Internal and External Barriers towards Sexual Harassment Prevention Efforts in the Workplace

Hong-Thu Thi Nguyen
Hanoi Law University, Viet Nam

The paper delves into the investigation of the internal and external barriers toward female sexual harassment prevention in the workplace. A survey was conducted with 289 employees collected from different industries in Vietnam with the questionnaires relevant to victims' experiences and responses toward sexual misconducts at work, and the internal-external barriers to deter the sexual harassment prevention. The in-depth interviews were conducted to explore women' expectation about sexual harassment-free working environment-oriented policies in their workplace. The results revealed that victims experienced a wide range of sexual harassment types; the victims, especially unmarried girls have experienced sexual harassment more than married women but have fewer responses to the sexual misconduct. A low incidence of sexual harassment claims was also filed to authority due to various barriers, including internal and external ones. Through the interviews, the victims manifested that the comprehensive changes in sexual harassment law and social policies should be consistently made to ensure human rights, and prompt employees' efforts and contribution to work .

Keywords: external barriers, internal barriers, prevention, sexual harassment, workplace, prevention.

Sexual harassment has been considered an apprehensive prevalent issue permeating into social activities and entrenched across various industries, not excluded any occupation (Senthilingam, 2017). While other forms of sexual violation, such as sexual abuse, sexual assault and rape are clearly identified, sexual harassment is like the hidden part of an iceberg. Many existing sexual harassment-related problems comprising the victim insufficient awareness of sexual harassment, responding skills, allegations and complaint procedure, and sexual offense laws need to be explored and addressed. Sexual harassment is a common social phenomenon entrenched in women' private lives and is riskily spreading in all working environments, regardless of the urban or remote areas in the world. In a study by Kearl et al. (2019), the prevalence of women experiencing sexual harassment in the workplace makes up to thirty eight percent. Similarly, Puente and Kelly (2018) explore that more than 9 in 10 female employees have been violated by sexual harassment misconducts in several industries. In the research on workplace harassment by Langer Research Associates, there is an alarming fact that despite the significant

contribution to fields of society (Haram, 2021), 33 million women in the United States experience sexual harassment at work (Langer, 2017). Similarly, Feldblum and Lipnic (2016) reveal that the number of women experiencing unwelcome sexual attention and coercion, sex-oriented misconduct, or sexist comments at work accounts sixty percent. Suffered from sexual harassment, victims have negative thoughts and are subjected to devastating financial, physical, and psychological consequences that have a serious impact on their lives and jobs (Mathoma et al., 2006; Chen et al., 2010). A study by Motsoeneng (2021) demonstrates that more and more South African women are exposed to the unprecedented intimate violence and suffer from the serious disease-related consequences.

Although the occurrence of anti-sexual harassment movement, the attention of community and the advance in law against sexual harassment partly contribute to the victim' struggles against sexual violation, the number of claims filed to authority is not enormous. Feldblum and Lipnic (2016) investigate that over 85 percent of the victims of sexual harassment did not file a formal legal charge to authority, and even about 70 percent of the targets of sexual harassment did not make any internal complaint.

It is necessary to take this fact into consideration to work out the drastic measures against sexual harassment perpetration at workplace. The previous studies have basically emphasized the impacts and consequences of sexual harassment on women rights, but have not pointed out the reasons why the sexual harassment prevention did not achieve expected targets. This research aims to identify and clarify the root of the problems properly to be able to promtly propose the effective solutions. Thus, the barriers in deterring sexual harassment prevention have been taken into account. Accordingly, the recommendations about changes in policies and law to protect women rights are enacted. Additionally, with the combination of qualitative and quantitative methods, this study provides a proper insight into the issues.

This investigation on barriers hopefully facilitates employees to impose an obligation on employers to prevent the impact of the misconduct on employees' lives and work in the status of the increasing number of sexual harassment victims.

The paper investigates the internal and external barriers toward the complainants' claims of female sexual harassment in the workplace. A survey was conducted with 289 employees collected from different areas in Vietnam, answering the questionnaires relating to victims' perception and responses toward sexual discrimination at work, the internal and external barriers to deter the sexual misconduct prevention, with the in-depth interviews to explore women' expectation about free-sexual harassment working climate-oriented changes in their workplace. The study emphasizes the following questions:

(1) What are victims' experiences and responses toward sexual harassment in the workplace?

(2) What are the internal and external barriers toward sexual harassment prevention?

(3) To what extent is the female employees' expectation about the changes to orient to an sexual harassment-free working environment?

Literature Review
Sexual Harassment

Sexual harassment has been defined in various ways, resting with different perspectives and scopes. However, there has been a consensus that it is a form of social and human rights violations in which the perpetrators use the sexually disagreed and hostile misconduct to force targets to serve their sexual passion (Abeid et al., 2014; McDonald, 2012). In the same way, Fitzgerald et al., (1997) identify sexual harassment as an offensive unwanted sex-oriented behavior in the workplace that exceeds the targets' resources and threaten their rights.

There are various classifications of sexual harassment. Giardino (2008) classifies sexual harassment into two types: contact and non-contact. While contact sexual harassment involves sexualized behaviors such as kissing, fondling, masturbation and digital or object penetration, non-contact sexual one refers to exhibition, inappropriate observation and producing or viewing pornography or forced prostitution. Pasura et al., (2014) sort out sexual harassment into unwelcome verbal, visual, nonverbal, or physical conducts of a sexual nature. According to the department of veteran safaris, the forms of sexual harassment behavior are categorized into sexual coercion, unwanted sexual attention and gender harassment.

Regarding the targets of sexual harassment, several studies reveal that women are conducive to sexual harassment in comparison men at work. The features like women' vulnerability, less power, and patriarchy tradition in society have been taken into account for this violation (Jones et al., 2010; Pasura, et al., 2014; Steel & Herlitz, 2005). However, the findings do not mean that men are not victims of sexual harassment, although the number of female targets always overwhelms the number of male victims (Fitzgerald & Shullman, 1993; Timmerman & Bajema, 1999). A fact must be acknowledged that more serious impact of the sexual harassment is imposed on women than men (Berdahl, et al., 1996). According to the estimates found by Ilies et al., (2003) and Aggarwal & Gupta (2000), the incidence of harassed female targets ranges from 24% to 75%, whereas the number of men makes up from 13% to 31%.

