FACTORS THAT TRIGGER SEXUAL HARASSMENT OF FEMALE POLICE OFFICERS: AN EMPIRICAL STUDY OF BLANTYRE POLICE STATION

STUDENT NAME

RACHAEL FAITH BANDA CHANIKA

REGISTRATION NUMBER

(21251278027)

Guide Name

DR. MOHAMAD YASIR ARAFATH

Project Report

Submitted

In partial fulfillment of the requirements for the
**MASTERS OF SOCIAL WORK COMMUNITY DEVELOPMENT
YEAR 2021-2023**

DMI-ST.EUGENE UNIVERSITY

Abstract

Sexual harassment is considered as one of the most prevalent forms of workplace sexual violence or victimization in modern organizations despite the increasing enactment of legislative acts aimed at reducing the problem. No organization can claim to be free from sexual harassment. Many people in the workplace face many difficulties associated with sexual harassment which negatively affects employees of both genders but prominently female workers. The purpose of this study was to state the factors that trigger sexual harassment of female police officers in the Malawi Police Service: An Empirical study of Blantyre Police Station. The study was guided by the following

research objectives: Examine the female officers knowledge about sexual harassment in the workplace and probe how prevalent are trainings of sexual harassment conducted in the Malawi Police Service, explore the various form of sexual harassment that are commonly committed in the workplace, state the factors that trigger sexual harassment behavior's among male and female police officers in their duty stations, and assess the interventions undertaken to address sexual harassment and scrutinize the key policy documents of sexual harassment in Malawi Police Service. This interpretive study employed a case study approach, utilized qualitative methods that included interviews, station observations and quantitative method that used a questionnaire to gather information. The study was conducted at Blantyre Police station and its Police Sub-stations and Police Units which are under the command of South West Region Police Headquarters in the Southern Region of Malawi. Purposive sampling technique was used to select the participants who were trained police officers. Data was analyzed using thematic content analysis and a structured questionnaire designed for the purpose of the study to collect quantitative data through a face to face interview with the officers in their respective police stations. The following were the key findings, police officers have limited knowledge on the concept of sexual harassment through the trainings organized by the Centre for Human Rights Education Advice and Assistance (CHREAA) and Women Lawyers Association (WLA) and other non-governmental organizations that deals with Gender based violence against women and girls and child Protection cases with the community policing officers. The police officers faced challenges such as poor understanding of the idea of workplace harassment due to lack of trainings and because of the few resource for addressing the matter. The study recommends that, Malawi Police Service should come up with trainings on sexual harassment at least twice a year which can be conducted as in-service training to help officers acquire adequate knowledge and skills for dealing with sexual harassment cases. Also the Malawi Police Service should give an opportunity to the officers to have access to sexual harassment policies as a way of equipping and preparing them to deal with sexual harassment cases effectively.

Keywords: Sexual Harassment, Forms of sexual harassment, Sexual Harassment Policies, In-service training of officers

CHAPTER ONE

INTRODUCTION

1.0 Introduction

The inspiration of this research is based on the cases of workplace sexual harassment which is a form of gender based violence that mostly occurs to females who are vulnerable most of the times. The main objective was to state the factors that trigger sexual harassment acts of female police officers by the male counterparts. The chapter explains the background of sexual harassment by explaining the history of sexual harassment, and its theoretical trends overtime. It gives an analysis of the global uptake and narrows down to the history of sexual harassment in Malawi

and mostly the onset of sexual harassment as form of gender based violence tool, and the impact on victims. The world has experienced terrible violent acts against women throughout history, women has been regarded as inferior creatures against male dominance in the society. Due to their inferiority perception, women have experienced discriminations, harassments and are marginalized in every aspect of human life. One of the most common acts against women is sexual harassment; sexual harassment has been a fact of life since human beings inhabited the earth (Ariane, 1990). Historically the propagations of sexual harassment started during the period of industrialization when women working in factories and offices had endured sexual comments and demands by bosses and co-workers as the price for economic survival. Over several decades, there has been a growing awareness worldwide of the existence and extent of sexual harassment in the workplace (Deirdre McCann 2005) this include both men and women and this is what this study intends to investigate and come up with solutions on this existing social phenomenon. The chapter thus provides a background to the study, problem statement, objectives, significance of study, the scope of the study and closes with the structure of thesis.

1.1 Background of the Study

Women have long been exposed to workplace harassment which involves conduct of a sexual nature or is premised on the sex of the victim. These kinds of behavior were not given a name, however, until the 1970s, when women in the United States demanded that sexual harassment be recognized as sex discrimination under the federal anti-discrimination legislation (Deirdre McCann 2005). Most histories of sexual harassment begin in 1964; Constance Jones in her book Sexual Harassment identified incidents of sexual harassment back to the 1830' when increased number of women began working in the textile mills in New England.

Malawi has suffered various cases of sexual harassment in history and it is still the case in recent years. According to (Sida, 2007) sexual harassment is defined as violence that is directed at an individual based on her or his specific gender role in a society. It can affect females or males, however sexual harassment affects women and girls disproportionately. Sexual Harassment attacks the fundamental human rights of women and girls the most because they are more vulnerable. The Malawi government acknowledges the issue of sexual violence and its impact on vulnerable populations, gender equality, and poverty reduction efforts (Mellish, 2015).

The Malawi Human Rights Commission (MHRC) conducted studies in the education and health sectors. These studies shows results of high prevalence of sexual harassment in these public sectors. The study revealed that there is high cases of sexual harassment in the education sector with about 20% and the health sector has18%. The main reason that was fuelling the rise of these cases is power dynamics. The study indicates that in the education sector, female teachers as well as female students were victims while in the health sector female nurses and female patients fall victim (Commission, 2005). The Ministry of Gender, Community Development and Social Welfare (MoGCDSW) took taken note that sexual violence most especially against women and girls is a serious problem in Malawi. The government is committed to preventing and responding to GBV through a variety of actions, including laws, policies, international commitments, programs, and other services (Mellish, 2015).

According to The national GBV Technical Working Group (TWG), comprising government and civil society representatives from various sectors of health, social welfare, education, justice, and faith consolidates and coordinates the activities of all relevant stakeholders to improve and support the prevention of and response to GBV amongst Malawian population in line with the National Response to Gender based Violence (Group, 2008). Malawi, women's unequal status is determined by the interconnected variables of overall poverty, discriminatory treatment in the household and public life, and HIV/AIDS vulnerability. Both matrilineal and patrilineal systems are used by Malawi's ethnic groupings, and both are said to perpetuate discrimination against women in the family in terms of control over resources.

Women Lawyers Association (WLA), states the failure by public and private institutions to comply with the Gender Equality Act (GEA) and ensure that they prevent sexual harassment in their institutions. GEA also looks forward to the government taking active measures to ensure that employers have developed and are implementing appropriate policy and procedures aimed at eliminating harassment in the workplace which will entitle all employees, job applicants and other persons who have dealings with the workplace to be treated with dignity.

This study therefore, focuses on the Malawi Police Service (MPS) which is an independent organ of the executive that is mandated by the constitution to protect public safety, life, property and the rights of persons in Malawi. The Malawi Police, despite being a disciplined organization has not been spared from acts of sexual harassment. Female complainants, suspects and witnesses as well as the female police officers themselves are being sexually harassed by the male counterparts. The female officers have suffered silently for fear of reprisal by those in authority or male

colleagues while the other victims have suffered because they were abused by the law enforcers themselves. Acts of sexual harassment can be conducted within the Malawi Police Service premises such as offices by individuals in the service, outside MPS premises for instance at social events, MPS sponsored events, training sessions, conferences or professional trips. Sexual harassment in the work place could come in form of verbal, non-verbal, physical or non-physical acts. In the Malawi Police Service (MPS) sexual harassment issues are a common problem despite having departments that are there to address such cases. This study is therefore aimed at stating the factors that trigger sexual harassment acts among female police officers in the MPS a disciplined organization.

1.2 Problem Statement

All over the world, sexual harassment is well known as social phenomenon in various public institutions. Awareness about its detrimental effects on society and organizations has also risen. A number of women organizations in the world have risen to challenge and have managed to draw attention to the general public about this social problem. In this endeavour, Malawi has not been left out because it has joined the international efforts to eradicate this hateful behaviour that needs to be addressed along with its detrimental effects. Despite this growing knowledge and the fact that cases and reports of sexual harassment are on the increase in Malawi and in the public institutions in particular, no action has been known to have been taken against its perpetrators. This study will therefore seek to reveal sexual harassment to workers in the public institutions and to lay out strategies of dealing with the problem. In Malawi some well-known organisations have recently been affected with cases of sexual abuse in their institutions (Commission, 2005). For instance, in May 2021, the director of Malawi Broadcasting Corporation (MBC) was accused of sexually harassing the junior female workers. The indecent assault is said to have been committed by him in the year 2010 to two female employers. The Malawi Human Rights Commission reported that the accused assaulted the female employees on different occasions and places but the accused who denied all the charges but was found guilty by the court. Another example is that of Malawi Revenue Authority (MRA) where the deputy director of Administration was also accused of sexual harassment at the tax collecting body. Some concerned female workers accused they boss of abusing women workers using his position and political connections. The Malawi Police Service (MPS) in 2021, also saw one of its senior officer facing accusations of abusing nearly 50 female officers which included both junior and senior female officers. The accused in question is said to have abused his office and power by soliciting sexual favors from female officers in exchange for promotions. In the absence of an efficient and effective mechanism for

tracking sexual abuse cases in public working places, there would be a great deal of infringements of rights of the subordinates and loss of respect and royalties to senior personnel in the work environment and this may bring dismay at work. It was against this background that the present research will be conducted to establish what causes sexual harassment in the workplace focusing on Malawi Police Service. The study will therefore be carried out to state the factors that trigger workplace harassment and in so doing will also examine as to what extent are acts of sexual harassment happening to female police officers in the Malawi Police Service, its prevalence and suggest possible remedies to curb the problem.

1.3 Objectives of the study

1.3.1 Main objective of the study

The main objective of the study is to assess the factors that trigger sexual harassment of female police officers by their male counterparts in the Malawi Police Service

1.3.2 Specific Objectives

- To examine the female police officer's knowledge and altitude about sexual harassment in the workplace and probe how prevalent are trainings on sexual harassment conducted in the Malawi Police Service.
- To explore the various forms of sexual harassment that are commonly committed in the workplace.
- To state the factors that trigger sexual harassment acts of female police officers by the male officers.
- To assess the interventions undertaken to address sexual harassment in Malawi Police Service and scrutinize the key policy documents of sexual harassment in the Malawi Police Service.

1.4 Research Questions

1. What are the various forms of sexual harassment that are commonly occurring in the Malawi Police Service?

2. How prevalent are sexual harassment acts happening in the Malawi Police Service to female officers?

3. What are the factors that causes sexual harassment acts of female police officers in the duty stations?

4. What interventions have been embarked on to address sexual harassment in the Malawi Police Service?

1.5 Significance of the study

This research is useful to workers in public institutions and it measure the findings in terms of the extent to which will enable public institutions benefit. The study contribute to the existing literature of sexual harassment in public institutions and act as the base for influencing attitudinal changes among workers in public institutions.

The study can be used to assists the decision-makers and policy makers towards reviewing policies on gender gap recruitment, gender gap in departments and gender gap in leadership. The benefits of this study would be prominent in the sense that, the study out-comes will assist the employees of The Malawi Police to abstain from acts of sexual harassment from occurring as prevention is the best tool to eliminate sexual harassment in the work environment. Employers will also benefit as they will clearly communicate to their employees that harassment is not to be tolerated and establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains. Additionally, the wider coverage of the item will help people know what is considered harassment at work leading to most cases going unnoticed and unreported, hence the study will facilitate in providing information on what constitutes sexual harassment. Furthermore, workplace harassment is common but not spoken openly in most work environments, this study will enable people to speak openly about offensive conduct at the workplace as many individuals are skeptical about opening their mouths and reporting harassing behaviors of colleagues or managers.

1.6 Scope of the study

There exist definite rates of sexual harassment in the workplace among female workers in both public and private institutions. The study will be confined to one main police station in Southern part of Malawi in Blantyre District, which is Blantyre Police Station and its Police Posts, Sub-Police Stations as well as its Police Units and it will involve both male and female officers but much emphasis will be put on female police officers as the study is specifically focusing on the factors that causes sexual harassment of female officers in MPS.

CHAPTER TWO

LITERATURE REWIEW

1.0 Introduction

This section will review works that explains the concept of sexual harassment and the underlying base of the problem.

In addition to that, it will also review and discuss some of the works that have been conducted already on sexual

harassment both at international and local level. Thus, the chapter provides the international and national reviews,

theoretical review and conceptual review on workplace sexual harassment.

2.1.0 Main Literature Review

2.1.1 Understanding workplace sexual harassment

Sexual harassment is a clear form of gender discrimination based on sex, although this relates not so much to the

actual biological differences between men and women, but to social roles attributed to men and women, and

perceptions about male and female sexuality in society. Sexual harassment is a clear manifestation of unequal power

relations – it is not about deriving sexual pleasure out of the act, but about asserting power. In the workplace, harassers

are usually in senior positions, wield decision-making authority or other influences that can affect career outcomes,

and/or desire to assert or exhibit power and control vis-à-vis the victim. The latter tends to have limited decision

making authority, lack self-confidence, be in a vulnerable or insecure position, or be socialized to 'suffer in silence'

2.1.2 Sexual Harassment

Perceptions on what constitutes sexual harassment vary among and within societies. They depend on how men and

women are socialized within that society, the existence of gender stereotypes, of socio-economic hierarchies that may

exist in public and private life, and set notions and hierarchies that may exist in the workplace. For these reasons, it

is impossible to compile an exhaustive list of harassing conduct that should be prohibited.

Some acts may be easily identifiable as 'sexual' harassment, such as kissing, fondling and physical contact with

genital areas, while many other kinds of verbal, non-verbal, physical conduct may not. This can vary according to

cultural and social practices and according to the context in which it occurs. In some cultures for example, a kiss on

the cheek in greeting is considered normal behavior, while in other cultures, this may be considered a sexual advance.

What is acceptable in some workplaces, such as sexually suggestive posters for example, may not be tolerable in

others.

There is universal consensus however, on the key characteristics of definitions of sexual harassment, with the most

essential common denominator being that it is unwanted and unwelcome by the recipient. This is what distinguishes

it from friendly behavior that is welcome, and mutual, such as flirting for example. This also helps prevent seemingly

innocuous behavior (such as a remark intended as a compliment) from being treated as sexual harassment, and protects alleged harassers from being held responsible for behavior which they could not reasonably have been expected to realize would be considered harassment. Key elements found in most definitions include:

a) Conduct of a sexual nature, and other conduct based on sex affecting the dignity of women and men, which is unwelcome, unreasonable, and offensive to the recipient.

b) A person's rejection of, or submission to, such conduct is used explicitly or implicitly as a basis for a decision which affects that person's job.

c) Conduct that creates an intimidating, hostile or humiliating working environment for the recipient.

