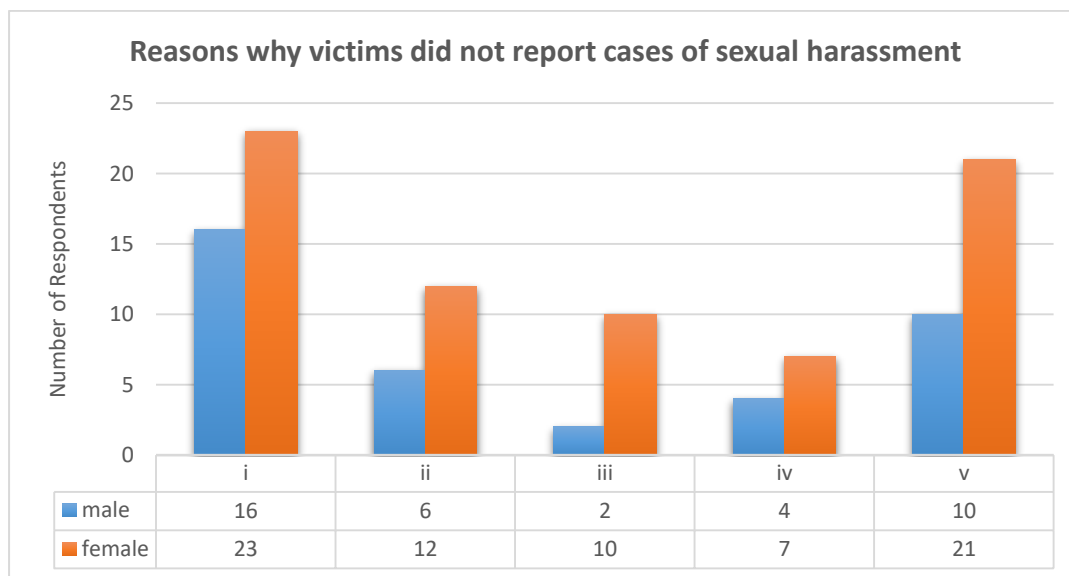


Figure 8: Reasons for not reporting cases of sexual harassment

3.6 Reported Cases and Penalties.

Witnesses and victims of sexual harassment were asked whether they reported witnessed or experienced cases of sexual harassment. Note that not all who indicated having witnessed instances of sexual harassment or victims of sexual harassment responded to this question and the data only reflected those who did so. Only 20 or 7 percent of witnessed and experienced cases were reported to relevant authorities. Moreover, for reported cases, only 12 perpetrators were penalized. See Figure 9. On the next page.