Additionally, several studies illustrate that the targets of sexual harassment are mostly younger victims (Lambert & Andipatin, 2014; Sweet & Welles, 2012). The overwhelming evidence present that the younger people are innocent, powerless, and vulnerable to sexual harassment. As a result, no or few of them have the intention of disclosing, reporting or filing claims to authority (Foster & Hagedorn, 2014; London et al., 2008; London et al., 2005; Mathoma et al., 2006;). This cause can be accounted for the increased sexual perpetration.

Respecting the causes of the sexual harassment, various reasons have been taken into consideration. The objective sources from offenders full of sexual desire, from private settings favored for sexuality (Abeid et al., 2014, Lira et al., 1999), from working environment with high power differential (Ilies et al., 2003), and from the industries with the prevalence of male and masculine characterized traditions (Chamberlain et al., 2008; Willness et al., 2007) contribute to urge harassers to perform the misconducts against the victims. Additionally, subjective conditions from victims, including dressing in revealing

ways (Mathoma et al., 2006), the characters "gregarious and easy" (Pasura et al., 2014) facilitate and seduce the predators to engage in sexual actions. Furthermore, the people who witness the painful events, breaks and failure in family such as parental separation, divorce, remarriage that are at more risks of being sexually harassed (Tyler & Cauce, 2002).

In terms of impact of sexual harassment, a number of recent studies have consistently revealed that sexual harassment has negative influence on job satisfaction, performance at work, turnover; harm to mental and physical health, finance, working productivity; organizational commitment, and organizational reputation (Bakker et al., 2011; Chan et al., 2008; Clarke et al., 2016; Fitzgerald et al., 1997; Herschovis et al., 2009; Sims et al., 2005; Willness et al., 2007).

In an investigation on working adults by Clarke et al. (2016), the relationship between job satisfaction and sexual harassment was found to be affected by the status of the harasser in comparison with the peer. Woodzicka and LaFrance (2005) acknowledge that sexually suggestive questions make female interviewees get in more troubles when they are engaged in employment interviews. Chan et al., (2008) identify turnover as another impact of sexually harassed conducts. Under the pressure of sexual violation, it is more likely for female employees to leave their jobs (Willness et al., 2007; Sims et al., 2005). Chan et al. (2008) agree that traumatic stress disorder is an obvious consequence of SH with the symptoms, such as stress, lowered self-esteem, depression, negative thinking and decisions Campbell, (Campbell et al., 2008). Additionally, the financial problems influencing on companies has been posed. In a working environment with SH cases, decreased productivity, increased turnover incidents, reputational harm cost, legal fees, and damages paid are also caused.

Internal and External Barriers to the Sexual Harassment Prevention
Internal barriers
It is obvious that filing the claims to authority to address the problems is expected to be an optimal measure to held perpetrators liable for the sexual misconduct and recover women rights. However, the claim procedure to take the offense out public and obtaining the damages is challenging for victims to implement due to the existing barriers. The internal barriers comprise the fear of consequences like intimidation, humiliation, and shame (Vijayasiri, 2008), a lack of belief in the organization's legal enforcement (Harlos, 2001), a shyness and feeling unsafe to struggle in a male-dominated environment (Collinson & Collinson, 1996), or related the concerns including negative responses or judgment, social isolation, stigmas and discrimination (McDonald et al., 2015). Additionally, "blaming the victim" strategy of harassers and employers results in the low incidence of reporting sexual harassment. The cause of the sexual misconduct is also imposed on a number of victims due to by their dressing provocatively or inviting demeanor that arose the predators' curiosity and sexual desire. In a survey by The National Council for Research on Women in 1991, over 50% of female victims in the United States manifested that they are fear of being blamed for the sexual harassment and do not expect any changes from the authority made for their benefits and rights. One more reason leading to underreporting of sexual harassment is the victim's concerns for the harasser who can be held liable for the violation, at risk of losing job and being

ostracized at work. Particularly, according to Carol Gilligan, women are commonly soft, delicate and indecisive so their tendency is to tolerate and overlook the harassers. Not many women are courageous enough to speak out against the bad behaviors. In essence, most of women do not prefer to involve in the challenges, rumor, and public attention. They are afraid of retaliation, which can get their relatives into trouble. One more internal barrier is that several women with motivation to gain the promotion in their jobs makes a bad cultural norm in working environment, in which employers exploit their authority to overcontrol the female employee. Furthermore, the victims are not confident enough in any litigation and are under pressure of losing in the lawsuit. Additionally, insufficient awareness of the role of employers and staff in the responsibility for protecting employees makes them to endure the sexual discrimination (Fitzgerald, and Drasgow, 1996)

External Barriers.

The low prevalence of underreporting sexual harassment complaints to organizations indicates a big existing challenge to the victim in preventing the problem. The external factors hindering the preventive efforts comprise the organization's ineffective response to the report (Bergman et al., 2002, McDonald et al., 2015); procedural and evidentiary obstacles; financial resources; legal advocacy recourse; current laws with inadequate protection; breaching employment entitlements and agreements, retaliation; heavy cultural bias.