2.1.3 Forms of Workplace Sexual Harassment

The following forms, or examples, of sexual harassment are those most commonly Referred to as:

a) Receiving career threats such as indications that you will be fired or withheld promotion if you did not accede to requests for a date, or sexual favours;

b) Sexual assault and rape at the workplace

c) Verbal sexual harassment – being addressed by unwelcome and offensive terms such as 'bitch', 'dick', 'darling' and many more. Verbal sexual harassment – receiving unwelcome comments or being asked Intrusive questions about appearance, body parts, sex life, menstruation etc;

d) Verbal sexual harassment - being made to repeatedly and intentionally listen to dirty jokes, crude stories that are unwelcome and discomforting;

e) Verbal sexual harassment – being pestered for dates or receiving unwelcome sexual suggestions or invitations;

f) Verbal sexual harassment – being repeatedly subjected to sexual suggestive, obscene or insulting sounds, which are unwelcome and offensive;

g) Visual sexual harassment – repeatedly receiving emails, instant messages, SMSes, which contain unwelcome language of a sexually-explicit nature;

h) Visual sexual harassment – having someone expose their private parts to you, or repeatedly stare at your body parts in a way that is unwelcome and discomforting;

i) Visual sexual harassment – being made to repeatedly look at sexually explicit images or pictures, or being shown obscene sexual gestures, that are offensive and unwelcome;

j) Physical sexual harassment – being brushed against or touched in any way that was unwelcome and discomforting;

2.1.4 Sexual Harassment in Working Place as a Social Problem

Sexual harassment has been recognized as a worldwide problem that can occur anywhere. And while it has been known to affect mainly women, men have also been subjected to it. While sexual harassment is mainly between the sexes it has also been recognized that, it can happen within same sexes i.e. male or female employees may subject fellow workmates of their gender to harassment on the basis of their sexual orientation. Although sexual harassment has been described in various ways from country to country, and across the various cultures and practices, they all

typically refer to "unwanted conduct of a sexual nature, where either the rejection or imposition of such a conduct can have negative employment consequences for the victim, as well as undesirable effects on the work environment" (Eugenia Date-Bah, 132). Despite the differences in definition, it's accepted that for an act to be considered sexual harassment, it must be sexual in nature, unwelcome to the recipient of such behavior and must be reasonable in the circumstances that the person who was harassed felt offended or humiliated.

Dr. Frank Till (1980) states that sexual harassment takes many forms, from the physical, to the verbal as well as psychological. He summarizes these as the range of conducts that constitute sexual harassment as generalized sexist remarks inappropriate and offensive, but occasionally sanction-free sexual advances solicitation of sexual activity or other sex linked activity by promise of reward; coercion of sexual activity by threat of punishment; sexual crimes and misdemeanors.

2.1.5 Causes of Sexual Harassment in Organizations

Like in the previous theme of the nature of sexual harassment, causes for this problem may vary from situation to situation. A number of scholars agreed that sexual harassment has its bearings on four aspects, namely biological essences, outcomes of social roles, fundamental political categories and communicational practices and discourses of power. Hearn et al (1992) assumed that sexual harassment is all about sexual differences between males and females so that sexuality becomes natural sexual drives and libidos. That because of biological circumstances, men as well as women has sexual desires or urges, which are natural and normal. Alvesson and Billing (1997) agreed with Hearn et al, that to understand gender issues one has to look at the "constructions and reconstructions" of gender relations, and how these influence the way things are done. That, these constructions are contingent upon gender roles that society has prescribed. That in their interaction gender roles open up considerable room for detailed forms of sexuality i.e. as in the many ways men might flirt with women in the workplace. In politics, organizations have become a series of sites where the danger of sexuality can be both repressed and exploited. Historically therefore, sexuality acknowledges sexual interests. Sexual communities and sexual identities can be open to change even in rigid bureaucratic system. Feminists, (Gallagher, 1995).

Feminists, (Callagher,1995), Pringle (cited in Hearn *et al*) however have insisted that sexual harassment is not only an individual problem but also part of an organized expression of male power. It is one way that women are kept out of nontraditional occupations and re-enforce their secondary status in the workplace. This perception is further re-enforced by the bureaucratic set-up of most organizations. Bureaucracy that was thought to be ideal and progressive has instead created patriarchal structures and reinforced arbitrary power held by fathers and masters in traditional society. In bureaucracy, male domination of organizations and sexuality are emphasized. According to Ditomaso (cited in Hearn *et al*), sexual harassment is a result of competition between the sexes for domination. The men who have traditionally held the dominant role have reacted to the challenge from women through hostility expressed in issues of sexual harassment. Semambo (2001) asserts that in Africa context, sexual harassment is viewed as western concept and therefore non-existent in a typical African setting. But, this study recognized that culture and traditional beliefs were other factors responsible for sexual harassment in the workplace.

2.1.6 Effects of sexual harassment in organizations

Sexual harassment has the overall detrimental effect on a woman's career and credibility. In some cases, it has led to the loss of job. According to Pringle (Hearn, et al; 1992) even if it is difficult to know where "male power" begins and ends, and whether women are in all cases "victims" or whether women consent to the sexual demands of men or not, there will always be an effect felt by the harassed. Itzin and Newman (1995) have agreed that because of the pressure, the women have to do better at the workplace to keep their jobs, their career paths have become much more fragmented due to managing work, child rearing and domestic responsibilities. Because of the pressure of "having to work twice as hard to get the same level", some women have had to choose to either remain childless or solicit the aid of maids to take care of the children while they concentrate on their careers thus creating another problem of harassment at home. Carothers and Crull (1984) assert sexuality has become part of the workplace negotiation so much that sexual favors have become a currency by which women trade for easier jobs, promotions and job security. Even if the woman shows genuine interest, the man will see it as another opportunity to exercise his dominance over the woman, and will use the opportunity to exploit it. There is also a general feeling now by men that they are being feminized, creating unnecessary hostility between the sexes and a breakdown of the social structuring of occupations as there is a move towards individualization of occupations. Gutek and Koss (1993), Reese and Lidenberg (1999), Stockdale (1996) allude to the costs involved both to the victim and the organization in three areas of Somatic health, psychological health and work outcome. Gender harassment and overt and serious sexual harassment is linked to post-traumatic stress disorders, mainly victims quit their jobs, complainants are subsequently fired, and others do not later find employment owing to poor references. Others withdraw from work in form of absenteeism and low productivity, change career intention, experience low job satisfaction and deteriorated interpersonal relationships with co-workers and other negative attitudinal and emotional changes.

2.2 International Review

Every year, 25th November, is International Day for the Elimination of Violence against Women. The United Nations General Assembly designated the day for countries and individuals to reflect on violence against women across the world. This day also marks the beginning of a campaign aimed at eliminating all forms of Gender Based Violence, called 16 Days of Activism against Gender Based Violence (GBV (Nations, 2014)). The UN Secretary General, Antonio Guterres describes violence against women and girls as, "A menace which takes many forms, ranging from domestic violence to trafficking, from sexual violence in conflict to child marriage, genital mutilation and femicide, and does not only harm the individual, but also has far-reaching consequences for families and the society." (Nations, 2014)

Nowadays throughout the world, workplace harassment is a serious issue and working people are experiencing and report sexual harassment issues and stories at their workplaces. The problem of workplace harassment continues to adversely affect the mental and physical health of working women across the globe despite all the efforts for preventive remedies. The patriarchal system and the discriminatory attitude of male dominated society towards professional women may be the reason behind workplace harassment (Bell, 2010).

The idea of investigating workplace sexual harassment is to bring change by finding out sex based behaviors that are perceived as unwelcome and offensive to the recipient as the focus is based on both men and women but the women being the major victims of sexual harassment in the workplace, (Bergman, 2008). So many studies and research on workplace sexual harassment activities have been done around the world but majority are not achieving its intended purpose and sometimes not maintainable.

Reviewing other literatures on sexual harassment in the workplace has indicated that sexual harassment is given different definitions resulting from the different perceptions of different cultures. For instance, in native patriarchal Pakistan society a woman faces many pressures for economic autonomy and mobility, as the traditional practices such as cultural and religious actions support female's suppression and affect their dignity (Chamberlain, 2008). In patriarchal societies, men are considered authoritative and powerful while women are perceived as dependent, naïve, incompetent and inferior. Thus, as argued by (Erdreich, 2006) gender specific stereotypes may encourage men to harass or abuse their female subordinates and colleagues at workplaces.

Behaviours like intimidation, humiliation, name calling, social isolation and unwanted physical contact have serious consequences on the mental as well as physical health of employees. Workplace harassment can also include verbal abuse or threats, displays of sexually explicit, racist or other offensive derogatory pictures, practical jokes which causes awkwardness or embarrassment. These can occur in the following two forms; on the one hand, **Quid pro quo (literally 'this for that')** -implied or explicit promise of preferential or detrimental treatment in employment which means implied or express threat about her present or future employment status. On the other hand, **Hostile Work Environment**- creating a hostile, intimidating or an offensive work environment which leads to humiliating treatment likely to affect her health or safety another in the workplace (Lewis, 2013).

(Fitzgerald, 2011), contends that harassment is such an influential weapon that men will use and can end up harming even influential women in the society in serious ways. Harassment at workplace may contribute to depression, stress and lowered self-esteem especially among the female employees. What one organization setting would refer to as acts of sexual harassment may not be the case in another setting as some of these actions or acts would be referred to as flirting or jokes among the employees of the organization and may be a source of joy at the work place. The other source of inconsistency in the definition of workplace sexual harassment is brought about by the worldwide disagreement upon various specific behaviors deemed to comprise sexual harassment (Erdreich, 2006). For example, The Pakistan law defines sexual harassment as any unwelcome sexual advance, request for sexual favors, or any written or verbal communication or sexually demeaning attitudes causing interference in the workplace (Chamberlain, 2008). Sexual harassment has also been defined as sexual advances be it in touches, lustful looks or even jokes that undermine the diligence of the victims, forcing a worker or junior to have sex with those in-charge or high positions and rape is also considered to be sexual harassment. The prevalence of sexual harassment in the workplace have been confirmed by an American researcher Bergman who asserts that, sexual harassment is prevalent in many organizations including in the military and police and has been increasing over the years (Niebuhr, 2013). According to his study, most uniformed women have suffered immensely from sexual harassment from their male counterparts be it within their organization structures or outside once sent to do other duties. Besides being prevalent in different organizations, the acts of sexual harassment cuts across class, gender, and race. However, it is authoritative to note that female workers are prone to sexual harassment as compared to the male workers (Runge, 2006).

According to (Sullivan, 2004), female workers in low-wage, remote-area and male dominated workplaces are more susceptible to sexual harassment. From his study in Bangladesh, it is evident that more than 80% of females in such organizations have suffered from different forms of sexual harassment and almost 22% of these women remain silent on these issues and many who experience sexual harassment incidents do not seek redress nor are they encouraged to address the issues. Studies have tried to find an explanation as to why women are prone to sexual harassment as compared to male counterparts. According to the studies, women have been victims of sexual harassment since and for many years society has viewed women as second-class citizens hence sexual harassment is described as a form of

gender based violence or discrimination that is mainly directed to women. Thus, women have over the years been victims of gender disparities and being subordinate to their male counterparts.

The studies have also attributed ignorance to the increased prevalence of sexual harassment on women. It is argued that most women do not understand their rights and thus making it difficult for them to rise to the occasion and say no. Most organizations have failed to recognize the menace of sexual harassment and thus failing to give the concept the desired levels of attention (Syndera, 2012). Values and social status are other factors that trigger sexual harassment against female workers. Some cultures support the fact that men are superior to women and thus should possess high positions as compared to women. This has given men an opportunity to take advantage of their superiority to solicit sexual favors from females (Gutek, 2018). Some women feel inferior and naïve thus having the connotation that man hold condescending entitlements over them. Such increased gender disparities at workplaces explain the escalating cases of sexual harassment in the modern organizations. To worsen things, most of these female victims have chosen to remain silent on this matter hence never get justice. In cases where women speak of the prevalence of sexual harassment, there is little or no action taken and women are blamed for being victims of sexual harassment thereby giving perpetrators a chance to go free of the crime. In addition, there is need to understand the effects of sexual harassment on the employees and the organization at hand. As suggested by (Cleveland, 2016) sexual harassment has adverse effects on the employees since it substantially affects and disturbs their performance as cases of sexual harassment bring about a hostile working environment and consequently leads to decline in the level of performance from employees.

Cases of sexual harassment are also an explanation of increased absenteeism and loss of valuable workforce. Most victims of sexual harassment are said to be people of low self-esteem, increased depression, insomnia, loss of interest in the family, increased frustration whose overall effects is low productivity within organizations (Uggen, 2004). It is evident that most of the cases of sexual violence in workplaces go unnoticed. This is explained by the fact that most victims of sexual harassment are victimized by their seniors and fear to speak out for the reason of further victimization and loss good positions of employment (Sullivan, 2004).

It is the responsibility of the organization to ensure that policies in the organization are strict enough to limit the extent of sexual harassment, reinforce laws that prohibit sexual harassment in their setting and monitor their working

environment to avoid sexual abuse. This can determine that most of the organization have no sexual harassment policies hence the act is on the hike. Now a question should be posed as to what are the factors that trigger sexual harassment of female police officers by their male counterparts in the Malawi Police Service? A case study of Blantyre Police Station.

2.3 National Review

The Government of Malawi has shown great commitment to eliminate Gender Based Violence. Malawi is party to the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) (Malawi T. R., 2015). The country's Constitution also prohibits discrimination of persons in any form and obliges the State to promote gender equality. The Malawi Government has also adopted several policies and legal frameworks to address gender-based violence issues, including the National Gender Policy and National Action Plan to Combat Gender Based Violence in Malawi (2014-2020); Gender Equality Act, Domestic Violence Act, Deceased Estate: Wills and Inheritance Act among others. Although, this is the case, Sexual and Gender Based Violence remains a serious problem in Malawi. (Malawi T. R., 2015).

At national level, descriptive studies have been conducted in Malawi that provide prevalence rates for various forms of GBV among women and children such as sexual harassment. According to the United Nations, one out of every three Malawian women has been subjected to physical or sexual violence or harassment at some point in their lives, which many not even include emotional, financial or verbal abuse (Macho, 2019). In January, 2022, women in the tea industry voiced out on abuse and sexual harassment by male supervisors in Thyolo and Mulanje districts where Malawi Eastern Produce owns macadamia nuts and tea estates. At these estates the women reported and revealed that they were fired after refusing sexual advances from their supervisors. The women accused the company of failure to protect them from rape, sexual assaults, sexual harassment coercion and discrimination by male workers and also alleged that some of them had unwanted pregnancies and contracted HIV due to sexual abuse. (Malawi G. o., National Plan of Action to Combat ender Based Violence in Malawi: 2014-2020, 2014). Another example of workplace harassment is one presented by the Human Rights Commission where in June 2021, reported a case in which the Malawi High Court ruled in favor of compensation for sexual harassment and gender based violence at work, a female worker (name withheld) who was forcefully caressed by her boss at Mota-Engil Engenharia Construcao Africa. The boss attempted to undress her using a six-gear knife to rip her trousers apart. The court ruled even though the boss

fled the country and demanded that her employer should compensate her damages for the injury and dignity as a woman. This is a clear indication that workplace sexual harassment is in existence (Commission, 2005).

