Sexual Harassment Climate at Workplaces and its Effects on Job-Related Affective Wellbeing of Females in Pakistan

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Abstract: Sexual Harassment is mostly faced by females throughout the world. Pakistani females were not the equal part of job sectors previously, but now they are now working side by side with males. Increase the number of females, increased the risk of sexual harassment at workplaces. In Pakistan, talking and complaining about sexual harassment is considered as taboo while sexual harassment at workplaces affects the mental well-beings of female employees negatively. This research was conducted to understand the sexual harassment climate of Pakistani workplaces and its impact on the job-related affective well-being of females. Research was done on Pakistani females working in different sectors of Pakistan, Data collection was done online and a total 230 working females of aged 18 – 54 years participated. The relationship between sexual harassment climate at workplaces and job-related affective well beings of female employees were found to be weakly positively correlated, $r(228) = 0.298$, $p = 0.00$. Linear regression significantly indicated the effect of sexual harassment risk at workplaces on the negative job-related emotions of females, $R^2 = 0.030$, $F(1, 228) = 7.097$, $p = 0.008$. Linear regression between the higher intolerance of sexual harassment and high arousal - high pleasurable positive emotions of females also found significant, $R^2 = 0.040$, $F(1, 228) = 9.438$, $p = 0.002$. This means that sexual harassment climate at workplaces damaged the job-related well beings of females and the workplaces with high intolerance of sexual harassment increases the positive emotions of female employees towards their jobs.

Keywords: Sexual Harassment, Workplaces , Job-Related Affective Wellbeing,Pakistan.

1. Introduction

The condition of females is not really good to see, especially in the developing countries in the world. They mostly lived with extremely low resources. The World Bank recommends investing in female education in developing countries as a strategy for developmental growth and reduction in poverty (Oxaal, 1997). The best way to empower women is to give them education and access to equal rights. The necessary and basic factor to empower women in every field of life is education (Lopez-Claros & Zahidi, 2005). Men are in majority in every faculty of higher educational institutes throughout the world. It is very clear that females experience gender discrimination (UNESCO, 2002). Gender inequality is deeply rooted in various Asian countries. This is the reason behind gender-based violence and gender discrimination in these countries. Approximately half of all working women will experience any type of harassment, estimated by some authors (Fitzgerald, 1993).

According to the Legal Standards in the US, the Civil Rights Act of 1964; which was amended in 1991, prohibits any type of workplace discrimination by an employer against an individual on the basis of national origin,

gender, race, religion and color. Title VII explains the protection against hostile workplace harassment (Meritor Savings Bank v. Vinson, 1882) and gender discrimination (Henson v. City of Dundee, 1982). In Civil rights Act of 1964, the title VII said that the prosecutor should prove the events of harm, any type of loss or sexual harassment which was occurred in the workplace (Goodman-Delahunty, & Foote, 2011). Any inappropriate act which makes a person uncomfortable is considered harassment. Inappropriate behavior causing fear and happening for more than once but lasting for three weeks maximum is defined as harassment (Leah, Frank, & David, 2013).

Workplace bullying is also a type of harassment. The continuous exposure to mistreatment and vague arguments from seniors, colleagues or juniors is considered as workplace bullying and this bullying cause problems in work life which affects the targets of organizations (Einarsen, Hoel, Zapf, & Cooper, 2003; Rayner, & Keashly, 2005).

Repetitive interruptions in one person's life by another person which cause the fear is stalking. Estimation suggests that 2% of men and 8% of women have faced stalking at some stage of their lives (Mullen, Pathe, & Purcell, 2009). While the prevalence at the workplace is highest at the work environments where women employees are traditionally discriminated against (Gutek, 1985). Another study by Grauerholz (1996) enlighten that the educational or work environments where females are higher in number had less chances of sexual harassment or abuse.

Sexual harassment against women is always an issue worldwide but it was not considered as a social problem previously. Just like domestic violence and rape, workplace sexual harassment is recognizing as social problem recently (Alagappar, & Marican, 2014). Sexual harassment at workplace can affect the mental health of female employees which results in decreasing the productivity and ends up in affecting the business turnover. Sexual harassment does impact the turnover of female employees especially (Dionisi, Barling, & Dupre, 2012).

Moving forward, sexual harassment can also cause physical health and safety issues. Sexual harassment can also impact the health of victims and can cause work-related stress (Houle, Staff, Mortimer, Uggen, & Blackstone, 2011). At some workplaces, sexual harassment complaints are not taken seriously which is extremely harmful for the employees especially females. Belief that sexual harassment is not taken seriously can lead to poor physical health (Merkin, & Shah, 2014). Sexual harassment at workplaces affects the mental health of females which directly impact the job-related feelings. The positive job-related feelings may turn into negative ones and end up in resigning from the job. Victims of sexual harassment have lower job satisfaction, higher intentions of quitting the job and absenteeism (Merkin, & Shah, 2014).