One of the significant obstacles to effective enforcement of sexual harassment claim is the organization's response. Slow implementation and reporting process of employer staff is considered hostile, risky, or ineffective (McDonald et al., 2015). Once the organization does not take action or is too late to address harassment reporting procedures, most victims will have no incentive to speak out and come forward to file claims (Willness et al., 2007)

In some cases, filing a complaint means breaching employment entitlements and agreements that are mostly generated to protect the company reputational visual. Workers must comply the agreements and ensure confidentiality relevant to sensitive matters like sexual harassment. These terms aim to hide the true extent of sexual harassment, isolate victims, shield harassers from being accountable for their actions. When the employees sign an employment decision, they do not specify such the terms cautiously. Thus, once entering any arguments or conflicts of interest with the company, the workers must be faced with a lot of intricacy (Harlos, 2001; Sims et al., 2005)

Procedural and evidentiary obstacles problematize the victim to pursue legal claims that are intricate, expensive, time consuming and go beyond the normal compliance. The burden of proof, the proof of physical and psychological injuries, as well as the obscure procedural requirements to prove that the sexual harassment behaviors are illegal and causes the serious impacts, are imposed on plaintiff who is not sure about Court-imposed standards and conclusiveness of evidence. This fact discourages victims to make sexual harassment claims to authority. That is to say that the accused of harassment are often protected by many procedural due-process rights (Greeson, Bybee, & Raja, 2008; Lambert & Andipatin, 2014;)

Financial resource to pursue a lawsuit is a big challenge the victims have to face. They are naturally vulnerable targets due to the lack of a financial cushion, so their costly litigation, even higher than compensatory damages is really a big problem. This condition provokes the employers to deter their complaints (Abeid, Muganyizi, Olsson, Darj, & Axemo, 2014; Langer, 2017)

Currently, laws relevant to sexual violation provide with inadequate protection for the victims. Most of the misconduct of sexual harassment are under civil laws. Although some actions are considered harmful and traumatic with devastating economic, physical, and psychological consequences, no penalty is released under criminal laws. There are no strict terms in criminal laws to threaten or warn the harassers, so the efforts of the victims to pursue the lawsuit can end in vain. The laws and systems enacted to address and to prohibit sexual harassment are not effective and beneficial for victims to recover legal rehabilitation and justice (Foster & Hagedorn, 2014; Mathoma et al., 2006).

Method

Participants
A survey was conducted with 289 employees from different industries in Vietnam. They are collected from a hidden group of "Secret of Mums and Girls" on Facebook with 890 members. 153 participants (53 %) are married women and 136 (47%) are single or unmarried female employees who have experienced the sexual violation at work. Their ages rank from 21 to 42. They are in-service officers, powerless workers or employers who do not have high position in their workplaces. Their jobs cover from manual labor including construction, textile jobs, or farming to intellectual professions such as journalist, reporter or accountants.

The writer contacted them through messengers and emails. They were provided the description of the study and a consent letter to commit that they agreed and voluntarily participated in the survey. The information of demographic background was also required to provide and keep confidential.

Research instruments
Questionnaire and interviews are the main instruments used to collect the data. A 36-item questionnaire was generated. The items were clustered into the following categories: demographics and details of respondents; victims' experiences and responses toward sexual misconduct based on theory by Pasura, et al., (2014) and Giardino (2008); the impacts of sexual harassment grounded on the theory of Clarke et al., (2016) and Chan et al., (2008); the internal and external barriers to deter the sexual misconduct prevention that are referred from Willness et al., (2007) and Chan et al., (2008). Each answer is designed with the options based on a five-point Likert scale (1.0 –1.79: Strongly disagree, 1.8 –2.59: disagree, 2.6 –3.39: neutral, 3.4 – 4.19: high to 4.2 – 5.0: strongly agree or Note: 1.0 –1.79: Never; 1.8 –2.59: Rarely; 2.6 –3.39: Sometimes; 3.4 – 4.19 Often; 4.2 – 5.0: Always).

Snowball and purposive sampling techniques were utilized to collect the qualitative data. The interviews consist of the inquiries about victims' expectation toward the free-sexual abuse working climate-oriented policies in their workplace with the

guideline questions " Do you think the sexual harassment prevention measures in your workplace ensure female employees' rights and are powerful enough to prevent the misconduct? If yes, please provide some evidences. If no, answer the next question:
- What changes should be done by employers and authority to build a free-sexual abuse working environment?

-An inductive qualitative design was applied to accumulate the in-depth understanding of participants in the interviews. Their respondents' information and opinions would be anonymous and confidential by using the symbols or pseudonym.

Data collection
The researcher collected data in two ways: sending questionnaires in the google form to participants via the links or through emails. The interviewer also conducted the interviews with the interviewees in two ways: direct communication (face to face) or indirect communication (via social networks or mobile phones). Direct conversations were recorded, taken notes and rewritten in writing. The indirect conversation is saved in writing data analysis

Data analysis
The quantitative data were analyzed with the support of descriptive statistics IBM SPSS 25.0 software. The demographic information of the participants was analyzed, based on frequency descriptive test. Descriptive analyzing tool was used to calculate Mean and Standard deviation values of the frequency of sexual misconducts the victim experienced in the workplace, victims' responses toward sexual misconduct in the workplace, internal and external barriers towards filing claims. Independent test was chosen to compare the difference between unmarried women' and married women's involvement in sexual harassment behavior.

The qualitative data from the digital audio recorders were transcribed verbatim. Then, the data were coded and categorized with the assistance of the QRS Nvivo qualitative computer programme. Transcripts were thematically coded according to the interview questions guides. In other words, the data are segmented into data units and each data unit is labeled with codes that index its analytically relevant content. An interpretive description method was used to analyze the coded data. Coding was performed by a single coder and the consistency of coding was assessed by intra-observer reliability (Krippendorff, 2011).

Results

The Victims' Experiences Toward Sexual Harassment in the Workplace. The frequency of sexual harassment misconducts the victim experienced in the workplace.

Table 1

The frequency of sexual harassment misconducts the victim experienced in the workplace

	Sexual harassment behaviors	Means	Stedv
1	Sex-oriented communications through emails, phone calls, notes, text messages, online contacts	3,57	,875
2	Physical harassment (touching, crowding, leaning over)	3,65	,939
3	Sex-oriented materials/ objects or images	2,82	1,416
4	Pressure from higher-powered employers for sexual favors	3,29	1,222
5	Pressure from higher-powered employers for dates	3,18	1,397
6	Stalking individual's personal life (unwelcome intrusion, physically or electronically)	2,77	1,481
7	Sexually suggestive looks or gestures	3,65	1,027
8	Sexually oriented conversations in front of others	2,88	1,064
9	Preferential treatment in the workplace to be promoted in job in exchange for sexual favors	3,52	,865
10	Threats about firing or low earning to meet employers' sexual requirements	3,64	,934
11	Verbal sexual harassment (teasing, jokes, comments or questions	3,84	,878
12	Rape or sexual assault or attempted rape or sexual assault	2,26	1,437