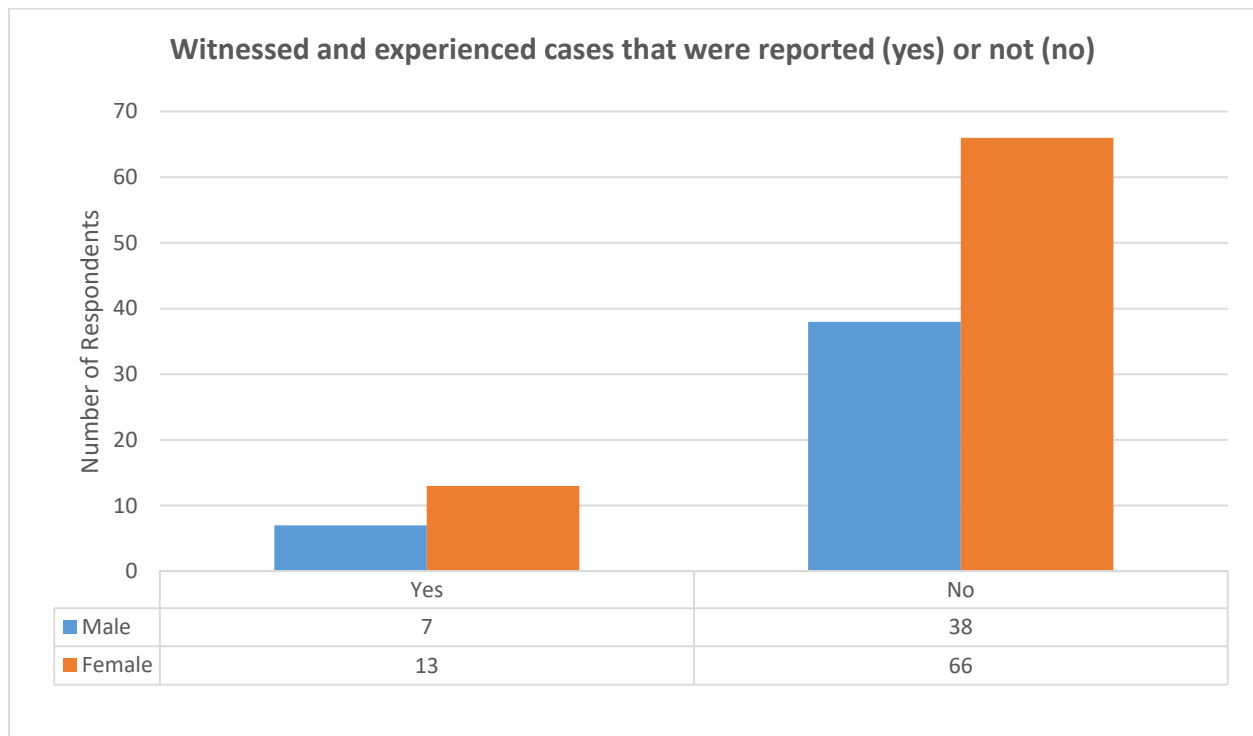


Figure 9: Reported and non-reported witnessed and experienced cases of sexual harassment

4. Study Highlights and Recommendations

From the fieldwork findings, here are some of the highlights that are critical in understanding the problem of sexual harassment in the public service. More importantly, these are areas that may require attention on the part of the Ministry of Public Service as it tries to address this deep-seated issue in the public sector. In the last section of the report, we re-emphasize some of the points raised earlier but also recommend areas that need immediate and medium-term attention.

4.1 Prevalence of Sexual Harassment

Both survey and interview data strongly suggest that sexual harassment is prevalent in Public Service workplaces although most cases are likely to go unreported. The survey data shows that 47 percent of respondents either witnessed or experienced cases of sexual harassment in the workplace. Moreover, 80 percent of the victims (72) who reported being sexually harassed were females. This finding reflects a trend seen elsewhere within the region. For instance, a brief provided by International Labour Organization (ILO) on sexual harassment suggests that 30-40 percent of women employees in the Pacific are also likely to experience some forms of sexual harassment in workplaces. Likewise, another study carried out in Fiji also found around 33 percent of women in workplaces had been sexually harassed (ILO 2002). These figures point to the need to take appropriate actions to protect employees from sexual abuse and harassment within the workplace.

Moreover, milder forms of sexual harassment are likely to be more common because individuals tend to associate sexual harassment with more serious offences such as sexual assault and rape while milder offences like suggestive comments and jokes are less likely to be seen as forms of sexual harassment. The study also highlights a very low reporting rate for witnessed or experienced cases of sexual harassment. Only seven (7) percent of these cases were reported.

4.2 Individual Perception/Understanding of Sexual Harassment.

The findings also suggest a connection between personal understanding of sexual harassment and the prevalence of sexual harassment in workplaces. For instance, public officers tend to associate sexual harassment with more serious offences such as **‘unwelcome touching and physical contact’** and **‘sexual assault and rape’**. In contrast, less than a fifth of the respondents’ view milder offences such as **staring and leering** or **unwelcome invitations to go out on dates** as forms of sexual harassment. Moreover, since personal understanding and opinion tend to shape the way individuals behave or respond to these forms of sexual harassment in the workplace, milder forms of sexual harassment are more likely to be common given that most do not see them as serious offences. As the study shows **‘suggestive comments and jokes’** is the most witnessed form of sexual harassment in the workplace. One respondent said this:

Yes, we see these types of actions and behaviours in the workplace. Sometimes they take it as jokes, so it seemed as if nothing serious happened. Now I know that even these jokes are forms of harassment (DS-Interviewee 2).

The prevalence of milder forms of sexual harassment (**‘suggestive comments and jokes’** and **‘unwelcome touching and physical contact’**) also reflect a lack of consensus in workplaces on behaviours and actions that constitute sexual harassment. Respondent 7 had this to say:

“If we strictly follow the definitions of sexual harassment, you will find that in all government ministries or even in private organizations, people’s actions fall within the harassment definitions, mainly because people are not aware of what sexual harassment is and how it is defined “ (DS – Interviewee 7).

When individuals are left to make their own judgements on what constitutes sexual harassments (as opposed to being told or guided through policies), people are left at the mercy of potential perpetrators whose judgements are often subjective to personal opinions and views. Therefore, potential perpetrators could be deterred if workplaces have clear guidelines on what behaviours and actions

constitute sexual harassment and specific policies are aimed at deterring perpetrators and dealing with such behaviours in the workplace.