(Wanjiru, 2020) in addition conducted a national representative study in 2004 that examined experiences of sexual violence among girls and young women in Malawi and focused on educational impact. (Ott, 2021,) conducted a national representative survey in 2004 to determine prevalence of coerced first sex in Malawi and three other African countries. The MDHS 2010 also reported a lifetime prevalence of sexual violence by any perpetrator. The MDHS 2010 asked women ages 15–49 who had reported ever having sex, by posing the question "The first time you had sexual intercourse, would you say that you had it because you wanted to, or because you were forced to have it against your will?" The study found that 14.7 percent of women reported their first sexual experience was forced against their will. An earlier nationally representative household survey of 4,012 females and males ages 12–19 found that 38.1 percent of girls who had sexual experience reported that they were "not willing at all" during their first sexual experience

Sexual violence against women and girls is a global phenomenon and Malawi is no exception. Despite significant contributions by the government and Non-Governmental Organizations to end prevalence of sexual harassment, not much has changed. According to the 2013 National Survey report on Violence Against Women and Girls (VAWG), 20 percent of women and girls in Malawi have experienced sexual abuse before the age of 18 (Initiatives, 2020). To make matters worse, survivors of sexual harassment have limited or no access to sexual reproductive health and gender based violence services. In areas where these services are available, most of the victims are either not aware of them or they fail to access them due to fear. For example, in 2019, a 13 year old girl was impregnated by an old man who was more than twice the girl's age in Ntchisi. The mother reported the issue to the local police but the suspect was acquitted as the case lacked evidence. As reported by the Evidence Action, the man continued abusing the child even after being acquitted of his charges. Spotlight Initiative is working with the Malawi Government and other civil society organizations in dealing with SGBV (Spotlight Initiative, 2020). Spotlight Initiative did not just keep quiet when the man who rape a girl in Ntchisi was set free. In early 2020, the Initiative followed up on many unresolved cases of Violence against Women and Girls (VAWG) and included that of a 13 year old girl from Ntchisi who was sexually abused by an old man. Their audit revealed that the girl was indeed sexually abused and the matter was referred to the district police. The suspect was eventually rearrested and charged with rape. This is a living example that although the SGBV cases are on the rise, the judicial system is at times able to prosecute some of the perpetrators under the influence of government and other civil society organizations.

In Malawi other examples of sexual abuse include a number of traditional practices that prevent women and girls from fully realizing their sexual and reproductive health and rights (SRHR) as well as other human rights. These

traditional practices include kuchotsa fumbi, in which girls are encouraged to experiment with sexual activities with elder men after graduating from initiation ceremonies (Malawi Human Rights Commission, 2016), kulowa kufa, in which a woman whose husband has died is forced to have sex with the brother of the deceased husband in order to cleanse her of the deceased husband's spirit (Malawi Human Rights Commission, 2016) chokolo (wife inheritance), where a widow is inherited by the younger brother of the deceased husband (Malawi Human Rights Commission, 2016). Violence against women (VAW) is not only a manifestation of unequal power relations between men and women, it is also a mechanism for perpetuating such inequalities. Point 117 of the United Nations Division for the Advancement of Women (1995) Report on the fourth World Conference on Women, identifies that fear of this violence can function as a barrier to limit women's access to opportunities and resources. It is, therefore, important that specific measures to address and eliminate VAW be incorporated into any strategy for the promotion of gender equality (Hattery, 2020).

2.2 Theoretical Reviews

Sexual harassment cannot be understood from the perspective of a single theory but it is always a combination of different predictors. Previous researchers have looked at sexual harassment using a number of frameworks including organizational theory, natural/biological theory, feminist theory, role theory and attributional models of sexual harassment. All these models share a common basic assumptions and can be labelled as socio-cultural models of sexual harassment (Sheets and Braver, 2001). Sexual harassment of women therefore, may be understood from different perspectives, as reflected through the existing literature on the subject. Allegations or complaints of sexual harassment in a professional environment should no longer be ignored or dismissed lightly. Employers should take a proactive gesture in promoting awareness and handling cases regarding sexual harassment amounts in the workplace (Hunt Cariane, 2007).

Harassment at workplace has been associated with environment of the organization as its causes and prevalence can be understood with an extensive examination of workplace environment. Hunt C., et al., (2007), endorse that organizational culture is key to understanding how and why sexual harassment occurs in some organizations and not in others. Dekker, I., and Barling, J. (1998) have also discussed that adequate organizational standpoints can assist in coping with sexual harassment issues from reduction to prevention. However, the theme of this present research

focused on organizational and feminist theories of sexual harassment that attempt to explain the phenomenon from different angles and perspectives.

2.4.1 Organizational Theory

On the one hand, the organizational theory propose that one of the central concepts that helps to explain sexual harassment is power (Cleveland, 2016). This theory proposes that sexual harassment results from the opportunities presented by power and authority relations which derive from hierarchical structures of organizations (Gruber, 2018). The structural and environmental conditions found at the workplace provide opportunities for harassment or implicitly encourage harassment on the basis of workplace norms, gender bias, and imbedded power relations between men and women. Men have traditionally held the organizational power inherent in management and supervisory positions, whereas women are likely to be employed in subordinate positions. Since work organizations are characterized by vertical stratification, individuals can use their power and position to extort sexual gratification from their subordinates, thus relating sexual harassment to aspects of structure of the workplace that provide asymmetrical relations between supervisors and subordinates. Therefore, this perspective emphasizes that the structure of organizational hierarchy invests power in certain individuals over others that can lead to abuse. Thus, sexual harassment is all about expression of male power over women that sustain patriarchal relations.

2.4.2 Feminist Theory

According to the feminist perspective on the other hand, sexual harassment is linked to the sexist male ideology of male dominance and male superiority in the society. Therefore, feminists' view sexual harassment as the product of a gender system maintained by a dominant, normative form of masculinity. Thus, sexual harassment exists because of the views on women as the inferior sex, but also sexual harassment serves to maintain the already existing gender stratification by emphasizing sex role expectations (Gutek, 2018). Connell (1987; 1992; 2002) postulates that gender-based inequalities and discrimination are maintained and negotiated through interrelations among differently gendered (and therefore differently privileged) subjects within a larger gender system. Therefore, his theory of gender discrimination acknowledges multiple masculinities and feminities and takes account of the subjective experience of gender and harassment within a larger gender system. (Njenga, 2000) preserved that women's inferior position in the workplace and society in general, is not only a consequence, but also a cause of sexual harassment. For him, gender

and sexuality are similarly identified as systems of power and domination, with adult men wielding sexual power to assert and maintain dominance over women. Therefore, men and women are likely to experience and perceive sexually harassing behaviors differently because of gender inequality and culturally prescribed expressions of sexuality. Extension of male dominance in society involves organizations where the phenomenon is thriving (Feldblum, 2016) Sexual harassment, hence, is viewed as an inevitable consequence of cultural experiences; therefore it would apply to many different settings including the workplace. A main strength of feminist theory has been the logical synthesis of gender issues, patriarchy and dominance towards an explanation of sexual harassment, that is, there is some evidence of unifying power. Furthermore, feminists focus on gender inequality in the workplace has often been credited with bringing the issue of sexual harassment to light.

2.5 Conceptual Review

In Malaysia, (Kvam, 2006), have done one study about what women know on sexual harassments in the Udupi district among female workers. The authors discussed that women's dignity, physical as well as mental health was affected by sexual harassment. Equipping women with knowledge of sexual harassments can give courage to the women to be careful and be aware of this problem. The authors concluded that more research needs to be done to assess the women's level of knowledge and awareness regarding sexual harassment. In Pakistani, studies by (Cruz, 2017) investigated also the sexual harassments at workplace. The studies shown that working women had the knowledge and can define and identify sexual harassments behavior but they are not willing to do written reports on being a victim. In addition, (Hani, 2018) studies showed that other working women have little to no knowledge and they cannot identify the sexual harassment acts because they lack exposure and they take this criminal act as a normal part of their work routine. Based on the above studies, there is a need to measure sexual harassments knowledge among women.

One part of this current study is to assess the level of knowledge about sexual harassment among female police officers of the Malawi Police Service. Furthermore, sexual harassments knowledge can help to form an intolerant mindset and behaviors to punish the perpetrators. (Helander, 2009) mentions that focus on sexual harassments knowledge can shift to women empowerment and make them fearless beings in the working environment hence give them room to fight with perpetrators against sexual harassments with courage. The current study will apply cultivation

model to examine the relation of variables. As in the cultivation model, media exposure affects the attitude and behavior of the public (Knutson, 2010). In the present study, sexual harassments knowledge will be an additional variable in the cultivation model to explore the relation of knowledge of female officers on sexual harassment, their attitude, behavior and desire to act against SH. George Gerbner conceptualized the cultivation theory in the 1960s and 1970s. Cultivation theory will be used to understand the media's effects of sexual harassment on public views and practices (Conte J. W., 2018). The theory proposes that media can formulate a complete system of beliefs, values, perceptions, and concepts about violence or crime issues (Mosharafa, 2015). Singh and Gupta, (2006) states that the most basic form of cultivation theory is to reform or cultivate the reader's or viewer's concepts about the world.

The media content therefore has the power to change any thought and action. In other words, it can be discussed that the content of any social topic or criminal issue can educate and bring a change in the society. It is not only about violence or crime coverage and its effects, but it is also about social development and awareness among the public. That is the media coverage on sexual harassments may influence how people views the society. The coverage and persuasive content about sexual harassments details are all about bringing change in society and may help people become intolerant about sexual harassments matters.

CONCEPTUAL FRAMEWORK

Figure 2.5.1: Conceptual Model of sexual harassment
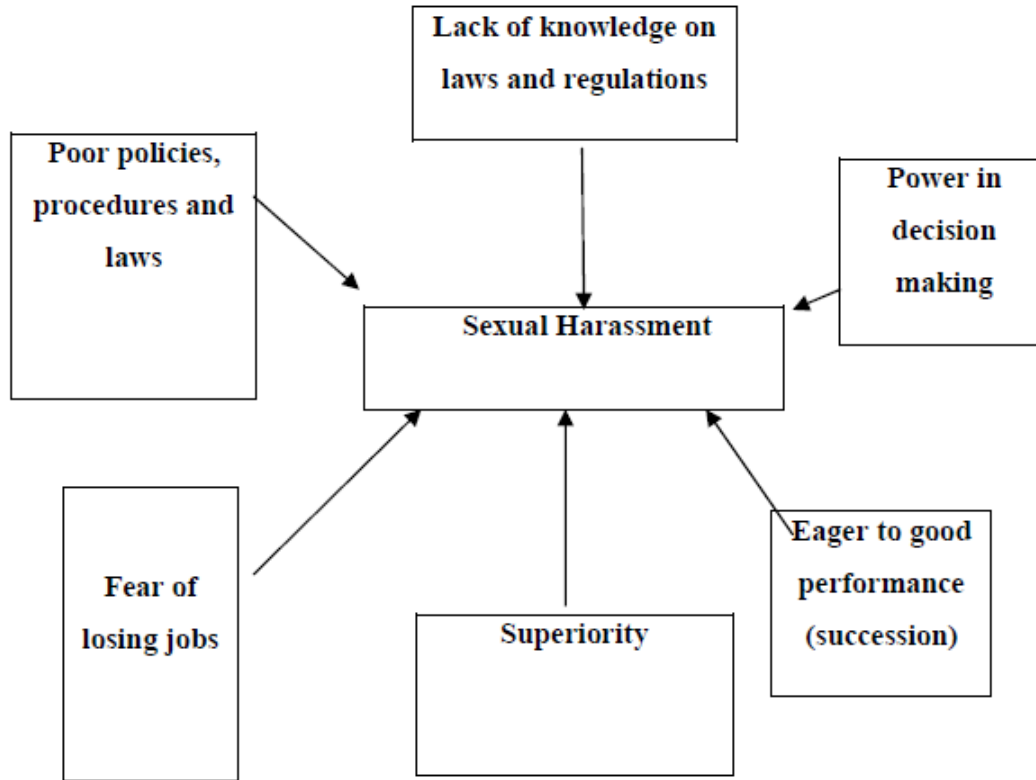
The assumption for this model is that when sexual harassment policies are not used or practiced effectively within the organizations, is likely to increases and expose the workers to such acts. Sexual harassment is any unwanted attention of a sexual nature, like remarks about one's look or personal life.

Sometimes these comments sound like compliments but they make one feel uneasy or not comfortable. According to the above assumptions it's therefore clear that there are 6 factors that can contribute to the sexual harassment in the working place. These factors also play a vital role in the whole process of eradicating the said existing social phenomenon of sexual harassment as explained hereunder;

Poor policies, procedures and law: This is one of most contributing factor to this problem. It is seen as a major factor simply because these factors gives out the vision and the way of dealing with the problem when it occurs. Laws and policies define and reflect what may count to sexual harassment along with defining the punishment of each act while procedures concentrate on the way of executing the said laws and policies.

Superiority (succession)

These factors are interdependent and they work depending on each other to give out positive results. If laws and policies are week even if the procedures are good still the outcome will not be that pleasing likewise if the procedures are poor there will not be the very positive results even if the laws and policies are excellent. It's therefore undisputed

fact that basing on these assumptions policies, laws and procedures are vital in either complimenting or eradicating this problem at large.

Lack of knowledge on laws and regulations: Most of the workers are unfamiliar with what may count for sexual harassment and punishment along with relief that laws and regulations can offer. These also becomes as another contributing factor because those who knows took an advantage and suppress those who don't and as a results the social phenomenon deepen it roots. On another hands due to this lack of knowledge others may practice this acts without knowing if they counts to sexual harassments and hence make a social phenomenon to look like a culture in the society and not a problem to eradicate.

Superiority: This assumption was based on the fact that, in most of organizations the managers are the final decision makers to their subordinates hence they dictate so many things under the umbrella of decision making. This form of organizational dictatorship makes the subordinates inferior to these managers and as a result they get sexually harassed. With other contributing factors if combined with inferiority to these managers then the subordinates finds themselves victims of this existing social phenomenon.

Power in decision making: Most of these victims of this existing social phenomenon are encountered with a lack of making a right decision to take the appropriate measures whenever they get sexually harassed at the working place. Unlike the victims in the first world countries whom most of them can't tolerate such acts and hence reports and take appropriate measures against those who commits those acts, the scenario in the most developing countries is vice versa due to cultural and ethnical backgrounds which makes the victims feel shy and lack confidence to reports such acts to the appropriate authorities and as a results this problem keep on flourishing in our society.

Eager to good performance (succession): The assumption was based on the fact that, its undisputed fact that any employee is eager of been promoted from one position to another as promotion come out with other benefit as well. Taking that into account others increase their hardworking in order to archive those potentials but others easy themselves to the mangers in order to get favors to archive those potentials. It's through that when sexual harassments occur, those managers take the advantage of their positions to commit sexual harassment in order to promote the eager employees and suppress those who are hard working through sexual harassment as well. This assumption has been one core source to sexual harassments globally and even worse on developing countries.