It can be seen from table 1, the participants experienced various sexual behaviors at work. The majority of behaviors (8 out of 12 items) the victims suffer from, including sex-oriented communications through emails, phone calls, notes, text messages, online contacts; physical harassment (touching, crowding, leaning over); sexually suggestive looks or gestures; preferential treatment in the workplace to be promoted in job in exchange for sexual favors; threats about firing or low earning to meet employers' sexual requirements; and verbal sexual harassment (teasing, jokes, comments or questions) stays at high level with Mean > 3.4 and Stedv >0.8 . Meanwhile, the behaviors such as sex-oriented materials/ objects or images, stalking individual's personal life (unwelcome intrusion, physically or electronically), sexually oriented conversations in front of others, and rape or sexual assault or attempted rape or sexual assault take the lower rate with M<2.6. The respondents revealed that they are sometimes engaged in the sexual behaviors like pressure from higher-powered employers for sexual favors and pressure from higher-powered employers for dates with M= 3.29 and M=3.18, respectively.

Difference between unmarried women' and married women's involvement in sexual harassment behaviors.

With regards to unmarried women' and married women's involvement in sexual harassment behaviors, the independent sample test was employed. The Sig. value of Levene's Test for Equality of Variances is above 0.00, so the values in the equal variances assumed are used to account the results of t test and corresponding confidence interval

Table 2

The ddifference between unmarried women' and married women's sexual harassment involvement

	Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Equal variances assumed	1,350	,246	11,295	279	,000	,570	,050	,471	,670
Equal variances not assumed			11,337	277,963	,000	,570	,050	,471	,669

Table 2 illustrates that the Sig. (2-tailed) value of the t-test for Equality of Means is 0.00, smaller than the confidence level (<0.05). This result indicates that there is a slight difference (0.471) in unmarried women' and married women's involvement in sexual harassment. The positive t value in this example indicates that the unmarried women's involvement is significantly greater than the married women's involvement. The lower difference that could be found in the table is 0.471 and the highest difference is 0.670. It turns out that due to the specific reasons, unmarried women tend to be more conducive to sexual harassment in the place work compared to married female employers.

Female victims' responses toward the sexual misconduct in the workplace

It was found that there are different responses to sexual harassment behaviors. Table 3 indicates the victims' specific actions in response to experiencing sexual harassment.

Table 3

Victims' responses towards sexual misconducts in the workplace

No	Victim responses	Means	SD
1	Keeping silence and letting him be	3,57	,875
2	Keeping silence and avoiding the harassers	4,25	,939
3	Asking friends for help	3,43	1,394
4	Asking the harasser to stop	3,37	2,90
5	Threatening the harassers	2,90	1,247
6	Speaking out the situation to everyone	3,04	1,420
7	Reporting the behavior to the supervisor	2,84	1,275
8	Filing a formal complaint to authority	2,62	1,197
9	Changing jobs	2,52	,865
10	Ignoring the behavior or did nothing	3,64	,934

Note: 1.0 –1.79 Strongly disagree; 1.8 –2.59 Disagree 2.6 –3.39 Neither agree or disagree; 3.4 – 4.19 Agree; 4.2 – 5.0 Strongly agree

Ranking the first positions with the highest agreement from participants is keeping silence and avoiding the harassers with M=4.25 and Stedv= 0.939. Succeeding this ranking is ignoring the behavior or did nothing (M=3,64 & SD= ,934), keeping silence and letting him be (M=4.25 & SD= 0.939). Meanwhile the misconduct including threatening the harassers (M=2,90& SD= 2,90), reporting the behavior to the supervisor (M=2,84& SD= 1,275), filing a formal complaint to authority (M=2,62& SD= 1,197), and changing jobs (M=2,52& SD= ,865) gain the lowest agreement from respondents.

Internal and External Barriers toward Sexual Harassment Prevention
Victims' evaluation toward Internal and external barriers of sexual harassment prevention

Table 4
Internal and external barriers towards sexual harassment prevention

Barriers	Barriers	Means	St.dev	Weighted-means
Internal barriers	lack of belief in the organization's legal enforcement	3,80	,819	
	fear of intimidation or retaliation	3,47	,716	
	feeling unsafe and unfair to struggle in a male-dominated environment	3,45	,703	3,56
	Being ashamed	3,71	,677	
	social isolation, discrimination	3,45	,754	
	women' delicate and peace-oriented nature	3,49	,770	
External barriers	a heavy cultural bias	3,33	,698	3,49
	procedural and evidentiary obstacles	3,80	,857	
	current laws with inadequate protection	4,05	,703	
	legal advocacy counselling	3,62	,720	
	violation of employment entitlements and agreements	3,36	,744	
	organization's ineffective response to the report	3,49	,637	
	Retaliation	3,25	,862	
	financial resources	3,03	,901	

As drawn from Table 4, the extrinsic barriers towards sexual harassment prevention are higher than intrinsic ones among the obstacles of sexual harassment prevention with M = 3,56, and M = 3,49, respectively, which illustrates a fact that the victims consent to the difficulties of heldholding sexual harassers accountable. Additionally, the standard deviation indicates that there was a slight difference in respondents' viewpoints. With respect to intrinsic barriers, the participants exhibited their assent to all barriers in which the lack of belief in the organization's legal enforcement and being ashamed take the highest rate (M = 3,80, SD = 0.819 & M = 3,71, SD = ,677). Succeeding this rank is the items comprising the fear of intimidation or retaliation; feeling unsafe and unfair to struggle in a male-dominated environment; social isolation, discrimination; women' delicate and peace-oriented nature with M>3.40

Regarding the extrinsic barriers, participants identified current laws with inadequate protection as the most challenging factors in progressing their learning with M=4.05 meanwhile financial resources barrier is mostly unproblematic with the lowest

mean values (M=3.03, M=901). It is believed that barriers such as procedural and evidentiary obstacles, legal advocacy counselling, and organization's ineffective response to the report are also influential factors to sexual harassment prevention. Whereas, respondents kept neutral opinions on the barriers including heavy cultural bias, violation of employment entitlements and agreements, and retaliation. Additionally, the high standard deviation values (SD> 0.6) illustrate that there were not many differences in participants' viewpoints.