As highlighted by U.S Equal Employment Opportunity Commission, sexual harassment involves sexual misconduct that.

...affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment (Equal Employment Opportunity Commission, 2002).

Therefore, judgement on acceptable and unacceptable behaviours and actions should be spelt out clearly in workplace policies rather than being left for individuals to decide.

4.3 Lack of Co-worker Solidarity and Shared Responsibilities

While the study shows that sexual harassment is prevalent in the Public Service, both witnesses and victims were often reluctant to report cases to relevant authorities. Most witnesses of sexual harassment cases did not to report cases for fear of being involved in others' business. The study shows that only 7 percent of the 256 witnessed and experienced cases were reported. These statistics are a cause for concern in that they show neglect on the part of public officers to report sexual harassment cases that took place within their workplaces.

The failure and reluctance to report cases further reflect working environment devoid of concern and care for others. There is no shared responsibility to make the work environment free from intimidating and hostile behaviour of perpetrators. Without a shared sense of responsibility to condemn sexual harassment, workplaces provide an environment in which these behaviours thrive.

Previous researches have highlighted the need for a collective approach to deal with sexual harassment in the work place (Chamberlain et al. 2008: 268). Prior research has pointed to both co-workers and supervisors as potential guardians against sexual harassment at work. De Coster et al. (1999) found

that work group solidarity and a supportive work group culture can reduce the degree to which sexual harassment is perceived as a problem at work. Likewise, group solidarity can also nurture the willingness to intercede and halt harassment therefore uniting co-workers against sexual perpetrators through both formal and informal means. Mutually supportive co-workers are also less likely to prey on one another. Indeed, co-worker solidarity is a significant component of workplace social integration, shown elsewhere to exert an independent negative effect on sexual harassment by promoting a generally civil and respectful environment (Mueller et al., 2001).

Furthermore, the study also shows that victims of sexual harassment refrained from reporting sexual perpetrators for fear of exacerbating the problem. This again shows an ego-centric view of the problem as opposed to seeing perpetrators as a threat to workplace safety and peace. If not confronted and allowed to go on, perpetrators would undermine workplace safety and the overall output of an organization (Equal Employment Opportunity Commission 2002)”. Therefore, victims should report perpetrators not only for their own sake but also for the sake of colleagues and the organization. It is this shared sense of responsibility that is lacking in government workplaces.

While the study shows that sexual harassment is prevalent in the Public Service, both witnesses and victims were often reluctant to report cases to relevant authorities. Most witnesses of sexual harassment cases did not to report cases for fear of being involved in others’ business. The study shows that only 7 percent of the 256 witnessed and experienced cases were reported. These statistics are a cause for concern in that they show neglect on the part of public officers to report sexual harassment cases that took place within their workplaces.

The failure and reluctance to report cases further reflect working environments devoid of concern and care for others. There is no shared responsibility to make the work environment free from intimidating and hostile behaviour of perpetrators. Without a shared sense of responsibility to condemn sexual harassment, workplaces provide an environment in which these behaviours thrive.

In fact, previous research have highlighted the need for collective responsibility in addressing sexual harassment in the workplace. For instance, De Coster et al. (1999), have argued that work group

solidarity (between co-workers and supervisors) can reduce the prevalence of sexual harassment in a workplace. In a work environment where individuals care about the welfare of co-workers and supervisors, there is also willingness to intercede and defend others from sexual harassment. De Coster et al. (1999) also argue that where there is co-worker solidarity, there is also mutual support that lessens the chances of sexual harassments occurring because supportive workers are less likely to prey on others.

The lack of co-worker solidarity also shows in other aspects of the research findings. For instance, the research findings show that victims of sexual harassment refrained from reporting sexual perpetrators for fear of exacerbating the problem. This again shows an ego-centric view of the problem as opposed to seeing perpetrators as a threat to others and workplace safety and peace. If not confronted and allowed to go on, perpetrators would prey on others thus undermining workplace safety and the overall output of an organization (Equal Employment Opportunity Commission 2002)". Therefore, victims should report perpetrators not only for their own-sake but also for the sake of colleagues and the organization as a whole. It is this shared sense of responsibility and co-worker solidarity that are lacking in government workplaces now.

4.4 Possible Courses of Action

Respondents were also asked to choose from five possible actions that could help make workplaces safer from sexual perpetrators. Respondents were asked to make three choices and rank them from the most urgent to the least urgent. See choices below.

