



## Sexual Harassment and Operational Effectiveness of Women in Technical Education in Ogun State, Nigeria

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### Abstract

Achieving a considerable level of operational effectiveness is essential to the management of institutions. Among the womenfolk, sexual harassment at the workplace has been identified as one of the inhibiting factors that hinder their performance efficiency, hence concerted effort should be made to mitigate its effect. This study, therefore, considered estimating the effect of sexual harassment on the operational effectiveness of women in the employment of technical and vocational education in Ogun State. Three hypotheses were formulated to examine the relationship each of the identified factors has on women's effectiveness at work. The population of the study consists of all-female staff in Technical Vocational Institutions in Ogun State, Nigeria, out of which a sample of one hundred and twenty (120) female staff were randomly selected from three technical vocational educations in Ogun State. Two-structured questionnaires tagged Situation-Specific Assessment of Sexual Harassment (SSASH) and Questions for Operational Effectiveness (QOE) was adapted. Ordinary Least Square method was employed to validate the established relationship, while hypotheses were tested using a t-test. The result shows that factors of sexual hostility and unwanted sexual attention harm employees' efficiency on the job while that of Sexual coercion was found to be insignificant, thereby inferred that the factor does not have any effect on the operational effectiveness of women in technical education. Thus, combating sexual harassment for effective job performance of female employees' in specialized training needed to be geared towards other directions rather than rape and coercion.

**Keywords:** Women in Technical Education, Sexual Harassment, Operational Effectiveness, Technical and Vocational Education

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## 1. Introduction

Studies have shown that the report on sexual abuses and other related abuses has rolled across workplaces in Nigeria, the continuous mute on sex-related harassment in the workplace has continued to affect workers, particularly women negatively, personally and professionally (Rizzo *et al*, 2018). Issues on Sexual harassment has gotten progressively noticeable over the last ten years. As the expanding number of cases revealed, a few nations have made lawful move to remember it as unfortunate behavior and simultaneously to rebuff and forestall it. Sexual harassment as possible been accounted for as a basic issue, especially in institutions (Siti *et al.*, 2015).

Sexual harassment is a rejected behavior of sexual nature, which is degrading, defamatory or oppressive which may affect an organisational performance of an employee, her health, career or livelihood (Sabitha, 2008). The definition applied to both sex and tended with the impacts of sexual harassment on the people in question. Siti *et al.* (2015) bring up that an individual has various impression of what comprises inappropriate behavior, and a definition is practically difficult to develop.

From looks and impolite jokes to disparaging remarks dependent on sex generalizations to rape and different demonstrations of physical viciousness are genuine instances of inappropriate behavior. The legitimate meaning of sexual fluctuates by nation; it is comprehended to allude to unwanted and preposterous sex-related lead. Sexual harassment is considered as “any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another. Such harassment may be but is not necessarily, of a form that interferes with work, is made a condition of employment, or creates an intimidating, hostile, or offensive work environment” (World Bank. Women, Business and the Law, 2014).

Sexual harassment is a type of separation that applies to badgering by an individual against someone else of the other gender just as provocation by an individual against someone else of a similar sex. It additionally happens when a worker is exposed to unwanted or undesirable sexual direct that is adequately inescapable or extreme to change the terms or states of the representatives' business, such way continuous interference with a staff work execution or making of damaging, intimidating, hostile and antagonistic workplace. All level of staff from top to lower level or even a non-employee like suppliers, customer or third party can create a hostile environment (Jimoh, *et al.*, 2015).

Hostile environment sexual harassment occurs when undesirable lead of a sexual nature makes a startling, subverting or harming working condition or is so genuine, continuing on or unavoidable that it affects a person's ability to participate in or advantage from a University program or activity. The harasser can be a companion of the individual being bugged. Once in a while the harasser is bugging an individual who has control over them. For example, a trainee can explicitly annoy a trainer, or a student can explicitly hassle a teacher (Office of Institutional Equity, University of Michigan, 2019).

Effectiveness is the ability to do the thing right or engaging yourself with the appropriate thing. A simple explanation of the concept is that effectiveness assumed that organisations focuses on goal. The attention is on the genuine fulfillment of organisational goals and less on the methods required reaching them or the speed at which they are accomplished. Thus, not everything helpful must be productive; however, everything dynamic must be compelling (Lodewijk, 2016). Measuring your employees' effectiveness is an essential part of managing a team and ensures your organisation is running at its most productive. Employee effectiveness must be maintained and measured to ensure that not only are employees effective in their roles and in meeting the objectives of the organisation but also that they are engaged and challenged (Gina, 2016).

**Sexual Hostility** happens when unwanted remarks or lead dependent on sex, race or other lawfully ensured qualities irrationally meddles with staff performance or makes a scary, intimidating or hostile workplace. It is a workplace made by unwanted sexual conduct or conduct coordinated at a employees in view of that worker's sex that is hostile, threatening and scaring and that unfavorably influences that employee's capacity to do their activity (Jimoh *et al.*, 2015 and Iro-Idoro, 2018).