Correlation of Barriers with Complaining Levels and Working Motivation.

Table 5

Correlation of barriers with complaining levels and working motivation

	Coefficients							
	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics		
Model	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 Working motivation	2,089	,152		13,758	,000		
External barriers	,270	,036	,378	7,464	,000	1,000	1,000
Internal barriers	,270	,038	,361	7,124	,000	1,000	1,000

As documented from Table 5, the value Sig. of the variables (complaining levels, working motivation, internal barriers, external barriers) are below 0.05, so the values are satisfactory to be taken into account for the regression correlation. Apparently, the value of Coefficients ViF values of the variables (internal barriers, external barriers) are smaller than 2, so there is no multicollinearity in this model. The values of Beta regression coefficients are higher than 0.0. This means that all the independent variables have the one-way impact on the dependent variable. Going in to more details, the Beta value of the internal barriers has the more influence on working motivation (Beta=0,378) while external barriers impact working motivation less, with Beta = 0,361. In short, the hypothesis "There is not any correlation of working motivation, internal barriers and external barriers" is rejected. In another way, the correlation of working motivation, internal barriers and external barriers exists. In this test, the data also denote that the internal barriers have less impact on complaining levels with Beta value at 0,103. Meanwhile, the correlation between external barriers and complaining levels is higher with Beta value at 0.149.

Female Employees' Expectation About the Changes For An Anti-sexual Harassment Working Environment

The in-depth interviews revolve around the women' expectation about the changes in perceptions, policies and laws to stymie sexual harassment and encourage the victim to come forwards with claims. To exercise the victim expectation, there needs to be a comprehensive solution from the individual's own perception to organization's system reform.

Regarding upgrading the perception of victims and harassers, the participants acknowledged that there are still legal knowledge gaps and negative attitude toward the role of women in society and the sexual harassment occurrence at work:

We feel that there is no justice for the lower-level female employees. Women seem to be born to tolerate the gender inequality. So, we take the sexual misconduct of the employers for granted. That is to say that we cannot change anything for better results, so accept it as a rule of life. (V.A, 26 years).

It seems that the endurance permeates into low-income laborers' perception and it becomes negative culture among healthy working environment culture:

No resisting and letting everything be has become common responses when women are harassed. They kept their stories in silence and took no action, which facilitates perpetrators to keep their behaviors with the others. The key to prevent the misconduct from the first stage lies in the victims' hands. So, they must change their thinking and perception. They must assert their roles and their rights in society. The endurance will worsen harassment prevention from the others. We must fight against the harassers. Sexual harassment is a form of social and human rights violation (T.G, 31 years).

Eliminating the employer-imposed secrecy about sexual harassment as a vital preventive measure should be taken in the work place to warn the perpetrators that their bad behavior will come out and claimed to the higher power organization to address the issues: "It is necessary to take the drastic punitive measures toward to the harasser to expel sexual harassment conducts from the workplace in order to ensure a safe and antiharassment working environment". Many victims complained that although we tried to overcome the barriers to file a claim to authority, they did see no punishment or repercussions on the harassers. One of the common reasons stymying employees from making complaints to authority is the poor knowledge and misperceptions toward sexual harassment. They do not regard the misconduct as the violence of women rights or sexual discrimination, so the sexual victimization is not addressed intensively and seriously.

Requiring employers to take steps to prevent sexual harassment. From the experience, the participants revealed their expectations about their organizations' accountability in preventing the occurrence of sexual harassment at work. The organizations should be held liable for sexual violation in their companies and ensure that all workers are protected from sexual harassment:

When being employed into the office, we were in agreement with the leader staff about the working requirements and the employers ensured that we would be paid for our contribution and be protected from the risks. So, when we are harassed, employers should be responsible for that. We need the support of coworker, supervisor and leaders. (T.L, 27 years).

N (30 years), an accountant, argued that short training courses on interpersonal and communication skills should be held to reinforce the employers' proper responding ability to the situations. This recommendation is strategic for harassment prevention. Training programs should offer to all kinds of employees as a preventative mechanism

with the content relevant to emotional management skills, assessment of risk factors and appropriate responses to the misconducts. Complaint systems should be reformed to make it easier for workers to come forward to report sexual harassment. The elitigation on the litigation process in terms of burden of proof and evidence or financial issues will be beneficial for victims. H.G (26 years) acknowledged "it is so hard for us to pursue a lawsuit as filing a claim is complicated. It consumes us much time and money. And, I am not sure if my claims get the concern from authority or not".

Discussion

This study sheds light on the investigation of the internal and external barriers toward filing complainants' claims of female sexual harassment in the workplace. The results from the quantitative and qualitative data provide the in-depth and proper information. The quantitative results referred from the survey explores the comprehensive description of the sexual harassment status. The findings revealed that victims usually experience a wide range of sexual harassment forms. Due to the specific reasons, unmarried women tend to be more conducive to sexual harassment in the place work compared to married female employees. It is obvious that the targets of sexual harassment are usually younger victims. The overwhelming evidence presents that the younger people are innocent, powerless, and vulnerable to sexual harassment. This result is in align with the study by (Lambert & Andipatin, 2014; Sweet & Welles, 2012). The study also indicates that few or no responses based on claims toward sexual harassment in the workplace are filed to authority to solve. This conclusion is in accordance with the findings of (Foster & Hagedorn, 2014; London et al., 2008; London et al., 2005; Mathoma et al., 2006;). With respect to the correlation of barriers with complaining levels and working motivation. The data denote that the internal barriers have less impact on complaining levels. Meanwhile, the correlation between external barriers and complaining levels is higher. The qualitative data also reveal the impacts of sexual harassment on the employees' lives and jobs, for instance job satisfaction and organizational commitment, task performance, turnover, physical and mental health, financial consequences, and escalation of sexual misconduct. The findings are in consent with the investigation by Woodzicka and LaFrance (2005), Sims et al., (2005), Willness et al., (2007), and Chan et al., (2008).