Fear of losing jobs: In many countries unemployment is one of a threatening problem which makes governments to be overthrown and even cause instability in the country. Taking that into account if someone get an opportunity of being employed and him or her wants to retain that opportunity in order to survive would choose to be silent. Organizational managers take this as an advantage to commit sexual harassments as they use a threaten weapon of terminating them or not offering them an opportunity of employment hence makes the victims submissive to this managers and as a result this existing social phenomenon in the society look like a culture in many of these organizations.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

The chapter outlines the study methodology. According to (Holloway I. , 2005), methodology means a framework of theories and principles on which methods and procedures are based. This implies that methodology is a set of beliefs that guide the study, especially in collecting and analyzing data.

On the other hand, research methodology is defined as a set of systematic techniques used in research which include procedures by which researchers go about their work of describing, explaining and predicting a phenomena (Igwenagu, 2002). This clearly shows that, the aim of research methodology is to give a guide to a study on how it will be conducted. This section will therefore present the research design, the research paradigm, study area, the data collection, sampling procedure, sample size, sampling area, sources of data collection, method of data collection, tools for collecting and analyzing data and limitations of the study.

3.1 Research Design

Kothari (2004) defines a research design as the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure. Similarly, Aaker et al (2002) defines a research design as the detailed blue print used to guide a research study towards its objectives. The researcher used a survey method to collect data on effect of sexual harassment in public institutions. This method described characteristics and other aspect of populations. According to Brink, Van der Walt and Van Rensenburg (2012), research design forms the blueprint of a research which sets out the methodology to be used by the researcher in obtaining sources of information, such as elements, units of analysis and participants, for collecting and analyzing data and interpreting results. Therefore, the purpose of research will determine the choice of appropriate research design for a given study (Seidman, 2006; Welman, Kruger & Mitchell, 2010). There are different types of research designs in social science and these include survey, experiment, observation, case study and content analysis among others (Seidman, 2006). This research adopted a case study design. Baxter and Jack (2008) allude to the fact that a case study is an approach to research that facilitates exploration of a phenomenon within its context using a variety of data sources such as interviews, observations, documents and reports, with selection based on fitness for purpose. The case study research design will be employed because of its relevance in helping the researcher not only to explore the phenomenon through one lens, but rather a variety of lenses which will allow for multiple facets of the phenomenon to be revealed and understood.

3.1.1 Research Paradigm

A research paradigm is described as an entire structure of interrelated practices employed to conduct a research (Newman, 2011). Paradigm is defined as a general philosophical orientation about the world and the nature of research that a researcher brings to a study (Welman, Kruger & Mitchell, 2005; Creswell, 2014). Therefore, the application of the paradigm varies from one researcher to another based on the nature of the topic under investigation and this is so because there are different types of paradigms.

According to Creswell (2014), there are four types of paradigm namely; post-positivist, interpretivism, transformative and pragmatic. However, this study will be guided by interpretivism paradigm.

3.1.2 Interpretivism Paradigm

Interpretivism paradigm is concerned with understanding the world as it is from subjective experiences of individuals (Reeves & Hedberg, 2003; Lather, 2006). In addition, it uses meaning oriented methodologies, such as participant observation or interviewing, that rely on a subjective relationship between the researcher and subjects (Creswell, 2009). Therefore, interpretivism paradigm is relevant in this study because this approach will allow close collaboration between the researcher and the participants. The participants are expected to be able to tell their stories freely and describe their views of reality which in turn will enabled the researcher to better understand the participants' actions when it comes to sexual harassment acts. Furthermore, the study will use meaning oriented methodologies, such as interviewing and participant observation which are in line with interpretivism paradigm.

3.1.3 Methodological Approach

As stipulated by (Harwell, 2011; Creswell & Clack, 2011) methodologies in social research include the following; quantitative, qualitative and mixed methods. This study used the mixed methods of both qualitative and quantitative approach. On the one hand, the qualitative research is a naturalistic approach that seeks to understand the phenomena in the natural context (Maree, 2007; Kumar, 2011). Therefore, qualitative research approach afforded the researcher in this study the opportunity to observe the officers in their natural settings which are police stations and find out exactly what happens in the workplace. The researcher visited the officers in their respective police station, posts, sub- stations and police units within the city of Blantyre, where they were interviewed and observed in their realistic setting. The researcher further employed an interactive nature of the qualitative method that made it possible to obtain

an in-depth understanding of respondents views and also gain a holistic understanding of how the officers understood the concept of sexual harassment, find out interventions undertaken to address sexual harassment in Malawi Police Service, and examine key policy documents of sexual harassment in the Malawi Police Service. On the other hand quantitative approach was used to analyse numerical data.

3.2 Population of the study

Population is the group of interest to the researcher (Wilson & Maclean, 2011; Gay & Airasian, 2000). In this study, the target population was comprised of police officers both male and female but with much focus on the female officers, both senior and junior officers who holds different positions in their offices. In the study the researcher did not involve all officers as participants therefore, the researcher needed to sample participants from the larger population who are officers who either have ever been involved in sexual harassment acts and those voluntarily willing to give consent and state their views on the item of sexual harassment.

3.3 Sample Size

Sampling is defined as the process of selecting a number of individuals for a study in such a way that they represent the larger group from which they are selected (Gay & Airasian, 2000). A sample can be comprised of individuals, items or events selected from a larger group. The purpose of sampling is to gain information about the population by using a sample. There are different types of sampling techniques but this study used purposive sampling when selecting participants and simple random sampling in selecting the police station, sub-station and police units.

3.3.1 Sampling Procedure

Sample size was selected depending on the number of respondents which came from different departments in the Blantyre MPS and included employees, and HR managers that are within the institution. Sampling was strategic in order to cover different department of the population and levels concerned. In so doing the Researcher used a simple random method to obtain samples on the basis of equality to avoid biasness which could not give the accurate data.

3.3.2 Simple Random Sampling

Simple random sampling is a situation whereby each member of the population under study has an equal chance of being selected and the probability of a member of the population being selected is unaffected by the selection of the other member (Cohen, Manion & Morrison, 2011; Creswell, 2014). In Malawi there are five policing divisions but the researcher need to conduct the study in one policing division. Therefore, in this study all the names of policing divisions were written on piece of papers and were put in a box that was later shaken. Then the researcher put a hand in the box to pick the policing division randomly. The first paper picked in the box was taken as policing division where the study took place which is South West Region Police Headquarters (SWR).

In South West Region Division there are five policing districts but the researcher need to conduct the study in one policing district using its Sub Police Stations and Police Units to compare the outcome? Therefore, in the study all the names of police stations under South West Region Police Headquarters were written down on piece of papers and were put in a box that were later shaken. Then the researcher had to put a hand in the box to pick the police station randomly.

The first paper picked in the box was taken as the policing area where the study took place which is Blantyre Police. Under Blantyre Police Station, there are three Sub-Police Stations namely; Soche Police, Chilomoni Police and Chilobwe Police and four Police Units namely; Kabula, Manase, Chirimba and Chapima. In this study, simple random sampling was employed to select police stations in order to give each police under study an equal chance of being selected.

Therefore, in this research, all names of the Sub-stations and Police units under Blantyre police were also written on piece of papers and put in different four boxes that the researcher had to shake to make a selection. Then the researcher again put a hand in the boxes to pick the police randomly. The first paper picked in each of the boxes was taken as the police stations where the study will take place. This means that, four police stations A, B, C and D were picked to participate in the study. Therefore, one police sub-station and three police units were identified for the study. In

order to understand the context and level and area where the police stations are located, the researcher provided a short background description of each policing area;

Policing Area A

Is a main or parent station situated in the middle of Blantyre town and is comprised of about five hundred (500) police officers both male and female. The station is commanded by a senior officer who is called an Officer In- Charge (O/C). The main station has uneven number of male and female officers for both senior and junior ranks. These officers are housed in the police lines while others commute from their rented apartments to the stations to work. Every officer is trained police personnel and they are allocated in different branches or departments where they execute their police duties on daily basis.

Policing Area B

Is a police post which is located outside the town? A police post is smaller in size compared to a main police station. It reports directly its activities to the parent station and it is also handled by an Officer in-Charge (O/C). The Police Post has not less than 200 police officers under its command and they are also attached to different police branches and they as well hold different ranks.

Policing Area C

Is a police sub-station with closer to 100 police officers and these officers are managed by a senior officer by the same title of Officer In-charge and they also report to the parent station**.** Sub-station is much smaller compared to a police post but its activities are the same as that of the parent station as well as the police post. It consist of both senior and junior officers who are female and male.

Policing Area D

Is a police unit which covers a very small policing area hence the name police unit? It is also manned by an officer in-charge who reports to the main station and the police unit depends on the help of the main station for its day-to-day operations. A police unit has both male and female senior and junior officers who work hand in hand with the members of the community for its functionality.

3.3.3 Purposive Sampling

Purposive sampling is defined as deliberately selecting particular persons, events or settings for the important information they provide (Creswell, 2002; Gay & Airasian, 2000). Wilson and Maclean (2011) also defined purposive sampling as a technique in which individuals are selected due to them belonging to a pre-defined group. In this study, the researcher employed purposive sampling to select police officers from Blantyre police station who have in-depth knowledge of sexual harassment acts basing on the fact that they were willing to provide information. The researcher involved specialized and trained police personnel from the Prosecutions, Criminal Investigation Department (CID), Community Policing and Victim Support Unit section who have experience in the policing work and have worked for more than five years in the MPS and were able to compare the old and the new policing era. The researcher was bearing in mind that the selected participants will shed more light on the research questions due to their specialization, practices and expertise as fully trained police officers.

3.4 Sampling Area/ Research site

The study was conducted in different policing areas of different levels in South West Region Police Headquarters (SWR) in Blantyre which is located in the Southern Region of Malawi.

3.5 Sources of Data Collection

3.5.1 Primary Data

The primary data was obtained through visiting the case study area to obtain data.

3.5.2 Secondary Data

The secondary data was obtained through previous studies, journals, books, internet, Medias, books and other documented articles on this study.

3.6 Research Participants

The study involved a total of sixty (60) participants sampled from the four police stations belonging to different police departments such as prosecutions, community policing, victim support unit and general duties branch. Each officer with a minimum of five years and above of police experience as shown in table 3.1 below:

Table 3.1: General information of the study participants

District	Police Station	Officers	Gender	Ages	Work Ex experience	Branch
BT	A	A1 A6	M,M,F,F, F, M	20-30	5 - 10years	General Duties
	B	B1- B10	F,F,M,M,F,F,M,M F,F,	30-40	10 - 15years	Criminal Investigations Branch (CID)
	C	C1- C21	M,F,F,M,F,F,F,M, F,M,F,F,M,F,M,F, M,F,M,M,M	30-45	15-25years	Prosecutions
	D	D1- D23	M,F,F,M,F,M,F,F, F,M,F,F,M,M,M,F, M,F,F,F,F,M,M,F, M	30-55	25-35 years	Community Policing/Victim support
	Total	60				

In line with the ethical considerations, the researcher used codes instead of the names of the participants and police stations. Officers who participated in the study were referred to using numbers as officer 1, 2, 3 and so on in each police station, while the police stations in the study were referred to using letters as Police Station A, B, C and D. the officers that participated in the one-on-one interviews with the researcher were marked A1-A5, B1-B5, C1-C5 and D1-D5 as per their station letter symbols. The rest of the participants used the remaining codes for group discussions with the researcher and questionnaire answering. Participants in this study were all police officers identified from each of the four sampled police stations with five and above years of work experience in MPS. Cohen et al (2005)

contend that in a qualitative research design, the sample size should neither be too small nor excessive but manageable and limited by time and money. From the Demographic data, there were forty five females and fifteen males that were involved in the study. The reasons for the difference in number of female or males were based on the ideology of focusing on hearing more views of female officers in the police stations under study. The demographic data also shows that all the participants who were involved in the study were trained police officers and have worked for more than five years. In terms of working hours, these officers had between 6-8 hours of work daily.

3.7 Methods for Data Collection

The instruments or tools that the researcher used to collect data in this study were interviews, questionnaires and observations of the officers' actions and speech from the sampled police stations. These instruments have been discussed and presented below.

3.7.1 Interview

Interviews can be defined as a conversation with a purpose of collecting research data (Roulston, 2014; Mason, 2002). Schostak (2006) defines an interview as an extendable conversation between participants and the researcher with the aim of having in-depth information about a certain topic or subject matter and through which a phenomenon could be interpreted in terms of the meaning the interviewees bring to it. Alshenqeeti (2014) stated that there are four types of interviews commonly employed in social sciences.

These include; the structured interview, the unstructured interview, the semi-structured interview and the focus group interview. However, this study used the semi-structured interviews to collect data because such interviews allowed the researcher to determine in advance the exact wording and sequence of questions to be asked (Cohen, Manion & Morrison, 2007). This method saves time and allowed the researcher to explore, probe and clarify answers (Maree, 2007). Therefore, twenty one officers from the four police stations were interviewed individually after work hours at their station at their convenient times with the purpose of gaining an in-depth understanding of the officers' experiences with the factors that trigger sexual harassment in the work places. The researcher arranged the interviews with each individual participant in advance while permission to use the venues was sought from the officer in-charge stations.

All officers had to give consent to participate in the study by signing the consent forms. Each officer was interviewed once and for about ten to fifteen minutes. The data collection through interviews were also audio-recorded for accurate transcriptions of verbal interactions with the permission from the participants and transcribed verbatim. The interviews were carried out using an interview guide to ask the participants the following core interview questions as informed by the three major conceptual constructs underpinning the study. The interviews were followed by observations of the officers in their respective police stations where they are always performing their duties.

3.7.2 Observations

As defined by Kumar (2011) observation is a purposeful, systematic and selective way of watching and listening to an interaction or phenomenon as it take place. Ndengu (2012) also defined observations as the art of immersing oneself in a research setting so that one can experience and observe at first hand a number of issues in that setting. Observations was very important as part of data collection for this study because it served to describe the settings, in this case the police stations and to provide a social context for what police officers say and do during contact time with their colleagues as they work. Each station was observed once for at least thirty minutes using observation protocol. The observation protocol guided the researcher to determine what should be observed.

Furthermore, the researcher played the role of non-participant observer where the researcher was only taking notes without interfering with the activities included as part of the observations. Non- participant observation assisted to minimize the presence of the researcher at the police stations. This helped to ensure that the activities carried out at the stations are as 'normal' as possible, hence observation will help the researcher to find out first-hand information on the factors that trigger sexual harassment acts of women in the workplace (Liu & Maitlis, 2010).

3.7.3 Questionnaire

Crawford (2000) defines a questionnaire as a research instrument that consist of a set of questions or other types of items that aims to gather information from a respondent about their attitudes, experiences or opinions A research questionnaire is typically a mixture of close-ended question and open-ended questions.

The data collected from a questionnaire can be both qualitative and quantitative (Bhandari, 2006). This study utilized the exploratory characteristic of a questionnaire to collect qualitative data. In this case, there was no restrictions on

the questions that were in the questionnaire. Therefore, open-ended questions were applied to give more insight and allow the respondents to explain their views on workplace harassment.

3.8 Tools for Data Analysis

Data analysis is central to credible qualitative research. Creswell (2014), states that data analysis is a process of analyzing and interpreting data to make meaning of it. According to Ndegu (2012) data analysis is about making sense of the data collected. Data for this study was analysed in two folds; the researcher used qualitative and quantitative analysis.