Sadly, talking on this topic is considered taboo in Pakistani culture and no one talks on these issues a few years back. Sexual harassment is considered as a hidden issue but like other countries, Pakistan also started receiving attention and awareness among women (Anila, 1992, 1994, 1995; Anila, Ansari, & Tariq, 1991). Anila (1995) also reported that sexual harassment is very difficult to study because it is least spoken issue in Pakistani Society. According to the World Bank Collection of development indicators; 48.54% of the population of Pakistan consists of females, which is increasing every year. The increase in population is causing economic stress in the country. Pakistani females are now also working side by side with males in every field, which is helping Pakistan to grow economically, but it is not that easy for females to go out and work. They face various issues on a daily basis.

Among all the issues; sexual harassment at workplaces is on the top. Although there are very clear punishments in the law of Pakistan for workplace harassment, sadly we saw extremely less implementation of these laws. The Protection against Harassment of Women at the Workplace Act, 2010 passed by Majlis-e-Shoora (Parliament) of Pakistan and then published on March 11, 2010. This act gives protection to women from any type of harassment at the workplace. According to the Article 1(h) of Protection against Harassment of Women at Workplace Act, 2010, Pakistan; harassment is defined as.

"Any unwanted sexual advance, request for sexual favors, or other verbal or written communication or physical conduct of a sexual nature, or sexually demeaning attitudes, interfering with work performance or creating an intimidating, hostile, or offensive work environment, or the attempt to punish the complainant for refusing to comply with such a request, or is made a condition of employment."

The aim of this research is to analyze the sexual harassment climate at workplaces of Pakistan and its effects on the job related affective wellbeing of female employees. Pakistan is reporting day by day increase in the cases of sexual harassment from last few years. Several cases of sexual harassment are not being reported due to the risk factors behind reporting these incidents. Females try to avoid the risk by not reporting complaints of sexual

harassment. Until today people think that the bad touch is the only act, we called as sexual harassment not the sexual comments or signals. The important factor to identify the sexual harassment is the behavior. Sexual related behaviors and the behaviors that cause the fear or warnings to be judged as sexual harassment than other behaviors (Gutek, Nakamura, Gahart, Handschumacher, & Russell, 1980; Reilly, Carpenter, Dull, & Bartlett 1982; Weber-Burdin, & Rossi, 1982).

There is no single, proper and complete definition of sexual harassment to be use worldwide. In early studies (eg., Benson, & Thomson, 1982; Gutek, 1985) participants were given a checklist of different behaviors to be checked, which they experienced in different time durations (generally, two years). This research uses the definition of sexual harassment from the Article 1(h) of Protection against Harassment of Women at Workplace Act, 2010, Pakistan. Sexual harassment at work places badly impacts the mental wellbeing of females and causes a real damage to their job-related affective wellbeing. Workplace harassment affects the job-related emotions of females directly. The workplaces; where females face sexual harassment, results in affecting their mental wellbeing. They could not focus on their work and negative emotions towards the job generates. A work environment, where females feel secure and feel free to complain, helps the females to develop more and more positive emotions towards their jobs.

There is little research done previously on this topic in Pakistan. Pakistan has almost fifty percent population of females and these females are now working with different sectors to put their part in the development of the country but unfortunately, they face various problems and sexual harassment is the severe problem faced by almost every female in the country. Present research is done to understand the condition of sexual harassment climate at workplaces along with its impacts on the well beings of female employees working in different sectors of Pakistan. This research mainly focuses on the job-related affective wellbeing of female employees of Pakistan.

Literature Review

Women are mostly known as sensitive gender and get fewer facilities as compared to men in the working class and developing societies. They are supposed to be at home, to do home chores and take care of the families by not taking part in any type of decision making process. Women are considered as less capable than the men in the World's working environment (Goheer, 2003) and they are expected to be the house managers (Alireza, 1987; Asian Development Bank, 2008). On the other hand males are considered to be intelligent and hardworking as compared to females. Males are more likely to hold managerial jobs, not only because they have more decision-making power, but also because they have more opportunities for social networking (Gracia, 2009). Males are in dominance everywhere, from basic rights till the educational opportunities and the employment sector. Gender imbalance was largest in the most senior posts in developing country's universities, from vice-chancellors to heads of department; according to a Commonwealth Higher Education Management Service survey (Lund, 1998). Although both genders are considered equal in all the laws in almost all countries in the world , gender discrimination is present. Especially at work spaces, no gender differentiation is allowed. This is despite long-standing legislation in the Islamic Republic of Pakistan's Constitution that guarantees equal rights to both men and women in the workplace (NAP, 2004).