The qualitative data is also a significance of this study, through which the employee's attitude, feeling and expectation is clearly demonstrated. The respondents expressed the expectation about the changes in perception toward sexual harassment, women-protection policies and sexual offense laws to stymie sexual harassment and encourage the victim to come forward with claims. Regarding upgrading the perception of victims and harassers, the participants acknowledged that there are still legal knowledge gap and misperceptions toward sexual harassment occurrence at work. Thus, they need exchanging knowledge and laws relevant to sexuality. Additionally, requiring employers to take steps to prevent sexual harassment is vital. From the experience, the participants revealed their expectation about organizations' accountability in preventing the occurrence of sexual harassment at work. short training course on interpersonal and communication skills should be held to reinforce the employers' proper reaction ability in the emergency situations. Complaint systems should be reformed to make it easier for workers to come forward to report sexual harassment. Through the interviews, the victims manifested that the changes in sexual harassment prevention policies should be

consistently made to prompt their effort and contribution to work. One of the common reasons stymying employees from making complaints to authority is the poor knowledge and misperceptions toward sexual harassment. A large number of female workers do not believe that they are victims of sexual violation because sexual harassment does not cover the sexual penetration (Anderson et al., 2004; Choo et al. 2011). Several employers believe that no punishment or repercussion on the harassers would be implemented (Langer, 2017; Salin, 2009).

Recommendation

Identifying the barriers to stymie the employees from coming forward to file the claims to the authority, the activists for women's policy need to have comprehensive solutions to prompt the employees to struggle against the sexual harassment in the workplace. The measures taken should cover the issues relevant to employee psychology and perceptions; reaction skills, sexuality law, womanist wealth and safety-guarantee policy and sexual harassment complaint mechanisms.

Regarding the employee psychology and perceptions, there should be more sexual violence knowledge–upgrade indoctrination and propaganda addressed to all female workers in every industry to broaden their insighted understanding about sexual harassment, laws, policy and rights related to sexual harassment situations. These underlying grounds support the employees to have sufficient confidence to take actions against sexual violence. Especially, in serious cases, they can file claims to the higher-power organizations with adequate legal resource to win a lawsuit.

With reference to the suggestions related to reaction skills, it is vital to maintain the skills training course, conferences, contests, or clubs including activities for exchanging knowledge or laws, for generating supposed situations or sharing the experiences that help female employees implement strong prevention and response strategies, overcome the sexual harassment situations in the best ways. In essence, women are always vulnerable to negative outside impacts. The overwhelming evidence of woman's vulnerability has been clearly shown in the patriarchy tradition and power imbalance in the workplace. Womanist wealth and safety-guarantee policy should be concerned to ensure that the employee-living conditions are improved, which is likely to lead to a decreased incidence of the employees involved in the sexual harassment.

Human rights laws and anti-discrimination regulations, as well as sexual harassment prevention policies should be seriously taken into consideration to hold the employers and harassers liable for the misconduct and protect the victims. The titles in laws on sexual harassment should focus on the appropriate penalties imposed on the perpetrators. The current laws are not stringent enough to make the predators to be afraid of being penalized and waive the bad intentions on vulnerable women. Additionally, if supervisors are explored to have exploited their power over their subordinates to perform the corrupt conducts, gain the immoral goals against the victim or make retaliation including firing, demotion, or a pay cut, a heightened legal obligation should be offered to them. Besides, punitive damages for the victims of harassment are mostly insufficient to compensate for the mental, financial and dignity harm they have to suffer from. With such limited punitive remedies, the victim is discouraged to struggle against sexual

violation in the workplace, meanwhile the harassers are facilitated to engage in the criminals with more incentives and negative motivation.

In terms of complaint system reform, the fairness, accessibility and affordability are required in order to support and facilitate the victim to file complaints to the court, including reducing the burden of proof, extending the time limits for bringing claims and resolving the finance source to pursue a lawsuit. The fact is that the victim has several difficulties in collecting the proof as the physical harm evidence from the victims and the witnesses is usually not obvious and inconclusive to hold the court session. Most of the injuries happen to mental health which is hard to measure and check the status and harm levels. So, the laws may base on the consequence levels of the mental injuries on the job performance and private lives as the legal grounds to convict the accused. The court should accept the evidence recorded by recorders, cameras or messengers. The organizations and unions should effectively participate in the victims' sexual harassment complaint mechanisms to offer them legal recourse, financial support and claim-filing process consultancies to prompt them to pursue the complaints.

Conclusion
The paper concludes that victims usually experience a wide range of sexual harassment misconducts including sex-oriented communications through emails, phone calls, notes, text messages, online contacts, physical harassment, pressure from higher-powered employers for sexual favors, pressure from higher-powered employers for dates, stalking individual's personal life, sexually suggestive looks or gestures, sexually oriented conversations in front of others, preferential treatment in the workplace to be promoted in job in exchange for sexual favors, threats about firing or low earning to meet employers' sexual requirements verbal sexual harassment (teasing, jokes, comments or questions, rape or sexual assault or attempted rape or sexual assault. Due to the specific reasons, unmarried women tend to be more conducive to sexual harassment in the workplace compared to married female employers. The study also indicates that few or no responses based on claims toward sexual harassment in the workplace are filed to authority to solve.

The data also denote that the internal barriers have less impact on complaining levels. Meanwhile, the correlation between external barriers and complaining levels is higher. The qualitative data also reveal the impacts of sexual harassment on the employees' lives and jobs, for instance job satisfaction and organizational commitment, task performance, turnover, physical and mental health, financial consequences. The in-depth interviews about women' expectation in changes in policies and laws to stymie sexual harassment and encourage the victim to come forward with claims. To exercise the victim expectation, there needs to be a comprehensive solution from the individual's own perception to organization's system reform.

References

Abeid, M., Muganyizi, P., Olsson, P., Darj, E., & Axemo, P. (2014). Community perceptions of rape and child sexualabuse: A qualitative study in rural Tanzania. *BMC International Health and Human Right*, *14*(23), 1-13. https://doi.org/10.1186/1472-698X-14-23

Aggarwal & Gupta (2000). On n-fold convolution integral equations. *Bull. Cal.Math. Soc., 92*(5), 335-344.