- ☐ A. Appropriate work place policy/ies to protect employees from sexual harassment
- ☐ B. Provide mechanisms for reporting cases of sexual harassment
- ☐ C. Provide awareness about sexual harassment for employees
- ☐ D. Penalize perpetrators for known cases of sexual harassment
- ☐ E. Constant reminder in the workplace about **proper conduct** between employees

The results of their choices are shown in Figure 10. A total of 246 respondents (46 percent) thought **‘A - Appropriate workplace policies to protect employees from sexual harassment’** as important and most urgent. The next most suggested action is **‘C – Provide awareness about sexual harassment for employees’** with 156 or 31% of respondents seeing awareness programs on sexual harassment for public officers as important.

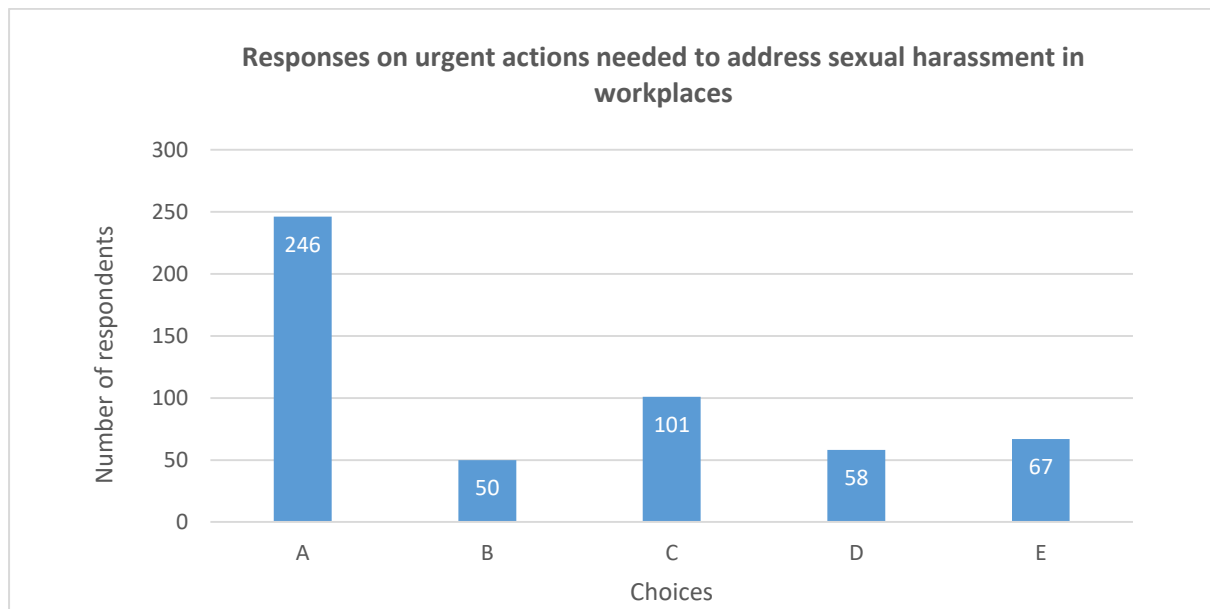


Figure 10: Possible actions to address sexual harassment in the workplace

4.5 The Need for Appropriate Workplace Policies

There is a general agreement among respondents for appropriate policies that specifically address sexual harassment in workplaces. Previous studies have also shown that appropriate policies have helped to reduce sexual harassment in the workplace. As highlighted by Hersch;

“...organizations should emphasize prevention by issuing strong policy statements of no tolerance of sexual harassment and by providing a safe mechanism for complaints of sexual harassment with protections against retaliation (Hersch 2015: 7)”.

The study shows that 249 respondents (46%) suggested the need for appropriate workplace policies as an urgent way to deal with sexual harassment in workplaces.

Currently, public officers are guided by the Public Service ‘Code of Conduct’ that spells out how to behave in the workplace. As one of the respondents clearly pointed out, *“Public officers work under certain regulations, guidelines, code of conduct etc. Particularly in the code of conduct, there is an act already in there and it forbids any act of sexual harassment in any office or workplace (DS-Interviewee 6)”*. However, the fact that sexual harassment is prevalent in workplaces call for a review of existing policies that deal with sexual harassment. This is where specific workplace policies can be very helpful.

For instance, such policies can be used to clearly define sexual harassment and the kind of behaviours and actions that constitute sexual harassment. As one respondent stressed, *‘... what we see as normal today is already sexual harassment when looking at how sexual harassment is defined (DS – Interviewee 11)’*.