Sexual harassment is extremely painful and suffering. Victims of sexual harassment recognize it as upsetting, annoying, embarrassing, offensive, humiliating, stressful, frightening and intimidating (Fitzgerald, Swan, & Magley, 1997; Langer, 2017). It can spoil the career and academic aim of the victim. It is the reason behind the damage of self-confidence of the females. Sexual harassment may purposefully or accidentally affect the career desires and performance due to abusive, hostile and intimidating environment which scatter the confidence and make it difficult to achieve the goals (Jacobson & Eaton, 2018; Jagsi et al., 2016; McLaughlin et al. 2017).

The statistics given by some authors for sexual harassment are high. According to Garlick (1994), up to 90% of sexual harassment victims experienced significant emotional stress, and according to Koss (1991), between 21% and 82% of all women reported that their emotional and physical condition deteriorated as a result of their experiences, depending on the severity of the sexual harassment. Sexual harassment has also been linked to weight/shape concerns, negative body image, and eating disorder (Buchanan, Bluestein, Nappa, Woods, & Depatie, 2013), as well as a decreased sense of safety in targeted (Donnelly & Calogero, 2018). Sexual harassment rates may also be influenced by a person's ethnicity. Because minority group status signifies marginality and a lack of power, both of which are connected with increased Sexual harassment prevalence, minorities may encounter higher rates of Sexual harassment from majority group members. Sexual aggressiveness and harassment can be used to express prejudice against racial and sexual minorities (Collins, 1990). High rates of Sexual harassment from supervisors,

peers, clients, and customers are experienced by migrant women employees, hotel room attendants (maids), women restaurant workers, and homecare and domestic workers (Kim, Vasquez, Torres, Nicola, & Karr, 2016; Nguyen, 2016). The target may feel forced to cooperate with the harassment since the harasser is perceived as having the right to make demands from the subordinate (Popvich & Warren, 2010).

Most people relate sexual harassment with the educational level and believe that the females, who are highly educated faces the sexual harassment the most. Researcher do favors this by saying that the women who are highly educated are more likely to face sexual harassment (Coles, 1986; Fain & Anderton, 1987; Martin, 1984). While on the opposite side, few researchers believed that it is due to the awareness and sensitization of sexual harassment issues among educated women (Lach & Gwartney-gibbs, 1993). Gutek (1985) more clarify this situation and said that as educated women have more liberal attitudes so, they are more likely to report sexual harassment at workplaces. Initially, sexual harassment was only considered as legal concept. The researchers of West started to view sexual harassment as the measurable standard variable in mid 1990s (Arvey & Carvanaugh, 1995; Frazier, Cochran, & Olson 1995) and they also differentiate it from the legal concept (Fitzgerald, Swan, & Fischer, 1995).

Sexual harassment is mostly done by the masculine gender to the feminine group. Majority victims of sexual harassment are girls and women and the offenders are boys and men in majority (Espelage, Hong, Rinehart, & Doshi, 2016; Gruber & Fineran, 2016). Even in the most developed states like America women are the highest target of sexual harassment in numbers. An American study using direct questions found that 65% of women and 25% of men have street harassment experience (Kearl, 2014). Sexual harassment becomes more traumatic, when it is done by any authority figure within the organizations. Sexual harassment can also work as authoritarian power to clearly convey the fear for future assaults and harassment (Donnelly & Calgero, 2018). Even in the field of sports, sports women face sexual harassment by different seniors and authority figures. The majority of the athletes' sexual harassment was perpetrated by sports authority people. Female athletes typically trust such figures, and they may be emotionally reliant on them (Gutek and Koss, 1993).

Sexual harassment at workplaces has short and long term negative effects on employees (Boyd, 2011). The psychological impact of sexual harassment can be extremely worse. The females who face sexual harassment at their work places usually suffered from anger, anxiety, depression and other problems. Victims of sexual harassment experience loss of self-confidence, humiliation, anger and psychological damage (Brown et at., 2011). These psychological issues result in the lack of interest in the job, affect the performance and may cause absenteeism. Sexual harassment at work place also leads to higher absenteeism, lower job satisfaction (McDonald, 2012; MsLaughlin, Uggen & Blackstone, 2012) and decreased in performance (Dionisi, Barling & Dupre, 2012). According to Gutek and Koss (1993), sexual harassment has multiple effects. Depending on the domain studied and the point in the process where assessments are performed, there appear to be a variety of effects. These writers note out that, in addition to the impact of the sexual harassment itself, the after-effects are frequently influenced by disappointment in how others react and the stress of harassment-related life adjustments such as relocation, loss of income, and litigation trauma, among other things.