3.8.1 Qualitative Data

Qualitative data analysis is basically interpretivist whose purpose is to provide a thick description which involves going through description of the characteristics, processes, transactions and content that constitute a phenomenon being studied (Terre-Blanche, Durrheim & Painter, 2006). There are different types of qualitative data analysis but this study used content analysis because it offers a clear and usable framework for analyzing the contents of interviews or observational notes (Holloway I. &., Qualitative Research in Nursing, 2002). The data was analyzed using thematic content analysis which employs four steps.

The first step is to identify the main themes. This step was employed in the descriptive responses from the participants in order to understand the meaning they communicated. The second step was to assign codes to the main themes by using keywords. The third step was to clarify responses from the participants under the main themes. After identifying the themes, this step there was need to scrutinize through the transcripts of all the interviews in order to classify responses from the participants. The fourth step was to integrate themes and responses into the text of the report (Kumar, 2011). The content analysis method was used to obtain the relevant data through, participant observation and semi-structured interviews and from the questionnaires. This helped the researcher to relate the themes found during thematic content analysis with the conceptual framework.

3.8.2 Quantitative Data

Quantitative data for this research was collected through a semi structured questionnaire and presented in form of tables. However, the questionnaire also contained a section where qualitative data was collected. This method was used to determine how the officers perceived the concept of sexual harassment, what they think are the causes of

sexual harassment and outline the forms of sexual harassment they know. This method was also used to explore how prevalent do sexual harassment acts happen in the MPS and assess the key policy documents for addressing sexual harassment.

3.9 Trustworthiness/Credibility of the study

Trustworthiness is paramount in qualitative and quantitative research. With trustworthiness the researcher looks for the accuracy of the findings by employing certain procedures as alluded to by (Creswell, 2014). In quantitative and qualitative studies trustworthiness is referred to as validity and reliability of the research instruments.

3.9.1 Validity

Validity refers to the accuracy of a measure. Thus whether the results really do represent what they are supposed to measure.

3.9.2 Reliability

Reliability is a measure of the degree to which a research instrument yields consistent results or data after repeated trials while validity has to do with the degree to which results obtained from the analysis of the data represent the phenomenon being studied (Cooper & Schindler, 2011). Reliability is defined as the confidence that can be placed in the truth of the research findings as suggested by (Holloway & Wheeler, 2002; Macnee & McCabe, 2008).Reliability establishes whether or not the research findings represent, believable information drawn from the participants original data and is a correct interpretation of the participants original views (Graneheim & Lundman, 2004).This study used triangulation and pre-testing the data instruments to ensure trustworthiness or credibility.

3.9.2.1 Triangulation

Triangulation involves the use of multiple and different methods, investigators, sources and theories to obtain corroborating evidence (Onwuegbuzie & Leech, 2007). Triangulation helps the investigator to reduce bias and it cross examines the integrity of participant responses. Data triangulation was achieved in this study by using different sources of data instruments such as questionnaire analysis, interviews and observation, to enhance the quality of the data from different sources. In addition, triangulation was achieved when the researcher had to verify what the participants said during interviews and what they did during station observation.

3.9.2.2 Pre-testing the Data Instruments

Hilton (2015) noted that pre-testing is a method of checking that questions were clear and well understood by intended participants to provide relevant expected responses. Krishnaswami and Ranganatham (2010) state that the purpose of pre-testing is to test whether or not the instruments would obtain the responses required to achieve the research objectives, to test whether or not the content of the instruments is relevant and adequate, to test whether or not the wording of questions is clear and suited to the understanding of the respondents, to test the other qualitative aspects of the instrument such as question structure, and to develop appropriate procedures for administering the instrument with reference to field conditions. Therefore, pre-testing improves the quality of data significantly (Babbie, 2004; Rubin & Babbie, 2008). In this study, pre-testing data instruments was done in one of the police stations which is under South-West Region as well. The researcher did content analysis, interviewed the trained police officers and observed the officers in their respective police stations. This assisted the researcher to establish the time frame for the interviews, ensured clarity of questions in the interview guide and questionnaire by removing items which did not yield useful data and established the trustworthiness of the instruments.

3.10 Ethical Considerations

Ethical considerations are norms and principles which are supposed to be followed in order to guarantee that all human subjects are choosing to participate of their own free will and they have been fully informed regarding the procedures of the research project any potential risk both in physical and psychological (Marshal and Rossman, 2011). With this research, the researcher obtained informed consent by informing the participants about what she is going to do and the purpose of the research.

This information was given to them through an informed consent form written on official letter pad. Furthermore, the respondents were asked for their voluntary participation and cooperation to the research. And finally, bearing in mind the participants' right of privacy, the participants were given an assurance that their information will not be made available to anyone who is not directly connected with the study and that their identity will remain anonymous throughout the study.

3.11 Limitations of the study

As noted by Cohen et al. (2006), every research has its own inevitable limitations. In the case of this study, it was limited to one policing region and one police station which is Blantyre Police Station under South West Regional Police Headquarters (i.e. SWRH), and its police post, sub-stations and units located in the southern part of Malawi which is not a full representation of the entire Malawi Police Service and therefore, the findings of this study are not generalized.

CHAPTER FOUR:

PRESENTATION OF THE FINDINDS

4.0 Introduction

The purpose of this chapter is to present and interpret the study findings. The *presentation* and *discussion* of *qualitative data* are often *combined as suggested by* (Cohen, Manion & Morrison, 2011). This is so because qualitative data is usually expressed in words, and this results into a large quantity of written material through which one must guide the reader. Therefore, structure of combining presentation and discussion of qualitative data is very important as it makes the reader to grasp the content very easily.

The data presented here is in the form of responses constructed from questionnaire analysis, observation and interviews during the research. This chapter therefore presents the findings of the study whose main aim was to find the factors that trigger sexual harassment acts of female police officers;

4.1 General Demographic data of respondents

From the data collected from the officers, 32 were females representing 53% and 28 were males representing 47%. The findings suggested that more females belong to the administration and HR department.

Table 4.1.1: demographic data of respondents

Sex of respondents	Frequency	Percentage
Female	32	53%
Male	28	47%
Total	60	100%

4.2 Age profiles of respondents

To determine the profile of respondents, the researcher analyzed their ages. The findings from analysis were recorded as shown in table below;

Table 4.2.1: Age profiles of respondents

Response Age	Frequency	Percentage
20-30	23	38%
30-40	20	33%
40-45	8	13%
45-60	9	15%
Total	60	100

Finding from the questionnaires shows that 38 % equivalent to 23 respondents who are 20-30 year s and 30-40 years of age was a likely group that can be exposed to this form of sexual harassment. The rationale behind be that most of people at this age are job mongers or promotion seekers or looking for luxurious life which to the great extent contributes to this kinds of harassments. Moreover according to the findings many workers above 41 years of age were the least group that have minimal chance to be exposed to these kinds of harassments with only 13% and 15% equivalent to 8 and 9 respondents.

4.3 Training and Support from Malawi Police Service (MPS)

The officers when asked their opinion on workplace sexual harassment trainings, below is what they responded.

Table 4.3: Training and support on workplace sexual harassment by MPS

Responses	Frequency	Percentage
Yes	1	2%
No	59	98%

98% (59) the participants except one revealed that they never received trainings on sexual harassment organized

specially by the Malawi Police as a whole to help them handle and deal with sexual harassment matters. However,

Officer C1 said that the training and support that they received most was from the NGO's in the form of workshops.

> *'Trainings provided by MPS are through the NGOs and other Law firms like WLA and Human Rights Commission who ask for permission to talk to officers and school them on sexual harassment matters.. With these trainings officers are trained on victim centered matter handling and also the methods they can employ to assist victims without hurting or making them feel embarrassed. So far that's the most important support that we receive. But the trainings does not involve all officers',* added **Officer C2 and Officer C3.**

4.4 Training and Support on Sexual Harassment matters from Outside Agents (NGOs)

Table 4.4.1: Training and support on workplace harassment by outside agents

Responses	Frequency	Percentage
Yes	3	5%
No	57	95%

During the interviews three officers revealed that they have ever attended workshops where they trained on sexual

harassment matters by external agents, by indicating the following

'Yes, we received training and workshops on sexual assault that was conducted by the Center for Human Rights Education, Advice and Assistance (CHREAA), Gender Equality personnel's and Women Lawyers Association but it was because of the branch we belong to which Community is Policing.

Although three officers indicated that they attended workshops by the (CHREAA) and Women Lawyers Association

(WLA), six officers also indicated that they did not attend any training but were trained by their fellow officers who

attended the orientation by the (CHREAA) and Women Lawyers Association as it was said by **Officer D3**:

'Of course there were training activities but it was for the selected few not all of us. I was trained by fellow officer who attended the training that was organized by the (CHREAA).'

Despite the situation that six police officers were trained by fellow officers at their respective stations or rather offices, the respondents did not value training offered by colleagues. The officers believed that there is need to be trained only by the responsible personnel like those from Women Lawyers Association (WLA) and (CHREAA) officials because of the fear that information may be inaccurate as evidenced by **Officer D1** and **D2** who alluded to the following:

> *'We were trained for one day and the training covered a lot of things and it was not easy for us to grasp everything we were taught in a short period of time. Furthermore, some officers were not trained at all and others were trained by their colleagues in their respective offices. So the problem of being trained by colleagues is that, it leads to information being inexact. This is so because you find that some of the officers did not get the full information yet we have to learn from them.'*

Officer C3 who attended the workshop organized by the (CHREAA) said that although she attended the workshop and that she was expected to train other officers shared a similar sentiment by saying that, it was very challenging to transfer the information from the short training workshop to their colleagues. As evidenced in the following:

> **'***I also saw that the training was selective in as much as we say I was there may be because I was the head of department/branch but other officers who could benefit and are in the community policing and victim support unit section were not present. So to transfer information to them I would say it was also a challenge and it led to information being inaccurate.***'** **Officer C4** added.

To find out whether the training was beneficial to the officers who attended the training workshop on sexual harassment, all officers indicated that the training was beneficial to them as participants especially the ones who work in the community policing, victim support and those who deal with child protection issues in the prosecution branch.

Officer A1 thus indicated the following:

> *'One of the underlining strength was that, we were taught on how to handle victims of sexual harassment more especially in general terms. The sexual harassment training workshop emphasized on the effects of harassment on the victim .So in human race it's just general.'*

Officer C5 also supported the comment of **Officer A1,** said by saying that:

> *'The strength of the training was that it included topics that we police officers handle from time to time. In other words, the mentors were saying that our line of duty should incorporate techniques on how to deal with sexual harassment victims in the right ways. I could say that one of the positive things about the training was examples of ways or methods that can help the victims to heal from their experiences of sexual assault.*

However, all the respondents alluded to the fact that the training that was organized by both the (CHREAA) and Women Lawyers Association (WLA) were not adequate for the officers to implement the good and effective ways of dealing with sexual harassment in workplaces. They viewed the duration of the training as too short because the orientation conducted by the (CHREAA) and Women Lawyers Association (WLA) only lasted for a day. This clearly showed that the workshop was too short to cover every aspect of the training workshop that the officers needed to learn and know.

The narratives below were a sign of the fact that although the respondents received training prior to implementation it was not enough.

> *'The weakness was that the period was not enough to exhaust some of the challenging issues that arise from sexual harassment because the training lasted for a day'.* **Officer A2** *indicated*

> *'We did not have enough time for the training it was only one day'.* **Officer D5** *also said*

> *'It was not healthy to take in a lot of information in one day so it was tough'.* **Officer B2** *and* **B3** *said.*

When the participants were also asked if they had attended any other training apart from the initial trainings organized by the Women Lawyers Association (WLA) and (CHREAA), five of the officers said that it was the only training that they have ever attended on matters of sexual harassment. Two officers said they have attended other trainings by virtue of being in community policing branch where they have a chance of attending different seminars while one officer from prosecutions branch alluded that he also had a chance to attend such a seminar through his branch. This clearly showed that not many officers are exposed to attend seminars concerning workplace harassment.

Below is what some other officers had to say;

> *'No, we have never had any general in-service training on workplace harassment'.* **Officer D4** *said*
> *'The training I attended was by (CHREAA) that was the only training'.* **Officer A3** *said*
> *'No any other training I had attended apart from the initial training by Women Lawyers Association'.* **Officer B1** *and* **B5** *said*

When participants were interviewed to find out if the training prepared officers to handle sexual harassment subject effectively; **Officer A5** gave vague responses about the effectiveness of the training. They seemed not satisfied with the training.

> *'not necessarily, only on the part of knowing what constitutes sexual harassment was very effective but not on the part of dealing with the victims because there are some challenging circumstance's which most officers don't know about workplace harassment since officers did not cover such topics at the college, schools and even when attending the initial training course for police officers'.* **Officer C5** *indicated*

'Of course yes, but to the other extent they didn't go deep into the content issues of harassment themselves'. **Officer A4** indicated

4. 5 Police officers knowledge about sexual harassment in the workplace

Table 4.5.1: Knowledge on workplace sexual harassment

| Responses	Frequency	Percentage
Yes	28	47%
Don't know	17	28%
Neutral	15	25%

47% of the officers interviewed expressed that they had some limited knowledge about sexual harassment. 28% said they don't know and 25% were on neutral basis. In this study this means that inadequate support in terms of workplace harassment was another aspect that the Officers mentioned as having hindered their capacity to table sexual harassment matters at the office or deal with victims of such properly and effectively. All the participants alluded to the fact that sexual harassment matters are often times not discussed and not sufficiently taught to us as officers as

Officer B4 explained as below:

> *'The major problem is the issue of exposure to trainings on sexual harassment seminars. We are not sent to attend important training pertaining to workplace harassment. I was once handling a rape case and was not able to deal with the victim emotions properly. I felt she needed counselling because she did not seem okay. So the major problem I see is that of insufficient trainings for officers on harassment matters. So it makes it very difficult to console someone who has been raped or abused sexually because it means I have to be very resourceful to come up with relevant ways to convince them that such matters happen and this is so challenging. If we are to be receiving good and enough trainings I would be able to deal with such cases with less difficulties and many cases of harassment could be prosecuted.*