Moreover, workplace policies can also provide clear pathways for reporting and dealing with sexual harassment cases. The study shows that existing mechanisms are under-utilized hence the need for a review in order to improve reporting procedures. As stated by ILO regarding Pacific Island countries, the prevalence of sexual harassment in the workplaces may also result from unclear complaint and reporting pathways. *“Complaint mechanisms for sexual harassment in the workplace, where they exist, are difficult to understand and apply”* (2015: 1). The more perpetrators are allowed to move freely and without being reported, the more sexual harassment thrives in a workplace.

4.6 Reform and Strengthen Reporting Mechanisms and Procedures

According to PS and DS interviewees, government ministries do have internal mechanisms and procedures for raising issues. However, the study shows little use of current reporting mechanisms and procedures when it comes to sexual harassment. In fact, only 20 of the 256 witnessed and

experienced cases were reported. Likewise, of those interviewed, only a single PS admitted dealing with a sexual harassment case in the past four years. The data indicates that over 90 percent of instances of sexual harassment that take place in the public service workplaces will likely escape scrutiny, investigation, and discipline. The under-utilization of existing reporting mechanism is probably due to the lack of confidence in the reporting mechanisms. As expressed by a PS,

There are mechanisms for raising issues to appropriate authorities but the fact that these have not been used needs review. Public officers probably lack confidence in existing mechanisms for reporting issues (PS – Interviewee 3).

ILO (2015: 3) also expressed a similar sentiment in its policy brief,

Research in the Pacific suggests that, as in many other regions, victims may not to raise complaints about this issue, including fear of losing their jobs; fear of being stigmatised or blamed for the harassment and simply a lack of awareness of their rights.

Moreover, the failure to prosecute and punish perpetrators in the past gives little incentive to victims and witnesses to report cases. According to the study findings, of the 20 cases reported, only about 12 perpetrators were penalized, this is 4.5 percent of the total cases witnessed and experienced. In the words of one interviewee, *‘when someone does something wrong, the most likely penalty is to move him or her to another ministry’* (DS – interviewee 5). Where most of the reported perpetrators go unpunished, witnesses and victims get little motivation to report cases of sexual harassment (Howald et. al. 2018: 2).

Another probable reason for the low rate of reported cases is a lack of confidence in the reporting mechanisms and processes. Unlike other issues, sexual harassment is culturally sensitive and has bigger implications for those involved. Both victims and witnesses admitted refraining from reporting cases for fear of exacerbating the problem. This is especially true if stories are leaked outside of the formal reporting procedures. Therefore, without confidence in the reporting mechanisms and processes, witnesses and victims often choose not to report cases. There is a need for clear and

effective reporting pathways that is confidential and protects victims from retaliation in cases where perpetrators are superiors.

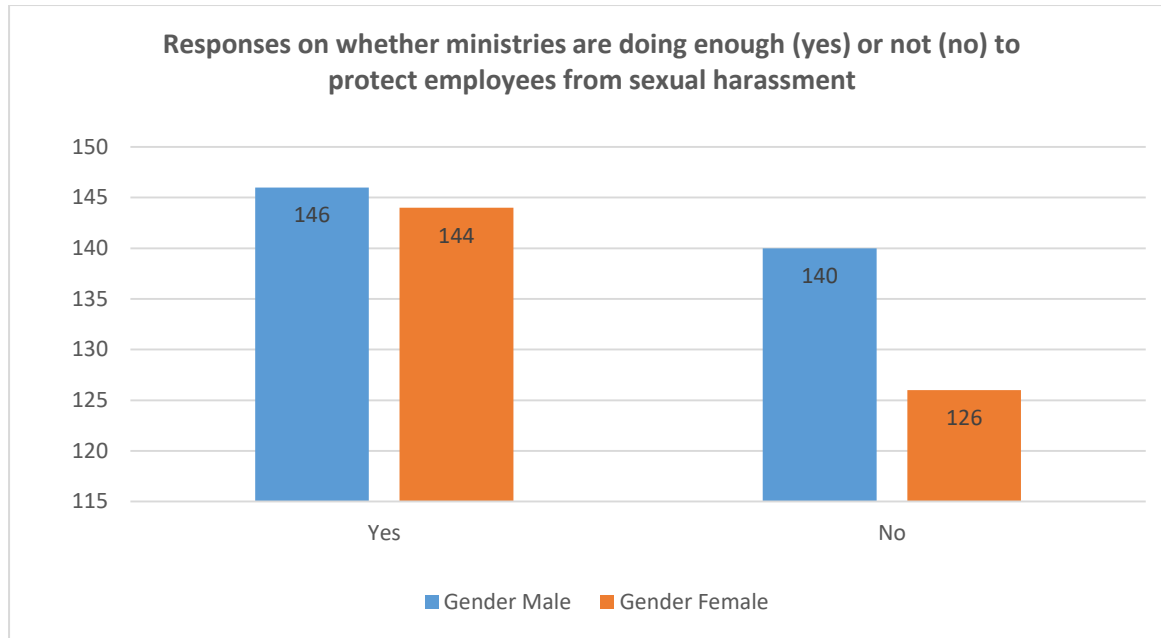


Figure 11: views on government ministries protection of employees from sexual harassment