The victims of sexual harassment also face various psychological problems. Victims of sexual harassment are more significant to feel general dissatisfaction towards life and can also face different psychosomatic disorders like; sleep problems, headaches, migraines, respiratory issues, weight loss or gain due to stomach disturbance and post-traumatic stress disorder (Barling at al., 1996; Fitzgerald, 1993; Schneider et al., 1997). Workplace harassment also creates the mood changes and mood swings by itself it a biggest barrier towards the ability of focus. Ability to focus on a present event gets disturbed due to the negative mood changes (Barling et al., 1996). Sexual harassment at workplace will directly affect the emotions related to the job. Affect is the accessible feelings in emotions (Fredrickson, 2001; Walter & Bruch, 2008) and is an important symbol of a person's wellbeing (Chen, Jing, Hayes, & Lee, 2013).

The organizations, who have zero tolerance policy of sexual harassment at their premises are the once, who have almost no cases of sexual harassment at workplaces and on the other hand the organization with highest cases ratio are the high tolerant organizations of sexual harassment. The proactive organizations that develop and impose the sexual harassment policies have the lowest rate of sexual harassment cases in their boundaries (Holland, & Cortina, 2016). Organizational environment is important to forecast the sexual harassment; the female participants, who reported to face higher level of sexual harassment means their organizational have high tolerance towards sexual

harassment (Fitzgerald, Drasgow, Hulin, Gelfand, & Magley, 1997). Usually, if a person in an organization feels the sexual harassment at workplace, its complaint will be report to the supervisor but in the other case if supervisor by itself is the harasser, the complaint will more likely to be file passively. Due to power dynamics, an employee must report harassment from a supervisor passively (Thacker & Ferris, 1991). In these cases, where harassment is done by the supervisor, the effect is much more and more than the harassment by any other employee at the workplace. Harassment from supervisors can be far more severe than any colleague (Gruber & Bjorn, 1986; Loy & Stewart, 1984).

Pakistan has strict harassment laws against sexual harassment, According to Section 3 of the Protection Against Harassment of Women at Workplace Act 2010; Pakistan, each organization must establish an investigation committee to investigate workplace harassment accusations. Three people should be on the committee, where one member should be female. There are minor and major penalties against the sexual harasser, according to the Section 4 of the Protection against Harassment of Women at Workplace Act 2010; Pakistan. Minor penalties includes; censure withholding for a specific period, promotion or increment stoppage for a specific period and Recovery or compensation, payable to the complainant from pay or any other source of the accused while major penalties are reduction to the lower post, compulsory retirement, removal from service, dismissal from service and fine. According to Pakistan Penal Code (Act XLV of 1860), Section 376; the punishment of rape is imprisonment for minimum 10 years to maximum 25 years with fine and in case of rape done by more than one person, punishment will be life time imprisonment or in some cases death. In case of unnatural offences, according to section 377 of Pakistan penal code (Act XLV of 1860); the punishment will be life time imprisonment or imprisonment from 2years to 10 years with fine.

Not much researches were done on this topic previously in Pakistan as talking about sexual harassment is considered as taboo in Pakistani culture. This research was done to understand the relationship of sexual harassment climate with the job-related affective wellbeing of female employees. This research also helped in understanding the risk of sexual harassment climate at Pakistani workplaces and its effects on positive and negative emotions of female employees towards their jobs.

Research objectives

●In Pakistan, female employees face different job-related issues such as inequality in salaries, no job surety and non-availability of essential leaves, despite all these issues, harassment at workplaces is the biggest issue among all. The workplaces where probability of sexual harassment is present, the well beings of female employees do get affected. When talking about harassment, sexual harassment is one of the types of harassment which is faced by almost every female (of any age) in Pakistan. If sexual harassment is present at workplace; it will directly affect the job-related wellbeing of female employees. In this research, we will find out whether there is a relation between both these variables, and how harassment issues are influencing females at work place.

●As we discussed it earlier that sexual harassment is the issue face by almost every female of Pakistan. Career oriented females face different types of harassment by their surroundings which sometimes affect them in negative ways. If the workplace has the risk of sexual harassment, the job-related wellbeing of female gets affected and negative emotion towards job increases. The females who are facing sexual harassment at their workplaces get frustrated by the job environment, which result in the resignation from the job.

●Furthermore, females all around the world face sexual harassment at different places and sexual harassment at work places can only be controlled by the strict policies by the organizations. The organizations or workplaces where zero harassment policy is present have lesser chances of sexual harassment as compare to those who have not. Higher intolerance of sexual harassment results in high positive emotions (i.e. the high pleasurable and high arousal emotions) of the female employees towards their jobs. Organizations are making strict harassment policies to prevent their employees from the sexual harassment now days. Still various organizations in Pakistan don't have their own harassment policies. The organizations where females feel secure, results in the high satisfaction of jobs by female employees.

●In the light of this picture present research will be a great contribution to see the relationship between sexual harassment and how these effect on overall wellbeing of female at work place and, as well how organization policies can influence on the phenomena in Pakistan.

Research Hypotheses

Hypothesis 1

There would be significant relationship between sexual harassment climates at workplaces with the job-related affective wellbeing of female employees in Pakistan.