**Unwanted Sexual Attention** is any sexual attention that causes you to feel awkward, uncomfortable or scared and can frequently bring about casualties encountering health issues. Unwanted sexual attention covers a tremendous scope of practices from being contacted without authorization, causing apprehension, alert or trouble; sexual verbally abusing or badgering to assault and rape. Undesirable sexual consideration can happen to the two ladies and men and between individuals of the equivalent and other gender (Hantsweb, 2019).

**Sexual coercion** is an undesirable sexual exercise that occurs when you are constrained, deceived, undermined, or constrained in a non-physical way. Impulse can make you think you owe sex to somebody. It may be from somebody who has control over you, similar to a teacher, proprietor, or a boss. (Office of women health, 2019). This happens when an employee is extended to some employment opportunity advantage, for example, advancement, increase in salary, and so on, as a byproduct of sexual favors or is exposed to some unfriendly activity due to a refusal to submit to a solicitation for sexual favors. In a relationship where sexual pressure is happening, there is an absence of assent, and the coercive accomplice does not regard the limits or wishes of the other. This is often referred to as quid pro quo sexual harassment (Jimoh *et al.*, 2015 and Iro-Idoro, 2018).

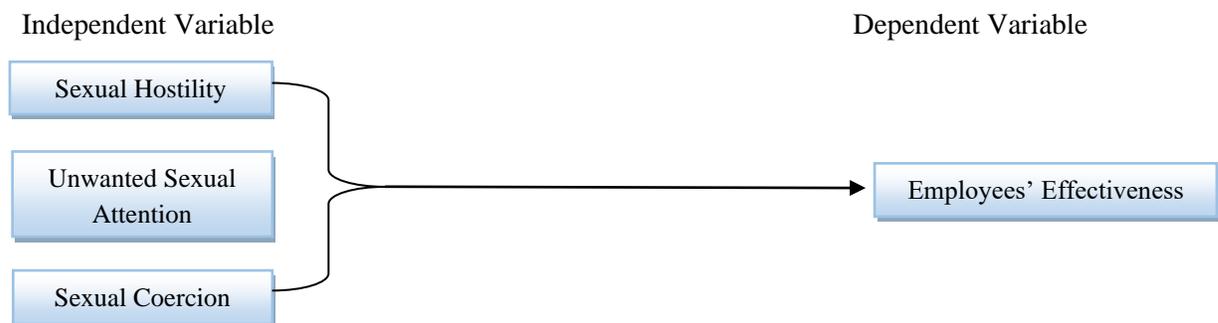


Figure 1. Self-constructed Conceptual Framework of showing relationship between the Variables

## 2. Methodology

A survey design was adopted for the study, which consists of one independent variable sexual harassment and one dependent variable – employees’ effectiveness. Two-structured questionnaire tagged Situation-Specific Assessment of Sexual Harassment (SSASH) (Suzanne, 2001) and Questions for Operational Effectiveness (QOE) (Connie, 2013). A sample of one hundred and twenty (120) female staff was randomly selected from three technical vocational educations in Ogun State (Federal University of Agriculture, Abeokuta, The Federal Polytechnic, Ilaro and College of Education Osiele, Abeokuta) currently in service of the institutions. Mugenda and Mugenda, (2003) submitted based on research that a sample size of 10-50% is acceptable for descriptive research. Respondents were required to answer each item using four-Likert scale, ranging from 4 = strongly agree to 1 = strongly disagree. Ordinary Least Square method was employed to estimate the effect of sexual harassment on the operational effectiveness of women in the employment of technical and vocational education, while hypotheses were tested for validating the considered factors of sexual harassment and the effectiveness of women workers.

The stated hypotheses and the decision criteria are as stated below:

**H<sub>01</sub>:** Sexual Hostility of sexual harassment positively influences employees’ effectiveness.

**H<sub>02</sub>:** Unwanted Sexual Attention positively influences employees’ effectiveness.

**H<sub>03</sub>:** Sexual Coercion positively influences employees’ effectiveness.

**Decision Rule:** If the p-value is less than the 5% level of significance, the H<sub>0</sub> will be rejected, but if the p-value is more than the 5% level of significance, the H<sub>0</sub> will be accepted.

### 3. Results

The results of the regression analysis with the associated correlation coefficient and student t-test are presented as follows:

**Table 1: Summary of the relationship between dependent and the independent variables.**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.393 <sup>a</sup>	.154	.131	.81110

The result as presented in the summary of the relationship between the dependent and independent variable in table 1 shows there is a weak positive relationship between the dependent and independent variables with correlation coefficient of 0.393. The R-square value of 0.154 and the adjusted R-square of 0.131 implied that about 15.4% variation in employees’ effectiveness could be attributed to the joint effects of the sexual harassment factors (that is, sexual hostility, unwanted sexual attention and sexual coercion).