Table 4.5.1. Examples of Completed cases of sexual abuse, Source: Nation Newspapers
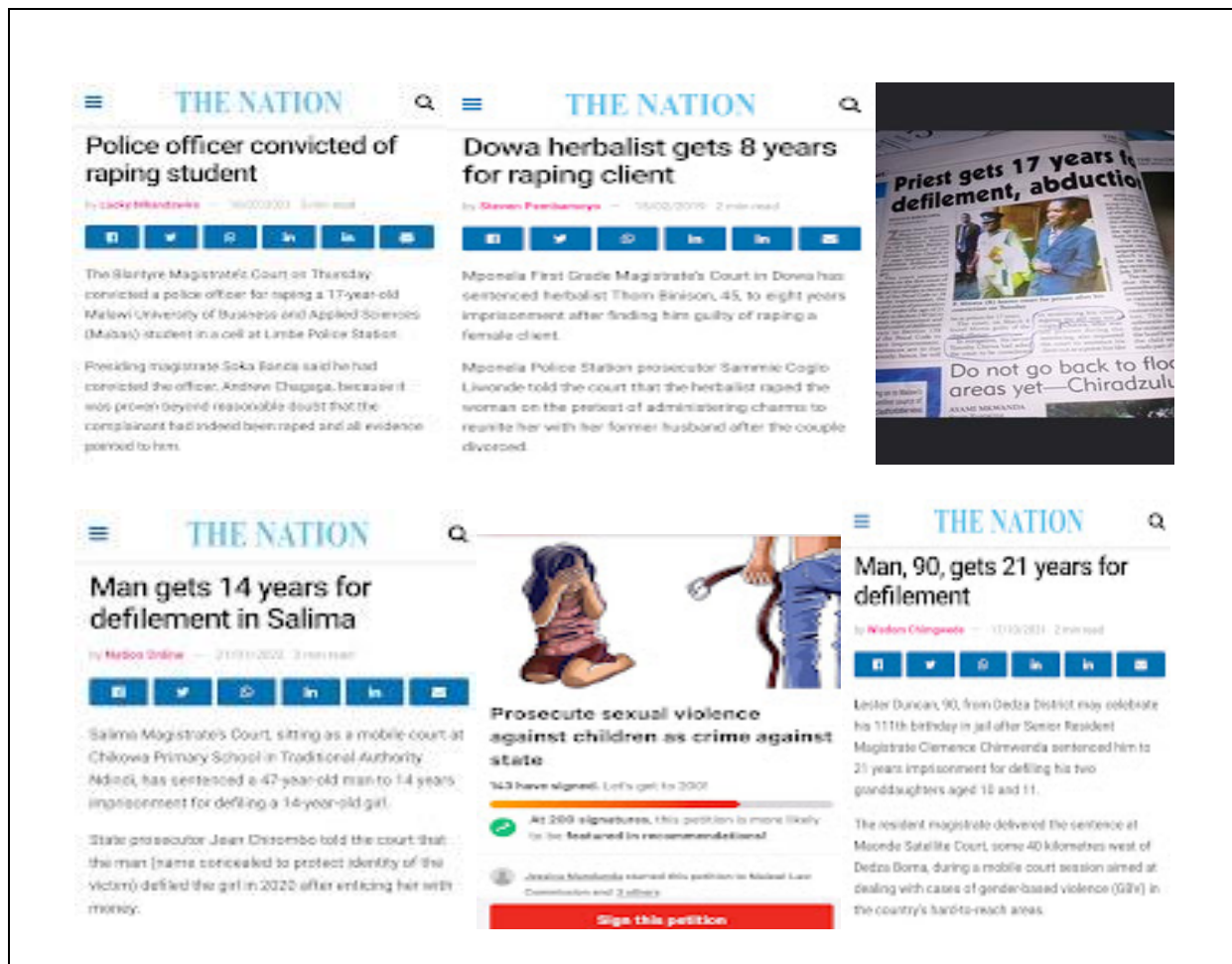
Additionally, lack of trainings on sexual harassment matters was also evidenced when the researcher did questionnaire analysis and environment observation that all the police stations visited had challenges of trainings on issues of sexual harassment. For example, it was discovered that Police Station A had only one officer who attended a training on harassment. This indicated that there was really acute shortage of seminars and trainings on sexual harassment. Furthermore, all participants said that they have not seen any supplementary instructional materials such as document and guides on sexual harassment matters in their police stations.

This consequently affected officers' effectiveness in handling or dealing with sexual harassment issues and this results into lower production and few cases of sexual abused being handled.

4.6 To explore the various acts or forms of sexual harassment that are commonly committed in the workplace.

The research question of what area the various forms of sexual harassment that are commonly being committed in the workplace stirred a lot of responses. The key findings on this research sub- question included issues of learning the sexual harassment forms and ways or methods of dealing with such acts. The most common form of harassment that was Hostile work environment, obscene/offensive gestures, verbal abuse including jokes referring to sexual acts or orientation representing 33% of 20 officers that responded, and it was seconded 28% of 17 officers in which they expressed that they have faced such kind of harassment by Manager- employee sexual harassment, female victims of sexual harassment and same sex sexual harassment.

Table 4.6.1: Various forms/types of sexual harassment at work stated by the officers

Police Station	Officer	Frequency	Percentage	Forms of Sexual Harassment
A	A1-A5	12	20%	Employee-employee harassment, gender discrimination, physical harassment.
B	B1-B5	20	33%	Hostile work environment, obscene/offensive gestures, verbal abuse including jokes referring to acts or orientation of sexual harassment.
C	C1-C5	11	18%	Unwelcome touching, facial or grabbing harassment at work and request for sexual favors such as employment sexual conditions.
D	D1-D5	17	28%	Manager-employee sexual harassment, female victim's sexual harassment, same sex sexual harassment and coercion.
Total			100	

As shown in the table 4.2 above, the study has revealed that officers were aware of the term sexual harassment and were able to outline the forms or types of sexual harassment according to their own understanding as evidenced in the response below:

> *'These are unwelcome sexual advances, request for sexual favors and other verbal or physical harassment sexually in nature in the learning or working environment'*. **Officer A6**

However, conversations with officers on exploring the various types/forms of sexual harassment they know and their effects, many participants indicated similar responses like in the table 4.1 above expressed below:

> *'I mainly know physical harassment, verbal harassment and psychological violence'. Women are too open and friendly hence they can be hurt easily because they trust too much* **Officer B7**

> *'I will go for unwelcome touching, facial or grabbing harassment at work and request for sexual favors for example employment on sexual conditions'. These acts makes females feel stupid and less important* **Officer D6**

> *'In my case I choose to mention employee-employee harassment, gender discrimination, physical harassment'. Once a female is abused, she may start looking down on herself and lose trust* **Officer B10**

> *'I use explanation, hostile work environment, obscene/offensive gestures, verbal abuse including jokes referring to sexual acts or orientation. '*.**Officer D8**

The effects of sexual harassment or violence are numerous. For example, women who have been sexually abused may suffer sexual reproductive health consequences such as unwanted pregnancies, unsafe abortions, STIs including HIV, trauma and sometimes even death. The impacts are also grouped in three, health, physical and economic. Emotional damage: anger, fear, resentment, self-hate, hopelessness, suicidal thoughts, shame. Mental illness, depression, sleeping disorder, failing to function. Sexual harassment violates women's integrity and leaves them emotionally injured.

There are also high reports of injury when the acts involve physical pressure and mostly these acts leads to increase in the transmission of HIV. Most women who reported to have been sexually abused report to have performance problems at work (Bisika et.al 2009).

4.7 Officers Approaches to Workplace Harassment

All the officers interviewed shared same understanding of the forms of sexual harassment as shown in table 4.1 and indicated that workplace sexual harassment depends and lies in the eyes of the beholder. But, what ones person perceives as an act of abuse may not be taken as such by another. When interviewed about their attitude towards sexual harassment forms the participants said the following:

'In determining what sexual harassment is it's not an easy job. It really requires scrutinizing the behavior which is being perceived as an abuse and one needs to be calm to tell the deed. At the beginning of our training it could be better if we were taught a course on sexual abuse. Then after training it would be easy for us to tell what really constitute immoral or sexual abuse. **Officer D5**

Many acts of sexual harassment involve unwanted verbal communication, non-verbal communication, physical contact and sexual abuse or assault. If officers were to be taught many items on sexual harassment in the workplace which the employees can perpetrate for the employer and can be held liable for which are the Quid pro quo sexual harassment which refers to "a favor for a favor" in the employment context and it involves a superior offering an employment opportunity on the condition that the subordinate employee consents to sexual advances and Sexual Harassment that creates a hostile work environment which means instances of harassment makes an employee uncomfortable returning to work each day. This could help officers in planning their work in line with the strategies on how well to handle victims of sexual harassment and this can really help to come up with good direction on how to deal with sexual harassment matters with expertise. In addition, knowing what is comprised of sexual harassment would assist officers to achieve prescribed courses of action when they face a situation of workplace harassment and deal with it accordingly.

When the researcher did setting (environment) investigation to check how the officers interacted in their workplace, it was found out that all officers in the police stations understudy were very flexible to chat and interact with one another whether male to male or female to female and male to female interaction. This clearly showed that there is socialization of the officers as they really are able to communicate with one another in a flexible manner since they work together on daily basis. Officers understood the importance of an approachable relationship in the workplace and display of a good demeanor.

Probing further to find out what they did when they faced problems when it comes to their gender; two female participants indicated the following:

'When we have problems in terms of our gender we involve other officers who are our seniors so we get to be told what to follow in a disciplined way. We try to help each other by consulting other junior officers so that we can assist one another in staying strong and standing up for ourselves when we are being abused verbally'. **Officer B1**

'Of course sometimes we can be spoken to in an unpleasant manner for instance one male officer said to my friend (koma uli ndi thako labwino ofunika kukulawa) which means'hey you have big buttocks, I could feel good if I can taste you'. In cases like these we report the issues to our immediate senior but where the situation is beyond our capacity we involve the Victim Support Unit personnel.

. Despite being police officers we also face situations which we need the intervention of others in order to highlight the best way to handle our problems when it comes to sexual abuse.' **Officer D2**

However, fifteen (15) officers that participated in the study were not able to state their views clearly when the researcher requested them to describe the circumstances that surrounds sexual harassment in the workplace. Out of the sixty (60) officers in the study, only twenty five (25) officers gave the researcher their views on sexual harassment in the workplace in a flexible and open manner.

This prompted the researcher to probe more on the reasons the officers did not specifically want to express their interest on the sexual harassment topic. Some of the respondents gave the following remarks:

> *'In my case I don't manage to talk about issues of sexual harassment because once such scenarios are reported makes one feel embarrassed. I have heard more than three (3) fellow officers who complained that some senior boss was proposing them even though the boss knew they were married women. So I find it very inappropriate to ask what their responses to such proposals were.'* **Officer A1**

> *'As for me I don't like it when male officers use certain words such as 'she's a piece of meat' (which is literally translated in Chichewa as "ameneuja ndi ndiwo ya bho") which means something to do with sexual acts and I don't like being forced to do things against my wish. For me No means No'.* **Officer C1**

When asked to indicate the hiccups they face at their stations about five (5) female officers in the study alluded to the fact that they have experienced some acts of sexual abuse to some extent but they took it informally because they didn't really know what constitutes sexual abuse. The interview responses and the information in the pre- environment observation analysis table showed that the stations did not have sexual harassment documents to assist officers in course of their work. The findings tallies with the idea that harassement at workplace has for so long been associated with environment of the organization as its causes and prevalence can be understood with an extensive examination of workplace setting (Hunt C., et al., 2007).

Cleveland & Kurst, (1993) organizational theory propose that one of the central concepts that helps to explain sexual harassment is power. This theory proposes that sexual harassment results from the opportunities presented by power and authority relations which derive from hierarchical structures of organizations. Furthermore, MacKinnon (1979) alludes that there are many disadvantages associated with sexual harassment in the workplace. For example, he maintained that women's inferior position in the workplace and society in general, is not only a consequence, but also a cause of sexual harassment. For him, gender and sexuality are similarly identified as systems of power and domination, with adult men wielding or manipulating sexual power to assert and maintain dominance over women.

Therefore, men and women are likely to experience and perceive sexually harassing behaviors differently because of gender inequality and culturally prescribed expressions of sexuality. Hence, it is very important and useful for officers to know what encompasses sexual abuse and what materials can be used before reporting, handling or dealing with such issues. Knowing what sexual harassment is acts like a blue-print or key that gives direction for the officers to achieve prescribed courses of actions, defined goals and objectives when it comes to matters of sexual abuse in the workplace.

4.8 Involvement in sexual harassment acts and how to respond to such acts at workplaces

Furthermore, the participants' statements were different when it came to issues of being involved in any situation that made them feel that they are being sexually abused at the workplace evidenced in below:

> *'I mainly was told some words in vernacular language and I felt the speaker was trying to get my attention in a sexual or romantic way, but I ignored the matter '.* **Officer C6**

> *'I was told I will be promoted if I follow what the senior boss wanted, "I will make you rise above your friends if you and I understands each other better'.* **Officer D7, Officer C8 and Officer D11**

> *'In my case I have not experienced any acts of sexual harassment at the office, but I hear stories from my friends that they were approached by the seniors to have sexual affairs with them in return of favors at the office'.* **Officer B9 and Officer D12.**

> *'I was once promised a fair treatment and a luxurious life and working environment if I consent to the sexual advances of the boss', said* **Officer B6 and Officer C7**

> *'I once was exposed to obscene and offensive gestures, including jokes to coax me to sexual acts or orientation, but I refused and I was transferred' alluded* **Officer B8**

4.9 How often do sexual harassment acts happen in the MPS and what are the causes of sexual harassment in the workplace

'In the Malawi Police Service, stories of sexual abuse do happen but not quite often, but I feel like power imbalance can cause sexual harassment, for instance the poor and uneducated workers are oppressed by those who are qualified hence they may indeed fall into the trap of the oppressor by looking for sexual favors in exchange for better working conditions' indicated **Officer D9**

'Yes it happens so many times it can be because of improper dressing by the female officers such us dressing to attract the male workers which can arouse their sexual desires hence the need to sexually harass the female counterparts', said **Officer D12 and Officer C9**

'For me I take socialization, gender roles and values influences sexual harassment conduct in the working environment, alluded officer', too much socialization may lead to proximity of the male and female officers hence they may start being attracted to each other and this may result into sexual abuse if the consent from the other party is not sought' **C10 and Officer C12**

I would say that poor working conditions, lack of confidence shown by the female officers and oppression may result into sexual abuse in the workplace. Some officers may cause their own sexual harassment in the name of searching for greener pastures and once the male officers see this loop hole they may use it at a bait to abuse the females who look down on themselves' **Officer C11 and officer D10**

However, seven participants seemed not to be able to differentiate sexual favors from acts of kindness in the workplace. They all said that, sometimes the male officers means well, for example, buying us food during lunch time or offering us a drink at tea break cannot be linked to as sexual favors acts. But the question to be probed is, how often will the male officer buy food items for the females during lunch time without asking for a favor or anything in return

4.10 Conduct of male and female officers in the workplace and if the officers have ever witnessed any female officer being a harassment vessel

'No, I have never witnessed any female officer being a vessel of harassment at our police station', said **Officer D13**

'No I have never been involved in any situation that made feel like I am being sexually coaxed, but if it will ever happen I will be geared to report the issue to the authorities for help,' pointed out **Officer D20 and Officer C14**

'Male and female officers at our police station do not at all times treat each other with respect, due to stigmatization and discrimination women often fall victim of verbal and physical abuse. In this case, the male officers may speak ill of the female officers,' **Officer C13**

'At our police station I have not once experienced sexual harassment and officers both male and female have good demeanor and they talk to each other politely and respect one another,' **Officer D23**

'Yes I have witnessed a female officer being sexually abused. This was so due to the behavior or conduct of the female officer herself. She was being shown a phonographic video which the male officer kept in his phone. When female officers fail to respect themselves then, the male officers cannot treat them with respect hence it's easy for the male to take advantage of the female', **Officer C18 and Officer C 21** pointed out.