Hypothesis 2

Risk of sexual harassment would significantly predict negative emotions among female employees of Pakistan.

Hypothesis 3

Greater intolerance of sexual harassment would predict the high pleasurable and high arousal emotions in female employees.

Method

Participants

230 females from different cities of Pakistan participated in this research. Among 230 participants; 43 participants belong to different cities of Punjab, 165 participants belong to Sindh, 6 participants belong to KPK, 6 participants from Baluchistan and 10 participants from capital Territory; Islamabad. The age group of females ranges from 18 years till 53 years. Whereas total 52.2 % females are categorized as Young (18 years to 24 years), 37 % are categorized as Young Adults (25 years to 34 years), 9.1 % as Middle Aged (35 years to 44 years) and 1.7 % as Elderly (45 years to 54 years).

On looking towards the socio-economic classes of participants; 3 % participants belongs to Elite Class with income ranges from 150,000/= to 2.0 Million, 17 % from Upper-Middle Class with income ranges from 70,000/= to 150,000/=, 27.8 % belongs to Middle Class with the income ranges between 40,000/= to 70,000/=, 18.7 % participants belongs to Working class with the income range between 25,000/= to 40,000/=, 14.8 % belongs to the Working Poor Class with the income range of 15,000/= to 25,000/= and 18.7 % participants belongs to the Underclass with the income less than 15,000/= .

Females participating in the research are well educated as 33.9 % females declared to have a Master's degree, 43 % participants have Bachelor's degree, 14.8 % are Intermediate and 3.9 % are Matriculated. 4.3 % females categorized themselves into others. 74.3 % of females participating in the research were single, 23.5 % were married, 0.4 % were separated, 1.3 % were divorced and 0.4 % were widowed among the 230 total participants.

As the data was collected from the working females; 33.9 % females have full time jobs, 19.1 % have part time jobs, 10 % have contract based jobs, 14. 3 % are trainees or interns, 22.6 % declared themselves to be self-employed. Among total, 17.8 % participants belong to the government sector and 82.2 % belong to the private or public sectors as shown in table 1.

Inclusion/Exclusion Criteria

Participants of 18 years and above, who are living in Pakistan are included and whom who are under 18 were excluded from this research as 18 is the legal age of employability in Pakistan. All the participants of this research were living and working in Pakistan, Pakistani nationals working or living outside Pakistan were excluded as the main purpose of this research was to understand the sexual harassment climate of Pakistani workplaces and its effect on female employees.

Instruments

Google form was constructed due to the COVID-19 outbreak and restriction of physical contacts. Link of the form was spread through using different social media platforms i.e. Whatsapp, Facebook, Instagram and LinkedIn. The form consists of following sections;

Informed Consent

On clicking the link of the form, it initially takes the participants to the consent form, where the details of the research along with the researcher's details were given with the request to participate in the research. The confidentiality of the participants was assured and the withdrawal option kept open for every participant. The researcher's email id was also given to help participants to ask any question or give feedback related to the topic.

Demographics

By agreeing to the consent form, participants reached the demographics section of the form. This section consists of the basic demographic details of the participants where the question of the name is kept optional for the privacy concern of the participant. After the name, Gender, Age, City, Socio-economic status or Income per month,

Qualification, Marital status, Employment type and Organization or Institute were the questions asked by the participants to get some basic information about them.

Psychological Climate for Sexual harassment Scale (PCSH)

For analyzing workplace sexual harassment, Psychological Climate for Sexual harassment (PCSH) Scale is being used. This is an individual-level construct that reflects a person's opinions of the dangers of reporting a sexual harassment occurrence, the severity with which a complaint would be dealt with, and the likelihood of action being taken in response to the complaint (Estrada et al., 2011).

The PCSH is a nine-item questionnaire that assesses the risks, seriousness, and actions connected with sexual harassment incidents. Respondents are given items in a likert-type format with a 5-point response scale ranging from strongly disagree (1) to strongly agree (5). Reverse scoring and averaging across questions can be used to calculate total and subscale scores, with higher scores indicating greater intolerance of sexual harassment.

Job-related Affective Wellbeing Scale (JAWS-20)

Job-related Affective Wellbeing Scale – 20 items version (JAWS-20) is used to measure the job-related emotions of participants. This is a tool for assessing people's emotional reactions to their jobs. Each item represents an emotion, and respondents are asked how often they have felt it at work in the last 30 days. The JAWS has a wide range of unpleasant i.e. negative and good i.e. positive emotional experiences.

Never, Rarely, Sometimes, Quite Often, Extremely Often, or Always are the options for response on a five-point scale. The responses to the items should be scored from 1 to 5, with 1 representing Never and 5 representing Always. The scoring for the negative emotion will be reversed.