4.7 Awareness Programmes for Public Officers Needed.

There is strong support among respondents for awareness programs on sexual harassment for public officers. Awareness programs or other targeted programs can be used to explain relevant policies to public officers and those in the workforce. In a study done by Waka Mere in 2015, there was also a strong expression for the need for awareness programs on sexual violence in the workplace.

Several participants commented on the need for greater awareness within workplaces... sexual violence, including what it is, services available, workplace policy, and the impact it has on the workplace (Waka Mere 2015: 7).

Areas like behaviours and actions that constitute sexual harassment can be addressed through such a program. As respondent 11 stated, ‘... it is very urgent to provide awareness about sexual harassment

to our staff... we cannot accuse people of sexual harassment when they are not aware of its definitions; we cannot do so until they are informed (DS – Interviewee 11). As stated by Hersch, “Workers who become more aware of what behaviours constitute sexual harassment may be motivated to avoid such behaviours as well as to enforce that norm in their workgroup (2015: 6)

Furthermore, awareness programs or other targeted programs can be aimed at instilling a sense of responsibility in public officers. The study shows that most witnesses failed to report cases for fear of getting involved in others’ ‘business’. Awareness programs can help public officers develop a holistic view of the problem and understand the threat sexual perpetrators pose to workplace peace and security as well as the overall output of an organization.

4.8 The need for Appropriate Workplace Setup

Most respondents point to the physical setup in the workplace as an important deterrent to sexual harassment. As can be seen in the responses shown in Figure 12, 192 males and 161 females feel that the physical setup of the workplace can do a lot to safeguard public officers from the perpetrators of sexual harassment. Of course, there are others who do not feel strongly about the role of workplace setup in addressing sexual harassment.

Nevertheless, for the majority who believe in the importance of workplace setup to discourage sexual harassment, they mostly advocate for open-space arrangements and the removal of cubicles for more transparent settings. One respondent had this to say on that issue, *‘In terms of the physical setup of our office, we already have an open workspace and cubicles that are designed to see through, and that is for transparency purposes. Only our executives and officers that keep confidential information are placed in closed areas, with open door policy’*. The challenge has been for ministries that occupy buildings that were not tailored for open-space office setup.