4.11 Actions that can be taken into encounter with acts of sexual abuse/ harassment and Policies put in place by Malawi Police Service to curb Sexual Harassment

'I would refer a person who has been sexually harassed to Victim Support Unit where she/he can receive guidance from trained police personnel', **Officer D14**

'I can call the person sit down with him/her and talk about the issue in a caring manner and then offer to give the person some counselling to the victim if she/he can allow it and then report the matter to the authorities for more help', **Officer C 20**

'In my case, if I come into encounter with victims of sexual harassment I would encourage them to speak out against the harasser and report the issue so that it should go to court for the offender to receive a required punishment', **Officer C16 and D19**

'I can refer the person to go and meet a psychologist so at to help the victim not to be affected for a long period of time because these scenarios may cause damage to a person if not handled with care therefore, victims of sexual harassment needs to be handled with care and respect', **Officer C17 and D15**

The Malawi Police Service introduced Women Network platform where female police officers discuss, sensitize and help one another handle such issues together with Victim support unit which is also a department of the MPS, **' Officer C19 and Officer D21**

'When I am speaking now, I heard Malawi Police Service has introduced a Sexual harassment policy but it is yet to be disseminated to different police stations for the consumption of the officers'. **Officer D18**

'For us at the court as prosecutors we can be assisted a lot if the Malawi Police Service can introduce a policy on sexual harassment,' added **Officer D22 and Officer D16**

'In times where there is a sexual harassment case to be handled, there can be need to improvise by borrowing sexual policies of other organizations and borrow a leaf on what that policy says so that a victim can be assisted,' said **Officer D17**

The sentiments by the participants showed that sexual harassment can cause a victim to experience everything from depression, anxiety to shame, guilt and self-blame. This kind of feeling may get worse with time if the victim does not receive proper care and guidance in time and may therefore be more exposed to such acts. These sentiments concur with Mahlangu (2001) that if one has experienced sexual harassment at work there are a number of things to be done in order to heal from the experience but it takes a lot of work. This is so because sexual harassment denies co-workers the mutual respect needed for a healthy workplace. If one is a victim of sexual harassment he/she may feel violated or intimidated. They may also be afraid to speak out because of how it might affect their job or career hence making them more vulnerable.

Furthermore, one may not be sure if they are being sexually harassed by another employee at work as it depends on how that person's action's make you feel. Such that questions like; do their actions make you feel uncomfortable'? may arise. Ask yourself the following important questions:

- Does my co-worker ask me about my sex life?

- Is a co-worker making sexual jokes? Does this person talk about sexual situations when he or she is with me only?

- Does my co-worker have photos, videos or other things in his or her workplace that might be viewed as sexually offensive?

- Does my co-worker invade my personal space? For example, does he/she stands too close to me or touch me anyhow or unnecessarily?

- Does my co-worker force his/her attentions on me? For instance does he/she keep asking me to go on a date?

If your answer in many of these questions is YES then you may be experiencing sexual harassment at work. These questions allies with the idea of investigating workplace sexual harassment which is to bring change by finding out sex based behaviors that are perceived as unwelcome and offensive to the recipient which are both men and women but the women being the major victims of sexual harassment in the workplace argues (Bergman, 2008). It has to come to light that sexual harassment is a fact of life for far too many women across the economy. Nowadays it is a critical moment to advance key policy initiatives to better protect workers, promote accountability and prevent harassment. The study revealed that many human resource professionals believe that they have a clear picture of what is happening in their organization but it is the opposite. Much of the sexual harassment that employees experience or observe goes unreported. In addition, employees may most of the times be unaware of their organization's sexual harassment policy even though some organizations have policies in place while others don't have any policy in place (Forbes, 2019). Therefore, with increased attention on sexual harassment in the workplace, there is need for organizations to begin to reassess and revise their sexual harassment policies as well as develop their harassment policies if they don't have any (Resource, 2018). This solution agrees to the study conducted in Italy by (Malan Acquadro, 2018) who alludes that, direct experiences of sexual harassment in the workplace can be very disabling for both the individual and the organization. He further added that bullying can be threaten physical psychological and occupational well-being and women are more likely to suffer the emotional and psychological consequences of the experiences of sexual harassment. But with proper help and care females were able to express more positive emotions than men and this enables the women to manage their anxiety which was triggered as a response to sexual harassment in the workplace. In consonance with this, (Singla, 2013) alludes that in India, women were sexually harassed long before there was a term for it. Since industrialization, women working in factories and offices have had to endure sexual comments and demands by bosses and co-workers as a price for economic survival. Hence in the absence of a civil and penal laws

in India for providing adequately and specific protection to women from sexual harassment in the workplaces, in 1997 the Supreme Court passed a landmark judgment in Vishaka State of Rajasthan, laying guidelines to be followed by establishments in dealing with complaints about sexual harassment. He adds that a safe workplace is a woman's legal right and that any acts of sexual harassment to a woman in the workplace is not only the violation of her constitutional right but also violation of her human rights as this creates an insecure work environment which discourages women's participation in work thereby adversely affecting their economic empowerment and the goal of inclusive growth. The study also agrees with (Hunt Cariane, 2007), who points that allegations or complaints of sexual harassment in a professional environment should no longer be overlooked or lay off lightly. Employers should take a proactive gesture in promoting awareness and handling cases regarding sexual harassment amounts in the workplace.

Hunt C., et al., (2007), through the Organizational theory adds that harassement at workplace has been associated with environment of the organization as its causes and prevalence can be understood with an extensive examination of workplace environment. They further endorse that organizational culture is key to understanding how and why sexual harassment occurs in some organizations and not in others. (Dekker, I., and Barling, J.,1998) have also discussed that adequate organizational perspectives can assist in coping with sexual harassment issues from reduction to prevention. This theory proposes that sexual harassment results from the opportunities presented by power and authority relations which derive from hierarchical structures of organizations (Gruber, 1992). The structural and environmental conditions found at the workplace provide opportunities for harassment or implicitly encourage harassment on the basis of workplace norms, gender bias, and imbedded power relations between men and women. Men have traditionally held the organizational power inherent in management and supervisory positions, whereas women are likely to be employed in subordinate positions. Since work organizations are characterized by vertical or upright stratification, individuals can use their power and position to extort sexual gratification from their subordinates, thus relating sexual harassment to aspects of structure of the workplace that provide asymmetrical or irregular relations between supervisors and subordinates. Therefore, this perspective emphasizes that the structure of organizational hierarchy invests power in certain individuals over others that can lead to abuse. Thus, sexual harassment is all about expression of male power over women that sustain patriarchal relations.

The study also found out that, in addressing the serious problem of sexual harassment in the workplace, attention must be focused not only to the direct victims but also those who witness it because they themselves may develop forms of discomfort and because sexual harassment contributes to creating a negative climate for the individual and for the organization itself. If nothing is done to either preventively or curb the phenomenon there is a risk that harassment will continue in a self-reinforcing cycle. In terms of change and active transformation, it seems crucial to sensitize the widest possible audience of men and women to promote knowledge and awareness of the problems of hostile and benevolent sexism, homophobia, patriarchal views, and gender stereotypes that still exist in our society. Therefore, it is significant and crucial that principles of gender equality and respect for others are taught in all workplaces through appropriate and timely trainings, prevention and monitoring.

4.9. Chapter Summary

The chapter has presented result findings of the Factors that trigger Sexual Harassment Acts of Female Police Officers; An Empirical Study of Blantyre Police Station. This was achieved through oral interviews with relevant authorities, observation of settings which were the police stations and questionnaire analysis. The results show that there are a number of factors that lead to female police officers to be sexually abused such as inferiority complex of the female officers themselves causes male officers to act with power and dominate the women. The results also have revealed that the existing technology is contributing to sexual harassment activities as people use their electronic gadgets to send each other phonographic items which in turn leads them to get loose in their behavior and be vessels of harassment.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

The purpose of this study was to find out the factors that trigger sexual harassment acts of female police officers; an empirical study of Blantyre Police Station using selected police stations under South West Region Police Headquarters in Blantyre District. The study was guided by the following research questions: What are the various forms of sexual harassment that are commonly occurring in the Malawi Police Service, How prevalent are sexual harassment acts happening in the Malawi Police Service to female officers, and what interventions have been embarked on to address sexual harassment in the Malawi Police Service. Therefore, this chapter provides the conclusions, recommendations as well as areas for further studies.

5.1 Discussion of Findings

The term sexual Harassment is defined in the eyes of the beholder because there are several things that constitutes the definition of sexual harassment. Sexual harassment is cancer that affects the service delivery of the affected people or victims (Macho, 2019). It is important to discuss the issues of Sexual Harassment in the Malawi Police Service (MPS) in order to be able to detect all forms of bias, discrimination and other un professional conducts in the workplace, to effectively identify and prosecute sexual harassment cases and also to be able to serve Malawi Police female officers and other clients who can be victims of sexual harassment. It is evident that acts of sexual harassment and sexual harassment is conducted either within the premises of the MPS or outside the Malawi Service premises such as social events, conferences, official business trips, training sessions and even at sponsored events. These acts may be conducted by any member of the public such as the individuals of MPS themselves in the course of employment or at some point when officers are attending official duties outside their workplace. The perception of sexual abuse matters differ among men and women but both men and women can be victims of sexual harassment ((UNICEF), 2020). In an effort to uncover how sexual harassment incident were handled, the officers were asked if they have ever witnessed an incident at their stations and what kind of action they took to address such acts, the respondents reacted differently. For example, the male officers said that they feel comfortable to report such incidents

than the female officers who said such incidents makes one tongue tied. The women officers opted for a no answer and said that, if they are to be more exposed to trainings about sexual harassment, they will be made feel more aware and will be equipped with mechanism of how to report such incidents, since they will have learnt the Malawi Police Service sexual harassment Policy is, what constitutes sexual harassment, and better educated about the equal employment opportunity. The study found out that women really did not feel comfortable to talk about sexual harassment than men. Therefore, Malawi Police service needs to educate its officers on the fundamentals of workplace harassment so that officers should know what action to take in the event that they ever experience unwelcome sexual conduct in the workplace. From the study, men appeared to be very comfortable to talk about sexual harassment matters than women. This alludes to the idea that women are more worried about getting in trouble for reporting sexual harassment acts in the workplace than men who are safer at workplaces. Sometimes women can be more confused as to how they should behave in the workplace. Therefore, the study shows that there is a huge gap in the responses of female and male police officers and between how the two identify and respond to sexual harassment.

Firstly, my research demonstrates that there are many factors that trigger sexual harassment acts of female officers by their male counterparts. Some factors include the following; power imbalance where in stations that are male dominated, lack of tertiary education by the female officers leads them to seducing the senior officers by the female officers by dressing improperly to attract attention, solicit sexual favors such good offices and promotions, perceptions about women to be weak minded and inferior and lack of civic education or trainings on sexual harassment matters. The research illustrates that cases of sexual harassment are on the rise in the Malawi Police Service as well as in the country through other literature reviews. This shows that there is need to conduct anti-sexual harassment trainings for staff and management teams for both public and private institutions. When acts of sexual harassment keep on occurring in the workplaces it results into problems of depression, psychological anxiety, stress, absenteeism, loss of dignity, and low worker morale that creates unfair practices in the employment hence low productivity as stipulated by (Mvula, 1997). Therefore, organizations needs to develop a gender equality, harassment and discrimination policy that will assist workers in workplace to identify sexual harassment behaviors. For example the Tea Association of Malawi (TAML) developed a workplace policy after it faced allegations of sexual harassment in 2021 by the female workers who felt unprotected.

Secondly, the study contributes towards raising awareness and promoting confidential reporting of sexual harassment cases. It encourages women to be proactive in the workplaces so that male counterparts should stop looking down on them. (Kakhogwe, 2000) Suggests that women should make it crystal clear that they are not interested in any abusive acts that in return will make them gain favors from the bosses. In addition the Malawi Police service should take steps to announce to its officers, both male and female and inform them on behaviors that will not be tolerated by MPS and make communications by including undisputable and strong statements that the prevention of sexual harassment is a high priority in the service and that any employee found abusing others will be held uncountable regardless of the position at work. Furthermore, it is equally important that Malawi Police Service should make sure that its officers understand what sexual harassment is all about. This can be achieved through education or trainings of its officers about the more understated forms of sexual harassment that may result into more serious harassment. Thus, officers should understand that sexual harassment isn't only about acts of inappropriate physical contact but that it encompasses a wide range of behaviors and actions that are objectionable and undesirable, including making inappropriate sexual comments and displaying or watching inappropriate contents. Once employees know that these actions are unacceptable it is easier for them to understand how to avoid sexual harassment claims in the future.

Thirdly, the research presents evidence that the Malawi Police Service needs to keep sexual harassment prevention trainings positive and put out their policy on sexual harassment. This means that, Malawi Police service should take a positive approach to display its policies on workplace harassment than letting its employees to respond on insinuations. Employees do not respond well to allegations or outrights statements that they are doing something wrong instead they be made part of assisting in finding remedies to the problems. Using positive messaging that officers want to do the right thing engages them to be part of the solution to sexual harassment in the workplace. This in return will motivate the officers to help promote a respectful culture and can be more effective in shaping a conducive workplace environment (Europe C. o., Council of Europe Portal, 2022).

Lastly, in terms of reporting cases of sexual harassment, female police officers felt that nothing will be done if they report sexual incidences they have come across hence they could not report such scenarios and the officers who commit such incidents continued to do harm and acting inappropriately. It is against this background that this research urges the Malawi Police Service to respond promptly to reports of sexual harassment in the workplace. The MPS

should critically engage in a thorough and objective investigation of such matters. In addition, it should impose meaningful consequences and let the reporter know that they have taken a serious action on the harasser.

The findings of the study therefore, makes an observation that public as well as private institutions are not able to share specific and personal information about the disciplinary action taken. The research shares the view that institutions can communicate generally about these actions and the institutions absolute commitment to holding harassers accountable for incidents of sexual harassment and putting preventive strategies in place.

5.2 Suggestions and Recommendations

The workplace is no place for harassment of any kind. It is critical for the employer to instill a mindset change through strategically targeting the workplace structures, attitudes and inequalities for reduced prevalence of sexual harassment and establish proper policies to identify and prevent harassment in the workplace. On the factors that trigger sexual harassment acts of female police officers by their male counterparts, it was found out that many officer did not know what constitutes sexual harassment acts. This was so because the officers are not often times exposed to the activities that define unlawful harassment despite of them being officers of the law. They also were not effectively prepared to deal with harassment cases that have happen to either a civilian victim of a police officer himself/herself. Participants also alluded to the fact that the initial trainings on sexual harassment organised by the Women Lawyers Association (WLA) and CHREAA was beneficial only on the part of those who attended but lacked information dissemination regarding how the content of sexual abuse should be handled.

The study also found that officers were subjected to hostile and offensive working environments but were unable to report to the authorities because of fear for their jobs and career but also status in the society. Most female participants were finding themselves in situations where they were trying to determine if some conduct that the male officers presented is actually harassing conduct or not but they could not manage and this was a big challenges. For example some acts of kindness may wrongly be interpreted as situations to sexual orientation. Also lack of the understanding of the term sexual harassment and its forms was also a challenge for the officers. For example, supplementary resources such as guides, notes, books and other documents which officers can use as points of reference were not available in all the police stations where this study was conducted.