Ethical Consideration

All the ethical considerations have been followed in this research. All the participants participated voluntarily, informed consent was taken and their identity has been kept confidential. Both scales used in this research as being used after the permission by the authors.

Design

A Google form was constructed for the data collection due to COVID-19 outbreak. Link of the form was circulated through the help of social media i.e. WhatsApp, Facebook, Instagram and LinkedIn. By opening the link of the form, people first get access to the consent form. The consent form consists of a humble request for participation in the research along with the surety of confidentiality. It was also clearly mentioned in the consent form that if any participant feels unsecure, she can withdraw at any time. Researcher's email Id was also attached for the participants in case of any query or follow up.

After consent, demographic form is the next section. Name (optional), Gender, Age, City, Socio-economic status or Income per month, Qualification, Marital status, Employment type and Organization or Institute were the questions asked for the demographic details.

The third section of the form consists of the Psychological Climate for Sexual Harassment (PCSH) scale. At the start of this section the operational definition of 'Sexual Harassment' was mentioned that help the participants to understand the term easily. The fourth and last section of the Google form has Job-related affective Wellbeing Scale – 20 items version (JAWS-20). After submission of form, the participants get a thank you message on their screens from the researcher. On completion of data, scoring was done as described by the authors of scales and data was analyzed by the help of Statistical Package for the Social Sciences, Version 26.

Results

Table 1

Demographic characteristics of participants

Demographic Variable	N	%

Age Categories		
Young	120	52.2
Young Adults	85	37.0
Middle Aged	21	9.1
Elderly	4	1.7
Province		
Punjab	43	18.7
Sindh	165	71.7
KPK	6	2.6
Baluchistan	6	2.6
Capital Territory	10	4.3
Socio-Economic Status		
Elite Class	7	3.0
Upper-Middle Class	39	17.0
Middle Class	64	27.8
Working Class	43	18.7
Working Poor	34	14.8
Underclass	43	18.7
Qualification		
Matriculation	9	3.9
Intermediate	34	14.8
Bachelors	99	43.0
Masters	78	33.9
Others	10	4.3
Marital Status		
Single	171	74.3
Married	54	23.5
Separated	1	0.4
Divorced	3	1.3
Widow	1	0.4
Employment Status		
Full Time	78	33.9
Part Time	44	19.1
Contract Based	23	10.0
Trainee/Intern	33	14.3
Self-Employed	52	22.6
Organization/Institute		
Government Sector	41	17.8
Private/Public Sector	189	82.2

Note: N = Total number of participants and % = Percentage of participants on each demographics

To find out the relationship between sexual harassment climate and job-related affective well-being of female employees working in Pakistan, Pearson Product Moment Correlation was applied on the total scores of both scales. It shows that there is a weak positive correlation between PCSH i.e. psychological climate for sexual harassment and job-related affective well-being of Pakistani female employees. Pearson product coefficient found is 0.298 with the p-value of 0.000 and is significant at 0.01 level as shown in table 2. Weak positive correlation was found between both variables and hypothesis 1 gets accepted, this indicated that both the variables affect each other positively.

Table 2

Correlation of Psychological Climate for Sexual Harassment and Job-related Affective Wellbeing

		Psychological Climate for Sexual Harassment Grand Total	Job – related Affective Wellbeing Scale Grand Total
Psychological Climate for Sexual Harassment Grand Total	Pearson Correlation	1	0.298**
	Sig. (2 tailed)		0.000
	N	230	230
Job – related Affective Wellbeing Scale Grand Total	Pearson Correlation	0.298**	1
	Sig. (2 tailed)	0.000	
	N	230	230

Table 3

Summary of Linear Regression with Risk of Psychological Climate for Sexual Harassment as a predictor of Negative Emotions of Job-related Affective Wellbeing

Predictor	R	R Square	Adjusted R Square	St. Error of Estimate
	0.174[a]	0.030	0.026	6.46

Predictors: (Constant), Psychological Climate for Sexual Harassment – Risk

Table 4

Analysis of Variance of Linear Regression with Risk of Psychological Climate for Sexual Harassment as a predictor of Negative Emotions of Job-related Affective Wellbeing

Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	296.140	1	296.140	7.097	0.008[b]
Residual	9513.947	228	41.728		
Total	9810.087	229			

Dependent Variable: Job - related Affective Wellbeing Scale (Negative Emotions) Total
Predictors: (Constant), Psychological Climate for Sexual Harassment - Risk

Table 5

Coefficients of Linear Regression with Risk of Psychological Climate of Sexual Harassment as a predictor of Negative Emotions for Job-related Affective Wellbeing

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig
(Constant)	33.037	1.237		26.714	0.00
Psychological Climate for Sexual Harassment – Risk	1.056	0.396	0.174	2.664	0.008

Dependent Variable: Job - related Affective Wellbeing Scale (Negative Emotions) Total

Higher intolerance of sexual harassment at workplaces increases the high arousal and high pleasurable positive emotions of female employees. To predict the relationship between these two variables, linear regression was applied. Regression equation was found significant, ($R2 = 0.040$, $F (1, 228) = 9.438$, $p < 0.001$). Table 8 indicated ($\beta = 0.199$, $p < 0.001$) means that higher the intolerance of sexual harassment climate at workplace

results in increase of high arousal and high pleasurable positive emotions of female employees.