**Table 2: ANOVA of the regression analysis between the dependent and the independent variables**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17.380	4	4.345	6.605	.000 <sup>b</sup>
	Residual	95.393	145	.658		
	Total	112.773	149			

Table 2 gives the F-value as 6.605 with p-value of 0.000 which is an indication that the model is significant and of goodness of fit for the relationship being investigated. That is, the model is sufficient and adequate in relating the sexual harassment factors with the performance of women in technical education.

**Table 3: Coefficient table of the relationship between the dependent and the independent variables.**

Model	Unstandardized Coefficients	Standardized Coefficients	T	Sig.

	B	Std. Error	Beta		
(Constant)	2.882	.689		3.021	.003
1 Sexual Hostility	-.130	.025	.001	-5.268	.005
Unwanted Sexual Attention	-.080	.043	.082	-8.833	.035
Sexual coercion	-.030	.040	.071	-10.757	.057

Table 3 shows the contribution of each independent variables. The regression coefficient for sexual hostility is -0.130 with standard error of 0.025 and t-value of -5.268. The result implies that sexual hostility has about 13% reduction effect on employees’ effectiveness at constant values of other factors. Since the p-value of 0.005 for the factor is less than 0.05 significant level, the alternative hypothesis is accepted, and we then conclude that sexual hostility has significant effect on employees’ effectiveness.

The regression coefficient of -0.080 for unwanted sexual attention is an indication that an increase in unwanted sexual attention will result in 8% reduction in employees’ effectiveness provided other independent variables are held constant. The t-statistic of -8.833 with P-value 0.035 implies the rejection of the set hypothesis and thereby inferred that unwanted sexual attention has significant effect on employees’ effectiveness.

Lastly, sexual coercion has regression coefficient of -0.030 with standard error of 0.040 with t-value of -10.757. This suggests that for every means of sexual coercion, there is 23% reduction in employees’ effectiveness at constant values of other factors. However, the factor was found to be insignificant in its effect due to its p-value of 0.057 which is greater than 0.05 significant level. Hence the null hypothesis is accepted, and we then conclude that sexual coercion does not have significant effect on employees’ effectiveness.

#### 4. Discussion of Findings

The current study developed and evaluated the relationship among awareness of sexual harassment, which are; Sexual Hostility, Unwanted Sexual Attention and Sexual Coercion and Employees effectiveness in the organisation. The result shows that sexual hostility has affected employees’ effectiveness on the job negatively. This means that female employees experience series of sexual aversion like telling original stories or jokes that were offensive, staff making crude and offensive sexual remarks etc. that sometimes embarrasses them and in return affect their efficiency and effectiveness. Jimoh *et al.* (2015) affirmed that when this behaviour is directed at an employee because of that employee's sex, it adversely affects that employee's ability to do his or her job

Based on the result, the study shows that unwanted sexual attention has caused operational inefficiency of women in technical education. This implies that female employees in professional training usually experience unwanted sexual attention from either their male colleagues or boss despite an effort to discourage them from making advances. Touching and hugging without permission, asking for a date or drink during working hours are examples of female employees’ experiences. The result of this is directly on the effectiveness of the female employees, loose of commitment or interest in the organisation if not total withdrawal from the organisation (Gruber, 2003). Two

different constructs usually measure removal, work withdrawal being late, neglectful, avoiding work tasks and job withdrawal that is turnover, or intention to leave the organisation (Hanisch & Hulin, 1990).

However, sexual coercion is found to be statistically insignificant, which induce that sexual coercion does not have any effect on the operational effectiveness of women in technical education. This result may be due to strict implementation of legal action for misconduct by the management or understanding of the implications of such work by the employees since it a formal and educational setting. The issue of sexual harassment has without a doubt gotten progressively conspicuous in the most recent decade. As the expanding number of cases detailed, numerous nations have made lawful move to remember it as unfortunate behavior and simultaneously to rebuff and forestall it. Sexual harassment has as often as possible been accounted for as a basic issue, particularly in educational institutions (Siti, 2015).

## 5. Conclusion

It may be concluded, from the inferences, that combating sexual harassment for effective job performance of female employees in technical education needs to be geared towards other direction, other than sexual coercion. Meanwhile, Sexual Hostility and Unwanted Sexual Attention in workplace have been well established as significant factors of sexual harassment with their quantitative effects estimated. Sexual harassment is legally prohibited because it poses danger to both employees and institution. Sexually harassed employees suffer some degree of health consequences both psychologically and physically. Sexual harassment affects individual and team effectiveness, and research shows that workplace sexual harassment is very common these days. Much attention had been given to sexual coercion as it is more noticeable and evident by the public. Indeed, the management of the institutions had done a lot in the area of rape, duress and undue influence for abuse. However, the technical and vocational educations could pay much attention to other areas of sexual harassment in order not to create a hostile work environment and boost employees' effectiveness.

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