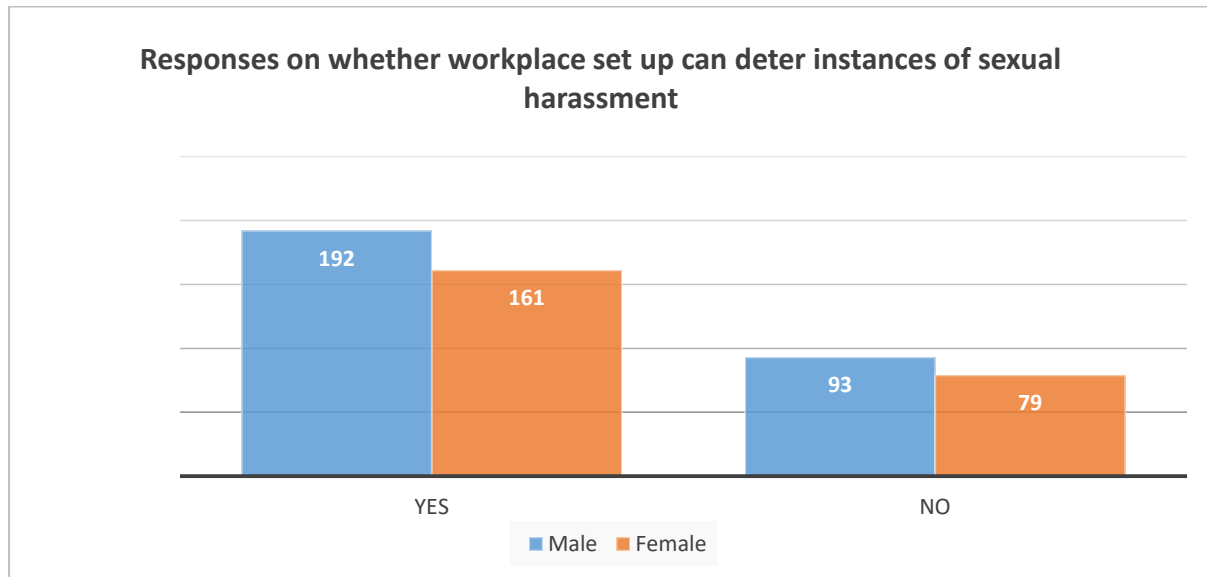


Figure 12: Opinions on whether workplace set up can deter sexual harassment

4.9 Areas for Further Studies

Although an assessment of the impact of sexual harassment is beyond the scope of this study, the fact that it (sexual harassment) is prevalent in the Solomon Islands Public Service also points to possible impacts of sexual harassment on workplace relationship and performance. This is an area where further studies can be pursued to gauge the impact of sexual harassment on workplace relationships, the cost it incurs for organizations as well as the overall output of government ministries. Such studies will also equip government ministries and organizations with relevant information to make necessary reforms to make the workplace a safe and secure place for public officers. As one respondent noted: *‘I am very happy this research is done, because I believe it will help us as a ministry to have information about sexual harassment and to be able to continue to advocate for sexual harassment-free environment in our ministry’.*

5. Conclusion

The aim of this study is to find the prevalence of sexual harassment in Solomon Islands Public Service. In that regard, the study results point to the prevalence of sexual harassment in the government workplaces. Milder forms of sexual harassment tend to be more common because public officers are more likely to associate sexual harassment with serious offences like sexual assault and rape and less likely to see milder offences as sexual harassment.

While the study shows that sexual harassment is prevalent in the public service, the number of reported cases was very low. The overall indication is that current reporting mechanisms and pathways are underutilized. This may also imply a lack of confidence in reporting mechanisms and processes. Further still, the reluctance to report cases also points to the lack of shared responsibility within the workplace where individuals take on the responsibility to make the workplace safe from sexual perpetrators.

Lastly, possible intervention measures may include specific policies that aim to reduce sexual harassment in the workplace. Previous studies have shown that policies that target zero tolerance of sexual harassment in the workplace were effective. Other measures may also include awareness and training programmes that aim at increasing the knowledge about sexual harassment in the workplace.

6. Bibliography

- Chamberlain. L.J, Crowley.M, Tope. D, Hodson.R, 2008, **Sexual Harassment in Organizational Context**, *Work and Occupations*, Volume 35, Number 3, Sage Publications, 262-295.
- De Coster, S., Estes, S. B., & Mueller, W. C. (1999). Routine activities and sexual harassment in the workplace. *Work and Occupations*, 26, 21-49.
- Fitzgerald, L. F., Drasgow, F., Hulin, C. L., Gelfand, M. J., & Magley, V. J. (1997). Antecedents and consequences of sexual harassment in organizations: A test of an integrated model. *Journal of Applied psychology*, 82(4), 578.
- Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology*, 17(4), 425-445.
- Hamed Taherdoost. (2017). Determining Sample Size; How to Calculate Survey Sample Size. *International Journal of Economics and Management System*, IARAS, 2017. fffhal-02557333f
- Hersch, Joni. 2015. Sexual harassment in the workplace: Despite being illegal, costly, and an affront to dignity, sexual harassment is pervasive and challenging to eliminate, Vanderbilt University, USA, and IZA, Germany.
- Haspels, N., Kasim, Z.M., Thomas, C., and McCann, D. 2001. *Action against Sexual Harassment at Work in Asia and the Pacific*. International Labour Organisation: Bangkok.
- Howald et. al. 2018, Addressing Sexual Harassment in the work place, Society for Industrial and Organizational Psychology, Inc, United States of America:
- IFC (International Financial Corporation). 2019. *The Impact of Domestic and Sexual Violence in Solomon Islands Report*. IFC: Washington DC.
- ILO (International Labour Organisation). 2015. *Eliminating sexual harassment in workplaces in the Pacific: Policy Brief*. ILO Office for Pacific Island Countries: Suva
- JICA (Japan International Cooperation Agency). 2010. *Country Gender Profile: Solomon Islands*. IMG Inc., Tokyo

NASEM (National Academies of Sciences, Engineering and Medicine). 2018. Sexual Harassment of Women: Climate, Culture and Consequences in Academic Sciences, Engineering and Medicine, Washington, DC: The National Academies Press: <https://doi.org/10.17226/24994>.