Akbaba, A. (2006). Measuring Service Quality in the Hotel Industry: A Study. *International Journal of Hospitality Management*, *25*(2), 170-192. https://doi.org/10.1016/j.ijhm.2005.08.006

Anderson, et al. (2004) Customer Satisfaction and Share Holder Value. Journal of Marketing, 68, 172-185. https://doi.org/10.1509/jmkg.68.4.172.42723

Bakker, A. B., Albrecht, S. L., & Leiter, M. P. (2011). Work engagement: Further reflections on the state of play. *European Journal of Work and Organizational Psychology, 20*(1), 74-88 DOI: 10.1080/1359432X.2010.546711

Bergman, M. E., Langhout, R. D., Palmieri, P. A., Cortina, L. M., & Fitzgerald, L. F. (2002). The (un)reasonableness of reporting: Antecedents and consequences of reporting sexual harassment. *Journal of Applied Psychology, 87*(2), 230–242. https://doi.org/10.1037/0021-9010.87.2.230

Berdahl, J. L., Magley, V. J., & Waldo, C. R. (1996). The sexual harassment of men?: Exploring the concept with theory and data. *Psychology of Women Quarterly*, *20*(4), 527-547. https://doi.org/10.1111/j.1471-6402.1996.tb00320.x

Chamberlain, L., Crowley, M., Tope, D., & Hodson, R. (2008). Sexual harassment in organizational context. *Work and Occupations*, *35*(3), 262–295. DOI: 10.1177/0730888408322008

Chan, D. K. S., Lam, C. B., Chow, S. Y., & Cheung, S. F. (2008). Examining the job-related, psychological, and physical outcomes of workplace sexual harassment: a meta-analytic review. *Psychology of Women Quarterly*, *32*(4), 362-376. https://doi.org/10.1111/j.1471-6402.2008.00451.x

Chen, C., Huang, J., &Hsiao, Y. (2010). Knowledge management and innovativeness: The role of organizational climate and structure. International Journal of Manpower, 31(8), 848-870. https://doi.org/10.1108/01437721011088548

Choo, W.-Y., Dunne, M. P., Marret, M. J., Fleming, M., & Wong, Y.-L. (2011). Victimization Experiences of Adolescents in Malaysia. Journal of Adolescent Health, 49, 627-634. https://doi.org/10.1016/j.jadohealth.2011.04.020

Clarke, H. M., Ford, D. P., & Sulsky, L. M. (2016). Moderating effects of harasser status and target gender on the relationship between unwanted sexual attention and overall job satisfaction. *Journal of Applied Social Psychology*, *46*(12*)*, 701-717. https://doi.org/10.1111/jasp.12408

Collinson, M., & Collinson, D. (1996). It's only Dick: The sexual harassment of women managers in insurance sales. *Work, Employment and Society, 10*(1), 29-56. https://doi.org/10.1177/0950017096101002

Feldblum, C. R., & Lipnic, V. A. (2016). Select Task Force on the Study of Harassment in the Workplace: Report of the Co-Chairs of the EEOC. Retrieved from the Equal Employment Opportunity Commission: https://www.eeoc.gov/eeoc/task_force/harassment/upload/report.pdf K

Fitzgerald, L. F., Drasgow, F., Hulin, C. L., Gelfand, M. J., & Magley, V. J. (1997). Antecedents and consequences of sexual harassment in organizations: a test of an integrated model. *Journal of Applied psychology, 82(*4), 578-589. https://doi.org/10.1037/0021-9010.82.4.578

Fitzgerald, L. F., & Shullman, S. L. (1993). Sexual harassment: A research analysis and agenda for the 1990s. *Journal of Vocational Behavior, 42*(1), 5-27. https://doi.org/10.1006/jvbe.1993.1002

Foster, J., & Hagedorn, W. (2014). A qualitative exploration of fear and safety with child victims of sexual abuse. *Journal of Mental Health Counseling*, *36*(3), 243–262. **h**ttps://doi.org/10.17744/mehc.36.3.0160307501879217

Giardino, A. P. (2008). *Child abuse and neglect, sexual abuse*. Mescape.

Campbell R., Greeson M.R., Bybee D., Raja S. (2008). The co-occurrence of childhood sexual abuse, adult sexual assault, intimate partner violence, and sexual harassment: a mediational model of posttraumatic stress disorder and physical health outcomes. *J Consult Clin Psychol, 76*(2),194-207. https://doi.org/10.1037/0022-006x.76.2.194

Andersson, N., Ho-Foster, A., Matthis, J., Marokoane, N., Mashiane, V., Mhatre, S., ... Sonnekus, H. (2004). National cross sectional study of views on sexual violence and risk of HIV infection and AIDS among South African school pupils. *British Medical Journal*, 329, 952–954. doi:10.1136/bmj.38226.617454.7C

Haram, H., Shams, K. & Gohar, M. (2021). Women Entrepreneurship and Household Wellbeing: An Exploratory Study of Khyber Pakhtunkhwa. *FWU Journal of Social Sciences, 15(*2), 76-95. http://doi.org/10.51709/19951272/Summer-2/5

Harlos, K. P. (2001). When organizational voice systems fail: More on the deaf-ear syndrome and frustration effects. *Journal of Applied Behavioral Science, 37*(3), 324-342. https://doi.org/10.1177/0021886301373005

Hershcovis, M. S., Parker, S. K., & Reich, T. C. (2010). The moderating effect of equal opportunity support and confidence in grievance procedures on sexual harassment from different perpetrators. *Journal of Business Ethics, 92*(3), 415-432. https://doi.org/10.1007/s10551-009-0165-2

Herschovis, M.S., Herremans, I.M. and Warsame, H. (2009), "The role of internal processes in thesustainability performance and disclosure relationship", 2009 Canadian Academic Accounting Association (CAAA) Annual Conference. http://papers.ssrn.com/sol3/papers.cgm-id1326088.