Table 6

Summary of Linear Regression with Psychological Climate for Sexual Harassment as a predictor of High pleasurable – High arousal Emotions

Predictors: (Constant), Psychological Climate for Sexual Harassment Grand Total

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig
(Constant)	33.037	1.237		26.714	0.00
Psychological Climate for Sexual Harassment – Risk	1.056	0.396	0.174	2.664	0.008

Table 7

Analysis of Variance of Linear Regression with Psychological Climate for Sexual Harassment as a predictor of High pleasurable – High arousal Emotions

Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	170.157	1	170.157	9.438	0.002[b]
Residual	4110.608	228	18.029		
Total	4280.765	229			

Dependent Variable: High pleasurable – High arousal Sub - scale

Predictors: (Constant), Psychological Climate for Sexual Harassment Grand Total

Table 8

Coefficients of Linear Regression with Psychological Climate for Sexual Harassment as a predictor of High pleasurable – High arousal Emotions

Dependent Variable: High pleasurable – High arousal Sub - scale

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig
(Constant)	12.536	1.366		9.176	0.000
Psychological Climate for Sexual Harassment Grand Total	1.317	0.429	0.199	3.072	0.002

This research was done to understand the sexual harassment climate at workplaces of Pakistan and the effect of sexual harassment climate of workplaces and the affective wellbeing of female employees of Pakistan especially. In the present chapter results of the study are illustrated and interpreted in detail.

Hypothesis 1

The first hypothesis of this research says that there is a relationship between sexual harassment climate at workplaces and the job-related affective wellbeing of Pakistani females. This hypothesis was tested by the Pearson Product Correlation by applying the correlation on the total scores of both scales i.e. the Psychological Climate of Sexual Harassment Scale (PCSH) and the Job-related affective Wellbeing Scale (JAWS). The correlation coefficient of both variables is r=0.298 and is significant at 0.01 level. There is a weak positive correlation between both variables; this means that the sexual harassment climate at workplaces affects the job-related affective wellbeing of female employees.

Pakistan is a developing state where females are considered to not get all the equal opportunities with males as like developed countries of the world. A few decades back, females did not get equal employment opportunities as males in Pakistan in various job sectors. In recent times, situation of employment is much better as females are

now working side by sides with males in different fields but still today they are facing different issues such as unequal salaries as compared to males for the same work and post, high job instability, non-availability of maternity leaves and daily based house chores responsibilities. Among different problems faced by working females of Pakistan, sexual harassment is the most severe issue as its effects are not only physical but psychological. Previous research also supports this result. Sexual harassment at workplaces has short and long term negative effects on employees (Boyd, 2011). Some of the psychosomatic outcomes include low self-esteem, low life satisfaction, low self-confidence, negative effects on women's relationships with other men, anger, fear, anxiety, depression, feelings of humiliation and alienation, sense of helplessness, headaches, sleep disturbances, weight loss or gain, gastrointestinal disturbances, and nausea (Gutek and Koss, 1993, Fitzgerald, 1993).

The weak correlation between both the variables indicated that there are other variables that could be present, which are also affecting the job-related affective wellbeing of female employees. To understand these variables, more descriptive research should be conducted on the larger sample size.

Hypothesis 2

The second hypothesis says that the risk of sexual harassment climate would predict the negative emotions of female employees. Present research confirmed this hypothesis and to analyze the hypothesis, linear regression was applied on the PCSH-R (i.e. the sub-scale of PCSH for the risk calculation) and the sub-scale of negative emotions. PCSH-R predicts the Negative Emotions in female employees as the regression analysis results are significant. This means that the risk of sexual harassment climate at work places results• in the increases of negative emotions of female employees towards their jobs.

Females, who are facing sexual harassment at their work places can't express their experience to others and file the harassment complaint against harasser as in Pakistani cultural context they will be blamed instead of being empathized. There are several reasons which resists females to report harassment such as infamies by the harasser, labeled with bad words, disgraced by surrounding people and fear of losing the job. Women are hesitant to report sexual harassment at their workplaces due to the fear of losing the employment. In the state of California, half of the women who filed a sexual harassment complaint were fired from their employment (Coles, 1986). In Pakistan, mostly women are working to support their families financially and they don't want to lose their job at any cost, so they keep quiet and do not report harassment at their workplaces to avoid the consequences. This results in the increase of harassment intensity and cases with female employees as the harasser becomes more and more confident by each passing day. Organizations various times did not take any proper action against the harasser to protect their organization's image and silently fired the employee or sometimes employees, which they think is responsible without any proper investigations. Workplace violence and sexual harassment are both extremely dangerous since they have a damaging effect on both the organization and the individual (Gutek & Koss, 1993).