U.S Equal Opportunity Commission Sexual Harassment, <https://www.eeoc.gov/harassment>

OHCHR, 2013. **CEDAW General Recommendation No.35: Declaration on the Elimination of Violence against Women:** <https://www.ohchr.org/sites/default/files/eliminationvaw.pdf>

U.S. Equal Employment Opportunity Commission (U.S. EEOC). 2011. “Sexual Harassment.” Washington, DC: U.S. Equal Employment Opportunity Commission. Retrieved November 22, 2011 (http://www.eeoc.gov/laws/types/sexual_harassment.cfm).

U.S EEOC (Equal Employment Opportunity Commission). (2010). Questions and Answers for Small Employers on Employer Liability for Harassment by Supervisors. <https://www.eeoc.gov/policy/docs/harassment-facts.html>.

U.S. EEOC (Equal Employment Opportunity Commission). (2002). Facts about Sexual Harassment: <https://www.eeoc.gov/policy/docs/harassment-facts.html>.

7. Appendices



SEXUAL HARASSMENT STUDY (2021-2022)

MINISTRY OF PUBLIC SERVICE – SOLOMON ISLANDS GOVERNMENT

1. Fill in the correct information or select the box against your choice

MINISTRY:		POSITION:	
GENDER: M ☐ F ☐	MARITAL STATUS		
AGE GROUP (IN YRS)	Married ☐		
☐ ☐ ☐	Single ☐		
	Divorced ☐		
	Widowed ☐		
	Single Parent ☐		
PROVINCE OF ORIGIN			

2. Which of the following best suit your definition of sexual harassment? Select a box or a maximum of four boxes against your choice/s.

I. Sexual assault and rape ☐

J. Suggestive comments or jokes ☐

K. Requests for sex ☐

- L.** Sending sexually explicit emails or messages ☐
- M.** Unwanted invitations to go out on dates ☐
- N.** Showing of sexually explicit pictures or posters ☐
- O.** Staring or leering ☐
- P.** Unwelcome touching and physical contact ☐

3. Did you know of or witness any of the above behavior/activity/gesture taking place in your work place? Yes ☐ No ☐

4. If **yes**, which ones? Write the letter representing your choice/s in the spaces below starting from the most common (i) to the least common (iii) (**Refer to the list in Question 2**).

i. ii. iii.

5. Have your superiors/bosses been alerted about these activities/gestures going on in the work place? Yes ☐ No ☐

If **'yes'**, have they taken steps to address these activities/gestures in the workplace? Yes ☐ No ☐

If **'no'**, why didn't your superiors/bosses know about these incidents? Select your choice or choices from the options below.

- i. Reluctant to report cases ☐ ii. Feared retaliation from perpetrators ☐
- iii. Perpetrator is a superior or boss ☐ iv. Feared losing job ☐
- v. Chose to mind their own business ☐

6. Have you been a victim of any of the above listed behaviour/activity/gesture (Refer to the list in Question 2)

Yes ☐ No ☐ if **'no'** then move on to the **Question 8**.

If **yes**, which ones? Write the letter representing your choice/s in the spaces below starting from the **most common (i)** to the **least common (iii)** (Refer to the list in Question 2).

i. ii. iii.

7. Did you report the incident to your superior/s or relevant authorities? Select your choice.

Yes ☐ No ☐

If **'yes'**, was the perpetrator penalized? Yes ☐ No ☐

If **'no'**, why didn't you report these incidents? Select your choice/s.

i. I was reluctant to report cases ☐ ii. I feared retaliation from perpetrators ☐

iii. Perpetrator is a superior or boss ☐ iv. I feared losing my job ☐

v. I didn't want to get the perpetrator into problem ☐

8. Do you think your ministry/organization is doing enough to protect individuals/employees from sexual harassment? Put a tick against your choice.

Yes ☐ No ☐

9. What can be done to make the work environment in your ministry or organization free from sexual harassment? Choose any three options below.

☐ A. Appropriate work place policy/ies to protect individuals from sexual harassment

☐ B. Provide mechanisms for reporting cases of sexual harassment

☐ C. Provide awareness about sexual harassment for employees

☐ D. Penalize perpetrators for known cases of sexual harassment

☐ E. Constant reminder in the workplace about **proper conduct** between employees

Using the letters **(A, B, C, D, E)** that represent your choices above, rank your choices from the **most urgent (i)** to the **least urgent (iii)**.

i. ii. iii.

10. Do you think the setup/arrangement of your **workspace** helps deter possible instances of sexual harassment?

Yes ☐

No ☐

11. Suggest two changes you want to see implemented in your **workspace** that will make it safer and freer from sexual harassment

- i. _____

- ii. _____