Ilies, R., Hauserman, N., Schwochau, S., & Stibal, J. (2003). Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities. *Personnel Psychology*, *56*(3), 607-631. https://doi.org/10.1111/j.1744-6570.2003.tb00752.x

Jones, D., Runyan, D., Lewis, T., Litronik, A., & MM, B. (2010). Trajectories of childhood sexual abuse and early adolescent HIV/AIDS risk behaviours: The role of other maltreatment, witnessed violence and child gender. *Journal of Clinical Child & Adolescent Psychology*, *39*(5), 667–680.   10.1080/15374416.2010.501286

Kearl J., McNary C., Lowman J.S., Mei C., Aanderud Z.T., Smith S.T., West J., Colton E., Hamson M., Nielsen B.L. (2019). Salt-Tolerant Halophyte Rhizosphere Bacteria Stimulate Growth of Alfalfa in Salty Soil. *Front Microbiol. 14*,10-1849. https://doi.org/10.3389/fmicb.2019.01849

Krippendorff, K. (2011). Agreement and information in the reliability of coding. *Communication Methods and Measures*, *5*(2), 93–112. DOI: 10.1080/19312458.2011.568376

Langer, G. (2017, October 17). Unwanted sexual advances not just a Hollywood, Weinstein story, poll finds. *ABC News*. https://abcnews.go.com/Politics/judge-manafort-case-dont-unfettered-power/story?id=54936735

Lambert, C., & Andipatin, M. (2014). An exploration of student perceptions of the risks and protective factors associated with child sexual abuse and incest in Western Cape, South Africa. *African Safety Promotion Journal*, *12*(1), 35–51.

Lira, L., Koss, M., & Russo, N. (1999). Mexican American women's definitions of rape and sexual abuse. *Hispanic Journal of Behavioural Science*, *21*(3), 236–265.https://doi.org/10.1177/0739986399213004

London, K., Bruck, M., Ceci, S., & Shuman, D. (2005). Disclosure of child sexual abuse: What does the research tell us about the ways that children tell? *Psychology, Public Policy, and Law*, *11*(1), 194–226.   Doi: 10.1037/1076-8971.11.1.194

London, K., Bruck, M., Sesi, S., & Shuman, D. (2008). Review of the contemporary literature on how children report sexual abuse to others: Findings, methodological issues, and

implications for forensic interviewers. *Memory*, *16*(1), 29–47. Doi: 10.1080/09658210701725732

Mathoma, A., Maripe-Perera, D., Khumalo, L., Mbayi, B., & Seloilwe, E. (2006). Knowledge and perception of parents regarding child sexual abuse in Bostwana and Swaziland. *Journal of Paediatric Nursing*, *21*(1), 67–71. Doi: 10.1016/j.pedn.2005.08.002

McDonald, P. (2012). Workplace sexual harassment 30 years on: A review of the literature. *International Journal of Management Reviews, 14*(1), 1-17. https://doi.org/10.1111/j.1468-2370.2011.00300.x

McDonald, P., Charlesworth, S., & Graham, T. (2015). Developing a framework of effective prevention and response strategies in workplace sexual harassment. *Asia Pacific Journal of Human Resources, 53*(1), 41-58. https://doi.org/10.1111/1744-7941.12046

Motsoeneng, M. (2021). The experiences of South African rural women living with the fear of Intimate Partner Violence, and vulnerability to HIV transmission. FWU Journal of Social Sciences, 15(1), 132-142. http://doi.org/10.51709/19951272/spring2021/15-11

Pasura, D., Jones, A., Hafner, J., Maharaj, P., DeCaires, K., & Johnson, E. (2014). Competing meaning of childhood and the social construction of child sexual abuse in the Caribbean. *Journal of Childhood*, 20(2), 200–214. https://doi.org/10.1177/0907568212462255

Puente, M., & Kelly, C. (2018, February 23). The 94 percent: How common is sexual misconduct in Hollywood? *USA Today*. https://www.usatoday.com/story/life/people/2018/02/20/how-common-sexual-misconduct-hollywood/1083964001/

Salin, D. (2009), "Organisational responses to workplace harassment: An exploratory study", Personnel Review, 38 (1), 26-44. https://doi.org/10.1108/00483480910920697

Senthilingam, M. (2017, November 29). Sexual harassment: How it stands around the globe. *CNN.com.* https://www.cnn.com/2017/11/25/health/sexual-harassment-violence-abuse-global-levels/index.html

Sims, C. S., Drasgow, F., & Fitzgerald, L. F. (2005). The effects of sexual harassment on turnover in the military: Time dependent modeling. *Journal of Applied Psychology*, *90*(6), 1141-1152. https://doi.org/10.1037/0021-9010.90.6.1141

Steel, J. L., & Herlitz, C. A. (2005). The association between childhood and adolescent sexual abuse and proxies for sexual risk behavior: A random sample of the general population of Sweden. *Child Abuse & Neglect*, 29(10), 1141–1153.Doi: 10.1016/j.chiabu.2004.10.015

Sweet, T., & Welles, S. (2012). Associations of sexual identity or same-sex behaviours with history of childhood sexual abuse and HIV/STI risk in the United States. *Journal of Acquired Immune Deficiency Syndromes*, *59*(4), 400–408. Doi: 10.1097/QAI.0b013e3182400e75

Timmerman, G. and Bajema, C. (1999). Incidence and methodology in sexual harassment research in northwest Europe. *Women's Studies International Forum*, 22, 673–681 https://doi.org/10.1016/S0277-5395(99)00076-X

Tyler, K. A., & Cauce, A. M. (2002). Perpetrators of early physical and sexual abuse among homeless and runaway adolescents. *Child abuse & neglect*, *26*(12), 1261-1274.

Vijayasiri, G. (2008). Reporting Sexual Harassment: The Importance of Organizational Culture and Trust. *Gender Issues, 25*, 43-61.

Willness, C. R., Steel, P., & Lee, K. (2007). A meta-analysis of the antecedents and consequences of workplace sexual harassment. *Personnel Psychology, 60*(1), 127–162. https://doi.org/10.1111/j.1744-6570.2007.00067.x

Woodzicka, J. A., & LaFrance, M. (2005). The Effects of Subtle Sexual Harassment on Women's Performance in a Job Interview. *Sex Roles: A Journal of Research, 53*(1-2), 67–77. https://doi.org/10.1007/s11199-005-4279-4