Females feel helpless in these situations, even though they can't tell this to their families and friends; unmarried girls have fear of not getting good marriage proposals while on other hand married females have fear of their marriages being break due to sexual harassment, in result females resigned from their jobs. Previous researches also indicated that the sexual harassment at job places affects the job-satisfaction negatively. Victims of sexual harassment have lower job satisfaction, higher intentions of quitting the job and absenteeism (Markin, & Shah, 2014). Unethical reporting done by the media is also a reason females feel unsafe to report the harassment. To increase the TRP of their channel, reporters manipulate the scenario and show the face and identity of the victim. This severely damaged the psychological and physical health of the victim due to the distress, insult and humiliation by society and also damaged the case. Past studies also indicated the Sexual harassment causes a lot of grief and suffering. Sexual harassment is distressing, irritating, awkward, insulting, humiliating, stressful, frightening, and terrifying to victims (Fitzgerald et al., 1997; Langer, 2017).

Hypothesis 3

The last hypothesis of this study stated that the higher intolerance of sexual harassment climate at workplaces would predict the high pleasurable and high arousal emotions of female employees. High pleasurable and arousal emotions are the sub-scale of positive emotions of job-related affective wellbeing scale. This hypothesis was also tested by linear regression PCSH (i.e. the intolerance of sexual harassment climate at workplace) predicts the high pleasurable and high arousal emotions of female employees.

This test results in significant means the higher intolerance of sexual harassment at workplaces significantly increases the positive emotions of female employees towards their jobs. Organizations are now days working on the strict policies to prevent sexual harassment in their premises. Various organizations in Pakistan now have their own zero harassment policies but unluckily there are many organizations still working in countries that don't have their proper harassment policy. Protection against harassment of women at the workplace act passed in 2010 by parliament of Pakistan, gives protection to women against all types of harassment at workplaces. Previous supportive findings includes; Job satisfaction is a powerful predictor of total person well-being (Diaz-Serrano & Cabral Vieira, 2005) and the organizations that are proactive in developing and enforcing sexual harassment policies have the lowest rate of sexual harassment cases within their borders (Holland & Cortina, 2016).

Limitations of the Study

This study was conducted on Pakistani females and data was collected from all the four provinces of Pakistan but only literate females, who live in the different cities of Pakistan, participated in it. Due to the unavailability of internet facilities, many females couldn't participate in this research, especially the females from the small cities of Baluchistan, KPK and Sindh. The illiterate females, who work as farmers were not being included as the data was collected online due to the spread of COVID-19.

This research only focused on the sexual harassment at workplaces of Pakistan although in past few years, there are various cases reported of sexual harassment and rape throughout the country, other than the workplaces. These places include the bus stops, markets, parks, sea sides, picnic places and even educational institutes. The feudal system followed in different villages of Pakistan till today is also a reason for harassment with females in the country. Females living in these villages suffered from physical, verbal and sexual violence as they deny the state's law and have their own rules. Various rape cases being reported from these villages. Different rape cases with kids are also being reporting in Pakistan recently.

This study only limited to understand the sexual harassment of females and males were excluded, there are different cases reported of sexual harassment faced by males now days and its estimated that many of these cases are not being reported as males are considered as the influential gender and it's considered as taboo of a male being harassed. This research was also limited to the specific workplace sexual harassment climate and sexual harassment can't only be done physically it can also be done online through different social media platforms by doing unethical and vulgar comments on the pictures posted on these platforms, other types of online sexual abuse includes sharing vulgar memes, sexual jokes and porn videos to others against their will. More research should be done to cover these topics.

Suggestions and Actions

Awareness campaigns should be done by media and authorities to educate people specially females and youth about the harassment, its types, prevention techniques and the state's laws against harassment. The method for filing complaints against harassment should be easy, so that everyone can easily approach the law enforcing agencies despite the literacy level, while during investigation the identity of the victim should be kept confidential and during all the investigation and hearing procedure in court, it should be enforced to not humiliate the victim.

Sex education in schools should be imposed by the government to help young kids to understand their sexuality at the right time and age. Introducing sex education in school's curriculum will help in reducing sexual harassment cases by youth. Awareness sessions with parents should also be done to teach parents of adolescents to have friendly discussions about sexuality with their kids at homes. All pornographic sites should be banned by the government. Sexual aggressiveness in adolescents is a result of a lack of timely sex education and easy access to porn, which is the leading cause of sexual harassment in society. And in the last societal or cultural attitudes towards the victim of sexual harassment should be reviewing at various levels.

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