In a nut shell, the researcher felt that female police officers had a bad experience and were not effectively trained on the sexual harassment matter.

Therefore, it was difficult for them to comment effectively and efficiently on the sexual harassment subject matter because much of the knowledge and reference point resources they needed most were not available. In terms, of handling sexual harassment issues, the officers sometimes did what they felt was right which may not in line with what is expected of them in dealing with sexual abuse cases. Female officers continue to face challenges in the workplace because of lack of important materials that can exonerate them and support them when they report sexual harassment matters to the authorities.

The study suggests that, the Malawi Police Women Network Platform in conjunction with the Community policing and Victim Support Unit in the MPS should introduce a strategy to support women and assist them speak out against sexual harassment without fear. Lastly, this entails that there is a need to come up with a policy that will assist the Malawi Police Service as a whole to prevent or curb sexual harassment in the workplace for ensuring that the future should be free from sexual oppressors.

Based on the conclusions of this study, the researcher made the following recommendation;

- Employers should conduct regular trainings and disseminate information on sexual harassment to all staff and management, for example train all line managers on their role in ensuring that workplace is free from harassment and display anti-sexual harassment posters on notice boards in common work areas.

- Employers should devote sufficient resources to harassment prevention efforts, both to ensure that such efforts are effective and to reinforce the credibility of leadership's commitment to creating a workplace free of harassment.

- Be alert for any possibility of retaliation against an employee who reports harassment and take steps to ensure that such retaliation does not occur.

- The Malawi Police Service should provide the officers with its sexual harassment police and consider introducing in-service periodic training on sexual harassment for the officers.

- Ensure that employees know about and have access to confidential reporting channels through which they can report cases of sexual harassment.

5.3 Areas for Further Research

My study focused on the Factors that trigger sexual harassment acts of Female Police Officers: An Empirical study of Blantyre Police Station. However, further research could go beyond that by:

- Analysing the Success stories of women who have been victims of sexual harassment in the workplace and how they overpowered their fear.

- Conducting an investigative research on the types of workplace Harassment among all uniformed employees in all the three regions of Malawi Police Service, Malawi Defence Force and Malawi Prison.

- Implementation of comprehensive policies and strong legal frameworks on sexual harassment in the workplace.

5.4 Conclusion

To sum up, no one should be subjected to sexual harassment or sexual violence of any kind in their workplace, whether it comes from an employer, a manager or a colleague. The study has shown that there are several factors that trigger sexual harassment of female officers in the workplace for example, the inferiority character of females themselves urges men to abuse them, underreporting the sexual harassment issue to the authorities often due to the fear of retaliations and that when such cases are reported they are not dealt with effectively. The study in addition found out that these incidents have profound negative effects such as harming workers' mental health and safety, increasing absenteeism at work and costs for employers. The participants alluded to the fact that many harassment incidents tend to occur in environments with higher ratio of men in positions of power than women, hence there is need for awareness to eliminate such behavior. This is in line with the feminist theory of sexual harassment by (Gutek, 2018), who speculates that sexual harassment is linked to the sexist ideology of male dominance and male superiority in the society. The theory views sexual harassment as the product of a gender system maintained by a dominant, normative form of masculinity. Thus sexual harassment exist because of the views on women as the inferior sex, but also sexual role expectations. This concurs with (Cleveland, 2016) who in their organizational theory proposes that sexual harassment results from the opportunities presented by power and authority relations which derive from hierarchical structures of organizations. (Gruber, 2018) agrees with the organizational theory by proposing that the structural and environmental conditions found at the workplace provides opportunities for harassment on the basis of workplace norms and imbedded power relations between men and women in that men have traditionally held the

organization power inherent in management and supervisory roles or positions, whereas women are likely to be employed in subordinate positions hence being dominated by males and this results in sexual abuse of the women in the workplace. Unfortunately, men are socialized to learn that women are deficient and subordinates objects. But the men needs to understand the psychological damage they inflict on the women they harass. Eliminating sexual harassment and educating the society on the consequences of such acts is not an easy process, but it can be achieved if initiatives are carried out in the right way for example addressing the lack of understanding of sexual harassment in the society which requires sexual harassers to be taught how to empathize –thus men needs help to take perspective of the position of the other and it is also important to introduce the idea of equality to them.

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5.5 Appendices

Appendix A: Station Observation Instrument

Police station/ Post/ Sub-Station/Unit:

Date:

Duration: (From………To……….)

Name of observer: Miss R. Chanika

OBSERVATION PROTOCAL GUIDE

DATE/ TIME	AREAS TO BEOBSERVED	DESCRIPTIVE FIELD NOTES OF OBSERVED ACTIVITIES	REFLECTIVE NOTES
	A. Environment(setting)		
	B. Communication, conduct and speech of officers		
	C. Actions (facial & verbal expressions)		

Appendix B: Letter to Malawi Police Service

Cable address Compol, Bt
Tel No.: 01880372
Fax: 01872342

In reply please quote no: **SWR/3688**

(08)

THE MALAWI POLICE SERVICE

OFFICE OF THE COMMISSIONER

South-west Region Police Headquarters
Post Office Box 24
BLANTYRE

01ST SEPTEMBER, 2022

The Deputy Inspector General (A)
National Police Headquarters
Private/bag 305
Lilongwe
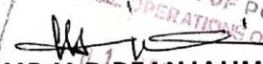
RE: PERMISSION TO CONDUCT A RESEARCH STUDY- INSPECTOR RACHAEL F. CHANIKA

With due respect and honour, forwarded herewith is a letter submitted by Inspector Rachael F. Chanika resting on the above mentioned subject.

The rank would like to carry out a research study as a fulfilment to complete her Masters in Social Work Degree Studies with DMI St. Eugene University- Zambia. Attached is a self explanatory letter from the rank.

Forwarded for your consideration

Yours in service,

MR M.D DZANJALIMODZI, ACP (ROO1)
For/ THE COMMISSIONER OF POLICE
SOUTHWEST REGION POLICE HEADQUARTERS
"Attached"

Appendix C: Letter from Malawi Police Service

Cable Address: POLGEN LILONGWE 3
Telephone: (265) 01 796 333/01 796 784
Fax:: (265) 01 797 979
E: Mail: polgen@africa-online.net

In reply please quote No. P1/

OFFICE OF THE INSPECTOR GENERAL

MALAWI POLICE HQRS
PRIVATE BAG 305
CAPITAL CITY
LILONGWE 3
MALAWI

06TH SEPTEMBER, 2022

INSPECTOR RACHAEL FAITH CHANIKA
SOUTH WEST REGION POLICE HEADQUARTERS

THROUGH: THE COMMISSIONER OF POLICE
           SOUTH WEST REGION POLICE HEADQUARTERS
           P.O BOX 24
           BLANTYRE

RE: SEEKING PERMISSION TO CONDUCT A RESEARCH STUDY

Your letter dated 1st September, 2022 regarding above subject matter refers.

Be informed that your request to carry out a research study on Sexual Harassment among Female Police Officers at Blantyre Police Station has been approved on condition that you maintain confidentiality and use the findings for academic purposes only.

Management is therefore wishing you well as you are proceeding on your academic journey.

D. CHIPAO, COMMISSIONER
DIRECTOR OF HUMAN RESOURCE MANAGEMENT AND DEVELOPEMENT
FOR/THE INSPECTOR GENERAL OF POLICE

Appendix D: Letter from DMI- St Eugene University- Zambia

DMI-ST.EUGENE UNIVERSITY
(Run by Sisters of Daughters of Mary Immaculate and Collaborators)

Chibombo:
Dean - Academic
Plot no: B2029/M, 9 Miles, P.O.Box No: 330081,
Great North Road, Chibombo District, Zambia.
Ph: +260 950335041,+260 976499811
Email: dmiseuprincipal@gmail.com

Ref. No. DMISEU/ACA/11536-21/PG-51   20th Feb, 2023

TO WHOM IT MAY CONCERN

This is to certify that Rachael Faith Chanika is a bonafide student of DMI – St. Eugene University, Zambia. She is pursuing a master's in Community Development in Social Work Programme and currently in semester IV of the Master Programme. She is a well-disciplined student of good conduct and therefore, any assistance offered to her would be highly appreciated.

Dr. G.Glorindal
PG-Coordinator

Appendix: E. Information Sheet for Officers

Research study on Factors that trigger sexual harassment of female Police Officers: An Empirical Study of Blantyre Police Station.

I am Miss Rachael Faith Chanika, a postgraduate student at DMI St. Eugene University Chibombo Campus- Zambia pursuing a Master of Social Work Community Development. I am carrying out a study on **Factors that trigger sexual harassment of female Police Officers: An Empirical Study of Blantyre Police Station.** I would like to conduct this research among police officers who are in different police station of Blantyre Police which is under

South West Region Police Headquarters. I would like to investigate the officer's knowledge on the sexual harassment item. The study will be guided by the following objectives: Examine the female police officer's knowledge about sexual harassment in the workplace and investigate how prevalent are trainings on sexual harassment conducted in the Malawi Police Service, explore the various acts or forms of sexual harassment in the eyes of the law that are commonly committed in the workplace and find out interventions undertaken to address sexual harassment in Malawi Police Service and scrutinize the key policy documents of sexual harassment in the Malawi Police Service.

I would like to do questionnaire analysis, interviews and observe the police officers in their respective police stations. The proceedings of the interviews will be voice-recorded. My research will benefit the MPS in that the responses from the police officers will contribute to an understanding of the term sexual harassment and the ideas presented by the officers will assist in the fight against workplace harassment so that appropriate interventions can be looked into by the MPS authorities or in-service organizers. Furthermore, the findings will contribute knowledge to the research in police department that newly recruited officers can identify with and use it.

If you take part in my study, I would like to make it clear that your participation is entirely voluntary, no negative consequences will result from your participation, and all information will be treated with confidentiality.
If you do accept to participate, please remember that you may decline to answer any questions, and you may withdraw from the study at any time you will like it. In order to protect your confidentiality, all names I use will be fictitious. I will provide you with a summary of my research results on completion if you would like me to give you a copy. Thank you.

Name: RACHAEL FAITH CHANIKA
Cell No.   0992784187
Email: Chanika.faith@gmail.com
Signature:

Appendix: F. Informed Consent Form for Police Officers to be interviewed and observed while working in their duty stations.

An investigation on the Factors that trigger sexual harassment of female Police Officers: An Empirical Study of Blantyre Police Station.

I, ..., consent to participate in this study conducted by Rachael Faith Chanika **on the Factors that trigger sexual harassment of female Police Officers: An Empirical Study of Blantyre Police Station.**

I realize that no negative consequences will result from my participation in this study, and that the study is being conducted for purposes of eradicating workplace harassment in different police formations. I give permission for the material to be used for research or study purposes only.

I participate voluntarily and understand that I may withdraw from the study at any time. I further consent to being interviewed and observed while working as part of the study. I also understand that I have the right to review the notes made of our conversations before these are used for analysis if I so choose. I can delete or amend any material or retract or revise any of my remarks. Everything I say will be kept confidential by the interviewer. I will only be identified by a pseudonym in the research report. In addition, any names of officers I refer to in the interview and the name of the police station will be kept confidential.

Pseudonym: _____

Signature: _____

Date: _____

5.6 Questionnaire and Interview Guide

TEMPLATE QUESTIONNAIRE ON FACTORS THAT TRIGGER SEXUAL HARASSMENT ACTS OF FEMALE POLICE OFFICERS: AN EMPIRICAL STUDY OF BLANTYRE POLICE STATION

 Privacy statement

Please complete this questionnaire on the factors that trigger sexual harassment act of female police officers; An Empirical study of Blantyre Police station. Please do not write any identifying marks on the questionnaire as participants are meant to be anonymous or discreet. All information will be treated with confidentiality and respect. Any concerns can be communicated to **Miss Rachael Faith Chanika on 0992784187**. Thank you or your time and cooperation.

Answer the following questions by explaining in a paragraph.

1.According to your own understanding, define term sexual harassment?

2.What are the various forms/types of sexual harassment that you know?

3.Have you ever been involved in any situation that made you feel you are being harassed sexually?

4.How did you respond to such a situation?

5.Explain briefly what you think are the causes of workplace harassment?

6.In the Malawi Police Service, how often do you hear stories in connection to female officers being harassment vessels by male officers?

7.Have you ever witnessed any female officer being a victim of sexual harassment at your police station?

8.Do male and female officers treat each other with respect in the course of their duty?

9.What action can you take if you come into encounter with someone who has been sexually abused?

10. What policies or interventions have been put by the Malawi Police Service (MPS) to address the issue of sexual harassment?

END OF QUESTIONNAIRE

THANK YOU

INTERVIEW GUIDE ON FACTORS THAT TRIGGER SEXUAL HARASSMENT OF WOMEN; AN EMPIRICAL STUDY OF BLANTYRE POLICE STATION

A: BIOGRAPHIC DATA

1. District:...

2. Police station/Post/sub-station/unit:..

3. Fictitious name of officer interviewed:..............................

4. Sex:...

5. Age of officer:...

6. Academic qualifications of officer:...............................

7. Branch/ section/ department of the officer..

8. Date:..

B. EXPOSURE/ OPINION OF POLICE OFFICERS ON SEXUAL HARASSMENT IN THE WORKPLACE

1. How often are you exposed to news, ideas or tips on sexual harassment at the

office?...

2. What is your view on the acts of sexual harassment in the

workplace?...

C. EXAMINE POLICE OFFICERS' KNOWLEDGE ABOUT SEXUAL HARASSMENT IN THE WORKPLACE.

1. In your own understanding what does the term sexual harassment

mean?..

....

2. Were you trained/oriented on sexual harassment topic before?

 (i) Yes............. No.......................

 (ii) By whom?..

 (iii) Where?..

 (iv) How long was the training?..

 (v) What were the strengths of the training?..

 (vi) What were the weaknesses of the training?...

 (vii) Did the training prepare you to handle issue of sexual harassment effectively?..

3. Have you ever been sexually involved with a work colleague?

(i) Yes…………. No……………………

 (ii)Was it intentionally?...Yes.................... No.................

(iii)Was it forcibly?...........Yes.................... No……..........

 (iv) Where?...

(iv) How did you react?..

4. According to you what do you think are the causes of sexual harassment?

5. What are the outcomes or results of workplace harassment behavior?

D. ATTITUDE TOWARDS WORKPLACE SEXUAL HARASSMENT

1. Do you feel free or comfortable to talk about sexual harassment?

2. What comes to your mind when the topic of sexual harassment is brought up by a work colleague?

3. Can you explain briefly how you interact with your work colleagues either male or female?

4. What do you do when you have a problem with senior as well as junior colleagues who wants to engage or be involved with you sexually?

5. Will you be courageous to report any kind of sexual harassment you may have witnessed happening in the workplace?

6. Whom would you prefer to report cases of workplace harassment to? Is it a male or female senior officer?

7. What kind of resources does your police station/post/sub-station or unit have or use in order to facilitate the eradication of workplace harassment?

8. Do you have any desire to prevent or end workplace harassment? If yes, how do you intend to do that?

Thank for your time and corporation!